



**Federal
Affirmative Action
Plan
2013-2014**

University of Wisconsin – Milwaukee
2013-2014 Federal Affirmative Action Plan
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Chapter 1

Overview

1.1 Introduction and Purpose

The University of Wisconsin-Milwaukee (“UWM”) is pleased to publish this Affirmative Action Plan covering the time period November 1, 2013 to October 31, 2014. This Plan sets forth current actions being taken and future actions to be taken by UWM concerning equal employment opportunities and affirmative action and provides for implementation and monitoring of these actions. UWM is fully committed to principles of equal employment opportunity and affirmative action, and, therefore, views the development of an annual plan as a welcome opportunity to identify potential issues and improve its employment processes.

This Plan has been developed in accordance with the requirements of Executive Order 11246, as amended, and the implementing regulations published at 41 C.F.R. §60-2 et seq. This Plan incorporates data from the 2010 Census in the incumbency (utilization) statistics of availability, and utilizes a two-factor analysis of utilization, per OFCCP guidelines. The use of term “goals” in this Plan is not intended to sanction the discriminatory treatment of any group or person, but rather as a mechanism to evaluate UWM’s effectiveness in reaching its affirmative action objectives. Similarly, the use of terms such as “underutilization” or “disparity” should not be construed as an admission that any group or individual has been discriminated against in any way by UWM.

UWM is committed to doing more than ensuring employment neutrality for women and minorities. UWM recognizes that, as the words imply, equal employment opportunity, affirmative action, and diversity require positive action and deliberate efforts to remove systemic, institutional forms of exclusion and discrimination to ensure that UWM is reaching out to all potential candidates in its personnel practices. To this end, included in this Plan is a diagnostic component that includes a number of quantitative analyses designed to evaluate the composition of our workforce as compared to the relevant labor pool. These analyses are important tools used by management to ensure proper monitoring of our employment practices and to identify and address problem areas as applicable. The objective of UWM’s affirmative action program is to achieve and maintain equal employment in the workplace. UWM realizes that this objective can only be accomplished through specific and result-oriented procedures set forth in an affirmative action plan in which it is committed to apply every good faith effort.

1.2 Description of the University

UWM is a part of the University of Wisconsin System (“UW System”), which is a state agency. The UW System, as a whole, is comprised of 13 four-year universities, 13 freshman-sophomore UW Colleges, and the statewide UW-Extension. It is one of the largest systems of public higher education in the country, serving more than 181,000 students each year and employing more than 40,000 faculty and staff statewide. Collectively, these System institutions are a tremendous academic, cultural, and economic resource for Wisconsin, the nation, and the world.

The UW System is governed by an 18-member Board of Regents, as established under Chapter 36 of the Wisconsin State Statutes. The Board appoints the President of the UW System, the chancellors of the 13 universities, the chancellor of UW-Extension, and the deans of the 13 UW Colleges. All appointees serve at the pleasure of the Board. The Board establishes a regulatory framework within which the individual institutions, including UWM, must operate.

The mission of the UW System is to develop human resources, to discover and disseminate knowledge, to extend knowledge and its application beyond the boundaries of its campuses, and to serve and stimulate society by developing in students heightened intellectual, cultural and humane sensitivities, scientific, professional and technological expertise and a sense of purpose. In addition, UWM's core mission as an institution includes serving the needs of women, minority, disadvantaged, disabled, veterans and non-traditional students and seeking racial and ethnic diversification of the student body and the professional faculty and staff.

UWM is Wisconsin's second largest university, with more than 29,000 students participating in 180 different academic degree programs spread throughout 14 schools and colleges. UWM has over 3,800 employees, which are divided into two basic groups: "classified" and "unclassified." "Unclassified" staff are comprised primarily of faculty, academic staff, and limited employees. UWM employs approximately 1,755 faculty/instructional staff, and 1067 non-instructional academic staff and limited appointees. "Classified" employees are members of the State civil service whose positions are not expressly listed in the statutes as being "unclassified." UWM employs approximately 1028 classified permanent staff.

As a state agency, in addition to be subject to UW System rules, many of UWM's employment practices are dictated by State statutes and regulations, with additional regulation by other State agencies and entities, such as the Wisconsin Office of State Employment Relations ("OSER"). Under Chapters 111 and 230 of the Wisconsin State Statutes, OSER currently has statutory responsibility for negotiating labor contracts on behalf of State agencies with unions and for establishing civil service rules governing classified employees, in particular with regard to recruitment, promotion, transfers, and compensation. Unclassified employees such as faculty and academic staff are not unionized and share in the governance of UWM under Wis. Stat. §36.09.

Up until January 1, 2012, most UWM classified employees were covered by collective bargaining agreements governing promotion, transfers and compensation. In 2011, the State of Wisconsin passed legislation that substantially reduced the number of areas subject to collective bargaining, and most of the unions did not seek to be recertified under the new law. In 2013, only one union has recertified (Building Trades and Crafts) but they do not have a collective bargaining agreement. As such, most UWM classified staff are now nonrepresented and subject to the State of Wisconsin Compensation Plan, which previously governed only a limited number of nonrepresented classified employees at UWM. The plan is released by OSER, and must be approved by the Wisconsin legislature's Joint Committee on Employment Relations. Once approved, it specifies the compensation for all State classified employees over the upcoming biennium, including but not limited to any across-the-board percentage pay increases, market increases for specified job classifications, changes to broadband pay ranges, discretionary increases, and overtime.

The Wisconsin Legislature also modified regulations to allow the UW System more flexibility to determine its personnel structures, which will greatly impact UWM's staff. UWM is participating in a UW System-wide University Personnel System project, which will develop a new overall classification system for all employees, collaborate with the new HRS System, and ensure that the new personnel structure encompasses the necessary flexibilities to enable UW institutions to effectively manage their workforce.

More details on some of UWM's employment procedures are provided below, in the following chapters of this AAP, and in the Appendices.

1.3 Equal Employment Opportunity Policy

UWM is an equal opportunity, affirmative action employer and does not discriminate on the basis of race, sex, color, national origin, religion or any other protected status recognized by Wisconsin or federal law. Interim Chancellor Michael R. Lovell (confirmed by the Board of Regents as Chancellor in October of 2011) reiterated UWM's commitment to equal employment opportunity when he approved UWM's Equal Employment Opportunity Policy as follows:

It is the policy of the University of Wisconsin-Milwaukee to provide equal employment opportunity to all individuals regardless of race, color, creed, religion, sex, gender identity and expression, sexual orientation, age, national origin, ancestry, disability, marital status, pregnancy, political affiliation, arrest or conviction record, identity as a veteran, disabled veteran, Vietnam era veteran, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or this state, use of lawful products off the premises during nonworking hours, genetic information or any other status protected under federal, state, or local laws or regulations. Discrimination or harassment based on any protected status, including sexual harassment, is illegal and will not be tolerated. Co-workers and supervisors may not retaliate against any employee, student, or job applicant because he or she filed a complaint, assisted in an investigation or participated in any proceeding alleging discrimination on the foregoing basis. UWM's policy on Discriminatory Conduct is available from the Office of Equity/Diversity Services.

The university will provide physical accessibility to work environments and reasonable accommodations to qualified individuals with disabilities. Upon request, the university will provide reasonable accommodations for religious observances and practices. The university is committed to a program of affirmative action for women, racial minorities, persons with disabilities, disabled veterans and veterans of the Vietnam era consistent with federal and state law. Equal opportunity principles will guide all employment practices, including, but not limited to, recruiting, interviewing, hiring, transfers, promotions, training, compensation, benefits, layoffs, terminations, retention, certification, and testing. While the chancellor assumes overall responsibility for the success of the program, university administrators and supervisors are responsible and accountable for implementation. Authority for monitoring the program is delegated to the Office of Equity/Diversity Services.

As chancellor of the University of Wisconsin-Milwaukee, I call upon each individual associated with the university to join me in pledging a commitment to build and maintain

a campus environment free of harassment and discrimination, an environment that fosters mutual respect, recognizes the dignity and worth of all people and promotes, to the fullest, equal employment opportunity through affirmative action.

/s/

Michael R. Lovell, Interim Chancellor
University of Wisconsin-Milwaukee
April 23, 2012

1.4 Employment Procedures

At UWM, the decisions made with respect to personnel actions are decentralized and are made at the division/department level. However, only certain individuals, referred to as “the appointing authority,” are authorized to hire, promote, modify the compensation of, or discharge employees. The authority to appoint classified employees has been delegated to Deans and Division Heads. (See UWM’s Policy on Appointing Authority for Classified Civil Service Employment (S-11)). The Chancellor has authority to appoint unclassified employees at a salary up to 75% of the salary of the UW System President, subject to the Regents approval of tenure. (See UW System’s Unclassified Personnel Guideline No. 5) The Chancellor has delegated this authority for unclassified employees to Deans and Division Heads. Deans and Division Heads may delegate appointment authority to subordinates, provided they notify the Department of Human Resources upon doing so.

UWM reviews compliance on personnel activities, including individual hiring, promotions, terminations, and compensation decisions. The Director of Human Resources, who reports to the Vice Chancellor of Finance and Administrative Affairs, identifies potential problem areas and advises decision-makers regarding compliance with affirmative action policies and principles. UWM also regularly reviews its overall employment processes to ensure that no single or combination of policies, practices or procedures has a disparate impact upon a minority or female candidate’s opportunity for employment. This review is the responsibility of the Associate Vice Chancellor for Diversity and Climate with assistance from the Directors of the Office of Equity/Diversity Services (“EDS”) and Human Resources.

As discussed above, UWM’s employees are divided into two basic groups: “classified” and “unclassified,” and these groups are subject to different employment procedures. With respect to classified employees, the recruitment, promotion and termination of classified employees is governed largely by procedures established by OSER. An outline of the process for classified recruitments is attached as Appendix A.

Unclassified employees include several different subsets, including faculty, academic staff, and limited appointments. A copy of the process for unclassified recruitments is attached as Appendix B. As a matter of shared governance, personnel matters involving faculty members, including appointment, promotion, discipline and dismissal, are governed by the policies and procedures established by the faculty. UWM is bound by these policies and procedures. Department executive committees comprised entirely of faculty initiate most decisions pertaining to the recruitment, retention, compensation, and termination of faculty. Faculty members may

have probationary status (on a contract term, non-tenured) or may be tenured (employment can be terminated only for cause).

Similarly UWM's academic staff members have the primary responsibility for the formulation and review of policies and procedures concerning academic staff members, including academic staff personnel matters. UWM administration is bound by the personnel policies and procedures pertaining to academic staff. Academic staff members may be indefinite (employment can be terminated only for cause), probationary (on a term contract that may become indefinite after seven years of renewed employment or may be non-renewed for any reason), or fixed-term (having no expectation of continued employment beyond the contract term).

UWM also has a number of "limited appointments" for upper level administrators. Wisconsin Administrative Code Chapter UWS 15 defines a limited appointment as "a special appointment to a designated administrative position. A person in this type of appointment serves at the pleasure of the authorized official who made the appointment." Wisconsin Statute §36.17(2) requires certain positions must be designated as limited appointments. At UWM, the positions authorized for limited appointments are the Chancellor, Provost, Vice Chancellor, Associate Vice Chancellor, Assistant Chancellor, Assistant Vice Chancellor, and those administrative positions that require a faculty appointment, including Dean, Associate Dean, Assistant Dean (A52NN requiring concurrent faculty appointment), Academic Program Directors (all levels) and Department Chairperson.

Chapter 2

Implementation of Affirmative Action

2.1 Designation of Responsibility

As the chief executive officer of UWM, the Chancellor has the overall responsibility for UWM's equal employment opportunity and affirmative action programs. The operational aspects of the EEO/AA programs are delegated to various offices in UWM. In the absence of the Chancellor, per Wisconsin Statute, the Provost assumes the responsibilities of the chief executive officer.

UWM is organized into four divisions—Academic Affairs, Student Affairs, Finance and Administrative Affairs, and General Education Administration. Academic Affairs, Student Affairs, and Finance and Administrative Affairs are each headed by a single vice chancellor. The General Education Administration division has four substantive areas—Development, Global Inclusion and Engagement, University Relations, and Research. The first three areas are headed up by vice chancellors, and a special assistant to the Chancellor leads Research. The six vice chancellors and the special assistant report directly to the Chancellor and are charged with overseeing personnel activities in their divisions and/or units.

As part of this charge, each vice chancellor is expected to actively promote UWM's affirmative action goals and take initiative in fostering a working environment that values diversity and equal opportunity and is free of harassment or discrimination. Each vice chancellor's appointment letter specifically lays out these expectations. Each division is further divided into distinct administrative units, led by a director (for administrative units) or dean (for academic schools and colleges). The deans and directors are responsible for implementing the EEO/AA programs within their units. The vice chancellor of the division/unit monitors the implementation of these programs. The Department of Human Resources also reviews personnel activity transactions for compliance with University policies, including EEO/AA policies. The Director of Human Resources, who reports to the Vice Chancellor for Finance and Administrative Affairs, identifies problem areas and provides advice to deans, directors and vice chancellors.

The Director of the Office of Equity/Diversity Services (EDS) is responsible for monitoring and ensuring compliance with UWM's Equal Opportunity Policy and Discriminatory Conduct Policy. In this capacity, the Director has the full support of and access to senior management officials including the Chancellor. The EDS Director's duties include developing affirmative action training programs, investigating discrimination complaints, assisting department directors and supervisors (line management) in identifying problem areas and in arriving at solutions to problems, keeping management informed of the latest developments in the equal opportunity area and advising.

The Division of Finance and Administrative Affairs monitors compliance with the requirements for postings of EEO and related required posters. All facilities maintained by UWM are desegregated, both in policy and in use, and any facilities such as locker rooms and restrooms are comparable for both genders. In addition, a number of single-person restrooms have been re-purposed to serve as “Inclusive Facilities,” to recognize UWM’s increasingly diverse student population and to provide for the needs of these students, faculty and staff.

2.2 Identification of Problem Areas

UWM performed an in-depth analysis of its total employment processes to determine whether and where impediments to equal employment opportunities may exist. Among other things, UWM evaluated the composition of its existing workforce and its personnel activities to determine whether there are statistical disparities in employment or in these activities. An impact ratio and goal progress analysis has been conducted for the period from November 1, 2012 to October 31, 2013.

a. 2012-13 Placement Goals¹ and Progress towards those Goals

Placement goals were established based on the workforce analysis at the start of the 2012-2013 plan year. The 2012-2013 plan utilized 2000 Census data to determine availability for the majority of the job groups, and 2010 *National Opinion Research Center at the University of Chicago (NORC)* data to determine faculty job group availability. If the incumbency in the job group for women or minorities was two or more standard deviations less than the availability of women or minorities determined at the beginning of the plan year, then a placement goal was set (i.e. the 2 Standard Deviations rule).

The availability data prompted placement goals for women in nine (9) job groups and for minorities in two (2) job groups. The nine job groups for which placement goals were set for women in the 2012-13 Plan were:

- 043: Classified: Management Information Professionals
- 05M: Classified: Library and Senior Clerical
- F08: Faculty: L&S – Natural Sciences
- F09: Faculty: L&S – Social Sciences
- F13: Faculty: Continuing Education
- F14: Faculty: Public Health
- T04: Instructional Academic Staff: Business Administration
- T06: Instructional Academic Staff: Engineering & Applied Sciences

¹ The establishment of a "Placement Goal" does not amount to an admission of impermissible conduct. It is neither a finding of unlawful discrimination nor a finding of a lack of good faith affirmative action efforts. Nor does the establishment of a Placement Goal permit unlawful discrimination. Rather, the establishment of a Placement Goal is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase, in the future, the percentage utilization of minorities and women in the workforce.

U01: Other Unclassified: Executives

The two job groups for which placement goals were set for minorities in the 2012-13 Plan were:

T02: Instructional Academic Staff: Health Sciences

T04: Instructional Academic Staff: Business Administration

The following tables entitled “Progress Toward 2012-2103 Placement Goals” detail the numbers of hires and/or promotions in each job group that had placement goals for minorities or females in the 2012-13 Affirmative Action plan year.

Progress toward 2012-2013 Female Placement Goals:

Job Group Code	Total Hires/Promos to Job Group	Female Hires/Promos
043	17	3
05M	41	34
F08	11	5
F09	21	8
F13	0	n/a
F14	6	4
T04	1	0
T06	0	n/a
U01	2	1

The table demonstrates that six of the nine job groups with placement goals for females experienced hiring or promotional activity that made progress toward addressing the underutilization for females documented in last year’s AAP. Job Group T04 is an exception; however, there was only one (1) hire in during the 2012-2013 plan year—a male who was the most qualified applicant in the pool. The remaining two job groups with underutilization for females had no hiring or promotional activity.

Progress toward 2012-2013 Minority Placement Goals:

Job Group Code	Total Hires/Promos to Job Group	Minority Hires/Promos
T02	5	0
T04	1	0

The above table illustrates that although both job groups with placement goals for minorities had some hiring and or promotional activity, there were no minorities hired or promoted in the 2012-13 Affirmative Action Plan year.

EDS consulted with the Personnel Representative (PREP) for the College of Health Sciences regarding the hiring activity in job group T02, who confirmed that the unit hired five White females. Two of the hires were conducted via recruitment waivers, due to the unique qualifications of the incumbents necessary to assist UWM's Biomedical Sciences Diagnostic Imaging unit in obtaining the necessary state and federal accreditation. For the remaining three hires, EDS confirmed that targeted recruitment efforts to historical Black colleges and universities, as well state and local community based organizations, failed to attract qualified minority applicants for these positions.

In the case of Job Group T04, there was only one hire. Nonetheless, EDS contacted the PREP for the Lubar School of Business, who stated that the college had launched targeted recruitment efforts locally and statewide and the School appeared to have sufficient applicant flow. However, the most qualified applicant for this position was a White male.

Both the College of Health Sciences and the Lubar School of Business Administration have agreed to work with EDS to assess their selection practices in the 2013-2014 AA Plan year in order to ensure that selection decisions for instructional academic staff are made on appropriate, non-discriminatory criteria.

b. Analysis of Personnel Activity

i. Recruitment and Selection

In 2012-2013, UWM hired 392 employees into or within forty-six (46) different job groups. It should be noted that in 26 of the above 46 job groups, there were fewer than 5 new hires. For each of the 46 job groups with hiring activity, UWM conducted a selection analysis, which is shown in Table 1 and Table 3 on the following pages. Specifically, in Table 1, the percentage of female hires was calculated by dividing the total number of females hired in the job group by the total number of female applicants for the job group. Similarly, the percentage of male hires was calculated from the number of male hires divided by the number of male applicants. In analyzing the

selection data, UWM also applied the Two Standard Deviation test.² In the standard deviation test, a result of less than 2 standard deviations is generally considered non-significant. The identical calculations (impact ratios and standard deviation analysis) were conducted for minority selection rates in Table 3. Finally, Table 2 and Table 4 detail the numbers contained in the applicant pools for females and minorities, respectively. The applicant pool numbers were converted to percentages and were compared to the availability percentages of women and minorities in each job group with hiring activity.

Of the 9 job groups for which placement goals were established for women, there was no hiring activity in two job groups (T06 and F13). Table 1 on the following page, highlighted in yellow, indicates the 7 job groups with placement goals for women with hiring activity. The standard deviation test analysis indicates no bias in the selection process for the seven job groups with placement goals for women. However, in analyzing applicant flow for the seven job groups with placement goals for women with hiring activity, only one of these seven groups (05M), as shown in Table 2 (Female Applicant Flow Analysis), had adequate applicant flow, as determined by the availability data.

The two job groups for which placement goals were established for minorities are shown in Table 3 on the following page and highlighted in yellow. The standard deviation test analysis indicates no bias in the selection process for the two job groups with minority placement goals (T02 and T04). However, only one of these job groups (T04) had an adequate applicant flow as shown on Table 4 (Minority Applicant Flow Analysis). Table 3 also indicates that two job groups (F03 and U11) with no placement goals for minorities had an adverse impact in selection when the standard deviation test was applied. These two job groups appeared to have adequate applicant flow as shown on Table 4. EDS consulted with the PREP for the Lubar School of Business, who confirmed that the department had undertaken a targeted recruitment effort to create diverse applicant pools to fill its two vacancies. The PREP stated that their top three diverse candidates withdrew their names from consideration, and one of the females in the next tier accepted an offer from another institution, leaving two white males as the most qualified candidates.

UWM's selection processes ensure that the best candidate is hired from the applicant pool. However, it is noted that UWM's analysis as detailed in Tables 2 and 4 showed a number of job groups had less than adequate applicant flow for women and/or minorities. In Table 2, six (043, F08, F09, F14, T04 and U01) of the nineteen Job Groups with less than adequate applicant flow had placement goals for women in the previous AAP year. Of the ten job groups identified in Table 4 with inadequate applicant flow, only one (T04) had a placement goal for minorities. UWM will continue to expand its outreach efforts aimed at getting a pool of candidates that reflects the availability of women and minorities in the respective job group for each recruitment. Results from the analysis of UWM's progress towards its 2012-13 Placement Goals as outlined above has led UWM

² Two Standard Deviation Test calculations were obtained through the use of HR-Software.net-sponsored website (www.hr-software.net/disparate impact.htm?ActionTaken=0)

to reach out to women and minorities in the recruitment process and to review the selection processes as described in Section 2.3(a) below.

Table 1 Female Adverse Impact Analysis

Job Groups	Male Apps	Female Apps	Total Apps (w/o Unknowns)	Male Hires	Female Hires	Total Hires	Percent Male Hired	Percent Female Hired	Female Impact Ratio	Gender Standard Dev	Adverse Impact in Selection (Two Standard Dev) Test
01M-CLASSIFIED: ADMIN & PROGRAM SPEC	24	39	63	4	2	6	16.67%	5.13%	30.77%	-1.52	N
02M-CLASSIFIED: FISCAL & RELATED	45	56	101	7	8	15	15.56%	14.29%	91.84%	-0.18	N
043-CLASSIFIED: MGT INFORMATION PROFESSNLS	86	24	110	14	3	17	16.28%	12.50%	76.79%	-0.45	N
05M-CLASSIFIED: LIBRARY & SENIOR CLERICAL	119	322	441	7	34	41	5.88%	10.56%	179.50%	1.50	N
06M-CLASSIFIED: TECH - GRAPHIC ARTS, MEDIA	16	26	42	1	2	3	6.25%	7.69%	123.08%	0.18	N
07M-CLASSIFIED: GENERAL CLERICAL	103	292	395	4	17	21	3.88%	5.82%	149.91%	0.75	N
08M-CLASSIFIED: MATER HANDL/FOOD SVC/LABOR	121	96	217	8	7	15	6.61%	7.29%	110.29%	0.20	N
09M-CLASSIFIED: MECHANICS & REPAIRERS	7	0	7	2	0	2	28.57%	N/A	N/A	N/A	N/A
10M-CLASSIFIED: CONTRUC TRADES/POWER PLANT	23	0	23	4	0	4	17.39%	N/A	N/A	N/A	N/A
185-CLASSIFIED: TECHNICAL SPT OCCUPATIONS	9	4	13	0	1	1	0.00%	25.00%	N/A	1.56	N
247-CLASSIFIED: LAW ENFORCEMENT OCCUPATIONS	443	90	533	12	3	15	2.71%	3.33%	123.06%	0.33	N
999-CLASSIFIED: LABORERS & CUSTODIANS	771	310	1081	21	8	29	2.72%	2.58%	94.75%	-0.13	N
F01-FACULTY: HEALTH SCI	10	5	15	1	1	2	10.00%	20.00%	200.00%	0.54	N
F02-FACULTY: ARCHITECTURE/URBAN PLANNING	60	28	88	2	0	2	3.33%	0.00%	0.00%	-0.98	N
F03-FACULTY: BUSINESS ADMINISTRATION	15	10	25	2	0	2	13.33%	0.00%	0.00%	-1.20	N
F04-FACULTY: EDUCATION	25	33	58	3	4	7	12.00%	12.12%	101.01%	0.01	N
F06-FACULTY: ARTS	103	35	138	4	0	4	3.88%	0.00%	0.00%	-1.18	N
F07-FACULTY: L&S - HUMANITIES/COMM	57	110	167	2	4	6	3.51%	3.64%	103.64%	0.04	N
F08-FACULTY: L&S - NATURAL SCIENCES	113	37	150	1	2	3	0.88%	5.41%	610.81%	1.70	N
F09-FACULTY: L&S - SOCIAL SCIENCES	338	225	563	8	2	10	2.37%	0.89%	37.56%	-1.30	N
F10-FACULTY: LIBRARY/SCHL OF INFO STUDIES	35	18	53	2	1	3	5.71%	5.56%	97.22%	-0.02	N
F11-FACULTY: NURSING	4	26	30	0	2	2	0.00%	7.69%	N/A	0.57	N
F12-FACULTY: SOCIAL WELFARE	50	108	158	1	3	4	2.00%	2.78%	138.89%	0.29	N
F14-FACULTY: SCHOOL OF PUBLIC HEALTH	26	19	45	2	4	6	7.69%	21.05%	273.68%	1.30	N
F15-FACULTY: FRESHWATER ADMINISTRATION	11	7	18	1	0	1	9.09%	0.00%	0.00%	-0.82	N
T02-INSTRUC AS: HEALTH SCI	6	16	22	0	5	5	0.00%	31.25%	N/A	1.56	N
T03-INSTRUC AS: ARCHITECTURE/URBAN PLANNING	17	8	25	1	0	1	5.88%	0.00%	0.00%	-0.70	N
T04-INSTRUC AS: BUSINESS ADMINISTRATION	20	4	24	1	0	1	5.00%	0.00%	0.00%	-0.46	N
T05-INSTRUC AS: EDUCATION	12	44	56	0	4	4	0.00%	9.09%	N/A	1.08	N
T07-INSTRUC AS: ARTS	23	16	39	3	2	5	13.04%	12.50%	95.83%	-0.05	N
T08-INSTRUC AS: L&S - HUMANITIES/COMM	9	14	23	1	1	2	11.11%	7.14%	64.29%	-0.33	N
T09-INSTRUC AS: L&S - NATURAL SCIENCES	61	43	104	2	2	4	3.28%	4.65%	141.86%	0.36	N
T12-INSTRUC AS: NURSING	6	11	17	1	2	3	16.67%	18.18%	109.09%	0.08	N
T15-INSTRUC AS: OTHER INSTRUC ACADEMIC STAFF	80	58	138	1	2	3	1.25%	3.45%	275.86%	0.87	N
U01-OTHR UNCLS: EXECUTIVE	12	2	14	1	0	1	8.33%	0.00%	0.00%	-0.42	N
U02-OTHR UNCLS: ACADEMIC ADMINISTRATORS	1	5	6	1	3	4	100.00%	60.00%	60.00%	-0.77	N
U03-OTHR UNCLS: RESEARCH PROFESSIONALS	17	7	24	3	1	4	17.65%	14.29%	80.95%	-0.20	N
U04-OTHR UNCLS: ADMINISTRATORS (09-11)	30	21	51	2	2	4	6.67%	9.52%	142.86%	0.37	N
U05-OTHR UNCLS: ADMINISTRATORS (07-08)	86	30	116	4	2	6	4.65%	6.67%	143.33%	0.43	N
U06-OTHR UNCLS: ADMINISTRATORS (04-06)	34	13	47	1	1	2	2.94%	7.69%	261.54%	0.72	N
U07-OTHR UNCLS: ACAD PROFESSIONALS	46	93	139	4	5	9	8.70%	5.38%	61.83%	-0.75	N
U08-OTHR UNCLS: ADMIN PROFESSIONALS	260	379	639	13	22	35	5.00%	5.80%	116.09%	0.44	N
U10-OTHR UNCLS: IS PROFESSIONALS	1	3	4	0	1	1	0.00%	33.33%	N/A	0.67	N
U11-OTHR UNCLS: RES SPT PROFESSIONALS	81	69	150	9	5	14	11.11%	7.25%	65.22%	-0.81	N
U12-OTHR UNCLS: STUDNT SVC PROFESSIONALS	855	1590	2445	20	29	49	2.34%	1.82%	77.97%	-0.87	N
U13-OTHR UNCLS: UNIV REL/MEDIA PROFESSNL	144	136	280	7	7	14	4.86%	5.15%	105.88%	0.11	N

**Yellow shading denotes job group where placement goal was established in previous plan year.

Table 2 Gender Applicant Flow Analysis

Job Groups	Total Apps	Total Apps w/o Unknowns	Male Apps	Female Apps	Unknown Apps	% Female in Pool	Female Availability	Adequate Applicant Flow?
01M-CLASSIFIED: ADMIN & PROGRAM SPEC	67	63	24	39	4	61.90%	67.00%	Y
02M-CLASSIFIED: FISCAL & RELATED	110	101	45	56	9	55.45%	67.00%	Y
043-CLASSIFIED: MGT INFORMATION PROFESSNLS	127	110	86	24	17	21.82%	35.00%	N
05M-CLASSIFIED: LIBRARY & SENIOR CLERICAL	469	441	119	322	28	73.02%	84.00%	Y
06M-CLASSIFIED: TECH - GRAPHIC ARTS, MEDIA	49	42	16	26	7	61.90%	64.00%	Y
07M-CLASSIFIED: GENERAL CLERICAL	404	395	103	292	9	73.92%	89.00%	Y
08M-CLASSIFIED: MATER HANDL/FOOD SVC/LABOR	222	217	121	96	5	44.24%	46.00%	Y
09M-CLASSIFIED: MECHANICS & REPAIRERS	8	7	7	0	1	0.00%	4.00%	N
10M-CLASSIFIED: CONTRUC TRADES/POWER PLANT	25	23	23	0	2	0.00%	3.00%	N
185-CLASSIFIED: TECHNICAL SPT OCCUPATIONS	15	13	9	4	2	30.77%	26.00%	Y
247-CLASSIFIED: LAW ENFORCEMENT OCCUPATIONS	543	533	443	90	10	16.89%	21.00%	Y
999-CLASSIFIED: LABORERS & CUSTODIANS	1095	1081	771	310	14	28.68%	35.00%	Y
F01-FACULTY: HEALTH SCI	16	15	10	5	1	33.33%	71.00%	N
F02-FACULTY: ARCHITECTURE/URBAN PLANNING	93	88	60	28	5	31.82%	55.00%	N
F03-FACULTY: BUSINESS ADMINISTRATION	26	25	15	10	1	40.00%	40.00%	Y
F04-FACULTY: EDUCATION	58	58	25	33	0	56.90%	73.00%	N
F06-FACULTY: ARTS	150	138	103	35	12	25.36%	61.00%	N
F07-FACULTY: L&S - HUMANITIES/COMM	176	167	57	110	9	65.87%	54.00%	Y
F08-FACULTY: L&S - NATURAL SCIENCES	168	150	113	37	18	24.67%	33.00%	N
F09-FACULTY: L&S - SOCIAL SCIENCES	591	563	338	225	28	39.96%	64.00%	N
F10-FACULTY: LIBRARY/SCHL OF INFO STUDIES	57	53	35	18	4	33.96%	45.00%	N
F11-FACULTY: NURSING	30	30	4	26	0	86.67%	92.00%	Y
F12-FACULTY: SOCIAL WELFARE	164	158	50	108	6	68.35%	69.00%	Y
F14-FACULTY: SCHOOL OF PUBLIC HEALTH	45	45	26	19	0	42.22%	74.00%	N
F15-FACULTY: FRESHWATER ADMINISTRATION	18	18	11	7	0	38.89%	18.00%	Y
T02-INSTRUC AS: HEALTH SCI	22	22	6	16	0	72.73%	50.00%	Y
T03-INSTRUC AS: ARCHITECTURE/URBAN PLANNING	29	25	17	8	4	32.00%	50.00%	N
T04-INSTRUC AS: BUSINESS ADMINISTRATION	26	24	20	4	2	16.67%	50.00%	N
T05-INSTRUC AS: EDUCATION	56	56	12	44	0	78.57%	50.00%	Y
T07-INSTRUC AS: ARTS	48	39	23	16	9	41.03%	50.00%	Y
T08-INSTRUC AS: L&S - HUMANITIES/COMM	23	23	9	14	0	60.87%	50.00%	Y
T09-INSTRUC AS: L&S - NATURAL SCIENCES	106	104	61	43	2	41.35%	50.00%	Y
T12-INSTRUC AS: NURSING	17	17	6	11	0	64.71%	62.00%	Y
T15-INSTRUC AS: OTHER INSTRUC ACADEMIC STAFF	147	138	80	58	9	42.03%	47.00%	Y
U01-OTHR UNCLS: EXECUTIVE	42	14	12	2	28	14.29%	61.00%	N
U02-OTHR UNCLS: ACADEMIC ADMINISTRATORS	6	6	1	5	0	83.33%	63.00%	Y
U03-OTHR UNCLS: RESEARCH PROFESSIONALS	24	24	17	7	0	29.17%	50.00%	N
U04-OTHR UNCLS: ADMINISTRATORS (09-11)	99	51	30	21	48	41.18%	59.00%	N
U05-OTHR UNCLS: ADMINISTRATORS (07-08)	120	116	86	30	4	25.86%	63.00%	N
U06-OTHR UNCLS: ADMINISTRATORS (04-06)	51	47	34	13	4	27.66%	57.00%	N
U07-OTHR UNCLS: ACAD PROFESSIONALS	144	139	46	93	5	66.91%	76.00%	Y
U08-OTHR UNCLS: ADMIN PROFESSIONALS	666	639	260	379	27	59.31%	71.00%	Y
U10-OTHR UNCLS: IS PROFESSIONALS	4	4	1	3	0	75.00%	29.00%	Y
U11-OTHR UNCLS: RES SPT PROFESSIONALS	164	150	81	69	14	46.00%	61.00%	N
U12-OTHR UNCLS: STUDNT SVC PROFESSIONALS	2495	2445	855	1590	50	65.03%	72.00%	Y
U13-OTHR UNCLS: UNIV REL/MEDIA PROFESSNL	284	280	144	136	4	48.57%	55.00%	Y
TOTALS:								

**Yellow shading denotes job group where placement goal was established in previous plan year.

Table 3 Minority Adverse Impact Analysis

Job Groups	Non-Minority Apps	Minority Apps	Total Apps (w/o Unknowns)	Non-Minority Hires	Minority Hires	Total Hires	Percent Non- Minority Hired	Percent Minority Hired	Minority Impact Ratio	Minority Standard Dev	Adverse Impact in Selection (Two Standard Dev) Test
01M-CLASSIFIED: ADMIN & PROGRAM SPEC	31	30	61	3	3	6	9.68%	10.00%	103.33%	0.04	N
02M-CLASSIFIED: FISCAL & RELATED	70	32	102	11	4	15	15.71%	12.50%	79.55%	-0.43	N
043-CLASSIFIED: MGT INFORMATION PROFESSNLS	74	32	106	13	4	17	17.57%	12.50%	71.15%	-0.65	N
05M-CLASSIFIED: LIBRARY & SENIOR CLERICAL	338	96	434	30	11	41	8.88%	11.46%	129.10%	0.76	N
06M-CLASSIFIED: TECH - GRAPHIC ARTS, MEDIA	32	11	43	2	1	3	6.25%	9.09%	145.45%	0.32	N
07M-CLASSIFIED: GENERAL CLERICAL	269	109	378	17	4	21	6.32%	3.67%	58.07%	-1.02	N
08M-CLASSIFIED: MATER HANDL/FOOD SVC/LABOR	116	95	211	9	6	15	7.76%	6.32%	81.40%	-0.41	N
09M-CLASSIFIED: MECHANICS & REPAIRERS	7	0	7	2	0	2	28.57%	N/A	N/A	N/A	N/A
10M-CLASSIFIED: CONTRUC TRADES/POWER PLANT	21	1	22	3	1	4	14.29%	100.00%	700.00%	2.17	N
185-CLASSIFIED: TECHNICAL SPT OCCUPATIONS	10	2	12	1	0	1	10.00%	0.00%	0.00%	-0.47	N
247-CLASSIFIED: LAW ENFORCEMENT OCCUPATIONS	388	141	529	13	2	15	3.35%	1.42%	42.33%	-1.18	N
999-CLASSIFIED: LABORERS & CUSTODIANS	298	779	1077	7	22	29	2.35%	2.82%	120.23%	0.43	N
F01-FACULTY: HEALTH SCI	4	9	13	0	2	2	0.00%	22.22%	N/A	1.02	N
F02-FACULTY: ARCHITECTURE/URBAN PLANNING	44	39	83	2	0	2	4.55%	0.00%	0.00%	-1.35	N
F03-FACULTY: BUSINESS ADMINISTRATION	8	17	25	2	0	2	25.00%	0.00%	0.00%	-2.15	Y
F04-FACULTY: EDUCATION	28	29	57	3	4	7	10.71%	13.79%	128.74%	0.35	N
F06-FACULTY: ARTS	107	18	125	2	2	4	1.87%	11.11%	594.44%	2.06	N
F07-FACULTY: L&S - HUMANITIES/COMM	114	44	158	3	3	6	2.63%	6.82%	259.09%	1.23	N
F08-FACULTY: L&S - NATURAL SCIENCES	63	87	150	1	2	3	1.59%	2.30%	144.83%	0.31	N
F09-FACULTY: L&S - SOCIAL SCIENCES	358	194	552	7	3	10	1.96%	1.55%	79.09%	-0.34	N
F10-FACULTY: LIBRARY/SCHL OF INFO STUDIES	25	24	49	3	0	3	12.00%	0.00%	0.00%	-1.75	N
F11-FACULTY: NURSING	18	12	30	1	1	2	5.56%	8.33%	150.00%	0.30	N
F12-FACULTY: SOCIAL WELFARE	84	68	152	3	1	4	3.57%	1.47%	41.18%	-0.80	N
F14-FACULTY: SCHOOL OF PUBLIC HEALTH	21	21	42	3	3	6	14.29%	14.29%	100.00%	0.00	N
F15-FACULTY: FRESHWATER ADMINISTRATION	14	4	18	0	1	1	0.00%	25.00%	N/A	1.93	N
T02-INSTRUC AS: HEALTH SCI	19	1	20	5	0	5	26.32%	0.00%	0.00%	-0.59	N
T03-INSTRUC AS: ARCHITECTURE/URBAN PLANNING	15	7	22	0	1	1	0.00%	14.29%	N/A	1.50	N
T04-INSTRUC AS: BUSINESS ADMINISTRATION	18	5	23	1	0	1	5.56%	0.00%	0.00%	-0.54	N
T05-INSTRUC AS: EDUCATION	40	15	55	3	1	4	7.50%	6.67%	88.89%	-0.11	N
T07-INSTRUC AS: ARTS	36	4	40	4	1	5	11.11%	25.00%	225.00%	0.80	N
T08-INSTRUC AS: L&S - HUMANITIES/COMM	10	12	22	1	1	2	10.00%	8.33%	83.33%	-0.14	N
T09-INSTRUC AS: L&S - NATURAL SCIENCES	76	26	102	3	1	4	3.95%	3.85%	97.44%	-0.02	N
T12-INSTRUC AS: NURSING	14	3	17	2	1	3	14.29%	33.33%	233.33%	0.79	N
T15-INSTRUC AS: OTHER INSTRUC ACADEMIC STAFF	114	19	133	2	1	3	1.75%	5.26%	300.00%	0.95	N
U01-OTHR UNCLS: EXECUTIVE	10	3	13	1	0	1	10.00%	0.00%	0.00%	-0.57	N
U02-OTHR UNCLS: ACADEMIC ADMINISTRATORS	5	1	6	3	1	4	60.00%	100.00%	166.67%	0.77	N
U03-OTHR UNCLS: RESEARCH PROFESSIONALS	15	7	22	4	0	4	26.67%	0.00%	0.00%	-1.51	N
U04-OTHR UNCLS: ADMINISTRATORS (09-11)	34	15	49	3	1	4	8.82%	6.67%	75.56%	-0.25	N
U05-OTHR UNCLS: ADMINISTRATORS (07-08)	81	32	113	4	2	6	4.94%	6.25%	126.56%	0.28	N
U06-OTHR UNCLS: ADMINISTRATORS (04-06)	41	5	46	2	0	2	4.88%	0.00%	0.00%	-0.50	N
U07-OTHR UNCLS: ACAD PROFESSIONALS	107	26	133	4	5	9	3.74%	19.23%	514.42%	2.82	N
U08-OTHR UNCLS: ADMIN PROFESSIONALS	503	111	614	32	3	35	6.36%	2.70%	42.48%	-1.50	N
U10-OTHR UNCLS: IS PROFESSIONALS	3	1	4	1	0	1	33.33%	0.00%	0.00%	-0.67	N
U11-OTHR UNCLS: RES SPT PROFESSIONALS	104	39	143	14	0	14	13.46%	0.00%	0.00%	-2.41	Y
U12-OTHR UNCLS: STUDNT SVC PROFESSIONALS	1608	744	2352	37	12	49	2.30%	1.61%	70.10%	-1.09	N
U13-OTHR UNCLS: UNIV REL/MEDIA PROFESSNL	213	50	263	12	2	14	5.63%	4.00%	71.00%	-0.46	N
TOTALS:											

**Yellow shading denotes job group where placement goal was established in previous plan year.

Table 4 Minority Applicant Flow Analysis

Job Groups	Total Apps	Total Apps w/o Unknowns	Non-Minority Apps	Minority Apps	Unknown Apps	% Minority in Pool	Minority Availability	Adequate Applicant Flow?
01M-CLASSIFIED: ADMIN & PROGRAM SPEC	67	61	31	30	6	49.18%	18.00%	Y
02M-CLASSIFIED: FISCAL & RELATED	110	102	70	32	8	31.37%	19.00%	Y
043-CLASSIFIED: MGT INFORMATION PROFESSNLS	127	106	74	32	21	30.19%	12.00%	Y
05M-CLASSIFIED: LIBRARY & SENIOR CLERICAL	469	434	338	96	35	22.12%	19.00%	Y
06M-CLASSIFIED: TECH - GRAPHIC ARTS, MEDIA	49	43	32	11	6	25.58%	17.00%	Y
07M-CLASSIFIED: GENERAL CLERICAL	404	378	269	109	26	28.84%	30.00%	Y
08M-CLASSIFIED: MATER HANDL/FOOD SVC/LABOR	222	211	116	95	11	45.02%	29.00%	Y
09M-CLASSIFIED: MECHANICS & REPAIRERS	8	7	7	0	1	0.00%	15.00%	N
10M-CLASSIFIED: CONTRUC TRADES/POWER PLANT	25	22	21	1	3	4.55%	17.00%	N
185-CLASSIFIED: TECHNICAL SPT OCCUPATIONS	15	12	10	2	3	16.67%	14.00%	Y
247-CLASSIFIED: LAW ENFORCEMENT OCCUPATIONS	543	529	388	141	14	26.65%	26.00%	Y
999-CLASSIFIED: LABORERS & CUSTODIANS	1095	1077	298	779	18	72.33%	55.00%	Y
F01-FACULTY: HEALTH SCI	16	13	4	9	3	69.23%	26.00%	Y
F02-FACULTY: ARCHITECTURE/URBAN PLANNING	93	83	44	39	10	46.99%	24.00%	Y
F03-FACULTY: BUSINESS ADMINISTRATION	26	25	8	17	1	68.00%	35.00%	Y
F04-FACULTY: EDUCATION	58	57	28	29	1	50.88%	33.00%	Y
F06-FACULTY: ARTS	150	125	107	18	25	14.40%	21.00%	N
F07-FACULTY: L&S - HUMANITIES/COMM	176	158	114	44	18	27.85%	16.00%	Y
F08-FACULTY: L&S - NATURAL SCIENCES	168	150	63	87	18	58.00%	19.00%	Y
F09-FACULTY: L&S - SOCIAL SCIENCES	591	552	358	194	39	35.14%	23.00%	Y
F10-FACULTY: LIBRARY/SCHL OF INFO STUDIES	57	49	25	24	8	48.98%	28.00%	Y
F11-FACULTY: NURSING	30	30	18	12	0	40.00%	22.00%	Y
F12-FACULTY: SOCIAL WELFARE	164	152	84	68	12	44.74%	30.00%	Y
F14-FACULTY: SCHOOL OF PUBLIC HEALTH	45	42	21	21	3	50.00%	44.00%	Y
F15-FACULTY: FRESHWATER ADMINISTRATION	18	18	14	4	0	22.22%	31.00%	N
T02-INSTRUC AS: HEALTH SCI	22	20	19	1	2	5.00%	23.00%	N
T03-INSTRUC AS: ARCHITECTURE/URBAN PLANNING	29	22	15	7	7	31.82%	23.00%	Y
T04-INSTRUC AS: BUSINESS ADMINISTRATION	26	23	18	5	3	21.74%	23.00%	Y
T05-INSTRUC AS: EDUCATION	56	55	40	15	1	27.27%	23.00%	Y
T07-INSTRUC AS: ARTS	48	40	36	4	8	10.00%	23.00%	N
T08-INSTRUC AS: L&S - HUMANITIES/COMM	23	22	10	12	1	54.55%	23.00%	Y
T09-INSTRUC AS: L&S - NATURAL SCIENCES	106	102	76	26	4	25.49%	23.00%	Y
T12-INSTRUC AS: NURSING	17	17	14	3	0	17.65%	24.00%	N
T15-INSTRUC AS: OTHER INSTRUC ACADEMIC STAFF	147	133	114	19	14	14.29%	22.00%	N
U01-OTHR UNCLS: EXECUTIVE	42	13	10	3	29	23.08%	25.00%	Y
U02-OTHR UNCLS: ACADEMIC ADMINISTRATORS	6	6	5	1	0	16.67%	25.00%	N
U03-OTHR UNCLS: RESEARCH PROFESSIONALS	24	22	15	7	2	31.82%	21.00%	Y
U04-OTHR UNCLS: ADMINISTRATORS (09-11)	99	49	34	15	50	30.61%	25.00%	Y
U05-OTHR UNCLS: ADMINISTRATORS (07-08)	120	113	81	32	7	28.32%	23.00%	Y
U06-OTHR UNCLS: ADMINISTRATORS (04-06)	51	46	41	5	5	10.87%	17.00%	N
U07-OTHR UNCLS: ACAD PROFESSIONALS	144	133	107	26	11	19.55%	16.00%	Y
U08-OTHR UNCLS: ADMIN PROFESSIONALS	666	614	503	111	52	18.08%	16.00%	Y
U10-OTHR UNCLS: IS PROFESSIONALS	4	4	3	1	0	25.00%	9.00%	Y
U11-OTHR UNCLS: RES SPT PROFESSIONALS	164	143	104	39	21	27.27%	15.00%	Y
U12-OTHR UNCLS: STUDNT SVC PROFESSIONALS	2495	2352	1608	744	143	31.63%	15.00%	Y
U13-OTHR UNCLS: UNIV REL/MEDIA PROFESSNL	284	263	213	50	21	19.01%	9.00%	Y
TOTALS:								

**Yellow shading denotes job group where placement goal was established in previous plan year.

i. Promotions

In general, promotions in the unclassified (faculty and academic staff) job groups are made upon review of the employee's credentials when the employee has reached a certain length of service. This applies to faculty for promotion from Assistant Professor to Associate Professor with tenure, or for promotion from Associate Professor to Professor. UWM's personnel policies for academic staff provide for a similar review and change in status (although not a promotion). Such actions for faculty and academic staff are not based on "openings" in tenured faculty ranks or indefinite academic staff positions but on whether the employee has the credentials to be promoted (based on internal and/or external peer review) consistent with the faculty and academic staff personnel policies which are derived from Wisconsin Statutes, Wisconsin Administrative Code, and the Board of Regents policies.

For academic staff, promotions can occur also within the title series based on experience on the job. Such promotions are reflected through a change in the prefix or suffix to the title. For example, the entry-level position for a job as an academic advisor is the Associate Advisor. After about three years of meritorious service and with increased level of responsibilities in the position, the personnel policies allow the individual to be promoted to the title of Advisor. The other avenue for promotion in the unclassified job groups is for an employee to apply for and be selected in the recruitment process for a higher-level position. Finally, if the current duties of an unclassified position change or increase significantly, the Department of Human Resources will study the position for possible position reclassification.

In classified job groups, promotions occur as a result of reclassifying a position with attendant changes in duties and responsibilities consistent with the standards for the new title, or through a current employee applying for, and being selected to, an open position at a higher level. The processes are governed by the rules and regulations set forth by the Office of State Employment Relations.

Detailed data regarding promotional activity at UWM is contained in the following table. As shown in this table, between November 1, 2012 and October 31, 2013, UWM promoted 122 employees into or within thirty-five (35) different job groups; 70 or 57.4% were women, and 40 or 32.8% were minorities. Of these thirty-five job groups, only eight had 5 or more promotions (05M, 247, F03, F06, F08, F09, U08, and U12).

In each of the 35 job groups with promotion activity, to determine the impact ratio, the promotion rate for women was calculated by dividing the number of women promoted into or within the job group by the number of women available to be promoted within or into the job group. Similarly, the promotion rate for men was calculated by dividing the number of men promoted into or within the job group by the number of men available to be promoted within or into the job group. The female impact ratio was calculated by dividing the promotion rate for women by the promotion rate for men in each job group. In analyzing the data, UWM also applied the Two Standard Deviation test; where a result

of less than 2 standard deviations is generally considered non-significant. These identical calculations were performed for minority promotion rates.

As the table illustrates, five of the nine job groups with a placement goal for women in the previous plan year (043, 05M, F08, F09 and U01) had promotional activity and are highlighted in yellow. As shown in the report, none of these job groups showed a statistical disparity for women when the standard deviation analysis was applied. There was no promotional activity in T02 or T04, the only job groups with a placement goal for minorities in the previous year.

The table shows that one job group (02M) had no female promotions, which resulted in statistical disparity for that group. EDS consulted with the PREP for the Division of Finance and Administrative Affairs, who confirmed that one promotion resulted from a change in job duties and subsequent reclassification of the incumbent. The Division conducted formal recruitments for the remaining two vacancies, which yielded two promotions of internal candidates deemed to be the most qualified. EDS determined that the criteria used in these personnel decisions was not biased toward any protected group.

EDS will continue its monitoring of promotional activity in the upcoming plan year to ensure that departments are utilizing promotional criteria that does not adversely impact women and/or minorities. Those measures include meeting with personnel representatives and Associate Deans to ensure that there are no internal factors that may adversely affect the promotional process and monitoring the internal and external processes used to advertise promotional opportunities.

Female and Minority Selection Analysis in Job Groups with Promotions Activity: 2013-14 AAP

*Light blue shading denotes formula cells

Job Group Number	Total Employees in Job Group	Total Feeder	Total Number of Promotions	Total Women in Job Group	Total Feeder Women	Total Promotable Women	Women Promoted	Promotion Rate of Women	Promotion Rate of Men	AI Ratio for Women	Total Minorities in Job Group	Total Feeder Minorities	Total Promotable Minorities	Minorities Promoted	Promotion Rate of Minorities	Promotion Rate of Non Minorities	AI Ratio for Minority	Total Promotable	Two Standard Deviation Women	Two Standard Deviation Minorities
Number				Number	Number	Total	Number				Number	Number	Total	Number				Number		
01M	43	406	4	25	320	345	2	0.58	1.90	0.30	11	94	105	0	0.00	1.16	0.00	450	-0.346	-1.231
02M	85	321	3	52	268	320	0	0.00	3.19	0.00	13	81	94	0	0.00	0.94	0.00	414	-2.214	-0.749
043	152	55	1	35	19	54	0	0.00	3.57	0.00	25	6	31	0	0.00	1.96	0.00	82	-0.549	1.289
05M	219	102	8	185	83	268	7	2.61	1.23	2.12	54	27	81	3	3.70	1.87	1.99	349	0.241	0.859
07M	102	0	2	83	0	83	2	2.41	0.00	NA	27	0	27	1	3.70	1.20	3.07	110	0.683	0.762
08M	83	0	4	32	0	32	2	6.25	9.52	0.66	21	0	21	2	9.52	6.25	1.52	53	0.482	1.165
10M	47	0	2	3	0	3	0	0.00	28.57	0.00	7	0	7	2	28.57	0.00	NA	10	-0.377	3.455
247	52	29	6	13	7	20	0	0.00	28.57	0.00	13	8	21	0	0.00	30.00	0.00	41	-1.504	-1.504
F01	49	20	1	27	11	27	0	0.00	7.14	0.00	14	7	14	0	0.00	3.70	0.00	41	-1.119	-0.639
F02	28	6	2	5	2	5	0	0.00	33.33	0.00	6	2	6	0	0.00	40.00	0.00	11	-0.684	-0.766
F03	53	14	5	13	4	13	1	7.69	17.39	0.44	23	7	23	2	8.70	23.08	0.38	36	-0.247	-0.161
F04	67	18	4	44	13	44	3	6.82	3.45	1.98	29	12	29	4	13.79	0.00	NA	73	0.405	2.361
F05	63	17	3	7	3	7	0	0.00	9.09	0.00	33	9	33	1	3.03	28.57	0.11	40	-0.627	-0.677
F06	67	12	6	36	6	36	4	11.11	13.33	0.83	15	5	15	3	20.00	8.33	2.40	51	0.666	1.700
F07	122	30	1	55	15	55	1	1.82	0.00	NA	29	10	29	0	0.00	1.82	0.00	84	1.108	-0.561
F08	124	21	8	28	10	28	3	10.71	16.67	0.64	30	7	30	3	10.00	17.86	0.56	58	1.043	0.909
F09	167	45	11	66	20	66	6	9.09	9.80	0.93	51	21	51	6	11.76	7.58	1.55	117	1.055	1.789
F10	23	10	1	11	6	11	0	0.00	12.50	0.00	8	1	8	1	12.50	0.00	NA	19	-0.979	1.4000
F12	22	8	1	13	5	13	1	7.69	0.00	NA	3	2	3	0	0.00	7.69	0.00	16	0.852	-0.4070
F15	12	4	1	3	2	3	1	33.33	0.00	NA	2	1	2	0	0.00	33.33	0.00	5	1.809	-0.4670
T05	145	62	1	105	44	149	1	0.67	0.00	NA	35	6	41	0	0.00	0.67	0.00	190	0.619	-0.566
T07	152	62	2	77	44	121	2	1.65	0.00	NA	17	6	23	0	0.00	1.65	0.00	144	1.405	-0.505
T09	72	62	1	27	44	71	0	0.00	6.25	0.00	10	6	16	1	6.25	0.00	NA	87	-1.313	2.507
T12	62	62	1	57	44	101	1	0.99	0.00	NA	9	6	15	0	0.00	0.99	0.00	116	0.299	-0.415
T15	62	0	1	44	0	44	1	2.27	0.00	NA	6	0	6	1	16.67	0.00	NA	130	0.645	3.080
U01	24	622	1	8	234	242	1	0.41	0.00	NA	4	163	167	0	0.00	0.61	0.00	332	1.445	-0.457
U03	65	44	1	29	23	52	0	0.00	3.13	0.00	10	5	15	0	0.00	1.45	0.00	84	-0.905	-0.430
U05	57	222	3	30	160	190	2	1.05	7.14	0.15	12	30	42	1	2.38	1.23	1.93	204	0.500	0.5360
U06	17	681	2	9	454	463	1	0.22	0.79	0.27	2	150	152	1	0.66	0.23	2.88	590	-0.089	1.787
U07	137	320	1	88	215	303	1	0.33	0.00	NA	33	87	120	0	0.00	0.34	0.00	415	0.749	-0.565
U08	205	389	11	151	257	408	10	2.45	0.88	2.79	28	91	119	2	1.68	2.23	0.75	522	1.335	0.449
U10	36	161	1	9	42	51	0	0.00	3.23	0.00	4	26	30	0	0.00	1.92	0.00	82	-0.586	-0.359
U11	44	0	1	23	0	23	0	0.00	20.00	0.00	5	0	5	0	0.00	4.35	0.00	28	-1.059	-0.362
U12	303	37	20	206	27	233	16	6.87	5.19	1.32	85	5	90	6	6.67	6.36	1.05	310	1.192	0.201
U13	86	13	1	51	10	61	1	1.64	0.00	NA	6	3	9	0	0.00	1.64	0.00	70	0.833	-0.275
			122				70							40						

**Yellow shading denotes job group where placement goal was established in previous plan year.

i. Compensation

Under the direction of UWM's Office of Legal Affairs, UWM's Department of Human Resources hired a consulting firm specializing in OFCCP-compliant compensation analysis; this firm completed a compensation analysis for all classified staff salaries in July 2013. The analysis used a variety of statistical tests in order to analyze compensation data for the classified staff, among which were standard deviation analyses and multiple regression analyses. UWM also reviewed the distribution of employees into certain wage groupings and into the schedules used to define classified staff positions.

The results of that salary analysis suggested that there are no systemic compensation issues in regard to race or gender for UWM's classified staff. A small number of employees' compensation was lower than what might be expected according to statistical analyses, which UWM's Department of Human Resources investigated those instances on a case-by-case basis and took any appropriate corrective action.

ii. Terminations

UWM had 319 total terminations during the last AAP year. Terminations occur through retirement, resignation, death, transfer to another University of Wisconsin campus, involuntary dismissal, or layoff. UWM, like other State of Wisconsin agencies, continued to experience an increase in the numbers of retirements (71 or 22.26%) from November 1, 2012 through October 31, 2013. Of these seventy-one retirements, 13 (18.3%) were minorities and 44 (61.97%) were women. These retirements occurred over classified and unclassified job groups throughout all divisions and departments within UWM.

EDS also evaluated the resignations that took place between November 1, 2012 and October 31, 2013. Of the 204 resignations, 104 (50.98%) were women and 28 (13.73%) were minorities. These resignations also included six employees who passed away during the previous AAP year and 9 other employees who transferred to other University of Wisconsin System campuses. EDS found that, like the retirements, these resignations occurred in both the classified and unclassified job groups across all divisions within UWM.

Of the 319 terminations during the previous AAP year, forty-four (44) or 13.79% were involuntary dismissals. Of these forty-four dismissals, seventeen (38.64%) were females and twenty-two (50%) were minorities; twenty-eight (63.64%) were from classified job groups and sixteen (36.36%) were from unclassified job groups. The forty-four terminations occurred within seventeen (17) job groups: 03M, 05M, 06M, 07M, 08M, 09M, 247, 999, F05, F06, F09, U06, U07, U08, U11, U12 and U13.

In each of these seventeen job groups, to determine the impact ratio, the termination rate for women was calculated by dividing the number of women terminated in the job group by the total number of women in the job group. Similarly, the termination rate for men was calculated by dividing the number of men terminated in the job group by the total

number of men in the job group. The female impact ratio was calculated by dividing termination rate for men by the termination rate for women. In analyzing the data, UWM applied the two standard deviation test. In the standard deviation test, a result of less than 2 standard deviations is generally considered non-significant. These identical calculations (impact ratio and standard deviation) were conducted for minority termination rates.

The complete report “Involuntary Terminations Adverse Impact Analysis” is contained on the next page. As you will see from the data, two job groups (05M and F09) with placement goals for women set in the previous plan year (highlighted in yellow) had terminations in this AAP year. However, these job groups showed no adverse impact or statistical disparities in termination for women. UWM found a statistical disparity for women in job groups 247 and 999 (highlighted in yellow) when the two standard deviation test was used, resulting in values of 2.498 and 2.444 respectively. It should be noted that there were no placement goals set for women in either job group in the previous year. However, EDS has evaluated the facts surrounding these terminations and discussed the circumstances with the PREP for the Divisions of Finance and Administrative Affairs and Student Affairs to ensure that the decisions were job-related, and not based on a legally protected characteristic. One of the females in Job Group 247 was dismissed for cause, while the other was separated during the probationary period for performance. Regarding Job Group 999, upon further inquiry and documentation by the department, EDS has verified that the dismissals were based upon attendance and/or performance issues and not upon legally protected characteristics.

There was no involuntary terminations activity in the two job groups with minority placement goals (T02 and T04). However, a statistical disparity was also found for minorities in job groups 03M, 08M, U06 and U08 when the two standard deviation test was applied. Although there were no minority placement goals established for these job groups, EDS conducted further analysis and determined that the disparities in job groups 03M and U06 were a likely result of the small sample size (total number in the job groups are 13 and 17 respectively). EDS also consulted with the PREP in the division of Student Affairs, who confirmed that the dismissals in Job Group 08M were separations during the probationary period because of absences and poor performance, while the U08 dismissal was a non-renewal due to performance and not related to race.

UWM will continue to review its involuntary terminations in order to ensure that this employment process does not adversely impact upon women and minorities.

Involuntary Terminations Adverse Impact Analysis

Job Group Number	Total in Job Group	Total Number of Terms	Total Women in Job Group	Women Terms	Term Rate of Women	Term Rate of Men	AI Ratio for Women	Total Minorities in Job Group	Minority Terms	Termination Rate of Minorities	Termination Rate for Non-Minorities	AI Ratio for Minority	Standard Deviation Test Women	Standard Deviation Test Minority
	Number		Number	Number				Number	Number					
03M	15	1	10	1	10.00	0.00	0.00	2	1	50.00	0.00	0.00	0.732	2.639
05M	219	1	185	1	0.54	0.00	0.00	54	0	0.00	0.61	NA	0.430	-0.573
06M	23	1	13	1	7.69	0.00	0.00	3	0	0.00	5.00	NA	0.897	-0.396
07M	102	2	83	2	2.41	0.00	0.00	27	0	0.00	2.67	NA	0.683	-0.857
08M	83	2	32	0	0.00	3.92	NA	21	2	9.52	0.00	0.00	-1.134	2.460
09M	36	2	1	0	0.00	5.71	NA	4	0	0.00	6.25	NA	-0.246	-0.514
247	52	2	13	2	15.38	0.00	0.00	13	1	7.69	2.56	0.33	2.498	0.833
999	152	17	55	5	9.09	12.37	1.36	92	14	15.22	5.00	0.33	2.444	1.954
F05	63	1	7	0	0.00	1.79	NA	33	0	0.00	3.33	NA	-0.356	-1.057
F06	67	2	36	2	5.56	0.00	0.00	15	0	0.00	3.85	NA	1.332	-0.771
F09	167	2	66	1	1.52	0.99	0.65	51	1	1.96	0.86	0.44	-0.811	-0.665
U06	17	1	9	0	0.00	12.50	NA	2	1	50.00	0.00	0.00	-1.093	2.823
U07	137	1	88	0	0.00	2.04	NA	33	0	0.00	0.96	NA	-1.345	-0.565
U08	205	1	151	1	0.66	0.00	0.00	28	1	3.57	0.00	0.00	0.599	2.520
U11	44	1	23	0	0.00	4.76	NA	5	0	0.00	2.56	NA	-1.059	-0.362
U12	303	6	206	1	0.49	5.15	10.62	85	1	1.18	2.29	1.95	-2.722	-0.627
U13	86	1	51	0	0.00	2.86	NA	6	0	0.00	1.25	NA	-1.214	-0.275
TOTALS	44		17						22					

*Blue shading denotes formula cells

**Yellow highlighting denotes job group where placement goal for women was established in previous AAP year.

c. Analysis of Workforce Composition and Summary of Placement Goals

UWM analyzed the workforce composition in comparison with availability data from the end of the previous plan year (October 31, 2012) and at the end point of most recent plan year (October 31, 2013). The workforce is divided into fifty-six (56) job groups. Fourteen (14) job groups cover classified job titles and forty-two (42) cover unclassified job titles. In October 2012, the total workforce consisted of 3,980 employees, with 2,154 (54.12%) women and 896 (22.51%) minorities. In October 2013, the total workforce was comprised of 3,850 employees, a slight decrease of 130 from the previous plan year. The October 2013 workforce included 2,070 (53.77%) were women and 872 (22.65%) were minorities. In the 2013-14 year there were modest reductions in the numbers of women (84 by headcount), as well as their percentage of the total workforce. The numbers of minorities also decreased in numbers (24 by headcount), but their overall percentage of the total workforce increased (.14%) from the previous plan.

The percentage of women in the job group increased or remained the same in thirty (30) job groups while it decreased in twenty-six (26) job groups. Of the forty-six (46) job groups with 20 or more employees, the incumbency of women increased by 3% or more in twenty (20) job groups and decreased by more than 3% in six (6) job groups. The percentage of minorities increased or remained the same in thirty-four (34) job groups while it decreased in twenty-two (22) job groups. Of the 46 job groups with 20 or more employees, the incumbency of minorities increased by 3% or more in seventeen (17) job groups and decreased by more than 3% in sixteen (16) job groups.

UWM has identified below, instances where there were fewer minorities or women in a particular job group than would reasonably be expected considering availability data pertaining to the 2013-14 AA Plan year. UWM has used the 2 Standard Deviations rule for the purpose of this preliminary determination (i.e. if the number of standard deviations is equal to or greater than 2.00, it is assumed that there was no underutilization). The availability is calculated from the *2010 American Community Survey Statistics (US Census)* data using a 2-factor analysis contained in Yocum & McKee software for all job groups other than faculty job groups. For the latter, the availability is calculated using data obtained from the *2012 IPEDS Completion Survey published by the US Department of Education National Center for Education Statistics (NCES)*.

As demonstrated by the data in Chapter 4 of this Plan, as of October 31, 2013, there is a statistical disparity in the composition of UWM's workforce for women (using the 2 Standard Deviations rule for the purpose of this determination), and in the upcoming plan year, UWM is establishing an annual percentage goal equal to availability, in the following thirteen (13) job groups:

- 043 Classified: Management Information Professionals (34%)
- 07M Classified: General Clerical Occupations (89%)
- F01 Faculty: Health Sciences (71%)
- F02 Faculty: Architecture & Urban Planning (55%)

F03 Faculty: Business Administration (40%)
F05 Faculty: Engineering & Applied Science (28%)
F08 Faculty: L&S – Natural Sciences (33%)
F09 Faculty: L&S – Social Sciences (64%)
T04 Instructional Academic Staff: Business Administration (50%)
T06 Instructional Academic Staff: Engineering & Applied Sciences (50%)
T09 Instructional Academic Staff: L&S – Natural Sciences (50%)
U01 Other Unclassified: Executives (61%)
U07 Other Unclassified: Academic Professionals (76%)

As identified in Chapter 4 of this Plan, as of October 31, 2013, UWM has identified a statistical disparity in the composition of its workforce for minorities (using the 2 Standard Deviations rule for the purposes of this determination) and is establishing an annual percentage goal equal to the availability in the following four (4) job groups:

T02 Instructional Academic Staff: Health Sciences (23%)
T04 Instructional Academic Staff: Business Administration (23%)
T07 Instructional Academic Staff: Arts (23%)
T15 Instructional Academic Staff: Other Academic Staff (22%)

The existence of statistical disparities between availability and utilization in the workforce does not constitute discrimination on the basis of a protected status.

2.3 Action Oriented Programs

UWM is committed to diversity and inclusiveness. That commitment to diversity and inclusiveness goes beyond legislative mandates and compliance measures. UWM strives to develop and maintain a cohesive, inclusive and diverse UWM community that affirms teamwork, trust and cooperation. To this end, UWM reviews its employment processes to ensure that policies, practices or procedures do not have a disparate impact upon minority or female applicants or employees. UWM further strives to ensure that no policy, practice or procedure has a negative influence on minority or female's opportunity for employment. Therefore, UWM commits to the following action oriented initiatives over the next year of this plan:

a. Recruitment and Selection

As described in section 2.2(b) above, seven of the nine Job Groups with a placement goal for women in the previous Affirmative Action Plan year had hiring activity. Additionally, the two Job Groups with minority placement goals had hiring activity. A more thorough review of the applicant pools showed that, for the 7 job groups with placement goals for women with hiring activity, only one of these seven groups (05M), had adequate applicant flow, as determined by the availability data. Similarly, one of the job groups with placement goals for minorities and hiring activity did not have adequate applicant flow (T02). EDS has initiated an inspection of the recruitment files for the recruitments in these seven job groups to see if any specific problems can be identified.

If this investigation determines any problems in the selection process, EDS staff will follow up directly with the relevant administrator to ensure that all appropriate remedial action occurs. EDS staff will also alert the respective personnel representatives (PREPs) of these selection disparities identified in section 2.2(b) above and work collaboratively to eliminate any further adverse impact in 2014.

Moreover, as illustrated in section 4.2, for the upcoming plan year, UWM is setting placement goals for women in the following thirteen job groups: 043, 07M, F01, F02, F03, F05, F08, F09, T04, T06, T09, U01 and U07. Similarly, UWM is setting placement goals for minorities in the following job groups: T02 and T04, T07 and T15. For all recruitments in the upcoming plan year, UWM will follow the steps below. These efforts are focused on increasing applicant flow, educating the hiring manager/screen committees, along with carefully monitoring the recruiting process and selection decisions.

- EDS will provide utilization and availability data by job group to hiring units in order to assist in their recruitment strategies and will specifically discuss the placement goals listed in section 2.2(c) above with the relevant PREP.
- Using People Admin (known locally as Applicant Information Management System or AIMS), the Department of Human Resources and other hiring authorities will continue to play a significant role in monitoring recruitment and screening activities in what is an otherwise decentralized hiring process. EDS will monitor each recruitment in job groups identified above and, if necessary, intercede at critical junctures.
- UWM requires the hiring unit to develop in writing outreach efforts to women and minorities in these job groups through strategic placement of position announcements. These efforts are documented in the recruitment plan, which is reviewed by both the departmental PREP and Human Resources staff. Contacts through appropriate electronic sources such as listservs and email lists are also encouraged for specific outreach by academic discipline. Departmental personnel representatives can contact EDS for assistance in identifying new networks and/or listservs that focus on outreach to targeted (e.g., women, veterans, disabled, etc.) communities.
- EDS administrative staff will meet with PREPs individually during the year to discuss goals and review recruitment efforts of each School/College and Division. They will specifically discuss utilization and availability data in relevant job groups with the PREP to assist them in making progress toward any placement goals relative to their area. In addition, EDS will meet at least twice during the plan year with every school/college or division with a current minority or female placement goal to review recruitment plans for filling vacancies in underutilized job groups.

- PREPs are required to review position descriptions and position announcements to ensure that job criteria are relevant to the functions of the position, in particular to ensure that educational and experience requirements are reasonable and valid.
- Screening committees will continue to be asked to develop and utilize standard screening forms on a consistent basis when making decisions regarding applicants for each recruitment. These screening forms will be reviewed by Human Resources and PREPs to ensure the criteria are consistent with the required qualifications as stated in the position announcement.
- UWM's Office of Legal Affairs will offer training to search and screen committees on appropriate, nondiscriminatory interview techniques.
- UWM requires the Affirmative Action Referral Form (AARF) for all unclassified hires that provides a description of why the selected applicant was chosen for the position. This form must be reviewed and approved by the search and screen committee chair, the relevant personnel representative, and the Dean/Division Head, and is also reviewed by HR. The Office of State Employment Relations (OSER) requires similar information and documentation for all classified hires.
- Opportunity hires: In the course of regular recruitments, UWM may become aware of talent that would benefit the university in another area or in building a particular program/discipline. This might be in the form of more than one viable candidate for a position or a spousal placement. The Provost maintains the authority to make an opportunity hire when such talent is demonstrated and/or documented and improves underrepresentation in a job group/category. Details of the opportunity hires program and the hires made during the 2012-13 AAP year are detailed in Appendix H Highlights of Departmental Good Faith Efforts.

b. Promotions

Based on its analysis of all promotions in the previous affirmative action plan year, as described in Section 2.2(b)(ii) above, and in light of the placement goals established in this Plan, UWM will implement the following steps for the 2013-2014 year, for all job groups:

- UWM departments will be expected to post or generally announce any open positions including promotional opportunities on the UWM Employment Opportunities website. These positions are filled through the normal recruitment processes, and the action-oriented programs described in section 2.3(a) above will be followed.
- UWM will continue to provide tuition reimbursement for job-related/career-related courses. In 2013, UWM provided education assistance to 116 employees in the amount of \$215,738.18. Women and minorities comprised 59% and 21%,

respectively. This educational opportunity increases promotional opportunities and is a recruiting tool as well as a retention tool.

- The Interim Associate Vice Chancellor, Global Inclusion and Engagement will continue meeting with the Deans and administrators of all UWM's schools and colleges to review diversity/inclusion/climate efforts.
- Human Resources will verify that annual evaluations are conducted for classified positions according to UWM policies. Transfers and new classified employees are required to undergo a three-month evaluation and a six-month evaluation conducted by the supervisor. Supervisors of classified staff receive training designed to enhance performance development and evaluation skills. The objective of the review process is to provide feedback on areas for improvement and increase the retention rate of employees.

c. Compensation

UWM has instituted a plan to review employee compensation equity on a regular basis. To assist the University in this endeavor, UWM has previously contracted with an external consultant who has knowledge of and expertise in current Office of Federal Contract Compliance Programs (OFCCP) guidance and expectations relating to self-evaluation of compensation practices, and experience performing compensation analyses consistent with that guidance and expectations. EDS intends to continue this process in the 2013-14 AAP year; specifically, in consultation with the Department of Human Resources and Office of Legal Affairs, to hire a consultant to review the compensation of non-teaching academic staff.

d. Terminations

As discussed in section 2.2(b)(iv) above, EDS found no statistical disparities in any of the job groups with placement goals for women and minorities in this AAP year. When the two standard deviations test showed a number of other job groups where the dismissals resulted in adverse impact for women and/or minorities, EDS verified the dismissals were based upon attendance and/or performance issues and not upon legally protected characteristics. Nonetheless, UWM will implement the following steps for all job groups for the 2013-2014 year:

- UWM's Labor Relations Coordinator will continue to monitor all termination activity for classified employees to ensure that such actions are based on legitimate, work-related reasons.
- EDS will continue to thoroughly investigate any termination activity that shows a statistical disparity for women and/or minorities. EDS also accepts and investigates discrimination complaints from former UWM employees who believe that they may have been subjected to discrimination during their employment.

- All employees who have separated from UWM are offered the opportunity to participate in an exit survey. The Department of Human Resources will also provide exit interviews to those who may not feel inclined to wait for the annual exit survey. The Department of Human Resources will use the surveys and any exit interviews to follow up on issues that might require correcting.

e. Retention and Climate

UWM is a research/doctoral institution. However, to a large extent, UWM salaries are not competitive with similar institutions. Schools and colleges experience a high rate of offer rejections and significant turnover in the first five years of employment. Therefore, the institution is seeking to improve its rate of offer acceptance as well as improve the climate at UWM, and consequently the retention rate of the most recent hires, with the following initiatives:

- Chancellor's Climate Initiatives: UWM's Chancellor, in consultation with his executive cabinet and other campus leaders, has indicated that a priority for UWM is to enhance campus climate for faculty, staff and students to make UWM the best place to work and learn (BP2W). An outcome of the BP2W has been a new vision statement that included establishing as a high priority the objective of becoming a "best place to work and learn for students, faculty and staff." The BP2W initiative has been implemented with action and leadership teams and a steering committee chaired by the Chancellor.
- UWM is currently undertaking a comprehensive strategic planning process that aims to ensure that the institution aligns its resources with programs that will help the campus achieve its mission and vision. When completed, the strategic plan will become the roadmap for UWM's future. One of the teams leading this effort is the Access, Diversity and Inclusion (ADI) team, whose objective is to infuse access, diversity and inclusion into all aspects of the planning process. The Strategic Planning process will continue this work in the upcoming plan year.
- Counter offers: UWM will continue to make appropriate counter offers to faculty and staff who are solid performers and contribute to the diversity of the institution. Salary compression issues notwithstanding, UWM will continue to monitor faculty and staff resignations and intercede with appropriate counter offers where possible.
- Affinity Groups: There are a number of student, faculty, and staff organizations, both formal and informal, which exist at UWM whose missions are to support, encourage, mentor and/or advocate for their respective communities. Examples of these groups include the African American, Southeast Asian and American Indian Student Support Services Centers, the Black Cultural Center, the Roberto Hernandez Center, the LGBT and Women's Resource Centers, as well as the African American, Asian, American Indian and Latino Faculty and Staff Associations.

- Faculty of Color-Mosaic. The Chancellor and Provost have conducted listening sessions with a representative group of African American, Latino, Asian American and American Indian faculty. Plans are to follow-up these meetings with: 1) brown bag series, 2) mentor training workshops; and 3) Faculty of Color meetings led by deans in each college/school.
- Multicultural Network: In an effort to improve communication and collaboration among multicultural offices at UWM, a committee was formed in Fall 2013 with representatives from each of these offices. The Multicultural Network meets periodically throughout the year, discussing issues that affect campus climate and student access/retention/graduation.
- Hate/Bias Incident Report Initiative: EDS hosts an online reporting tool for hate/bias motivated incidents. There were sixteen alleged incidents of hate and/or bias logged on the online system between November 1, 2012 and October 31, 2013. The UWM Police Department filed three online reports, documenting graffiti targeting a variety of protected statuses, including race, religion, age, ethnicity, sex, sexual orientation or gender identity/expression. The remaining thirteen incidents, filed by UWM students or staff, were investigated and resolved by EDS.

2.4 Design and Implementation of Internal Audit and Reporting Systems

UWM creates an annual Affirmative Action Plan, through which it analyzes employment results and processes to determine whether and where impediments to equal employment opportunities may exist and to determine whether its placement goals are being attained. Individual recruitment reviews are conducted on an ongoing basis in order to enable UWM to evaluate results contemporaneously with the recruitment, to implement immediate remedial action if appropriate, and to document activity. Audit and reporting systems include the following:¹

a. Monitoring and Maintenance of Applicant and Personnel Records.

The Department of Human Resources collects the demographic data on each applicant, including the applicant's race and gender, and how the applicant learned of the position. UWM, through its Department of Human Resources, retains applicant and recruiting records, including records relating to résumé screening, interview notes, job advertisements and postings, résumés, and expressions of interest through the Internet or related electronic data technologies. The Department of Human Resources implemented

¹ Please note that as an educational institution, UWM is not required to prepare an EEO-1 report but instead is covered by other employment surveys, including the Integrated Postsecondary Education Data System Report ("IPEDS Report"), which provides comparable data to that, contained in the EEO-1 report.

an online applicant tracking system (AIMS for unclassified staff), aimed at facilitating the application process, increasing UWM's focused employment advertising, monitoring applicant pools and interceding in the recruitment process when necessary. AIMS allows search and screen committees to monitor the diversity of the applicant pool throughout the recruiting process. It also allows for a more timely intervention and better coordination of outreach than UWM's previous tracking system.

In using AIMS, UWM discovered applicant pools are generally larger, self-identification of demographics significantly increased, and the system provides a central repository for all documentation related to recruitments. A secondary benefit of AIMS has turned out to be a more rigorous enforcement of UWM's action oriented programs in the context of the recruitment process. Specifically, AIMS requires approvals by particular administrators at various stages in the recruitment process before the recruitment can proceed to the next step (see below for additional information). As part of this approval process, the administrator has immediate access to required recruitment documentation to ensure sufficient, acceptable documentation is provided, including a justification for all hires.

Once an employee is hired, Human Resources maintains employee data in an online enterprise system called the Human Resource System ("HRS"), which contains the race, gender, salary, position title, date of hire, and subsequent HR Actions related to the employee's career, including promotion and termination. These transactions maintained in HRS are used to track personnel activity including: hires, promotions, transfers and terminations. Reports and data sets can be generated based upon the HRS data warehouse (EPM) and other personnel-related data sources.

UWM retains HRS forms including records pertaining to hiring, title assignment, promotion, demotion, transfer, termination, rates of pay, selection for training, and leaves of absence. ADA requests are not stored in HRS; these files are paper records collected and maintained by the UWM's ADA Coordinator. Reasonable accommodations are generally implemented directly by Schools/Colleges & Divisions.

Many personnel activities require written approval, including but not limited to the following:

- A request to recruit must be approved by the Department Chair, Dean or Director, Human Resources and the appropriate Vice Chancellor or Associate Vice Chancellor.
- A request to interview must be approved by the Department Chair/Director and Dean/Division Head.
- A request to hire must be approved by the Department Chair/Director and Dean/Division Head.
- A Salary/Pay Adjustment must be approved by the appropriate Vice Chancellor.

These approvals act as safeguards to ensure that the proposed action is nondiscriminatory and consistent across the institution. For example, in the recruiting process, an

appointing authority can monitor the diversity of the applicant pool at various points to determine racial and gender composition. If the request to hire is not issued to a minority or female candidate for a position in an underutilized job group, a written explanation must be provided and is subject to approval before the hiring process can begin.

As UWM is a state agency, it is considered a “Records Authority” under state law and cannot destroy records, including personnel records, without a Records Disposition Authority form approved by the Wisconsin Public Records and Forms Board. Most, but not all, personnel records must be retained for a period of time longer than two years set forth in 41 C.F.R. §60-1.12. For example, at UWM, search and screen committee records must currently be retained for a period of six years from the date the recruitment is closed and then may be destroyed confidentially.

b. Internal Reporting and Review of Results

Using the data warehouse associated with AIMS and the HRS system, UWM is able to generate reports relating to personnel activity by job group, specific minority group and gender. The following reports are generated and monitored on an annual basis by EDS and Human Resources:

- Applicant Reports
- Hire Reports
- Promotion Reports
- Transfer Reports
- Termination Reports

These personnel transaction reports are analyzed to determine the impact on females, minorities and other protected groups. Identified problems are brought to the attention of the division heads and appropriate actions are taken at the division level. In 2013, EDS initiated a mid-year review process with UWM colleges and divisions to assess the effectiveness of departmental good faith efforts and to monitor the status of hires, promotions and other personnel transactions. The Interim Director of EDS continues to meet regularly with the Interim Associate Vice Chancellor for Diversity and Climate to discuss potential issues, and they, collectively or individually, bring significant issues to the immediate attention of the Provost and Chancellor.

EDS provides each division or College/School with a Diversity Assessment Report each year. This survey asks the unit’s personnel representatives (PREPs) or a designee to identify their good faith efforts in recruiting, promoting and retaining, and in issues related to compensation. At the same time, the designated individual also verifies personnel activity data reports. EDS uses these submissions to assist it in compiling this Plan and to monitor each division or College/School’s efforts to reach any relevant placement goals. EDS also brings any innovative approaches to the attention of other divisions. A copy of the Report is attached in Appendix E.

c. Compensation Review and Adjustment

Responsibility for compensation decisions is distributed in the shared governance system. For faculty/academic staff new hires, salary is determined by a combination of market conditions, salary structure within the UW System and UWM, qualifications and experience. Whether the prospective employee had competing offers may also influence a starting salary determination. For new faculty hires, the Dean of the school/college does the analysis and recommends the starting salary, which is reviewed by the Associate Vice Chancellor for Academic Affairs. For new academic staff hires, the supervisor conducts an analysis and recommends the starting salary, which the division head reviews.

After a starting salary is determined, a UWM unclassified employee may receive salary increases as a result of a variety of factors, such as experience, merit, education level, teaching or market/equity considerations. UWM unclassified employees may be eligible for annual pay plan increases, as established through guidelines issued by UW System. Each fiscal year, the UW System informs UWM whether there will be a pay plan increase in the following fiscal year, the amount of the available increase, and how the increase should be allocated. Outside of System annual pay plan increases, unclassified employees may also receive a salary adjustment for the following reasons:

- A substantive change in duties, such as taking on administrative or supervisory responsibilities.
- A temporary assignment, such as filling an interim position while a recruitment is being conducted, or filling a temporary administrative assignment (e.g., department chair)
- Promotion, e.g., Lecturer to Assistant Professor or Associate Professor to Professor
- An individual receives an outside offer of employment at a higher salary rate.

On an annual or other regular basis, deans and division heads are expected to review the overall salary structure within their units and make adjustments, as they are able, consistent with their budgets. Adjustments are not uncommon when an equity adjustment is necessary to correct a salary discrepancy between employees with comparable training, experience, and responsibilities or where evidence of serious retention problems exist, such as recent patterns of employees leaving to take outside positions at higher levels of pay.

For most classified staff, initial compensation is set and ongoing pay administration is conducted in accordance with the State of Wisconsin Compensation Plan. Six of the seven labor unions formerly represented at UWM were phased out by action of the Wisconsin Legislature in 2011 (the exception is the union of Trades/Crafts workers, which recertified and still has the authority to bargain with the State for wages of its members).

Some job classifications within the State classified civil services use broad banded pay scales, allowing UWM some discretion in setting compensation for employees in those classifications. The broadband pay structure applies to supervisory, managerial,

professional and confidential classifications. Hiring departments submit the proposed pay criteria, prior to filling a vacancy, to the Department of Human Resources for approval. Once a candidate is selected, the pay offer will follow the criteria so established.

For new academic staff hires, the supervisor conducts an analysis and recommends the starting salary, which the division head reviews. Annual pay increases (upon approval of the pay plan in the Wisconsin State budget process) are based on performance as determined by the appropriate dean or division head, in consultation with the departmental executive committee or appropriate supervisor.

After a starting salary is determined, a UWM unclassified employee may receive salary increases as a result of a variety of factors. First, UWM unclassified employees may be eligible for annual pay plan increases, as established through guidelines issued by UW System. Each fiscal year, the UW System informs UWM whether there will be a pay plan increase in the following fiscal year, the amount of the available increase, and how the increase should be allocated. It is noted that UWM, like other UW system institutions, has not had a pay plan for salary increases for the last four years.

2.5 Additional Good Faith Efforts

a. Posting and Dissemination of EEO Policy

During the upcoming plan year, UWM will continue to make employees, applicants, and other interested persons aware of its status as an equal opportunity employer by continuing to utilize the following internal and external dissemination practices:

- On a biennial basis, the EEO policy is printed in the UWM Report, a monthly campus publication that is distributed to all UWM employees and approximately 800 people in the greater Milwaukee community.
- The Department of Human Resources distributes the equal employment opportunity policy as part of its update of classified personnel handbooks.
- EDS provides a copy of UWM's Affirmative Action Plan, which includes the equal employment opportunity policy, to the UWM Libraries for access by the UWM and Milwaukee communities. The Plan is also provided to various units within UWM, to the UW System, and is posted on the EDS website.
- The Deputy Vice Chancellor for Finance & Administrative Affairs and the Director of the Office of Legal Affairs review all federal and state posting requirements. This review is conducted to insure compliance with regulating agencies and includes distribution of the equal employment policy and all other applicable posters to all building managers for posting.

- UWM's EEO statement indicating that it is "an equal opportunity/affirmative action employer" will be printed in all employment advertisements in various print and electronic media.
- UWM will continue to communicate with major recruiting sources about its job openings and status as an equal opportunity/affirmative action employer, including minority and women's organizations, organizations for veterans, and organizations for individuals with disabilities.

b. Dissemination and Review of Workforce Analyses and Recruitment Report

In preparation for the 2013-2014 Affirmative Action Plan, EDS contracted with affirmative action software vendor Yocum & McKee, using this software to create the reports shown in chapter 4 of this AAP.

In November of 2013, EDS distributed a Diversity Assessment Report (DAR) to each hiring unit. Through the DAR, EDS requests each hiring unit identify good faith efforts that it made to address 2012-13 placement goals. It also provided data about upcoming placement goals, and asked units to describe upcoming action oriented programs to address the anticipated goals. A sample of the report is included as Appendix E, while Appendix H highlights some of the more innovative efforts made by departments and academic units in this plan year.

EDS will conduct a mid-year review in 2014 with the PREP from each school/college and division to discuss the DAR and provide additional suggestions to ensure that appropriate action-oriented programs and good faith efforts are being taken.

c. Discrimination Complaints and Investigations

UWM publishes a Discriminatory Conduct Policy (including Sexual Harassment and Sexual Violence)(S-47), which prohibits discrimination in personnel actions and in all terms and conditions of employment, as well as in all terms and conditions of education. EDS is charged with investigating and seeking to resolve complaints brought under this policy. The policy is consistent with federal and state laws, including Title VII of the Civil Rights Act of 1964, as amended; Title IX of the 1972 Educational Amendment Act, the Americans with Disabilities Act, as amended; the Age Discrimination in Employment Act; the Vietnam Veterans Readjustment Assistance Act of 1974; and the Wisconsin State Statutes. During 2012-2013 plan year, EDS investigated thirty (30) discrimination complaints. Its findings and recommendations are forwarded to the Provost for action. A copy of this policy is attached as Appendix D.

d. EEO/AA Training

EDS continued its training programming for managers, supervisors and front line staff in 2012-13, participating in both the annual campus-wide Faculty/Staff New Employee

Orientation and the Center for Professional Development (CIPD) Teaching Assistant (TA) Orientation Program, on topics like Title VII and Title IX. EDS also participated in a new masters and/or doctoral student orientation, sponsored by the UWM Graduate School. The interim EDS Director also conducted specialized training programming for Deans, faculty department chairs, directors and Vice Chancellors. EDS continued to develop specialized training, such as Title IX, for targeted campus administrators and staff (e.g., Career Development Center and the Student Conduct Hearing Board).

EDS continues its collaboration with other campus entities, such as the Dean of Students, the Office of Legal Affairs, Human Resources, the Student Accessibility Center, the Women's Resource Center, Norris Health Center and the LGBT Resource Center in the presentation of campus-wide training programming. In the 2012-13 plan year, EDS and the Women's Resource Center partnered to provide training for faculty, staff and students about sexual assault, sexual harassment and interpersonal violence. Additionally, UWM's LGBT Resource Center worked closely with the Milwaukee LGBT Community Center's Anti-Violence Project; while the Norris Health Center coordinated the Annual UWM Campus and Communities United Against Violence Resource Fair during Sexual Assault Awareness Month.

UWM continued its Sexual Assault Response Team (SART), which was created in 2011 to improve UWM's response to sexual assault incidents and to enhance advocacy for victims of sexual assault. The SART is comprised of staff from EDS, the UWM Police Department, Athletics, the Dean of Students Office, Women's Resource Center and UWM Housing. Among other things, this Team is developing collaborative relationships with the City of Milwaukee Police Department's Sensitive Crimes Division and the Aurora Sinai Sexual Assault Treatment Center to provide a comprehensive response to such victims.

e. UWM Ombuds Program

The Ombuds Council is an independent, neutral and confidential resource, which provides assistance to UWM faculty and staff in exploring options to resolve problems, conflicts or issues outside of a formal complaint process. The 6 members of the Ombuds Council are representative of faculty, academic staff and classified employees. The council also includes the chairs of university governance committees and the Provost as ex-officio members.

In 2012, UWM's "Best Place to Work" Plan established a Conflict Resolution Resource group, who discussed the current Ombuds Council as an additional resource for conflict reporting and resolution, but determined that the Council's defined scope is limited to making referrals and having introductory discussions, rather than resolving issues. This group recommended that a single-point-of-contact serving as a campus wide conflict resolution officer be hired to complement the Ombuds Council. UWM allocated a .25 FTE for this position and further study of the issue will continue in 2014.

f. Communication

UWM's Department of Human Resources continues the publication of an electronic newsletter to all faculty and staff. Human Resources publishes the newsletter at the beginning of each semester (Fall and Spring), as well as at the beginning of summer. It

has been used as a tool to raise awareness and inform the campus of developments in the new HR enterprise system, the proposed (but not postponed) University Personnel Systems (UPS) (new rules for HR work in UW), benefits, programs that serve protected constituencies, and to draw attention to a number of wellness programs and initiatives. The Department also continues to upgrade its web presence; in the past year, it revamped its Benefits section and created a UPS section. Its next web ch

3.1 Workforce Analysis

Pursuant to 41 C.F.R. §60 – 2.11, UWM is providing the following Workforce Analysis. As of October 31, 2013, UWM employed 3,850 employees at its main campus and satellite locations. The workforce is divided amongst divisions which report to UWM's Chancellor either directly or via a Vice Chancellor's office. In this Analysis, UWM has listed each job title as it appears in UWM's personnel records, ranked from the lowest salary grade to the highest paid, within each department or other similar organizational unit.

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
0102 : B010200-GEA/CHANC OFC/CHANC OFC Department																				
16310 : 16310-PRG ASST CONF	07M	5	\$37,814.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
07010 : 07010-UNIV EXEC STAFF ASST	01M	3	\$53,643.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$56,560.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T22BN : T22BN-SR SPECIAL ASSISTANT	U08	B	\$198,596.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A10NN : A10NN- CHANCELLOR	U01	A	\$333,505.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Percentages :					40%	40%	0%	0%	0%	0%	0%	0%	60%	60%	0%	0%	0%	0%	0%	0%

0140 : B014055-GEA/UNIV RELTNS/COMM&MEDIA Department																				
82201 : 82201-OFFSET PRESS OPERATOR	999	9	\$25,626.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82201 : 82201-OFFSET PRESS OPERATOR	999	9	\$26,790.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13400 : 13400-COMPUTER PRINT TECH	185	2	\$26,978.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
20501 : 20501-INVENT CONTROL COORD	08M	9	\$28,226.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$29,349.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$29,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$31,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12361 : 12361-COMM SPEC	06M	2	\$32,198.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
82202 : 82202-OFFSET PRESS OPER LEA	999	9	\$32,906.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13703 : 13703-IS NETWORK SUP TECH S	185	2	\$37,003.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$43,178.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
12362 : 12362-COMM SPEC SENR	06M	2	\$45,282.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12362 : 12362-COMM SPEC SENR	06M	2	\$46,342.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13302 : 13302-IS DATA SERV SENIOR	043	2	\$46,530.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13703 : 13703-IS NETWORK SUP TECH S	185	2	\$46,675.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
82520 : 82520-PRINTING SRV SUP	06M	3	\$48,797.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$50,315.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$50,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
61570 : 61570-PRINTING TECH	06M	2	\$51,667.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$51,834.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
13302 : 13302-IS DATA SERV SENIOR	043	2	\$52,686.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R22BN : R22BN-SR BROADCAST SPEC	U13	2	\$52,987.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12362 : 12362-COMM SPEC SENR	06M	2	\$53,581.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$53,691.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12362 : 12362-COMM SPEC SENR	06M	2	\$53,934.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$54,205.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P65NS : P65NS-OUTREACH PROG MGR I	U07	2	\$54,540.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$55,504.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$57,158.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
93173 : 93173-ELECT TECH MEDIA SENR	04M	3	\$57,637.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$57,782.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R16BN : R16BN-SR ARTIST	U13	2	\$58,200.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$58,906.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$60,923.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R22BN : R22BN-SR BROADCAST SPEC	U13	2	\$61,397.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13372 : 13372-IS SYS DEV SRV SENIOR	043	2	\$61,422.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$61,710.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$62,117.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$63,834.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$64,169.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13403 : 13403-IS COMP SERV SPEC	043	2	\$64,667.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$65,395.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$66,219.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
61220 : 61220-VISUAL ART SUPERVISOR	06M	3	\$67,267.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13403 : 13403-IS COMP SERV SPEC	043	2	\$68,619.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$68,804.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
82620 : 82620-PRINTING SRV PRG SUP	06M	3	\$70,450.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13373 : 13373-IS SYS DEV SRV SPEC	043	2	\$78,354.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$79,369.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$79,810.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13373 : 13373-IS SYS DEV SRV SPEC	043	2	\$79,830.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$81,470.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$90,563.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A44NN : A44NN-ASST VICE CHANCELLOR	U01	B	\$94,326.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A40NN : A40NN-VICE CHANCELLOR	U01	A	\$166,650.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				55	30	28	0	1	0	0	0	1	25	22	2	1	0	0	0	0
Percentages :					55%	51%	0%	2%	0%	0%	0%	2%	45%	40%	4%	2%	0%	0%	0%	0%

0141 : B014100-GEA/ALUMNI RELTNS/ALUMNI RELTN Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$39,374.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
18500 : 18500-UNIV CONF COORDINATOR	01M	2	\$42,973.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$48,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$59,800.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S74BN : S74BN-SR MARKETING SPEC	U13	2	\$62,040.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$216,700.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

0150 : B015050-GEA/DEVELOPMENT/DEVLPMNT Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$36,774.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84DN : R84DN-DEVELOP SPECIALIST	U13	2	\$47,876.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NS : P50NS-DEVELOPT PRG MGR I	U13	2	\$50,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$58,375.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$65,650.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$67,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$68,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$68,680.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$72,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$72,247.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$72,560.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$74,518.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$74,942.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$80,047.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$80,734.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$81,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$82,335.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NM : P50NM-DEVELOPT PRG MGR II	U13	2	\$82,792.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NM : P50NM-DEVELOPT PRG MGR II	U13	2	\$83,963.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P50NL : P50NL-DEVELOPT PRG MGR III	U13	2	\$91,511.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B	\$92,920.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NM : P50NM-DEVELOPT PRG MGR II	U13	2	\$100,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NM : P50NM-DEVELOPT PRG MGR II	U13	2	\$105,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
P50NL : P50NL-DEVELOPT PRG MGR III	U13	2	\$110,595.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$137,360.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A40NN : A40NN-VICE CHANCELLOR	U01	A	\$216,700.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Totals :				29	10	10	0	0	0	0	0	0	19	19	0	0	0	0	0	0
Percentages :					34%	34%	0%	0%	0%	0%	0%	0%	66%	66%	0%	0%	0%	0%	0%	0%

0160 : B016000-GEA/P&I/P & I Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$37,128.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$40,000.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
T25FN : T25FN-ASSOC STU SERV COORD	U12	2	\$40,000.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$43,747.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$45,303.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$54,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$58,646.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$69,298.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$72,024.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
J62DL : J62DL-DIR, AFFIRM ACTION/L	U05	B	\$75,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
J62DL : J62DL-DIR, AFFIRM ACTION/L	U05	B	\$88,350.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B	\$102,829.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$130,065.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
A40NN : A40NN-VICE CHANCELLOR	U01	A	\$164,125.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males							Females								
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Totals :				14	4	0	2	0	0	1	0	1	10	1	7	1	1	0	0	0
Percentages :					29%	0%	14%	0%	0%	7%	0%	7%	71%	7%	50%	7%	7%	0%	0%	0%

0170 : B017000-GEA/SEC UNIV/GENERAL Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$34,507.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$41,750.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$54,857.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$57,015.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$58,614.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N12NM : N12NM-ADMIN OFFICER/M	U08	B	\$88,972.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N56NN : N56NN-SECY OF THE FACULTY	U02	B	\$121,726.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Totals :				7	0	0	0	0	0	0	0	0	7	6	0	0	0	0	0	1
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	86%	0%	0%	0%	0%	0%	14%

0201 : B020100-FINAA/VICE CHANC OFC/V CHANC Department

16310 : 16310-PRG ASST CONF	07M	5	\$34,299.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$40,976.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$45,448.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
09471 : 09471-PROG & POL ANALYST	01M	2	\$48,672.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13362 : 13362-IS NET SERV SENIOR	043	2	\$52,520.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$57,928.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
09210 : 09210-BUD & POL ANA DIV ADV	02M	2	\$58,718.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$69,576.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
09210 : 09210-BUD & POL ANA DIV ADV	02M	2	\$80,413.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11310 : 11310-UW HUMAN RES MGR ADV	01M	2	\$82,514.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
J92DM : J92DM-DIR, BUDGET/M	U05	B	\$115,000.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
N12NL : N12NL-ADMIN OFFICER/L	U08	B	\$120,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B	\$135,340.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Totals :				14	6	5	1	0	0	0	0	0	8	5	2	0	0	0	0	1
Percentages :					43%	36%	7%	0%	0%	0%	0%	0%	57%	36%	14%	0%	0%	0%	0%	7%

0210 : B021029-FINAA/BFS/ACCTS PAY Department

00102 : 00102-FINANCIAL SPEC 2	07M	5	\$31,741.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$31,782.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,320.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,362.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,632.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$35,485.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$37,128.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00102 : 00102-FINANCIAL SPEC 2	07M	5	\$37,357.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$39,312.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
04161 : 04161-COLLECTIONS SPEC	02M	2	\$39,707.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$41,163.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$41,392.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
04161 : 04161-COLLECTIONS SPEC	02M	2	\$41,392.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
04161 : 04161-COLLECTIONS SPEC	02M	2	\$42,328.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$42,973.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$44,117.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$45,573.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10402 : 10402-PURCHASING AGENT-OBJ	02M	2	\$45,635.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$46,280.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$49,504.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10403 : 10403-PURCHASING AGENT-SEN	02M	2	\$50,315.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09471 : 09471-PROG & POL ANALYST	01M	2	\$50,419.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00120 : 00120-FINANCIAL SPEC PRG SU	02M	5	\$50,461.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$52,686.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$53,539.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10403 : 10403-PURCHASING AGENT-SEN	02M	2	\$53,581.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13662 : 13662-IS BUS AUTO SENIOR	043	2	\$55,682.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00120 : 00120-FINANCIAL SPEC PRG SU	02M	5	\$55,765.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00580 : 00580-FINANCIAL PROG SUPV	02M	2	\$60,362.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00580 : 00580-FINANCIAL PROG SUPV	02M	2	\$61,194.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00580 : 00580-FINANCIAL PROG SUPV	02M	2	\$62,483.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13302 : 13302-IS DATA SERV SENIOR	043	2	\$63,378.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13372 : 13372-IS SYS DEV SRV SENIOR	043	2	\$63,378.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00264 : 00264-ACCOUNTANT - SENIOR	02M	2	\$66,414.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
10403 : 10403-PURCHASING AGENT-SEN	02M	2	\$69,347.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13663 : 13663-IS BUS AUTO SPEC	043	2	\$76,690.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
13663 : 13663-IS BUS AUTO SPEC	043	2	\$80,829.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13403 : 13403-IS COMP SERV SPEC	043	2	\$85,842.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N12NM : N12NM-ADMIN OFFICER/M	U08	B	\$86,403.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L78DL : L78DL-DIR, PURCHASING/L	U05	B	\$104,030.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
J22DL : J22DL-CONTROLLER/L	U04	B	\$106,906.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$170,000.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				48	22	20	1	1	0	0	0	0	26	20	2	2	1	0	0	1
Percentages :					46%	42%	2%	2%	0%	0%	0%	0%	54%	42%	4%	4%	2%	0%	0%	2%

0235 : B023500-FINAA/INTRNL AUDIT/INTRNL ADT Department

00104 : 00104-FINANCIAL SPEC 4	02M	5	\$44,470.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00204 : 00204-AUDITOR - SENIOR	02M	2	\$64,896.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00205 : 00205-AUDITOR - ADVANCED	02M	2	\$86,819.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K94DL : K94DL-DIR, INTERNAL AUDIT/L	U05	B	\$116,015.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Percentages :					25%	25%	0%	0%	0%	0%	0%	0%	75%	75%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
0240 : B024010-FINAA/HUMAN RESOURCES/HUMN RSR Department																				
21311 : 21311-PAY & BEN SPECIALIST	07M	5	\$31,200.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$32,718.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$35,506.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21311 : 21311-PAY & BEN SPECIALIST	07M	5	\$35,568.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
21311 : 21311-PAY & BEN SPECIALIST	07M	5	\$38,376.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$38,626.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$38,875.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$40,664.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
21312 : 21312-PAY & BEN SPECIALIST ADVANCED	07M	5	\$43,472.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08400 : 08400-UNIV BENEFIT SPEC	05M	3	\$45,178.00	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
08400 : 08400-UNIV BENEFIT SPEC	05M	3	\$46,280.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13662 : 13662-IS BUS AUTO SENIOR	043	2	\$46,280.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10803 : 10803-HR SPECIALIST SR	01M	2	\$48,277.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10803 : 10803-HR SPECIALIST SR	01M	2	\$49,982.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10803 : 10803-HR SPECIALIST SR	01M	2	\$53,685.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
21312 : 21312-PAY & BEN SPECIALIST ADVANCED	07M	5	\$56,285.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10803 : 10803-HR SPECIALIST SR	01M	2	\$57,179.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13403 : 13403-IS COMP SERV SPEC	043	2	\$58,198.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
21120 : 21120-PAY & BEN PROG SUPV	02M	2	\$60,882.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
21120 : 21120-PAY & BEN PROG SUPV	02M	2	\$70,512.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09472 : 09472-PROG & POL ANALYS-ADV	01M	2	\$73,174.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13403 : 13403-IS COMP SERV SPEC	043	2	\$75,629.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
11210 : 11210-EMP REL PROGRAM COORD	01M	2	\$91,520.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M96LN : M96LN-ASST DIR, UNSPEC (10)	U05	B	\$99,166.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$151,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				27	8	8	0	0	0	0	0	0	19	17	2	0	0	0	0	0
Percentages :					30%	30%	0%	0%	0%	0%	0%	0%	70%	63%	7%	0%	0%	0%	0%	0%

0260 : B026062-FINAA/FACILTY SVCS/CUSTODL SVC Department

89161 : 89161-CUSTODIAN	999	9	\$23,712.00	6	4	1	3	0	0	0	0	0	2	0	1	1	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$24,232.00	36	22	5	14	3	0	0	0	0	14	4	8	2	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$24,440.00	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$24,794.00	11	6	4	2	0	0	0	0	0	5	1	4	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$25,085.00	3	2	2	0	0	0	0	0	0	1	0	1	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$25,376.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$25,501.00	3	1	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0
90430 : 90430-GARDENER	999	9	\$25,626.00	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80401 : 80401-MOTOR VEH OPER-LIGHT	999	9	\$25,709.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$25,709.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$25,958.00	6	4	0	4	0	0	0	0	0	2	0	2	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$26,062.00	3	2	1	0	0	1	0	0	0	1	0	1	0	0	0	0	0
90430 : 90430-GARDENER	999	9	\$26,208.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$26,957.00	3	0	0	0	0	0	0	0	0	3	0	3	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$27,435.00	5	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
20501 : 20501-INVENT CONTROL COORD	08M	9	\$27,602.00	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
16000 : 16000-OFFICE ASSOCIATE	07M	5	\$27,664.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$28,226.00	5	1	0	1	0	0	0	0	0	4	0	4	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$28,558.00	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
89161 : 89161-CUSTODIAN	999	9	\$29,245.00	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$29,349.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$29,578.00	2	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0
91302 : 91302-LOCKSMITH - JOURNEY	09M	9	\$29,744.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$29,869.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$29,931.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
20502 : 20502-INV CONTROL COOR-ADV	08M	9	\$29,973.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83103 : 83103-AUTO/EQUIP TECH-SENR	09M	9	\$29,973.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$30,722.00	3	2	1	1	0	0	0	0	0	1	0	1	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$31,075.00	4	1	1	0	0	0	0	0	0	3	2	1	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$31,200.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$31,242.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$31,574.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$31,907.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$32,594.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$33,280.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76126 : 76126-FAC REPAIR WORKER-ADV	09M	9	\$33,301.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25201 : 25201-CADD SPEC	04M	3	\$33,509.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$34,070.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$34,278.00	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
90430 : 90430-GARDENER	999	9	\$34,798.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$34,840.00	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$35,194.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76126 : 76126-FAC REPAIR WORKER-ADV	09M	9	\$35,298.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$35,568.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$35,734.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$35,880.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$35,901.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$36,067.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76126 : 76126-FAC REPAIR WORKER-ADV	09M	9	\$36,296.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$37,128.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$37,378.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83104 : 83104-AUTO/EQUIP TECH-MASTR	09M	9	\$37,731.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$38,480.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$39,125.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$39,478.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77102 : 77102-POWER PLNT OPER-SENR	10M	9	\$39,749.00	3	3	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
77262 : 77262-HVAC/REFRIG SPEC-ADV	08M	6	\$39,749.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$39,832.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$40,123.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$40,310.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
77102 : 77102-POWER PLNT OPER-SENR	10M	9	\$41,059.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$41,142.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76320 : 76320-CUSTODIAL SRV PRO SUP	08M	9	\$42,016.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
77103 : 77103-POWER PLNT OPER INCHG	10M	9	\$42,931.00	4	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0
77103 : 77103-POWER PLNT OPER INCHG	10M	9	\$43,139.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
77102 : 77102-POWER PLNT OPER-SENR	10M	9	\$43,243.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76020 : 76020-BLDGS/GROUNDS SUPV	08M	9	\$43,285.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16310 : 16310-PRG ASST CONF	07M	5	\$43,909.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76320 : 76320-CUSTODIAL SRV PRO SUP	08M	9	\$44,117.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
77103 : 77103-POWER PLNT OPER INCHG	10M	9	\$45,011.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20520 : 20520-INVENT CONTROL SUP	08M	9	\$45,448.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77102 : 77102-POWER PLNT OPER-SENR	10M	9	\$45,802.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
76320 : 76320-CUSTODIAL SRV PRO SUP	08M	9	\$46,509.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$47,070.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77103 : 77103-POWER PLNT OPER INCHG	10M	9	\$47,861.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09472 : 09472-PROG & POL ANALYS-ADV	01M	2	\$49,920.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24863 : 24863-ENGR SPEC ADV 1	04M	3	\$50,419.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76020 : 76020-BLDGS/GROUNDS SUPV	08M	9	\$50,898.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
13662 : 13662-IS BUS AUTO SENIOR	043	2	\$52,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76020 : 76020-BLDGS/GROUNDS SUPV	08M	9	\$59,530.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76120 : 76120-BLDGS/GROUNDS SUPT	08M	2	\$61,693.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76400 : 76400-PAINTER	10M	6	\$73,341.00	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76710 : 76710-CRAFTSWORKER SUPV	10M	6	\$74,506.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
76120 : 76120-BLDGS/GROUNDS SUPT	08M	2	\$75,400.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77520 : 77520-POWER PLANT SUPERINT	10M	6	\$78,915.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
S02DN : S02DN-FACILITIES ARCHITECT	U06	2	\$79,795.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76260 : 76260-CARPENTER	10M	6	\$80,808.00	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76260 : 76260-CARPENTER	10M	6	\$82,098.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76900 : 76900-CRAFTWORKER-LEAD	10M	6	\$82,098.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76500 : 76500-PLUMBER	10M	6	\$85,322.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76300 : 76300-ELECTRICIAN	10M	6	\$86,403.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76500 : 76500-PLUMBER	10M	6	\$86,694.00	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76300 : 76300-ELECTRICIAN	10M	6	\$87,818.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76900 : 76900-CRAFTWORKER-LEAD	10M	6	\$87,818.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76900 : 76900-CRAFTWORKER-LEAD	10M	6	\$88,067.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76600 : 76600-STEAMFITTER	10M	6	\$88,483.00	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
76600 : 76600-STEAMFITTER	10M	6	\$89,877.00	5	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76710 : 76710-CRAFTSWORKER SUPV	10M	6	\$89,877.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76250 : 76250-ELEVATOR CONSTRUCTOR	10M	6	\$105,352.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L62FL : L62FL-ASSOC DIR, PHYS PL/L	U05	B	\$105,915.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76250 : 76250-ELEVATOR CONSTRUCTOR	10M	6	\$107,037.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
76710 : 76710-CRAFTSWORKER SUPV	10M	6	\$107,037.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76720 : 76720-CRAFTS OPS MGR UW MLW	08M	6	\$107,037.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76810 : 76810-SHOP SUPERVISOR	08M	2	\$107,037.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L62DL : L62DL-DIR, PHYSICAL PLANT/L	U04	B	\$131,300.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				215	158	106	38	10	2	1	0	1	57	22	32	3	0	0	0	0
Percentages :					73%	49%	18%	5%	1%	0%	0%	0%	27%	10%	15%	1%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
0261 : B026150-FINAA/MAIL SERVICES Department																				
20171 : 20171-SHIP & MAIL ASSOC	08M	9	\$25,626.00	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0	1
20172 : 20172-SHIP & MAIL ASSOC-ADV	08M	9	\$27,602.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
20172 : 20172-SHIP & MAIL ASSOC-ADV	08M	9	\$29,494.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
20720 : 20720-SHIP & MAIL SUP	08M	9	\$54,621.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$58,968.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$60,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$161,095.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				9	3	2	0	1	0	0	0	0	6	4	0	1	0	0	0	1
Percentages :					33%	22%	0%	11%	0%	0%	0%	0%	67%	44%	0%	11%	0%	0%	0%	11%

0262 : B026229-FINAA/ON-CAMPUS PARKING Department

65512 : 65512-SECURITY OFFR 2	247	3	\$28,142.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$29,869.00	3	1	1	0	0	0	0	0	0	2	1	0	0	1	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$30,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$33,530.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$33,758.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$34,590.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$38,542.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S06BN : S06BN-SR FACILITIES PLAN SP	U08	2	\$70,700.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
S02DN : S02DN-FACILITIES ARCHITECT	U06	2	\$74,478.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S02DN : S02DN-FACILITIES ARCHITECT	U06	2	\$75,223.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$82,285.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B	\$101,292.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
L64DL : L64DL-DIR, PLAN & CONST/L	U04	B	\$124,375.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				15	8	6	2	0	0	0	0	0	7	4	2	0	1	0	0	0
Percentages :					53%	40%	13%	0%	0%	0%	0%	0%	47%	27%	13%	0%	7%	0%	0%	0%

0263 : B026300-FINAA/ENVIRON HEALTH SAFETY&RM Department

46072 : 46072-ANIM RESEARCH TECH OB	08M	3	\$27,893.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
55711 : 55711-WST MGT SPEC	03M	2	\$37,190.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04361 : 04361-RISK MGT SPEC	01M	2	\$46,446.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
55572 : 55572-ENV HLTH SPEC SR	03M	2	\$49,608.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P60NS : P60NS-LABORATORY MGR I	U11	2	\$53,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$55,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$55,550.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$58,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
41803 : 41803-HEALTH PHYSICIST ADV	03M	2	\$61,818.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$64,864.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
04380 : 04380-RISK MANAGEMENT MGR	01M	2	\$86,528.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
E30DN : E30DN-RESEARCH ANIMAL VET	U03	2	\$86,860.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M94FN : M94FN-ASC DIR, UNSPEC (8)	U05	B	\$87,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B	\$105,545.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				14	3	2	0	0	0	1	0	0	11	10	1	0	0	0	0	0
Percentages :					21%	14%	0%	0%	0%	7%	0%	0%	79%	71%	7%	0%	0%	0%	0%	0%

0270 : B027000-FINAA/UNIV POLICE/U POLICE Department

65513 : 65513-SECURITY OFFR 3	247	3	\$28,704.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65513 : 65513-SECURITY OFFR 3	247	3	\$28,912.00	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0
65513 : 65513-SECURITY OFFR 3	247	3	\$29,411.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65513 : 65513-SECURITY OFFR 3	247	3	\$29,848.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65513 : 65513-SECURITY OFFR 3	247	3	\$30,202.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
23900 : 23900-POLICE SERVICE ASSOC	05M	5	\$31,886.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
65514 : 65514-SECURITY OFFR 4	247	3	\$34,008.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
81600 : 81600-LAW ENFORCEMENT DISPATCHER	247	3	\$38,834.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$41,912.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
65200 : 65200-POLICE OFFICER	247	9	\$41,912.00	23	18	13	3	2	0	0	0	0	5	4	0	0	0	0	0	1
65200 : 65200-POLICE OFFICER	247	9	\$42,120.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
81600 : 81600-LAW ENFORCEMENT DISPATCHER	247	3	\$42,453.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
65200 : 65200-POLICE OFFICER	247	9	\$42,557.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81600 : 81600-LAW ENFORCEMENT DISPATCHER	247	3	\$47,091.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65200 : 65200-POLICE OFFICER	247	9	\$47,154.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
65513 : 65513-SECURITY OFFR 3	247	3	\$48,131.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81600 : 81600-LAW ENFORCEMENT DISPATCHER	247	3	\$51,501.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
65200 : 65200-POLICE OFFICER	247	9	\$54,205.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
65200 : 65200-POLICE OFFICER	247	9	\$55,432.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
65200 : 65200-POLICE OFFICER	247	9	\$60,840.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65221 : 65221-POLICE SERGEANT	247	3	\$64,085.00	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
65221 : 65221-POLICE SERGEANT	247	3	\$64,459.00	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65221 : 65221-POLICE SERGEANT	247	3	\$64,605.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65222 : 65222-POLICE LIEUTENANT	247	3	\$73,715.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65240 : 65240-POLICE CAPTAIN	247	9	\$87,194.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L72DL : L72DL-DIR, PROTECTIVE SRV/L	U05	B	\$124,427.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				55	40	31	5	3	1	0	0	0	15	11	3	0	0	0	0	1
Percentages :					73%	56%	9%	5%	2%	0%	0%	0%	27%	20%	5%	0%	0%	0%	0%	2%

0280 : B028000-FINAA/LEGAL AFFRS/LEGAL AFFRS Department

19210 : 19210-LEGAL SUPP STAFF CONF	05M	3	\$35,880.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T52DN : T52DN-UNIV LEGAL COUNSEL	U08	2	\$87,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T52BN : T52BN-SR UNIV LEGAL COUNSEL	U08	2	\$111,100.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T52BN : T52BN-SR UNIV LEGAL COUNSEL	U08	2	\$119,180.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T52BN : T52BN-SR UNIV LEGAL COUNSEL	U08	2	\$123,982.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
M96DN : M96DN-DIR, UNSPECIFIED (10)	U04	B	\$141,400.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$202,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				6	1	0	0	1	0	0	0	0	5	5	0	0	0	0	0	0
Percentages :					17%	0%	0%	17%	0%	0%	0%	0%	83%	83%	0%	0%	0%	0%	0%	0%

0301 : B030100-STUAFF/VICE CHANC OFC/STUD AFF Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$32,718.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$42,245.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$42,682.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$50,440.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$52,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09210 : 09210-BUD & POL ANA DIV ADV	02M	2	\$55,328.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10910 : 10910-UW HUMAN RESOURCES MG	01M	2	\$58,594.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$59,363.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
N12NM : N12NM-ADMIN OFFICER/M	U08	B	\$94,326.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T22DN : T22DN-SPECIAL ASSISTANT	U08	B	\$101,281.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A44NN : A44NN-ASST VICE CHANCELLOR	U01	B	\$123,982.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$136,350.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$138,370.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				14	8	6	1	0	1	0	0	0	6	3	2	1	0	0	0	0
Percentages :					57%	43%	7%	0%	7%	0%	0%	0%	43%	21%	14%	7%	0%	0%	0%	0%

0302 : B030200-STUAFF/UNIV HOUSING/UNIV HOUS Department

89161 : 89161-CUSTODIAN	999	9	\$24,232.00	11	8	1	7	0	0	0	0	0	3	2	1	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$24,794.00	7	4	2	2	0	0	0	0	0	3	0	2	0	0	0	0	1
89161 : 89161-CUSTODIAN	999	9	\$25,085.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$25,501.00	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$25,709.00	2	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0
T18FN : T18FN-ASSOC RES HALL MGR	U12	2	\$28,000.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T18FN : T18FN-ASSOC RES HALL MGR	U12	2	\$29,812.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$30,514.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
89162 : 89162-CUSTODIAN LEAD	999	9	\$30,555.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T18DN : T18DN-RESIDENCE HALL MGR	U12	2	\$32,000.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T18DN : T18DN-RESIDENCE HALL MGR	U12	2	\$32,825.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T18DN : T18DN-RESIDENCE HALL MGR	U12	2	\$33,000.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
T18DN : T18DN-RESIDENCE HALL MGR	U12	2	\$33,835.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76102 : 76102-FAC MAINT SPEC ADV	09M	9	\$34,070.00	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77261 : 77261-HVAC/REFRIG SPEC	09M	9	\$34,070.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76102 : 76102-FAC MAINT SPEC ADV	09M	9	\$34,237.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$36,171.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25FN : T25FN-ASSOC STU SERV COORD	U12	2	\$36,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$36,566.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T18DN : T18DN-RESIDENCE HALL MGR	U12	2	\$36,624.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
93001 : 93001-ELECTRONICS TECH AGEN	04M	3	\$37,003.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$39,021.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$40,602.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NS : P75NS-STUDENT SV PR MGR I	U12	2	\$43,935.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26362 : 26362-CONSTR REP JOURNEY	08M	2	\$47,736.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NS : P75NS-STUDENT SV PR MGR I	U12	2	\$47,975.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NS : P14NS-ADMIN PRG MANAGER I	U08	2	\$50,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$51,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76320 : 76320-CUSTODIAL SRV PRO SUP	08M	9	\$53,498.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76020 : 76020-BLDGS/GROUNDS SUPV	08M	9	\$57,949.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M32LM : M32LM-ASST DIR, UNV HOUS/M	U06	B	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M32LM : M32LM-ASST DIR, UNV HOUS/M	U06	B	\$64,640.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76400 : 76400-PAINTER	10M	6	\$73,341.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M32LL : M32LL-ASST DIR, UNV HOUS/L	U05	B	\$82,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
M32DL : M32DL-DIR, UNIV HOUSING/L	U04	B	\$98,545.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76250 : 76250-ELEVATOR CONSTRUCTOR	10M	6	\$107,037.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				59	37	26	11	0	0	0	0	0	22	14	7	0	0	0	0	1
Percentages :					63%	44%	19%	0%	0%	0%	0%	0%	37%	24%	12%	0%	0%	0%	0%	2%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
0303 : B030300-STUAFF-ADMISSNS-RECRUIT Department																				
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,144.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,664.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$29,016.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,429.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
19813 : 19813-STU STATUS EXAM ASSOC	05M	5	\$31,741.00	3	2	1	0	0	0	0	0	1	1	0	1	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,821.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$34,528.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$35,589.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12FN : R12FN-ASSOC ADVISOR	U12	2	\$36,865.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$37,370.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$38,000.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$38,380.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$39,171.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$39,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$39,666.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$42,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$42,848.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$43,008.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$45,012.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$45,100.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16420 : 16420-PRG ASST SUP ADV	05M	3	\$49,026.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$49,478.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$50,502.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$50,803.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$52,722.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$58,025.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
M95LN : M95LN-ASST DIR, UNSPEC (9)	U05	B	\$62,885.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M95LN : M95LN-ASST DIR, UNSPEC (9)	U05	B	\$67,000.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
~ P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$68,027.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B	\$105,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				36	14	9	2	1	0	0	0	2	22	17	4	0	1	0	0	0
Percentages :					39%	25%	6%	3%	0%	0%	0%	6%	61%	47%	11%	0%	3%	0%	0%	0%

0313 : B031300-STUAFF/CHILDRENS CTR/CHILD CTR Department

T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$27,734.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$28,297.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$29,812.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$31,785.00	5	1	1	0	0	0	0	0	0	4	3	1	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$31,815.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$32,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$32,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$32,692.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$32,825.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$34,037.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$35,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$35,350.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$35,552.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$35,922.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$37,572.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$37,625.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$37,943.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$38,939.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$41,013.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$41,054.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$43,534.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$44,184.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$44,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$48,362.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
P14NS : P14NS-ADMIN PRG MANAGER I	U08	2	\$51,646.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NS : P75NS-STUDENT SV PR MGR I	U12	2	\$54,995.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
M94LN : M94LN-ASST DIR, UNSPEC (8)	U06	B	\$70,314.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M94FN : M94FN-ASC DIR, UNSPEC (8)	U05	B	\$82,169.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B	\$94,435.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				33	2	2	0	0	0	0	0	0	31	28	2	0	0	0	0	1
Percentages :					6%	6%	0%	0%	0%	0%	0%	0%	94%	85%	6%	0%	0%	0%	0%	3%

0321 : B032100-STUAFF/BOOKSTORE/BOOKSTORE Department

20501 : 20501-INVENT CONTROL COORD	08M	9	\$27,810.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06160 : 06160-BOOK/MUS SHP ASST MGR	02M	2	\$33,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06160 : 06160-BOOK/MUS SHP ASST MGR	02M	2	\$34,237.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20502 : 20502-INV CONTROL COOR-ADV	08M	9	\$37,211.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$37,606.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
06160 : 06160-BOOK/MUS SHP ASST MGR	02M	2	\$38,875.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20502 : 20502-INV CONTROL COOR-ADV	08M	9	\$39,104.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
20502 : 20502-INV CONTROL COOR-ADV	08M	9	\$39,458.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20520 : 20520-INVENT CONTROL SUP	08M	9	\$47,174.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06260 : 06260-BOOKSTORE/MUS SHP MGR	02M	2	\$50,939.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
06260 : 06260-BOOKSTORE/MUS SHP MGR	02M	2	\$56,534.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				11	8	8	0	0	0	0	0	0	3	2	1	0	0	0	0	0
Percentages :					73%	73%	0%	0%	0%	0%	0%	0%	27%	18%	9%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females					
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
0324 : B032400-STUAFF/AUX ADM SVCS/AUX ADMIN Department																					
16500 : 16500-PURCHASING ASSOCIATE	07M	5	\$29,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
16410 : 16410-PRG ASST ADV CONF	05M	3	\$43,139.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
21312 : 21312-PAY & BEN SPECIALIST ADVANCED	07M	5	\$43,950.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
19510 : 19510-HR ASST ADV	05M	3	\$45,739.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$49,150.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P14NS : P14NS-ADMIN PRG MANAGER I	U08	2	\$58,618.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
J82LL : J82LL-ASST DIR, AUX OPER/L	U05	B	\$73,806.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
J82LL : J82LL-ASST DIR, AUX OPER/L	U05	B	\$84,097.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
J82DL : J82DL-DIR, AUX OPER/L	U04	B	\$123,220.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Totals :				9	6	6	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Percentages :					67%	67%	0%	0%	0%	0%	0%	0%	0%	33%	33%	0%	0%	0%	0%	0%	0%

0328 : B032800-STUAFF/UWM UNION/UWM UNION Department

89161 : 89161-CUSTODIAN	999	9	\$24,232.00	4	3	2	1	0	0	0	0	0	1	1	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$24,440.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
89162 : 89162-CUSTODIAN LEAD	999	9	\$25,626.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
89161 : 89161-CUSTODIAN	999	9	\$26,957.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
61363 : 61363-GRAPHIC DESIGNER-SEN	06M	3	\$29,723.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$32,240.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12361 : 12361-COMM SPEC	06M	2	\$32,510.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76102 : 76102-FAC MAINT SPEC ADV	09M	9	\$34,590.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
76102 : 76102-FAC MAINT SPEC ADV	09M	9	\$35,173.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$35,963.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93172 : 93172-ELEC TECH MEDIA INTER	04M	3	\$38,251.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18500 : 18500-UNIV CONF COORDINATOR	01M	2	\$38,522.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06301 : 06301-MARKETING SPEC	06M	2	\$39,541.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T25FN : T25FN-ASSOC STU SERV COORD	U12	2	\$40,000.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
76220 : 76220-CUSTODIAL SRV SUPV	08M	9	\$40,830.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13661 : 13661-IS BUS AUTO ANALYST	043	2	\$41,392.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76020 : 76020-BLDGS/GROUNDS SUPV	08M	9	\$42,078.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
18500 : 18500-UNIV CONF COORDINATOR	01M	2	\$43,285.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
18500 : 18500-UNIV CONF COORDINATOR	01M	2	\$44,678.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
P75NS : P75NS-STUDENT SV PR MGR I	U12	2	\$45,450.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
76320 : 76320-CUSTODIAL SRV PRO SUP	08M	9	\$49,379.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NS : P75NS-STUDENT SV PR MGR I	U12	2	\$49,805.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
61220 : 61220-VISUAL ART SUPERVISOR	06M	3	\$57,595.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$60,600.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76120 : 76120-BLDGS/GROUNDS SUPT	08M	2	\$65,146.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$66,943.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$68,200.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M14DL : M14DL-DIR, STUDENT UNION/L	U04	B	\$151,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				31	20	16	2	0	2	0	0	0	11	7	2	1	1	0	0	0
Percentages :					65%	52%	6%	0%	6%	0%	0%	0%	35%	23%	6%	3%	3%	0%	0%	0%

0329 : B032900-STUAFF/RESTAURANT OPS/REST OPS Department

20501 : 20501-INVENT CONTROL COORD	08M	9	\$27,810.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84402 : 84402-COOK 2	08M	9	\$29,744.00	4	1	0	1	0	0	0	0	0	3	1	2	0	0	0	0	0
84804 : 84804-FOOD SERVICE ASST 4	08M	9	\$29,744.00	12	7	5	0	1	0	1	0	0	5	3	0	0	1	1	0	0
84402 : 84402-COOK 2	08M	9	\$29,973.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
84804 : 84804-FOOD SERVICE ASST 4	08M	9	\$30,410.00	3	1	0	0	0	0	1	0	0	2	2	0	0	0	0	0	0
84804 : 84804-FOOD SERVICE ASST 4	08M	9	\$33,426.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84120 : 84120-FOOD SRV SUPV	08M	9	\$34,674.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84120 : 84120-FOOD SRV SUPV	08M	9	\$37,336.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84120 : 84120-FOOD SRV SUPV	08M	9	\$37,835.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13661 : 13661-IS BUS AUTO ANALYST	043	2	\$38,022.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84220 : 84220-FOOD SRV MGR	08M	9	\$39,728.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84120 : 84120-FOOD SRV SUPV	08M	9	\$40,352.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
84120 : 84120-FOOD SRV SUPV	08M	9	\$40,435.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
20520 : 20520-INVENT CONTROL SUP	08M	9	\$42,723.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84220 : 84220-FOOD SRV MGR	08M	9	\$43,285.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84120 : 84120-FOOD SRV SUPV	08M	9	\$46,218.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
84220 : 84220-FOOD SRV MGR	08M	9	\$48,776.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
84840 : 84840-EXECUTIVE CHEF	08M	2	\$55,203.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84220 : 84220-FOOD SRV MGR	08M	9	\$55,557.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
84880 : 84880-FOOD SERVICE ADM	08M	2	\$67,870.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84880 : 84880-FOOD SERVICE ADM	08M	2	\$71,365.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
84880 : 84880-FOOD SERVICE ADM	08M	2	\$73,528.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J82FL : J82FL-ASSOC DIR, AUX OPER/L	U05	B	\$90,687.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				39	19	14	2	1	0	2	0	0	20	12	4	1	2	1	0	0
Percentages :					49%	36%	5%	3%	0%	5%	0%	0%	51%	31%	10%	3%	5%	3%	0%	0%

0340 : B034000-STUAFF/ATHLETICS/ATHLETICS Department

N54LN : N54LN-ASST COACH	U12	2	\$27,459.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ N54DN : N54DN-COACH	U12	2	\$30,612.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$30,822.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$31,563.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$32,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S76FN : S76FN-ASSOC MEDIA SPEC	U13	2	\$33,000.00	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$33,330.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$34,340.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$35,214.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84FN : R84FN-ASSOC DEVELOP SPEC	U13	2	\$36,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T54FN : T54FN-ASSOC UNIV REL SPEC	U13	2	\$36,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ N54LN : N54LN-ASST COACH	U12	2	\$36,735.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$37,370.00	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$37,370.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$37,703.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P16NS : P16NS-ATHLETIC TRAINER I	U12	2	\$38,404.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S76DN : S76DN-MEDIA SPECIALIST	U13	2	\$40,068.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$40,400.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P16NS : P16NS-ATHLETIC TRAINER I	U12	2	\$40,400.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$41,107.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$41,633.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$42,836.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$43,430.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$43,804.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$44,024.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S74DN : S74DN-MARKETING SPECIALIST	U13	2	\$46,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$46,218.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P16NS : P16NS-ATHLETIC TRAINER I	U12	2	\$47,975.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$50,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$50,500.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$51,630.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P16NS : P16NS-ATHLETIC TRAINER I	U12	2	\$52,329.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00264 : 00264-ACCOUNTANT - SENIOR	02M	2	\$53,269.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$55,550.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
M94LN : M94LN-ASST DIR, UNSPEC (8)	U06	B	\$58,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$58,357.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$60,600.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$60,600.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$65,650.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$68,660.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$71,293.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$72,821.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$74,235.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54LN : N54LN-ASST COACH	U12	2	\$84,335.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M94FN : M94FN-ASC DIR, UNSPEC (8)	U05	B	\$86,658.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J78LL : J78LL-ASST DIR, ATHL/L	U05	B	\$91,506.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$123,903.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$131,300.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J78DL : J78DL-DIRECTOR, ATHLETICS (L)	U05	B	\$200,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N54DN : N54DN-COACH	U12	2	\$452,130.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				54	33	28	3	0	1	1	0	0	21	16	2	2	0	0	0	1
Percentages :					61%	52%	6%	0%	2%	2%	0%	0%	39%	30%	4%	4%	0%	0%	0%	2%

0350 : B035000-STUAFF/STUD HEALTH/STUD HEALTH Department

35662 : 35662-MEDICAL ASSISTANT 2	03M	3	\$29,723.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
23001 : 23001-MEDICAL PROGRAM ASST	07M	5	\$31,574.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
23002 : 23002-MEDICAL PRO ASST ASSO	07M	5	\$31,845.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
23002 : 23002-MEDICAL PRO ASST ASSO	07M	5	\$32,011.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
23002 : 23002-MEDICAL PRO ASST ASSO	07M	5	\$32,594.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
35662 : 35662-MEDICAL ASSISTANT 2	03M	3	\$33,800.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$37,253.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
36880 : 36880-HEALTH INFO SUPV-UWSY	01M	2	\$49,941.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T24BN : T24BN-SR STUDENT HLTH NURSE	U09	2	\$49,995.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25FN : T25FN-ASSOC STU SERV COORD	U12	2	\$50,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T24BN : T24BN-SR STUDENT HLTH NURSE	U09	2	\$50,509.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$51,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T24BN : T24BN-SR STUDENT HLTH NURSE	U09	2	\$51,774.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T24BN : T24BN-SR STUDENT HLTH NURSE	U09	2	\$51,965.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
41162 : 41162-MED TECH SR	03M	2	\$55,245.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
41162 : 41162-MED TECH SR	03M	2	\$55,349.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
41162 : 41162-MED TECH SR	03M	2	\$57,408.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$57,726.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$57,762.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$60,175.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$60,601.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$61,105.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P16NL : P16NL-ATHLETIC TRAINER III	U12	2	\$61,209.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
41120 : 41120-MED TECH SUPV	03M	2	\$61,651.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$61,848.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$62,880.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
05320 : 05320-UNIV BUS SPEC SUP	01M	3	\$63,066.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
T08DN : T08DN-PSYCHOLOGIST	U09	2	\$67,002.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
T24BN : T24BN-SR STUDENT HLTH NURSE	U09	2	\$67,753.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T08BN : T08BN-SR PSYCHOLOGIST	U09	2	\$75,245.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
T08BN : T08BN-SR PSYCHOLOGIST	U09	2	\$82,022.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R44BN : R44BN-SR CLIN NURSE SPEC	U09	2	\$83,517.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T08BN : T08BN-SR PSYCHOLOGIST	U09	2	\$84,200.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R44BN : R44BN-SR CLIN NURSE SPEC	U09	2	\$86,670.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R44BN : R44BN-SR CLIN NURSE SPEC	U09	2	\$88,769.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R44BN : R44BN-SR CLIN NURSE SPEC	U09	2	\$92,979.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N12NL : N12NL-ADMIN OFFICER/L	U08	B	\$103,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K16DL : K16DL-DIR, COUNSEL SERV/L	U04	B	\$103,081.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R48BN : R48BN-SR CLIN PHARMACIST	U09	2	\$106,211.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R48BN : R48BN-SR CLIN PHARMACIST	U09	2	\$107,617.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T02BN : T02BN-SR PHYSICIAN	U09	2	\$136,685.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T02BN : T02BN-SR PHYSICIAN	U09	2	\$137,810.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ T02BN : T02BN-SR PHYSICIAN	U09	2	\$144,170.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T02BN : T02BN-SR PHYSICIAN	U09	2	\$149,269.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T02BN : T02BN-SR PHYSICIAN	U09	2	\$158,183.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J28FN : J28FN-ASSOC UNIV PHYSICIAN	U04	B	\$171,700.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
J28DN : J28DN-UNIVERSITY PHYSICIAN	U04	B	\$182,134.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				47	11	9	0	1	1	0	0	0	36	29	3	4	0	0	0	0
Percentages :					23%	19%	0%	2%	2%	0%	0%	0%	77%	62%	6%	9%	0%	0%	0%	0%

0373 : B037300-STUAFF-FIN AID-FIN AID Department

R12FN : R12FN-ASSOC ADVISOR	U12	2	\$33,330.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$36,426.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$40,400.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$41,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$41,750.00	2	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$42,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$42,420.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$42,610.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$45,905.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$47,470.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$47,855.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$49,296.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$51,855.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$51,895.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$53,003.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$54,857.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$54,857.00	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13462 : 13462-IS TECH SRV SENIOR	043	2	\$55,328.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$57,511.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$59,156.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$59,229.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K44LL : K44LL-ASST DIR, FIN AID/L	U06	B	\$67,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K44LL : K44LL-ASST DIR, FIN AID/L	U06	B	\$76,075.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K44LL : K44LL-ASST DIR, FIN AID/L	U06	B	\$77,477.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B	\$123,220.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				29	6	4	1	0	1	0	0	0	23	15	3	1	3	0	0	1
Percentages :					21%	14%	3%	0%	3%	0%	0%	0%	79%	52%	10%	3%	10%	0%	0%	3%

0376 : B037600-STUAFF/CAREER DEV CT/CAREER DV Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,571.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$58,603.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$62,739.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$62,944.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K04DM : K04DM-DIR, CAR PLN & PLC/M	U05	B	\$72,720.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				6	0	0	0	0	0	0	0	0	6	2	2	1	1	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	33%	33%	17%	17%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
0377 : B037700-STUAFF/DEAN STUD/STD LIFE CTRS Department																				
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$27,734.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$29,267.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,574.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$32,386.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,426.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$34,324.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$34,845.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$35,367.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$36,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$39,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,450.00	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,729.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,924.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,955.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$46,638.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$47,855.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$50,773.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$51,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$51,792.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$52,640.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NS : P75NS-STUDENT SV PR MGR I	U12	2	\$56,038.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J24LS : J24LS-ASST DEAN OF STD/S	U06	B	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$69,930.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B	\$82,654.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J24FM : J24FM-ASSOC DEAN OF STD/M	U05	B	\$91,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J24DM : J24DM-DEAN OF STUDENTS/M	U04	B	\$127,000.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				29	12	6	3	1	1	0	0	1	17	14	1	1	1	0	0	0
Percentages :					41%	21%	10%	3%	3%	0%	0%	3%	59%	48%	3%	3%	3%	0%	0%	0%

0378 : B037800-STUAFF UNIVERSITY RECREATION Department

00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$36,379.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$40,905.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$41,410.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$41,915.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,925.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76102 : 76102-FAC MAINT SPEC ADV	09M	9	\$45,968.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$52,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$53,025.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M94LN : M94LN-ASST DIR, UNSPEC (8)	U06	B	\$66,651.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B	\$102,510.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				11	6	5	1	0	0	0	0	0	5	3	1	1	0	0	0	0
Percentages :					55%	45%	9%	0%	0%	0%	0%	0%	45%	27%	9%	9%	0%	0%	0%	0%

0379 : B037900-STUAFF-FYC-STUDENT SUCCESS Department

T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,440.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$50,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$52,217.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$72,033.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Percentages :					20%	20%	0%	0%	0%	0%	0%	0%	80%	80%	0%	0%	0%	0%	0%	0%

0380 : B038000-STUAFF REGISTRAR'S OFFICE Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,349.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$30,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
19813 : 19813-STU STATUS EXAM ASSOC	05M	5	\$31,741.00	3	1	0	1	0	0	0	0	0	2	2	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$32,198.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$33,842.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$34,362.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19813 : 19813-STU STATUS EXAM ASSOC	05M	5	\$40,248.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$41,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$41,750.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$42,328.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$42,933.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$43,353.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13661 : 13661-IS BUS AUTO ANALYST	043	2	\$44,283.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$44,928.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$47,174.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$47,575.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
06500 : 06500-UW PROG SPEC	02M	2	\$47,986.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$49,500.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08160 : 08160-ADMIN SUPP ASST	01M	3	\$50,856.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$52,875.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$54,682.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$54,912.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$55,694.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13661 : 13661-IS BUS AUTO ANALYST	043	2	\$59,738.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$60,817.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J26LL : J26LL-ASST REGISTRAR/L	U06	B	\$64,640.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$65,287.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13662 : 13662-IS BUS AUTO SENIOR	043	2	\$66,851.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
J26DL : J26DL-REGISTRAR/L	U05	B	\$82,654.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				35	10	8	1	1	0	0	0	0	25	23	2	0	0	0	0	0
Percentages :					29%	23%	3%	3%	0%	0%	0%	0%	71%	66%	6%	0%	0%	0%	0%	0%

0390 : B039000-STUAFF-TECHNOLOGY ADMIN Department

13401 : 13401-IS COMPR SERV PROF	043	2	\$44,429.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13461 : 13461-IS TECH SRV PROF	043	2	\$46,280.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
13661 : 13661-IS BUS AUTO ANALYST	043	2	\$46,280.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13661 : 13661-IS BUS AUTO ANALYST	043	2	\$52,125.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$52,250.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$54,246.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13362 : 13362-IS NET SERV SENIOR	043	2	\$54,621.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$54,621.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$58,365.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$58,781.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$60,611.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13462 : 13462-IS TECH SRV SENIOR	043	2	\$61,360.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$73,361.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$73,528.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
K10DM : K10DM-DIR, COMPUTER SRV/M	U05	B	\$96,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$199,980.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				15	14	11	0	1	0	1	0	1	1	0	0	0	1	0	0	0
Percentages :					93%	73%	0%	7%	0%	7%	0%	7%	7%	0%	0%	0%	7%	0%	0%	0%

0501 : B050100-ACAFF/GENERAL/GENERAL Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,664.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$33,218.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$43,303.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$51,438.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07010 : 07010-UNIV EXEC STAFF ASST	01M	3	\$52,582.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$56,805.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$57,054.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$58,048.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
46402 : 46402-RESEARCH ANALYST SEN	02M	2	\$62,317.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$63,835.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T32DN : T32DN-SYSTEMS PROGRAMMER	U10	2	\$72,720.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46403 : 46403-RESEARCH ANALYST ADV	02M	2	\$73,029.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T03BN : T03BN-SR POLICY/PLNG ANLST	U08	B	\$77,208.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P65NL : P65NL-OUTREACH PROG MGR III	U07	2	\$78,882.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
N12NM : N12NM-ADMIN OFFICER/M	U08	B	\$92,478.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T22DN : T22DN-SPECIAL ASSISTANT	U08	B	\$93,930.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S40BN : S40BN-SR INFO TECH STRAT CN	U05	2	\$97,777.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B	\$106,050.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N12NL : N12NL-ADMIN OFFICER/L	U08	B	\$115,000.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$174,003.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A40NN : A40NN-VICE CHANCELLOR	U01	A	\$176,750.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				23	8	7	0	0	1	0	0	0	15	11	2	1	0	1	0	0
Percentages :					35%	30%	0%	0%	4%	0%	0%	0%	65%	48%	9%	4%	0%	4%	0%	0%

0520 : B052070-ACAFF/FACULTY DEVELP/TUTORNG Department

T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$42,168.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$48,472.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K34DM : K34DM-DIR, EDUC SUPP SRV/M	U05	B	\$68,821.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

					Males								Females								
Job Code & Title	Job Group	EEO	Salary	Total Emps	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
0530 : B053035-ACAFF/INSTRNL IMPRVMNT/TECH CT Department																					
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$50,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$56,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$56,560.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$61,610.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$63,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$65,446.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$67,486.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$73,730.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$84,840.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2	\$87,499.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$122,412.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Totals :				12	4	4	0	0	0	0	0	0	8	7	1	0	0	0	0	0	
Percentages :					33%	33%	0%	0%	0%	0%	0%	0%	67%	58%	8%	0%	0%	0%	0%	0%	

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females								
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
0550 : B055000-ACAFF/CTR URB INIT&RES Department																					
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$39,707.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$42,420.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
E05DN : E05DN-RESEARCHER	U03	2	\$50,088.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
P65NS : P65NS-OUTREACH PROG MGR I	U07	2	\$50,959.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$53,530.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
13461 : 13461-IS TECH SRV PROF	043	2	\$58,594.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
E05DN : E05DN-RESEARCHER	U03	2	\$65,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
13402 : 13402-IS COMP SERV SEN	043	2	\$69,326.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$71,306.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E05DN : E05DN-RESEARCHER	U03	2	\$77,530.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B	\$95,950.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Totals :				11	5	4	0	0	1	0	0	0	6	5	0	0	0	1	0	0	
Percentages :					45%	36%	0%	0%	9%	0%	0%	0%	55%	45%	0%	0%	0%	9%	0%	0%	

0552 : B055200-ACAFF/TRIO&PRECOL PRG/TRIO&PRE Department

R12DN : R12DN-ADVISOR	U12	2	\$36,426.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$39,390.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$41,750.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$48,318.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$48,480.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$51,465.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R12BN : R12BN-SR ADVISOR	U12	2	\$51,510.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$53,331.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$53,530.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$54,095.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
K34FL : K34FL-ASOC DIR, ED SUPP S/L	U06	B	\$68,973.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
K34DL : K34DL-DIR, EDUC SUPP SRV/L	U05	B	\$83,830.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				12	1	1	0	0	0	0	0	0	11	3	7	0	1	0	0	0
Percentages :					8%	8%	0%	0%	0%	0%	0%	0%	92%	25%	58%	0%	8%	0%	0%	0%

0553 : B055300-ACAFF/UPWARD BOUND/UPWD BOUND Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,429.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$38,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$41,750.00	2	1	0	0	0	1	0	0	0	1	0	0	1	0	0	0	0
P14NS : P14NS-ADMIN PRG MANAGER I	U08	2	\$44,006.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$47,855.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S48BN : S48BN-SR INSTRUCTIONAL SPEC	U07	2	\$49,686.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$50,195.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$52,500.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$54,497.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				10	4	1	2	0	1	0	0	0	6	2	3	1	0	0	0	0
Percentages :					40%	10%	20%	0%	10%	0%	0%	0%	60%	20%	30%	10%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
0554 : B055400-ACAFF/TALENT SEARCH/TALENT SRC Department																				
R12DN : R12DN-ADVISOR	U12	2	\$36,426.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$41,750.00	2	1	0	1	0	0	0	0	0	1	0	0	1	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$48,480.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	1	0	1	0	0	0	0	0	3	0	2	1	0	0	0	0
Percentages :					25%	0%	25%	0%	0%	0%	0%	0%	75%	0%	50%	25%	0%	0%	0%	0%

0560 : B056030-ACAFF/EQUITY&DIVRSTY/STDNT CTR Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$34,882.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$38,269.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$39,381.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2	\$39,722.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$40,047.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2	\$40,490.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$41,514.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$41,971.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$42,389.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$43,449.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$43,648.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,440.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$44,521.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$45,370.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$49,365.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2	\$49,934.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$54,857.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$55,588.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$56,256.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$58,075.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$59,213.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R72BN : R72BN-SR COUNSELOR	U09	2	\$60,225.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$61,151.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M95LN : M95LN-ASST DIR, UNSPEC (9)	U05	B	\$70,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K34DM : K34DM-DIR, EDUC SUPP SRV/M	U05	B	\$74,043.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				26	2	2	0	0	0	0	0	0	24	23	1	0	0	0	0	0
Percentages :					8%	8%	0%	0%	0%	0%	0%	0%	92%	88%	4%	0%	0%	0%	0%	0%

0570 : B057000-ACAFF/R HERNANDEZ CTR/R HERNAN Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$39,721.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$41,750.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$42,925.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$134,188.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	4	1	0	3	0	0	0	0	1	0	0	1	0	0	0	0
Percentages :					80%	20%	0%	60%	0%	0%	0%	0%	20%	0%	0%	20%	0%	0%	0%	0%

0576 : B057600-ACAFF-CIE-GENERAL ACCT Department

00102 : 00102-FINANCIAL SPEC 2	07M	5	\$31,741.00	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,800.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$37,627.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$43,430.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,693.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,779.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$45,284.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,284.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,450.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$45,789.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$45,789.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$46,280.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$47,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$48,480.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$48,480.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$49,370.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$50,380.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$50,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06021 : 06021-ACAD DEPT SUPV	01M	2	\$54,059.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$54,857.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$55,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$55,550.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$60,231.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$61,035.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$61,120.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$61,907.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K97DM : K97DM-DIR, INTL EDUC PGM/M	U05	B	\$70,670.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K97DM : K97DM-DIR, INTL EDUC PGM/M	U05	B	\$87,794.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
K97DM : K97DM-DIR, INTL EDUC PGM/M	U05	B	\$92,401.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$146,707.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				33	9	9	0	0	0	0	0	0	24	18	3	2	1	0	0	0
Percentages :					27%	27%	0%	0%	0%	0%	0%	0%	73%	55%	9%	6%	3%	0%	0%	0%

0577 : B057700-ACAFF-HONORS COLLEGE-HONORS Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB0577 : D80DN-LECTURER T15	T15	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$41,915.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$44,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$47,855.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80BNB0577 : D80BN-SENIOR LECTURER T15	T15	2	\$50,088.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB0577 : D80DN-LECTURER T15	T15	2	\$57,933.00	2	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0
D80DNB0577 : D80DN-LECTURER T15	T15	2	\$58,518.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB0577 : D80BN-SENIOR LECTURER T15	T15	2	\$59,011.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D80BNB0577 : D80BN-SENIOR LECTURER T15	T15	2	\$62,253.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB0577 : D80BN-SENIOR LECTURER T15	T15	2	\$62,383.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$78,780.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$135,789.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				14	5	4	0	0	1	0	0	0	9	8	0	1	0	0	0	0
Percentages :					36%	29%	0%	0%	7%	0%	0%	0%	64%	57%	0%	7%	0%	0%	0%	0%

0580 : B058000-ACAFF/ACAD OPP CTR/AOC Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$29,328.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,429.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB0580 : D80FN-ASSOC LECTURER T15	T15	2	\$32,725.00	5	3	3	0	0	0	0	0	0	2	1	1	0	0	0	0	0
~ D80FNB0580 : D80FN-ASSOC LECTURER T15	T15	2	\$32,725.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$36,046.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB0580 : D80DN-LECTURER T15	T15	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB0580 : D80DN-LECTURER T15	T15	2	\$41,477.00	4	2	1	1	0	0	0	0	0	2	2	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$41,915.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$44,639.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$46,093.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$46,107.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB0580 : D80BN-SENIOR LECTURER T15	T15	2	\$50,088.00	4	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0
P75NS : P75NS-STUDENT SV PR MGR I	U12	2	\$50,500.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80BNB0580 : D80BN-SENIOR LECTURER T15	T15	2	\$54,361.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$56,842.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$58,520.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$59,364.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B	\$78,677.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				29	9	7	2	0	0	0	0	0	20	11	8	1	0	0	0	0
Percentages :					31%	24%	7%	0%	0%	0%	0%	0%	69%	38%	28%	3%	0%	0%	0%	0%

0581 : B058100-ACAFF/STUDENT SUPPORT/STU SUPT Department

R12DN : R12DN-ADVISOR	U12	2	\$40,905.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$44,670.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$59,176.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$262,174.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	2	0	1	0	0	0	0	1	1	0	0	0	1	0	0	0
Percentages :					67%	0%	33%	0%	0%	0%	0%	33%	33%	0%	0%	0%	33%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1001 : B100100-CHS/ADMINISTRATION Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$34,382.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44FN : S44FN-ASSOC INF PROC CONSLT	U10	2	\$43,935.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$45,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$46,856.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$46,856.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$46,965.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$56,502.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R92BN : R92BN-SR EDITOR	U13	2	\$60,113.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$63,282.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$65,920.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$70,350.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$78,780.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$82,315.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$137,540.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$232,300.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				18	4	3	1	0	0	0	0	0	14	12	0	1	1	0	0	0
Percentages :					22%	17%	6%	0%	0%	0%	0%	0%	78%	67%	0%	6%	6%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1005 : B100500-CHS/BUSINESS OFFICE Department																				
10910 : 10910-UW HUMAN RESOURCES MG	01M	2	\$60,466.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$82,285.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%
1006 : B100600-CHS/TECHNOLOGY SUPPORT Department																				
13462 : 13462-IS TECH SRV SENIOR	043	2	\$54,080.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1017 : B101700-CHS/HUMAN MOVEMENT SCIENCES Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
~ P16NS : P16NS-ATHLETIC TRAINER I	U12	2	\$38,847.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1017 : D80DN-LECTURER T02	T02	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1017 : D80DN-LECTURER T02	T02	2	\$41,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1017 : D80DN-LECTURER T02	T02	2	\$41,477.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D21NNB1017 : D21NN-PROFESSOR EMER T02	T02	2	\$41,730.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1017 : D80DN-LECTURER T02	T02	2	\$42,092.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$42,266.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$52,835.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D53NNB1017 : D53NN-CLINICAL ASST PROF T02	T02	2	\$63,574.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1017 : D53NN-CLINICAL ASST PROF T02	T02	2	\$71,928.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D53NNB1017 : D53NN-CLINICAL ASST PROF T02	T02	2	\$72,751.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D53NNB1017 : D53NN-CLINICAL ASST PROF T02	T02	2	\$79,004.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB1017 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$82,315.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1017 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$83,873.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1017 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$83,942.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1017 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$87,454.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1017 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$89,371.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D52NNB1017 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$90,370.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1017 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$91,818.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1017 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$94,435.00	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C30NNB1017 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$101,224.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1017 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$101,508.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1017 : C20NN-PROFESSOR F01	F01	2	\$112,952.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1017 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$123,308.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				27	11	9	0	0	2	0	0	0	16	15	0	1	0	0	0	0
Percentages :					41%	33%	0%	0%	7%	0%	0%	0%	59%	56%	0%	4%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1020 : B102010-CHS/OUTREACH/EXT PROG-GENERAL Department																				
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,262.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08FN : R08FN-ASSOC ADM SPECIALIST	U08	2	\$32,970.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12361 : 12361-COMM SPEC	06M	2	\$37,274.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
~ D80DNB1020 : D80DN-LECTURER T02	T02	2	\$41,844.00	5	4	4	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1020 : D80DN-LECTURER T02	T02	2	\$55,246.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$63,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$82,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				11	6	6	0	0	0	0	0	0	5	4	0	0	0	0	0	1
Percentages :					55%	55%	0%	0%	0%	0%	0%	0%	45%	36%	0%	0%	0%	0%	0%	9%

1035 : B103500-CHS/HEALTH CARE ADMIN & INFO Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ D80FNB1035 : D80FN-ASSOC LECTURER T02	T02	2	\$36,222.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1035 : D80DN-LECTURER T02	T02	2	\$41,433.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1035 : D80DN-LECTURER T02	T02	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1035 : D80DN-LECTURER T02	T02	2	\$41,730.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1035 : D53NN-CLINICAL ASST PROF T02	T02	2	\$63,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1035 : C20NN-PROFESSOR F01	F01	2	\$81,889.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1035 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$84,559.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1035 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$88,263.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB1035 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$90,444.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1035 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$93,201.00	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
C30NNB1035 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$104,634.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1035 : C20NN-PROFESSOR F01	F01	2	\$137,540.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				15	8	4	0	0	4	0	0	0	7	4	1	0	2	0	0	0
Percentages :					53%	27%	0%	0%	27%	0%	0%	0%	47%	27%	7%	0%	13%	0%	0%	0%

1050 : B105000-CHS/CLINICAL LAB SCIENCES Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,262.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ R08FN : R08FN-ASSOC ADM SPECIALIST	U08	2	\$33,300.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$35,402.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P60NM : P60NM-LABORATORY MGR II	U11	2	\$49,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D54NNB1050 : D54NN-CLINICAL INSTRUCTOR T02	T02	2	\$54,035.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D53NNB1050 : D53NN-CLINICAL ASST PROF T02	T02	2	\$61,837.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1050 : D53NN-CLINICAL ASST PROF T02	T02	2	\$64,135.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$67,165.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1050 : D53NN-CLINICAL ASST PROF T02	T02	2	\$73,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1050 : D53NN-CLINICAL ASST PROF T02	T02	2	\$74,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB1050 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$78,780.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D53NNB1050 : D53NN-CLINICAL ASST PROF T02	T02	2	\$79,700.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1050 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$82,091.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB1050 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$82,708.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1050 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$84,559.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D52NNB1050 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$84,961.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1050 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$91,966.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1050 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$94,435.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1050 : C20NN-PROFESSOR F01	F01	2	\$104,311.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1050 : C20NN-PROFESSOR F01	F01	2	\$109,248.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				21	5	3	2	0	0	0	0	0	16	13	1	2	0	0	0	0
Percentages :					24%	14%	10%	0%	0%	0%	0%	0%	76%	62%	5%	10%	0%	0%	0%	0%

1060 : B106000-CHS/OCCUPATIONAL THERAPY Department

24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1060 : D80DN-LECTURER T02	T02	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E05DN : E05DN-RESEARCHER	U03	2	\$50,088.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D54NNB1060 : D54NN-CLINICAL INSTRUCTOR T02	T02	2	\$62,358.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D53NNB1060 : D53NN-CLINICAL ASST PROF T02	T02	2	\$63,237.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1060 : D53NN-CLINICAL ASST PROF T02	T02	2	\$63,574.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D54NNB1060 : D54NN-CLINICAL INSTRUCTOR T02	T02	2	\$64,869.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB1060 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$66,155.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D54NNB1060 : D54NN-CLINICAL INSTRUCTOR T02	T02	2	\$70,278.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1060 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$79,622.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ D52NNB1060 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$81,058.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1060 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$82,091.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1060 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$84,559.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1060 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$88,263.00	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB1060 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$97,165.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1060 : C20NN-PROFESSOR F01	F01	2	\$106,779.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1060 : C20NN-PROFESSOR F01	F01	2	\$113,788.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ C20NNB1060 : C20NN-PROFESSOR F01	F01	2	\$117,610.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1060 : C20NN-PROFESSOR F01	F01	2	\$118,482.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1060 : C20NN-PROFESSOR F01	F01	2	\$128,789.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
C20NNB1060 : C20NN-PROFESSOR F01	F01	2	\$192,630.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				23	6	3	0	0	2	0	0	1	17	15	0	1	1	0	0	0
Percentages :					26%	13%	0%	0%	9%	0%	0%	4%	74%	65%	0%	4%	4%	0%	0%	0%

1065 : B106500-CHS/PHYSICAL THERAPY Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$38,293.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1065 : D53NN-CLINICAL ASST PROF T02	T02	2	\$61,111.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1065 : D53NN-CLINICAL ASST PROF T02	T02	2	\$67,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1065 : D53NN-CLINICAL ASST PROF T02	T02	2	\$67,165.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1065 : D53NN-CLINICAL ASST PROF T02	T02	2	\$74,652.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1065 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$92,616.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB1065 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$99,990.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1065 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$100,607.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D11NNB1065 : D11NN-VISITING PROFESSOR T02	T02	2	\$106,050.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				9	1	1	0	0	0	0	0	0	8	8	0	0	0	0	0	0
Percentages :					11%	11%	0%	0%	0%	0%	0%	0%	89%	89%	0%	0%	0%	0%	0%	0%

1070 : B107000-CHS/COMM SCIENCES & DISORDERS Department

24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
23002 : 23002-MEDICAL PRO ASST ASSO	07M	5	\$32,594.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1070 : D80DN-LECTURER T02	T02	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1070 : D80DN-LECTURER T02	T02	2	\$42,147.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R32FN : R32FN-ASSOC CL AUDIOLOGIST	U09	2	\$64,640.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R32DN : R32DN-CLINICAL AUDIOLOGIST	U09	2	\$67,983.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB1070 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$69,854.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1070 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$74,684.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1070 : D53NN-CLINICAL ASST PROF T02	T02	2	\$75,277.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB1070 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$75,918.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB1070 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$76,301.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1070 : C40NN-ASSISTANT PROFESSOR F01	F01	2	\$79,622.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D52NNB1070 : D52NN-CLINICAL ASSOC PROF T02	T02	2	\$79,655.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D51NNB1070 : D51NN-CLINICAL PROFESSOR T02	T02	2	\$81,305.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1070 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$91,966.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1070 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$95,507.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1070 : C30NN-ASSOCIATE PROFESSOR F01	F01	2	\$101,823.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ C20NNB1070 : C20NN-PROFESSOR F01	F01	2	\$141,014.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				18	1	1	0	0	0	0	0	0	17	17	0	0	0	0	0	0
Percentages :					6%	6%	0%	0%	0%	0%	0%	0%	94%	94%	0%	0%	0%	0%	0%	0%

1073 : B107300-CHS\R2D2 CENTER Department

R08FN : R08FN-ASSOC ADM SPECIALIST	U08	2	\$32,970.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P70NS : P70NS-RESEARCH PROG MGR I	U11	2	\$41,750.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$50,762.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$51,106.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ T16BN : T16BN-SR RESEARCH SPEC	U11	2	\$53,530.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S54DN : S54DN-INSTRUMENTATION TECH	U11	2	\$61,637.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				6	1	1	0	0	0	0	0	0	5	5	0	0	0	0	0	0
Percentages :					17%	17%	0%	0%	0%	0%	0%	0%	83%	83%	0%	0%	0%	0%	0%	0%

1074 : B107400-CHS/OFF RESEARCH GRAD STUDIES Department

R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$81,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$141,014.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Totals :				2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	50%	50%	0%	0%	0%	0%	0%

1076 : B107600-CHS/CTR FOR URBAN POP HEALTH Department

T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$38,100.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$42,925.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$232,300.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%

1101 : B110100-SARUP/ADMINSTRN/ADMIN Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$34,154.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$37,586.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$43,014.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
T23DN : T23DN-SPECIAL LIBRARIAN	U07	2	\$54,146.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$57,059.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$57,389.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$58,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$60,969.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$61,178.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
P55NM : P55NM-INSTRUCTL PRG MGR II	U07	2	\$64,339.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$83,383.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$229,283.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Totals :				12	4	4	0	0	0	0	0	0	8	4	1	1	2	0	0	0
Percentages :					33%	33%	0%	0%	0%	0%	0%	0%	67%	33%	8%	8%	17%	0%	0%	0%

1103 : B110300-SARUP/ARCHITECTURE/ARCHITECT Department

R12FN : R12FN-ASSOC ADVISOR	U12	2	\$35,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$35,069.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
~ D80DNB1103 : D80DN-LECTURER T03	T03	2	\$44,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D43NNB1103 : D43NN-ADJUNCT ASST PROF T03	T03	2	\$60,000.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
D42NNB1103 : D42NN-ADJUNCT ASSOC PROF T03	T03	2	\$71,598.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1103 : C40NN-ASSISTANT PROFESSOR F02	F02	2	\$72,111.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1103 : C40NN-ASSISTANT PROFESSOR F02	F02	2	\$72,832.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1103 : C40NN-ASSISTANT PROFESSOR F02	F02	2	\$74,684.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1103 : C40NN-ASSISTANT PROFESSOR F02	F02	2	\$75,778.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$77,853.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$78,478.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$79,348.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$79,528.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$79,613.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$80,142.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$81,021.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$81,451.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$83,946.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$85,886.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$86,678.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1103 : C20NN-PROFESSOR F02	F02	2	\$92,829.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$93,562.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$95,896.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$97,245.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$98,444.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1103 : C20NN-PROFESSOR F02	F02	2	\$98,977.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1103 : C20NN-PROFESSOR F02	F02	2	\$101,217.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1103 : C20NN-PROFESSOR F02	F02	2	\$109,422.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$229,283.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				28	22	17	1	0	2	1	0	1	6	5	0	0	0	1	0	0
Percentages :					79%	61%	4%	0%	7%	4%	0%	4%	21%	18%	0%	0%	0%	4%	0%	0%

1108 : B110800-SARUP/URBAN PLANING/URBAN PLAN Department

~ 16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,664.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D42NNB1108 : D42NN-ADJUNCT ASSOC PROF T03	T03	2	\$66,043.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1108 : C40NN-ASSISTANT PROFESSOR F02	F02	2	\$78,712.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
~ D42NNB1108 : D42NN-ADJUNCT ASSOC PROF T03	T03	2	\$79,444.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1108 : D80DN-LECTURER T03	T03	2	\$84,325.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1108 : C40NN-ASSISTANT PROFESSOR F02	F02	2	\$95,460.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB1108 : C20NN-PROFESSOR F02	F02	2	\$100,732.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1108 : C30NN-ASSOCIATE PROFESSOR F02	F02	2	\$101,121.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ C20NNB1108 : C20NN-PROFESSOR F02	F02	2	\$147,515.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$229,283.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				9	4	2	2	0	0	0	0	0	5	4	0	0	1	0	0	0
Percentages :					44%	22%	22%	0%	0%	0%	0%	0%	56%	44%	0%	0%	11%	0%	0%	0%

1201 : B120100-LSB/ADMINSTRTN/ADMINSTRTN Department

19410 : 19410-HR ASST	05M	3	\$37,814.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$39,728.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$43,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$44,117.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$49,982.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$51,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$55,261.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10910 : 10910-UW HUMAN RESOURCES MG	01M	2	\$61,714.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$64,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NI : N22NI-ASSISTANT DEAN/M-L	U05	B	\$90,752.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$99,990.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$202,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$303,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				13	1	1	0	0	0	0	0	0	12	12	0	0	0	0	0	0
Percentages :					8%	8%	0%	0%	0%	0%	0%	0%	92%	92%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1220 : B122000-LSB/BUS-INSTR/BUS-INSTR Department																				
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$35,027.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$35,880.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
17362 : 17362-TECH TYPIST-SENIOR	07M	5	\$38,064.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$43,500.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
D43NNB1220 : D43NN-ADJUNCT ASST PROF T04	T04	2	\$43,633.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$43,935.00	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,923.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,975.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$50,583.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$51,164.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$53,025.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$55,904.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$57,825.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$65,928.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$66,223.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D41NNB1220 : D41NN-ADJUNCT PROFESSOR T04	T04	2	\$66,733.00	5	4	4	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$68,145.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$68,680.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$69,690.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$74,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$88,410.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NI : N22NI-ASSISTANT DEAN/M-L	U05	B	\$90,752.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80BNB1220 : D80BN-SENIOR LECTURER T04	T04	2	\$128,416.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1220 : D80DN-LECTURER T04	T04	2	\$131,302.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
~ A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$134,444.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				30	20	17	2	0	0	0	0	1	10	8	1	1	0	0	0	0
Percentages :					67%	57%	7%	0%	0%	0%	0%	3%	33%	27%	3%	3%	0%	0%	0%	0%

1221 : B122100-LSB/ACCOUNTING/ACCNTNG Department

S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,650.00	8	5	4	0	1	0	0	0	0	3	3	0	0	0	0	0	0
~ D80DNB1221 : D80DN-LECTURER T04	T04	2	\$41,477.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1221 : D80DN-LECTURER T04	T04	2	\$46,415.00	6	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1221 : D80DN-LECTURER T04	T04	2	\$46,415.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1221 : D80DN-LECTURER T04	T04	2	\$80,166.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB1221 : D80BN-SENIOR LECTURER T04	T04	2	\$89,078.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1221 : D80DN-LECTURER T04	T04	2	\$91,667.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1221 : D80BN-SENIOR LECTURER T04	T04	2	\$92,818.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1221 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$135,911.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1221 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$144,189.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1221 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$148,784.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1221 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$166,215.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1221 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$172,822.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1221 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$175,908.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB1221 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$179,612.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C40NNB1221 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$183,333.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1221 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$186,401.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1221 : C20NN-PROFESSOR F03	F03	2	\$194,273.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1221 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$197,511.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				31	25	23	1	1	0	0	0	0	6	5	0	1	0	0	0	0
Percentages :					81%	74%	3%	3%	0%	0%	0%	0%	19%	16%	0%	3%	0%	0%	0%	0%

1222 : B122200-LSB/FINANCE/FINANCE Department

S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,650.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1222 : D80DN-LECTURER T04	T04	2	\$41,477.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1222 : D80DN-LECTURER T04	T04	2	\$46,415.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1222 : D80DN-LECTURER T04	T04	2	\$51,353.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1222 : D80DN-LECTURER T04	T04	2	\$51,353.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1222 : D80DN-LECTURER T04	T04	2	\$79,444.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D81DNB1222 : D81DN-VISITING LECTURER T04	T04	2	\$100,833.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D80BNB1222 : D80BN-SENIOR LECTURER T04	T04	2	\$119,906.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1222 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$126,016.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1222 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$160,371.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1222 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$170,089.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1222 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$172,822.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB1222 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$175,908.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1222 : C20NN-PROFESSOR F03	F03	2	\$195,586.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1222 : C20NN-PROFESSOR F03	F03	2	\$239,560.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				16	14	10	0	0	4	0	0	0	2	1	0	0	1	0	0	0
Percentages :					88%	63%	0%	0%	25%	0%	0%	0%	13%	6%	0%	0%	6%	0%	0%	0%

1223 : B122300-LSB/MANAGEMENT/MGMT Department

S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,650.00	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1223 : D80DN-LECTURER T04	T04	2	\$41,477.00	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1223 : D80DN-LECTURER T04	T04	2	\$41,477.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1223 : D80DN-LECTURER T04	T04	2	\$46,415.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1223 : D80DN-LECTURER T04	T04	2	\$46,415.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1223 : D80DN-LECTURER T04	T04	2	\$51,353.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D41NNB1223 : D41NN-ADJUNCT PROFESSOR T04	T04	2	\$66,733.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D81DNB1223 : D81DN-VISITING LECTURER T04	T04	2	\$97,778.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D81DNB1223 : D81DN-VISITING LECTURER T04	T04	2	\$100,833.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1223 : D80BN-SENIOR LECTURER T04	T04	2	\$107,953.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1223 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$143,356.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1223 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$150,121.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1223 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$151,366.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1223 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$154,306.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1223 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$164,181.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1223 : C20NN-PROFESSOR F03	F03	2	\$193,106.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ C20NNB1223 : C20NN-PROFESSOR F03	F03	2	\$202,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ C20NNB1223 : C20NN-PROFESSOR F03	F03	2	\$223,272.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1223 : C20NN-PROFESSOR F03	F03	2	\$232,222.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1223 : C20NN-PROFESSOR F03	F03	2	\$250,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				27	16	15	0	0	1	0	0	0	11	9	0	0	2	0	0	0
Percentages :					59%	56%	0%	0%	4%	0%	0%	0%	41%	33%	0%	0%	7%	0%	0%	0%

1224 : B122400-LSB/MIS/MIS Department

S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,650.00	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1224 : D80DN-LECTURER T04	T04	2	\$41,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1224 : D80DN-LECTURER T04	T04	2	\$46,415.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1224 : D80DN-LECTURER T04	T04	2	\$61,722.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1224 : D80BN-SENIOR LECTURER T04	T04	2	\$109,254.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1224 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$141,372.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1224 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$148,133.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1224 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$150,135.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1224 : C20NN-PROFESSOR F03	F03	2	\$159,636.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1224 : C20NN-PROFESSOR F03	F03	2	\$161,630.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1224 : C20NN-PROFESSOR F03	F03	2	\$171,591.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB1224 : C20NN-PROFESSOR F03	F03	2	\$205,403.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1224 : C20NN-PROFESSOR F03	F03	2	\$207,282.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$222,850.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ C20NNB1224 : C20NN-PROFESSOR F03	F03	2	\$222,850.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				17	15	9	0	0	6	0	0	0	2	2	0	0	0	0	0	0
Percentages :					88%	53%	0%	0%	35%	0%	0%	0%	12%	12%	0%	0%	0%	0%	0%	0%

1225 : B122500-LSB/MARKETING/MARKETING Department

S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,650.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1225 : D80DN-LECTURER T04	T04	2	\$41,477.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1225 : D80DN-LECTURER T04	T04	2	\$41,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1225 : D80DN-LECTURER T04	T04	2	\$86,411.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D80DNB1225 : D80DN-LECTURER T04	T04	2	\$94,721.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1225 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$140,525.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1225 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$148,133.00	3	2	2	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1225 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$148,997.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1225 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$153,886.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1225 : C20NN-PROFESSOR F03	F03	2	\$188,777.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1225 : C20NN-PROFESSOR F03	F03	2	\$201,800.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1225 : C20NN-PROFESSOR F03	F03	2	\$205,396.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females								
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
Totals :					15	9	4	0	0	5	0	0	0	6	4	0	0	2	0	0	0
Percentages :						60%	27%	0%	0%	33%	0%	0%	0%	40%	27%	0%	0%	13%	0%	0%	0%
1226 : B122600-LSB/PROD&OPER MGMT/PROD&OPER Department																					
S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,650.00	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,974.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
~ D80DNB1226 : D80DN-LECTURER T04	T04	2	\$41,477.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
~ D80DNB1226 : D80DN-LECTURER T04	T04	2	\$46,415.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
D80DNB1226 : D80DN-LECTURER T04	T04	2	\$90,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D80DNB1226 : D80DN-LECTURER T04	T04	2	\$106,437.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
C30NNB1226 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$116,374.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C30NNB1226 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$127,466.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
C30NNB1226 : C30NN-ASSOCIATE PROFESSOR F03	F03	2	\$133,824.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C40NNB1226 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$136,934.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	
C40NNB1226 : C40NN-ASSISTANT PROFESSOR F03	F03	2	\$166,650.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C20NNB1226 : C20NN-PROFESSOR F03	F03	2	\$170,353.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C20NNB1226 : C20NN-PROFESSOR F03	F03	2	\$259,233.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Totals :					19	15	13	1	0	1	0	0	0	4	3	0	0	1	0	0	0
Percentages :						79%	68%	5%	0%	5%	0%	0%	0%	21%	16%	0%	0%	5%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1227 : B122700-LSB/RE&URBAN DEV/RE&URB DEV Department																				
~ D80DNB1227 : D80DN-LECTURER T04	T04	2	\$41,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB1227 : D80BN-SENIOR LECTURER T04	T04	2	\$77,677.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%
1240 : B124000-LSB/BOSTROM CTR/BOSTROM CT Department																				
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$45,450.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%
1260 : B126000-LSB/EMBA/EMBA Department																				
S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$28,650.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$71,407.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P55NL : P55NL-INSTRUCTL PRG MGR III	U07	2	\$121,768.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$221,061.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				6	3	2	0	0	0	1	0	0	3	3	0	0	0	0	0	0
Percentages :					50%	33%	0%	0%	0%	17%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1270 : B127000-LSB/EXEC PROG&OUTRCH/EXEC PRGS Department																				
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$45,358.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$56,560.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$56,612.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$60,600.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$71,407.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NI : N22NI-ASSISTANT DEAN/M-L	U05	B	\$91,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1270 : D80BN-SENIOR LECTURER T04	T04	2	\$128,415.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1270 : D80DN-LECTURER T04	T04	2	\$148,133.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$303,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				8	4	4	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

1701 : B170100-SOE/SOE ADMIN/ADMIN-GEN Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$29,910.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$30,077.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$39,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$45,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$48,443.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$49,623.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$60,600.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ P75NM : P75NM-STUDENT SV PR MGR II	U12	2	\$61,224.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$61,265.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$62,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1701 : D80DN-LECTURER T05	T05	2	\$63,325.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$64,640.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$70,700.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R06BN : R06BN-SR ACADEMIC PLANNER	U07	B	\$75,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$79,873.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$85,850.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$107,963.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$215,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Totals :				19	5	4	0	1	0	0	0	0	14	12	2	0	0	0	0	0
Percentages :					26%	21%	0%	5%	0%	0%	0%	0%	74%	63%	11%	0%	0%	0%	0%	0%

1705 : B170500-SOE/BATO/BUS ADMIN Department

19410 : 19410-HR ASST	05M	3	\$42,848.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$48,214.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$49,587.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$71,989.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$77,730.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$117,160.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				6	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Percentages :					33%	33%	0%	0%	0%	0%	0%	0%	67%	67%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males									Females					
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO		
1706 : B170600-SOE RESEARCH ADMIN Department																						
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$38,397.00	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	
14561 : 14561-TRAINING OFFICER	01M	2	\$54,621.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
13462 : 13462-IS TECH SRV SENIOR	043	2	\$62,566.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$62,822.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$165,562.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Totals :				5	2	2	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	
Percentages :					40%	40%	0%	0%	0%	0%	0%	0%	60%	40%	20%	0%	0%	0%	0%	0%		

1707 : B170700-SOE/ADMIN LDRSHP/GENERAL Department																				
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$39,416.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1707 : D80DN-LECTURER T05	T05	2	\$42,141.00	3	1	0	0	1	0	0	0	0	2	1	1	0	0	0	0	0
D53NNB1707 : D53NN-CLINICAL ASST PROF T05	T05	2	\$61,722.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D53NNB1707 : D53NN-CLINICAL ASST PROF T05	T05	2	\$72,006.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C40NNB1707 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$76,536.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1707 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$80,239.00	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0
C30NNB1707 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$80,890.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D52NNB1707 : D52NN-CLINICAL ASSOC PROF T05	T05	2	\$82,474.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1707 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$83,375.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1707 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$83,942.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB1707 : C20NN-PROFESSOR F04	F04	2	\$96,267.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C20NNB1707 : C20NN-PROFESSOR F04	F04	2	\$108,730.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1707 : C20NN-PROFESSOR F04	F04	2	\$146,287.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1707 : C20NN-PROFESSOR F04	F04	2	\$158,889.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				17	8	4	3	1	0	0	0	0	9	3	3	3	0	0	0	0
Percentages :					47%	24%	18%	6%	0%	0%	0%	0%	53%	18%	18%	18%	0%	0%	0%	0%

1719 : B171900-SOE/EPCS/EPCS Department

D80FNB1719 : D80FN-ASSOC LECTURER T05	T05	2	\$32,725.00	4	2	1	1	0	0	0	0	0	2	1	1	0	0	0	0	0
~ D80FNB1719 : D80FN-ASSOC LECTURER T05	T05	2	\$32,725.00	5	3	2	1	0	0	0	0	0	2	0	2	0	0	0	0	0
~ D80FNB1719 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	4	2	2	0	0	0	0	0	0	2	0	2	0	0	0	0	0
D80FNB1719 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$37,814.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1719 : D80DN-LECTURER T05	T05	2	\$41,477.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB1719 : D80DN-LECTURER T05	T05	2	\$42,141.00	5	1	1	0	0	0	0	0	0	4	1	3	0	0	0	0	0
D80DNB1719 : D80DN-LECTURER T05	T05	2	\$42,141.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1719 : D80BN-SENIOR LECTURER T05	T05	2	\$50,893.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80BNB1719 : D80BN-SENIOR LECTURER T05	T05	2	\$51,100.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB1719 : D53NN-CLINICAL ASST PROF T05	T05	2	\$61,111.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C40NNB1719 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$71,598.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1719 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$79,342.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1719 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$81,688.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB1719 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$82,803.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1719 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$84,734.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1719 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$88,164.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D53NNB1719 : D53NN-CLINICAL ASST PROF T05	T05	2	\$102,829.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1719 : C20NN-PROFESSOR F04	F04	2	\$105,210.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1719 : C20NN-PROFESSOR F04	F04	2	\$119,448.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1719 : C20NN-PROFESSOR F04	F04	2	\$197,511.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				36	18	9	7	1	0	1	0	0	18	6	11	0	1	0	0	0
Percentages :					50%	25%	19%	3%	0%	3%	0%	0%	50%	17%	31%	0%	3%	0%	0%	0%

1720 : B172000-SOE/CURRIC&INSTR/GENERAL Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$29,661.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$30,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB1720 : D80FN-ASSOC LECTURER T05	T05	2	\$32,725.00	20	2	2	0	0	0	0	0	0	18	15	3	0	0	0	0	0
D80FNB1720 : D80FN-ASSOC LECTURER T05	T05	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB1720 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	23	3	2	0	1	0	0	0	0	20	17	3	0	0	0	0	0
D80FNB1720 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,798.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$38,750.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$39,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$40,206.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1720 : D80DN-LECTURER T05	T05	2	\$41,477.00	2	1	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0
~ D80DNB1720 : D80DN-LECTURER T05	T05	2	\$42,141.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB1720 : D80FN-ASSOC LECTURER T05	T05	2	\$42,141.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$43,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB1720 : D80DN-LECTURER T05	T05	2	\$44,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1720 : D80DN-LECTURER T05	T05	2	\$44,805.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ E05LN : E05LN-ASST RESEARCHER	U03	2	\$45,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ E05LN : E05LN-ASST RESEARCHER	U03	2	\$45,451.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D80DNB1720 : D80DN-LECTURER T05	T05	2	\$45,674.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80DNB1720 : D80DN-LECTURER T05	T05	2	\$46,444.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1720 : D80DN-LECTURER T05	T05	2	\$47,056.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1720 : D80DN-LECTURER T05	T05	2	\$48,143.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$50,177.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$52,520.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB1720 : D80BN-SENIOR LECTURER T05	T05	2	\$55,550.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB1720 : D80BN-SENIOR LECTURER T05	T05	2	\$62,975.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1720 : D80BN-SENIOR LECTURER T05	T05	2	\$63,590.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1720 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$74,556.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C50NNB1720 : C50NN-INSTRUCTOR F04	F04	2	\$75,778.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
C40NNB1720 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$77,770.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB1720 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$78,222.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1720 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$79,004.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
C40NNB1720 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$79,444.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$81,995.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$82,568.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$82,705.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$83,942.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$85,518.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$85,805.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$88,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$88,099.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$98,756.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$100,425.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1720 : C20NN-PROFESSOR F04	F04	2	\$112,613.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1720 : C20NN-PROFESSOR F04	F04	2	\$112,708.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				92	19	17	0	1	0	1	0	0	73	60	7	3	0	2	0	1
Percentages :					21%	18%	0%	1%	0%	1%	0%	0%	79%	65%	8%	3%	0%	2%	0%	1%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1730 : B173000-SOE/ED PSYCH/GENERAL Department																				
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB1730 : D80FN-ASSOC LECTURER T05	T05	2	\$32,725.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80FNB1730 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	2	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0
D80FNB1730 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1730 : D80DN-LECTURER T05	T05	2	\$41,477.00	5	0	0	0	0	0	0	0	0	5	3	2	0	0	0	0	0
D80DNB1730 : D80DN-LECTURER T05	T05	2	\$41,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB1730 : D80DN-LECTURER T05	T05	2	\$42,141.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB1730 : D80BN-SENIOR LECTURER T05	T05	2	\$53,081.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1730 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$75,778.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1730 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$77,770.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB1730 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$79,004.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
C40NNB1730 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$79,622.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1730 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$80,239.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1730 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$80,511.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1730 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$83,243.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1730 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$85,311.00	2	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0
C30NNB1730 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$85,787.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1730 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$85,816.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C20NNB1730 : C20NN-PROFESSOR F04	F04	2	\$106,331.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1730 : C20NN-PROFESSOR F04	F04	2	\$107,045.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1730 : C20NN-PROFESSOR F04	F04	2	\$108,994.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1730 : C20NN-PROFESSOR F04	F04	2	\$110,874.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1730 : C20NN-PROFESSOR F04	F04	2	\$139,152.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				31	10	6	1	0	3	0	0	0	21	13	3	1	3	0	0	1
Percentages :					32%	19%	3%	0%	10%	0%	0%	0%	68%	42%	10%	3%	10%	0%	0%	3%

1735 : B173500-SOE/EXCEPTNL ED/GENERAL Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$30,514.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
00102 : 00102-FINANCIAL SPEC 2	07M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2	\$32,725.00	12	1	1	0	0	0	0	0	0	11	7	2	2	0	0	0	0
D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2	\$32,725.00	4	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0
~ D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	5	0	0	0	0	0	0	0	0	5	4	1	0	0	0	0	0
D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2	\$33,539.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2	\$34,797.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2	\$34,797.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,965.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2	\$36,053.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ D80DNB1735 : D80DN-LECTURER T05	T05	2	\$41,477.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB1735 : D80DN-LECTURER T05	T05	2	\$42,141.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$45,767.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$45,804.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S48BN : S48BN-SR INSTRUCTIONAL SPEC	U07	2	\$54,274.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D53NNB1735 : D53NN-CLINICAL ASST PROF T05	T05	2	\$58,000.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D52NNB1735 : D52NN-CLINICAL ASSOC PROF T05	T05	2	\$60,709.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB1735 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$75,778.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1735 : C40NN-ASSISTANT PROFESSOR F04	F04	2	\$77,770.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1735 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$82,974.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1735 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$82,975.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C30NNB1735 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$82,977.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1735 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$85,420.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB1735 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$99,990.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1735 : C30NN-ASSOCIATE PROFESSOR F04	F04	2	\$101,224.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1735 : C20NN-PROFESSOR F04	F04	2	\$103,015.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1735 : C20NN-PROFESSOR F04	F04	2	\$115,120.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB1735 : C20NN-PROFESSOR F04	F04	2	\$140,883.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				55	11	8	2	0	0	0	0	1	44	35	6	2	0	1	0	0
Percentages :					20%	15%	4%	0%	0%	0%	0%	2%	80%	64%	11%	4%	0%	2%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1750 : B175030-SOE/SOE CTRS/CMSEER Department																				
~ R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$44,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P70NM : P70NM-RESEARCH PROG MGR II	U11	2	\$47,954.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NS : P14NS-ADMIN PRG MANAGER I	U08	2	\$50,813.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$51,124.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ S48BN : S48BN-SR INSTRUCTIONAL SPEC	U07	2	\$53,568.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$70,700.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$80,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D52NNB1750 : D52NN-CLINICAL ASSOC PROF T05	T05	2	\$101,031.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB1750 : D52NN-CLINICAL ASSOC PROF T05	T05	2	\$110,220.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				11	3	3	0	0	0	0	0	0	8	7	1	0	0	0	0	0
Percentages :					27%	27%	0%	0%	0%	0%	0%	0%	73%	64%	9%	0%	0%	0%	0%	0%
1775 : B177500-SOE/RES ASSGNMNTS/CORE Department																				
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$90,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$120,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$215,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females								
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	
1901 : B190100-CEAS/ADMIN/DEANS/GEN Department																					
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	
83403 : 83403-INSTRUMENT MAKER-ADV	09M	3	\$43,326.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
~ 83403 : 83403-INSTRUMENT MAKER-ADV	09M	3	\$43,326.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
~ 83403 : 83403-INSTRUMENT MAKER-ADV	09M	3	\$44,866.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
19410 : 19410-HR ASST	05M	3	\$45,344.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
16410 : 16410-PRG ASST ADV CONF	05M	3	\$46,530.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
00160 : 00160-ACCOUNTANT	02M	2	\$52,520.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$68,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T32BN : T32BN-SR SYSTEMS PROGRAMMER	U10	2	\$71,994.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
M12DL : M12DL-DIR, STUDENT SERV/L	U05	B	\$72,805.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D80BNB1901 : D80BN-SENIOR LECTURER T06	T06	2	\$76,614.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$90,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
P50NS : P50NS-DEVELOPT PRG MGR I	U13	2	\$104,030.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
~ A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$143,196.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$185,340.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$189,281.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
A20NN : A20NN-DEAN	U01	A	\$261,590.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Totals :				17	13	11	0	1	1	0	0	0	4	3	0	0	0	0	0	1	
Percentages :					76%	65%	0%	6%	6%	0%	0%	0%	24%	18%	0%	0%	0%	0%	0%	6%	

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1902 : B190200-CEAS/STU ADV&PRO SVCS/ADVI Department																				
T25FN : T25FN-ASSOC STU SERV COORD	U12	2	\$43,430.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$53,303.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
R12BN : R12BN-SR ADVISOR	U12	2	\$55,801.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$55,911.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$57,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$62,620.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P50NS : P50NS-DEVELOPT PRG MGR I	U13	2	\$82,623.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				7	0	0	0	0	0	0	0	0	7	6	0	0	0	0	1	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	86%	0%	0%	0%	0%	14%	0%
1905 : B190500-CEAS/ADV ANALYSIS FAC/AAF Department																				
E05DN : E05DN-RESEARCHER	U03	2	\$58,025.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1906 : B190600-CEAS/ADMIN/AI3 Department																				
P60NM : P60NM-LABORATORY MGR II	U11	2	\$62,418.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1915 : B191500-CEAS/CIVIL ENGR/CIVIL ENG Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,842.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S52BN : S52BN-SR INSTRUMENT SPEC	U11	2	\$55,395.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$96,498.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1915 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$99,990.00	2	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$100,670.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$104,523.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$106,540.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$108,971.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$110,452.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$112,537.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1915 : C20NN-PROFESSOR F05	F05	2	\$119,124.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1915 : C20NN-PROFESSOR F05	F05	2	\$129,619.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
~ B10FN : B10FN-ASSOC ACD PGM DIR	U02	B	\$144,806.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1915 : C20NN-PROFESSOR F05	F05	2	\$144,806.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ C20NNB1915 : C20NN-PROFESSOR F05	F05	2	\$172,822.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				16	14	9	0	1	4	0	0	0	2	0	1	0	1	0	0	0
Percentages :					88%	56%	0%	6%	25%	0%	0%	0%	13%	0%	6%	0%	6%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
1925 : B192520-CEAS/ELEC ENGR&COMPSC/COMPSCI Department																				
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$42,890.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ D43NNB1925 : D43NN-ADJUNCT ASST PROF T06	T06	2	\$43,633.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1925 : D80BN-SENIOR LECTURER T06	T06	2	\$53,269.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1925 : D80BN-SENIOR LECTURER T06	T06	2	\$69,287.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB1925 : D80BN-SENIOR LECTURER T06	T06	2	\$70,407.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D92DNB1925 : D92DN-FACULTY ASSOCIATE T06	T06	2	\$88,963.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$100,896.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$102,188.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$102,983.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$103,929.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$105,854.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1925 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$106,162.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$107,123.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$110,034.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$111,085.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1925 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$111,100.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$111,586.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$113,492.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$114,803.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$115,511.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$120,342.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$120,976.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$121,420.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$123,563.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$124,918.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$129,369.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$136,300.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$137,023.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB1925 : C20NN-PROFESSOR F05	F05	2	\$214,347.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				31	26	15	0	0	11	0	0	0	5	3	1	0	1	0	0	0
Percentages :					84%	48%	0%	0%	35%	0%	0%	0%	16%	10%	3%	0%	3%	0%	0%	0%

1945 : B194500-CEAS/IND&SYS ENGR/IND&MFG ENG Department

C40NNB1945 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$99,990.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB1945 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$100,919.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1945 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$102,299.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1945 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$106,779.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB1945 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$108,631.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1945 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$112,101.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1945 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$120,358.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				7	4	3	0	0	1	0	0	0	3	1	1	0	1	0	0	0
Percentages :					57%	43%	0%	0%	14%	0%	0%	0%	43%	14%	14%	0%	14%	0%	0%	0%

1959 : B195900-CEAS/MATERIALS/MATERIALS Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB1959 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$105,175.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1959 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$106,409.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1959 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$109,742.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1959 : C20NN-PROFESSOR F05	F05	2	\$117,812.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1959 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$181,800.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1959 : C20NN-PROFESSOR F05	F05	2	\$233,190.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				7	6	2	0	1	3	0	0	0	1	1	0	0	0	0	0	0
Percentages :					86%	29%	0%	14%	43%	0%	0%	0%	14%	14%	0%	0%	0%	0%	0%	0%

1965 : B196500-CEAS/MECHNCL ENGR/MECH ENG Department

24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$37,606.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$80,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1965 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$101,224.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1965 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$103,693.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1965 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$106,660.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB1965 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$106,918.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB1965 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$107,397.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB1965 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$111,100.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1965 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$111,100.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1965 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$111,177.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB1965 : C30NN-ASSOCIATE PROFESSOR F05	F05	2	\$111,227.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB1965 : C40NN-ASSISTANT PROFESSOR F05	F05	2	\$134,444.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1965 : C20NN-PROFESSOR F05	F05	2	\$143,867.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB1965 : C20NN-PROFESSOR F05	F05	2	\$172,822.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$261,590.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				15	14	5	1	0	8	0	0	0	1	1	0	0	0	0	0	0
Percentages :					93%	33%	7%	0%	53%	0%	0%	0%	7%	7%	0%	0%	0%	0%	0%	0%

2101 : B210100-PSOA/ADMIN/ADMINISTRATION Department

05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$37,024.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$39,021.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
18500 : 18500-UNIV CONF COORDINATOR	01M	2	\$41,350.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$45,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$48,083.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$48,942.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$49,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$50,103.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$50,502.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
06301 : 06301-MARKETING SPEC	06M	2	\$52,437.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$55,550.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$63,814.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$65,109.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$75,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M93DN : M93DN-DIR, UNSPECIFIED (7)	U05	B	\$86,860.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$90,900.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N52NN : N52NN-ARTIST-IN-RESIDENCE	U07	2	\$102,283.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$117,272.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$210,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				20	7	6	0	1	0	0	0	0	13	13	0	0	0	0	0	0
Percentages :					35%	30%	0%	5%	0%	0%	0%	0%	65%	65%	0%	0%	0%	0%	0%	0%

2110 : B211000-PSOA/ART/VISUAL ART Department

62503 : 62503-PHOTO LAB TECH - SEN	06M	3	\$29,661.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,200.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB2110 : D80FN-ASSOC LECTURER T07	T07	2	\$32,725.00	3	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2110 : D80FN-ASSOC LECTURER T07	T07	2	\$32,725.00	4	1	1	0	0	0	0	0	0	3	2	0	0	1	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB2110 : D80FN-ASSOC LECTURER T07	T07	2	\$35,922.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2110 : D80FN-ASSOC LECTURER T07	T07	2	\$37,113.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB2110 : D80FN-ASSOC LECTURER T07	T07	2	\$39,502.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB2110 : D80DN-LECTURER T07	T07	2	\$41,477.00	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB2110 : D80FN-ASSOC LECTURER T07	T07	2	\$41,477.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D80DNB2110 : D80DN-LECTURER T07	T07	2	\$41,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2110 : D80DN-LECTURER T07	T07	2	\$43,206.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
83410 : 83410-INSTRUMENT SHOP COORD	09M	3	\$43,326.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2110 : D80DN-LECTURER T07	T07	2	\$44,502.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2110 : D80DN-LECTURER T07	T07	2	\$47,667.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2110 : D80DN-LECTURER T07	T07	2	\$47,667.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2110 : D80DN-LECTURER T07	T07	2	\$49,378.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2110 : D80BN-SENIOR LECTURER T07	T07	2	\$50,088.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
~ D80BNB2110 : D80BN-SENIOR LECTURER T07	T07	2	\$50,088.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2110 : D80BN-SENIOR LECTURER T07	T07	2	\$53,047.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2110 : D80BN-SENIOR LECTURER T07	T07	2	\$53,698.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D43NNB2110 : D43NN-ADJUNCT ASST PROF T07	T07	2	\$55,550.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2110 : D80BN-SENIOR LECTURER T07	T07	2	\$55,550.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2110 : D80DN-LECTURER T07	T07	2	\$60,241.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB2110 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$67,894.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C40NNB2110 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$70,363.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB2110 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$70,889.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2110 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$71,598.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB2110 : C20NN-PROFESSOR F06	F06	2	\$72,837.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2110 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$74,067.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C30NNB2110 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$77,548.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB2110 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$77,770.00	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C20NNB2110 : C20NN-PROFESSOR F06	F06	2	\$82,708.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB2110 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$83,078.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2110 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$83,202.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB2110 : C20NN-PROFESSOR F06	F06	2	\$83,942.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2110 : C20NN-PROFESSOR F06	F06	2	\$90,811.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2110 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$94,996.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB2110 : C20NN-PROFESSOR F06	F06	2	\$96,399.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB2110 : C20NN-PROFESSOR F06	F06	2	\$104,402.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB2110 : C20NN-PROFESSOR F06	F06	2	\$114,390.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$210,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				59	25	22	0	2	1	0	0	0	34	29	1	1	3	0	0	0
Percentages :					42%	37%	0%	3%	2%	0%	0%	0%	58%	49%	2%	2%	5%	0%	0%	0%

2120 : B212000-PSOA/INSTITUTE OF VISUAL PSOA Department

M93FN : M93FN-ASC DIR, UNSPEC (7)	U06	B	\$57,490.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P65NL : P65NL-OUTREACH PROG MGR III	U07	2	\$74,235.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$210,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
2130 : B213000-PSOA/FILM/FILM Department																				
61460 : 61460-AUDIOVISUAL SRV ASST	06M	3	\$30,514.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$32,725.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$32,725.00	6	4	4	0	0	0	0	0	0	2	1	0	1	0	0	0	0
~ D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$32,791.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$33,012.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$33,483.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$33,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$33,665.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$33,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2	\$34,002.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$37,461.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2130 : D80DN-LECTURER T07	T07	2	\$41,477.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S76FN : S76FN-ASSOC MEDIA SPEC	U13	2	\$41,749.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2130 : D80DN-LECTURER T07	T07	2	\$42,145.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D80DNB2130 : D80DN-LECTURER T07	T07	2	\$42,680.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S76DN : S76DN-MEDIA SPECIALIST	U13	2	\$46,460.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2130 : D80DN-LECTURER T07	T07	2	\$49,911.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2130 : D80DN-LECTURER T07	T07	2	\$51,847.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2130 : D80BN-SENIOR LECTURER T07	T07	2	\$55,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$58,905.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D21NNB2130 : D21NN- PROFESSOR EMER T07	T07	2	\$60,007.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2130 : D80DN- LECTURER T07	T07	2	\$61,722.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2130 : C40NN- ASSISTANT PROFESSOR F06	F06	2	\$68,444.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2130 : C40NN- ASSISTANT PROFESSOR F06	F06	2	\$69,129.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2130 : C30NN- ASSOCIATE PROFESSOR F06	F06	2	\$74,067.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB2130 : C30NN- ASSOCIATE PROFESSOR F06	F06	2	\$82,934.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2130 : C30NN- ASSOCIATE PROFESSOR F06	F06	2	\$96,725.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2130 : C20NN- PROFESSOR F06	F06	2	\$106,141.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$210,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				37	22	20	1	0	1	0	0	0	15	12	1	1	1	0	0	0
Percentages :					59%	54%	3%	0%	3%	0%	0%	0%	41%	32%	3%	3%	3%	0%	0%	0%

2160 : B216000-PSOA/MUSIC/MUSIC Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2160 : D80FN- ASSOC LECTURER T07	T07	2	\$32,725.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,363.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2160 : D80FN- ASSOC LECTURER T07	T07	2	\$38,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB2160 : D80FN-ASSOC LECTURER T07	T07	2	\$38,885.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80FNB2160 : D80FN- ASSOC LECTURER T07	T07	2	\$39,013.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB2160 : D80FN-ASSOC LECTURER T07	T07	2	\$40,184.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2160 : D80DN- LECTURER T07	T07	2	\$41,477.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$41,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB2160 : D80FN-ASSOC LECTURER T07	T07	2	\$41,624.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$42,536.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$42,750.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$43,663.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$43,870.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB2160 : D80DN-LECTURER T07	T07	2	\$45,674.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$47,526.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2160 : D80DN-LECTURER T07	T07	2	\$47,526.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$47,544.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$48,157.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$48,278.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB2160 : D80DN-LECTURER T07	T07	2	\$48,644.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB2160 : D80DN-LECTURER T07	T07	2	\$49,180.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$49,429.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$50,050.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$50,088.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$51,403.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$52,322.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$52,370.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$52,969.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$53,150.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S52BN : S52BN-SR INSTRUMENT SPEC	U11	2	\$54,063.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$55,466.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$56,139.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$56,690.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$58,003.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$58,156.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2	\$58,250.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB2160 : D80DN-LECTURER T07	T07	2	\$60,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2160 : D80DN-LECTURER T07	T07	2	\$61,022.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D43NNB2160 : D43NN-ADJUNCT ASST PROF T07	T07	2	\$63,574.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D43NNB2160 : D43NN-ADJUNCT ASST PROF T07	T07	2	\$63,887.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D21NNB2160 : D21NN-PROFESSOR EMER T07	T07	2	\$65,426.00	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
~ D80DNB2160 : D80DN-LECTURER T07	T07	2	\$65,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D41NNB2160 : D41NN-ADJUNCT PROFESSOR T07	T07	2	\$66,733.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D41NNB2160 : D41NN-ADJUNCT PROFESSOR T07	T07	2	\$66,783.00	8	5	5	0	0	0	0	0	0	3	2	1	0	0	0	0	0
D41NNB2160 : D41NN-ADJUNCT PROFESSOR T07	T07	2	\$66,783.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2160 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$67,894.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D95DNB2160 : D95DN-INSTRMT INNOVATOR/INS T07	T07	2	\$71,407.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB2160 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$72,722.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$74,243.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$74,322.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$75,377.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$75,736.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$76,355.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$76,897.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$77,153.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$77,494.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$78,681.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D92DNB2160 : D92DN-FACULTY ASSOCIATE T07	T07	2	\$79,006.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$90,294.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2160 : C20NN-PROFESSOR F06	F06	2	\$90,414.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2160 : C20NN-PROFESSOR F06	F06	2	\$92,316.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB2160 : C20NN-PROFESSOR F06	F06	2	\$96,545.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2160 : C20NN-PROFESSOR F06	F06	2	\$98,927.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2160 : C20NN-PROFESSOR F06	F06	2	\$102,283.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2160 : C20NN-PROFESSOR F06	F06	2	\$112,492.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$210,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				77	46	42	1	2	1	0	0	0	31	28	1	2	0	0	0	0
Percentages :					60%	55%	1%	3%	1%	0%	0%	0%	40%	36%	1%	3%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
2170 : B217000-PSOA/DANCE/DANCE Department																				
~ D80FNB2170 : D80FN-ASSOC LECTURER T07	T07	2	\$32,725.00	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$32,864.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2170 : D80DN-LECTURER T07	T07	2	\$41,433.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80DNB2170 : D80DN-LECTURER T07	T07	2	\$41,477.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2170 : D80DN-LECTURER T07	T07	2	\$41,477.00	4	1	1	0	0	0	0	0	0	3	2	1	0	0	0	0	0
~ D80DNB2170 : D80DN-LECTURER T07	T07	2	\$42,157.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2170 : D80DN-LECTURER T07	T07	2	\$42,262.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2170 : D80DN-LECTURER T07	T07	2	\$42,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2170 : D80DN-LECTURER T07	T07	2	\$42,858.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$43,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB2170 : D80DN-LECTURER T07	T07	2	\$45,253.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80DNB2170 : D80DN-LECTURER T07	T07	2	\$45,551.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB2170 : D80DN-LECTURER T07	T07	2	\$48,889.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
~ D80BNB2170 : D80BN-SENIOR LECTURER T07	T07	2	\$50,050.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80BNB2170 : D80BN-SENIOR LECTURER T07	T07	2	\$50,088.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2170 : D80BN-SENIOR LECTURER T07	T07	2	\$51,137.00	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1
D80BNB2170 : D80BN-SENIOR LECTURER T07	T07	2	\$51,322.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2170 : D80BN-SENIOR LECTURER T07	T07	2	\$53,977.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D13NNB2170 : D13NN-VISITING ASST PROF T07	T07	2	\$60,488.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB2170 : D80DN-LECTURER T07	T07	2	\$63,266.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB2170 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$71,598.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB2170 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$74,067.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2170 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$79,370.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2170 : C20NN-PROFESSOR F06	F06	2	\$89,870.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C20NNB2170 : C20NN-PROFESSOR F06	F06	2	\$93,930.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C20NNB2170 : C20NN-PROFESSOR F06	F06	2	\$121,539.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$210,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				33	6	4	0	0	0	0	0	2	27	21	3	2	0	0	0	1
Percentages :					18%	12%	0%	0%	0%	0%	0%	6%	82%	64%	9%	6%	0%	0%	0%	3%

2180 : B218000-PSOA/THEATRE/THEATRE Department

~ S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2	\$32,682.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2180 : D80FN-ASSOC LECTURER T07	T07	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$34,278.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2180 : D80FN-ASSOC LECTURER T07	T07	2	\$35,552.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB2180 : D80FN-ASSOC LECTURER T07	T07	2	\$36,667.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
~ D80FNB2180 : D80FN-ASSOC LECTURER T07	T07	2	\$39,111.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB2180 : D80DN-LECTURER T07	T07	2	\$41,477.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB2180 : D80DN-LECTURER T07	T07	2	\$41,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB2180 : D80DN-LECTURER T07	T07	2	\$42,260.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D95FNB2180 : D95FN-ASSOC INSTRMT INN/INS T07	T07	2	\$42,260.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB2180 : D80DN-LECTURER T07	T07	2	\$43,206.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB2180 : D80BN-SENIOR LECTURER T07	T07	2	\$63,079.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB2180 : D80BN-SENIOR LECTURER T07	T07	2	\$63,795.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB2180 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$67,894.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2180 : C40NN-ASSISTANT PROFESSOR F06	F06	2	\$72,722.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$74,067.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$74,435.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$74,655.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$76,536.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$78,129.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$80,239.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$83,952.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C20NNB2180 : C20NN-PROFESSOR F06	F06	2	\$86,010.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB2180 : C20NN-PROFESSOR F06	F06	2	\$91,191.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2	\$101,676.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2180 : C20NN-PROFESSOR F06	F06	2	\$102,056.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$210,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				29	13	11	1	1	0	0	0	0	16	14	0	2	0	0	0	0
Percentages :					45%	38%	3%	3%	0%	0%	0%	0%	55%	48%	0%	7%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
2501 : B250100-FRSWTR/FRSHWTR SCI/SCI ADMIN Department																				
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$31,784.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$31,784.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
P60NS : P60NS-LABORATORY MGR I	U11	2	\$41,750.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$42,016.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$45,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$51,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$51,670.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05DN : E05DN-RESEARCHER	U03	2	\$57,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$71,782.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NS : N22NS-ASSISTANT DEAN/S	U08	B	\$73,225.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
C30NNB2501 : C30NN-ASSOCIATE PROFESSOR F15	F15	2	\$79,089.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2501 : C40NN-ASSISTANT PROFESSOR F15	F15	2	\$90,954.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2501 : C30NN-ASSOCIATE PROFESSOR F15	F15	2	\$91,464.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2501 : C40NN-ASSISTANT PROFESSOR F15	F15	2	\$97,610.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2501 : C40NN-ASSISTANT PROFESSOR F15	F15	2	\$101,444.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2501 : C20NN-PROFESSOR F15	F15	2	\$114,413.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2501 : C30NN-ASSOCIATE PROFESSOR F15	F15	2	\$135,813.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$148,133.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB2501 : C30NN-ASSOCIATE PROFESSOR F15	F15	2	\$151,503.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# A20NN : A20NN-DEAN	U01	A	\$227,250.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				19	10	9	0	1	0	0	0	0	9	7	0	0	1	0	0	1
Percentages :					53%	47%	0%	5%	0%	0%	0%	0%	47%	37%	0%	0%	5%	0%	0%	5%

2531 : B253100-FRSWTR/WTR INST Department

T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$31,785.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$33,835.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16BN : T16BN-SR RESEARCH SPEC	U11	2	\$36,426.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$40,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$41,756.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83402 : 83402-INSTRUMENT MAKER-JOUR	09M	3	\$44,096.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93200 : 93200-RESEARCH VESSEL CAPT	09M	3	\$44,138.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$44,531.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$44,694.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56062 : 56062-NAT RES RESEARCH SCI-SENIOR	03M	2	\$46,280.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T16BN : T16BN-SR RESEARCH SPEC	U11	2	\$48,448.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T16BN : T16BN-SR RESEARCH SPEC	U11	2	\$51,510.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
83410 : 83410-INSTRUMENT SHOP COORD	09M	3	\$59,634.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P60NM : P60NM-LABORATORY MGR II	U11	2	\$60,600.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E05DN : E05DN-RESEARCHER	U03	2	\$62,422.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$63,785.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
E05DN : E05DN-RESEARCHER	U03	2	\$64,858.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NI : N22NI-ASSISTANT DEAN/M-L	U05	B	\$84,702.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB2531 : C40NN-ASSISTANT PROFESSOR F15	F15	2	\$86,411.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$86,572.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB2531 : C30NN-ASSOCIATE PROFESSOR F15	F15	2	\$91,494.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$94,200.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2531 : C20NN-PROFESSOR F15	F15	2	\$144,430.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$148,133.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$148,133.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB2531 : C20NN-PROFESSOR F15	F15	2	\$156,096.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$227,250.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				28	21	20	0	0	1	0	0	0	7	6	0	1	0	0	0	0
Percentages :					75%	71%	0%	0%	4%	0%	0%	0%	25%	21%	0%	4%	0%	0%	0%	0%

3401 : B340100-GRAD RESEARCH VICE PROVOST OFF Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,664.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$50,398.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$62,379.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$66,165.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09210 : 09210-BUD & POL ANA DIV ADV	02M	2	\$79,206.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$84,335.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$101,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$160,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$166,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$191,131.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Totals :				10	6	4	0	0	1	0	0	1	4	3	1	0	0	0	0	0
Percentages :					60%	40%	0%	0%	10%	0%	0%	10%	40%	30%	10%	0%	0%	0%	0%	0%

3405 : B340500-Grad/Sponsored Programs Department

00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$50,315.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$51,230.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$52,083.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
04402 : 04402-UNIV GRTS & CON SPE S	01M	2	\$53,830.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$54,538.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$55,557.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$56,329.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$56,347.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$60,000.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$69,291.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00580 : 00580-FINANCIAL PROG SUPV	02M	2	\$69,950.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L88FL : L88FL-ASSOC DIR, RES ADM/L	U05	B	\$92,478.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L88DL : L88DL-DIR, RESEARCH ADMIN/L	U04	B	\$121,200.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,131.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				14	3	3	0	0	0	0	0	0	11	11	0	0	0	0	0	0
Percentages :					21%	21%	0%	0%	0%	0%	0%	0%	79%	79%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
3407 : B340700-GRAD RESEARCH SIRES Department																				
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R92DN : R92DN-EDITOR	U13	2	\$45,148.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$77,770.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,131.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Percentages :					33%	33%	0%	0%	0%	0%	0%	0%	67%	67%	0%	0%	0%	0%	0%	0%
3434 : B343400-Grad/Lab for Surf Stud Center Department																				
S52BN : S52BN-SR INSTRUMENT SPEC	U11	2	\$55,528.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,131.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
3445 : B344500-GRAD RESEARCH BHIRI Department																				
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,131.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
3501 : B350100-GRAD DEAN OFFICE Department																				
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$63,630.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$176,750.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
3506 : B350600-GRAD EDUCATION STUDENT SVCS Department																				
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,144.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$34,320.00	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$34,549.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$39,390.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$39,998.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$40,622.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$41,746.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25DN : T25DN-STUDENT SERVICES CORD	U12	2	\$41,750.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S74BN : S74BN-SR MARKETING SPEC	U13	2	\$50,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13662 : 13662-IS BUS AUTO SENIOR	043	2	\$50,856.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$52,520.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$58,709.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B	\$88,880.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A40NN : A40NN-VICE CHANCELLOR	U01	A	\$176,750.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				16	4	3	1	0	0	0	0	0	12	10	2	0	0	0	0	0
Percentages :					25%	19%	6%	0%	0%	0%	0%	0%	75%	63%	13%	0%	0%	0%	0%	0%

4000 : B400010-UIITS/CIO Department

13463 : 13463-IS TECH SRV SPEC	043	2	\$68,411.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$69,867.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
12363 : 12363-COMM SPEC ADV	06M	2	\$76,357.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$98,068.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$176,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	3	3	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Percentages :					60%	60%	0%	0%	0%	0%	0%	0%	40%	20%	20%	0%	0%	0%	0%	0%

4001 : B400100-UIITS/ADMIN-SVCS Department

16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$29,869.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$42,016.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$44,512.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15100 : 15100-ADMIN TELECOM SPEC	185	2	\$48,110.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$51,064.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$52,520.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10910 : 10910-UW HUMAN RESOURCES MG	01M	2	\$59,779.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
K10LL : K10LL-ASST DIR, CMPTR SV/L	U05	B	\$105,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$176,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				8	3	2	0	1	0	0	0	0	5	3	1	1	0	0	0	0
Percentages :					38%	25%	0%	13%	0%	0%	0%	0%	63%	38%	13%	13%	0%	0%	0%	0%

4014 : B401400-UIITS/CLIENT-SVCS/HELPDESK Department

13462 : 13462-IS TECH SRV SENIOR	043	2	\$48,110.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15100 : 15100-ADMIN TELECOM SPEC	185	2	\$49,067.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$49,109.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13361 : 13361-IS NET SERV PROF	043	2	\$49,234.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13662 : 13662-IS BUS AUTO SENIOR	043	2	\$50,939.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$51,438.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$52,562.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$53,264.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$53,789.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$54,142.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$55,786.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$56,285.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13403 : 13403-IS COMP SERV SPEC	043	2	\$58,240.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$58,240.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$58,365.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$58,406.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$60,362.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$60,643.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93173 : 93173-ELECT TECH MEDIA SENR	04M	3	\$60,861.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$61,714.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$61,797.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$63,448.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$68,411.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$68,515.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13522 : 13522-IS SUPERVISOR 2	043	B	\$76,294.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$82,514.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J52LL : J52LL-ASST DIR, ADM CMP S/L	U05	B	\$101,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$176,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				28	21	18	2	0	1	0	0	0	7	7	0	0	0	0	0	0
Percentages :					75%	64%	7%	0%	4%	0%	0%	0%	25%	25%	0%	0%	0%	0%	0%	0%

4020 : B402000-UIITS/APPSDEV-SVCS Department

13463 : 13463-IS TECH SRV SPEC	043	2	\$55,848.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13373 : 13373-IS SYS DEV SRV SPEC	043	2	\$72,488.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13373 : 13373-IS SYS DEV SRV SPEC	043	2	\$73,382.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13373 : 13373-IS SYS DEV SRV SPEC	043	2	\$78,915.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13373 : 13373-IS SYS DEV SRV SPEC	043	2	\$80,267.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13373 : 13373-IS SYS DEV SRV SPEC	043	2	\$82,098.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$94,557.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$176,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				7	3	3	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Percentages :					43%	43%	0%	0%	0%	0%	0%	0%	57%	57%	0%	0%	0%	0%	0%	0%

4050 : B405000-UIITS/NETOPS/TECH-OPERATIONS Department

13462 : 13462-IS TECH SRV SENIOR	043	2	\$46,280.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$53,539.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13463 : 13463-IS TECH SRV SPEC	043	2	\$54,205.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$60,778.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$61,381.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$65,395.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$66,123.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$66,414.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$67,309.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$67,912.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$68,411.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$70,429.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$70,700.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$70,845.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$73,278.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$74,464.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$76,981.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$77,730.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13303 : 13303-IS DATA SERV SPEC	043	2	\$77,834.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
13303 : 13303-IS DATA SERV SPEC	043	2	\$77,979.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$79,810.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$81,058.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13463 : 13463-IS TECH SRV SPEC	043	2	\$84,032.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$84,302.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$85,155.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$85,363.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$85,530.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13303 : 13303-IS DATA SERV SPEC	043	2	\$86,674.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13303 : 13303-IS DATA SERV SPEC	043	2	\$87,360.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$87,818.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$176,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				31	25	21	2	0	2	0	0	0	6	4	1	0	1	0	0	0
Percentages :					81%	68%	6%	0%	6%	0%	0%	0%	19%	13%	3%	0%	3%	0%	0%	0%

4060 : B406000-UITs/NETOPS/NETWORK Department

15100 : 15100-ADMIN TELECOM SPEC	185	2	\$39,915.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
15100 : 15100-ADMIN TELECOM SPEC	185	2	\$40,227.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13362 : 13362-IS NET SERV SENIOR	043	2	\$52,936.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$56,701.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$58,822.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$60,632.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$68,661.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$70,283.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13363 : 13363-IS NET SERV SPEC	043	2	\$71,427.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$73,445.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$75,234.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13363 : 13363-IS NET SERV SPEC	043	2	\$80,330.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E20DN : E20DN-INSTRMT INNOVATOR/RES	U03	2	\$81,530.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13364 : 13364-IS NET SERV CONS/ADM	043	2	\$90,085.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$92,560.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A	\$176,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				15	12	10	2	0	0	0	0	0	3	3	0	0	0	0	0	0
Percentages :					80%	67%	13%	0%	0%	0%	0%	0%	20%	20%	0%	0%	0%	0%	0%	0%

4801 : B480100-LETSCI/ADMINSTRTN/ADMIN Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$30,077.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54FN : T54FN-ASSOC UNIV REL SPEC	U13	2	\$37,000.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$38,117.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13461 : 13461-IS TECH SRV PROF	043	2	\$40,310.00	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$40,435.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$41,226.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44FN : S44FN-ASSOC INF PROC CONSLT	U10	2	\$42,836.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18010 : 18010-SECRETARY CONF	07M	5	\$45,614.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
19410 : 19410-HR ASST	05M	3	\$48,901.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$49,462.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R16DN : R16DN-ARTIST	U13	2	\$51,476.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$51,510.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00160 : 00160-ACCOUNTANT	02M	2	\$54,808.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13461 : 13461-IS TECH SRV PROF	043	2	\$56,347.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$57,762.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$58,365.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$58,899.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$59,800.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$60,550.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$61,755.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$63,710.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$64,397.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$70,429.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$73,674.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13463 : 13463-IS TECH SRV SPEC	043	2	\$74,922.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13522 : 13522-IS SUPERVISOR 2	043	B	\$76,918.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$77,826.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$85,850.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$87,880.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
J44DM : J44DM-DIR, ACAD COMP SERV/M	U05	B	\$95,874.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$97,335.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$100,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$109,506.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$117,960.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$120,976.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$131,929.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$138,250.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$218,160.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				41	24	22	0	2	0	0	0	0	17	12	3	0	2	0	0	0
Percentages :					59%	54%	0%	5%	0%	0%	0%	0%	41%	29%	7%	0%	5%	0%	0%	0%

4803 : B480350-LETSCI INOVATIVE WEATHER Department

R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$62,620.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

4804 : B480400-LETSCI/ESL/ESL ADMIN Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,349.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB4804 : D80FN-ASSOC LECTURER T15	T15	2	\$32,725.00	6	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,966.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4804 : D80DN-LECTURER T15	T15	2	\$41,433.00	10	2	2	0	0	0	0	0	0	8	7	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB4804 : D80DN-LECTURER T15	T15	2	\$45,100.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$47,854.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$50,050.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$51,199.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$52,872.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$53,253.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$53,791.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$54,366.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$54,879.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$58,161.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$59,489.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$63,384.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2	\$72,776.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				32	5	5	0	0	0	0	0	0	27	26	1	0	0	0	0	0
Percentages :					16%	16%	0%	0%	0%	0%	0%	0%	84%	81%	3%	0%	0%	0%	0%	0%

4820 : B482000-LETSCI/SAS/SAS Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,200.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
R12DN : R12DN-ADVISOR	U12	2	\$38,000.00	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$39,979.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$39,998.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$40,345.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$42,188.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$45,996.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$46,301.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$46,580.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,004.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,512.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,542.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,556.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,604.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,832.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$50,101.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$51,565.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$51,997.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$52,409.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$52,425.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$52,961.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$59,503.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$62,568.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$62,624.00	2	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$64,539.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T25BN : T25BN-SR STUDENT SERV COORD	U12	2	\$66,527.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P75NL : P75NL-STUDENT SV PR MGR III	U12	2	\$68,028.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$94,254.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				32	10	5	2	0	2	1	0	0	22	15	2	1	0	4	0	0
Percentages :					31%	16%	6%	0%	6%	3%	0%	0%	69%	47%	6%	3%	0%	13%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4831 : B483100-LETSCI/ART HISTORY/ART HISTRY Department																				
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB4831 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
63200 : 63200-CURATOR	01M	2	\$37,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4831 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4831 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4831 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$65,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4831 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$69,129.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4831 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$73,449.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$74,740.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4831 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$74,783.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4831 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,054.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4831 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$77,123.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C20NNB4831 : C20NN-PROFESSOR F07	F07	2	\$99,909.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				14	4	4	0	0	0	0	0	0	10	8	0	0	2	0	0	0
Percentages :					29%	29%	0%	0%	0%	0%	0%	0%	71%	57%	0%	0%	14%	0%	0%	0%

4832 : B483200-LETSCI/COMMUNCTN/COMMUNCTN Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,349.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB4832 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,549.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB4832 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
~ D80DNB4832 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4832 : D80BN-SENIOR LECTURER T08	T08	2	\$56,226.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4832 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$65,939.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4832 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$69,129.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB4832 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$70,363.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB4832 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$73,333.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4832 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$74,919.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4832 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$75,865.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4832 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,494.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4832 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$78,613.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4832 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$81,737.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D41NNB4832 : D41NN-ADJUNCT PROFESSOR T08	T08	2	\$91,666.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4832 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$91,667.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4832 : C20NN-PROFESSOR F07	F07	2	\$93,851.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4832 : C20NN-PROFESSOR F07	F07	2	\$100,734.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4832 : C20NN-PROFESSOR F07	F07	2	\$103,652.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4832 : C20NN-PROFESSOR F07	F07	2	\$107,626.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4832 : C20NN-PROFESSOR F07	F07	2	\$116,705.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Totals :				25	9	7	0	0	2	0	0	0	16	14	0	0	2	0	0	0
Percentages :					36%	28%	0%	0%	8%	0%	0%	0%	64%	56%	0%	0%	8%	0%	0%	0%

4833 : B483300-LETSCI/ENGLISH/ENGLISH Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB4833 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	5	1	1	0	0	0	0	0	0	4	3	0	0	1	0	0	0
~ D80FNB4833 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12FN : R12FN-ASSOC ADVISOR	U12	2	\$33,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4833 : D80DN-LECTURER T08	T08	2	\$41,433.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4833 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$50,050.00	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$50,458.00	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$50,546.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$50,829.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$50,829.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$51,199.00	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$51,569.00	7	2	2	0	0	0	0	0	0	5	5	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$51,728.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$51,729.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$52,109.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$52,491.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$52,492.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$52,492.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$55,136.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
06022 : 06022-ACADEMIC DEPT MANAGER	01M	2	\$55,286.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$55,898.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$56,507.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$59,250.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$59,857.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$62,265.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2	\$63,384.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4833 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$64,143.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4833 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$71,598.00	3	1	1	0	0	0	0	0	0	2	1	0	1	0	0	0	0
C40NNB4833 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$73,333.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$74,067.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$74,807.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4833 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$75,301.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,010.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,322.00	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,951.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$77,268.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$77,904.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$78,044.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$78,160.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$78,195.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$78,853.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$79,004.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$79,403.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$80,178.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$80,432.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$82,515.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$85,349.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$87,341.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$87,951.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$91,173.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$92,902.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$93,565.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$93,577.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$94,787.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$96,285.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$105,281.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$109,536.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$122,342.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$135,789.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$141,065.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$162,227.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$172,233.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4833 : C20NN-PROFESSOR F07	F07	2	\$185,167.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				97	45	41	0	3	0	1	0	0	52	43	1	2	3	2	0	1
Percentages :					46%	42%	0%	3%	0%	1%	0%	0%	54%	44%	1%	2%	3%	2%	0%	1%

4834 : B483400-LETSCI/FLL/FLL Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,595.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80FNB4834 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4834 : D80DN-LECTURER T08	T08	2	\$41,433.00	6	1	0	0	0	1	0	0	0	5	3	0	0	2	0	0	0
~ D80DNB4834 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4834 : D80DN-LECTURER T08	T08	2	\$44,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4834 : D80DN-LECTURER T08	T08	2	\$45,674.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4834 : D80DN-LECTURER T08	T08	2	\$48,889.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$50,050.00	3	0	0	0	0	0	0	0	0	3	2	0	0	1	0	0	0
D13NNB4834 : D13NN-VISITING ASST PROF T08	T08	2	\$50,722.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$50,859.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$51,199.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$53,253.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$55,044.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D80DNB4834 : D80DN-LECTURER T08	T08	2	\$58,575.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$59,046.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$61,192.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2	\$61,192.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4834 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$67,894.00	3	2	1	1	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB4834 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$69,767.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4834 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$77,328.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4834 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$85,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4834 : C20NN-PROFESSOR F07	F07	2	\$93,846.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4834 : C20NN-PROFESSOR F07	F07	2	\$101,144.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ C20NNB4834 : C20NN-PROFESSOR F07	F07	2	\$107,229.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4834 : C20NN-PROFESSOR F07	F07	2	\$114,186.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4834 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$120,976.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4834 : C20NN-PROFESSOR F07	F07	2	\$132,216.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				38	15	13	1	0	1	0	0	0	23	17	0	0	6	0	0	0
Percentages :					39%	34%	3%	0%	3%	0%	0%	0%	61%	45%	0%	0%	16%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4835 : B483500-LETSCI/FICL/FICL Department																				
D80FNB4835 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$37,336.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4835 : D80DN-LECTURER T08	T08	2	\$41,433.00	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4835 : D80BN-SENIOR LECTURER T08	T08	2	\$50,050.00	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80BNB4835 : D80BN-SENIOR LECTURER T08	T08	2	\$51,199.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C40NNB4835 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$67,894.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$71,770.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4835 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$73,333.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$73,820.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$74,919.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,807.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$77,185.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$86,411.00	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$90,979.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4835 : C20NN-PROFESSOR F07	F07	2	\$100,348.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
C20NNB4835 : C20NN-PROFESSOR F07	F07	2	\$102,459.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				22	8	5	1	0	2	0	0	0	14	13	0	0	0	0	0	1
Percentages :					36%	23%	5%	0%	9%	0%	0%	0%	64%	59%	0%	0%	0%	0%	0%	5%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4836 : B483600-LETSC/LINGUISTICS/LINGUIS Department																				
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80FNB4836 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
~ D80FNB4836 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4836 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
D80DNB4836 : D80DN-LECTURER T08	T08	2	\$43,487.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB4836 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$71,598.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB4836 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$74,067.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4836 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$75,918.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB4836 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$77,770.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4836 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$78,222.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4836 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$84,361.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4836 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$85,177.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4836 : C20NN-PROFESSOR F07	F07	2	\$96,893.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4836 : C20NN-PROFESSOR F07	F07	2	\$135,789.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				14	6	4	0	0	2	0	0	0	8	4	0	0	3	0	0	1
Percentages :					43%	29%	0%	0%	14%	0%	0%	0%	57%	29%	0%	0%	21%	0%	0%	7%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4837 : B483700-LETSCI/PHILOSOPHY/PHIL Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$32,240.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4837 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4837 : D80DN-LECTURER T08	T08	2	\$41,433.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
D80BNB4837 : D80BN-SENIOR LECTURER T08	T08	2	\$50,050.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4837 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$69,129.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4837 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$71,598.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4837 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$72,215.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4837 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$72,832.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4837 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$75,480.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4837 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$78,591.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4837 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$79,760.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4837 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$79,914.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4837 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$90,444.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4837 : C20NN-PROFESSOR F07	F07	2	\$94,954.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4837 : C20NN-PROFESSOR F07	F07	2	\$96,897.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ C20NNB4837 : C20NN-PROFESSOR F07	F07	2	\$100,014.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4837 : C20NN-PROFESSOR F07	F07	2	\$119,068.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4837 : C20NN-PROFESSOR F07	F07	2	\$120,759.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4837 : C20NN-PROFESSOR F07	F07	2	\$126,263.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				21	13	13	0	0	0	0	0	0	8	8	0	0	0	0	0	0
Percentages :					62%	62%	0%	0%	0%	0%	0%	0%	38%	38%	0%	0%	0%	0%	0%	0%

4838 : B483800-LETSCI/SPANISH&PORT/SPAN&PRT Department

~ D80FNB4838 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0
D80FNB4838 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	3	0	0	0	0	0	0	0	0	3	1	0	2	0	0	0	0
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$36,046.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4838 : D80DN-LECTURER T08	T08	2	\$41,433.00	6	1	0	0	1	0	0	0	0	5	3	0	2	0	0	0	0
~ D80DNB4838 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80DNB4838 : D80DN-LECTURER T08	T08	2	\$47,056.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4838 : D80DN-LECTURER T08	T08	2	\$48,889.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4838 : D80BN-SENIOR LECTURER T08	T08	2	\$51,569.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D80BNB4838 : D80BN-SENIOR LECTURER T08	T08	2	\$55,015.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D80BNB4838 : D80BN-SENIOR LECTURER T08	T08	2	\$58,580.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4838 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$69,746.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4838 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$74,067.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB4838 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$75,865.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4838 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,494.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4838 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$76,807.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4838 : C20NN-PROFESSOR F07	F07	2	\$96,961.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				25	6	2	0	4	0	0	0	0	19	10	1	8	0	0	0	0
Percentages :					24%	8%	0%	16%	0%	0%	0%	0%	76%	40%	4%	32%	0%	0%	0%	0%

4840 : B484000-LETSCI/JEWISH STU/C JEWISH ST Department

~ D80DNB4840 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

4841 : B484100-LETSCI/CLACS/CLACS Department

R12FN : R12FN-ASSOC ADVISOR	U12	2	\$35,350.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
~ D80DNB4841 : D80DN-LECTURER T08	T08	2	\$41,433.00	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$62,620.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$66,911.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$99,660.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				6	3	2	0	1	0	0	0	0	3	2	0	1	0	0	0	0
Percentages :					50%	33%	0%	17%	0%	0%	0%	0%	50%	33%	0%	17%	0%	0%	0%	0%

4842 : B484200-LETSCI/LRC/LRC Department

93172 : 93172-ELEC TECH MEDIA INTER	04M	3	\$48,797.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P55NM : P55NM-INSTRUCTL PRG MGR II	U07	2	\$61,691.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4844 : B484400-LETSCI/21ST CNTRY STU/21ST C S Department																				
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R92DN : R92DN-EDITOR	U13	2	\$49,844.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$55,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B	\$185,167.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

4845 : B484500-LETSCI/WUWM/WUWM Department																				
93172 : 93172-ELEC TECH MEDIA INTER	04M	3	\$37,003.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
S74DN : S74DN-MARKETING SPECIALIST	U13	2	\$41,865.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84DN : R84DN-DEVELOP SPECIALIST	U13	2	\$42,226.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
R22DN : R22DN-BROADCAST SPECIALIST	U13	2	\$42,875.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R22DN : R22DN-BROADCAST SPECIALIST	U13	2	\$44,036.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R22DN : R22DN-BROADCAST SPECIALIST	U13	2	\$44,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S74DN : S74DN-MARKETING SPECIALIST	U13	2	\$44,109.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S74DN : S74DN-MARKETING SPECIALIST	U13	2	\$45,845.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R22DN : R22DN-BROADCAST SPECIALIST	U13	2	\$46,131.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$47,855.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R22BN : R22BN-SR BROADCAST SPEC	U13	2	\$49,267.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R22BN : R22BN-SR BROADCAST SPEC	U13	2	\$49,632.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R22BN : R22BN-SR BROADCAST SPEC	U13	2	\$51,040.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$51,947.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R22BN : R22BN-SR BROADCAST SPEC	U13	2	\$52,875.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$55,550.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$58,594.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$59,268.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$60,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$62,603.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$76,470.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L82DL : L82DL-DIR, RADIO/TV/L	U05	B	\$126,796.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				23	7	6	0	0	1	0	0	0	16	14	1	1	0	0	0	0
Percentages :					30%	26%	0%	0%	4%	0%	0%	0%	70%	61%	4%	4%	0%	0%	0%	0%

4846 : B484600-LETSCI/RELIGS STU/RELG STU Department

~ D80BNB4846 : D80BN-SENIOR LECTURER T08	T08	2	\$50,829.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

4847 : B484710-LET SCI TRANSLTN INTERPRET SDT Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4847 : D80DN-LECTURER T08	T08	2	\$41,433.00	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80BNB4847 : D80BN-SENIOR LECTURER T08	T08	2	\$50,050.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80BNB4847 : D80BN-SENIOR LECTURER T08	T08	2	\$50,050.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4847 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$67,894.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4847 : C30NN-ASSOCIATE PROFESSOR F07	F07	2	\$97,778.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				7	0	0	0	0	0	0	0	0	7	6	0	1	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	86%	0%	14%	0%	0%	0%	0%

4848 : B484800-LETSCI/WOMENS STU/WMN STU Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$32,074.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D80FNB4848 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB4848 : D80FN-ASSOC LECTURER T08	T08	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4848 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80BNB4848 : D80BN-SENIOR LECTURER T08	T08	2	\$51,199.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$65,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4848 : C40NN-ASSISTANT PROFESSOR F07	F07	2	\$81,889.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				7	0	0	0	0	0	0	0	0	7	5	0	1	1	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	71%	0%	14%	14%	0%	0%	0%

4849 : B484940-LETSCI/LGBT/LBGT Department

~ D80DNB4849 : D80DN-LECTURER T08	T08	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4849 : D80DN-LECTURER T08	T08	2	\$48,889.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ D80BNB4849 : D80BN-SENIOR LECTURER T08	T08	2	\$51,199.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

4851 : B485100-LETSCI/BIOSCI/BIOSCI Department

D91NNB4851 : D91NN-FACULTY ASSISTANT T09	T09	2	\$24,444.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D91NNB4851 : D91NN-FACULTY ASSISTANT T09	T09	2	\$24,444.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
34302 : 34302-LAB PREP TECH S	03M	3	\$25,459.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,349.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB4851 : D80FN-ASSOC LECTURER T09	T09	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
34302 : 34302-LAB PREP TECH S	03M	3	\$34,798.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19814 : 19814-STU STATUS EXAM SENIO	05M	5	\$35,859.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$36,360.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ S06FN : S06FN-ASSOC FACIL PLAN SPEC	U08	2	\$36,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$37,128.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$38,522.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80DNB4851 : D80DN-LECTURER T09	T09	2	\$41,433.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4851 : D80DN-LECTURER T09	T09	2	\$41,433.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$41,433.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
P60NS : P60NS-LABORATORY MGR I	U11	2	\$44,945.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
P60NS : P60NS-LABORATORY MGR I	U11	2	\$47,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P60NS : P60NS-LABORATORY MGR I	U11	2	\$48,419.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P60NM : P60NM-LABORATORY MGR II	U11	2	\$51,056.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D95DNB4851 : D95DN-INSTRMT INNOVATOR/INS T09	T09	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4851 : D80DN-LECTURER T09	T09	2	\$64,778.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$67,355.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
06022 : 06022-ACADEMIC DEPT MANAGER	01M	2	\$68,640.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$72,208.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D80BNB4851 : D80BN-SENIOR LECTURER T09	T09	2	\$73,787.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4851 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$77,770.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4851 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$80,239.00	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0	1
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,218.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,354.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,440.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,554.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,673.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,888.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,983.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$82,405.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$82,593.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB4851 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$82,708.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$83,184.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$83,731.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$84,580.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$85,317.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$85,763.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB4851 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$85,794.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB4851 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$86,411.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$90,502.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$91,236.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$92,852.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$93,119.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$94,098.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$100,222.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$101,990.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$105,565.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$112,160.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$116,038.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4851 : C20NN-PROFESSOR F08	F08	2	\$166,692.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Totals :				60	32	25	0	1	6	0	0	0	28	22	1	1	3	0	0	1
Percentages :					53%	42%	0%	2%	10%	0%	0%	0%	47%	37%	2%	2%	5%	0%	0%	2%

4852 : B485200-LETSCI/CHEM&BIOCHEM/CHEMISTRY Department

D91NNB4852 : D91NN-FACULTY ASSISTANT T09	T09	2	\$22,611.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D91NNB4852 : D91NN-FACULTY ASSISTANT T09	T09	2	\$23,133.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D91NNB4852 : D91NN-FACULTY ASSISTANT T09	T09	2	\$23,222.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D91NNB4852 : D91NN-FACULTY ASSISTANT T09	T09	2	\$25,056.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D91NNB4852 : D91NN-FACULTY ASSISTANT T09	T09	2	\$25,229.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
34302 : 34302-LAB PREP TECH S	03M	3	\$29,474.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$30,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00102 : 00102-FINANCIAL SPEC 2	07M	5	\$31,949.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$33,330.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$36,462.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$38,272.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ D80DNB4852 : D80DN-LECTURER T09	T09	2	\$42,465.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB4852 : D80FN-ASSOC LECTURER T09	T09	2	\$42,465.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P60NS : P60NS-LABORATORY MGR I	U11	2	\$46,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4852 : D80DN-LECTURER T09	T09	2	\$50,678.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$50,966.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
93062 : 93062-ELEC TECH RESEARCH S	04M	3	\$52,894.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
06022 : 06022-ACADEMIC DEPT MANAGER	01M	2	\$58,573.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4852 : D80BN-SENIOR LECTURER T09	T09	2	\$59,288.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S52BN : S52BN-SR INSTRUMENT SPEC	U11	2	\$61,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E20DN : E20DN-INSTRMT INNOVATOR/RES	U03	2	\$62,951.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E20DN : E20DN-INSTRMT INNOVATOR/RES	U03	2	\$63,630.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$65,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4852 : D80BN-SENIOR LECTURER T09	T09	2	\$65,603.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E20DN : E20DN-INSTRMT INNOVATOR/RES	U03	2	\$69,690.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4852 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$86,411.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$86,734.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$88,645.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4852 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$88,880.00	3	2	2	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$88,928.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4852 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$90,444.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$90,748.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$92,154.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$92,461.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$98,630.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$101,343.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$101,567.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$103,693.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$109,385.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$117,272.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$121,200.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$124,791.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$169,736.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$175,162.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$194,117.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4852 : C20NN-PROFESSOR F08	F08	2	\$201,956.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				48	31	25	1	2	3	0	0	0	17	14	1	0	2	0	0	0
Percentages :					65%	52%	2%	4%	6%	0%	0%	0%	35%	29%	2%	0%	4%	0%	0%	0%

4853 : B485300-LETSCI/GEOSCI/GEOSCI Department

24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB4853 : D80FN-ASSOC LECTURER T09	T09	2	\$32,725.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB4853 : D80DN-LECTURER T09	T09	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4853 : D80BN-SENIOR LECTURER T09	T09	2	\$50,829.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P60NS : P60NS-LABORATORY MGR I	U11	2	\$54,279.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$54,340.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D13NNB4853 : D13NN-VISITING ASST PROF T09	T09	2	\$67,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$79,823.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$80,817.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,115.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,189.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4853 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$81,473.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,844.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$82,702.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB4853 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$86,411.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$89,173.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4853 : C20NN-PROFESSOR F08	F08	2	\$96,288.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4853 : C20NN-PROFESSOR F08	F08	2	\$96,897.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4853 : C20NN-PROFESSOR F08	F08	2	\$97,563.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				19	13	11	0	0	2	0	0	0	6	6	0	0	0	0	0	0
Percentages :					68%	58%	0%	0%	11%	0%	0%	0%	32%	32%	0%	0%	0%	0%	0%	0%

4854 : B485400-LETSCI/MATH SCI/MATH SCI Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,304.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80FNB4854 : D80FN-ASSOC LECTURER T09	T09	2	\$32,725.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4854 : D80DN-LECTURER T09	T09	2	\$41,433.00	19	13	13	0	0	0	0	0	0	6	4	0	1	1	0	0	0
~ D80DNB4854 : D80DN-LECTURER T09	T09	2	\$41,433.00	3	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0
T16BN : T16BN-SR RESEARCH SPEC	U11	2	\$48,480.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$50,050.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
06021 : 06021-ACAD DEPT SUPV	01M	2	\$50,315.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$50,458.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$50,829.00	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$51,199.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$51,569.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$60,625.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$60,934.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2	\$66,854.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4854 : D80DN-LECTURER T09	T09	2	\$69,667.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D13NNB4854 : D13NN-VISITING ASST PROF T09	T09	2	\$70,363.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D92DNB4854 : D92DN-FACULTY ASSOCIATE T09	T09	2	\$74,006.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,325.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$81,438.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB4854 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$83,942.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$84,467.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$84,767.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$85,721.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$85,795.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$85,802.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$86,099.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$88,011.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$90,228.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$91,190.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4854 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$91,349.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$92,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$92,258.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$93,538.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$93,901.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4854 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$94,111.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$94,579.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$94,686.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$97,876.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$97,889.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$98,170.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$100,655.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$101,983.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB4854 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$103,889.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$104,637.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$107,408.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$110,692.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$111,100.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$127,580.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$131,929.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$133,320.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$148,016.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4854 : C20NN-PROFESSOR F08	F08	2	\$166,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				80	60	50	0	2	8	0	0	0	20	13	1	2	4	0	0	0
Percentages :					75%	63%	0%	3%	10%	0%	0%	0%	25%	16%	1%	3%	5%	0%	0%	0%

4855 : B485500-LETSCI/PHYSICS/PHYSICS Department

~ D91NNB4855 : D91NN-FACULTY ASSISTANT T09	T09	2	\$25,211.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,893.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
34301 : 34301-LAB PREP TECH O	03M	3	\$30,763.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$32,864.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16FN : T16FN-ASSOC RESEARCH SPEC	U11	2	\$36,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$37,128.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D80DNB4855 : D80DN-LECTURER T09	T09	2	\$41,433.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$42,016.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$45,282.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
83403 : 83403-INSTRUMENT MAKER-ADV	09M	3	\$47,154.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4855 : D80DN-LECTURER T09	T09	2	\$49,777.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$50,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$52,520.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NS : P14NS-ADMIN PRG MANAGER I	U08	2	\$53,508.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S52BN : S52BN-SR INSTRUMENT SPEC	U11	2	\$56,084.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$57,570.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$59,935.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4855 : D80BN-SENIOR LECTURER T09	T09	2	\$60,581.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
06022 : 06022-ACADEMIC DEPT MANAGER	01M	2	\$61,402.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$65,650.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$78,275.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$88,127.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$88,880.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$92,640.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D80BNB4855 : D80BN-SENIOR LECTURER T09	T09	2	\$94,065.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$94,940.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4855 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$95,052.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4855 : C40NN-ASSISTANT PROFESSOR F08	F08	2	\$96,287.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$97,709.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$98,380.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$99,772.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$99,992.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
~ E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$100,222.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$100,512.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$100,861.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$101,144.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$101,823.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$104,588.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$105,583.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2	\$106,661.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$110,856.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$113,322.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
~ C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$118,567.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$125,522.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
~ D41NNB4855 : D41NN-ADJUNCT PROFESSOR T09	T09	2	\$134,844.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$209,856.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4855 : C20NN-PROFESSOR F08	F08	2	\$257,267.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				51	37	29	0	1	7	0	0	0	14	12	0	0	2	0	0	0
Percentages :					73%	57%	0%	2%	14%	0%	0%	0%	27%	24%	0%	0%	4%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps				Males								Females				
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4856 : B485600-LETSCI NIEHS CORE CENTER Department																				
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$41,249.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12361 : 12361-COMM SPEC	06M	2	\$42,016.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12361 : 12361-COMM SPEC	06M	2	\$46,530.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$50,500.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$58,594.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$61,888.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E05DN : E05DN-RESEARCHER	U03	2	\$70,192.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				8	5	5	0	0	0	0	0	0	3	2	1	0	0	0	0	0
Percentages :					63%	63%	0%	0%	0%	0%	0%	0%	38%	25%	13%	0%	0%	0%	0%	0%
4861 : B486110-LETSCI/FIELD STATION/FIELD STN Department																				
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$31,429.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
76126 : 76126-FAC REPAIR WORKER-ADV	09M	9	\$39,416.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$65,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$69,882.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$82,708.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Percentages :					60%	60%	0%	0%	0%	0%	0%	0%	40%	40%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4863 : B486300-LETSCI CES PROGRAM Department																				
D80DNB4863 : D80DN-LECTURER T09	T09	2	\$56,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Totals :				1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Percentages :					100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

4871 : B487100-LETSCI/AFRICOLOGY/AFRICOLOGY Department																				
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ D80FNB4871 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80DNB4871 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB4871 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$69,417.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4871 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$76,209.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C40NNB4871 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$80,239.00	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4871 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$83,678.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4871 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$84,404.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C40NNB4871 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$88,611.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4871 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$92,845.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB4871 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$103,159.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4871 : C20NN-PROFESSOR F09	F09	2	\$106,355.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C40NNB4871 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$111,100.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB4871 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$116,038.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4871 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$116,722.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				17	9	2	7	0	0	0	0	0	8	1	6	0	1	0	0	0
Percentages :					53%	12%	41%	0%	0%	0%	0%	0%	47%	6%	35%	0%	6%	0%	0%	0%

4872 : B487200-LETSCI/ANTHROPOLOGY/ANTHRO Department

~ D80FNB4872 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	5	1	1	0	0	0	0	0	0	4	3	0	1	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$32,864.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4872 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4872 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16BN : T16BN-SR RESEARCH SPEC	U11	2	\$48,413.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80BNB4872 : D80BN-SENIOR LECTURER T10	T10	2	\$50,458.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$54,765.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4872 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$65,426.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB4872 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$73,657.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4872 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$75,548.00	3	2	1	0	0	0	1	0	0	1	1	0	0	0	0	0	0
C30NNB4872 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$75,865.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C30NNB4872 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$76,499.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$76,730.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ C30NNB4872 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$77,297.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$86,448.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$90,974.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$94,686.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$96,651.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$97,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4872 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$98,756.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$99,086.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$100,186.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4872 : C20NN-PROFESSOR F09	F09	2	\$102,459.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				31	13	12	0	0	0	1	0	0	18	15	1	2	0	0	0	0
Percentages :					42%	39%	0%	0%	0%	3%	0%	0%	58%	48%	3%	6%	0%	0%	0%	0%

4873 : B487300-LETSCI/ECONOMICS/ECONOMICS Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$36,774.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$41,538.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$101,972.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$103,977.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$104,315.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$104,785.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$111,183.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$111,432.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4873 : C20NN-PROFESSOR F09	F09	2	\$119,725.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4873 : C20NN-PROFESSOR F09	F09	2	\$125,913.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$128,333.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4873 : C20NN-PROFESSOR F09	F09	2	\$130,500.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4873 : C20NN-PROFESSOR F09	F09	2	\$130,608.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4873 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$135,789.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
C40NNB4873 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$140,556.00	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$146,667.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4873 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$148,133.00	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
C20NNB4873 : C20NN-PROFESSOR F09	F09	2	\$153,899.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$177,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D21NNB4873 : D21NN-PROFESSOR EMER T10	T10	2	\$179,386.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4873 : C20NN-PROFESSOR F09	F09	2	\$185,565.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4873 : C20NN-PROFESSOR F09	F09	2	\$283,922.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				25	18	9	1	0	8	0	0	0	7	3	2	0	2	0	0	0
Percentages :					72%	36%	4%	0%	32%	0%	0%	0%	28%	12%	8%	0%	8%	0%	0%	0%

4874 : B487400-LETSCI/GEOGRAPHY/GEOG Department

24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80FNB4874 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4874 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
~ D80DNB4874 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4874 : D80DN-LECTURER T10	T10	2	\$55,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D13NNB4874 : D13NN-VISITING ASST PROF T10	T10	2	\$59,253.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4874 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$66,100.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4874 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$69,129.00	4	2	0	0	0	2	0	0	0	2	1	0	0	1	0	0	0
C30NNB4874 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$77,198.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4874 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$78,773.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4874 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$79,628.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4874 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$81,889.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4874 : C20NN-PROFESSOR F09	F09	2	\$85,424.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB4874 : C20NN-PROFESSOR F09	F09	2	\$114,201.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4874 : C20NN-PROFESSOR F09	F09	2	\$115,850.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				20	10	7	0	0	3	0	0	0	10	8	0	0	2	0	0	0
Percentages :					50%	35%	0%	0%	15%	0%	0%	0%	50%	40%	0%	0%	10%	0%	0%	0%

4875 : B487500-LETSCI/HISTORY/HISTORY Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$30,514.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB4875 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	2	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$35,048.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ D80DNB4875 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80BNB4875 : D80BN-SENIOR LECTURER T10	T10	2	\$50,050.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4875 : D80BN-SENIOR LECTURER T10	T10	2	\$50,829.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D13NNB4875 : D13NN-VISITING ASST PROF T10	T10	2	\$54,316.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4875 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$68,503.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB4875 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$71,598.00	3	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4875 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$72,832.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$74,067.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$74,651.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$75,918.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$76,065.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$76,177.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$76,702.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$77,105.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$77,541.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$78,066.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$79,304.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$79,605.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$83,882.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$85,657.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$86,167.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$87,534.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$88,387.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$88,880.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$91,349.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$91,667.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$99,662.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$103,473.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$104,197.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$114,541.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$120,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$121,699.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$125,118.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4875 : C20NN-PROFESSOR F09	F09	2	\$158,569.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				43	18	11	1	4	1	0	0	1	25	20	1	0	2	2	0	0
Percentages :					42%	26%	2%	9%	2%	0%	0%	2%	58%	47%	2%	0%	5%	5%	0%	0%

4877 : B487700-LETSCI/JOURN MASSCOM/JMC Department

24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB4877 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	3	2	2	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ D80DNB4877 : D80DN-LECTURER T10	T10	2	\$41,433.00	6	5	4	1	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4877 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80DNB4877 : D80DN-LECTURER T10	T10	2	\$49,507.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4877 : D80DN-LECTURER T10	T10	2	\$62,957.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB4877 : D80DN-LECTURER T10	T10	2	\$65,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4877 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$66,660.00	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D80BNB4877 : D80BN-SENIOR LECTURER T10	T10	2	\$67,474.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4877 : D80DN-LECTURER T10	T10	2	\$69,129.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4877 : D80BN-SENIOR LECTURER T10	T10	2	\$69,922.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4877 : D80BN-SENIOR LECTURER T10	T10	2	\$73,830.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4877 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$74,095.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4877 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$79,658.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4877 : D80BN-SENIOR LECTURER T10	T10	2	\$80,719.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4877 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$93,275.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4877 : C20NN-PROFESSOR F09	F09	2	\$94,327.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4877 : C20NN-PROFESSOR F09	F09	2	\$115,424.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4877 : C20NN-PROFESSOR F09	F09	2	\$119,274.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				27	17	16	1	0	0	0	0	0	10	8	1	0	1	0	0	0
Percentages :					63%	59%	4%	0%	0%	0%	0%	0%	37%	30%	4%	0%	4%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4878 : B487800-LETSCI/POLI SCI/POL SCI Department																				
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$30,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80FNB4878 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4878 : D80DN-LECTURER T10	T10	2	\$41,433.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB4878 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4878 : D80BN-SENIOR LECTURER T10	T10	2	\$60,427.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$72,832.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$82,593.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4878 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$83,942.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$87,091.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$87,578.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4878 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$88,611.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$91,349.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4878 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$91,349.00	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$91,709.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$95,874.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4878 : C20NN-PROFESSOR F09	F09	2	\$98,536.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$109,866.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4878 : C20NN-PROFESSOR F09	F09	2	\$152,778.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4878 : C20NN-PROFESSOR F09	F09	2	\$154,306.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4878 : C20NN-PROFESSOR F09	F09	2	\$158,889.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				22	14	13	0	0	1	0	0	0	8	6	0	1	1	0	0	0
Percentages :					64%	59%	0%	0%	5%	0%	0%	0%	36%	27%	0%	5%	5%	0%	0%	0%

4879 : B487900-LETSCI/PSYCHOLOGY/PSY Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
35062 : 35062-HISTOLOGY TECH-SR	03M	3	\$31,595.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16FN : T16FN-ASSOC RESEARCH SPEC	U11	2	\$32,499.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80FNB4879 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	7	3	3	0	0	0	0	0	0	4	4	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16FN : T16FN-ASSOC RESEARCH SPEC	U11	2	\$35,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16FN : T16FN-ASSOC RESEARCH SPEC	U11	2	\$35,349.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$36,001.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$36,426.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$37,274.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
~ D80DNB4879 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB4879 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T16DN : T16DN-RESEARCH SPECIALIST	U11	2	\$45,450.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
93062 : 93062-ELEC TECH RESEARCH S	04M	3	\$46,093.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06022 : 06022-ACADEMIC DEPT MANAGER	01M	2	\$48,984.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05DN : E05DN-RESEARCHER	U03	2	\$54,938.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D80BNB4879 : D80BN- SENIOR LECTURER T10	T10	2	\$68,319.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$78,912.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$79,991.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$82,908.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D51NNB4879 : D51NN- CLINICAL PROFESSOR T10	T10	2	\$85,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4879 : C40NN- ASSISTANT PROFESSOR F09	F09	2	\$86,411.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4879 : C40NN- ASSISTANT PROFESSOR F09	F09	2	\$89,497.00	4	2	1	0	0	1	0	0	0	2	2	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$89,951.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$90,058.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$91,349.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4879 : C40NN- ASSISTANT PROFESSOR F09	F09	2	\$98,138.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$98,182.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4879 : C40NN- ASSISTANT PROFESSOR F09	F09	2	\$100,833.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$102,459.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4879 : C20NN- PROFESSOR F09	F09	2	\$103,305.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4879 : C30NN- ASSOCIATE PROFESSOR F09	F09	2	\$106,892.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4879 : C20NN- PROFESSOR F09	F09	2	\$106,991.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4879 : C20NN- PROFESSOR F09	F09	2	\$115,867.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4879 : C20NN- PROFESSOR F09	F09	2	\$117,100.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4879 : C20NN- PROFESSOR F09	F09	2	\$117,682.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB4879 : C20NN-PROFESSOR F09	F09	2	\$128,382.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4879 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$138,250.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4879 : C20NN-PROFESSOR F09	F09	2	\$150,097.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				49	25	23	1	0	1	0	0	0	24	22	1	1	0	0	0	0
Percentages :					51%	47%	2%	0%	2%	0%	0%	0%	49%	45%	2%	2%	0%	0%	0%	0%

4880 : B488000-LETSCI/MSTR PUBL ADM/MPA Department

~ D80FNB4880 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$37,274.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	2	2	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Percentages :					67%	67%	0%	0%	0%	0%	0%	0%	33%	0%	33%	0%	0%	0%	0%	0%

4881 : B488100-LETSCI/SOCIOLOGY/SOCIOLOGY Department

24060 : 24060-ACADEMIC DEPT ASSOC	05M	5	\$42,973.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4881 : D80BN-SENIOR LECTURER T10	T10	2	\$58,131.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB4881 : D80BN-SENIOR LECTURER T10	T10	2	\$59,840.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB4881 : D80BN-SENIOR LECTURER T10	T10	2	\$61,371.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$62,500.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB4881 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$76,536.00	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$78,486.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$79,140.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB4881 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$80,239.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$81,844.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$84,706.00	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
C40NNB4881 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$85,556.00	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$87,646.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$88,287.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4881 : C20NN-PROFESSOR F09	F09	2	\$90,256.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$96,250.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4881 : C20NN-PROFESSOR F09	F09	2	\$101,381.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4881 : C20NN-PROFESSOR F09	F09	2	\$115,501.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB4881 : C20NN-PROFESSOR F09	F09	2	\$122,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				21	13	8	1	2	1	1	0	0	8	6	0	0	2	0	0	0
Percentages :					62%	38%	5%	10%	5%	5%	0%	0%	38%	29%	0%	0%	10%	0%	0%	0%

4884 : B488400-LETSCI/CTR ECON DVLPMT/CED Department

E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$51,510.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$58,664.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4885 : B488500-LETSCI/USP/USP Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$32,864.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
~ D80DNB4885 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
D80BNB4885 : D80BN-SENIOR LECTURER T10	T10	2	\$54,342.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	1	1	0	0	0	0	0	0	0	2	2	0	0	0	0	0
Percentages :					33%	33%	0%	0%	0%	0%	0%	0%	0%	67%	67%	0%	0%	0%	0%	0%
4886 : B488689-LETSCI/MHRLR/MHRLR Department																				
~ D80FNB4886 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,654.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
~ D43NNB4886 : D43NN-ADJUNCT ASST PROF T10	T10	2	\$49,378.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D41NNB4886 : D41NN-ADJUNCT PROFESSOR T10	T10	2	\$66,733.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D43NNB4886 : D43NN-ADJUNCT ASST PROF T10	T10	2	\$84,151.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	2	2	0	0	0	0	0	0	0	3	3	0	0	0	0	0
Percentages :					40%	40%	0%	0%	0%	0%	0%	0%	0%	60%	60%	0%	0%	0%	0%	0%
4887 : B488700-LETSCI/CGIS CTR/CGIS CTR Department																				
P60NM : P60NM-LABORATORY MGR II	U11	2	\$57,007.00	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
4888 : B488830-LETSCI/ETHNIC STU/ETHN STU Department																				
~ D80FNB4888 : D80FN-ASSOC LECTURER T10	T10	2	\$32,725.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
~ D80DNB4888 : D80DN-LECTURER T10	T10	2	\$41,433.00	2	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
D80BNB4888 : D80BN-SENIOR LECTURER T10	T10	2	\$50,458.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	2	0	0	1	1	0	0	0	2	1	0	1	0	0	0	0
Percentages :					50%	0%	0%	25%	25%	0%	0%	0%	50%	25%	0%	25%	0%	0%	0%	0%

4890 : B489050-LETSCI-PUBLIC-NON PROF ADMIN Department																				
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$34,320.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB4890 : D80DN-LECTURER T10	T10	2	\$41,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$80,438.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB4890 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$83,942.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C40NNB4890 : C40NN-ASSISTANT PROFESSOR F09	F09	2	\$85,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB4890 : C30NN-ASSOCIATE PROFESSOR F09	F09	2	\$90,088.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB4890 : C20NN-PROFESSOR F09	F09	2	\$110,753.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				7	4	4	0	0	0	0	0	0	3	2	1	0	0	0	0	0
Percentages :					57%	57%	0%	0%	0%	0%	0%	0%	43%	29%	14%	0%	0%	0%	0%	0%

4891 : B489100-LETSCI/OFC UNDERGRAD RSRCH/OUR Department																				
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$29,869.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$36,663.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$52,640.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
K34DL : K34DL-DIR, EDUC SUPP SRV/L	U05	B	\$85,725.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	2	2	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	25%	25%	0%	0%	0%	0%	0%

4896 : B489600-LETSCI/CULTURES & COMMNTY/C&C Department

00102 : 00102-FINANCIAL SPEC 2	07M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T54BN : T54BN-SR UNIV REL SPEC	U13	2	\$57,405.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$218,160.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	50%	50%	0%	0%	0%	0%	0%

5001 : B500100-LIBRY/LIBRARY/GENERAL Department

20501 : 20501-INVENT CONTROL COORD	08M	9	\$28,933.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57762 : 57762-LIBRY SER ASST-SENIOR	05M	5	\$30,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5	\$31,200.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$31,741.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$31,741.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$32,198.00	3	1	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$32,386.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$33,238.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$33,426.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$34,320.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
57762 : 57762-LIBRY SER ASST-SENIOR	05M	5	\$35,402.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$35,776.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
57762 : 57762-LIBRY SER ASST-SENIOR	05M	5	\$35,859.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$36,426.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
13903 : 13903-IS RESOURC SUP TECH S	185	2	\$37,003.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$37,544.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$39,749.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$40,206.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$40,976.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$41,163.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$41,454.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04FN : R04FN-ASSOC ACAD LIBRARIAN	U07	2	\$41,750.00	6	3	2	0	0	1	0	0	0	3	2	1	0	0	0	0	0
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2	\$41,750.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$43,160.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04FN : R04FN-ASSOC ACAD LIBRARIAN	U07	2	\$44,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
00104 : 00104-FINANCIAL SPEC 4	02M	5	\$46,342.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04FN : R04FN-ASSOC ACAD LIBRARIAN	U07	2	\$47,470.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
R04DN : R04DN-ACADEMIC LIBRARIAN	U07	2	\$47,855.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R04DN : R04DN-ACADEMIC LIBRARIAN	U07	2	\$50,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
13602 : 13602-IS COMP SUPP TECH I	185	2	\$50,211.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R92BN : R92BN-SR EDITOR	U13	2	\$51,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$53,671.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$54,857.00	7	2	2	0	0	0	0	0	0	5	4	0	1	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$55,019.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$56,368.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$56,877.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$57,570.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$58,435.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$58,825.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$58,897.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$59,433.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$59,907.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$60,605.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
57800 : 57800-LIBRARIAN	01M	2	\$60,819.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$63,142.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$67,245.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L12LM : L12LM-ASST DIR, LIBR/M	U05	B	\$69,185.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$70,559.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N12NS : N12NS-ADMIN OFFICER/S	U08	B	\$70,700.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L12LL : L12LL-ASST DIR, LIBR/L	U05	B	\$78,780.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
L12LL : L12LL-ASST DIR, LIBR/L	U05	B	\$89,901.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
L12DL : L12DL-DIR, LIBRARY/L	U04	B	\$151,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Totals :				68	20	17	1	1	1	0	0	0	48	42	2	1	2	1	0	0
Percentages :					29%	25%	1%	1%	1%	0%	0%	0%	71%	62%	3%	1%	3%	1%	0%	0%

5003 : B500300-LIBRY/AGS COLLECTN/AGS CLTN Department

57764 : 57764-LIBRY SER ASST - ADV	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04DN : R04DN-ACADEMIC LIBRARIAN	U07	2	\$47,855.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$54,857.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$57,410.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$60,019.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# L12DL : L12DL-DIR, LIBRARY/L	U04	B	\$151,500.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

5004 : B500400-LIBRY/WI ARCHIVES PRG/WI ARCH Department

P12NM : P12NM-ACAD ARCHIVIST II	U07	2	\$51,895.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$54,857.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$67,670.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# L12DL : L12DL-DIR, LIBRARY/L	U04	B	\$151,500.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO

5030 : B503000-LIBRY/ED TECH/LEARN ENVR Department

R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$54,857.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# L12DL : L12DL-DIR, LIBRARY/L	U04	B	\$151,500.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

5080 : B508000-LIBRY/LIBRY AUTOMATN/LIBR AUTO Department

13401 : 13401-IS COMPR SERV PROF	043	2	\$46,280.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$50,003.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2	\$55,852.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L12LL : L12LL-ASST DIR, LIBR/L	U05	B	\$74,114.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# L12DL : L12DL-DIR, LIBRARY/L	U04	B	\$151,500.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					75%	75%	0%	0%	0%	0%	0%	0%	25%	25%	0%	0%	0%	0%	0%	0%

5101 : B510100-INFSTU/ADMINSTRTN/INFO STUDIES Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$30,514.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$31,512.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,800.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$38,896.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$41,122.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$42,218.00	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0
T23FN : T23FN-ASSOC SPEC LIBRARIAN	U07	2	\$43,430.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R12BN : R12BN-SR ADVISOR	U12	2	\$45,147.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D44NNB5101 : D44NN-ADJUNCT INSTRUCTOR T11	T11	2	\$46,132.00	3	3	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$46,490.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$47,982.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$51,522.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB5101 : D80DN-LECTURER T11	T11	2	\$58,018.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D44NNB5101 : D44NN-ADJUNCT INSTRUCTOR T11	T11	2	\$58,241.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
~ D44NNB5101 : D44NN-ADJUNCT INSTRUCTOR T11	T11	2	\$58,241.00	6	3	3	0	0	0	0	0	0	3	3	0	0	0	0	0	0
S74BN : S74BN-SR MARKETING SPEC	U13	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB5101 : D80DN-LECTURER T11	T11	2	\$61,722.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB5101 : D80DN-LECTURER T11	T11	2	\$62,957.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80DNB5101 : D80DN-LECTURER T11	T11	2	\$63,402.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C50NNB5101 : C50NN-INSTRUCTOR F10	F10	2	\$67,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB5101 : D80BN-SENIOR LECTURER T11	T11	2	\$68,894.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80DNB5101 : D80DN-LECTURER T11	T11	2	\$68,894.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB5101 : D80BN-SENIOR LECTURER T11	T11	2	\$71,803.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB5101 : D80BN-SENIOR LECTURER T11	T11	2	\$77,275.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$77,293.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$78,222.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$78,540.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$78,832.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$79,111.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$80,295.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$81,706.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$81,770.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$82,281.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2	\$82,531.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2	\$87,016.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2	\$90,980.00	2	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2	\$91,648.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2	\$92,476.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2	\$99,405.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2	\$104,199.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
~ C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2	\$110,732.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB5101 : C20NN-PROFESSOR F10	F10	2	\$115,192.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB5101 : C20NN-PROFESSOR F10	F10	2	\$118,466.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C20NNB5101 : C20NN-PROFESSOR F10	F10	2	\$119,778.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$120,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB5101 : C20NN-PROFESSOR F10	F10	2	\$128,652.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$161,600.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB5101 : C20NN-PROFESSOR F10	F10	2	\$171,511.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Totals :				57	26	19	2	0	5	0	0	0	31	23	3	2	3	0	0	0
Percentages :					46%	33%	4%	0%	9%	0%	0%	0%	54%	40%	5%	4%	5%	0%	0%	0%

6501 : B650100-NURS/ADMINSTRTN/DEAN Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$32,864.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,800.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$36,816.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$38,730.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
00103 : 00103-FINANCIAL SPEC 3	02M	5	\$40,352.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0
R08FN : R08FN-ASSOC ADM SPECIALIST	U08	2	\$41,980.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$42,201.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R12DN : R12DN-ADVISOR	U12	2	\$44,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R08DN : R08DN-ADMIN SPECIALIST	U08	2	\$45,450.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$48,043.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$48,415.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$49,019.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$49,110.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T16BN : T16BN-SR RESEARCH SPEC	U11	2	\$49,620.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$51,500.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$51,854.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$52,015.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$53,723.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$53,840.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$53,854.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$53,935.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D92DNB6501 : D92DN-FACULTY ASSOCIATE T12	T12	2	\$54,408.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2	\$54,509.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S76BN : S76BN-SR MEDIA SPECIALIST	U13	2	\$55,288.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D92DNB6501 : D92DN-FACULTY ASSOCIATE T12	T12	2	\$55,379.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D92DNB6501 : D92DN-FACULTY ASSOCIATE T12	T12	2	\$55,497.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$56,276.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
D92DNB6501 : D92DN-FACULTY ASSOCIATE T12	T12	2	\$56,764.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$57,799.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$60,771.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$62,944.00	11	1	1	0	0	0	0	0	0	10	8	1	1	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$63,574.00	5	1	1	0	0	0	0	0	0	4	3	1	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$64,223.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$64,726.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$64,808.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$64,808.00	6	1	0	0	0	0	0	0	1	5	5	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$65,619.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$65,650.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$66,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$66,081.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$66,482.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$66,660.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$66,660.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$67,030.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$67,339.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$68,051.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$68,797.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$68,800.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$69,505.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2	\$70,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$70,199.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P65NM : P65NM-OUTREACH PROG MGR II	U07	2	\$70,666.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2	\$70,700.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$70,700.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$72,215.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$72,569.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$73,388.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$75,167.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$76,536.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$76,911.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$77,561.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$78,659.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$78,833.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$80,172.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$80,239.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$80,295.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$80,472.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C40NNB6501 : C40NN-ASSISTANT PROFESSOR F11	F11	2	\$82,897.00	3	0	0	0	0	0	0	0	0	3	1	0	0	2	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$82,897.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$83,391.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D51NNB6501 : D51NN-CLINICAL PROFESSOR T12	T12	2	\$83,679.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2	\$83,942.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$85,397.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB6501 : C40NN-ASSISTANT PROFESSOR F11	F11	2	\$85,794.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$86,167.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$87,608.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$87,884.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C40NNB6501 : C40NN-ASSISTANT PROFESSOR F11	F11	2	\$88,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$89,998.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$90,204.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB6501 : C40NN-ASSISTANT PROFESSOR F11	F11	2	\$90,732.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB6501 : C40NN-ASSISTANT PROFESSOR F11	F11	2	\$91,349.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB6501 : C40NN-ASSISTANT PROFESSOR F11	F11	2	\$91,667.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$91,966.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$92,343.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$92,908.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
N22NM : N22NM-ASSISTANT DEAN/M	U08	B	\$93,421.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$95,170.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2	\$97,521.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$99,642.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$99,836.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$103,588.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2	\$104,130.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$110,111.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NL : N22NL-ASSISTANT DEAN/L	U08	B	\$111,100.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$116,534.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$117,739.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$120,687.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$121,820.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$134,982.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$139,984.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$143,157.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$162,986.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$168,106.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB6501 : C20NN-PROFESSOR F11	F11	2	\$206,670.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$232,300.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Totals :				128	13	7	1	0	3	0	0	2	115	94	13	1	6	1	0	0
Percentages :					10%	5%	1%	0%	2%	0%	0%	2%	90%	73%	10%	1%	5%	1%	0%	0%

7001 : B700100-SPH/PUB HEALTH/PUB HLTH Department

16600 : 16600-UNIV SERVICES ASSOC 1	07M	5	\$27,664.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18060 : 18060-DEAN ASSISTANT	07M	5	\$35,506.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
16470 : 16470-OPER PROGRAM ASSOC	05M	5	\$35,734.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$37,606.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$52,520.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05LN : E05LN-ASST RESEARCHER	U03	2	\$55,550.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$58,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$58,580.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$75,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$95,333.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$97,778.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$98,756.00	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$99,990.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$100,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$100,607.00	2	0	0	0	0	0	0	0	0	2	0	1	0	1	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$100,833.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$101,224.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$101,444.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$101,842.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
N22NI : N22NI-ASSISTANT DEAN/M-L	U05	B	\$104,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2	\$107,397.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB7001 : C30NN-ASSOCIATE PROFESSOR F14	F14	2	\$112,952.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C30NNB7001 : C30NN-ASSOCIATE PROFESSOR F14	F14	2	\$116,038.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB7001 : C30NN-ASSOCIATE PROFESSOR F14	F14	2	\$118,507.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB7001 : C30NN-ASSOCIATE PROFESSOR F14	F14	2	\$127,111.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
C30NNB7001 : C30NN-ASSOCIATE PROFESSOR F14	F14	2	\$132,086.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB7001 : C30NN-ASSOCIATE PROFESSOR F14	F14	2	\$141,778.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
C20NNB7001 : C20NN-PROFESSOR F14	F14	2	\$148,133.00	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$171,111.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB7001 : C20NN-PROFESSOR F14	F14	2	\$172,822.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$232,300.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Totals :				36	13	9	1	0	2	0	0	1	23	16	2	1	4	0	0	0
Percentages :					36%	25%	3%	0%	6%	0%	0%	3%	64%	44%	6%	3%	11%	0%	0%	0%

8601 : B860100-HBSSW/SOC WELF ADM/SOC WEL ADM Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$31,741.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12FN : R12FN-ASSOC ADVISOR	U12	2	\$38,885.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$41,579.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
16410 : 16410-PRG ASST ADV CONF	05M	3	\$48,360.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R12BN : R12BN-SR ADVISOR	U12	2	\$56,560.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB8601 : D52NN-CLINICAL ASSOC PROF T13	T13	2	\$64,640.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
06302 : 06302-MARKETING SPEC - SR	06M	2	\$65,125.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
M12DL : M12DL-DIR, STUDENT SERV/L	U05	B	\$70,700.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2	\$71,071.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$77,522.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
P65NL : P65NL-OUTREACH PROG MGR III	U07	2	\$80,800.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A51NN : A51NN-ASSOCIATE DEAN	U02	B	\$145,000.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
A20NN : A20NN-DEAN	U01	A	\$191,900.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				14	3	1	1	0	1	0	0	0	11	9	1	0	1	0	0	0
Percentages :					21%	7%	7%	0%	7%	0%	0%	0%	79%	64%	7%	0%	7%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
8605 : B860500-HBSSW/SOC WELF ADM/BATO Department																				
19410 : 19410-HR ASST	05M	3	\$41,059.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$48,672.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2	\$60,008.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
10910 : 10910-UW HUMAN RESOURCES MG	01M	2	\$61,714.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,900.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	0	0	0	0	0	0	0	0	4	3	0	0	0	0	0	1
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	75%	0%	0%	0%	0%	0%	25%

8610 : B861000-HBSSW/SW/SW-GEN Department																				
~ D80FNB8610 : D80FN-ASSOC LECTURER T13	T13	2	\$32,725.00	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
07401 : 07401-COMM SERV TECH	01M	2	\$34,216.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D80FNB8610 : D80FN-ASSOC LECTURER T13	T13	2	\$34,222.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$37,918.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
~ D80DNB8610 : D80DN-LECTURER T13	T13	2	\$41,477.00	17	7	7	0	0	0	0	0	0	10	9	1	0	0	0	0	0
D80DNB8610 : D80DN-LECTURER T13	T13	2	\$41,477.00	7	2	2	0	0	0	0	0	0	5	3	1	0	0	0	0	1
D53NNB8610 : D53NN-CLINICAL ASST PROF T13	T13	2	\$53,485.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D53NNB8610 : D53NN-CLINICAL ASST PROF T13	T13	2	\$53,522.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S48BN : S48BN-SR INSTRUCTIONAL SPEC	U07	2	\$54,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$57,000.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$57,570.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
05320 : 05320-UNIV BUS SPEC SUP	01M	3	\$58,843.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
D52NNB8610 : D52NN-CLINICAL ASSOC PROF T13	T13	2	\$60,398.00	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
~ D80BNB8610 : D80BN-SENIOR LECTURER T13	T13	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB8610 : D52NN-CLINICAL ASSOC PROF T13	T13	2	\$61,579.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$62,418.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$62,418.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$63,933.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D80BNB8610 : D80BN-SENIOR LECTURER T13	T13	2	\$68,915.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D52NNB8610 : D52NN-CLINICAL ASSOC PROF T13	T13	2	\$77,462.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB8610 : C40NN-ASSISTANT PROFESSOR F12	F12	2	\$80,239.00	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB8610 : C40NN-ASSISTANT PROFESSOR F12	F12	2	\$80,856.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
P65NL : P65NL-OUTREACH PROG MGR III	U07	2	\$81,305.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB8610 : C40NN-ASSISTANT PROFESSOR F12	F12	2	\$83,722.00	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
C40NNB8610 : C40NN-ASSISTANT PROFESSOR F12	F12	2	\$84,333.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB8610 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$89,305.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB8610 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$92,283.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB8610 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$92,968.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB8610 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$93,077.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB8610 : C20NN-PROFESSOR F12	F12	2	\$97,205.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB8610 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$99,229.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C20NNB8610 : C20NN-PROFESSOR F12	F12	2	\$106,779.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C20NNB8610 : C20NN-PROFESSOR F12	F12	2	\$124,679.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB8610 : C20NN-PROFESSOR F12	F12	2	\$141,953.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C20NNB8610 : C20NN-PROFESSOR F12	F12	2	\$181,759.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,900.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				62	20	18	2	0	0	0	0	0	42	33	6	0	1	0	0	2
Percentages :					32%	29%	3%	0%	0%	0%	0%	0%	68%	53%	10%	0%	2%	0%	0%	3%

8615 : B861500-HBSSW/APPGERO/APPGERONTOLOGY Department

S44FN : S44FN-ASSOC INF PROC CONSLT	U10	2	\$40,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2	\$55,550.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$76,367.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,900.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

8620 : B862000-HBSSW/CJ/CJ-GEN Department

07401 : 07401-COMM SERV TECH	01M	2	\$35,714.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
E05LN : E05LN-ASST RESEARCHER	U03	2	\$39,011.00	2	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
~ D80DNB8620 : D80DN-LECTURER T13	T13	2	\$41,477.00	11	5	5	0	0	0	0	0	0	6	4	2	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$44,440.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
25060 : 25060-ACADEMIC DEPT SPEC	05M	5	\$45,282.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$48,480.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$53,502.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D80BNB8620 : D80BN-SENIOR LECTURER T13	T13	2	\$56,222.00	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
D80BNB8620 : D80BN-SENIOR LECTURER T13	T13	2	\$58,084.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T32BN : T32BN-SR SYSTEMS PROGRAMMER	U10	2	\$58,360.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2	\$65,391.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB8620 : C40NN-ASSISTANT PROFESSOR F12	F12	2	\$70,363.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C40NNB8620 : C40NN-ASSISTANT PROFESSOR F12	F12	2	\$74,556.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M93FN : M93FN-ASC DIR, UNSPEC (7)	U06	B	\$84,264.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB8620 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$84,688.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2	\$84,840.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
C30NNB8620 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$86,411.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB8620 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$87,492.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
C30NNB8620 : C30NN-ASSOCIATE PROFESSOR F12	F12	2	\$96,287.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M93DN : M93DN-DIR, UNSPECIFIED (7)	U05	B	\$104,030.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,900.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				31	18	15	1	1	1	0	0	0	13	10	3	0	0	0	0	0
Percentages :					58%	48%	3%	3%	3%	0%	0%	0%	42%	32%	10%	0%	0%	0%	0%	0%

8635 : B863500-HBSSW/CABHR/CABHR-GENERAL Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$36,421.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$48,884.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
E05FN : E05FN-ASSOC RESEARCHER	U03	2	\$49,086.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2	\$74,437.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2	\$81,009.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,900.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	2	2	0	0	0	0	0	0	3	2	1	0	0	0	0	0
Percentages :					40%	40%	0%	0%	0%	0%	0%	0%	60%	40%	20%	0%	0%	0%	0%	0%

8640 : B864000-HBSSW/OUTREACH/OUTREACH Department

R08BN : R08BN-SR ADMIN SPECIALIST	U08	2	\$57,872.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$191,900.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

9001 : B900120-SCE/ADMIN/MARKETING Department

16660 : 16660-UNIV SERVICES ASSOC 2	07M	5	\$32,198.00	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
12361 : 12361-COMM SPEC	06M	2	\$32,573.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
19410 : 19410-HR ASST	05M	3	\$39,520.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$41,750.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
T54DN : T54DN-UNIV RELATIONS SPEC	U13	2	\$45,000.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13402 : 13402-IS COMP SERV SEN	043	2	\$47,008.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19510 : 19510-HR ASST ADV	05M	3	\$48,339.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S74DN : S74DN-MARKETING SPECIALIST	U13	2	\$48,480.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
13362 : 13362-IS NET SERV SENIOR	043	2	\$50,107.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05300 : 05300-UNIVERSITY BUS SPEC	05M	2	\$51,522.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
13462 : 13462-IS TECH SRV SENIOR	043	2	\$51,834.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R16BN : R16BN-SR ARTIST	U13	2	\$52,203.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
S74BN : S74BN-SR MARKETING SPEC	U13	2	\$53,530.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
12362 : 12362-COMM SPEC SENR	06M	2	\$58,594.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P65NL : P65NL-OUTREACH PROG MGR III	U07	2	\$88,925.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D92DNB9001 : D92DN- FACULTY ASSOCIATE T14	T14	2	\$94,409.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A20NN : A20NN-DEAN	U01	A	\$145,000.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				18	8	7	0	0	1	0	0	0	10	7	2	0	0	0	0	1
Percentages :					44%	39%	0%	0%	6%	0%	0%	0%	56%	39%	11%	0%	0%	0%	0%	6%

9002 : B900200-SCE/CONF SVCS/CS ADMIN Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$33,821.00	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$34,590.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
76126 : 76126-FAC REPAIR WORKER-ADV	09M	9	\$35,901.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$41,750.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$41,915.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18520 : 18520-UNIV CONF COORD SUPV	01M	2	\$55,682.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$65,026.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				8	4	4	0	0	0	0	0	0	4	2	2	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	25%	25%	0%	0%	0%	0%	0%

9030 : B903000-SCE/WORK DEVL P CTR/WRKFRC DEV Department

S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$48,480.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
Totals :					1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Percentages :						0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%

9048 : B904800-SCE/ENGINEERING/ENGINEERING Department

S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$48,480.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D92DNB9048 : D92DN-FACULTY ASSOCIATE T14	T14	2	\$93,708.00	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :					2	1	0	0	0	1	0	0	1	1	0	0	0	0	0	0
Percentages :						50%	0%	0%	0%	50%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

9050 : B905000-SCE/BUS&MGMT/BUS&MGMT Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$37,773.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$40,400.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$40,747.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
16320 : 16320-PRG ASST SUP	05M	3	\$43,222.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$43,430.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$56,255.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D92DNB9050 : D92DN-FACULTY ASSOCIATE T14	T14	2	\$95,213.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :					7	0	0	0	0	0	0	0	7	7	0	0	0	0	0	0
Percentages :						0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

9051 : B905100-SCE/BUS OUTRCH/BUS OUTRCH Department

S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$40,400.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$45,081.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$45,652.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$47,855.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
D92DNB9051 : D92DN-FACULTY ASSOCIATE T14	T14	2	\$98,980.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				5	3	3	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Percentages :					60%	60%	0%	0%	0%	0%	0%	0%	40%	20%	20%	0%	0%	0%	0%	0%

9052 : B905200-SCE/ET/ETI Department

E10BN : E10BN-SENIOR SCIENTIST	U03	2	\$87,141.00	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%

9061 : B906100-SCE/CONSUMER AFFRS/CONS AFF Department

S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$50,106.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%

9062 : B906200-SCE/URBAN COMM DEV/UCD Department

S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$37,370.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$51,282.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$59,326.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$64,821.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
E05DN : E05DN-RESEARCHER	U03	2	\$65,650.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
C30NNB9062 : C30NN-ASSOCIATE PROFESSOR F13	F13	2	\$103,416.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				6	0	0	0	0	0	0	0	0	6	0	1	0	5	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	17%	0%	83%	0%	0%	0%

9064 : B906400-SCE/PUBLIC ALLIES Department

S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$37,500.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$44,945.00	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$62,620.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	1	1	0	0	0	0	0	0	3	1	1	1	0	0	0	0
Percentages :					25%	25%	0%	0%	0%	0%	0%	0%	75%	25%	25%	25%	0%	0%	0%	0%

9071 : B907100-SCE/EARLY CHILD/ECPDL Department

D80DNB9071 : D80DN-LECTURER T14	T14	2	\$42,420.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$51,887.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$53,578.00	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	0	0	0	0	0	0	0	0	3	2	0	0	1	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	67%	0%	0%	33%	0%	0%	0%

9073 : B907300-SCE/GOVERNMENTAL AFF/GOVT AFF Department

08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$34,882.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D92DNB9073 : D92DN-FACULTY ASSOCIATE T14	T14	2	\$70,700.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
C20NNB9073 : C20NN-PROFESSOR F13	F13	2	\$99,149.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	1	1	0	0	0	0	0	0	2	0	2	0	0	0	0	0
Percentages :					33%	33%	0%	0%	0%	0%	0%	0%	67%	0%	67%	0%	0%	0%	0%	0%

9075 : B907500-SCE/TRANSPORTATION/TRANSPORT Department

S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$45,398.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

9076 : B907600-SCE/YWLC/YOUTH WORK Department

S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$43,512.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$48,356.00	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$66,575.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C40NNB9076 : C40NN-ASSISTANT PROFESSOR F13	F13	2	\$80,800.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				4	2	1	1	0	0	0	0	0	2	1	1	0	0	0	0	0
Percentages :					50%	25%	25%	0%	0%	0%	0%	0%	50%	25%	25%	0%	0%	0%	0%	0%

9077 : B907700-SCE/AGING&HUMN SVC/CTR AGING Department

S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2	\$43,430.00	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$55,782.00	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
D92DNB9077 : D92DN-FACULTY ASSOCIATE T14	T14	2	\$80,800.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				3	0	0	0	0	0	0	0	0	3	1	1	1	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	33%	33%	33%	0%	0%	0%	0%

: Manages more than one department ~ : Part Time

Workforce Analysis Report

41 CFR Section 60-2.11 (c)

Job Code & Title	Job Group	EEO	Salary	Total Emps	Males								Females							
					Total	WHI	BLK	HIS	ASI	AMI	PH	TWO	Total	WHI	BLK	HIS	ASI	AMI	PH	TWO
9081 : B908100-SCE/ARTS HUMN&SCI/AHS Department																				
P65NL : P65NL-OUTREACH PROG MGR III	U07	2	\$89,543.00	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentages :					100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9083 : B908300-SCE/OSHER/OLLI Department																				
08500 : 08500-UNIV SVC PRG ASSOC	05M	5	\$35,547.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%
9084 : B908400-SCE/COLG FOR KIDS/COLG KIDS Department																				
S92DN : S92DN-OUTREACH SPECIALIST	U07	2	\$42,622.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
S92BN : S92BN-SR OUTREACH SPEC	U07	2	\$60,600.00	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
# A20NN : A20NN-DEAN	U01	A	\$145,000.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals :				2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Percentages :					0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%
Plan Totals :				3850	1780	1386	144	68	148	15	0	19	2070	1592	244	86	107	17	1	23
Plan Percentages :					46%	36%	4%	2%	4%	0%	0%	0%	54%	41%	6%	2%	3%	0%	0%	1%

: Manages more than one department ~ : Part Time

3.2 Lines of Progression

The following Lines of Progression documents display the opportunity for progression within a title series for each UWM position. Each of these title series is maintained by either the University of Wisconsin System Administration or the Office of State Employment Relations (OSER) and is administered by UWM's Department of Human Resources.

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 00102-FINANCIAL SPEC 2 - 00104-FINANCIAL SPEC 4				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
00102-FINANCIAL SPEC 2	15.11-17.41	8	2	1	0	0	0	0	0	0	1	7	2	0	0	0	0	0	5	0	0
00103-FINANCIAL SPEC 3	16.34-20.49	15	5	4	0	0	0	0	0	0	4	11	0	1	1	2	0	1	6	0	0
00104-FINANCIAL SPEC 4	17.67-22.06	12	2	3	0	0	0	0	0	0	3	9	0	1	0	0	0	0	7	0	0
Total		35	9	8	0	0	0	0	0	0	8	27	2	2	1	2	0	1	18	0	0
% of Total		100%	26%	23%	0%	0%	0%	0%	0%	0%	23%	77%	6%	6%	3%	6%	0%	3%	51%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 00120-FINANCIAL SPECIALIST PROG SUPV.				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
00120-FINANCIAL SPECIALIST PRO	26.54	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
Total		2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 00160-ACCOUNTANT				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range		Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
00160-ACCOUNTANT	18.10-25.07	11	3	6	1	0	0	0	0	0	5	5	0	1	0	1	0	0	3	0	0
Total		11	3	6	1	0	0	0	0	0	5	5	0	1	0	1	0	0	3	0	0
% of Total		100%	27%	55%	9%	0%	0%	0%	0%	0%	45%	45%	0%	9%	0%	9%	0%	0%	27%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 00204-AUDITOR SENIOR - 00205-AUDITOR - ADV				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
00204-AUDITOR-SENIOR	30.89	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
00205-AUDITOR - ADVANCED	41.33	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 00263-ACCOUNTANT - JOURNEY - 00264 ACCOUNTANT - SENIOR				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
00263-ACCOUNTANT - JOURNEY	22.43-36.54	14	1	1	0	0	0	1	0	0	1	13	0	1	0	0	0	0	12	0	0
00264-ACCOUNTANT-SENIOR	25.36-29.06	2	2	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	0	0
Total		15	7	2	0	0	0	2	0	0	1	13	0	1	0	1	0	0	12	0	0
% of Total		100%	47%	13%	0%	0%	0%	13%	0%	0%	7%	87%	0%	7%	0%	7%	0%	0%	80%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 00580-FINANCIAL PROG SUPV				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
00580-FINANCIAL PROG SUPV	29.13 - 29.75	4	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	3	0
Total		4	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	3	0	0
% of Total		100%	0%	25%	0%	0%	0%	0%	0%	0%	25%	75%	0%	0%	0%	0%	0%	0%	75%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 04161-COLLECTIONS SPEC				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
04161-COLLECTIONS SPEC	19.13 - 20.12	4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	0
Total		4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 04401-UNIV GRANTS&CONTR SPEC-04402-UNIV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
04401-UNIV GRANTS & CONTR SP	22.03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04402-UNIV GRANTS & CONTR SPE	23.56	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 05300-UNIVERSITY BUS SPEC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
05300-UNIVERSITY BUS SPEC	17.16-27.89	14	5	3	0	1	0	0	0	1	1	11	2	0	0	1	0	0	8	0	0
Total		14	5	3	0	1	0	0	0	1	1	11	2	0	0	1	0	0	8	0	0
% of Total		100%	36%	21%	0%	7%	0%	0%	0%	7%	7%	79%	14%	0%	0%	7%	0%	0%	57%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 05320-UNIV BUS SPEC SUP				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
05320-UNIV BUS SPEC SUP	26.25-30.02	2	2	1	0	0	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0
Total		2	2	1	0	0	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0
% of Total		100%	100%	50%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	0%	0%	0%	50%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 06021-ACAD DEPT SUPV				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
06021-ACAD DEPT SUPV	21.55 - 25.74	2	1	1	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0
Total		2	1	1	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0
% of Total		100%	50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	50%	0%	0%	0%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 06022-ACADEMIC DEPT MGR				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
06022-ACADEMIC DEPT MANAGER	26.31 - 31.35	5	0	2	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	3	0
Total		5	0	2	0	0	0	0	0	0	2	3	0	0	0	0	0	0	3	0	0
% of Total		100%	0%	40%	0%	0%	0%	0%	0%	0%	40%	60%	0%	0%	0%	0%	0%	0%	60%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 06301-MARKETING SPEC 06302-MARKETING SR				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
06301-MARKETING SPEC	24.00	2	1	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	1	0	0
06302-MARKETING SPEC SR	31	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
Total		3	1	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	2	0	0	0
% of Total		100%	33%	0%	0%	0%	0%	0%	0%	0%	0%	67%	33%	0%	0%	0%	0%	0%	67%	0%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis Lines of Progression

[illegible]

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 07010-UNIV EXEC STAFF ASST				MALES								FEMALES								UNKNOWNNS		
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total										
07010-UNIV EXEC STAFF ASST	22.54-25.83	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0
Total		2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Milwaukee
As of 10/31/2013

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 08400-UNIV BENEFIT SPEC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
08400-UNIV BENEFIT SPEC	20.58 - 21.99	3	1	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	2	0	0
Total		3	1	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	2	0	0
% of Total		100%	33%	0%	0%	0%	0%	0%	0%	0%	0%	100%	33%	0%	0%	0%	0%	0%	67%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 08500-UNIV SVC PRG ASSOC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
08500-UNIV SVC PRG ASSOC	15.11-20.48	74	25	5	1	0	0	0	0	1	3	69	17	0	2	3	0	1	46	0	0
Total		74	25	5	1	0	0	0	0	1	3	69	17	0	2	3	0	1	46	0	0
% of Total		100%	34%	7%	1%	0%	0%	0%	0%	1%	4%	93%	23%	0%	3%	4%	0%	1%	62%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 09210-BUD & POL ANA DIV ADV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
09210-BUD & POL ANA DIV ADV	25.31-42.54	4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
Total		4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	75%	0%	0%	0%	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 09472-PROG & POL ANALYS-ADV 09471-PROG				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
09472-PROG & POL ANAL-ADV	34.84	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
09471-PROG & POL ANALYST	23.23	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0
Total		2	0	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	100%	0%	0%	0%	0%	0%	0%	100%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 10402-PURCHASING AGENT-OBJ - 10403-PURCHASING AGENT-SEN				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
10402-PURCHAS AGENT-OBJ	20.20 - 22.19	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
10403-PURCHAS AGENT-SEN	30.37	4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0
Total		5	0	3	0	0	0	0	0	0	3	2	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	60%	0%	0%	0%	0%	0%	0%	60%	40%	0%	0%	0%	0%	0%	0%	40%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 10802-HR SPECIALIST - 10803-HR SPECIALIST SR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
10802-HR SPECIALIST	21.18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10803-HR SPECIALIST SR	23.01 - 24.57	5	0	3	0	0	0	0	0	0	3	2	0	0	0	0	0	0	0	0	0
Total		5	0	3	0	0	0	0	0	0	3	2	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	60%	0%	0%	0%	0%	0%	0%	60%	40%	0%	0%	0%	0%	0%	0%	40%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 10910-UW HUMAN RESOURCES MG				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
10910-UW HUMAN RESOURCES M	23.80-27.34	5	1	2	0	0	0	1	0	0	1	3	0	0	0	0	0	0	3	0	0
Total		5	1	2	0	0	0	1	0	0	1	3	0	0	0	0	0	0	3	0	0
% of Total		100%	20%	40%	0%	0%	0%	20%	0%	0%	20%	60%	0%	0%	0%	0%	0%	0%	60%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 11210-EMP REL PROGRAM COORD				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
11210-EMP REL PROGRAM COORD	40.47	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Milwaukee
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Workforce Analysis
Lines of Progression

TITLE SERIES: 12361-COMM SPEC - 12362-COMM SPEC SENR				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
12361-COMM SPEC	14.85-22.15	6	2	3	0	1	0	0	0	0	2	3	0	1	0	0	0	1	2	0	0
12362-COMM SPEC SENR	20.91-27.89	5	0	1	0	0	0	0	0	0	1	4	1	0	0	0	0	0	4	0	0
12363-COMM SPEC ADV	36.34	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		12	2	4	0	1	0	0	0	0	3	8	1	1	0	0	0	1	7	0	0
% of Total		100%	17%	33%	0%	8%	0%	0%	0%	0%	25%	67%	8%	8%	0%	0%	0%	8%	58%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13302-IS DATA SERV SENIOR - 13303-IS DATA SERV SPEC				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
13302-IS DATA SERV SENIOR	22.43 - 29.24	3	0	3	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
13303-IS DATA SERV SPEC	37.05 - 42.29	4	2	1	2	0	0	0	0	0	1	3	1	1	0	0	0	0	1	0	0
Total		7	2	4	2	0	0	0	0	0	4	3	1	1	0	0	0	0	1	0	0
% of Total		100%	29%	57%	29%	0%	0%	0%	0%	0%	57%	43%	14%	14%	0%	0%	0%	0%	14%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis Lines of Progression

TITLE SERIES: 13361-IS NET SERV PROF - 13364-IS NET SERV				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
13361-IS NET SERV PROF	23.43	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
13362-IS NET SERV SENIOR	23.85 - 32.42	4	0	4	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
13363-IS NET SERV SPEC	26.99 - 35.81	9	0	4	2	0	0	0	0	0	6	1	0	0	0	0	0	0	0	1	0	0
13364-IS NET SERV CONS/ADM	42.88	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total		15	0	10	2	0	0	0	0	0	12	1	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	67%	13%	0%	0%	0%	0%	0%	80%	7%	0%	0%	0%	0%	0%	0%	7%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13372-IS SYS DEV SRV SENIOR - 13373-IS SYS D				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
13372-IS SYS DEV SRV SENIOR	24.21-29.23	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
13373-IS SYS DEV SRV SPEC	32.24 - 40.55	9	0	4	0	0	0	0	0	0	4	3	0	1	0	0	0	0	0	3	0
Total		11	0	6	0	0	0	0	0	0	6	3	0	1	0	0	0	0	3	0	0
% of Total		100%	0%	55%	0%	0%	0%	0%	0%	0%	55%	27%	0%	9%	0%	0%	0%	0%	27%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13400-COMPUTER PRINT TECH				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
13400-COMPUTER PRINT TECH	12.84	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13401-IS COMPR SERV PROF -13402-IS COMP S				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
13401-IS COMPR SERV PROF	20.62-22.17	2	0	2	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
13402-IS COMP SERV SEN	22.66-30.41	9	0	8	0	0	0	1	0	0	8	1	0	0	0	0	0	0	1	0	0
13403-IS COMP SERV SPEC	26.17 - 32.67	6	0	4	0	0	0	0	0	0	4	2	0	0	0	0	0	0	2	0	0
Total		17	0	14	0	1	0	1	0	0	14	3	0	0	0	0	0	0	3	0	0
% of Total		100%	0%	82%	0%	6%	0%	6%	0%	0%	82%	18%	0%	0%	0%	0%	0%	0%	18%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13602-IS COMP SUPP TECH I				MALES								FEMALES								UNKNOWN	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
13602-IS COMP SUPP TECH I	23.90	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13461-IS TECH SRV PROF -13462-IS TECH SRV SEN				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
13461-IS TECH SRV PROF	19.00	5	3	5	0	1	0	1	0	1	2	0	0	0	0	0	0	0	0	0	0
13462-IS TECH SRV SENIOR	22.64 - 36.90	31	9	26	1	2	0	1	0	2	20	5	1	1	0	0	0	1	2	0	0
13463-IS TECH SRV SPEC	26.17 - 40.71	40	6	32	2	2	0	0	0	0	28	8	1	0	0	0	0	0	7	0	0
13464-IS TECH SRV CONS/ADM	38.13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		76	18	63	3	5	0	2	0	3	50	13	2	1	0	0	0	1	9	0	0
% of Total		100%	24%	83%	4%	7%	0%	3%	0%	4%	66%	17%	3%	1%	0%	0%	0%	1%	12%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13522-IS SUPERVISOR 2				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
13522-IS SUPERVISOR 2	32.50-45.01	14	1	11	0	0	0	1	0	0	10	3	0	0	0	0	0	0	3	0	0
Total		14	1	11	0	0	0	1	0	0	10	3	0	0	0	0	0	0	3	0	0
% of Total		100%	7%	79%	0%	0%	0%	7%	0%	0%	71%	21%	0%	0%	0%	0%	0%	0%	21%	0%	0%

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Workforce Analysis
Lines of Progression

TITLE SERIES: 13661-IS BUS AUTO ANALYST -13662-IS BUS AU				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
13661-IS BUS AUTO ANALYST	19.88 - 27.86	6	1	3	0	0	1	0	0	0	2	3	0	0	0	0	0	0	0	3	0	0
13662-IS BUS AUTO SENIOR	23.25 - 31.18	6	1	2	1	0	0	0	0	0	1	4	0	0	0	0	0	0	4	0	0	
13663-IS BUS AUTO SPEC	27.37-36.64	2	1	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1	0	0	
Total		14	3	5	1	0	1	0	0	0	3	9	1	0	0	0	0	0	8	0	0	
% of Total		100%	21%	36%	7%	0%	7%	0%	0%	0%	21%	64%	7%	0%	0%	0%	0%	0%	57%	0%	0%	

Milwaukee

As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 13661-IS BUS AUTO ANALYST -13662-IS BUS AL				MALES								FEMALES								UNKNOWNNS	
		Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range																				
13661-IS BUS AUTO ANALYST	19.88 - 27.86	6	1	3	0	0	1	0	0	0	2	3	0	0	0	0	0	0	3	0	0
13662-IS BUS AUTO SENIOR	23.25 - 31.18	6	1	2	1	0	0	0	0	0	1	4	0	0	0	0	0	0	4	0	0
13663-IS BUS AUTO SPEC	27.37-36.64	2	1	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1	0	0
Total		14	3	5	1	0	1	0	0	0	3	9	1	0	0	0	0	0	8	0	0
% of Total		100%	21%	36%	7%	0%	7%	0%	0%	0%	21%	64%	7%	0%	0%	0%	0%	0%	57%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 13703-IS NETWORK SUP TECH S				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
13703-IS NETWORK SUP TECH S	22.22	2	1	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1	0	0
Total		2	1	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1	0	0
% of Total		100%	50%	0%	0%	0%	0%	0%	0%	0%	0%	100%	50%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 14560-TRAINING COORDINATOR - 14561-TRAINING OFFICER				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
14560-TRAINING COORDINATOR	28.74	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14561-TRAINING OFFICER	26.00	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 15100-ADMIN TELECOM SPEC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
15100-ADMIN TELECOM SPEC	19.14 - 23.51	4	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	3	0	0
Total		4	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	3	0	0
% of Total		100%	0%	25%	0%	0%	0%	0%	0%	0%	25%	75%	0%	0%	0%	0%	0%	0%	75%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 16000-OFFICE ASSOCIATE				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
16000-OFFICE ASSOCIATE	13.03-13.28	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 16160-OFFICE OPER ASSOCIATE				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
16160-OFFICE OPER ASSOCIATE	14.68-15.96	12	5	3	1	0	0	0	0	0	2	9	2	1	0	1	0	0	5	0	0
Total		12	5	3	1	0	0	0	0	0	2	9	2	1	0	1	0	0	5	0	0
% of Total		100%	42%	25%	8%	0%	0%	0%	0%	0%	17%	75%	17%	8%	0%	8%	0%	0%	42%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 16320-PRG ASST SUP				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
16320-PRG ASST SUP	20.58-21.16	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 16320-PRG ASST SUP				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
16320-PRG ASST SUP	20.58-21.16	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 16410-PRG ASST ADV CONF				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
16410-PRG ASST ADV CONF	15.55-25.96	17	3	0	0	0	0	0	0	0	0	17	2	1	0	0	0	0	14	0	0
Total		17	3	0	0	0	0	0	0	0	0	17	2	1	0	0	0	0	14	0	0
% of Total		100%	18%	0%	0%	0%	0%	0%	0%	0%	0%	100%	12%	6%	0%	0%	0%	0%	82%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 16420-PRG ASST SUP ADV				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
16420-PRG ASST SUP ADV	21.86-22.86	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 16470-OPER PROGRAM ASSOC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
16470-OPER PROGRAM ASSOC	15.13-20.58	13	2	4	0	0	0	0	0	0	4	9	2	0	0	0	0	0	7	0	0
Total		13	2	4	0	0	0	0	0	0	4	9	2	0	0	0	0	0	7	0	0
% of Total		100%	15%	31%	0%	0%	0%	0%	0%	0%	31%	69%	15%	0%	0%	0%	0%	0%	54%	0%	0%

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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 16600-UNIV SERVICES ASSOC 1 - 16660-UNIV S				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
16600-UNIV SERVICES ASSOC 1	12.92-17.74	18	3	2	0	0	0	0	0	0	2	16	2	1	0	0	0	0	13	0	0
16660-UNIV SERVICES ASSOC 2	13.97-19.79	45	13	8	1	0	0	0	0	0	7	37	7	0	2	2	0	1	25	0	0
Total		63	16	10	1	0	0	0	0	0	9	53	9	1	2	2	0	1	38	0	0
% of Total		100%	25%	16%	2%	0%	0%	0%	0%	0%	14%	84%	14%	2%	3%	3%	0%	2%	60%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 18060-DEAN ASSISTANT				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
18060-DEAN ASSISTANT	25	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
Total		1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
% of Total		100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 18500-UNIV CONF COORDINATOR - 18520-UNIV				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
18500-UNIV CONF COORDINATOR	17.65-22.82	5	1	3	0	1	0	0	0	0	2	2	0	0	0	0	0	0	2	0	0
18520-UNIV CONF COORDINATOR	26.5	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Total		8	1	4	0	1	0	0	0	0	3	2	0	0	0	0	0	0	2	0	0
% of Total		100%	13%	50%	0%	13%	0%	0%	0%	0%	38%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%

Milwaukee
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Workforce Analysis
Lines of Progression

TITLE SERIES: 19410-HR ASST - 19510-HR ASST ADV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
19410-HR ASST	16.00-26.01	14	6	0	0	0	0	0	0	0	0	14	5	0	0	1	0	0	8	0	0
19510-HR ASST ADV	20.98-27.33	10	2	3	0	0	0	0	0	0	3	7	2	0	0	0	0	0	5	0	0
Total		24	8	3	0	0	0	0	0	0	3	21	7	0	0	1	0	0	13	0	0
% of Total		100%	33%	13%	0%	0%	0%	0%	0%	0%	13%	88%	29%	0%	0%	4%	0%	0%	54%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: 19410-HR ASST - 19510-HR ASST ADV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
19410-HR ASST	16.00-26.01	14	6	0	0	0	0	0	0	0	0	14	5	0	0	1	0	0	8	0	0
19510-HR ASST ADV	20.98-27.33	10	2	3	0	0	0	0	0	0	3	7	2	0	0	0	0	0	5	0	0
Total		24	8	3	0	0	0	0	0	0	3	21	7	0	0	1	0	0	13	0	0
% of Total		100%	33%	13%	0%	0%	0%	0%	0%	0%	13%	88%	29%	0%	0%	4%	0%	0%	54%	0%	0%

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Workforce Analysis
Lines of Progression

TITLE SERIES: 19813-STU STATUS EXAM ASSOC - 19814-STU STATUS EXAM SENIO				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
19813-STU STATUS EXAM ASSOC	15.11 - 15.21	7	3	4	1	0	0	0	0	1	2	3	1	0	0	0	0	0	2	0	0
19814-STU STATUS EXAM SENIO	16.34 - 21.39	13	1	3	0	0	0	1	0	0	2	10	0	0	0	0	0	0	10	0	0
Total		20	4	7	1	0	0	1	0	1	4	13	1	0	0	0	0	0	12	0	0
% of Total		100%	20%	35%	5%	0%	0%	5%	0%	5%	20%	65%	5%	0%	0%	0%	0%	0%	60%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 20171-SHIP & MAIL ASSOC - 20172-SHIP & MAIL				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
20171-SHIP & MAIL ASSOC	12.23 - 12.85	3	1	1	0	0	0	0	0	0	1	2	1	0	0	1	0	1	1	0	0
20172-SHIP & MAIL ASSOC-ADV	13.43 - 15.16	2	1	0	0	0	0	0	0	0	0	2	0	0	0	1	0	0	1	0	0
Total		5	2	1	0	0	0	0	0	0	1	4	1	0	0	2	0	1	2	0	0
% of Total		100%	40%	20%	0%	0%	0%	0%	0%	0%	20%	80%	20%	0%	0%	40%	0%	20%	40%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 21120-PAY & BEN PROG SUPV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
21120-PAY & BEN PROG SUPV	36.07	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0
Total		2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 21311-PAY & BEN SPEC - 21312-PAY & BEN SPEC				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
21311-PAY & BEN SPEC	15.10-18.27	3	1	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	2	0	0
21312-PAY & BEN SPEC ADV		3	0	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	1		
Total		10	2	4	0	0	0	0	0	0	4	3	1	0	0	0	0	1	4	0	0
% of Total		100%	20%	40%	0%	0%	0%	0%	0%	0%	40%	30%	10%	0%	0%	0%	0%	10%	40%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 23001-MED PROG ASST - 23002 MED PROG ASS				MALES								FEMALES								UNKNOWN		
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total										
23001-MEDICAL PROGRAM ASST	15.03	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
23002-MEDICAL PRO ASST ASSO	15.11 - 15.52	4	1	1	0	0	0	0	0	0	1	3	0	0	0	0	1	0	0	2	0	0
23003-MEDICAL PRO ASST SEN	16.34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		5	1	1	0	0	0	0	0	0	1	4	0	0	0	0	1	0	0	3	0	0
% of Total		100%	20%	20%	0%	0%	0%	0%	0%	0%	20%	80%	0%	0%	0%	0%	20%	0%	0%	60%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

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Workforce Analysis
Lines of Progression

TITLE SERIES: 24060-ACADEMIC DEPT ASSOC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
24060-ACADEMIC DEPT ASSOC	15.11-20.52	18	3	3	0	0	0	0	0	0	3	15	3	0	0	0	0	0	12	0	0
Total		18	3	3	0	0	0	0	0	0	3	15	3	0	0	0	0	0	12	0	0
% of Total		100%	17%	17%	0%	0%	0%	0%	0%	0%	17%	83%	17%	0%	0%	0%	0%	0%	67%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 25060-ACADEMIC DEPT SPEC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
25060-ACADEMIC DEPT SPEC	16.34-21.88	13	1	5	0	0	0	0	0	0	5	8	1	0	0	0	0	0	7	0	0
Total		13	1	5	0	0	0	0	0	0	5	8	1	0	0	0	0	0	7	0	0
% of Total		100%	8%	38%	0%	0%	0%	0%	0%	0%	38%	62%	8%	0%	0%	0%	0%	0%	54%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 34301-LAB PREP TECH O - 34302-LAB PREP TECH S				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
34301-LAB PREP TECH O	14.40	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
34302-LAB PREP TECH S	13.78 - 18.31	3	0	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	1	0
Total		4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	75%	0%	0%	0%	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 35061-HISTOLOGY TECH - 35042-HIST TECH SR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
35061-HISTOLOGY TECH	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
35062-HISTOLOGY TECH SR	15.04	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 35662-MEDICAL ASSISTANT 2				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
35662-MEDICAL ASSISTANT 2	16.09	2	2	0	0	0	0	0	0	0	0	2	1	1	0	1	0	0	0	0	0
Total		2	2	0	0	0	0	0	0	0	0	2	1	1	0	1	0	0	0	0	0
% of Total		100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	50%	50%	0%	50%	0%	0%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 41120-MED TECH SUPV - 41162-MED TECH SR				MALES								FEMALES								UNKNOWNNS	

Workforce Analysis
Lines of Progression

TITLE SERIES: 41120-MED TECH SUPV - 41162-MED TECH SR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
41120-MED TECH SUPV	28.75	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
41162-MED TECH SR	25.75 - 26.81	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3	0
Total		4	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 41803-HEALTH PHYSICIST ADV				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
41803-HEALTH PHYSICIST ADV	29.43	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 46071-ANIMAL RES TECH - 46072-ANIMAL RES				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
46071-ANIMAL RESEARCH TECH	85.11.03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46072-ANIMAL RESEARCH TECH C	9.5-13.03	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 55572-ENV HLTH SPEC SR				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
55572-ENV HLTH SPEC SR	26.75	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

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Lines of Progression

TITLE SERIES: 56062-NAT RES RESEARCH SCI SR				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
56062-NAT RES RESEARCH SCI SR	21.19	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 57761-LIBR SRV ASST - 57762-LIBRY SRV ASST				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
57761-LIBRARY SRV ASST	12.90	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57762-LIBRY SRV ASST-SENIOR	14.07 - 17.07	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3	0	0
57764-LIBRY SRV ASST-ADV/LD	15.11 - 20.55	16	2	4	1	0	0	0	0	0	3	12	1	0	0	0	0	0	11	0	0
Total		19	2	4	1	0	0	0	0	0	3	15	1	0	0	0	0	0	14	0	0
% of Total		100%	11%	21%	5%	0%	0%	0%	0%	0%	16%	79%	5%	0%	0%	0%	0%	0%	74%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 57800-LIBRARIAN				MALES								FEMALES								UNKNOWN	
		Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range																				
57800-LIBRARIAN	29.24	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 61460-AUDIOVISUAL SRV ASST				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
61460-AUDIOVISUAL SRV ASST	14.28	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 63200-CURATOR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
63200-CURATOR	18	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 65200-POLICE OFFICER				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
65200-POLICE OFFICER	19.95 - 29.12	29	8	22	4	1	0	2	0	0	15	7	0	0	0	0	0	1	6	0	0
Total		29	8	22	4	1	0	2	0	0	15	7	0	0	0	0	0	1	6	0	0
% of Total		100%	28%	76%	14%	3%	0%	7%	0%	0%	52%	24%	0%	0%	0%	0%	0%	3%	21%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 65512-SECURITY OFFR 2 - 65513-SECURITY OFFR 3				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
65512-SECURITY OFFR 2	12.41 - 13.15	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
65513-SECURITY OFFR 3	13.51 - 27.85	8	2	7	0	0	0	1	0	0	6	1	1	0	0	0	0	0	0	0	0
65513-SECURITY OFFR 4	28.00-29.00	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		10	3	7	0	0	0	2	0	0	6	3	2	0	0	0	0	0	1	0	0
% of Total		100%	30%	70%	0%	0%	0%	20%	0%	0%	60%	30%	20%	0%	0%	0%	0%	0%	10%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 76020-BLDGS/GROUNDS SUPV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
76020-BLDGS/GROUNDS SUPV	18.00-28.34	5	1	4	1	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
Total		5	1	4	1	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
% of Total		100%	20%	80%	20%	0%	0%	0%	0%	0%	60%	20%	0%	0%	0%	0%	0%	0%	20%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 76126-FAC REPAIR WORKER-ADV				MALES								FEMALES								UNKNOWNNS	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
76126-FAC REPAIR WORKER-ADV	15.85-18.77	5	0	4	0	0	0	0	0	0	4	1	0	0	0	0	0	0	0	1	0
Total		5	0	4	0	0	0	0	0	0	4	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	80%	0%	0%	0%	0%	0%	0%	80%	20%	0%	0%	0%	0%	0%	0%	20%	0%	0%

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Workforce Analysis
Lines of Progression

TITLE SERIES: 76220-CUSTODIAL SRV SUPV				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
76220-CUSTODIAL SRV SUPV	14.72-18.54	11	3	6	0	0	0	1	0	0	5	5	1	0	0	0	0	0	0	4	0	0
Total		11	3	6	0	0	0	1	0	0	5	5	1	0	0	0	0	0	4	0	0	
% of Total		100%	27%	55%	0%	0%	0%	9%	0%	0%	45%	45%	9%	0%	0%	0%	0%	0%	36%	0%	0%	

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

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Workforce Analysis
Lines of Progression

TITLE SERIES: 76300-ELECTRICIAN				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
76300-ELECTRICIAN	42.22 - 42.89	4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
Total		4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	75%	0%	0%	0%	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 76320-CUSTODIAL SRV PRO SUP				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
76320-CUSTODIAL SRV PRO SUP	22.14-24.95	5	1	4	1	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
Total		5	1	4	1	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
% of Total		100%	20%	80%	20%	0%	0%	0%	0%	0%	60%	20%	0%	0%	0%	0%	0%	0%	20%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 76400-PAINTER				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
76400-PAINTER	35.26-35.82	4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
Total		4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	75%	0%	0%	0%	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

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Workforce Analysis Lines of Progression

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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

TITLE SERIES: 77101-POWER PLNT OPER - 77103-POWER PLN				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
77101-POWER PLNT OPER	17.51 - 18.14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77102-POWER PLNT OPER-SENR	18.92 - 21.80	7	2	6	2	0	0	0	0	0	4	1	0	0	0	0	0	0	0	1	0
77103-POWER PLNT OPER INCHG	20.43 - 25.54	7	1	7	0	0	0	0	1	0	6	0	0	0	0	0	0	0	0	0	0
Total		14	3	13	2	0	0	1	0	0	10	1	0	0	0	0	0	0	1	0	0
% of Total		100%	21%	93%	14%	0%	0%	7%	0%	0%	71%	7%	0%	0%	0%	0%	0%	0%	7%	0%	0%

Workforce Analysis Lines of Progression

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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 81600-LAW ENFORCEMENT DISPATCHER				MALES								FEMALES								UNKNOWN	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
81600-LAW ENFORCEMENT DISPA	18.22 - 22.53	4	1	1	0	0	0	0	0	0	1	3	1	0	0	0	0	0	0	2	0
Total		4	1	1	0	0	0	0	0	0	1	3	1	0	0	0	0	0	2	0	0
% of Total		100%	25%	25%	0%	0%	0%	0%	0%	0%	25%	75%	25%	0%	0%	0%	0%	0%	50%	0%	0%

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Workforce Analysis Lines of Progression

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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 82620-PRINTING SRV PRG SUP				MALES								FEMALES								UNKNOWN	
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total									
82620-PRINTING SRV PRG SUP	33.54	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 84120-FOOD SRV SUPV				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
84120-FOOD SRV SUPV	16.16 - 23.03	6	3	1	0	0	0	0	0	0	1	5	2	0	0	1	0	0	2	0	0
Total		6	3	1	0	0	0	0	0	0	1	5	2	0	0	1	0	0	2	0	0
% of Total		100%	50%	17%	0%	0%	0%	0%	0%	0%	17%	83%	33%	0%	0%	17%	0%	0%	33%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 84220-FOOD SRV MGR				MALES								FEMALES								UNKNOWNNS		
					Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White		Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
Job Title	Salary Range	Total Employees	Total Minorities	Total								Total										
84220-FOOD SRV MGR	18.57 - 26.44	4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	0	0
Total		4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2	0	0	
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES:84401-COOK 1 - 84402-COOK 2				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
84401-COOK 1	10.50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84402-COOK 2	13.91 - 15.91	5	4	2	2	0	0	0	0	0	0	3	2	0	0	0	0	0	1	0	0
Total		5	4	2	2	0	0	0	0	0	0	3	2	0	0	0	0	0	1	0	0
% of Total		100%	80%	40%	40%	0%	0%	0%	0%	0%	0%	60%	40%	0%	0%	0%	0%	0%	20%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 84801-FOOD SRV ASST 1 - 84802-FOOD SRV ASST 2				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
84801-FOOD SRV ASST 1	7.25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84802-FOOD SRV ASST 2	7.60-11.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84803-FOOD SRV ASST 3	12.89	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84804-FOOD SRV ASST 4	13.91 - 15.91	16	5	8	0	0	2	1	0	0	5	8	0	1	1	0	0	0	6	0	0
Total		16	5	8	0	0	2	1	0	0	5	8	0	1	1	0	0	0	6	0	0
% of Total		100%	31%	50%	0%	0%	13%	6%	0%	0%	31%	50%	0%	6%	6%	0%	0%	0%	38%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: 84880-FOOD SRV ADMIN				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
84880-FOOD SRV ADMIN	35	3	1	2	0	0	0	0	0	0	2	1	0	1	0	0	0	0	0	0	0
Total		3	1	2	0	0	0	0	0	0	2	1	0	1	0	0	0	0	0	0	0
% of Total		100%	33%	67%	0%	0%	0%	0%	0%	0%	67%	33%	0%	33%	0%	0%	0%	0%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: 89161-CUSTODIAN				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
89161-CUSTODIAN	11.28 - 16.95	141	90	86	42	1	0	5	0	1	37	55	37	0	0	3	0	1	14	0	0
Total		141	90	86	42	1	0	5	0	1	37	55	37	0	0	3	0	1	14	0	0
% of Total		100%	64%	61%	30%	1%	0%	4%	0%	1%	26%	39%	26%	0%	0%	2%	0%	1%	10%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

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[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: A20NN-DEAN				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
A20NN-DEAN	140,000-300,000	14	3	11	1	2	0	0	0	0	8	3	0	0	0	0	0	0	3	0	0
Total		14	3	11	1	2	0	0	0	0	8	3	0	0	0	0	0	0	3	0	0
% of Total		100%	21%	79%	7%	14%	0%	0%	0%	0%	57%	21%	0%	0%	0%	0%	0%	0%	21%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: A40NN-VICE CHANCELLOR - A42NN-ASSOC VIC				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
A40NN-VICE CHANCELLOR	04,970-215,89	7	1	4	0	0	0	0	0	0	4	3	1	0	0	0	0	0	2	0	0
A42NN-ASSOC VICE CHANCELLOR	28,775-155,00	9	4	5	2	0	0	1	0	0	2	4	1	0	0	0	0	0	3	0	0
A44NN-ASST VICE CHANCELLOR		2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	0
Total		18	5	9	2	0	0	1	0	0	6	9	2	0	0	0	0	0	7	0	0
% of Total		100%	28%	50%	11%	0%	0%	6%	0%	0%	33%	50%	11%	0%	0%	0%	0%	0%	39%	0%	0%

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Workforce Analysis
Lines of Progression

TITLE SERIES: A51NN-ASSOCIATE DEAN - A52NN-ASSISTANT				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
A51NN-ASSOCIATE DEAN	102,900-161372	22	3	9	0	1	0	1	0	0	7	13	0	1	0	0	0	0	12	0	0
A52NN-ASSISTANT DEAN	75,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		22	3	9	0	1	0	1	0	0	7	13	0	1	0	0	0	0	12	0	0
% of Total		100%	14%	41%	0%	5%	0%	5%	0%	0%	32%	59%	0%	5%	0%	0%	0%	0%	55%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: B10DN-ACAD PROGRAM DIRECTOR - B10FN-AS				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
B10FN-ASSOC ACD PGM DIR	130,339	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
B10DN-ACAD PROGRAM DIRECTOR	79,447-220,644	8	1	6	0	0	0	0	1	0	5	2	0	0	0	0	0	0	0	2	0
Total		9	1	7	0	0	0	1	0	0	6	2	0	0	0	0	0	0	2	0	0
% of Total		100%	11%	78%	0%	0%	0%	11%	0%	0%	67%	22%	0%	0%	0%	0%	0%	0%	22%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: C40NN-ASST PROFESSOR - C30NN - ASSOC PR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
C40NN-ASSISTANT PROFESSOR	61,000-174,167	225	94	112	10	27	1	4	0	0	70	113	8	33	1	8	0	2	61	0	0
C30NN-ASSOCIATE PROFESSOR	64,420-195,556	367	107	211	11	44	4	11	0	1	140	156	12	16	1	6	0	1	120	0	0
C20NN-PROFESSOR	72,116-254,720	255	56	177	9	30	1	6	0	2	129	78	4	4	1	2	0	1	66	0	0
Total		847	257	500	30	101	6	21	0	3	339	347	24	53	3	16	0	4	247	0	0
% of Total		100%	30%	59%	4%	12%	1%	2%	0%	0%	40%	41%	3%	6%	0%	2%	0%	0%	29%	0%	0%

Workforce Analysis Lines of Progression

TITLE SERIES: D13NN-VISITING ASST PROFESSOR - D11NN-VISITING ASST PROFESSOR				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
D13NN-VISITING ASST PROFESSOR	51,333-61,111	7	0	3	0	0	0	0	0	0	3	4	0	0	0	0	0	0	0	4	0	0
D11NN-VISITING PROFESSOR	73,333-122,222	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total		8	0	4	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0	4	0	0
% of Total		100%	100%	300%	0%	100%	0%	0%	0%	0%	200%	0%	0%	0%	0%	0%	0%	0%	0%	4	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: D21NN-PROFESSOR EMERITUS				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
D21NN-PROFESSOR EMERITUS	36,000-53,000	5	1	2	0	0	0	0	0	0	2	3	0	0	0	1	0	0	2	0	0
Total		5	1	2	0	0	0	0	0	0	2	3	0	0	0	1	0	0	2	0	0
% of Total		100%	25%	25%	0%	100%	0%	0%	0%	0%	25%	75%	0%	0%	0%	25%	0%	0%	50%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: D44NN-ADJUNCT INSTRUCTOR - D41NN-ADJUN				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
D44NN-ADJUNCT INSTRUCTOR	52,421-58,911	10	2	6	0	1	0	0	0	0	5	4	0	1	0	0	0	0	0	3	0	0
D43NN-ADJUNCT ASST PROFESSOR	42,289-101,811	8	1	5	0	0	0	0	0	1	4	3	1	0	0	0	0	0	0	3	0	0
D42NN-ADJUNCT ASSOC PROFES	57,470-70,889	3	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	2	0	0
D41NN-ADJUNCT PROFESSOR	64,778-134,844	19	1	14	0	0	0	0	0	0	13	6	1	0	0	0	0	0	0	5	0	0
Total		40	4	26	0	1	0	0	0	1	23	15	2	1	0	0	0	0	13	0	0	
% of Total		100%	10%	65%	0%	3%	0%	0%	0%	3%	58%	38%	5%	3%	0%	0%	0%	0%	33%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: D54NN-CLINICAL INSTRUCTOR - D51NN-CLINIC				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
D54NN-CLINICAL INSTRUCTOR	48,821-74,880	34	6	4	0	0	0	0	0	1	3	30	3	1	1	0	0	0	25	0	0
D53NN-CLINICAL ASST PROFESSOR	47,000-88,788	44	6	6	1	0	1	0	0	0	4	38	2	0	0	2	0	0	34	0	0
D52NN-CLINICAL ASSOC PROFESSOR	54,138-85,556	29	1	4	0	0	0	0	0	0	4	25	0	0	0	1	0	0	24	0	0
D51NN-CLINICAL PROFESSOR	75,744-80,667	3	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	2	0	0
Total		110	13	15	1	0	1	0	0	1	12	95	5	1	1	3	0	0	85	0	0
% of Total		100%	12%	14%	1%	0%	1%	0%	0%	1%	11%	86%	5%	1%	1%	3%	0%	0%	77%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: D80FN-ASSOC LECTURER - D80BN-SENIOR LEC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
D80FN-ASSOC LECTURER	31,775-56,222	216	41	70	3	2	0	2	0	0	63	146	18	5	1	10	0	0	112	0	0
D80DN-LECTURER	83,958-130,002	320	55	157	10	6	0	9	0	1	131	163	14	8	1	4	0	2	134	0	0
D80BN-SENIOR LECTURER	48,610-127,143	171	12	69	0	1	0	1	0	1	66	102	2	2	0	4	0	1	93	0	0
Total		707	108	296	13	9	0	12	0	2	260	411	34	15	2	18	0	3		0	0
% of Total		100%	15%	42%	2%	1%	0%	2%	0%	0%	37%	58%	5%	2%	0%	3%	0%	0%	0%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: D91NN-FACULTY ASSISTANT				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
D91NN-FACULTY ASSISTANT	24,444-24,463	9	1	8	0	0	0	0	0	0	8	1	0	1	0	0	0	0	0	0	0
Total		9	1	8	0	0	0	0	0	0	8	1	0	1	0	0	0	0	0	0	0
% of Total		100%	11%	89%	0%	0%	0%	0%	0%	0%	89%	11%	0%	11%	0%	0%	0%	0%	0%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: D95FN-ASSOC INSTRMT INNOVATOR - D95DN-IN				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
D95FN-ASSOC INSTRMT INNOVATOR	40,270	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
D95DN-INSTRMT INNOVATOR	51,000-95,000	10	0	4	0	0	0	0	0	0	4	6	0	0	0	0	0	0	6	0	0
Total		11	0	5	0	0	0	0	0	0	5	6	0	0	0	0	0	0	6	0	0
% of Total		100%	0%	45%	0%	0%	0%	0%	0%	0%	45%	55%	0%	0%	0%	0%	0%	0%	55%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: E05LN-ASST RESEARCHER - E05DN-RESEARC				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
E05LN-ASST RESEARCHER	35,000-48,000	5	2	2	0	1	0	0	0	0	1	3	0	0	0	1	0	0	0	2	0	0
E05FN-ASSOC RESEARCHER	40,270-86,741	17	3	6	0	2	0	0	0	0	4	11	1	0	0	0	0	0	10	0	0	
E05DN-RESEARCHER	54,394-69,497	12	1	8	0	0	0	0	0	0	8	4	0	1	0	0	0	0	3	0	0	
Total		34	6	16	0	3	0	0	0	0	13	18	1	1	0	1	0	0	15	0	0	
% of Total		100%	18%	47%	0%	9%	0%	0%	0%	0%	38%	53%	3%	3%	0%	3%	0%	0%	44%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: E10LN-ASSISTANT SCIENTIST - E10BN-SENIOR				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
E10LN-ASSISTANT SCIENTIST	41,000-93,769	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E10FN-ASSOCIATE SCIENTIST	50,000-96,644	11	2	6	0	0	0	0	0	0	6	5	0	1	0	1	0	0	3	0	0
E10BN-SENIOR SCIENTIST	58,825-150,000	15	1	11	0	1	0	0	0	0	10	4	0	0	0	0	0	0	4	0	0
Total		26	3	17	0	0	0	0	0	0	16	9	0	1	0	1	0	0	7	0	0
% of Total		100%	12%	65%	0%	0%	0%	0%	0%	0%	62%	35%	0%	4%	0%	4%	0%	0%	27%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: E30DN-RESEARCH ANIMAL VET				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
E30DN-RESEARCH ANIMAL VET	83,619	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: J24LS-ASST DEAN OF STD/S - J24DM-DEAN OF				MALES								FEMALES								UNKNOWNNS		
	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
Job Title																						
J24LS-ASST DEAN OF STD/S	55,000	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
J24FM-ASSOC DEAN OF STD/M	91,000	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
J24DM-DEAN OF STUDENTS/M	120,235	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		3	0	2	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	67%	33%	0%	0%	0%	0%	0%	33%	33%	0%	0%	0%	0%	0%	0%	33%	0%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis Lines of Progression

TITLE SERIES: J26DL-REGISTRAR				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
J26LL-ASST REGISTRAR	64,000	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
J26DL-REGISTRAR	115,000	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Total		1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
% of Total		100%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: J28DN-UNIVERSITY PHYSICIAN J28FN ASSOC U				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
J28DN-UNIVERSITY PHYSICIAN	170,331	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
J28FN-ASSOC UNIV PHYSICIAN	170,000	1	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0
% of Total		100%	50%	50%	0%	50%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis

TITLE SERIES: J52LL-ASST DIR, ADM CMP S/L				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
J52LL-ASST DIR, ADM CMP S/L	90,000	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: J82LL-ASST DIR, AUX OPER/L - J82FL-ASSOC				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
J82LL-ASST DIR, AUX OPER/L	71,600 - 86,327	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0
J82FL-ASSOC DIR, AUX OPER/L	87,977 - 100,278	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
J82DL-DIR, AUX OPER/L	113,000	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total		4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0	
% of Total		100%	0%	75%	0%	0%	0%	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: J92DM-DIR, BUDGET/M				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
J92DM-DIR, BUDGET/M	91,562	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: K04DM-DIR, CAR PLN & PLC/M				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
K04DM-DIR, CAR PLN & PLC/M	80,908	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Total		1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
% of Total		100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: K34FL-ASOC DIR, ED SUPP S/L - K34DM-DIR, ED				MALES									FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
K34FL-ASOC DIR, ED SUPP S/L	68,290	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	
K34DM-DIR, EDUC SUPP SRV/M	61,044 - 73,310	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	0	
K34DL-DIR, EDUC SUPP SRV/L	83,212	2	1	1	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	
Total		5	2	1	0	0	0	0	0	0	1	4	2	0	0	0	0	0	2	0	0	
% of Total		100%	40%	20%	0%	0%	0%	0%	0%	0%	20%	80%	40%	0%	0%	0%	0%	0%	40%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: K44LL-ASST DIR, FIN AID/L				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
K44LL-ASST DIR, FIN AID/L	60,847 - 75,162	4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2	0	0
Total		4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: K97DM-DIR, INTL EDUC PGM/M				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
K97DM-DIR, INTL EDUC PGM/M	74,892 - 90,758	3	1	1	0	0	0	0	0	0	1	2	0	0	0	1	0	0	1	0	0
Total		3	1	1	0	0	0	0	0	0	1	2	0	0	0	1	0	0	1	0	0
% of Total		100%	33%	33%	0%	0%	0%	0%	0%	0%	33%	67%	0%	0%	0%	33%	0%	0%	33%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: L12LL-ASST DIR, LIBR/L - L12DL-DIR, LIBRARY/				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
L12LL-ASST DIR, LIBR/L	71,249 - 89,011	3	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	2	0	0
L12DL-DIR, LIBRARY/L	131,720	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
L12DM-ASST DIR LIBRARY/M	68,500	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Total		5	0	2	0	0	0	0	0	0	2	3	0	0	0	0	0	0	3	0	0
% of Total		100%	0%	40%	0%	0%	0%	0%	0%	0%	40%	60%	0%	0%	0%	0%	0%	0%	60%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: L78DL-DIR, PURCHASING/L				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
L72DL-DIR, PURCHASING/L	113,195	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
Total		1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
% of Total		100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%

Milwaukee
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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: L88FL-ASSOC DIR, RES ADM/L L88DL-DIR, RES			MALES									FEMALES							UNKNOWN			
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
L88FL-ASSOC DIR, RES ADM/L	91,562	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
L88DL-DIR, RESEARCH ADM/L	120,000	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Milwaukee
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Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: M32DL-DIR, UNV HOUS/L - M32LL-ASST DIR, UNV HOUS/L				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
M32LL-ASST DIR, UNV HOUS/L	56,867	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
M32DL-DIR, UNIV HOUSING/L	102,439	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		2	1	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1	0	0
% of Total		100%	50%	0%	0%	0%	0%	0%	0%	0%	0%	100%	50%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: M32LM-ASST DIR, UNIV HOUSING/M				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
M32ML-ASST DIR, UNV HOUSML	56,867	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0
Total		2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: M93FN-ASC DIR, UNSPEC (7) - M93DN-DIR, UNS				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
M93FN-ASC DIR, UNSPEC (7)	55,421-65,000	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
M93DN-DIR, UNSPECIFIED (7)	85,000-97,500	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0
Total		4	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	25%	0%	0%	0%	0%	0%	0%	25%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: M94LN-ASST DIR, UNSPEC (8) - M94DN-DIR, UN				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
M94DN-DIR, UNSPECIFIED (8)	77,898-104,866	7	2	2	1	0	0	0	0	0	1	5	1	0	0	0	0	0	0	4	0	0
M94FN-ASC DIR, UNSPEC (8)	78,000-87,602	3	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	2	0	0	
M94LN-ASST DIR, UNSPEC (8)	61,714 - 68,213	4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2	0	0	
Total		14	2	5	1	0	0	0	0	0	4	9	1	0	0	0	0	0	8	0	0	
% of Total		100%	14%	36%	7%	0%	0%	0%	0%	0%	29%	64%	7%	0%	0%	0%	0%	0%	57%	0%	0%	

Lines of Progression

TITLE SERIES: M95LN-ASST DIR, UNSPEC (9) - M95DN-DIR, UNSPEC (9)				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White			
M95LN-ASST DIR, UNSPEC (9)	86,000	3	1	1	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	2	0	0
M95DN-DIR, UNSPECIFIED (9)	\$4,230 - 114,390	7	1	3	1	0	0	0	0	0	2	4	0	0	0	0	0	0	0	4	0	0
Total		10	2	4	1	0	0	1	0	0	2	6	0	0	0	0	0	0	6	0	0	
% of Total		100%	20%	40%	10%	0%	0%	10%	0%	0%	20%	60%	0%	0%	0%	0%	0%	0%	60%	0	0	

Milwaukee
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Workforce Analysis
Lines of Progression

TITLE SERIES: M96LN-ASST DIR, UNSPEC (10) - M96DN-DIR, UN				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
M96LN-ASST DIR, UNSPEC (10)	83,863	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
M96DN-DIR, UNSPECIFIED (10)	126,895	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
Total		2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: N12NM-ADMIN OFFICER/M - N12NL-ADMIN OFFICER/L				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
N12NM-ADMIN OFFICER/M	85,548-91,562	4	1	1	0	0	0	0	0	0	1	3	1	0	0	0	0	0	0	2	0	0
N12NS-ADMIN OFFICER/S	70,000	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
N12NL-ADMIN OFFICER/L	06,724-121,000	3	1	2	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0	
Total		8	2	4	0	0	0	0	0	0	3	4	1	0	0	0	0	0	3	0	0	
% of Total		100%	25%	50%	0%	0%	0%	0%	0%	0%	38%	50%	13%	0%	0%	0%	0%	0%	38%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: N22Ni-ASSISTANT DEAN/M-L - N22NL-ASSISTANT DEAN/L				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
N22NS-ASSISTANT DEAN/S	72,500	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
N22NM-ASSISTANT DEAN/M	71,882-87,500	12	2	3	0	0	0	0	0	0	3	9	0	1	0	1	0	0	0	7	0	0
N22NI-ASSISTANT DEAN/M-L	72,500	5	0	3	0	0	0	0	0	0	3	2	0	0	0	0	0	0	0	2	0	0
N22NL-ASSISTANT DEAN/L	89,853-118,039	8	1	2	0	0	0	0	1	0	0	6	0	0	0	0	0	0	0	6	0	0
Total		25	1	8	0	0	0	1	0	0	7	17	0	1	0	1	0	0	0	15	0	0
% of Total		100%	4%	32%	0%	0%	0%	4%	0%	0%	28%	68%	0%	4%	0%	4%	0%	0%	60%	0%	0%	

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: N54LN-ASST COACH - N54DN-COACH				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
N54LN-ASST COACH	28,000 - 62,337	15	2	11	1	0	0	0	0	0	10	4	1	0	0	0	0	0	0	3	0	0
N54FN-ASSOC COACH	73,599	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N54DN-COACH	80,612 - 411,021	10	1	7	1	0	0	0	0	0	6	3	0	0	0	0	0	0	0	3	0	0
Total		25	3	18	2	0	0	0	0	0	16	7	1	0	0	0	0	0	6	0	0	
% of Total		100%	12%	72%	8%	0%	0%	0%	0%	0%	64%	28%	4%	0%	0%	0%	0%	0%	24%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: N56NN-SECY OF THE FACULTY				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
N56NN-SECY OF THE FACULTY	119,880	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: P14NS-ADMIN PRG MANAGER I - P14NL-ADMIN				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
P14NS-ADMIN PRG MANAGER I	43,570-50,528	6	1	1	0	0	0	0	0	0	1	5	1	0	0	0	0	0	0	4	0	0
P14NM-ADMIN PRG MANAGER II	46,452-67,452	13	1	4	0	0	0	0	0	0	4	9	0	1	0	0	0	0	8	0	0	
P14NL-ADMIN PRG MANAGER III	53,249-79,765	16	1	9	0	0	0	0	0	0	9	7	0	1	0	0	0	0	6	0	0	
Total		35	3	14	0	0	0	0	0	0	14	21	1	2	0	0	0	0	18	0	0	
% of Total		100%	9%	40%	0%	0%	0%	0%	0%	0%	40%	60%	3%	6%	0%	0%	0%	0%	51%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: P16NS-ATHLETIC TRAINER I - P16NL-ATHLETIC				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
P16NS-ATHLETIC TRAINER I	85,358 - 50,765	5	0	2	0	0	1	0	0	0	1	3	0	0	0	0	0	0	0	3	0	0
P16NL-ATHLETIC TRAINER III	59,380	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total		6	0	3	0	0	1	0	0	0	2	3	0	0	0	0	0	0	3	0	0	
% of Total		100%	0%	50%	0%	0%	17%	0%	0%	0%	33%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: P50NS-DEVELOPT PRG MGR I - P50NL-DEVELO				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
P50NS-DEVELOPT PRG MGR I	53,076-100,000	3	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	2	0	0
P50NM-DEVELOPT PRG MGR II	79,873	4	0	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	0	0
P50NL-DEVELOPT PRG MGR III	13,455 - 110,086	3	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	2	0	0
Total		10	0	4	0	0	0	0	0	0	4	6	0	0	0	0	0	0	6	0	0	
% of Total		100%	0%	40%	0%	0%	0%	0%	0%	0%	40%	60%	0%	0%	0%	0%	0%	0%	60%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: P55NS-INSTRUCTL PRG MGR I - P55NL-INSTRU				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
P55NS-INSTRUCTL PRG MGR I	44,980-49,751	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P55NM-INSTRUCTL PRG MGR II	56,000-62,636	2	1	1	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0
P55NL-INSTRUCTL PRG MGR III	63,000-66,000	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Total		3	1	2	0	0	0	0	0	0	2	1	0	1	0	0	0	0	0	0	0
% of Total		100%	33%	67%	0%	0%	0%	0%	0%	0%	67%	33%	0%	33%	0%	0%	0%	0%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: P60NS-LABORATORY MGR I - P60NM-LABORAT				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
P60NS-LABORATORY MGR I	45,436-53,742	7	0	4	0	0	0	0	0	0	4	3	0	0	0	0	0	0	0	3	0	0
P60NM-LABORATORY MGR II	49,558-60,000	5	2	2	0	1	0	0	0	0	1	3	0	1	0	0	0	0	0	2	0	0
Total		12	2	6	0	1	0	0	0	0	5	6	0	1	0	0	0	0	5	0	0	
% of Total		100%	17%	50%	0%	8%	0%	0%	0%	0%	42%	50%	0%	8%	0%	0%	0%	0%	42%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: P65NS-OUTREACH PROG MGR I - P65NL-OUTREACH PROG MGR III				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
P65NS-OUTREACH PROG MGR I	50,454-54,000	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0
P65NM-OUTREACH PROG MGR II	60,036-77,192	8	1	1	0	0	0	1	0	0	0	7	1	0	0	0	0	0	0	6	0	0
P65NL-OUTREACH PROG MGR III	70,000-88,656	6	1	1	0	0	0	0	0	0	1	5	0	0	0	1	0	0	4	0	0	
Total		16	2	2	0	0	0	1	0	0	1	14	1	0	0	1	0	0	12	0	0	
% of Total		100%	13%	13%	0%	0%	0%	6%	0%	0%	6%	88%	6%	0%	0%	6%	0%	0%	75%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: P70NS-RESEARCH PROG MGR I - P70NL-RESEA				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
P70NS-RESEARCH PROG MGR I	41,600	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
P70NM-RESEARCH PROG MGR II	47,480-69,678	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
P70NL-RESEARCH PROG MGR III	72,980	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES:P75NS-STUDENT SV PR MGR I - P75NL-STUDEN				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
P75NS-STUDENT SV PR MGR I	40,538-54,363	7	2	1	0	0	0	0	0	0	1	6	1	0	0	1	0	0	4	0	0
P75NM-STUDENT SV PR MGR II	46,492-58,590	16	7	7	3	0	0	0	0	1	3	9	3	0	0	0	0	0	6	0	0
P75NL-STUDENT SV PR MGR III	54,000-75,997	9	3	4	0	0	0	0	0	0	4	5	2	0	0	1	0	0	2	0	0
Total		32	12	12	3	0	0	0	0	1	8	20	6	0	0	2	0	0	12	0	0
% of Total		100%	38%	38%	9%	0%	0%	0%	0%	3%	25%	63%	19%	0%	0%	6%	0%	0%	38%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R04FN-ASSOC ACAD LIBRARIAN - R04BN-SR A				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
R04FN-ASSOC ACAD LIBRARIAN	40,526 - 47,000	8	3	4	0	1	0	0	0	0	3	4	1	0	0	0	0	0	0	3	0	0
R04DN-ACADEMIC LIBRARIAN	46,452 - 47,242	3	0	1	0	0	0	0	0	0	1	2	0	0	0	1	0	0	2	0	0	
R04BN-SR ACAD LIBRARIAN	53,249 - 69,860	28	2	6	0	0	0	1	0	0	5	22	0	0	0	1	0	0	21	0	0	
Total		39	5	11	0	1	0	1	0	0	9	28	1	0	0	2	0	0	26	0	0	
% of Total		100%	13%	28%	0%	3%	0%	3%	0%	0%	23%	72%	3%	0%	0%	5%	0%	0%	67%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: R06BN-SR ACADEMIC PLANNER				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
R06BN-SR ACADEMIC PLANNER	60,000	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: R07FN-ASSOC ADMIN PRGM SPEC - R07BN-SR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R07FN-ASSOC ADMIN PRGM SPEC	40,526-48,000	15	4	3	0	1	0	0	0	0	2	12	1	1	1	0	0	0	9	0	0
R07DN-ADMIN PROGRAM SPEC	46,452-65,843	31	3	7	1	0	0	0	0	0	6	24	1	1	0	0	0	0	22	0	0
R07BN-SR ADMIN PRGM SPEC	53,249-75,611	50	7	9	0	0	0	0	0	0	9	41	4	1	0	1	0	1	34	0	0
Total		96	14	19	1	1	0	0	0	0	17	77	6	3	1	1	0	1	65	0	0
% of Total		100%	15%	20%	1%	1%	0%	0%	0%	0%	18%	80%	6%	3%	1%	1%	0%	1%	68%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R08BN-SR ADMIN SPECIALIST - R08FN-ASSOC				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R08FN-ASSOC ADM SPECIALIST	36,735-39,564	4	1	1	0	0	0	0	0	0	1	3	1	0	0	0	0	0	2	0	0
R08DN-ADMIN SPECIALIST	35,358-48,205	16	2	3	0	0	0	0	0	0	3	13	2	0	0	0	0	0	11	0	0
R08BN-SR ADMIN SPECIALIST	44,090-60,216	14	1	2	0	0	0	0	0	0	2	12	1	0	0	0	0	0	11	0	0
Total		34	4	6	0	0	0	0	0	0	6	28	4	0	0	0	0	0	24	0	0
% of Total		100%	12%	18%	0%	0%	0%	0%	0%	0%	18%	82%	12%	0%	0%	0%	0%	0%	71%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R12FN-ASSOC ADVISOR - R12BN-SR ADVISOR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R12FN-ASSOC ADVISOR	30,853-39,748	8	2	3	0	0	0	0	0	0	3	5	0	1	0	1	0	0	3	0	0
R12DN-ADVISOR	35,538-46,000	47	17	14	3	0	0	1	0	3	7	33	7	0	0	3	0	0	23	0	0
R12BN-SR ADVISOR	40,526-60,719	53	24	17	5	2	1	1	0	0	8	36	6	1	3	4	1	0	21	0	0
Total		108	43	34	8	2	1	2	0	3	18	74	13	2	3	8	1	0	47	0	0
% of Total		100%	40%	31%	7%	2%	1%	2%	0%	3%	17%	69%	12%	2%	3%	7%	1%	0%	44%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R16DN-ARTIST - R16BN-SR ARTIST R16FN-ASSOC ARTIST				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R16DN-ARTIST	40,526-50,966	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
R16FN-ASSOC ARTIST	35,358	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R16BN-SR ARTIST	51,668-57,624	2	1	2	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Total		3	1	2	0	0	0	1	0	0	1	1	0	0	0	0	0	0	1	0	0
% of Total		100%	33%	67%	0%	0%	0%	33%	0%	0%	33%	33%	0%	0%	0%	0%	0%	0%	33%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: R22FN-ASSOC BROADCAST SPEC - R22BN-SR				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R22FN-ASSOC BROADCAST SPEC	40,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R22DN-BROADCAST SPECIALIST	42,450 - 45,674	5	1	0	0	0	0	0	0	0	0	5	1	0	0	0	0	0	4	0	0
R22BN-SR BROADCAST SPEC	48,779-60,789	6	0	4	0	0	0	0	0	0	4	2	0	0	0	0	0	0	2	0	0
Total		11	1	4	0	0	0	0	0	0	4	7	1	0	0	0	0	0	6	0	0
% of Total		100%	9%	36%	0%	0%	0%	0%	0%	0%	36%	64%	9%	0%	0%	0%	0%	0%	55%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R32FN-ASSOC CLINICAL AUDIOLOGIST - R32DN				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
R32FN-ASSOC CLINICAL AUDIOLOGIST	67,600 - 62,500	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
R32DN-CLINICAL AUDIOLOGIST	67,300	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
Total		2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R44BN-SR CLIN NURSE SPEC				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R44BN-SR CLIN NURSE SPEC	81,021 - 90,200	4	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4	0	0
Total		4	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R48BN-SR CLIN PHARMACIST				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
R48BN-SR CLIN PHARMACIST	03,036 - 108,16	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0
Total		2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	50%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: R72DN-COUNSELOR - R72BN-SR COUNSELOR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R72DN-COUNSELOR	50,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R72BN-SR COUNSELOR	55,699-61,064	11	2	2	0	0	0	0	0	0	2	9	1	0	0	1	0	0	7	0	0
Total		11	2	2	0	0	0	0	0	0	2	9	1	0	0	1	0	0	7	0	0
% of Total		100%	18%	18%	0%	0%	0%	0%	0%	0%	18%	82%	9%	0%	0%	9%	0%	0%	64%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R84DN-DEVELOP SPECIALIST - R84BN-SR DEV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R84FN-ASSOC DEVELOP SPECIAL	36,000-43,000	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
R84DN-DEVELOP SPECIALIST	41,808-45,578	2	1	0	0	0	0	0	0	0	0	2	0	0	0	1	0	0	1	0	0
R84BN-SR DEVELOP SPECIALIST	46,452-75,000	20	1	8	0	1	0	0	0	0	7	12	0	0	0	0	0	0	12	0	0
Total		24	2	7	0	1	0	0	0	0	7	14	0	0	0	1	0	0	13	0	0
% of Total		100%	8%	29%	0%	4%	0%	0%	0%	0%	29%	58%	0%	0%	0%	4%	0%	0%	54%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: R92DN-EDITOR - R92BN-SR EDITOR				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
R92DN-EDITOR	43,951-44,500	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
R92BN-SR EDITOR	46,452-55,520	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0
Total		4	0	3	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	75%	0%	0%	0%	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	0%	25%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: S02DN-FACILITIES ARCHITECT				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
S02DN-FACILITIES ARCHITECT	72,028	3	0	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	1	0	0
Total		3	0	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	67%	0%	0%	0%	0%	0%	0%	67%	33%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: S44FN-ASSOC INF PROC CONSLT - S44BN-SR II				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
S44FN-ASSOC INF PROC CONSLT	41,500	3	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	2	0	0
S44DN-INFORM PROCESS CONSL	48,012-71,169	13	2	7	0	0	0	0	0	0	7	6	0	2	0	0	0	0	4	0	0	
S44BN-SR INFORM PROC CONSLT	52,737-97,097	17	2	16	2	0	0	0	0	0	14	1	0	0	0	0	0	0	1	0	0	
Total		33	4	24	2	0	0	0	0	0	22	9	0	2	0	0	0	0	7	0	0	
% of Total		100%	12%	73%	6%	0%	0%	0%	0%	0%	67%	27%	0%	6%	0%	0%	0%	0%	21%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: S48DN-INSTRUCTIONAL SPEC - S48BN-SR INST				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
S48FN-ASSOC INSTRUCTIONAL SP	26,475	25	2	18	0	0	1	1	0	0	16	7	0	0	0	0	0	0	7	0	0
S48DN-INSTRUCTIONAL SPEC	41,250	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S48BN-SR INSTRUCTIONAL SPEC	43,153-53,037	5	1	1	0	0	0	0	0	0	1	4	1	0	0	0	0	0	3	0	0
Total		30	3	19	0	0	1	1	0	0	17	11	1	0	0	0	0	0	10	0	0
% of Total		100%	10%	63%	0%	0%	3%	3%	0%	0%	57%	37%	3%	0%	0%	0%	0%	0%	33%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

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Workforce Analysis
Lines of Progression

TITLE SERIES: S54DN-INSTRUMENTATION TECH				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
S54DN-INSTRUMENTATION TECH	59,527	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: S74DN-MARKETING SPECIALIST - S74BN-SR MA				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
S74FN-ASSOC MARKETING SPEC	34,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S74DN-MARKETING SPECIALIST	41,450-49,994	6	0	1	0	0	0	0	0	0	1	5	0	0	0	0	0	0	0	5	0
S74BN-SR MARKETING SPEC	52,087	4	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	3	0
Total		10	0	2	0	0	0	0	0	0	2	8	0	0	0	0	0	0	8	0	0
% of Total		100%	0%	20%	0%	0%	0%	0%	0%	0%	20%	80%	0%	0%	0%	0%	0%	0%	80%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: S76FN-ASSOC MEDIA SPEC - S76BN-SR MEDIA				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
S76FN-ASSOC MEDIA SPEC	80,853 - 30,902	3	1	3	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
S76DN-MEDIA SPECIALIST	46,000-47,362	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0
S76BN-SR MEDIA SPECIALIST	54,741	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Total		6	1	5	1	0	0	0	0	0	4	1	0	0	0	0	0	0	1	0	0
% of Total		100%	17%	83%	17%	0%	0%	0%	0%	0%	67%	17%	0%	0%	0%	0%	0%	0%	17%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: S92FN-ASSOC OUTREACH SPEC - S92BN-SR O				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
S92FN-ASSOC OUTREACH SPEC	37,000 - 44,197	9	4	3	0	0	1	0	0	0	2	6	1	1	0	1	0	0	3	0	0
S92DN-OUTREACH SPECIALIST	40,526-55,715	20	8	6	2	0	0	1	0	0	3	14	4	0	0	1	0	0	9	0	0
S92BN-SR OUTREACH SPEC	52,382-67,200	15	8	3	0	0	0	0	0	0	3	12	5	3	0	0	0	0	4	0	0
Total		44	20	12	2	0	1	1	0	0	8	32	10	4	0	2	0	0	16	0	0
% of Total		100%	45%	27%	5%	0%	2%	2%	0%	0%	18%	73%	23%	9%	0%	5%	0%	0%	36%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: T02BN-SR PHYSICIAN				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
T02BN-SR PHYSICIAN	82,600 - 153,435	5	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	5	0	0
Total		5	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	5	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: T03BN-SR POLICY/PLNG ANLST				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
T03BN-SR POLICY/PLNG ANALYST	76,444	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
Total		1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: T08DN-PSYCHOLOGIST - T08BN-SR PSYCHOLOGIST				MALES								FEMALES								UNKNOWN	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
T08DN-PSYCHOLOGIST	65,000	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
T08BN-SR PSYCHOLOGIST	68,000 - 73,128	3	2	0	0	0	0	0	0	0	0	3	1	0	0	1	0	0	1	0	0
Total		4	3	0	0	0	0	0	0	0	0	4	1	0	0	2	0	0	1	0	0
% of Total		100%	75%	0%	0%	0%	0%	0%	0%	0%	0%	100%	25%	0%	0%	50%	0%	0%	25%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: T16FN-ASSOC RESEARCH SPEC - T16BN-SR RE				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
T16FN-ASSOC RESEARCH SPEC	27,737-30,000	4	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	3	0	0
T16DN-RESEARCH SPECIALIST	30,853-45,929	13	2	6	0	0	0	0	0	0	6	7	1	1	0	0	0	0	5	0	0	
T16BN-SR RESEARCH SPEC	36,033-50,000	7	0	3	0	0	0	0	0	0	3	4	0	0	0	0	0	0	4	0	0	
Total		24	2	10	0	0	0	0	0	0	10	14	1	1	0	0	0	0	12	0	0	
% of Total		100%	8%	42%	0%	0%	0%	0%	0%	0%	42%	58%	4%	4%	0%	0%	0%	0%	50%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: T18FN-ASSOC RES HALL MGR - T18DN-RESIDE				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
T18FN-ASSOC RES HALL MGR	26,921 - 28,000	3	0	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	1	0	0
T18DN-RESIDENCE HALL MGR	31,250 - 32,500	6	1	4	1	0	0	0	0	0	3	2	0	0	0	0	0	0	2	0	0
Total		9	1	6	1	0	0	0	0	0	5	3	0	0	0	0	0	0	3	0	0
% of Total		100%	11%	67%	11%	0%	0%	0%	0%	0%	56%	33%	0%	0%	0%	0%	0%	0%	33%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: T22DN-SPECIAL ASSISTANT - T22BN-SR SPECIAL ASSISTANT				MALES								FEMALES								UNKNOWN		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
T22DN-SPECIAL ASSISTANT	87,735	2	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0
T22BN-SR SPECIAL ASSISTANT	229,320	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total		3	0	2	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	1	0	0
% of Total		100%	0%	67%	0%	0%	0%	0%	0%	0%	67%	33%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: T23FN-ASSOC SPEC LIBRARIAN - T23BN-SR SP				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
T23FN-ASSOC SPEC LIBRARIAN	43,000	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
T23DN-SPECIAL LIBRARIAN	51,333	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0
T23BN-SR SPECIAL LIBRARIAN	59,202	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2	1	0	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	0
% of Total		100%	50%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	50%	0%	0%	0%	0%	0%	50%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: T24BN-SR STUDENT HLTH NURSE				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
T24BN-SR STUDENT HLTH NURSE	#48,899 - 65,728	5	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	5	0	0
Total		5	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	5	0	0
% of Total		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%

Workforce Analysis
Lines of Progression

TITLE SERIES: T25FN-ASSOC STU SERV COORD - T25BN-SR S				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
T25FN-ASSOC STU SERV COORD	37,500 - 40,000	5	3	2	0	0	0	0	0	1	1	3	1	1	0	0	0	0	1	0	0
T25DN-STUDENT SERVICES CORD	40,526-54,802	36	7	10	1	0	0	1	0	1	7	26	2	1	0	0	0	1	22	0	0
T25BN-SR STUDENT SERV COORD	46,452 - 64,050	27	5	7	1	1	0	0	0	0	5	20	1	1	0	1	0	1	16	0	0
Total		68	15	19	2	1	0	1	0	2	13	49	4	3	0	1	0	2	39	0	0
% of Total		100%	22%	28%	3%	1%	0%	1%	0%	3%	19%	72%	6%	4%	0%	1%	0%	3%	57%	0%	0%

Milwaukee
As of 10/31/2013

Workforce Analysis
Lines of Progression

TITLE SERIES: T26FN-ASSOC STUDENT SV SPEC - T26BN-SR 9				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
T26FN-ASSOC STUDENT SVC SPE	26,941-36,667	8	2	0	0	0	0	0	0	0	0	8	0	1	0	1	0	0	6	0	0
T26DN-STUDENT SVC SPEC	31,000 - 43,000	25	5	5	0	1	0	0	0	0	4	20	4	0	0	0	0	0	16	0	0
T26BN-SR STUDENT SVC SPEC	36,567 - 50,313	22	1	0	0	0	0	0	0	0	0	22	1	0	0	0	0	1	21	0	0
Total		55	8	5	0	1	0	0	0	0	4	50	5	1	0	1	0	1	43	0	0
% of Total		100%	15%	9%	0%	2%	0%	0%	0%	0%	7%	91%	9%	2%	0%	2%	0%	2%	78%	0%	0%

Workforce Analysis Lines of Progression

[illegible]

Workforce Analysis
Lines of Progression

TITLE SERIES: T52DN-UNIV LEGAL COUNSEL - T52BN-SR UNIV				MALES								FEMALES								UNKNOWNNS		
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race	
T52DN-UNIV LEGAL COUNSEL	88,125 - 91,666	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
T52BN-SR UNIV LEGAL COUNSEL	03,588 - 120,222	3	1	1	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	2	0	0
Total		4	1	1	0	0	0	1	0	0	0	3	0	0	0	0	0	0	0	3	0	0
% of Total		100%	25%	25%	0%	0%	0%	25%	0%	0%	0%	75%	0%	0%	0%	0%	0%	0%	75%	0%	0%	

Workforce Analysis
Lines of Progression

TITLE SERIES: T54DN-UNIV RELATIONS SPEC - T54BN-SR UNIV				MALES								FEMALES								UNKNOWNNS	
Job Title	Salary Range	Total Employees	Total Minorities	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Total	Black/African American	Asian	American Indian/Alaskan Native	Hispanic	Hawaiian/Pacific Islander	Two/More	White	Unknown Gender	Unknown Race
T54FN-ASSOC UNIV REL SPEC	32,000-40,000	2	1	2	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
T54DN-UNIV RELATIONS SPEC	40,735-53,668	8	0	1	0	0	0	0	0	0	1	7	0	0	0	0	0	0	7	0	0
T54BN-SR UNIV REL SPEC	53,159 - 63,534	9	0	3	0	0	0	0	0	0	3	6	0	0	0	0	0	0	6	0	0
Total		19	1	6	0	0	0	1	0	0	4	13	0	0	0	0	0	0	13	0	0
% of Total		100%	5%	32%	0%	0%	0%	5%	0%	0%	21%	68%	0%	0%	0%	0%	0%	0%	68%	0%	0%

4.1 Job Group Analysis: Listing of Job Titles within Each Job Group

Pursuant to 41 C.F.R. § 60-2.12, UWM is supplying the following Job Group Analysis, which lists all titles in each Job Group as allocated by job duties, wage rates and opportunities. In assigning titles to a specific Job Group, we have been mindful of the importance of size of each Job Group as it will assist in the statistical analysis. Nonetheless, within academic units, UWM has diverse populations of faculty who are recruited from various sources specific to their degree discipline. This has rendered those faculty job groups, in some cases, smaller than recommended.

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
04361 : 04361-RISK MGT SPEC	01M	2
04380 : 04380-RISK MANAGEMENT MGR	01M	2
04402 : 04402-UNIV GRTS & CON SPE S	01M	2
05320 : 05320-UNIV BUS SPEC SUP	01M	3
06021 : 06021-ACAD DEPT SUPV	01M	2
06022 : 06022-ACADEMIC DEPT MANAGER	01M	2
07010 : 07010-UNIV EXEC STAFF ASST	01M	3
07401 : 07401-COMM SERV TECH	01M	2
08160 : 08160-ADMIN SUPP ASST	01M	3
09471 : 09471-PROG & POL ANALYST	01M	2
09472 : 09472-PROG & POL ANALYS-ADV	01M	2
10803 : 10803-HR SPECIALIST SR	01M	2
10910 : 10910-UW HUMAN RESOURCES MG	01M	2
11210 : 11210-EMP REL PROGRAM COORD	01M	2
11310 : 11310-UW HUMAN RES MGR ADV	01M	2
14561 : 14561-TRAINING OFFICER	01M	2
18500 : 18500-UNIV CONF COORDINATOR	01M	2
18520 : 18520-UNIV CONF COORD SUPV	01M	2
36880 : 36880-HEALTH INFO SUPV-UWSY	01M	2
57800 : 57800-LIBRARIAN	01M	2
63200 : 63200-CURATOR	01M	2
00103 : 00103-FINANCIAL SPEC 3	02M	5
00104 : 00104-FINANCIAL SPEC 4	02M	5
00120 : 00120-FINANCIAL SPEC PRG SU	02M	5
00160 : 00160-ACCOUNTANT	02M	2
00204 : 00204-AUDITOR - SENIOR	02M	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
00205 : 00205-AUDITOR - ADVANCED	02M	2
00263 : 00263-ACCOUNTANT - JOURNEY	02M	2
00264 : 00264-ACCOUNTANT - SENIOR	02M	2
00580 : 00580-FINANCIAL PROG SUPV	02M	2
04161 : 04161-COLLECTIONS SPEC	02M	2
06160 : 06160-BOOK/MUS SHP ASST MGR	02M	2
06260 : 06260-BOOKSTORE/MUS SHP MGR	02M	2
06500 : 06500-UW PROG SPEC	02M	2
09210 : 09210-BUD & POL ANA DIV ADV	02M	2
10402 : 10402-PURCHASING AGENT-OBJ	02M	2
10403 : 10403-PURCHASING AGENT-SEN	02M	2
21120 : 21120-PAY & BEN PROG SUPV	02M	2
46402 : 46402-RESEARCH ANALYST SEN	02M	2
46403 : 46403-RESEARCH ANALYST ADV	02M	2
34301 : 34301-LAB PREP TECH O	03M	3
34302 : 34302-LAB PREP TECH S	03M	3
35062 : 35062-HISTOLOGY TECH-SR	03M	3
35662 : 35662-MEDICAL ASSISTANT 2	03M	3
41120 : 41120-MED TECH SUPV	03M	2
41162 : 41162-MED TECH SR	03M	2
41803 : 41803-HEALTH PHYSICIST ADV	03M	2
55572 : 55572-ENV HLTH SPEC SR	03M	2
55711 : 55711-WST MGT SPEC	03M	2
56062 : 56062-NAT RES RESEARCH SCI- SENIOR	03M	2
13302 : 13302-IS DATA SERV SENIOR	043	2
13303 : 13303-IS DATA SERV SPEC	043	2
13361 : 13361-IS NET SERV PROF	043	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
13362 : 13362-IS NET SERV SENIOR	043	2
13363 : 13363-IS NET SERV SPEC	043	2
13364 : 13364-IS NET SERV CONS/ADM	043	2
13372 : 13372-IS SYS DEV SRV SENIOR	043	2
13373 : 13373-IS SYS DEV SRV SPEC	043	2
13401 : 13401-IS COMPR SERV PROF	043	2
13402 : 13402-IS COMP SERV SEN	043	2
13403 : 13403-IS COMP SERV SPEC	043	2
13461 : 13461-IS TECH SRV PROF	043	2
13462 : 13462-IS TECH SRV SENIOR	043	2
13463 : 13463-IS TECH SRV SPEC	043	2
13522 : 13522-IS SUPERVISOR 2	043	B
13661 : 13661-IS BUS AUTO ANALYST	043	2
13662 : 13662-IS BUS AUTO SENIOR	043	2
13663 : 13663-IS BUS AUTO SPEC	043	2
24863 : 24863-ENGR SPEC ADV 1	04M	3
25201 : 25201-CADD SPEC	04M	3
93001 : 93001-ELECTRONICS TECH AGEN	04M	3
93062 : 93062-ELEC TECH RESEARCH S	04M	3
93172 : 93172-ELEC TECH MEDIA INTER	04M	3
93173 : 93173-ELECT TECH MEDIA SENR	04M	3
05300 : 05300-UNIVERSITY BUS SPEC	05M	2
08400 : 08400-UNIV BENEFIT SPEC	05M	3
08500 : 08500-UNIV SVC PRG ASSOC	05M	5
16320 : 16320-PRG ASST SUP	05M	3
16410 : 16410-PRG ASST ADV CONF	05M	3
16420 : 16420-PRG ASST SUP ADV	05M	3
16470 : 16470-OPER PROGRAM ASSOC	05M	5

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
19210 : 19210-LEGAL SUPP STAFF CONF	05M	3
19410 : 19410-HR ASST	05M	3
19510 : 19510-HR ASST ADV	05M	3
19813 : 19813-STU STATUS EXAM ASSOC	05M	5
19814 : 19814-STU STATUS EXAM SENIO	05M	5
23900 : 23900-POLICE SERVICE ASSOC	05M	5
24060 : 24060-ACADEMIC DEPT ASSOC	05M	5
25060 : 25060-ACADEMIC DEPT SPEC	05M	5
57762 : 57762-LIBRY SER ASST-SENIOR	05M	5
57764 : 57764-LIBRY SER ASST - ADV	05M	5
06301 : 06301-MARKETING SPEC	06M	2
06302 : 06302-MARKETING SPEC - SR	06M	2
12361 : 12361-COMM SPEC	06M	2
12362 : 12362-COMM SPEC SENR	06M	2
12363 : 12363-COMM SPEC ADV	06M	2
61220 : 61220-VISUAL ART SUPERVISOR	06M	3
61363 : 61363-GRAPHIC DESIGNER-SEN	06M	3
61460 : 61460-AUDIOVISUAL SRV ASST	06M	3
61570 : 61570-PRINTING TECH	06M	2
62503 : 62503-PHOTO LAB TECH - SEN	06M	3
82520 : 82520-PRINTING SRV SUP	06M	3
82620 : 82620-PRINTING SRV PRG SUP	06M	3
00102 : 00102-FINANCIAL SPEC 2	07M	5
16000 : 16000-OFFICE ASSOCIATE	07M	5
16160 : 16160-OFFICE OPER ASSOCIATE	07M	5
16310 : 16310-PRG ASST CONF	07M	5
16500 : 16500-PURCHASING ASSOCIATE	07M	5
16600 : 16600-UNIV SERVICES ASSOC 1	07M	5

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
16660 : 16660-UNIV SERVICES ASSOC 2	07M	5
17362 : 17362-TECH TYPIST-SENIOR	07M	5
18010 : 18010-SECRETARY CONF	07M	5
18060 : 18060-DEAN ASSISTANT	07M	5
21311 : 21311-PAY & BEN SPECIALIST	07M	5
21312 : 21312-PAY & BEN SPECIALIST ADVANCED	07M	5
23001 : 23001-MEDICAL PROGRAM ASST	07M	5
23002 : 23002-MEDICAL PRO ASST ASSO	07M	5
20171 : 20171-SHIP & MAIL ASSOC	08M	9
20172 : 20172-SHIP & MAIL ASSOC-ADV	08M	9
20501 : 20501-INVENT CONTROL COORD	08M	9
20502 : 20502-INV CONTROL COOR-ADV	08M	9
20520 : 20520-INVENT CONTROL SUP	08M	9
20720 : 20720-SHIP & MAIL SUP	08M	9
26362 : 26362-CONSTR REP JOURNEY	08M	2
46072 : 46072-ANIM RESEARCH TECH OB	08M	3
76020 : 76020-BLDGS/GROUNDS SUPV	08M	9
76120 : 76120-BLDGS/GROUNDS SUPT	08M	2
76220 : 76220-CUSTODIAL SRV SUPV	08M	9
76320 : 76320-CUSTODIAL SRV PRO SUP	08M	9
76720 : 76720-CRAFTS OPS MGR UW MLW	08M	6
76810 : 76810-SHOP SUPERVISOR	08M	2
77262 : 77262-HVAC/REFRIG SPEC-ADV	08M	6
84120 : 84120-FOOD SRV SUPV	08M	9
84220 : 84220-FOOD SRV MGR	08M	9
84402 : 84402-COOK 2	08M	9
84804 : 84804-FOOD SERVICE ASST 4	08M	9

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
84840 : 84840-EXECUTIVE CHEF	08M	2
84880 : 84880-FOOD SERVICE ADM	08M	2
76102 : 76102-FAC MAINT SPEC ADV	09M	9
76126 : 76126-FAC REPAIR WORKER-ADV	09M	9
77261 : 77261-HVAC/REFRIG SPEC	09M	9
83103 : 83103-AUTO/EQUIP TECH-SENR	09M	9
83104 : 83104-AUTO/EQUIP TECH-MASTR	09M	9
83402 : 83402-INSTRUMENT MAKER-JOUR	09M	3
83403 : 83403-INSTRUMENT MAKER-ADV	09M	3
83410 : 83410-INSTRUMENT SHOP COORD	09M	3
91302 : 91302-LOCKSMITH - JOURNEY	09M	9
93200 : 93200-RESEARCH VESSEL CAPT	09M	3
76250 : 76250-ELEVATOR CONSTRUCTOR	10M	6
76260 : 76260-CARPENTER	10M	6
76300 : 76300-ELECTRICIAN	10M	6
76400 : 76400-PAINTER	10M	6
76500 : 76500-PLUMBER	10M	6
76600 : 76600-STEAMFITTER	10M	6
76710 : 76710-CRAFTSWORKER SUPV	10M	6
76900 : 76900-CRAFTWORKER-LEAD	10M	6
77102 : 77102-POWER PLNT OPER-SENR	10M	9
77103 : 77103-POWER PLNT OPER INCHG	10M	9
77520 : 77520-POWER PLANT SUPERINT	10M	6
13400 : 13400-COMPUTER PRINT TECH	185	2
13602 : 13602-IS COMP SUPP TECH I	185	2
13703 : 13703-IS NETWORK SUP TECH S	185	2
13903 : 13903-IS RESOURC SUP TECH S	185	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
15100 : 15100-ADMIN TELECOM SPEC	185	2
65200 : 65200-POLICE OFFICER	247	9
65221 : 65221-POLICE SERGEANT	247	3
65222 : 65222-POLICE LIEUTENANT	247	3
65240 : 65240-POLICE CAPTAIN	247	9
65512 : 65512-SECURITY OFFR 2	247	3
65513 : 65513-SECURITY OFFR 3	247	3
65514 : 65514-SECURITY OFFR 4	247	3
81600 : 81600-LAW ENFORCEMENT DISPATCHER	247	3
80401 : 80401-MOTOR VEH OPER-LIGHT	999	9
82201 : 82201-OFFSET PRESS OPERATOR	999	9
82202 : 82202-OFFSET PRESS OPER LEA	999	9
89161 : 89161-CUSTODIAN	999	9
89162 : 89162-CUSTODIAN LEAD	999	9
90430 : 90430-GARDENER	999	9
C20NNB1017 : C20NN-PROFESSOR F01	F01	2
C20NNB1035 : C20NN-PROFESSOR F01	F01	2
C20NNB1050 : C20NN-PROFESSOR F01	F01	2
C20NNB1060 : C20NN-PROFESSOR F01	F01	2
C20NNB1070 : C20NN-PROFESSOR F01	F01	2
C30NNB1017 : C30NN-ASSOCIATE PROFESSOR F01	F01	2
C30NNB1035 : C30NN-ASSOCIATE PROFESSOR F01	F01	2
C30NNB1050 : C30NN-ASSOCIATE PROFESSOR F01	F01	2
C30NNB1060 : C30NN-ASSOCIATE PROFESSOR F01	F01	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C30NNB1065 : C30NN-ASSOCIATE PROFESSOR F01	F01	2
C30NNB1070 : C30NN-ASSOCIATE PROFESSOR F01	F01	2
C40NNB1017 : C40NN-ASSISTANT PROFESSOR F01	F01	2
C40NNB1035 : C40NN-ASSISTANT PROFESSOR F01	F01	2
C40NNB1050 : C40NN-ASSISTANT PROFESSOR F01	F01	2
C40NNB1060 : C40NN-ASSISTANT PROFESSOR F01	F01	2
C40NNB1065 : C40NN-ASSISTANT PROFESSOR F01	F01	2
C40NNB1070 : C40NN-ASSISTANT PROFESSOR F01	F01	2
C20NNB1103 : C20NN-PROFESSOR F02	F02	2
C20NNB1108 : C20NN-PROFESSOR F02	F02	2
C30NNB1103 : C30NN-ASSOCIATE PROFESSOR F02	F02	2
C30NNB1108 : C30NN-ASSOCIATE PROFESSOR F02	F02	2
C40NNB1103 : C40NN-ASSISTANT PROFESSOR F02	F02	2
C40NNB1108 : C40NN-ASSISTANT PROFESSOR F02	F02	2
C20NNB1221 : C20NN-PROFESSOR F03	F03	2
C20NNB1222 : C20NN-PROFESSOR F03	F03	2
C20NNB1223 : C20NN-PROFESSOR F03	F03	2
C20NNB1224 : C20NN-PROFESSOR F03	F03	2
C20NNB1225 : C20NN-PROFESSOR F03	F03	2
C20NNB1226 : C20NN-PROFESSOR F03	F03	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C30NNB1221 : C30NN-ASSOCIATE PROFESSOR F03	F03	2
C30NNB1222 : C30NN-ASSOCIATE PROFESSOR F03	F03	2
C30NNB1223 : C30NN-ASSOCIATE PROFESSOR F03	F03	2
C30NNB1224 : C30NN-ASSOCIATE PROFESSOR F03	F03	2
C30NNB1225 : C30NN-ASSOCIATE PROFESSOR F03	F03	2
C30NNB1226 : C30NN-ASSOCIATE PROFESSOR F03	F03	2
C40NNB1221 : C40NN-ASSISTANT PROFESSOR F03	F03	2
C40NNB1222 : C40NN-ASSISTANT PROFESSOR F03	F03	2
C40NNB1223 : C40NN-ASSISTANT PROFESSOR F03	F03	2
C40NNB1224 : C40NN-ASSISTANT PROFESSOR F03	F03	2
C40NNB1225 : C40NN-ASSISTANT PROFESSOR F03	F03	2
C40NNB1226 : C40NN-ASSISTANT PROFESSOR F03	F03	2
C20NNB1707 : C20NN-PROFESSOR F04	F04	2
C20NNB1719 : C20NN-PROFESSOR F04	F04	2
C20NNB1720 : C20NN-PROFESSOR F04	F04	2
C20NNB1730 : C20NN-PROFESSOR F04	F04	2
C20NNB1735 : C20NN-PROFESSOR F04	F04	2
C30NNB1707 : C30NN-ASSOCIATE PROFESSOR F04	F04	2
C30NNB1719 : C30NN-ASSOCIATE PROFESSOR F04	F04	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C30NNB1720 : C30NN-ASSOCIATE PROFESSOR F04	F04	2
C30NNB1730 : C30NN-ASSOCIATE PROFESSOR F04	F04	2
C30NNB1735 : C30NN-ASSOCIATE PROFESSOR F04	F04	2
C40NNB1707 : C40NN-ASSISTANT PROFESSOR F04	F04	2
C40NNB1719 : C40NN-ASSISTANT PROFESSOR F04	F04	2
C40NNB1720 : C40NN-ASSISTANT PROFESSOR F04	F04	2
C40NNB1730 : C40NN-ASSISTANT PROFESSOR F04	F04	2
C40NNB1735 : C40NN-ASSISTANT PROFESSOR F04	F04	2
C50NNB1720 : C50NN-INSTRUCTOR F04	F04	2
C20NNB1915 : C20NN-PROFESSOR F05	F05	2
C20NNB1925 : C20NN-PROFESSOR F05	F05	2
C20NNB1959 : C20NN-PROFESSOR F05	F05	2
C20NNB1965 : C20NN-PROFESSOR F05	F05	2
C30NNB1915 : C30NN-ASSOCIATE PROFESSOR F05	F05	2
C30NNB1925 : C30NN-ASSOCIATE PROFESSOR F05	F05	2
C30NNB1945 : C30NN-ASSOCIATE PROFESSOR F05	F05	2
C30NNB1959 : C30NN-ASSOCIATE PROFESSOR F05	F05	2
C30NNB1965 : C30NN-ASSOCIATE PROFESSOR F05	F05	2
C40NNB1915 : C40NN-ASSISTANT PROFESSOR F05	F05	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C40NNB1925 : C40NN-ASSISTANT PROFESSOR F05	F05	2
C40NNB1945 : C40NN-ASSISTANT PROFESSOR F05	F05	2
C40NNB1959 : C40NN-ASSISTANT PROFESSOR F05	F05	2
C40NNB1965 : C40NN-ASSISTANT PROFESSOR F05	F05	2
C20NNB2110 : C20NN-PROFESSOR F06	F06	2
C20NNB2130 : C20NN-PROFESSOR F06	F06	2
C20NNB2160 : C20NN-PROFESSOR F06	F06	2
C20NNB2170 : C20NN-PROFESSOR F06	F06	2
C20NNB2180 : C20NN-PROFESSOR F06	F06	2
C30NNB2110 : C30NN-ASSOCIATE PROFESSOR F06	F06	2
C30NNB2130 : C30NN-ASSOCIATE PROFESSOR F06	F06	2
C30NNB2160 : C30NN-ASSOCIATE PROFESSOR F06	F06	2
C30NNB2170 : C30NN-ASSOCIATE PROFESSOR F06	F06	2
C30NNB2180 : C30NN-ASSOCIATE PROFESSOR F06	F06	2
C40NNB2110 : C40NN-ASSISTANT PROFESSOR F06	F06	2
C40NNB2130 : C40NN-ASSISTANT PROFESSOR F06	F06	2
C40NNB2160 : C40NN-ASSISTANT PROFESSOR F06	F06	2
C40NNB2170 : C40NN-ASSISTANT PROFESSOR F06	F06	2
C40NNB2180 : C40NN-ASSISTANT PROFESSOR F06	F06	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C20NNB4831 : C20NN-PROFESSOR F07	F07	2
C20NNB4832 : C20NN-PROFESSOR F07	F07	2
C20NNB4833 : C20NN-PROFESSOR F07	F07	2
C20NNB4834 : C20NN-PROFESSOR F07	F07	2
C20NNB4835 : C20NN-PROFESSOR F07	F07	2
C20NNB4836 : C20NN-PROFESSOR F07	F07	2
C20NNB4837 : C20NN-PROFESSOR F07	F07	2
C20NNB4838 : C20NN-PROFESSOR F07	F07	2
C30NNB4831 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4832 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4833 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4834 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4835 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4836 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4837 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4838 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C30NNB4847 : C30NN-ASSOCIATE PROFESSOR F07	F07	2
C40NNB4831 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4832 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4833 : C40NN-ASSISTANT PROFESSOR F07	F07	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C40NNB4834 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4835 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4836 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4837 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4838 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4847 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C40NNB4848 : C40NN-ASSISTANT PROFESSOR F07	F07	2
C20NNB4851 : C20NN-PROFESSOR F08	F08	2
C20NNB4852 : C20NN-PROFESSOR F08	F08	2
C20NNB4853 : C20NN-PROFESSOR F08	F08	2
C20NNB4854 : C20NN-PROFESSOR F08	F08	2
C20NNB4855 : C20NN-PROFESSOR F08	F08	2
C30NNB4851 : C30NN-ASSOCIATE PROFESSOR F08	F08	2
C30NNB4852 : C30NN-ASSOCIATE PROFESSOR F08	F08	2
C30NNB4853 : C30NN-ASSOCIATE PROFESSOR F08	F08	2
C30NNB4854 : C30NN-ASSOCIATE PROFESSOR F08	F08	2
C30NNB4855 : C30NN-ASSOCIATE PROFESSOR F08	F08	2
C40NNB4851 : C40NN-ASSISTANT PROFESSOR F08	F08	2
C40NNB4852 : C40NN-ASSISTANT PROFESSOR F08	F08	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C40NNB4853 : C40NN-ASSISTANT PROFESSOR F08	F08	2
C40NNB4854 : C40NN-ASSISTANT PROFESSOR F08	F08	2
C40NNB4855 : C40NN-ASSISTANT PROFESSOR F08	F08	2
C20NNB4871 : C20NN-PROFESSOR F09	F09	2
C20NNB4872 : C20NN-PROFESSOR F09	F09	2
C20NNB4873 : C20NN-PROFESSOR F09	F09	2
C20NNB4874 : C20NN-PROFESSOR F09	F09	2
C20NNB4875 : C20NN-PROFESSOR F09	F09	2
C20NNB4877 : C20NN-PROFESSOR F09	F09	2
C20NNB4878 : C20NN-PROFESSOR F09	F09	2
C20NNB4879 : C20NN-PROFESSOR F09	F09	2
C20NNB4881 : C20NN-PROFESSOR F09	F09	2
C20NNB4890 : C20NN-PROFESSOR F09	F09	2
C30NNB4871 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4872 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4873 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4874 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4875 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4877 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4878 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4879 : C30NN-ASSOCIATE PROFESSOR F09	F09	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C30NNB4881 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C30NNB4890 : C30NN-ASSOCIATE PROFESSOR F09	F09	2
C40NNB4871 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4872 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4873 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4874 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4875 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4877 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4878 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4879 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4881 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C40NNB4890 : C40NN-ASSISTANT PROFESSOR F09	F09	2
C20NNB5101 : C20NN-PROFESSOR F10	F10	2
C30NNB5101 : C30NN-ASSOCIATE PROFESSOR F10	F10	2
C40NNB5101 : C40NN-ASSISTANT PROFESSOR F10	F10	2
C50NNB5101 : C50NN-INSTRUCTOR F10	F10	2
C20NNB6501 : C20NN-PROFESSOR F11	F11	2
C30NNB6501 : C30NN-ASSOCIATE PROFESSOR F11	F11	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
C40NNB6501 : C40NN-ASSISTANT PROFESSOR F11	F11	2
C20NNB8610 : C20NN-PROFESSOR F12	F12	2
C30NNB8610 : C30NN-ASSOCIATE PROFESSOR F12	F12	2
C30NNB8620 : C30NN-ASSOCIATE PROFESSOR F12	F12	2
C40NNB8610 : C40NN-ASSISTANT PROFESSOR F12	F12	2
C40NNB8620 : C40NN-ASSISTANT PROFESSOR F12	F12	2
C20NNB9073 : C20NN-PROFESSOR F13	F13	2
C30NNB9062 : C30NN-ASSOCIATE PROFESSOR F13	F13	2
C40NNB9076 : C40NN-ASSISTANT PROFESSOR F13	F13	2
C20NNB7001 : C20NN-PROFESSOR F14	F14	2
C30NNB7001 : C30NN-ASSOCIATE PROFESSOR F14	F14	2
C40NNB7001 : C40NN-ASSISTANT PROFESSOR F14	F14	2
C20NNB2501 : C20NN-PROFESSOR F15	F15	2
C20NNB2531 : C20NN-PROFESSOR F15	F15	2
C30NNB2501 : C30NN-ASSOCIATE PROFESSOR F15	F15	2
C30NNB2531 : C30NN-ASSOCIATE PROFESSOR F15	F15	2
C40NNB2501 : C40NN-ASSISTANT PROFESSOR F15	F15	2
C40NNB2531 : C40NN-ASSISTANT PROFESSOR F15	F15	2
D11NNB1065 : D11NN-VISITING PROFESSOR T02	T02	2

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Ordered By: Job Group Code

Job	Job Group	EEO
D21NNB1017 : D21NN-PROFESSOR EMER T02	T02	2
D51NNB1070 : D51NN-CLINICAL PROFESSOR T02	T02	2
D52NNB1017 : D52NN-CLINICAL ASSOC PROF T02	T02	2
D52NNB1050 : D52NN-CLINICAL ASSOC PROF T02	T02	2
D52NNB1060 : D52NN-CLINICAL ASSOC PROF T02	T02	2
D52NNB1070 : D52NN-CLINICAL ASSOC PROF T02	T02	2
D53NNB1017 : D53NN-CLINICAL ASST PROF T02	T02	2
D53NNB1035 : D53NN-CLINICAL ASST PROF T02	T02	2
D53NNB1050 : D53NN-CLINICAL ASST PROF T02	T02	2
D53NNB1060 : D53NN-CLINICAL ASST PROF T02	T02	2
D53NNB1065 : D53NN-CLINICAL ASST PROF T02	T02	2
D53NNB1070 : D53NN-CLINICAL ASST PROF T02	T02	2
D54NNB1050 : D54NN-CLINICAL INSTRUCTOR T02	T02	2
D54NNB1060 : D54NN-CLINICAL INSTRUCTOR T02	T02	2
D80DNB1017 : D80DN-LECTURER T02	T02	2
D80DNB1020 : D80DN-LECTURER T02	T02	2
D80DNB1035 : D80DN-LECTURER T02	T02	2
D80DNB1060 : D80DN-LECTURER T02	T02	2
D80DNB1070 : D80DN-LECTURER T02	T02	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80FNB1035 : D80FN-ASSOC LECTURER T02	T02	2
D42NNB1103 : D42NN-ADJUNCT ASSOC PROF T03	T03	2
D42NNB1108 : D42NN-ADJUNCT ASSOC PROF T03	T03	2
D43NNB1103 : D43NN-ADJUNCT ASST PROF T03	T03	2
D80DNB1103 : D80DN-LECTURER T03	T03	2
D80DNB1108 : D80DN-LECTURER T03	T03	2
D41NNB1220 : D41NN-ADJUNCT PROFESSOR T04	T04	2
D41NNB1223 : D41NN-ADJUNCT PROFESSOR T04	T04	2
D43NNB1220 : D43NN-ADJUNCT ASST PROF T04	T04	2
D80BNB1220 : D80BN-SENIOR LECTURER T04	T04	2
D80BNB1221 : D80BN-SENIOR LECTURER T04	T04	2
D80BNB1222 : D80BN-SENIOR LECTURER T04	T04	2
D80BNB1223 : D80BN-SENIOR LECTURER T04	T04	2
D80BNB1224 : D80BN-SENIOR LECTURER T04	T04	2
D80BNB1227 : D80BN-SENIOR LECTURER T04	T04	2
D80BNB1270 : D80BN-SENIOR LECTURER T04	T04	2
D80DNB1220 : D80DN-LECTURER T04	T04	2
D80DNB1221 : D80DN-LECTURER T04	T04	2
D80DNB1222 : D80DN-LECTURER T04	T04	2

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Ordered By: Job Group Code

Job	Job Group	EEO
D80DNB1223 : D80DN-LECTURER T04	T04	2
D80DNB1224 : D80DN-LECTURER T04	T04	2
D80DNB1225 : D80DN-LECTURER T04	T04	2
D80DNB1226 : D80DN-LECTURER T04	T04	2
D80DNB1227 : D80DN-LECTURER T04	T04	2
D80DNB1270 : D80DN-LECTURER T04	T04	2
D81DNB1222 : D81DN-VISITING LECTURER T04	T04	2
D81DNB1223 : D81DN-VISITING LECTURER T04	T04	2
D52NNB1707 : D52NN-CLINICAL ASSOC PROF T05	T05	2
D52NNB1735 : D52NN-CLINICAL ASSOC PROF T05	T05	2
D52NNB1750 : D52NN-CLINICAL ASSOC PROF T05	T05	2
D53NNB1707 : D53NN-CLINICAL ASST PROF T05	T05	2
D53NNB1719 : D53NN-CLINICAL ASST PROF T05	T05	2
D53NNB1735 : D53NN-CLINICAL ASST PROF T05	T05	2
D80BNB1719 : D80BN-SENIOR LECTURER T05	T05	2
D80BNB1720 : D80BN-SENIOR LECTURER T05	T05	2
D80BNB1730 : D80BN-SENIOR LECTURER T05	T05	2
D80DNB1701 : D80DN-LECTURER T05	T05	2
D80DNB1707 : D80DN-LECTURER T05	T05	2
D80DNB1719 : D80DN-LECTURER T05	T05	2
D80DNB1720 : D80DN-LECTURER T05	T05	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80DNB1730 : D80DN-LECTURER T05	T05	2
D80DNB1735 : D80DN-LECTURER T05	T05	2
D80FNB1719 : D80FN-ASSOC LECTURER T05	T05	2
D80FNB1720 : D80FN-ASSOC LECTURER T05	T05	2
D80FNB1730 : D80FN-ASSOC LECTURER T05	T05	2
D80FNB1735 : D80FN-ASSOC LECTURER T05	T05	2
D43NNB1925 : D43NN-ADJUNCT ASST PROF T06	T06	2
D80BNB1901 : D80BN-SENIOR LECTURER T06	T06	2
D80BNB1925 : D80BN-SENIOR LECTURER T06	T06	2
D92DNB1925 : D92DN-FACULTY ASSOCIATE T06	T06	2
D13NNB2170 : D13NN-VISITING ASST PROF T07	T07	2
D21NNB2130 : D21NN-PROFESSOR EMER T07	T07	2
D21NNB2160 : D21NN-PROFESSOR EMER T07	T07	2
D41NNB2160 : D41NN-ADJUNCT PROFESSOR T07	T07	2
D43NNB2110 : D43NN-ADJUNCT ASST PROF T07	T07	2
D43NNB2160 : D43NN-ADJUNCT ASST PROF T07	T07	2
D80BNB2110 : D80BN-SENIOR LECTURER T07	T07	2
D80BNB2130 : D80BN-SENIOR LECTURER T07	T07	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80BNB2160 : D80BN-SENIOR LECTURER T07	T07	2
D80BNB2170 : D80BN-SENIOR LECTURER T07	T07	2
D80BNB2180 : D80BN-SENIOR LECTURER T07	T07	2
D80DNB2110 : D80DN-LECTURER T07	T07	2
D80DNB2130 : D80DN-LECTURER T07	T07	2
D80DNB2160 : D80DN-LECTURER T07	T07	2
D80DNB2170 : D80DN-LECTURER T07	T07	2
D80DNB2180 : D80DN-LECTURER T07	T07	2
D80FNB2110 : D80FN-ASSOC LECTURER T07	T07	2
D80FNB2130 : D80FN-ASSOC LECTURER T07	T07	2
D80FNB2160 : D80FN-ASSOC LECTURER T07	T07	2
D80FNB2170 : D80FN-ASSOC LECTURER T07	T07	2
D80FNB2180 : D80FN-ASSOC LECTURER T07	T07	2
D92DNB2160 : D92DN-FACULTY ASSOCIATE T07	T07	2
D95DNB2160 : D95DN-INSTRMT INNOVATOR/INS T07	T07	2
D95FNB2180 : D95FN-ASSOC INSTRMT INN/INS T07	T07	2
D13NNB4834 : D13NN-VISITING ASST PROF T08	T08	2
D41NNB4832 : D41NN-ADJUNCT PROFESSOR T08	T08	2
D80BNB4832 : D80BN-SENIOR LECTURER T08	T08	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80BNB4833 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4834 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4835 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4837 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4838 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4846 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4847 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4848 : D80BN-SENIOR LECTURER T08	T08	2
D80BNB4849 : D80BN-SENIOR LECTURER T08	T08	2
D80DNB4831 : D80DN-LECTURER T08	T08	2
D80DNB4832 : D80DN-LECTURER T08	T08	2
D80DNB4833 : D80DN-LECTURER T08	T08	2
D80DNB4834 : D80DN-LECTURER T08	T08	2
D80DNB4835 : D80DN-LECTURER T08	T08	2
D80DNB4836 : D80DN-LECTURER T08	T08	2
D80DNB4837 : D80DN-LECTURER T08	T08	2
D80DNB4838 : D80DN-LECTURER T08	T08	2
D80DNB4840 : D80DN-LECTURER T08	T08	2
D80DNB4841 : D80DN-LECTURER T08	T08	2
D80DNB4847 : D80DN-LECTURER T08	T08	2
D80DNB4848 : D80DN-LECTURER T08	T08	2
D80DNB4849 : D80DN-LECTURER T08	T08	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80FNB4831 : D80FN-ASSOC LECTURER T08	T08	2
D80FNB4832 : D80FN-ASSOC LECTURER T08	T08	2
D80FNB4833 : D80FN-ASSOC LECTURER T08	T08	2
D80FNB4834 : D80FN-ASSOC LECTURER T08	T08	2
D80FNB4835 : D80FN-ASSOC LECTURER T08	T08	2
D80FNB4836 : D80FN-ASSOC LECTURER T08	T08	2
D80FNB4838 : D80FN-ASSOC LECTURER T08	T08	2
D80FNB4848 : D80FN-ASSOC LECTURER T08	T08	2
D13NNB4853 : D13NN-VISITING ASST PROF T09	T09	2
D13NNB4854 : D13NN-VISITING ASST PROF T09	T09	2
D41NNB4855 : D41NN-ADJUNCT PROFESSOR T09	T09	2
D80BNB4851 : D80BN-SENIOR LECTURER T09	T09	2
D80BNB4852 : D80BN-SENIOR LECTURER T09	T09	2
D80BNB4853 : D80BN-SENIOR LECTURER T09	T09	2
D80BNB4854 : D80BN-SENIOR LECTURER T09	T09	2
D80BNB4855 : D80BN-SENIOR LECTURER T09	T09	2
D80DNB4851 : D80DN-LECTURER T09	T09	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80DNB4852 : D80DN-LECTURER T09	T09	2
D80DNB4853 : D80DN-LECTURER T09	T09	2
D80DNB4854 : D80DN-LECTURER T09	T09	2
D80DNB4855 : D80DN-LECTURER T09	T09	2
D80DNB4863 : D80DN-LECTURER T09	T09	2
D80FNB4851 : D80FN-ASSOC LECTURER T09	T09	2
D80FNB4852 : D80FN-ASSOC LECTURER T09	T09	2
D80FNB4853 : D80FN-ASSOC LECTURER T09	T09	2
D80FNB4854 : D80FN-ASSOC LECTURER T09	T09	2
D91NNB4851 : D91NN-FACULTY ASSISTANT T09	T09	2
D91NNB4852 : D91NN-FACULTY ASSISTANT T09	T09	2
D91NNB4855 : D91NN-FACULTY ASSISTANT T09	T09	2
D92DNB4854 : D92DN-FACULTY ASSOCIATE T09	T09	2
D95DNB4851 : D95DN-INSTRMT INNOVATOR/INS T09	T09	2
D13NNB4874 : D13NN-VISITING ASST PROF T10	T10	2
D13NNB4875 : D13NN-VISITING ASST PROF T10	T10	2
D21NNB4873 : D21NN-PROFESSOR EMER T10	T10	2
D41NNB4886 : D41NN-ADJUNCT PROFESSOR T10	T10	2
D43NNB4886 : D43NN-ADJUNCT ASST PROF T10	T10	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D51NNB4879 : D51NN-CLINICAL PROFESSOR T10	T10	2
D80BNB4872 : D80BN-SENIOR LECTURER T10	T10	2
D80BNB4875 : D80BN-SENIOR LECTURER T10	T10	2
D80BNB4877 : D80BN-SENIOR LECTURER T10	T10	2
D80BNB4878 : D80BN-SENIOR LECTURER T10	T10	2
D80BNB4879 : D80BN-SENIOR LECTURER T10	T10	2
D80BNB4881 : D80BN-SENIOR LECTURER T10	T10	2
D80BNB4885 : D80BN-SENIOR LECTURER T10	T10	2
D80BNB4888 : D80BN-SENIOR LECTURER T10	T10	2
D80DNB4871 : D80DN-LECTURER T10	T10	2
D80DNB4872 : D80DN-LECTURER T10	T10	2
D80DNB4874 : D80DN-LECTURER T10	T10	2
D80DNB4875 : D80DN-LECTURER T10	T10	2
D80DNB4877 : D80DN-LECTURER T10	T10	2
D80DNB4878 : D80DN-LECTURER T10	T10	2
D80DNB4879 : D80DN-LECTURER T10	T10	2
D80DNB4885 : D80DN-LECTURER T10	T10	2
D80DNB4888 : D80DN-LECTURER T10	T10	2
D80DNB4890 : D80DN-LECTURER T10	T10	2
D80FNB4871 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4872 : D80FN-ASSOC LECTURER T10	T10	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80FNB4874 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4875 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4877 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4878 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4879 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4880 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4886 : D80FN-ASSOC LECTURER T10	T10	2
D80FNB4888 : D80FN-ASSOC LECTURER T10	T10	2
D44NNB5101 : D44NN-ADJUNCT INSTRUCTOR T11	T11	2
D80BNB5101 : D80BN-SENIOR LECTURER T11	T11	2
D80DNB5101 : D80DN-LECTURER T11	T11	2
D51NNB6501 : D51NN-CLINICAL PROFESSOR T12	T12	2
D52NNB6501 : D52NN-CLINICAL ASSOC PROF T12	T12	2
D53NNB6501 : D53NN-CLINICAL ASST PROF T12	T12	2
D54NNB6501 : D54NN-CLINICAL INSTRUCTOR T12	T12	2
D92DNB6501 : D92DN-FACULTY ASSOCIATE T12	T12	2
D52NNB8601 : D52NN-CLINICAL ASSOC PROF T13	T13	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D52NNB8610 : D52NN-CLINICAL ASSOC PROF T13	T13	2
D53NNB8610 : D53NN-CLINICAL ASST PROF T13	T13	2
D80BNB8610 : D80BN-SENIOR LECTURER T13	T13	2
D80BNB8620 : D80BN-SENIOR LECTURER T13	T13	2
D80DNB8610 : D80DN-LECTURER T13	T13	2
D80DNB8620 : D80DN-LECTURER T13	T13	2
D80FNB8610 : D80FN-ASSOC LECTURER T13	T13	2
D80DNB9071 : D80DN-LECTURER T14	T14	2
D92DNB9001 : D92DN-FACULTY ASSOCIATE T14	T14	2
D92DNB9048 : D92DN-FACULTY ASSOCIATE T14	T14	2
D92DNB9050 : D92DN-FACULTY ASSOCIATE T14	T14	2
D92DNB9051 : D92DN-FACULTY ASSOCIATE T14	T14	2
D92DNB9073 : D92DN-FACULTY ASSOCIATE T14	T14	2
D92DNB9077 : D92DN-FACULTY ASSOCIATE T14	T14	2
D80BNB0577 : D80BN-SENIOR LECTURER T15	T15	2
D80BNB0580 : D80BN-SENIOR LECTURER T15	T15	2
D80BNB4804 : D80BN-SENIOR LECTURER T15	T15	2
D80DNB0577 : D80DN-LECTURER T15	T15	2
D80DNB0580 : D80DN-LECTURER T15	T15	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
D80DNB4804 : D80DN-LECTURER T15	T15	2
D80FNB0580 : D80FN-ASSOC LECTURER T15	T15	2
D80FNB4804 : D80FN-ASSOC LECTURER T15	T15	2
D95DNB0530 : D95DN-INSTRMT INNOVATOR/INS T15	T15	2
A10NN : A10NN-CHANCELLOR	U01	A
A20NN : A20NN-DEAN	U01	A
A40NN : A40NN-VICE CHANCELLOR	U01	A
A44NN : A44NN-ASST VICE CHANCELLOR	U01	B
A42NN : A42NN-ASSOC VICE CHANCELLOR	U02	A
A51NN : A51NN-ASSOCIATE DEAN	U02	B
B10DN : B10DN-ACAD PROGRAM DIRECTOR	U02	B
B10FN : B10FN-ASSOC ACD PGM DIR	U02	B
N56NN : N56NN-SECY OF THE FACULTY	U02	B
E05DN : E05DN-RESEARCHER	U03	2
E05FN : E05FN-ASSOC RESEARCHER	U03	2
E05LN : E05LN-ASST RESEARCHER	U03	2
E10BN : E10BN-SENIOR SCIENTIST	U03	2
E10FN : E10FN-ASSOCIATE SCIENTIST	U03	2
E20DN : E20DN-INSTRMT INNOVATOR/RES	U03	2
E30DN : E30DN-RESEARCH ANIMAL VET	U03	2
J22DL : J22DL-CONTROLLER/L	U04	B
J24DM : J24DM-DEAN OF STUDENTS/M	U04	B
J28DN : J28DN-UNIVERSITY PHYSICIAN	U04	B
J28FN : J28FN-ASSOC UNIV PHYSICIAN	U04	B

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
J82DL : J82DL-DIR, AUX OPER/L	U04	B
K16DL : K16DL-DIR, COUNSEL SERV/L	U04	B
L12DL : L12DL-DIR, LIBRARY/L	U04	B
L62DL : L62DL-DIR, PHYSICAL PLANT/L	U04	B
L64DL : L64DL-DIR, PLAN & CONST/L	U04	B
L88DL : L88DL-DIR, RESEARCH ADMIN/L	U04	B
M14DL : M14DL-DIR, STUDENT UNION/L	U04	B
M32DL : M32DL-DIR, UNIV HOUSING/L	U04	B
M95DN : M95DN-DIR, UNSPECIFIED (9)	U04	B
M96DN : M96DN-DIR, UNSPECIFIED (10)	U04	B
J24FM : J24FM-ASSOC DEAN OF STD/M	U05	B
J26DL : J26DL-REGISTRAR/L	U05	B
J44DM : J44DM-DIR, ACAD COMP SERV/M	U05	B
J52LL : J52LL-ASST DIR, ADM CMP S/L	U05	B
J62DL : J62DL-DIR, AFFIRM ACTION/L	U05	B
J78DL : J78DL-DIRECTOR, ATHLETICS (L)	U05	B
J78LL : J78LL-ASST DIR, ATHL/L	U05	B
J82FL : J82FL-ASSOC DIR, AUX OPER/L	U05	B
J82LL : J82LL-ASST DIR, AUX OPER/L	U05	B
J92DM : J92DM-DIR, BUDGET/M	U05	B
K04DM : K04DM-DIR, CAR PLN & PLC/M	U05	B
K10DM : K10DM-DIR, COMPUTER SRV/M	U05	B
K10LL : K10LL-ASST DIR, CMPTR SV/L	U05	B
K34DL : K34DL-DIR, EDUC SUPP SRV/L	U05	B
K34DM : K34DM-DIR, EDUC SUPP SRV/M	U05	B
K94DL : K94DL-DIR, INTERNAL AUDIT/L	U05	B
K97DM : K97DM-DIR, INTL EDUC PGM/M	U05	B
L12LL : L12LL-ASST DIR, LIBR/L	U05	B

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
L12LM : L12LM-ASST DIR, LIBR/M	U05	B
L62FL : L62FL-ASSOC DIR, PHYS PL/L	U05	B
L72DL : L72DL-DIR, PROTECTIVE SRV/L	U05	B
L78DL : L78DL-DIR, PURCHASING/L	U05	B
L82DL : L82DL-DIR, RADIO/TV/L	U05	B
L88FL : L88FL-ASSOC DIR, RES ADM/L	U05	B
M12DL : M12DL-DIR, STUDENT SERV/L	U05	B
M32LL : M32LL-ASST DIR, UNV HOUS/L	U05	B
M93DN : M93DN-DIR, UNSPECIFIED (7)	U05	B
M94DN : M94DN-DIR, UNSPECIFIED (8)	U05	B
M94FN : M94FN-ASC DIR, UNSPEC (8)	U05	B
M95LN : M95LN-ASST DIR, UNSPEC (9)	U05	B
M96LN : M96LN-ASST DIR, UNSPEC (10)	U05	B
N22NI : N22NI-ASSISTANT DEAN/M-L	U05	B
S40BN : S40BN-SR INFO TECH STRAT CN	U05	2
J24LS : J24LS-ASST DEAN OF STD/S	U06	B
J26LL : J26LL-ASST REGISTRAR/L	U06	B
K34FL : K34FL-ASOC DIR, ED SUPP S/L	U06	B
K44LL : K44LL-ASST DIR, FIN AID/L	U06	B
M32LM : M32LM-ASST DIR, UNV HOUS/M	U06	B
M93FN : M93FN-ASC DIR, UNSPEC (7)	U06	B
M94LN : M94LN-ASST DIR, UNSPEC (8)	U06	B
S02DN : S02DN-FACILITIES ARCHITECT	U06	2
N52NN : N52NN-ARTIST-IN-RESIDENCE	U07	2
P12NM : P12NM-ACAD ARCHIVIST II	U07	2
P55NL : P55NL-INSTRUCTL PRG MGR III	U07	2
P55NM : P55NM-INSTRUCTL PRG MGR II	U07	2
P65NL : P65NL-OUTREACH PROG MGR III	U07	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
P65NM : P65NM-OUTREACH PROG MGR II	U07	2
P65NS : P65NS-OUTREACH PROG MGR I	U07	2
R04BN : R04BN-SR ACAD LIBRARIAN	U07	2
R04DN : R04DN-ACADEMIC LIBRARIAN	U07	2
R04FN : R04FN-ASSOC ACAD LIBRARIAN	U07	2
R06BN : R06BN-SR ACADEMIC PLANNER	U07	B
S48BN : S48BN-SR INSTRUCTIONAL SPEC	U07	2
S48FN : S48FN-ASSOC INSTRUCTNL SPEC	U07	2
S92BN : S92BN-SR OUTREACH SPEC	U07	2
S92DN : S92DN-OUTREACH SPECIALIST	U07	2
S92FN : S92FN-ASSOC OUTREACH SPEC	U07	2
T23DN : T23DN-SPECIAL LIBRARIAN	U07	2
T23FN : T23FN-ASSOC SPEC LIBRARIAN	U07	2
N12NL : N12NL-ADMIN OFFICER/L	U08	B
N12NM : N12NM-ADMIN OFFICER/M	U08	B
N12NS : N12NS-ADMIN OFFICER/S	U08	B
N22NL : N22NL-ASSISTANT DEAN/L	U08	B
N22NM : N22NM-ASSISTANT DEAN/M	U08	B
N22NS : N22NS-ASSISTANT DEAN/S	U08	B
P14NL : P14NL-ADMIN PRG MANAGER III	U08	2
P14NM : P14NM-ADMIN PRG MANAGER II	U08	2
P14NS : P14NS-ADMIN PRG MANAGER I	U08	2
R07BN : R07BN-SR ADMIN PRGM SPEC	U08	2
R07DN : R07DN-ADMIN PROGRAM SPEC	U08	2
R07FN : R07FN-ASSOC ADMIN PRGM SPEC	U08	2
R08BN : R08BN-SR ADMIN SPECIALIST	U08	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
R08DN : R08DN-ADMIN SPECIALIST	U08	2
R08FN : R08FN-ASSOC ADM SPECIALIST	U08	2
S06BN : S06BN-SR FACILITIES PLAN SP	U08	2
S06FN : S06FN-ASSOC FACIL PLAN SPEC	U08	2
T03BN : T03BN-SR POLICY/PLNG ANLST	U08	B
T22BN : T22BN-SR SPECIAL ASSISTANT	U08	B
T22DN : T22DN-SPECIAL ASSISTANT	U08	B
T52BN : T52BN-SR UNIV LEGAL COUNSEL	U08	2
T52DN : T52DN-UNIV LEGAL COUNSEL	U08	2
R32DN : R32DN-CLINICAL AUDIOLOGIST	U09	2
R32FN : R32FN-ASSOC CL AUDIOLOGIST	U09	2
R44BN : R44BN-SR CLIN NURSE SPEC	U09	2
R48BN : R48BN-SR CLIN PHARMACIST	U09	2
R72BN : R72BN-SR COUNSELOR	U09	2
T02BN : T02BN-SR PHYSICIAN	U09	2
T08BN : T08BN-SR PSYCHOLOGIST	U09	2
T08DN : T08DN-PSYCHOLOGIST	U09	2
T24BN : T24BN-SR STUDENT HLTH NURSE	U09	2
S44BN : S44BN-SR INFORM PROC CONSLT	U10	2
S44DN : S44DN-INFORM PROCESS CONSLT	U10	2
S44FN : S44FN-ASSOC INF PROC CONSLT	U10	2
T32BN : T32BN-SR SYSTEMS PROGRAMMER	U10	2
T32DN : T32DN-SYSTEMS PROGRAMMER	U10	2
P60NM : P60NM-LABORATORY MGR II	U11	2
P60NS : P60NS-LABORATORY MGR I	U11	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
P70NM : P70NM-RESEARCH PROG MGR II	U11	2
P70NS : P70NS-RESEARCH PROG MGR I	U11	2
S52BN : S52BN-SR INSTRUMENT SPEC	U11	2
S54DN : S54DN-INSTRUMENTATION TECH	U11	2
T16BN : T16BN-SR RESEARCH SPEC	U11	2
T16DN : T16DN-RESEARCH SPECIALIST	U11	2
T16FN : T16FN-ASSOC RESEARCH SPEC	U11	2
N54DN : N54DN-COACH	U12	2
N54LN : N54LN-ASST COACH	U12	2
P16NL : P16NL-ATHLETIC TRAINER III	U12	2
P16NS : P16NS-ATHLETIC TRAINER I	U12	2
P75NL : P75NL-STUDENT SV PR MGR III	U12	2
P75NM : P75NM-STUDENT SV PR MGR II	U12	2
P75NS : P75NS-STUDENT SV PR MGR I	U12	2
R12BN : R12BN-SR ADVISOR	U12	2
R12DN : R12DN-ADVISOR	U12	2
R12FN : R12FN-ASSOC ADVISOR	U12	2
T18DN : T18DN-RESIDENCE HALL MGR	U12	2
T18FN : T18FN-ASSOC RES HALL MGR	U12	2
T25BN : T25BN-SR STUDENT SERV COORD	U12	2
T25DN : T25DN-STUDENT SERVICES CORD	U12	2
T25FN : T25FN-ASSOC STU SERV COORD	U12	2
T26BN : T26BN-SR STUDENT SERV SPEC	U12	2
T26DN : T26DN-STUDENT SERVICES SPEC	U12	2
T26FN : T26FN-ASSOC STUDENT SV SPEC	U12	2

List of UW Milwaukee Job Titles

Ordered By: Job Group Code

Job	Job Group	EEO
P50NL : P50NL-DEVELOPT PRG MGR III	U13	2
P50NM : P50NM-DEVELOPT PRG MGR II	U13	2
P50NS : P50NS-DEVELOPT PRG MGR I	U13	2
R16BN : R16BN-SR ARTIST	U13	2
R16DN : R16DN-ARTIST	U13	2
R22BN : R22BN-SR BROADCAST SPEC	U13	2
R22DN : R22DN-BROADCAST SPECIALIST	U13	2
R84BN : R84BN-SR DEVELOP SPECIALIST	U13	2
R84DN : R84DN-DEVELOP SPECIALIST	U13	2
R84FN : R84FN-ASSOC DEVELOP SPEC	U13	2
R92BN : R92BN-SR EDITOR	U13	2
R92DN : R92DN-EDITOR	U13	2
S74BN : S74BN-SR MARKETING SPEC	U13	2
S74DN : S74DN-MARKETING SPECIALIST	U13	2
S76BN : S76BN-SR MEDIA SPECIALIST	U13	2
S76DN : S76DN-MEDIA SPECIALIST	U13	2
S76FN : S76FN-ASSOC MEDIA SPEC	U13	2
T54BN : T54BN-SR UNIV REL SPEC	U13	2
T54DN : T54DN-UNIV RELATIONS SPEC	U13	2
T54FN : T54FN-ASSOC UNIV REL SPEC	U13	2

4.2 Determination of Estimated Availability, Incumbency to Estimated Availability Comparison, and Identification of Placement Goals by Job Group

The tables in this section of the UWM AAP show the following information for each of UWM's 56 job groups:

- The total number of employees in the job group, as well as the subtotal number of females and the subtotal number of minorities. Also included is the calculation of the percentage of minorities and women in each job group, as required by 41 C.F.R. §60-2.13. This calculation can be found in the row titled "Current %".
- The estimated availability for each job group, as required by 41 C.F.R. §60-2.14. This estimated availability is expressed as a percentage of all qualified persons available for employment in the job group in the row titled "Total Availability." This estimated availability was derived from the 2010 Census or Ph.D. degree data, the 2012 IPEDS Completion Survey, and the US Department of Education's National Center for Educational Statistics (NCES). In the annotations, there is a brief explanation for the selection of the relevant recruitment area and pool of promotable, transferable and trainable employees, as required by 41 C.F.R. §60-2.14(e),(f).
- Each table compares the composition of the workforce by job group to the estimated availability of qualified minorities or women available for employment in the job group as required by 41 C.F.R. §60-2.15. Where UWM has determined that it employs fewer minorities and/or women than reasonably expected based on estimated availability (specifically, if the incumbency in the job group for women or minorities was two or more standard deviations less than the availability of women or minorities (i.e. the 2 Standard Deviations rule)), it has established a placement goal equal to the availability figure derived for women or minorities, as appropriate, for that job group, as required by §60-2.16. In the row titled "Placement Goal?, 2 Std. Dev.," which is the bottom row in each table, a "yes" signifies the establishment of a placement goal for the upcoming plan year.

The establishment of a Placement Goal does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith affirmative action efforts. Rather, the establishment of a Placement Goal is designed to be a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.

Availability Analysis

41 CFR Section 60-2.14

01M CLS: ADMIN & PROGRAM SPEC (Total Employees : 43)

	Weight	Females		Minorities	
		Total: 25		Total: 11	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	66%	59%	18%	16%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	10%	79%	8%	23%	2%
	100%				
Total Availability		67%		18%	
Current %		58%		26%	
2 Standard Deviations Test		1.2357		-1.294	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area.

Factor 2a: Internal promotions are from all jobs within job groups 02M (CLS: FISCAL & RELATED), 05M (CLS: LIBR & SR. CLERICAL) and 07M (GENERAL CLERICAL). EDS & HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to qualify for promotion into the job group.

Availability Analysis

41 CFR Section 60-2.14

02M CLS: FISCAL & RELATED OCCUP (Total Employees : 85)

	Weight	Females		Minorities	
		Total: 52		Total: 13	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	66%	59%	18%	16%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	10%	83%	8%	25%	3%
	100%				
Total Availability		67%		19%	
Current %		61%		15%	
2 Standard Deviations Test		1.1418		0.8709	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area.

Factor 2a: Internal promotions are from all jobs within job groups 05M (CLS: LIBR & SR CLERICAL) and 07M (CLS:GENERAL CLERICAL).). EDS & HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to qualify for promotion into the job group.

Availability Analysis

41 CFR Section 60-2.14

03M CLS: TECH-SCI/LAB/HEALTH (Total Employees : 15)

	Weight	Females		Minorities	
		Total: 10		Total: 2	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	64%	64%	22%	22%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		64%		22%	
Current %		67%		13%	
2 Standard Deviations Test		-.2152		0.8103	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area. Positions in this job group tend to be entry level and as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

043 CLS: MGT INFO PROFESSIONALS (Total Employees : 152)

	Weight	Females		Minorities	
		Total: 35		Total: 25	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	70%	34%	24%	10%	7%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	30%	35%	11%	15%	5%
	100%				
Total Availability		35%		12%	
Current %		23%		16%	
2 Standard Deviations Test		3.0950		-1.687	
Placement Goal?, 2 Std Dev		Yes		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area.

Factor 2a: Internal promotions are from Feeder job title codes 13302, 13303, 13361, 13362, 13363, 13401, 13402, 13403, 13602, 13661, 13662, 13663 and 13703.). EDS & HR have determined that persons in these job titles are likely to have the knowledge, skills & experience to qualify for promotion into the job group.

Availability Analysis

41 CFR Section 60-2.14

04M CLS: TECH-ENGIN/MEDIA & REL (Total Employees : 10)

	Weight	Females		Minorities	
		Total: 0		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	26%	26%	28%	28%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		26%		28%	
Current %		0%		10%	
2 Standard Deviations Test		1.8744		1.2677	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Milwaukee, Wisconsin. Positions in this job group tend to be entry level and as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

05M CLS: LIB & SR CLERICAL (Total Employees : 219)

Weight	Females		Minorities	
	Total: 185		Total: 54	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	84% 80%	19% 18%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	81% 4%	26% 1%	
100%				
Total Availability		84%	19%	
Current %		84%	25%	
2 Standard Deviations Test		-.1917	-2.134	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area.

Factor 2a: Internal promotions are from all jobs within job group 07M (CLS: GENERAL CLERICAL). EDS & HR have determined that persons in this job group are likely to have the knowledge, skills & experience to qualify for promotion into this job group.

Availability Analysis

41 CFR Section 60-2.14

06M CLS: TECH-GRAPHIC/ARTS/MEDIA (Total Employees : 23)

	Weight	Females		Minorities	
		Total: 13		Total: 3	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	64%	64%	17%	17%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		64%		17%	
Current %		57%		13%	
2 Standard Deviations Test		0.7472		0.5051	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

07M CLS: GENERAL CLERICAL (Total Employees : 102)

	Weight	Females		Minorities	
		Total: 83		Total: 27	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	89%	89%	30%	30%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		89%		30%	
Current %		81%		26%	
2 Standard Deviations Test		2.4620		0.7778	
Placement Goal?, 2 Std Dev		Yes		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Milwaukee, Wisconsin. This recruitment area includes the City & County of Milwaukee. Area selection is based on HR/EDS analysis of applicant zip codes for this job group; the majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

08M CLS: MAT HANDL/FOOD SVC/LABOR (Total Employees : 83)

	Weight	Females		Minorities	
		Total: 32		Total: 21	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	46%	46%	29%	29%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		46%		29%	
Current %		39%		25%	
2 Standard Deviations Test		1.3610		0.7426	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

09M CLS: MECH & REPAIRERS (Total Employees : 36)

	Weight	Females		Minorities	
		Total: 1		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	4%	4%	15%	15%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		4%		15%	
Current %		3%		11%	
2 Standard Deviations Test		0.3742		0.6535	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

10M CLS: CONST TRADES & PWR PLNT (Total Employees : 47)

	Weight	Females		Minorities	
		Total: 3		Total: 7	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	3%	3%	17%	17%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		3%		17%	
Current %		6%		15%	
2 Standard Deviations Test		-1.360		0.3844	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

185 CLS: TECH SUPP OCCUP (Total Employees : 9)

	Weight	Females		Minorities	
		Total: 7		Total: 1	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	26%	26%	14%	14%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		26%		14%	
Current %		78%		11%	
2 Standard Deviations Test		-3.541		0.2498	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

247 CLS: LAW ENFORCEMENT OCCUP (Total Employees : 52)

Weight	Females		Minorities	
	Total: 13		Total: 13	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	21% 20%	26% 25%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	24% 1%	28% 1%	
100%				
Total Availability		21%	26%	
Current %		25%	25%	
2 Standard Deviations Test		-.7082	0.1644	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Southeastern Wisconsin. Southeastern Wisconsin includes Milwaukee, Racine, Kenosha, Waukesha & Ozaukee Counties. Area selection is based on EDS/HR analysis of applicant zip codes for this job group; majority of applicants resided in this area.

Factor 2a: Internal promotions are from feeder job title code 65200 (Police Officer). EDS/HR have determined that persons in this job title are likely to have the knowledge, skills & experience to qualify for promotion within this job group.

Availability Analysis

41 CFR Section 60-2.14

999 CLS: LABOR & CUST (Total Employees : 152)

	Weight	Females		Minorities	
		Total: 55		Total: 92	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	35%	35%	55%	55%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		35%		55%	
Current %		36%		61%	
2 Standard Deviations Test		-.3061		-1.370	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Milwaukee, Wisconsin. This recruitment area includes the City & County of Milwaukee. Area selection is based on HR/EDS analysis of applicant zip codes for this job group; the majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

F01 FAC: HEALTH SCIENCES (Total Employees : 49)

Weight	Females		Minorities	
	Total: 27		Total: 14	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	71%	26%	26%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		71%		26%
Current %		55%		29%
2 Standard Deviations Test		2.4525		-.4104
Placement Goal?, 2 Std Dev		Yes		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Health Services/Allied Health/Health Sciences, General (51.0000), Allied Health Diagnostic, Intervention, and Treatment Professions, Other (51.0999), Allied Health and Medical Assisting Services, Other (51.0899), Community Health and Preventive Medicine (51.2208), Community Health Services/Liaison/Counseling (51.1504), Health Professions and Related Clinical Sciences, Other (51.9999) or Health Services Administration (51.2211) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F02 FAC: ARCHITECT & URBAN PLAN (Total Employees : 28)

Weight	Females		Minorities	
	Total: 5		Total: 6	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	55%	24%	24%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		55%		24%
Current %		18%		21%
2 Standard Deviations Test		3.9506		0.3186
Placement Goal?, 2 Std Dev		Yes		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Architectural Engineering (14.0401), Architectural Sciences and Technology, Other (04.0999), Architectural History and Criticism, General (04.0801) or City/Urban, Community and Regional Planning (04.0301) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F03 FAC: BUSINESS ADMINISTRATION (Total Employees : 53)

Weight	Females		Minorities	
	Total: 13		Total: 23	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	40%	35%	35%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		40%		35%
Current %		25%		43%
2 Standard Deviations Test		2.2992		-1.282
Placement Goal?, 2 Std Dev		Yes		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Business Administration and Management, General (52.0201), Business Administration, Management and Operations, Other (52.0299), Business/Commerce, General (52.0101), Business, Management, Marketing, and Related Support Services, Other (52.9999), Business/Managerial Economics (52.0601), International Business/Trade/Commerce (52.1101), Accounting (52.0301), Accounting and Finance (52.0304), Finance, General (52.0801), Finance and Financial Management Services, Other (52.0899), International Finance (52.0806), Public Finance (52.0808) or Business and Personal/Financial Services Marketing Operations (52.1908) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F04 FAC: EDUCATION (Total Employees : 67)

Weight	Females		Minorities	
	Total: 44		Total: 29	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	73%	33%	33%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		73%		33%
Current %		66%		43%
2 Standard Deviations Test		1.3511		-1.790
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Administration of Special Education (13.0402), Adult and Continuing Education Administration (13.0403), Bilingual and Multilingual Education (13.0201), Art Teacher Education (13.1302), Biology Teacher Education (13.1322), Education, General (13.0101), Education Policy Analysis (44.0502), Education, Other (13.9999), Community College Education (13.0407), Superintendency and Educational System Administration (13.0411), Teacher Education, Multiple Levels (13.1206), Speech Teacher Education (13.1331), Special Education and Teaching, General (13.1001), Special Education and Teaching, Other (13.1099), Curriculum and Instruction (13.0301), Educational, Instructional, and Curriculum Supervision (13.0404) or Social and Philosophical Foundations of Education (13.0901) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F05 FAC: ENGINEERING & APPLIED SCI (Total Employees : 63)

Weight	Females		Minorities	
	Total: 7		Total: 33	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	28%	26%	26%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		28%		26%
Current %		11%		52%
2 Standard Deviations Test		2.9856		-4.774
Placement Goal?, 2 Std Dev		Yes		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Biological/Biosystems Engineering (14.4501), Biochemical Engineering (14.4301), Bioengineering and Biomedical Engineering (14.0501), Chemical Engineering (14.0701), Chemical Engineering, Other (14.0799), Chemical and Biomolecular Engineering (14.0702), Civil Drafting and Civil Engineering CAD/CADD (15.1304), Civil Engineering, Other (14.0899), Civil Engineering, General (14.0801), Computer Engineering Technologies/Technicians, Other (15.1299), Computer Engineering, General (14.0901), Computer Engineering, Other (14.0999), Electrical and Electronic Engineering Technologies/Technicians, Other (15.0399), Electrical, Electronics and Communications Engineering, Other (14.1099), Drafting/Design Engineering Technologies/Technicians, Other (15.1399), Construction Engineering Technology/Technician (15.1001), Electromechanical Technology/Electromechanical Engineering Technology (15.0403), Electromechanical Engineering (14.4101), Engineering Mechanics (14.1101), Engineering Physics/Applied Physics (14.1201), Engineering Science (14.1301), Engineering, General (14.0101), Engineering, Other (14.9999), Engineering-Related Technologies, Other (15.1199), Environmental Engineering Technology/Environmental Technology (15.0507), Engineering/Industrial Management (15.1501), Engineering Technologies and Engineering-Related Fields, Other (15.9999), Mechanical Engineering (14.1901), Mechanical Engineering Related Technologies/Technicians, Other (15.0899), Mechatronics, Robotics, and Automation Engineering (14.4201), Metallurgical Engineering (14.2001), Transportation and Highway Engineering (14.0804) or Systems Engineering (14.2701) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F06 FAC: ARTS (Total Employees : 67)

Weight	Females		Minorities	
	Total: 36		Total: 15	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	61%	21%	21%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		61%		21%
Current %		54%		22%
2 Standard Deviations Test		1.2198		-.2789
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Arts Management (50.0704), Arts, Entertainment, and Media Management, General (50.1001), Arts, Entertainment, and Media Management, Other (50.1099), Design and Applied Arts, Other (50.0499), Dramatic/Theatre Arts and Stagecraft, Other (50.0599), Drama and Dramatics/Theatre Arts, General (50.0501), Fine Arts and Art Studies, Other (50.0799), Fine and Studio Arts Management (50.1002), Dance, General (50.0301), Dance, Other (50.0399), Drama and Dance Teacher Education (13.1324), Theatre/Theatre Arts Management (50.0508), Theatre/Theatre Arts Management (50.1004), Theatre/Theater (36.0117), Musical Theatre (50.0509), Visual and Performing Arts, General (50.0101) or Visual and Performing Arts, Other (50.9999) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F07 FAC: L & S - HUMANITIES/COMM (Total Employees : 122)

Weight	Females		Minorities	
	Total: 55		Total: 29	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b Recruitment (PhD).	100%	54%	16%	16%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		54%		16%
Current %		45%		24%
2 Standard Deviations Test		1.9764		-2.341
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Communication and Media Studies, Other (09.0199), Communication, General (09.0100), Communication, Journalism, and Related Programs, Other (09.9999), English Language and Literature, General (23.0101), English Language and Literature/Letters, Other (23.9999), English/Language Arts Teacher Education (13.1305), Art History, Criticism and Conservation (50.0703), Philosophy (38.0101), Philosophy and Religious Studies, General (38.0001), Philosophy and Religious Studies, Other (38.9999), Philosophy, Other (38.0199), Foreign Languages and Literatures, General (16.0101), Foreign Languages, Literatures, and Linguistics, Other (16.9999), Spanish and Iberian Studies (05.0130), Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies (05.0203) or Applied Linguistics (16.0105) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F08 FAC: L & S - NATURAL SCIENCES (Total Employees : 124)

Weight	Females		Minorities	
	Total: 28		Total: 30	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	33%	19%	19%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		33%		19%
Current %		23%		24%
2 Standard Deviations Test		2.4675		-1.474
Placement Goal?, 2 Std Dev		Yes		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Engineering Physics/Applied Physics (14.1201), Physics, General (40.0801), Physics, Other (40.0899), Biochemistry and Molecular Biology (26.0210), Biochemistry (26.0202), Biology/Biological Sciences, General (26.0101), Botany/Plant Biology, Other (26.0399), Applied Mathematics, General (27.0301), Applied Mathematics, Other (27.0399), Mathematics and Statistics (27.0503), Mathematics, General (27.0101) or Mathematics, Other (27.0199) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F09 FAC: L & S - SOCIAL SCIENCES (Total Employees : 167)

Weight	Females		Minorities	
	Total: 66		Total: 51	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	64%	23%	23%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		64%		23%
Current %		40%		31%
2 Standard Deviations Test		6.5904		-2.315
Placement Goal?, 2 Std Dev		Yes		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in African Studies (05.0101), African-American/Black Studies (05.0201), Applied Economics (45.0602), Consumer Economics (19.0402), Econometrics and Quantitative Economics (45.0603), Economics, General (45.0601), Economics, Other (45.0699), Business/Managerial Economics (52.0601), International Economics (45.0605), Broadcast Journalism (09.0402), Communication, Journalism, and Related Programs, Other (09.9999), Communication, General (09.0100), Journalism (09.0401), Journalism, Other (09.0499), Anthropology (45.0201), Cultural Anthropology (45.0204), Anthropology, Other (45.0299), Sociology and Anthropology (45.1301), Rural Sociology (45.1401), Sociology (45.1101), American History (United States) (54.0102), History, General (54.0101), History, Other (54.0199), Geographic Information Science and Cartography (45.0702), Geography (45.0701), Geography, Other (45.0799), Psychometrics and Quantitative Psychology (42.1901), Applied Psychology (42.2813), Clinical Psychology (42.2801), Community Psychology (42.0401), Experimental Psychology (42.0801), Family Psychology (42.2501), Forensic Psychology (42.2601), Geropsychology (42.2201), Health/Medical Psychology (42.2301), Industrial and Organizational Psychology (42.0901), Psychology, General (42.0101), Psychology, Other (42.9999), Political Science and Government, General (45.1001) or Political Science and Government, Other (45.1099) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F10 FAC: LIBRARY & INFO STUDIES (Total Employees : 23)

Weight	Females		Minorities	
	Total: 11		Total: 8	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	45%	28%	28%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		45%		28%
Current %		48%		35%
2 Standard Deviations Test		-.2724		-.7245
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Library Science and Administration, Other (25.0199), Library Science, Other (25.9999), Library and Information Science (25.0101), Information Science/Studies (11.0401), Information Technology (11.0103) or Information Operations/Joint Information Operations (29.0205) from all US institutions.

Availability Analysis

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F11 FAC: NURSING (Total Employees : 26)

Weight	Females		Minorities	
	Total: 25		Total: 9	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	92%	22%	22%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		92%		22%
Current %		96%		35%
2 Standard Deviations Test		-.7807		-1.553
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Adult Health Nurse/Nursing (51.1603), Critical Care Nursing (51.1617), Emergency Room/Trauma Nursing (51.3816), Family Practice Nurse/Nursing (51.3805), Geriatric Nurse/Nursing (51.3821), Maternal/Child Health and Neonatal Nurse/Nursing (51.1606), Nursing Administration (51.3802), Nursing Administration (MSN, MS, PhD) (51.1602), Nursing Education (51.3817), Nursing/Registered Nurse (RN, ASN, BSN, MSN) (51.1601), Occupational and Environmental Health Nursing (51.1618), Palliative Care Nursing (51.3819), Pediatric Nurse/Nursing (51.1609), Perioperative/Operating Room and Surgical Nurse/Nursing (51.1612), Public Health/Community Nurse/Nursing (51.1611) or Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other (51.3899) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F12 FAC: SOCIAL WELFARE (Total Employees : 22)

Weight	Females		Minorities	
	Total: 13		Total: 3	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	69%	30%	30%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		69%		30%
Current %		59%		14%
2 Standard Deviations Test		1.0049		1.6749
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Clinical/Medical Social Work (51.1503), Social Work (44.0701), Social Work, Other (44.0799), Corrections and Criminal Justice, Other (43.0199), Criminalistics and Criminal Science (43.0111), Criminal Justice/Law Enforcement Administration (43.0103), Criminal Justice/Safety Studies (43.0104) or Criminal Justice/Police Science (43.0107) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F13 FAC: SCHOOL OF CONTINUING ED (Total Employees : 3)

Weight	Females		Minorities	
	Total: 2		Total: 1	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	42%	20%	20%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		42%		20%
Current %		67%		33%
2 Standard Deviations Test		-.8656		-.5774
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Political Science and Government, General (45.1001), Political Science and Government, Other (45.1099), Urban Studies/Affairs (45.1201), Urban Education and Leadership (13.0410), Community Organization and Advocacy (44.0201) or Community Involvement (33.0104) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F14 FAC: PUBLIC HEALTH (Total Employees : 23)

Weight	Females		Minorities	
	Total: 13		Total: 9	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	74%	44%	44%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		74%		44%
Current %		57%		39%
2 Standard Deviations Test		1.9110		0.4705
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with a Doctorate degree in Public Health Education and Promotion (51.2207), Public Health, General (51.2201) or Public Health, Other (51.2299) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

F15 FAC: FRESHWATER SCI (Total Employees : 12)

Weight	Females		Minorities	
	Total: 3		Total: 2	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	0%	0%	0%	0%
1b. Recruitment (PhD)	100%	18%	31%	31%
2. Promotable/Transferable	0%	0%	0%	0%
100%				
Total Availability		18%		31%
Current %		25%		17%
2 Standard Deviations Test		-.6312		1.0736
Placement Goal?, 2 Std Dev		No		No

Statistical Sources:

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with an Associate's, Bachelor's, Master's, Doctorate's or Certificate degree in Water Resources Engineering (14.0805), Water, Wetlands, and Marine Resources Management (03.0205), Hydrology and Water Resources Science (40.0605) or Water Quality and Wastewater Treatment Management and Recycling Technology/Technician (15.0506) from all US institutions.

Availability Analysis

41 CFR Section 60-2.14

T02 IAS: HEALTH SCIENCES (Total Employees : 53)

Weight	Females		Minorities	
	Total: 38		Total: 3	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		72%	6%	
2 Standard Deviations Test		-3.159	2.9996	
Placement Goal?, 2 Std Dev		No	Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

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T03 IAS: ARCHITECT & URBAN PLAN (Total Employees : 6)

Weight	Females		Minorities	
	Total: 3		Total: 2	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		50%	33%	
2 Standard Deviations Test		0.0000	-.6015	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. . Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

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T04 IAS: BUSINESS ADMINISTRATION (Total Employees : 60)

Weight	Females		Minorities	
	Total: 14		Total: 4	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		23%	7%	
2 Standard Deviations Test		4.1312	3.0064	
Placement Goal?, 2 Std Dev		Yes	Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

T05 IAS: EDUCATION (Total Employees : 145)

	Weight	Females		Minorities	
		Total: 105		Total: 35	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48%	46%	23%	22%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	5%	71%	4%	10%	1%
	100%				
Total Availability		50%		23%	
Current %		72%		24%	
2 Standard Deviations Test		-5.398		-.3256	
Placement Goal? 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

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T06 IAS: ENGINEERING & APPLIED SCI (Total Employees : 6)

Weight	Females		Minorities	
	Total: 0		Total: 0	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		0%	0%	
2 Standard Deviations Test		2.4495	1.3387	
Placement Goal?, 2 Std Dev		Yes	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 IAS: OTHER ACADEMIC STAFF. EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

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T07 IAS: ARTS (Total Employees : 152)

Weight	Females		Minorities	
	Total: 77		Total: 17	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		51%	11%	
2 Standard Deviations Test		-.1622	3.4616	
Placement Goal?, 2 Std Dev		No	Yes	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

T08 IAS: L & S - HUMANITIES/COMM (Total Employees : 137)

Weight	Females		Minorities	
	Total: 99		Total: 24	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		72%	18%	
2 Standard Deviations Test		-5.212	1.5247	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

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T09 IAS: L & S - NATURAL SCIENCES (Total Employees : 72)

	Weight	Females		Minorities	
		Total: 27		Total: 10	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48%	46%	23%	22%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	5%	71%	4%	10%	1%
	100%				
Total Availability		50%		23%	
Current %		38%		14%	
2 Standard Deviations Test		2.1213		1.8371	
Placement Goal?, 2 Std Dev		Yes		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

T10 IAS: L & S - SOCIAL SCIENCES (Total Employees : 75)

Weight	Females		Minorities	
	Total: 38		Total: 11	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		51%	15%	
2 Standard Deviations Test		-.1155	1.7149	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

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T11 IAS: LIBRARY & INFO STUDIES (Total Employees : 18)

Weight	Females		Minorities	
	Total: 8		Total: 2	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		44%	11%	
2 Standard Deviations Test		0.4714	1.1986	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

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T12 IAS: NURSING (Total Employees : 62)

	Weight	Females		Minorities	
		Total: 57		Total: 9	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	65%	48%	31%	23%	15%
1b Recruitment (PhD).	30%	89%	27%	27%	8%
2. Promotable/Transferable	5%	71%	4%	10%	1%
	100%				
Total Availability		62%		24%	
Current %		92%		15%	
2 Standard Deviations Test		-4.856		1.7485	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 1c: 2012 IPEDS Completions Survey : Graduating students with an Associate's, Bachelor's, Master's, Doctorate's or Certificate degree in Adult Health Nurse/Nursing (51.1603), Family Practice Nurse/Nursing (51.3805), Geriatric Nurse/Nursing (51.3821), Critical Care Nursing (51.1617), Maternal/Child Health and Neonatal Nurse/Nursing (51.1606), Nursing, Other (51.1699), Women's Health Nurse/Nursing (51.3822) or Emergency Room/Trauma Nursing (51.3816) from all US institutions.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

T13 IAS: SOCIAL WELFARE (Total Employees : 50)

Weight	Females		Minorities	
	Total: 31		Total: 6	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		62%	12%	
2 Standard Deviations Test		-1.697	1.8483	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

T14 IAS: SCHOOL OF CONTINUING ED (Total Employees : 7)

Weight	Females		Minorities	
	Total: 5		Total: 2	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	48% 46%	23% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	71% 4%	10% 1%	
100%				
Total Availability		50%	23%	
Current %		71%	29%	
2 Standard Deviations Test		-1.134	-.3503	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers.

Factor 2a: Internal promotions are from all jobs within job group T15 (IAS: OTHER ACADEMIC STAFF). EDS/HR have determined that persons in this job group have the knowledge, skills & experience necessary to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

T15 IAS: OTHER ACADEMIC STAFF (Total Employees : 62)

	Weight	Females		Minorities	
		Total: 44		Total: 6	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	47%	47%	22%	22%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
	Total Availability		47%		22%
	Current %		71%		10%
	2 Standard Deviations Test		-3.781		2.3423
	Placement Goal?, 2 Std Dev		No		Yes

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Regional States & WI Cities. Recruitment Areas includes Michigan, Minnesota, Illinois, Indiana, Iowa & major Wisconsin cities: Racine PMSA, Madison MSA, Janesville-Beloit MSA, Milwaukee-Waukesha MSA & Sheboygan MSA to reflect advertising efforts & applicant numbers. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants will promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

U01 OTHER UNCLS: EXECUTIVE (Total Employees : 24)

Weight	Females		Minorities		
	Total: 8		Total: 4		
	Raw %	Net %	Raw %	Net %	
1a. Recruitment (standard)	95%	62%	59%	25%	24%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	5%	38%	2%	27%	1%
100%					
Total Availability		61%		25%	
Current %		33%		17%	
2 Standard Deviations Test		2.7789		0.9428	
Placement Goal?, 2 Std Dev		Yes		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for United States. UWM utilizes a nationwide recruitment area to cast the widest net possible in order to attract a diverse pool of candidates. Area selection is based on analysis of applicant zip codes for all unclassified job groups.

Factor 2a: Internal promotions are from feeder job titles: Professor, Associate Professor, F01 through F15. The majority of positions in this job group require tenured status and/or joint teaching appointment.

Availability Analysis

41 CFR Section 60-2.14

U02 OTHER UNCLS: ACAD ADMIN (Total Employees : 41)

Weight	Females		Minorities	
	Total: 20		Total: 8	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	95%	64% 61%	25% 24%	
1b Recruitment (PhD).	0%	0% 0%	0% 0%	
2. Promotable/Transferable	5%	38% 2%	27% 1%	
100%				
Total Availability		63%	25%	
Current %		49%	20%	
2 Standard Deviations Test		1.8858	0.8115	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for United States. UWM utilizes a nationwide recruitment area to cast the widest net possible in order to attract a diverse pool of candidates. Area selection is based on analysis of applicant zip codes for all unclassified job groups.

Factor 2a: Internal promotions are from feeder job titles: Professor, Associate Professor, F01 through F15. The majority of positions in this job group require tenured status and/or joint teaching appointment.

Availability Analysis

41 CFR Section 60-2.14

U03 OTHER UNCLS: RESEARCH PROF (Total Employees : 65)

Weight	Females		Minorities	
	Total: 29		Total: 10	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	50% 45%	22% 20%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	10%	52% 5%	11% 1%	
100%				
Total Availability		50%	21%	
Current %		45%	15%	
2 Standard Deviations Test		0.8682	1.1115	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for United States.UWM utilizes a nationwide recruitment area to cast the widest net possible in order to attract a diverse pool of candidates. Area selection is based on analysis of applicant zip codes for all unclassified job groups.

Factor 2a: Internal promotions are from all jobs within job group U11 (OTHER UNCLS: RESEARCH SPT PROF). EDS/HR have determined that persons in this job group are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U04 OTHER UNCLS:ADMIN (GRADES 9-11 (Total Employees : 20)

	Weight	Females		Minorities	
		Total: 8		Total: 3	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	58%	52%	25%	23%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	10%	68%	7%	15%	2%
	100%				
	Total Availability	59%		25%	
	Current %	40%		15%	
	2 Standard Deviations Test	1.7276		1.0328	
	Placement Goal?, 2 Std Dev	No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for United States.UWM utilizes a nationwide recruitment area to cast the widest net possible in order to attract a diverse pool of candidates. Area selection is based on analysis of applicant zip codes for all unclassified job groups.

Factor 2a: Internal promotions are from all jobs within job groups U05 (OTHER UNCL: ADMIN GRADES 07-09), U06 (UNCLS: ADMIN GRADES 04-06) and U08 (OTHER UNCL: ADMIN PROF). EDS/HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U05 OTHER UNCLS:ADMIN (GRADES 7-8) (Total Employees : 57)

Weight	Females		Minorities	
	Total: 30		Total: 12	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	62% 56%	24% 22%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	10%	72% 7%	14% 1%	
100%				
Total Availability		63%	23%	
Current %		53%	21%	
2 Standard Deviations Test		1.6214	0.3494	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for United States.UWM utilizes a nationwide recruitment area to cast the widest net possible in order to attract a diverse pool of candidates. Area selection is based on analysis of applicant zip codes for all unclassified job groups.

Factor 2a: Internal promotions are from all jobs within job groups U06 (UNCLS: ADMIN GRADES 04-06) and U08 (OTHER UNCL: ADMIN PROF). EDS/HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U06 OTHER UNCLS:ADMIN (GRADES 4-6) (Total Employees : 17)

Weight	Females		Minorities		
	Total: 9		Total: 2		
	Raw %	Net %	Raw %	Net %	
1a. Recruitment (standard)	90%	55%	50%	17%	15%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	10%	67%	7%	22%	2%
100%					
Total Availability		57%		17%	
Current %		53%		12%	
2 Standard Deviations Test		0.3380		0.5746	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for WI & Regional States. Recruitment area includes the states of Wisconsin, Michigan, Minnesota, Illinois, Indiana & Iowa to reflect advertising efforts. Majority of applicants resided in this area.

Factor 2a: Internal promotions are from all jobs within job groups U07 (OTHER UNCL: ACAD PROF), U08 (OTHER UNCLS: ADMIN PROF), U10 (OTHER UNCLS: IS SPT PROF) and U12 (OTHER UNCLS: STDT SVC PROF). EDS/HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U07 OTHER UNCLS: ACAD PROFESS (Total Employees : 137)

Weight	Females		Minorities	
	Total: 88		Total: 33	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	77% 69%	14% 13%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	10%	67% 7%	27% 3%	
100%				
Total Availability		76%	16%	
Current %		64%	24%	
2 Standard Deviations Test		3.2247	-2.582	
Placement Goal?, 2 Std Dev		Yes	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for WI & Regional States. Recruitment area includes the states of Wisconsin, Michigan, Minnesota, Illinois, Indiana & Iowa to reflect advertising efforts. Majority of applicants resided in this area.

Factor 2a: Internal promotions are from all jobs within job groups U06 (OTHER UNCL: ADMIN GRADES 04-06) and U12 (OTHER UNCLS: STDT SVC PROF). EDS/HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U08 OTHER UNCLS: ADMIN PROFESS (Total Employees : 205)

Weight	Females		Minorities	
	Total: 151		Total: 28	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	71% 64%	16% 14%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	10%	66% 7%	23% 2%	
100%				
Total Availability		71%	16%	
Current %		74%	14%	
2 Standard Deviations Test		-.8389	0.9145	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for WI & Regional States. Recruitment area includes the states of Wisconsin, Michigan, Minnesota, Illinois, Indiana & Iowa to reflect advertising efforts. Majority of applicants resided in this area.

Factor 2a: Internal promotions are from all jobs within job groups U12 (OTHER UNCLS: STDT SVC PROF) and U13 (OTHER UNCLS: UNIV REL & MEDIA). EDS/HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U09 OTHER UNCLS: HEALTH CARE PROF (Total Employees : 33)

Weight	Females		Minorities	
	Total: 30		Total: 5	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	70% 63%	20% 18%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	10%	83% 8%	10% 1%	
100%				
Total Availability		71%	19%	
Current %		91%	15%	
2 Standard Deviations Test		-2.521	0.5635	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for WI & Regional States. Recruitment area includes the states of Wisconsin, Michigan, Minnesota, Illinois, Indiana & Iowa to reflect advertising efforts. Majority of applicants resided in this area.

Factor 2a: Internal promotions are from all jobs within job groups T02 (IAS: HEALTH SCIENCES) and T12 (IAS: NURSING).EDS/HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U10 OTHER UNCLS: IS SUP PROF (Total Employees : 36)

	Weight	Females		Minorities	
		Total: 9		Total: 4	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	29%	26%	8%	7%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	10%	26%	3%	16%	2%
	100%				
Total Availability		29%		9%	
Current %		25%		11%	
2 Standard Deviations Test		0.5289		-.4426	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Wisconsin. Recruitment area for this job group is the State of Wisconsin. Area selection is based on analysis of applicant zip codes; majority of applicant resided in this area.

Factor 2a: Internal promotions are from all jobs within job groups 043 (CLS: MGT INFO PROFESSIONALS) and 185 (CLS: TECH SPT OCCUP). EDS/HR have determined that persons in these job groups are likely to have the knowledge, skills & experience to transfer to or qualify for promotion to the job group.

Availability Analysis

41 CFR Section 60-2.14

U11 OTHER UNCLS: RES SUP PROF (Total Employees : 44)

	Weight	Females		Minorities	
		Total: 23		Total: 5	
		Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	100%	61%	61%	15%	15%
1b. Recruitment (PhD)	0%	0%	0%	0%	0%
2. Promotable/Transferable	0%	0%	0%	0%	0%
	100%				
Total Availability		61%		15%	
Current %		52%		11%	
2 Standard Deviations Test		1.1869		0.6755	
Placement Goal?, 2 Std Dev		No		No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for WI & Regional States. Recruitment area includes the states of Wisconsin, Michigan, Minnesota, Illinois, Indiana & Iowa to reflect advertising efforts. Majority of applicants resided in this area. Positions in this job group tend to be entry level & as such, it is unlikely that internal applicants will promote to or within this job group.

Availability Analysis

41 CFR Section 60-2.14

U12 OTHER UNCLS: STDT SVC PROF (Total Employees : 303)

Weight	Females		Minorities	
	Total: 206		Total: 85	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	72% 65%	16% 14%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	10%	73% 7%	14% 1%	
100%				
Total Availability		72%	15%	
Current %		68%	28%	
2 Standard Deviations Test		1.5558	-6.363	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Wisconsin. Recruitment area for this job group is the State of Wisconsin. Area selection is based on analysis of applicant zip codes; majority of applicant resided in this area.

Factor 2a: Internal promotions are from feeder job titles Acad Dept. Supv, Acad Dept Mgr., Univ Conf Coord Supv, Stdt Stat Exam Assoc, Univ Benefit Spec, and Sr.Counselor. Persons in these job titles are likely to possess prerequisites to transfer or qualify for promotion to job group.

Availability Analysis

41 CFR Section 60-2.14

U13 OTHER UNCLS: UNIV REL & MEDIA (Total Employees : 86)

Weight	Females		Minorities	
	Total: 51		Total: 6	
	Raw %	Net %	Raw %	Net %
1a. Recruitment (standard)	90%	52% 47%	8% 7%	
1b. Recruitment (PhD)	0%	0% 0%	0% 0%	
2. Promotable/Transferable	10%	77% 8%	23% 2%	
100%				
Total Availability		55%	9%	
Current %		59%	7%	
2 Standard Deviations Test		-.8020	0.6556	
Placement Goal?, 2 Std Dev		No	No	

Statistical Sources:

Factor 1a: 2006-2010 American Community Survey Statistics for Wisconsin. Recruitment area for this job group is the State of Wisconsin. Area selection is based on analysis of applicant zip codes; majority of applicant resided in this area.

Factor 2a: Internal promotions are from feeder job titles: Marketing Spec, Visual Art Supv, Comm. Spec, Comm Spec Adv, Photographer Sr & Audiovisual Svc Asst. Persons in these job titles are likely to possess the prerequisites to transfer or qualify for promotion to this job group.

Chapter 5

Affirmative Action Plan for Covered Veterans and Persons with Disabilities

5.1 Policy Statement

The University of Wisconsin – Milwaukee (UWM) complies with all of the rules, regulations and relevant orders of the Secretary of Labor pursuant to the Rehabilitation Act of 1973, the Vietnam Veteran Act of 1974, and Veteran’s Employment Opportunities Act (the “Act”), 41 Code of Federal Regulations (CFR) Part 60-250 titled Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Special Disabled Veterans and Veterans of the Vietnam Era, as well as 41 CFR Part 60-741 titled Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Individuals with Disabilities. Specifically, UWM:

- Ensures that an employee or applicant for employment is not discriminated against on the basis of a disability or covered veteran status in any position for which an employee or job applicant is qualified.
- Ensures equal opportunity to employ and promote qualified individuals with disabilities and covered veterans at all levels of employment. Such action applies to all employment practices, including but not limited to the following: hiring, upgrading, promotion, demotion, transfer, recruitment, advertising, layoff or termination, rates of pay, and other forms of compensation, benefits, selection for training (including apprenticeship), tuition assistance, and social and recreational programs.
- Ensures UWM’s participation in and involvement with community programs or events whose goal is to promote employment of qualified individuals with disabilities and covered veterans.
- Provides reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.
- Prohibits harassment of any individual on the basis of disability, veteran’s status, and all other protected characteristics.
- Complies with all applicable state and federal nondiscrimination employment laws regarding individuals with disabilities and covered veterans.
- Prohibits persons from intimidating, threatening, coercing or discriminating against any individual or interfering with the filing of a complaint, furnishing information or assisting in investigations, compliance hearings, or any other activity related to the administration of this Affirmative Action Plan.

Individuals with questions or concerns about discrimination or harassment in the workplace are encouraged to bring those questions/concerns to their immediate supervisor or to UWM’s Office of Equity/Diversity Services (EDS). EDS is charged with investigating harassment and discrimination complaints and enforcing UWM’s Discriminatory Conduct Policy.

See Section 1.3 above for UWM's Equal Employment Opportunity Policy, Appendix D for UWM's Discriminatory Conduct Policy (Including Sexual Harassment and Sexual Violence), and Appendix F for UWM's Reasonable Accommodation Policy and Procedures.

5.2 Review of Personnel Processes

UWM ensures that its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities and covered veterans. UWM also ensures that its personnel processes do not stereotype disabled persons or covered veterans in a manner that limits their access to jobs for which they are qualified.

UWM's ADA Coordinator (called the Disabilities in Employment Coordinator (DEC)) periodically reviews UWM procedures and recommends necessary modifications to ensure that these obligations are carried out. The DEC also periodically reviews the following:

- Employment practices to determine whether affirmative action policies for qualified individuals with disabilities and covered veterans are implemented.
- When a job applicant or employee is selected for hire, promotion, or training, that UWM is making reasonable accommodations to place that qualified individual with a disability or covered veteran in the position. To facilitate this review, UWM maintains records of reasonable accommodations requested by applicants and employees and any resulting accommodation.

In addition, all employment functions, including referral, placements, transfers, promotions and terminations, are monitored to ensure that UWM's commitment to engage in affirmative action in employing and promoting qualified individuals with disabilities and covered veteran employees is fully implemented.

Also to facilitate monitoring, UWM invites all employees who believe they are covered under this section of the Affirmative Action Plan to complete a self-identification form which is filed in the Department of Human Resources. Information regarding disability and veteran status is provided voluntarily and will be kept confidential. Refusal to provide this information will not subject the employee to any adverse treatment. This information is used only in accordance with the reporting requirements under Jobs for Veterans Act of 2003.

5.3 Physical and Mental Qualifications

UWM periodically reviews physical and mental job qualifications for positions. This will ensure that qualification requirements:

- Are job related,
- Are consistent with business necessity and the safe performance of the job, and
- Do not exclude qualified individuals with disabilities or covered veterans.

Physical and mental job qualifications are also reviewed as the position responsibilities change or new job qualification requirements are established.

In cases where physical or mental job qualification requirements (Bona Fide Occupational Qualifications) are applied in the selection of job applicants or employees, UWM reviews these requirements to ensure they are consistent with business necessity and the safe performance of the job.

Responses to questions regarding the physical or mental condition of a job applicant or employee are kept confidential except when a supervisor or manager requires information related to accommodations of qualified individuals with disabilities and covered veterans (e.g. work restriction, light duty etc.) and when otherwise required by state or federal law.

5.4 Reasonable Accommodations to Physical and Mental Limitations

UWM has in place a reasonable accommodation policy: “UWM Reasonable Accommodations Policy and Procedures for Employees” (No: S-45.1 Date: December 1996 (revised) March 2007), which is attached at Appendix F. This policy explains the rights of applicants and employees with disabilities and is consistent with the Wisconsin Fair Employment Act, the Americans with Disabilities Act (ADA) as amended, and Section 504 of the Vocational Rehabilitation Act of 1973. The policy also lays out the process for requesting a reasonable accommodation and the appeals process for any applicant or employee with a disability. The University of Wisconsin-System Board of Regents also has a policy (Regent Policy 14-10): *Nondiscrimination on the Basis of Disability: Policy Statement*.

Per its policy, UWM will reasonably accommodate the disabilities of a job applicant or employee unless such an accommodation would create an undue hardship on UWM. The policy also explains that employees may request accommodations in different ways. Sometimes, an employee may not be direct, and instead may simply indicate that his or her medical condition is causing difficulties on the job. Supervisors are required to respond to all such requests, both direct and indirect, as requests for an accommodation of a disability. Records relating to disability accommodation requests are maintained in confidential files, kept separate from the employee’s official or unofficial personnel files.

5.5 Harassment

UWM has developed and implemented procedures to ensure that its employees are not harassed because of disability or status as a covered veteran. See Appendix D for UWM’s Discriminatory Conduct Policy (Including Sexual Harassment and Sexual Violence).

5.6 External Dissemination of Policy, Outreach, and Positive Recruitment

The Affirmative Action Plan is reviewed and updated on an annual basis. Any significant changes in procedures, rights or benefits as a result of this annual update will be communicated to employees and job applicants. The Affirmative Action Plan is available for

inspection by any applicant, employee, or member of the public on UWM's website or in paper form at the UWM Libraries or the Office of Equity/Diversity Services.

The required Equal Opportunity clause contained in Part 60-250.5(a)/60-741.5(a) is included in covered contracts, subcontracts and purchase orders of \$25,000 or more and each subcontractor or vendor is bound by these provisions.

Through its EEO/AA policy, posted in public areas and available to all employees and job applicants, UWM states its intent to take affirmative steps to employ and promote qualified individuals with disabilities and covered veterans. UWM encourages all employees to take the necessary action to assist UWM in meeting its EEO/AA goals. In addition, equal employment opportunity posters, which refer to individuals with disabilities and covered veterans, are appropriately displayed.

UWM enlists the assistance and support of a variety of recruiting sources including the State of Wisconsin government jobs site (WiscJobs), State vocational rehabilitation agencies, labor organizations, organizations of or for individuals with disabilities, agencies serving the disabled, and covered veterans training centers, to provide meaningful employment opportunities to qualified individuals with disabilities and covered veterans. Such recruiting sources are made aware UWM's policies and job opportunities, and are asked to refer qualified individuals with disabilities and covered veteran job applicants to UWM.

As part of UWM's commitment to increasing the number of disabled employees in its workforce, UWM is participating in an initiative, in partnership with the Wisconsin Department of Vocational Rehabilitation ("DVR"), to provide on-the-job training for individuals with severe disabilities. This initiative includes the following:

- UWM Human Resources personnel will work with DVR to identify UWM positions that might be appropriate for this program and otherwise dedicated for possible recruitment under Wis. Admin. Code Chapter ER-MRS 27. DVR will then assist UWM in identifying qualified and eligible applicants with disabilities to fill such positions.
- UWM will provide such employees with equal access and opportunity to all terms and conditions of employment including training, promotion, serving on advisory committees, and upward mobility. To this end, both the employee and his/her UWM supervisor will be specifically notified that the employee, like all UWM employees, may request any reasonable accommodations utilizing UWM's Reasonable Accommodation Policy.
- The supervisor of the position, in consultation with UWM's DEC, will work to identify any barriers that may prevent employees with disabilities from pursuing and achieving a permanent classified position or upward mobility. Appropriate initiatives will be developed to address any barriers identified.

5.7 Internal Dissemination of Policy

UWM has developed the following internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities and covered veterans.

UWM publishes its Equal Employment Opportunity Policy, Discriminatory Conduct Policy, and Reasonable Accommodation Policy and Procedures online and in a number of print publications. UWM periodically informs all employees and applicants of its commitment to engage in affirmative action and to increase employment opportunities for qualified individuals with disabilities and covered veterans. UWM periodically schedules training with employees to discuss its discrimination and reasonable accommodation policies and procedures. UWM includes articles on the accomplishments of disabled employees and covered veterans in UWM publications.

UWM has established both an ADA Coordinator (as explained above, called the “Disabilities in Employment Coordinator”) and Americans with Disabilities Act Advisory Committee (ADAAC) to promote education about UWM’s Reasonable Accommodation Policy. The ADAAC’s membership is comprised of representatives from all employment classifications on campus and one member of the local disability community.

5.8 Responsibility for Implementation, Auditing and Reporting

The responsibility for overall implementation of UWM’s affirmative action activities and equal employment policies is described in Section 2.1 (Designation of Responsibility) above. The DEC is responsible for ensuring the monitoring of affirmative action activities for disabled employees, including disabled veterans, which includes, but is not limited to:

- Holding periodic internal discussions with managers, supervisors and employees to ensure that UWM's policies are being followed regarding individuals with disabilities.
- Monitoring requests for reasonable accommodations and working with the appropriate supervisor(s) to ensure compliance with applicable state and federal laws, as well as UWM policies.
- Advising supervisors about preventing harassment of disabled.
- Identifying problem areas in conjunction with management, supervisors and disabled employees, and developing and conducting training to address those issues, as needed.
- Developing solutions to affirmative action challenges regarding disabled employees, particularly in the area of accommodation.
- Auditing the program to measure its effectiveness, determine the need for remedial action, determine progress toward UWM's objectives, and ensure that departments are in compliance with this Affirmative Action Plan.
- Working with EDS to develop partnerships with community organizations that could benefit disabled employees.
- Keeping management informed about developments in equal employment opportunity and affirmative action, as relates to disabled employees.

The Americans with Disabilities Act Advisory Committee (ADAAC) is charged with overseeing compliance with the Americans with Disabilities Act, as amended, by acting as an advisory body to the Chancellor and the DEC. Other functions of the ADAAC include:

- Developing and recommending within the campus governance and administrative structures, policies pertaining to campus compliance with the Americans with Disabilities Act and other disability laws;
- Responding to student appeals of accommodation decisions by the Student Accessibility Center;
- Assisting in overseeing the UWM Policy on Responsibility for Funding Reasonable Accommodation;
- Lending influence and support to the efforts toward ongoing campus-wide education about disabilities and universal access; and
- Help in maintaining a continuing awareness, at all levels throughout the university, of legal obligations regarding disability issues.

Division Heads, Deans, Directors, and Department Chairs are all responsible for implementing this Affirmative Action Plan within his or her area. This includes monitoring hiring and promotion practices, identifying problem areas, and taking other actions as outlined in this plan.

5.9 Training

In addition to the programs outlined in Section 5.8 above, UWM trains and monitors personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes to ensure that the commitments made in UWM's Affirmative Action Plan are implemented as to the individuals with disabilities and covered veterans.

5.10 OFCCP's Revised Veterans and Disability Regulations

On September 24, 2013, the Office of Federal Contract Compliance Program published revised regulations, making changes to the regulations implementing the Vietnam Era Veterans' Readjustment Assistance Act, as amended (VEVRAA), at 41 CFR Part 60-300 and Section 503 of the Rehabilitation Act of 1973 as amended (Section 503) at 41 CFR Part 60-741. The changes were designed to improve employment opportunities for protected veterans and qualified individuals with disabilities (IWDs), and become effective on March 24, 2014.

As a federal contractor, UWM will be required to comply with applicable sections of the new regulations. Concomitantly, UWM views this as a welcome opportunity to identify potential issues and improve its employment processes with respect to protected veterans and persons with disabilities. In anticipation of the March 24, 2014 effective date, the Offices of Equity/Diversity Services, Legal Affairs and the Department of Human Resources convened a work group shortly after the revised regulations were published. This work group is charged with the examination and modification of any UWM personnel policies or practices, including but not limited to recruitment, hiring, promotion, demotion, transfer, layoff or termination,

and compensation, which may impact protected veterans and IWDs and making the necessary changes to insure compliance with these revised regulations.

Among other things, the work group has begun with the examination of the data collection processes in the Applicant Information Management System (AIMS) related to veterans and persons with disabilities, in order to implement the appropriate modifications to allow persons to voluntarily self-identify during the application process. In addition, the work group will update the “tagline” on all UWM job announcements to reflect a commitment to the recruitment of veterans and IWDs. Finally, the work group is expanding its recruitment networks and enlisting support in recruiting veterans and IWDs from the State of Wisconsin Division of Vocational Rehabilitation (DVR), as well as local community organizations that provide services to these protected groups, in addition to listing all of its employment openings with the local employment service office where the opening is located. All employment openings will be listed except executive and top management positions, those positions filled from within UWM or UW System, and postings lasting 3 days or less in accordance with regulatory guidelines.

OVERVIEW OF THE CLASSIFIED RECRUITMENT PROCESS

Chapter 230 of the *Wisconsin Statutes* and Chapters ER and ER-MRS of the *Wisconsin Administrative Code* govern the classified recruitment process. Classified recruitments are managed primarily through the State's Human Resources Information System called "WiscJobs" as well as through an Applicant Information System (AIMS). HR Specialists within UWM's Department of Human Resources perform the majority of the recruiting process. Many of the tasks are completed in collaboration with Subject Matter Experts (SMEs) such as the hiring supervisor and the UWM Personnel Representative.

UW System has a staffing delegation agreement with the Office of State Employment Relations (OSER). Subsequently, UWM has been approved for delegation from UW System. In order for UWM to hold such an agreement, UWM must maintain a staff that is proficient in all the areas of recruitment and selection. This means that there must be knowledgeable HR Specialists responsible for reviewing or endorsing the work of another Specialist. This review is critical to ensure that the methods used comply with the State's merit system.

1. **Submission of *Recruitment* Request in AIMS.**

Appointing authorities create a new posting in AIMS to initiate a new recruitment for any vacancy in the classified service. A properly formatted position description, including any applicable exclusion analysis forms, the unit's organizational chart, the position performance standards, hiring salary justification (for broadbanded classifications), and proposed interview questions should accompany the recruitment request. The complete proposal is routed through an electronic workflow to obtain appropriate approvals from the Director/Department Chair, Dean/Division Head, and Provost's Office, if applicable.

2. **HR Specialist reviews the recruitment materials for completeness and the following:**

- a. **Position Description Development.** The position description is needed to determine the duties and responsibilities of the position, the relative importance of tasks, and the knowledge, skills and abilities required of the person filling the vacancy. An accurate position description is also necessary for classifying the position.
- b. **Classification Approval.** Regardless of whether a vacancy is for a new or an existing position, classification approval must be obtained through Human Resources for delegated positions or through UW System and/or OSER for non-delegated positions. Approval of classification also determines *FLSA* status, pay schedule and range.
- c. **Areas of Competition.** HR determines the group of people eligible to apply for a position. There are two primary areas of competition: open and promotional. Open competition is open to all qualified applicants. Promotional competition is open to qualified applicants in the classified civil service who occupy a position in which permanent status may be obtained.

3. Options to Fill a Vacancy. Initially, the HR Specialist posts the vacancy internally on the UW-Milwaukee Employment web site for one of these options to occur:

- a. **Transfer:** Applicants for transfer may be obtained by announcing the vacancy on a service-wide, UW System-wide, or employing unit basis. While the former union agreements may have required a posting of mandatory transfer opportunities, as of January 1, 2012 this is no longer necessary. Chapter ER-MRS 15 of the Wisconsin Administrative Code does not require an announcement of a transfer opportunity. However, while applicants may be obtained through announcing service-wide, UW System-wide, or employing unit-wide through Wisc.Jobs, UWM's practice is to post vacancies on our UWM Jobs website to all state employees UW System-wide. Transfer requests are made on a permissive basis. A current state employee must be in the same or counterpart pay schedule and range to be eligible to request a transfer.
- b. **Reinstatement/Restoration:** An employee or former state employee may be considered to fill vacancies in the same, counterpart or lower class. An employee who has separated from a position in the classified service without misconduct or delinquency or who has accepted a voluntary demotion for personal reasons shall be eligible for reinstatement in any agency for five years from the date of such separation or demotion. In those instances where an employee or former employee has eligibility for reinstatement, the action is permissive. The action is mandatory in those instances where the individual has the "right" of restoration, which occurs for employees in layoff status. Restoration rights exist for a period of three years after separation.
- c. **Voluntary Demotion:** An employee with permanent status in class may request voluntary demotion to a position in a lower classification.

5. If an individual is not found via the permissive transfer process, or if the department wishes to broaden the applicant pool, other provisions to the fill a vacancy are as follows:

- a. **At Risk or Laid-Off Employees:** The Employee Referral Service (ERS) is a web-based job referral service for permanent classified state employees who have been laid off (former employees with restoration rights) or current employees who are formally designated as "at risk" of layoff.
- b. **Existing Register:** In some instances, an existing register of eligible candidates can be used.
- c. **Related Register:** It may be possible to use a register of eligible candidates established for a similar position in the same or higher pay range.

If the vacancy is not filled by any of the recruitment options outlined above, an examination is developed in order to be posted as an open recruitment.

4. Recruitment and Pre-Examination Activities

- a. **Drafting the Job Announcements.** The HR Specialist writes the job announcement for publication in Wisc.Jobs. Announcements for vacancies in the classified civil service identify the knowledge, skills, and abilities needed to perform the job. Announcements include the job title, location of the vacancy, starting rate of pay, general description of the job, special requirements, and information about application procedures and deadlines.
- b. **Posting the Announcement.** Vacancies in the classified civil service must be announced on WiscJobs online at <http://wisc.jobs/public/index.asp>. HR Specialists are required to complete a *Recruitment Activity Plan* (“RAP”), which details where, when and how the position will be advertised/recruited, taking into account utilization statistics. UWM also uses additional means of advertising classified vacancies, such as newspaper classified ads, online advertisements and special mailings to professional organizations. Vacancies open for application are also posted on the UWM Employment web site.
- c. **Randomly Ranked Classifications.** Certain job classifications are filled from an applicant register that is generated by a computerized random ranking process. These job classifications require applications only; no examination is given.
- d. **Application Process.** The application process varies by title. Each announcement contains specific information on the appropriate application procedures.

5. Exam Development and Administration

All examinations for positions in the classified service, including minimum training and experience requirements, must be job-related in compliance with appropriate validation standards and based on information from the job analysis.

- a. **Exam Development.** After completing the position analysis, HR Specialists prepare an Exam Plan. The Exam Plan combines critical tasks, skills, and knowledge areas identified in the High Importance Job Content (“HIJC”) ratings into several distinct, measurable groupings referred to as dimensions. The type of exam to be administered must be compatible with the kind of knowledge and skill the examination is intended to measure, and with the manner in which the knowledge and skill are to be used on the job. Exam questions and benchmarks are developed based on the specific knowledge, skills, and abilities needed to perform the job tasks of the position. SMEs are involved in exam development to ensure that the exam is job related.

- b. **Exam Administration.** The type of exam selected determines how it will be administered. Exams types include multiple-choice, objective inventory questionnaire, Training and Experience Assessment, essay, oral, and performance or simulation.
- c. **Exam Security.** Security of examinations and the examination process is essential to ensuring a fair and equal opportunity to compete for positions. All individuals who participate in the development, administration, scoring, and retention of examination materials are required to follow the security procedures outlined by OSER.

6. Rating the Exam

- a. There are two major categories of civil service examinations – objective and rated. Objective examinations are scored either by machine or manually to determine raw scores and/or civil service scores. A panel of raters made up of SMEs scores essay type examinations. These raters independently assign raw scores, using pre-determined benchmarks.
- b. Ratings panels must consist of at least two well-qualified, impartial persons. Three or more panel members are preferred to ensure more consistent evaluation of examinees through rater opinion and background diversity. Human Resources staff and hiring supervisors make an effort to “balance” rating panels, e.g., include women, minorities, or persons with disabilities, particularly for positions in job groups that are underutilized. Additionally, ratings panel members must be in a position equal to or at a higher level than the vacancy. The immediate supervisor of the position and other officials involved in the post-certification final hiring decision may not serve as a rating panel member according to Wis. Stat. §230.13.
- c. Examination scores and ranks of applicants are closed to the public, the supervisor, and other officials involved in the interview process. Each completed exam is “blinded” by removing any identifying information, e.g., name, address, social security number, etc., and is identified through a number. Rating panels receive a copy of the position description, job expert/test security certificates, a copy of the questions and benchmarks, an evaluation guide/scoring sheet, and the blinded essays.
- d. The HR Specialist serves as a facilitator of all rating and discussion activities and also ensures that a complete set of evaluations is obtained from each rater.

7. Statistical and Reliability Analysis

State civil service law requires that applicant assessment be job-related, objective, fair, reliable and valid. Compliance with these legal requirements is determined, in part, through the use of statistics. Routine statistics are required for all examinations. These include determining the number of candidates, and frequency counts of gender, ethnicity,

veteran status, and disability status. If the examination scoring is numerical, computation of the arithmetic mean, standard deviation, Pearson's r, coefficient of consensus, and Standard Error of Measurement (SEM) is required and obtained through WiscJobs or calculated with statistical software.

8. Passing Point Determination

All tests are required to have a passing point or a reasonable minimum standard. Passing points are established at a level that is reasonable, rational, and consistent with normal expectations of acceptable job proficiency.

Results of all civil service examinations are analyzed by the HR Specialists to determine if there is adverse impact. Adverse impact analysis is a review of the passing rates of minority groups vs. whites and females vs. males. OSER has maintained a practice of using the 80% rule to determine adverse impact in the majority of cases. If the comparison results in a greater passing rate for the majority group, then there is statistical evidence that the test may have had adverse impact.

A review of the passing point is necessary and a decision regarding the placement of the passing point must be made. Factors affecting the passing point include any future or previous administrations of the same examination, labor market factors, passing point consensus among raters, and judgment made by SMEs.

9. Establishing Employment Registers

Human Resources establishes an employment register utilizing the WiscJobs Human Resources Information System (HRIS) system. An employment register consists of the names, scores and ranks of all applicants who receive a passing score on a civil service examination (a passing score is 70 or greater). Registers may be established through open or promotional competition. Registers are active for a period of three months to three years from the date they are established.

10. Certification

Certification is the process used to determine the number and names of candidates from a register who will be considered for a specific position vacancy. The HR Specialist certifies eligible candidates. In determining the number of names to certify, the HR Specialist uses statistical methods and personnel management principles that are designed to maximize the number of certified names that are appropriate for filling the specific position vacancy.

The candidates who are eligible for employment consideration are certified by category. "Basic" (BAS) is the first category that exists on all certifications. Other candidates may be certified under the following categories: veteran's preference (VET), disabled expanded certification (DEC), minority expanded certification (MEC), women expanded certification (WEC), and disabled eligible (DEL), in that order.

- a. **Basic Certification.** Provides that the top ranking applicants from an employment register are referred to an appointing authority to be considered for filling a vacancy.
- b. **Veterans Preference Points.** Persons that have been honorably discharged from the U.S. Armed Forces, and/or who have served on active duty during certain specified times may be awarded additional points to their civil service scores. Qualifying veterans who, having passed the exam, and with the addition of veterans preference points, receive a civil service score equal to or higher than the lowest score of those certified on the basis of exam only will be added to the certification list. The number of veterans certified with Veterans Preference may not exceed the number of candidates on the **basic** certification list.
- c. **Expanded Certification.** Additional names of eligible candidates that are members of targeted groups may be added to the basic certification list in order to comply with an approved affirmative action plan. The names of up to three persons who are disabled, have competed in the examination process, and passed the exam (DEC); the names of up to three persons belonging to a racial or ethnic group (MEC); the names of up to three women (WEC); or the names of all persons who are disabled and have been waived from taking the examination (DEL) may be added under certain conditions.

11. Post Certification Activities

- a. **Selecting a Candidate.** Appointing authorities or persons to whom such authority has been delegated make appointments to positions in the classified service. All certified candidates must be given equal consideration under State of Wisconsin recruitment and selection guidelines. Most certified candidates are interviewed but other selection techniques may be used provided that applicants are given equal consideration. A written confirmation of appointment (letter of offer) is sent before but no later than the first day of employment.
- b. **Verification of Applicant Information.** Prior to appointment, and when applicable, the following information (provided by the successful candidate) must be verified by the appointing authority: employment eligibility (I- 9) under the Immigration Reform and Control Act of 1986, veterans status, race/ethnicity, registration for selective service, any special requirements, and criminal background check information, if applicable.
- c. **Reports of Action (ROA).** ROAs must be entered into the HRIS for all certified candidates. The established ROAs are: selected (SE), declined offer (DO), not selected (NS), failed to respond (FR), not interested (NI), not available (NA), failed to show for a mutually agreed upon interview (FS), not contacted (NC), not eligible (NE), and unable to locate (UL).

RECRUITMENT PROCESS FOR UNCLASSIFIED STAFF

Per UWS 3.02 and UWS 10.02, Wisconsin Administrative Code, UWM has been granted the legal authority to develop its own procedures with regard to recruitments of faculty and academic staff members, so long as those procedures are consistent with policies and procedures set by the Board of Regents as well as federal and state laws and regulations. UWM utilizes an online Applicant Information Management System (AIMS) maintained by the Human Resources Department to advertise and monitor applicant pools for our vacancies. Additionally, Human Resources has created an online AIMS resource page for search and screening committees, Deans/Division Heads and support staff in the utilization of the system, which can be found at: <http://www4.uwm.edu/hr/aims>

The process, external to the AIMS system, is detailed below.

The Dean/Division Head or director convenes and charges a search and screening committee. While there are no specific guidelines as to what this charge should contain, generally, the Committee is to assist in the search for qualified and diverse applicant pools which generate a shorter list of applicants to be referred to the decision-maker for interview and subsequent hire. The Committee's first order of business is generally to draft the position vacancy announcement, screening tool for the screening of applicants, and recruitment plan such as contacts, listservs, newspapers, journals, etc. A support person for the Committee will load all of this information into the AIMS system and prepare the requisition for approval. The approvals flow from the Search and Screen Chair to Director/Dean/Division Head to Human Resources and, for Schools and Colleges, to the Provost.

In some instances, a Dean/Division Head or director may convene a screening committee, whose charge will be the review and screening of qualified candidates and making a recommendation to the appointing authority for finalist interviews. This process differs from a traditional search and screen committee in that the panel does not prepare the recruitment materials, nor do they actually seek qualified applicants to apply, but will review each applicant's materials against approved screening criteria and make a determination whether to move them forward in the selection process.

The Associate Vice Chancellor for Academic Affairs and the Office of Legal Affairs offer training sessions to unclassified search committees, which focus on federal and state compliance issues related to the recruitment/search process. These sessions also outline UWM's best practices and lists resources in recruitment, screening and fair hiring, in compliance with equal opportunity and affirmative action policies, as well as practices that promote diversity at UWM.

In certain limited instances, UWM has employed the services of outside search firms to recruit for high-level administrative positions such as Chancellor, Provost, Dean, or Vice Chancellor. The firm will work with a screening committee convened to review the curriculum vitae of interested candidates, conduct telephone and/or personal interviews and provide a short list of candidates for vetting by the appointing authority and the UWM community.

When the request to open a recruitment has been approved, Human Resources will identify if the position is underutilized and whether special efforts need to be made during the search. The recruitment plan will be modified accordingly.

Once a request to recruit is approved the search and screening committee is able to place advertisements. All applicants must apply electronically via the UWM AIMS system. At the advertised review deadline all applicants are reviewed and evaluated based upon materials received. The AIMS system allows applicants to self identify, manage their application materials and track their status through the process. The appointing authority, Human Resources, Equity and Diversity Services as well as the screening committees are able to monitor the diversity of the applicant pools in an aggregate format. If it becomes necessary, the personnel representative (PREP), in consultation with EDS, HR or the screening committee, may extend the advertisement deadline and/or find additional recruitment sources to increase the diversity of the applicant pool.

Once the initial review date or the application deadline has passed the screening committee may begin to evaluate the applicants against the approved screening criteria. The screening committee may decide, depending on the size of the applicant pool, to conduct pre-screen interviews prior to in-person interviews. When the screening committee has a list of candidates to be interviewed on campus, a request for interview is routed for approval to the appropriate administrators electronically in the AIMS system. The approval required is similar to the request to recruit, and the administrator evaluates the screening documents and applicant materials along with the diversity of the applicant pool. Additionally, Human Resources and EDS have the ability to review the diversity of shortlist applicants in relation to the larger applicant pool. Human Resources will follow up with the PREP to raise any questions regarding the applicant pool as necessary.

After the final interviews have been conducted the appointing authority, in consultation with the screening committee, will proceed with a request to hire. The request to hire will include the applicant's letter of offer, a compensation analysis, and an Affirmative Action Review Form with a brief justification for the hire. Human Resources will review all hire paperwork and follow up with the PREP if any additional information is needed. Additional approval by the Provost is required for salaries above the midpoint of the position's formal salary range. Once the request to hire has been approved by the appropriate Division Head and Human Resources, the offer is made.

The support person for the search, at the time the offer is accepted, is required to change all applicant statuses within the AIMS system and then Human Resources will close the recruitment file ensuring that all the necessary components are in place.

Appendix C Special Placement Goals for Deans, Associate Deans, Assistant Deans and Faculty

In the 2013-2014 Affirmative Action Plan year, UWM continues to focus special efforts on an examination of the progress of all racial and ethnic groups in faculty and faculty-leadership positions. Like at many universities, while some minority groups have acceptable representation in particular faculty positions at UWM, other minority groups continue to lag behind in those same positions. These lags are not necessarily captured by an analysis of “minority” representation. Therefore, UWM has examined utilization of all faculty and faculty leadership positions by specific racial/ethnic groups, and as a result, has set the attached special placement goals. Schools and colleges will be required to review these goals and report on good faith efforts and progress made towards these goals.

Utilization Summary

41 CFR Section 60-2.15

F01 : FAC: HEALTH SCIENCES (Total Employees : 49)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	27	14	2	1	10	0	0	1
Total Availability	71%	26%	13%	5%	6%	1%	1%	0%
Current %	55%	29%	4%	2%	20%	0%	0%	2%
2 Standard Deviations Test	2.4525	-4.104	1.8563	0.9504	-4.247	0.7035	0.7035	0.0000
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

F02 : FAC: ARCHITECT & URBAN PLAN (Total Employees : 28)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	5	6	2	0	3	1	0	0
Total Availability	55%	24%	0%	0%	0%	0%	0%	0%
Current %	18%	21%	7%	0%	11%	4%	0%	0%
2 Standard Deviations Test	3.9506	0.3186	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

F03 : FAC: BUSINESS ADMINISTRATION (Total Employees : 53)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	13	23	1	1	21	0	0	0
Total Availability	40%	35%	18%	5%	11%	1%	0%	1%
Current %	25%	43%	2%	2%	40%	0%	0%	0%
2 Standard Deviations Test	2.2992	-1.282	3.0534	1.0399	-6.660	0.7317	0.0000	0.7317
Placement Goal?, 2 Standard Deviations Test	Yes	No	Yes	No	No	No	No	No

F04 : FAC: EDUCATION (Total Employees : 67)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	44	29	13	6	6	3	0	1
Total Availability	73%	33%	19%	8%	4%	1%	0%	1%
Current %	66%	43%	19%	9%	9%	4%	0%	1%

*The establishment of a Placement Goal does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith affirmative action efforts. Rather, the establishment of a Placement Goal is designed to be a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.

Utilization Summary

41 CFR Section 60-2.15

2 Standard Deviations Test	1.3511	-1.790	-.0841	-.2882	-2.070	-2.861	0.0000	-.4052
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

F05 : FAC: ENGINEERING & APPLIED SCI (Total Employees : 63)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	7	33	2	2	29	0	0	0
Total Availability	28%	26%	4%	6%	15%	0%	0%	1%
Current %	11%	52%	3%	3%	46%	0%	0%	0%
2 Standard Deviations Test	2.9856	-4.774	0.3343	0.9443	-6.898	0.0000	0.0000	0.7977
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

F06 : FAC: ARTS (Total Employees : 67)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	36	15	5	7	3	0	0	0
Total Availability	61%	21%	8%	6%	5%	0%	0%	1%
Current %	54%	22%	7%	10%	4%	0%	0%	0%
2 Standard Deviations Test	1.2198	-2.789	0.1621	-1.533	0.1962	0.0000	0.0000	0.8227
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

F07 : FAC: L & S - HUMANITIES/COMM (Total Employees : 122)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	55	29	3	7	14	3	0	2
Total Availability	54%	16%	4%	6%	4%	1%	0%	1%
Current %	45%	24%	2%	6%	11%	2%	0%	2%
2 Standard Deviations Test	1.9764	-2.341	0.8686	0.1220	-4.214	-1.620	0.0000	-.7097
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

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Utilization Summary

41 CFR Section 60-2.15

F08 : FAC: L & S - NATURAL SCIENCES (Total Employees : 124)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	28	30	0	5	24	0	0	1
Total Availability	33%	19%	3%	5%	8%	0%	0%	1%
Current %	23%	24%	0%	4%	19%	0%	0%	1%
2 Standard Deviations Test	2.4675	-1.474	1.9583	0.4945	-4.661	0.0000	0.0000	0.2166
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

F09 : FAC: L & S - SOCIAL SCIENCES (Total Employees : 167)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	66	51	14	7	26	3	0	1
Total Availability	64%	23%	6%	9%	6%	0%	0%	1%
Current %	40%	31%	8%	4%	16%	2%	0%	1%
2 Standard Deviations Test	6.5904	-2.315	-1.297	2.1713	-5.207	0.0000	0.0000	0.5211
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	Yes	No	No	No	No

F10 : FAC: LIBRARY & INFO STUDIES (Total Employees : 23)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	11	8	3	0	5	0	0	0
Total Availability	45%	28%	8%	5%	14%	1%	0%	1%
Current %	48%	35%	13%	0%	22%	0%	0%	0%
2 Standard Deviations Test	-.2724	-.7245	-.8916	1.1002	-1.070	0.4820	0.0000	0.4820
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

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Utilization Summary

41 CFR Section 60-2.15

F11 : FAC: NURSING (Total Employees : 26)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	25	9	5	0	4	0	0	0
Total Availability	92%	22%	14%	2%	5%	1%	0%	0%
Current %	96%	35%	19%	0%	15%	0%	0%	0%
2 Standard Deviations Test	-7.807	-1.553	-.7687	0.7284	-2.430	0.5125	0.0000	0.0000
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

F12 : FAC: SOCIAL WELFARE (Total Employees : 22)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	13	3	2	0	1	0	0	0
Total Availability	69%	30%	13%	8%	5%	0%	0%	2%
Current %	59%	14%	9%	0%	5%	0%	0%	0%
2 Standard Deviations Test	1.0049	1.6749	0.5452	1.3831	0.0978	0.0000	0.0000	0.6701
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

F13 : FAC: SCHOOL OF CONTINUING ED (Total Employees : 3)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	2	1	0	0	1	0	0	0
Total Availability	42%	20%	7%	5%	6%	0%	0%	1%
Current %	67%	33%	0%	0%	33%	0%	0%	0%
2 Standard Deviations Test	-.8656	-.5774	0.4752	0.3974	-1.994	0.0000	0.0000	0.1741
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

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Utilization Summary

41 CFR Section 60-2.15

F14 : FAC: PUBLIC HEALTH (Total Employees : 23)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	13	9	2	0	6	0	0	1
Total Availability	74%	44%	25%	5%	12%	0%	0%	1%
Current %	57%	39%	9%	0%	26%	0%	0%	4%
2 Standard Deviations Test	1.9110	0.4705	1.8058	1.1002	-2.079	0.0000	0.0000	-1.614
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

F15 : FAC: FRESHWATER SCI (Total Employees : 12)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	3	2	0	1	1	0	0	0
Total Availability	18%	31%	6%	16%	6%	1%	0%	1%
Current %	25%	17%	0%	8%	8%	0%	0%	0%
2 Standard Deviations Test	-.6312	1.0736	0.8752	0.7244	-.3404	0.3482	0.0000	0.3482
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

*The establishment of a Placement Goal does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith affirmative action efforts. Rather, the establishment of a Placement Goal is designed to be a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.

Utilization Summary

41 CFR Section 60-2.15

U01 : OTHER UNCLS: EXECUTIVE (Total Employees : 24)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	8	4	2	0	2	0	0	0
Total Availability	61%	25%	12%	7%	4%	1%	0%	1%
Current %	33%	17%	8%	0%	8%	0%	0%	0%
2 Standard Deviations Test	2.7789	0.9428	0.5528	1.3440	-1.083	0.4924	0.0000	0.4924
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

U02 : OTHER UNCLS: ACAD ADMIN (Total Employees : 41)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	20	8	3	3	2	0	0	0
Total Availability	63%	25%	12%	7%	4%	1%	0%	1%
Current %	49%	20%	7%	7%	5%	0%	0%	0%
2 Standard Deviations Test	1.8858	0.8115	0.9227	-0.0796	-0.2869	0.6435	0.0000	0.6435
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

*The establishment of a Placement Goal does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith affirmative action efforts. Rather, the establishment of a Placement Goal is designed to be a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.

**DISCRIMINATORY CONDUCT POLICY
(INCLUDING SEXUAL HARASSMENT AND SEXUAL VIOLENCE)**

No: S-47

Date: April 17, 2012

(Revised May 1988, May 1998, December 2002, February 2006)
(Original: January 1982)

Authority: Titles I and II of the Americans with Disabilities Act, 42 U.S.C. §12111 et seq. and §12131 et seq.
Age Discrimination Act of 1975, 42 U.S.C. §6101 et seq.
Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §2000d et seq. and §2000e et seq.
Title IX of the Education Amendments of 1973, 20 U.S.C. §1681 et seq.
Title II of the Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. §2000ff et seq.
Wisconsin Fair Employment Act, Wis. Stat. §111.31 et seq.
Wis. Stat. §36.12 (re Student Discrimination)
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 701 et seq.
UW System Board of Regents Policy 14-2: Sexual Harassment Policy Statement and Implementation
UW System Board of Regents Policy 14-3: Equal Opportunities in Education
UW System Board of Regents Policy 14-6: Racist and Other Discriminatory Conduct Policy
UW System Board of Regents Policy 14-7: Implementation of Statute on Discrimination Against Students
UW System Board of Regents Policy 14-8: Consensual Relationship Policy
UW System Board of Regents Policy 14-9: Discriminatory Harassment
UWM Faculty Document 1605

I. PURPOSE

UWM is committed to building and maintaining a campus environment that recognizes the inherent worth and dignity of every person, fosters tolerance, sensitivity, understanding, and mutual respect, and encourages the members of its community to strive to reach their full potential. UWM remains steadfastly committed to the principles of academic freedom and to the ideal that the "fearless sifting and winnowing by which alone the truth can be found" is the core feature of an institution of higher education. This steadfast commitment requires an equally strong obligation to foster respect for the dignity and worth of each person. Without this respect, the principles of academic freedom become meaningless. Moreover, relationships such as student-faculty and employee-supervisor have inherent power differences that compromise the ability of some people to protect their own rights.

Therefore, UWM must provide an environment that respects the value of each person and that does not tolerate discriminatory conduct of any kind. For the instructional environment, the American Association of University Professors' Statements are particularly relevant (see <http://www.aaup.org> & Public Expression of Opinion). The entire university community must work together to promote an environment free of discrimination. To that end, all administrators, faculty, staff, students, and visitors are responsible for complying with the policies outlined herein.

UWM prohibits and does not tolerate discrimination, harassment or retaliation, and has established the procedures listed below for the investigation and remedy of such conduct. Any encouragement of others to discriminate, harass, or retaliate also violates this policy. These procedures include a voluntary process for facilitating a mutually satisfactory resolution without formal findings.

II. DEFINITIONS

A. **Discrimination.** UWM defines discrimination as conduct that (1) adversely affects any aspect of an individual's employment, education, or participation in activities or programs at UWM; and (2) is based on one or more characteristics of the individual that are protected under federal or state laws. Characteristics that are protected under federal or state ("protected statuses") may include:

- age
- ancestry
- arrest or conviction record
- color
- disability
- gender identity/expression¹
- genetic information
- identity as a veteran, disabled veteran, or Vietnam veteran
- marital status
- membership in the national guard, state defense force or any other reserve component of the military forces of the United States or this state
- national origin
- pregnancy
- political affiliation
- race
- religion
- sex
- sexual orientation

¹ Gender identity/expression is not presently protected under federal or state laws; however, it is included as a protected status under this policy. Gender identity/expression is defined as having, or being perceived as having, a gender-related identity, appearance, behavior, or expression whether or not that characteristic is stereotypically associated with a person's assigned sex at birth.

- B. **Harassment.** Harassment is a form of prohibited discrimination. UWM defines harassment as conduct that (1) is of any type (oral, written including electronic, graphic, or physical); (2) is directed towards or against a person because of the person's protected status (see the list of protected statuses above); and (3) unreasonably interferes with the individual's work, education or participation in activities or programs at UWM or creates a working or learning environment that a reasonable person would find threatening or intimidating. Sexual Harassment is one type of prohibited harassment and includes unwanted conduct of a sexual nature.
- C. **Instructional Setting.** An instructional setting is one in which a faculty member or instructor is communicating with student(s) regarding specific academic or curricular matters the instructor or faculty member is responsible for teaching. Speech or expressive behavior (e.g., use of visual, recorded, or written materials) occurring in an instructional setting will not constitute prohibited harassment if it is reasonably appropriate and germane to the subject matter and the instructional setting. A complaint lodged against speech of a discriminatory nature used in the context of instructional setting, may be found to constitute harassment, only if the speech is persistent, pervasive and not germane to the subject matter, or so singularly severe as to create a hostile environment. Protected Expressive Behavior in an instructional situation is explained in UWM Selected Academic & Administrative Policies No. S-44, Public Expression of Opinion.
- D. **Retaliation.** UWM defines retaliation as an adverse action made as a result of an individual's complaint about conduct prohibited under this Policy or participation in enforcement of this Policy. Retaliation is action taken because an individual has engaged in protected activities and that negatively impacts any of the following: terms or conditions of employment (such as salary, demotion, termination, non-renewal); educational progress (such as grades, entry into or advancement through an educational program, suspension, expulsion); and the work/learning environment (such as harassment, undesirable conditions). Protected activities include reporting discrimination or serving as a witness in an investigation under this Policy.

Elements of Retaliation:

- Protected Activity - The victim must have opposed discrimination prohibited by this Policy or have participated in the complaint/investigation process (for example, filed a complaint, provided statements) under this Policy.
- Adverse Action- The conduct or treatment must be shown to be intimidating, threatening, coercive, or likely to deter protected activity.
- Causal Connection - The adverse action must have occurred because the victim engaged in the protected activity.

Retaliation is specifically prohibited under this Policy and constitutes a separate and distinct violation of it. If an individual believes that s/he has been subjected to retaliation, s/he should report such conduct to EDS immediately.

- E. **Sexual Violence.** Sexual violence is a form of prohibited discrimination, and UWM defines sexual violence as physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence includes, for example, rape, sexual assault, and sexual battery. Nothing in this Policy is intended to supplant any criminal statutes, and individuals are encouraged to report criminal conduct to the police in addition to reporting under this Policy.

III. Consensual Relationships within the University Community

UWM acknowledges its responsibility to provide clear direction to the university community about the professional risks associated with consensual amorous and/or sexual relationships in which a definite power differential between the parties exists. In as much as UWM is committed to fostering the development of learning and work environments characterized by professional and ethical behavior and free of discriminatory behavior, it discourages consensual amorous and/or sexual relationships in which there is a power differential, e.g. between instructor and student or supervisor and employee. UWM recognized that it cannot regulate such personal decisions but views them with concern for two reasons:

1. **Abuse of Power:** Individuals entering into consensual amorous and/or sexual relationships involving a power differential must recognize that: (i) the reasons for entering such a relationship may be a function of the power differential; (ii) where power differentials exist, even in seemingly consensual relationship, consent shall not be considered a defense if a complaint of sexual harassment or retaliation is brought; and (iii) the individual in the relationship with greater power will bear the burden of accountability.
2. **Conflict of Interest:** Conflicts of interest may arise in connection with consensual amorous and/or sexual relationships between faculty or other instructional staff and students, or between supervisors and subordinates. University policy and more general ethical principles preclude individuals from evaluating the work or academic performance of those with whom they have familial relationships, or from making hiring, salary or similar decisions that have a financial impact on such persons. The same principles apply to consensual amorous and/or sexual relationships and require that appropriate alternate arrangements be made for objective decision-making with regard to the student, subordinate or prospective employee.

Reporting Requirements. UWM recognizes that the conflict of interest inherent in a consensual amorous and/or sexual relationship where there is a power differential affects the university's obligation to provide equal employment and educational opportunity. Therefore, UWM requires:

1. Participants in such a relationship must act immediately to remove the conflict of interest.
2. The person in the more powerful position in such a relationship shall notify in writing the relevant authority (Chair and Dean, Provost/Division Head) that appropriate action is being taken to remove the conflict of interest. All such notification shall be confidential and archived in a sealed envelope in the official personnel file.
3. Records are to be confidential but available as evidence in the processing of possible related sexual harassment complaints in the future.

IV. OPTIONS FOR REPORTING COMPLAINTS

- A. **For Employees.** An employee who believes that he or she is the subject of discrimination, harassment, or retaliation (the "complainant") that is prohibited by this policy is encouraged to clearly tell the person engaged in the conduct (the "respondent") to stop. If a complainant is uncomfortable confronting the respondent, or complainant's efforts to stop the conduct have been unsuccessful, the complainant may discuss the conduct with his or her supervisor or department chair. The supervisor or department chair may be able to quickly resolve the matter and should inform the complainant in writing of the option of consulting with the Office of Equity/Diversity Services (EDS). If a supervisor or department chair learns of an alleged violation of this policy, but is unable to quickly resolve the matter or believes that the matter warrants further investigation prior to taking action, he or she should refer the complainant to EDS.²

An employee is encouraged to file a complaint with EDS if he or she has confronted the person responsible for the behavior, or has discussed the matter with his or her supervisor or department chair, and the employee believes these steps have not been successful in resolving the matter. At any time, an employee who believes that he or she is the subject of discrimination, harassment, or retaliation may contact EDS to file a complaint. An employee can also file a complaint with the U.S. Equal Employment Opportunity Commission or the Wisconsin Equal Rights Division.

- B. **For Students.** A student who believes that he or she is the subject of discrimination, harassment, or retaliation prohibited by this policy may discuss the matter with the person responsible for the behavior. If the student wishes to pursue the matter but for any reason feels uncomfortable confronting or does not want to discuss the matter with the person responsible for the behavior, the University

² This is the official name for UWM's office for enforcing equal opportunities for employees and students at the time the policy is being issued. EDS is presently located in Mitchell Hall, Room 359, and can be reached at telephone number 414/229-5923. Should either the name or campus location change in the future, the policy will remain in effect. Corrections will be made as soon as is practicable.

strongly encourages the student to contact EDS. If a student discusses the matter with the Dean of Students, the Dean of Students will consult with the Director of EDS to determine how to proceed. A student can also file a complaint with the U.S. Department of Education Office for Civil Rights.

- C. **For Visitors and Guests.** This Policy also protects third parties from discrimination or harassment in UWM's education programs and activities--for example, a high school student participating in a UWM recruitment program, a visiting student athlete, or a visitor in a UWM residence hall. If a third party visitor or guest believes that he or she is the subject of discrimination, harassment, or retaliation prohibited by this policy, he or she may discuss the matter with the person responsible for the behavior. If he or she wishes to pursue the matter but for any reason feels uncomfortable confronting or does not want to discuss the matter with the person responsible for the behavior, the University strongly encourages him or her to contact EDS.
- D. **For Third-Party Complaints.** In some instances, employees or students may not be direct victims of alleged discriminatory action or conduct, but may have credible knowledge of such conduct. If such conduct or action is reported to EDS, EDS will evaluate the information to determine whether a full investigation will be undertaken in accordance with this Policy.

V. EDS COMPLAINT PROCESS

A. Filing a Complaint

- 1. Any individual who believes that he or she is being subjected to discrimination, harassment, or retaliation prohibited by the University's policies may file a complaint with EDS. The complaint must be in writing, on a form provided by EDS, and must be filed within 300 calendar days of the most recent alleged prohibited act. EDS at its own discretion may accept complaints that are not in writing or that are filed outside of the 300-day limitation for good cause.
- 2. Filing deadlines for state or federal agencies or courts are administered by those agencies and courts and not extended by the filing of a complaint with EDS.
- 3. The complaint must contain, to the extent known by the complainant: (a) the basis of the charge (i.e., the type of discrimination alleged); (b) the name(s) of the person(s) alleged to have violated this policy; (c) the date of each alleged discriminatory act; (d) the specific facts of each allegation stated in the complaint; (e) the complainant's signature; and (f) the date the complaint was submitted to EDS.

B. EDS Response

1. EDS will review the complaint to ensure that it contains the information necessary to proceed. If any necessary information is missing, EDS will request the complainant to provide that information.
2. Upon the receipt of a complaint where the respondent is a faculty member, EDS will notify the University Committee of the nature of the complaint and report on the disposition of complaints at least annually.
3. At any time after receiving the complaint, EDS may, at its own initiative or at the request of a party, pursue a negotiated resolution of the complaint, pursuant to the section below.
4. If EDS determines that the matter involves the alleged misconduct of a student, EDS will work with the Office of Student Life on that aspect of the matter for possible investigation and/or action under UWS Chapters 14 and 17.³
5. Within ten working days of the filing of the complaint, the Director of EDS (or her or his designee) will provide a copy of the complaint to the person(s) alleged to have violated this policy (the respondent) and the Dean or Division Head of the complainant and respondent. In the event that a conflict of interest exists for anyone involved in processing the complaint, a substitute will be appointed accordingly.
6. EDS will initiate an investigation of the complaint within ten working days. EDS will make every effort to complete the investigatory process within 60 days, as suggested by the U.S. Department of Education Office for Civil Rights guidance. If that is not reasonably feasible, EDS shall complete the investigation within 120 calendar days of receipt of the complaint, unless the Director of EDS approves an extension of the time period, which in most cases will not be later than 180 calendar days from receipt of the complaint. The Director of EDS will grant such an extension only for legitimate and necessary reasons. The investigation may include, but is not limited to: (a) meetings with material persons who may have relevant information; (b) reviewing relevant records and files; (c) comparing the treatment of the complainant to that of others who are in similar situations in that person's department or unit; and (d) reviewing applicable policies and practices.
7. EDS may dismiss a complaint without issuing written factual findings and remedial recommendations if, after considering the totality of the circumstances including any pattern of violations under this Policy, it determines that the circumstances are appropriate for doing so. Such

³ Investigations of student misconduct and imposition of sanctions must conform with the procedures described in UWS Chapters 14 and 17.

circumstances may include, but are not limited to, the following:

- a. Complaint is without sufficient basis to warrant investigation.
- b. Part or all of the complaint would be handled more appropriately by another department or individual at UWM.
- c. The complainant and respondent have agreed to a mutually acceptable resolution of the matter, pursuant to the section below, which makes further investigation unnecessary.
- d. The complainant requests in writing that the complaint be dismissed.
- e. The complainant fails or refuses to cooperate with the investigation.

C. Negotiated Resolution

1. Negotiated resolution is a process by which EDS attempts to resolve complaints quickly and to the satisfaction of all parties without reaching any formal findings. EDS may initiate a negotiated resolution at the request of any party or at its own initiative, and EDS will coordinate the negotiations. At any time during the negotiated resolution process, either the complainant or a respondent may elect to terminate their participation in the negotiated resolution process, in which case EDS's investigation will continue. Negotiated resolution will not be used to resolve cases of sexual assault.
2. To allow the parties the opportunity to resolve a complaint through a negotiated resolution, EDS may suspend its investigation of the matter. EDS may also extend any or all of the time periods set forth in the previous section, above (if they have not already passed) for up to 30 additional days during the negotiated resolution process. However, if the negotiated resolution is discontinued by EDS or does not result in a resolution within 30 days from the date it is started, EDS will continue its investigation of the matter.
3. If the complaint is successfully resolved through a negotiated resolution, each party will sign a "negotiated resolution form" prepared by EDS, which describes the agreed-upon terms. EDS will discard all other documents and notes except for the original complaint and the negotiated resolution form.

D. Findings by EDS, Responses and Implementation. At the conclusion of its investigation, EDS will prepare written findings and remedial recommendations to the Provost, with copies to the complainant, respondent, the complainant's supervisor or Dean, the respondent's supervisor or dean, and the Associate Vice

Chancellor for Diversity and Climate. At the conclusion of the investigation involving faculty members, the Director of EDS also will notify the University Committee of factual findings and remedial recommendations for consideration of review by the Faculty Rights and Responsibilities Committee, with copies to the Chancellor. For investigations involving academic staff, copies of factual findings and remedial recommendations will also be provided to the Chancellor and the Academic Staff Committee.

VI. APPEAL TO PROVOST

- A. Within ten working days of receipt of the Director of EDS's factual findings and remedial recommendations, the complainant or the respondent may respond to the factual findings and remedial recommendations. The response must be in writing and sent to the Chancellor and Provost. The Provost will provide copies of any such responses to the other party, to the Director of EDS, the Dean or Division Head of both the complainant and the respondent, and the University Committee (for faculty) or the Academic Staff Committee (for academic staff). Responses may be based on (1) whether the evidence supports the findings and/or (2) whether the recommended remedial actions are appropriate.
- B. Within twenty working days after the last day that either the complainant or respondent was given to respond to the factual findings and remedial recommendations, even if neither party filed such an appeal, the Provost⁴ will review the Director of EDS's factual findings and remedial recommendations by a) accepting them; b) modifying them; or c) requesting that EDS conduct further investigation of the matter. The Provost may also address conduct described in the factual findings that violates university policy other than the Equal Employment Opportunity Policy or Discriminatory Conduct Policy. A copy of the decision will be provided to the complainant, respondent, the Chancellor, the Dean or Division Head of the complainant and the respondent, the Director of EDS, and the University Committee (for faculty) or the Academic Staff Committee (for academic staff).

VII. DISCIPLINARY ACTION.

- A. Should the Provost be asked to seek disciplinary action, or independently conclude that disciplinary action is warranted, discipline may not be imposed until additional procedural steps have been invoked. The following briefly describes the appropriate process for each employment classification and status. Each party or body who receives the matter from the Provost shall handle the matter in an efficient manner that, to the extent possible, protects the confidentiality of the involved parties.

⁴ If the Provost's review of the matter creates a conflict of interest, the Chancellor or a designee will issue the decision and implement the steps in this section; for faculty, the designee must be an academic administrator with a concurrent faculty position.

1. Academic Staff: The Provost shall forward the decision to the Dean or Division Head for implementation pursuant to Wis. Admin. Code UWS sections applicable to academic staff and UWM Academic Staff Policies and Procedures.
 2. Classified Employees and Graduate Assistants: The Provost shall refer the decision to the employee's immediate supervisor for implementation consistent with the following authority, as applicable: a collective bargaining agreement; rules of the Secretary of the Department of Employment Relations and Division of Merit Recruitment and Selection; and UWM policies and procedures.
 3. Faculty: In no case, shall discipline be imposed on a faculty member without prior review by the Faculty Rights and Responsibilities Committee. The Provost shall forward the decision to the University Committee in the form of a complaint pursuant to UWM Faculty Policies and Procedures 5.42 et al.
 4. Limited Term Employees and Student Employees: The Provost shall refer the decision to the employee's immediate supervisor for implementation.
 5. Students: The Provost shall refer the decision to the Dean of Students for implementation under UWS 17.
 6. Visitors/Third Parties: The Provost shall consult with the EDS Director and Director of Legal Affairs about possible remedies.
- B. If the Provost's decision includes dismissal of an employee, the dismissal must be considered and implemented through an additional process, depending on the employment classification of the employee. The following briefly describes the appropriate process for each classification. Each party or body who receives the matter from the Provost shall handle the matter in an efficient manner that, to the extent possible, protects the confidentiality of the involved parties.
1. Academic Staff: The Provost shall refer the decision to the employee's Dean or Division Head for implementation pursuant to UWM Academic Staff Policies and Procedures Chapter 109 and UWS 11, Wis. Admin. Code.
 2. Classified Employees and Graduate Assistants: The Provost shall refer the decision to the employee's supervisor for implementation consistent with the following authority, as applicable: a collective bargaining agreement; rules of the Secretary of the Department of Employment Relations and Division of Merit Recruitment and Selection; and UWM policies and procedures.
 3. Faculty: The Provost shall send the decision to the Chancellor, who will initiate dismissal proceedings, pursuant to UWM Faculty Policies and Procedures 5.21 et al and UWS 4, Wis. Admin. Code.

4. Limited Term Employees and Student Employees: The Provost shall refer the decision to the employee's supervisor for implementation.

VIII. CONFIDENTIALITY

All individuals involved in the investigation and resolution of a complaint are expected to maintain the confidentiality of the complaint and resolution to the maximum extent possible under the circumstances. Certain disclosures, however, may be necessary to complete the investigation and/or resolution of the matter. In addition, all documents maintained by UWM are potentially subject to the provisions of the Wisconsin open records law.

IX. QUESTIONS/INQUIRIES

Questions and inquiries concerning this policy, including the application of nondiscrimination laws such as Title VI, VII and Title IX to UWM, may be referred to the UWM's Director of EDS. UWM's EDS Director can be reached at:

Office of Equity/Diversity Services
Mitchell Hall 359
3203 N. Downer Ave.
Milwaukee, WI 53211
(414) 229-5923
diverse@uwm.edu

Students may also contact the U.S. Department of Education Office for Civil Rights, and employees may contact the U.S. Equal Employment Opportunity Commission or the Wisconsin Equal Rights Division.

Issued:

Michael Lovell, Chancellor
University of Wisconsin - Milwaukee

Date

DIVERSITY ASSESSMENT REPORT FOR COLLEGES, DEPARTMENTS AND DIVISIONS

**For the 2013-2014 Affirmative Action Plan
Please Note that Sections II, IV, V and VI are based on
October 30, 2013 Data**

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I. INTRODUCTION

DIVERSITY ASSESSMENT REPORT FOR (Department/Division Name)

Please provide the names and titles of the persons who have been assigned the responsibility of developing the affirmative action plan for your College, School or Division.

Names and Titles _____

In answering the following questions, please attach additional pages as necessary. It is critical that you provide as much detail as possible so that it can be incorporated into UWM's Affirmative Action Plan. (NOTE: Information should relate to the recruitment, retention, lateral moves/transfers, terminations and reclassification of employees only.)

II. GOOD FAITH EFFORTS RELATED TO RECRUITMENT

During the last Affirmative Action Plan year (2012-2013), you conducted recruitments in a number of job groups as indicated on the attached report. In addition, we have identified those job groups that had a placement goal in the last AA Plan year. Please identify any good faith efforts that your School/College/Division used to enhance the recruitment of minorities and women in these job groups. Finally, please list any permanent (excluding LTE or Interim) positions filled without the benefit of a formal search process.

Examples of such good faith efforts may include, but are not limited to, any of the following:

- **Targeted advertising, such as in the Spanish Journal, Women in Higher Ed, Black Issues in Higher Ed, Community Journal, etc. (please identify the publication);**
- **Posting on listservs directed at women and minorities (please specify the listserv);**
- **Attendance at job fairs;**
- **Use of search firms;**
- **Training of search and screen committee on diversity issues; and**
- **Diversity training (please specify employee group; e.g., search and screen committees, faculty, academic administrators, etc.).**

Please be specific about any special or innovative efforts you took in any of these job groups and describe the effectiveness of the effort(s).

Please Note: New Office of Federal Contract Compliance Programs (OFCCP) regulations requiring federal contractors to develop and enumerate efforts to recruit/retain Veterans and Persons with Disabilities will take effect in 2014. Please describe and strategies/plans you may have developed to address these new requirements.

III. ACTION-ORIENTED PROGRAMS

For any job groups in your School/College/Division with a placement goal, as shown in the attached report, please describe your plans or what specific action oriented programs you will undertake in the upcoming plan year (2013-14) to improve utilization and address each placement goal. In addition, please provide information on any plan/strategies to increase the overall diversity of your School/College/Division.

IV. GOOD FAITH EFFORTS RELATED TO PROMOTION AND RETENTION

Please list any good faith efforts that your School/College//Division used to enhance promotion and retention of female and minority faculty and staff during the last plan year (2012-2013).

Examples of such good faith efforts may include, but are not limited to, any of the following:

- **A summary of institutional support of professional development opportunities for minority or female faculty/staff.**
 - **Support can include financial support, such as tuition reimbursement, and non-financial support, such as allowing time off to attend programs or training.**
 - **Examples of professional development includes Employee Evaluation Training, Leadership Training, or Supervisory Skills Training;**
- **Extensions of Tenure Time-Clock for faculty;**
- **Salary Adjustments and/or Counteroffers;**
- **Sabbatical leaves;**
- **Diversity training;**
- **Mentoring programs;**
- **Provision of additional or expanded gender specific facilities, and**
- **Facilities/Resources expansion initiatives such as new or rebuilt laboratories.**

In addition to identifying your good faith efforts, please describe how you enhanced your promotion and/or retention of females and/or minorities.

V. GOOD FAITH EFFORTS RELATED TO COMPENSATION

Please list the efforts that your School/College/Division has made to identify and correct any compensation equity issues during the last plan year (2012-2013). These efforts may include such items as salary adjustments for faculty and staff, salary studies or other compensation analysis.

VI. MINORITY/DISADVANTAGED FUND (402) REPORTING

In this section please identify and report all initiatives relative to precollege, student recruitment and retention activities within your school/department/unit that are funded, wholly or in part, by 402 fund dollars (NOTE: please provide information regarding the number of FTE's dedicated to these initiatives). For purposes of this report:

- a. A precollege activity is any activity, which encourages precollege age students to consider postsecondary education in general;
- b. A recruitment activity is any activity, which encourages students to attend your particular school/department/unit;
- c. A retention activity is any activity that is aimed at assisting currently enrolled students to complete degrees.

If your school/department /unit does not receive 402 funding, please indicate the amount and proportion of your budget which is used to fund projects, areas or initiatives that address these populations.

Please Note: Since this section refers to precollege initiatives, student recruitment and retention activities, the information submitted by your department, unit school/college will be forwarded to the Interim Associate Vice Chancellor in Global Inclusion and Engagement. Any narrative containing employee personnel activity should be listed under Sections II and IV of this report.

UWM REASONABLE ACCOMMODATION POLICY AND PROCEDURES FOR EMPLOYEES

No: S-45.1

Date: December 1996
(revised) March 2007

Authority:

Wisconsin Fair Employment Act (Wis. Stat. Ch. 111)
Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794)
Regent Policy 96-6 (adopted in December 1996; replaced 88-9, adopted in
July 1988)
UWM Administration

I. STATEMENT OF PURPOSE

It is the policy of the University of Wisconsin-Milwaukee (UWM) to provide reasonable accommodations for qualified individuals with disabilities who are employees or applicants for employment.¹ UWM will abide by all applicable federal and state laws, regulations, rules, and guidelines regarding the provision of reasonable accommodations to afford equal employment opportunity to qualified individuals with disabilities. Such accommodations will be provided in a timely and cost-effective manner. Employment opportunities shall not be denied because of the need to make reasonable accommodations to an individual's disability.

This policy is applicable to all UWM employment classifications, including full- or part-time, student, LTE, classified, faculty, or academic staff.

II. DEFINITIONS

A. An **Individual with a Disability** is one who:

1. Has a physical or mental impairment which substantially limits one or more major life activities or makes achievement unusually difficult or limits the capacity to work; or
2. Has a record of such an impairment; or
3. Is perceived as having such an impairment.

¹ UWM's procedures with respect to students with disabilities are administered by the Student Accessibility Center. This policy does not replace students' rights to equal access to educational programs provided under law and/or in separate policies.

- B. A **Qualified Individual with a Disability** is one whose experience, education and/or training enable the person, with or without reasonable accommodation, to perform the essential functions of the job.
- C. An **Applicant**, for the purpose of this policy only, is an individual who has initiated the process of applying for a position of employment at UWM.
- D. An **Employee**, for the purpose of this policy only, is an individual who has accepted an offer of employment
- E. A **Reasonable Accommodation** is an effort on the part of the employer to accommodate an individual's disability by making adjustments to the employment application process, the job or the work environment which will enable that individual to interview for or perform the essential functions of the job, but which do not pose an undue hardship to the employer. Reasonable accommodations may include, but are not limited to, making facilities accessible, adjusting work schedules, providing assisting devices or equipment, or modifying work sites. Reasonable accommodations are subject to the UWM Policy on Responsibility for Funding Reasonable Accommodations.
- F. A **Disability Accommodations Request Form** is the form that must be completed by any employee seeking an accommodation under this policy. The form is available from the Department of Human Resources.
- G. An **Undue Hardship** refers to any accommodation that would be unduly costly, extensive, substantial or disruptive or that would fundamentally alter the nature or operation of the business, as determined by the Dean or Division Head in consultation with the Disabilities in Employment Coordinator and the Office of Legal Affairs.
- H. The **Essential Functions** are those job duties that are primary or intrinsic to a given position. They do not include those duties that are marginal or incidental to the position.
- I. The **Disabilities in Employment Coordinator (the "DEC")** is the administrator in the Department of Human Resources who is responsible for reviewing and responding to accommodations requests and who is a resource on disabilities issues, as indicated throughout this policy. Any supervisor or individual employee or applicant for employment may contact the DEC, at any time, for more information about UWM's policies and procedures with respect to accommodation of disabilities.

III. PROCEDURES WHEN AN INDIVIDUAL HAS A HEALTH CONDITION THAT MAY AFFECT THEIR EMPLOYMENT

A. Applicants for Employment

1. Before the Interview or Examination

- a. All applicants who are invited to interview or to take an employment examination at UWM shall be informed, at the time of such invitation, of the UWM policy to provide reasonable accommodations for applicants and employees with disabilities.
 - (1) The following paragraph shall be included in any letter of invitation to an applicant:

"It is the policy of UWM to provide reasonable accommodations for qualified individuals with disabilities who are employees or applicants for employment. If you need assistance or accommodation to interview (or to test) because of a disability, please contact me at (phone number of person signing letter). Employment opportunities will not be denied because of the need to make reasonable accommodations for an individual's disability."
 - (2) Applicants who receive invitations by telephone to interview or test shall be informed of the foregoing information at the time of invitation.
- b. Applicants may request accommodations for the interview or testing process orally by contacting the individual responsible for the interview or test. The responsible individual shall contact the DEC for advice on making arrangements to accommodate an applicant with a disability or health condition in the interview or testing process in a manner that is fair to the other candidates. Any request for an accommodation in an interview or test, and the response, shall be documented and forwarded to the DEC.

2. During Interviews

- a. Interviewers may ask applicants about their ability to perform job-related functions.² These questions should be prefaced with a statement regarding UWM's willingness to make reasonable accommodations. If applicants are to be asked questions regarding their ability to perform job duties, all applicants shall be asked the same questions.
- b. Prior to an offer of employment, interviewers **may not** ask an applicant or a reference **any** question that is likely to elicit

² For example, an interviewer may ask, "Can you perform the duties of this job?"

information about a disability, even if the questions are job-related.³

- c. If an applicant indicates in the interview process that he or she has a disability or may need an accommodation, the interviewers should state that UWM has a policy of making reasonable accommodations and that this may be discussed further at the post-offer stage, but should **not** ask follow-up questions regarding the disability.
- d. If, during the interview process, an interviewer becomes concerned that the applicant's health condition or disability may prevent them from performing their job, the interviewer shall contact the DEC to discuss the matter further. The DEC will consult with the Unit Personnel Representative ("UPR") and the Office of Legal Affairs to determine whether and when inquiries may be made about the applicant's ability to perform the job.

3. After an Offer is Made

- a. Once an offer is made to an applicant, the applicant may be asked:
 - (1) Whether he or she needs a reasonable accommodation to perform the job, but only if this is done for all who are offered a position in this job categorygroup. If an applicant indicates that he or she needs a reasonable accommodation, the applicant will be asked to complete a Disability Accommodation Request Form.
 - (2) To take a medical examination or to answer job-related questions about the applicant's health condition, but only if this is done for all applicants who are offered a position within that job group.⁴ If it is not the general practice to require medical information or an examination from this category of applicants at the post-offer stage, no applicant may be asked to provide such information or take such an examination.
- b. Following legitimate disability-related inquiries described in paragraph a. above, an offer may be withdrawn due to the

³ For example, the interviewer may not ask, "Do you have any physical impairments or health conditions that would affect your ability to perform the job?" nor "Will you need reasonable accommodation to perform this job?"

⁴ For example, such a test may be required of all laboratory workers who work with animals and may be particularly sensitive to animal allergies.

applicant's physical or mental health condition **only if the withdrawal has been discussed with and approved by the DEC**, who shall consult with the Office of Legal Affairs on such matters, **and** one of the following applies:

- (1) The applicant is unable to perform the job functions even with a reasonable accommodation;
- (2) The applicant can perform the job functions but would pose a significant risk to the health or safety of him/herself or others that cannot be eliminated by a modification of policies, practices, or procedures or by the provision of auxiliary aids or services; or
- (3) All available accommodations will cause the employer undue hardship.

B. Employees

1. How an Employee May Request an Accommodation

Employees may request accommodations in different ways. The most direct way is for an employee to tell his or her supervisor for the employing unit that the employee needs an accommodation of a disability to do the job. Sometimes, however, an employee may not be so direct, and instead may simply indicate that his or her medical condition is causing difficulties on the job.⁵ Supervisors should respond to all such requests, both direct and indirect, as requests for an accommodation of a disability.

2. Supervisory Response

- a. When a supervisor receives either a direct or indirect request for an accommodation, the supervisor is responsible for initiating an interactive discussion to explore with the employee whether the employee is interested in requesting an accommodation and/or the nature of possible accommodations.⁶
- b. Once the supervisor understands that the employee would like to pursue a request for accommodation, the supervisor shall ask the employee to complete a Disability Accommodation Request Form.

⁵ For example, an employee may, while being counseled for inattentiveness on the job, explain that she is on medication that causes fatigue.

⁶ For example, the supervisor may meet with the employee and say, "I know you have mentioned that your condition is causing you problems with your performance. Is there anything UWM can do to help you perform your duties?"

3. Review and Consideration of Request

- a. After the supervisor receives the completed Disability Accommodation Request Form, he or she shall submit both to the DEC, with a copy to the Dean or Division Head and the UPR.
- b. The DEC will review the request and if appropriate, advise the employee to provide documentation from his or her doctor that explains, in light of the employee's job duties⁷: (a) what the medical condition is; (b) how it impairs the employee's ability to perform job duties; and (c) what reasonable accommodations may allow the employee to perform his or her job. The DEC will also consult with appropriate individuals, including the employee, the employee's physician, the employee's supervisor, the UPR, the Unit Business Representative for the school/college/division, the DEC, the Labor Relations Coordinator, and/or anyone else with knowledge or information regarding the request. If, after consulting with the above individuals, the DEC has any particular questions or concerns about the request, he or she should contact the Office of Legal Affairs to discuss the matter.
- c. The DEC shall consider the following factors in determining the feasibility and reasonableness of any request for accommodation:
 - (1) Is medical verification of the disability complete?
 - (2) Does the individual's medical condition constitute a disability (such factor should be considered with advice from the Office of Legal Affairs)?
 - (3) Are the job functions for which the accommodation is requested essential?
 - (4) Is the applicant or employee otherwise qualified to perform the essential job functions?
 - (5) Does the requested accommodation achieve the desired result of allowing the individual to perform the essential job functions?
 - (6) Will the accommodation adversely affect the productivity or work environment of other employees?

⁷ It is often helpful to inform the employee to provide his or her doctor with a copy of the employee's job description or a summary of the employee's duties. If the employee does not have a copy of these types of documents, the supervisor should provide one or both to the employee.

- (7) Is the cost feasible within the budget of the employing department or college/division? If not, can the college/division obtain funding from another source?⁸
 - (8) Are there other cost-effective options which will allow the individual to perform the essential functions of the job?
 - (9) Is the request for equipment which will principally benefit job performance, or is it primarily something of a personal nature that an individual could be expected to provide?
 - (10) If an employee has developed or acquired a disability and is unable to perform the essential functions of the present job, even with reasonable accommodation, is there alternative placement either within UWM or elsewhere within the UW System?⁹
- d. If the DEC agrees to grant the request, a record of such determination shall be submitted for approval to the Dean or Division Head. If the DEC is contemplating denial of the request or the College/Division does not have appropriate funding to grant it, he or she shall consult with the Office of Legal Affairs prior to denial.
 - e. The DEC must inform the employee in writing of the decision regarding the accommodation request within 30 days after receipt of the employee's completed request and medical documentation, unless specific circumstances require additional time, in which case the DEC shall so inform the employee in writing prior to expiration of the 30-day period.
- 4. Once a request for an accommodation is approved or denied, the UPR and the employee's supervisor are responsible for monitoring the situation to ensure that the accommodation is sufficient to allow the employee to perform his or her job and the most appropriate and feasible accommodation available. If the UPR and/or the employee's supervisor believe that an adjustment in the accommodation is necessary, he or she will bring this to the attention of the DEC.

⁸ See the UWM Policy on Responsibility for Funding Reasonable Accommodations, at <http://www.uwm.edu/Dept/DSAD/SAC/fundpolicy.htm>.

⁹ For classified employees, the Personnel Representative should consult with the Labor Relations Coordinator on the appropriate process for seeking alternative employment opportunities.

C. Documentation and Confidentiality

1. The DEC shall send copies of the completed Disability Accommodation Request Form to the employee, the employee's supervisor, and the UPR.
2. The DEC shall retain the original Disability Accommodation Request Form and the medical documentation in a confidential file, kept separate from the employee's official or unofficial personnel files. Each recipient of the Disability Accommodation Request Form should also maintain the forms in confidential files, separate from the employee's personnel files.
3. The information and documentation pertaining to the employee's health condition must be kept confidential and may be shared only as follows¹⁰:
 - (a) To supervisors and administrators involved in the decision-making process with respect to the accommodation request;
 - (b) To supervisors and managers who may be told about necessary restrictions on the work or duties of the employee and about necessary accommodations;
 - (c) To first aid and safety personnel (e.g. the University Police Department or University Safety & Assurances), if the disability might require emergency treatment;
 - (d) To government officials investigating compliance with the ADA or WFEA, upon request;
 - (e) To state workers' compensation offices, state second injury funds or workers' compensation insurance carriers in accordance with state workers' compensation laws; and
 - (f) For health insurance purposes.

IV. APPEAL PROCESS FOR EMPLOYEES

If an employee is dissatisfied with any determination made with respect to a request for an accommodation, he or she may bring his or her concerns to the attention of the DEC. The DEC will investigate the situation and respond to the employee, in writing, within 30 calendar days. If, after receiving the DEC's response, the employee still feels dissatisfied with the outcome, the employee may bring a complaint under the UWM Discriminatory Conduct Enforcement Procedures, No. S-47, available online at:

¹⁰ If fellow employees ask questions about an employee's disability or reasons why an accommodation is provided, the supervisor should simply state that the matter is a confidential personnel matter.

http://www.uwm.edu/Dept/SecU/acad%2Badmin_policies/S47.pdf. Such
complaints should be directed to the Office of Equity and Diversity Services (see
http://www.uwm.edu/OD_C/).

Policy Approved:

/s/ _____
Signature of Chancellor Date

Appendix G VETS 100 and VETS 100A Reports

The following reports detail the numbers of veterans present in the UWM workforce by EEO job category for the twelve-month period ending August 31, 2013. These reports are compiled by the University of Wisconsin System Administration (UWSA) on behalf of UWM and forwarded to the institution each year.

The U.S. Department of Labor Veterans' Employment and Training Service (VETS) and Office of Federal Contractor Compliance Programs (OFCCP) support affirmative action to employ and advance in employment "covered veterans." UWM complies with all applicable regulations, including publishing an Affirmative Action Plan for Covered Veterans and Persons with Disabilities in preceding Chapter 5. VETS has a legislative requirement to collect, and make available to OFCCP, reported data contained on the VETS-100 and/or VETS-100A reports for compliance enforcement. UWM is affirmatively providing this data in its annual affirmative action plan.

APPENDIX A TO PART 61-250 – FEDERAL CONTRACTOR VETERANS' EMPLOYMENT
REPORT VETS-100

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100

(For covered contracts entered into before December 1, 2003.)

OMB NO: 1293-0005

Expires: 04/30/2014

Persons are not required to respond to this collection of information unless it displays a valid OMB number

RETURN COMPLETED REPORT TO:

VETS-100 Submission
VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS)
Service Center
In care of: Department of Labor National Contact Center (DOL-NCC)
Suite 200
14120 Newbrook Drive
Chantilly, VA 20151

ATTN: Human Resource/EEO Department

TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable) <input type="checkbox"/> Prime Contractor <input checked="" type="checkbox"/> Subcontractor	TYPE OF FORM (Check only one) <input type="checkbox"/> Single Establishment <input type="checkbox"/> Multiple Establishment-Headquarters <input checked="" type="checkbox"/> Multiple Establishment-Hiring Location <input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____(MSC)
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COMPANY IDENTIFICATION INFORMATION (Omit items preprinted above-ADD Company Contact Information Below)

COMPANY No: T143548					TWELVE MONTH PERIOD ENDING					0	8	3	1	2	0	1	3
										M	M	D	D	Y	Y	Y	Y
NAME OF PARENT COMPANY: University of Wisconsin					ADDRESS (NUMBER AND STREET): 780 Regent Street												
CITY: Madison					COUNTY: Dane					STATE: WI			ZIP CODE: 53715				
NAME OF COMPANY CONTACT: Kelly Thomas					TELEPHONE FOR CONTACT: 6082627909					EMAIL: kthomas@uwsa.edu							

NAME OF HIRING LOCATION: UW Milwaukee					ADDRESS (NUMBER AND STREET): 2200 E Kenwood Blvd												
CITY: Milwaukee					COUNTY: Milwaukee					STATE: WI			ZIP CODE: 53211				

NAICS:	6	1	1	3	1	0	DUNS:	1	7	-	7	5	5	-	3	5	4	2	EMPLOYER ID (IRS TAX No.)	3	9	-	6	0	0	6	4	9	2
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INFORMATION ON EMPLOYEES

REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE TARGETED VETERANS, DATA ON NUMBER OF EMPLOYEES ARE TO BE ENTERED IN COLUMNS L, M, N, AND O, LINES 1-9, DATA ON NEW HIRES ARE TO BE ENTERED IN COLUMNS P, Q, R, S, AND T. INSTRUCTIONS ARE FURTHER DETAILED ON THE REVERSE OF THIS FORM.

JOB CATEGORIES	NUMBER OF EMPLOYEES				NEW HIRES (PREVIOUS 12 MONTHS)				
	SPECIAL DISABLED VETERANS (L)	VIETNAM ERA VETERANS (M)	OTHER PROTECTED VETERANS (N)	RECENTLY SEPARATED VETERANS (O)	SPECIAL DISABLED VETERANS (P)	VIETNAM ERA VETERANS (Q)	OTHER PROTECTED VETERANS (R)	RECENTLY SEPARATED VETERANS (S)	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (T)
OFFICIALS AND MANAGERS 1	0	3	2	0	0	0	0	0	12
PROFESSIONALS 2	3	27	26	0	0	1	2	0	258
TECHNICIANS 3	1	1	2	0	0	0	0	0	7
SALES WORKERS 4	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT WORKERS 5	1	4	4	0	0	0	1	0	40
CRAFT WORKERS 6	0	3	1	0	0	0	0	0	2
OPERATIVES 7	0	0	0	0	0	0	0	0	0
LABORERS/HELPERS 8	0	0	0	0	0	0	0	0	0
SERVICE WORKERS 9	2	10	10	0	0	0	0	0	49
TOTAL 10	7	48	45	0	0	1	3	0	368



Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number	Minimum Number
3390	3317

APPENDIX A TO PART 61-300 – FEDERAL CONTRACTOR VETERANS' EMPLOYMENT
REPORT VETS-100A
FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A
(For covered contracts entered into or modified on or after December 1, 2003.)

OMB NO: 1293-0005

Expires: 04/30/2014

Persons are not required to respond to this collection of information unless it displays a valid OMB number

RETURN COMPLETED REPORT TO:

VETS-100 Submission
VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS)
Service Center
In care of: Department of Labor National Contact Center (DOL-NCC) (Suite 200)
14120 Newbrook Drive
Chantilly, VA 20151

ATTN: Human Resource/EEO Department

TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable)

☐ Prime Contractor
☒ Subcontractor

TYPE OF FORM (Check only one)

☐ Single Establishment
☐ Multiple Establishment-Headquarters
☒ Multiple Establishment-Hiring Location
☐ Multiple Establishment-State Consolidated
(specify number of locations) _____(MSC)

COMPANY IDENTIFICATION INFORMATION (Omit items preprinted above-ADD Company Contact Information Below)

COMPANY No: T143548		TWELVE MONTH PERIOD ENDING		0	8	3	1	2	0	1	3
				M	M	D	D	Y	Y	Y	Y
NAME OF PARENT COMPANY: University of Wisconsin		ADDRESS (NUMBER AND STREET): 780 Regent Street									
CITY: Madison		COUNTY: Dane				STATE: WI		ZIP CODE: 53715			
NAME OF COMPANY CONTACT: Kelly Thomas		TELEPHONE FOR CONTACT: 6082627909				EMAIL: kthomas@uwsa.edu					

NAME OF HIRING LOCATION: UW Milwaukee		ADDRESS (NUMBER AND STREET): 2200 E Kenwood Blvd									
CITY: Milwaukee		COUNTY:				STATE: WI		ZIP CODE: 53211			

NAICS:	6	1	1	3	1	0	DUNS:	1	7	-	7	5	5	-	3	5	4	2	EMPLOYER ID (IRS TAX No.)	3	9	-	6	0	0	6	4	9	2
---------------	---	---	---	---	---	---	--------------	---	---	---	---	---	---	---	---	---	---	---	----------------------------------	---	---	---	---	---	---	---	---	---	---

INFORMATION ON EMPLOYEES

REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS, AS DEFINED ON REVERSE. DATA ON NUMBER OF EMPLOYEES IS TO BE ENTERED IN COLUMN L, M, N, O, AND P, LINES 1-10. DATA ON NEW HIRES IS TO BE ENTERED IN COLUMNS Q, R, S, T, AND U. ENTRIES IN COLUMNS Q THROUGH U, LINES 1-10, AND COLUMNS L, M, N, O, AND P. ENTER THE MAXIMUM AND MINIMUM NUMBER OF EMPLOYEES. INSTRUCTIONS ARE FOUND ON THE REVERSE OF THIS FORM.											
JOB CATEGORIES	NUMBER OF EMPLOYEES					NEW HIRES (PREVIOUS 12 MONTHS)					
	DISABLED VETERANS (L)	OTHER PROTECTED VETERANS (M)	ARMED FORCES SERVICE MEDAL VETERANS (N)	RECENTLY SEPARATED VETERANS (O)	TOTAL EMPLOYEES, BOTH VETERANS AND NON-VETERANS (P)	DISABLED VETERANS (Q)	OTHER PROTECTED VETERANS (R)	ARMED FORCES SERVICE MEDAL VETERANS (S)	RECENTLY SEPARATED VETERANS (T)	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (U)	
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS 1	0	0	0	0	22	0	0	0	0	3	
FIRST/MID LEVEL OFFICIALS AND MANAGERS 2	0	2	0	0	133	0	0	0	0	9	
PROFESSIONALS 3	3	26	3	0	2463	0	2	3	0	258	
TECHNICIANS 4	1	2	0	0	94	0	0	1	0	7	
SALES WORKERS 5	0	0	0	0	0	0	0	0	0	0	
ADMINISTRATIVE SUPPORT WORKERS 6	1	4	0	0	270	0	1	0	0	40	
CRAFT WORKERS 7	0	1	1	0	33	0	0	1	0	2	
OPERATIVES 8	0	0	0	0	0	0	0	0	0	0	
LABORERS/HELPERS 9	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS 10	2	10	3	0	302	0	0	0	0	49	
TOTAL 11	7	45	7	0	3317	0	3	5	0	368	

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number	Minimum Number
3390	3317

H. Highlights of Individual Departmental Good Faith Efforts

The following describes some of the good faith efforts made by individual schools/colleges or departmental units to diversify their workforce and/or realize UWM's 2012-13 affirmative action goals. This information has been obtained from the Diversity Assessment Reports. This appendix is not meant to be an exhaustive or complete listing of all initiatives undertaken by UWM's schools, colleges and departments; it is an attempt to highlight some of the innovative efforts to address underutilization.

Division of Academic Affairs

The Office of the Provost, administers several campus-wide initiatives designed to enhance recruitment efforts for faculty and professional staff. ***The Faculty/Staff Partner Accommodation Program*** is designed to accommodate applicants for positions where members are of dual career households. Both individuals are apt to be seeking professional positions in higher education. Thus, decisions to accept a University position are often made by couples based on the availability of employment for both individuals in areas related to their respective fields of expertise. UWM has developed this recruitment enhancement program when the first or primary hire for a professional faculty/staff position is contingent on identifying a position for the partner. The program also provides for salary co-sharing with the partner-hiring department. During the plan year, the University made four (4) employment offers to accommodate opportunities for partners of candidates accepting positions.

The second program, ***Targeted Opportunity Hires***, is designed to provide schools and colleges with partial salary funding for candidates offered positions that are in an underrepresented employment group. During the plan year, one (1) employment offer was made under the program.

Recruitment Plan initiatives in the Division included advertising vacancies in the following sources:

- **Print Publications** – Milwaukee Journal/Sentinel, Milwaukee Community Journal, Spanish Journal, Milwaukee Courier, Wisconsin State Journal, Chronicle of Higher Education
- **Online Job Boards** – milwaukeejobs.com, milwaukeeiversity.com, HigherEd.com, wiscjobs, UWM Employment Website, State of Wisconsin Current Opportunities Bulletin
- **External Announcement Distribution** – Milwaukee Urban League, African American Chamber of Commerce, Hispanic Chamber of Commerce, Waukesha/Milwaukee Affirmative Action Agencies, UW System Campuses, UW-Colleges Campuses, Wisconsin Registry of Interpreters for the Deaf, Area Vocational Rehabilitation Offices, Statewide Interpreter Training Programs

- **Professional Membership Associations** – Association of Fundraising Professionals, Public Relations Society of America, International Association of Business Communicators, Women in Communication, Association of Institutional Researchers

Internal Listservs – UWM Personnel Representatives, UWM Department Chairpersons, UWM University Committee, UWM Academic Staff Committee, UWM Associate Deans, UWM Deans, UWM e-announcements, UWM Board of Visitors, UWM Alumni Board, UWM Marketing Committee, UWM/UWS Advising/Counseling Network, UWM Women’s Studies Program, UWM Academic Opportunity Center, UWM Career Development Center, UWM Department Employment Bulletin Boards.

Progress toward Placement Goals –

Job group 043 CLS:MGT INFO PROFESSIONALS has placement goals for Females. There were no vacancies/recruitments for this job group in this Division during the plan year.

Job group 07M CLS:GENERAL CLERICAL There are seven positions assigned to this group and all are currently filled by female employees. There are no current vacancies in this job group.

College of Nursing (CON)

Good Faith Efforts Related to Recruitment – CON did not have any placement goals for its faculty or instructional academic staff job groups during the last plan year. Nonetheless, one of the many ways in which we target the available pool of minority nurses in our recruitment efforts is by advertising our open nursing faculty positions in *Minority Nurse* magazine and on their website. This publication and website is promoted as “The Career and Education Resource for the Minority Nursing Professional.” This publication reaches minority populations including African Americans, Hispanics, Asians, Filipinos, and Native Americans. According to their website, their quarterly distributions reach “1,800 nursing programs and 4,500 of the nation’s largest hospitals and medical centers.” Their publication is also distributed at various nursing conferences throughout the year, including minority nursing organizations such as the National Black Nurses’ Association and the Philippine Nurses Association of America. Due to our limited resources, we must seek out the most economical yet impactful means of advertising for our faculty vacancies. *Minority Nurse* gives us the best exposure to minority nurse populations within our budget.

In addition to advertising with *Minority Nurse*, we also place advertisements for our vacant faculty positions in *The Chronicle of Higher Education* – both hard copy and on-line. *The Chronicle* is widely recognized by institutions of higher education as an “essential source for news, information and jobs in academe.” Most nursing faculty at academic institutions read *The Chronicle* and will review their recruitment ads when job searching.

We post any open positions on the UWM Employment website and on the College of Nursing website. In addition to advertising, we personally recruit potential candidates at various nursing conferences including: the Eastern Nursing Research Society (ENRS) and the

Midwest Nursing Research Society (MNRS) Conferences, the National Black Nurses Association (NBNA) Convention, the Council for the Advancement of Nursing Science (CANS) Congress on Nursing Research, the American Academy of Nursing (AAN) Annual Meeting and Conference, the Sigma Theta Tau International Biennial Convention, and various specialty nursing conferences throughout the country.

College of Nursing employees are committed to recruiting potential faculty candidates, whether at a conference or at the local grocery store. Often some of our best hires are the result of such social networking. We have the reputation of having a strong, dedicated and well-focused leadership team steering the UWM College of Nursing. Employees take ownership of our college by doing whatever it takes to help us succeed.

Networking at various nursing conferences continues to be one of our best recruitment efforts. These are ideal opportunities to share our story with other nurses and gauge their interest in joining our faculty. The UWM College of Nursing annually hosts a private reception for our doctoral students and faculty at the Midwest Nursing Research Society (MNRS) conference. This not only allows our faculty to connect with our own doctoral students, but also gives our faculty an opportunity to invite potential candidates to join them – whether they are newly graduated doctoral students, post-docs, or current faculty from other schools or colleges who are attending the conference. Such personal interaction allows these invited guests to witness firsthand the rapport among our faculty and students, which may be a determining factor if considering a position with us.

The pool of qualified minority nurses (i.e. who are master's prepared or better – a requirement of the Wisconsin Board of Nursing) is not only very limited in the Milwaukee metropolitan area but also nationwide. In addition, the high demand for minority nurses in a variety of settings (i.e. hospitals, clinics, health departments, schools/colleges, etc.) makes it very competitive to recruit nursing faculty and instructors. With limited funding, it makes it even more difficult to offer competitive salaries when recruiting minority candidates.

The 2012-2013 plan year was a very difficult one for UWM and the College of Nursing. With budget cuts and other changes coming from the Legislature, the College had limited resources available to recruit for open positions. During the last plan year we conducted a hybrid Faculty/Instructional Academic Staff posting. By recruiting not only at multiple levels but also differing employment categories, we were hopeful we could attract a wider pool of applicants needed to fill our vacancies and cover our core curriculum needs. This search yielded eight highly qualified applicants that were extended offers (1 African American Male; 5 White Females, 1 Asian Male, and 1 African American Female). Of these offers, five were accepted; two were new faculty hires and the three others were Clinical Assistant/Associate Professors. The three candidates who declined our offer to accept a position at another institution indicated that salary was a factor.

We also conducted two administrative Academic Staff searches for an Advisor position and an Administrative Program Manager vacancy. In hiring for these positions, we did hire one minority female. These searches were advertised via Milwaukeejobs.com, JSonline, AMA

local, NACADA, Wisconsin Personnel Association, CAN Listserv and internally at UWM via AS or College of Nursing listservs.

Outside of our formal recruitment we did manage to make a few other diversity hires within our instructional academic staff ranks for our ad hoc teaching needs. In this area, we made four hires reflected in the personnel activity. Of these hires, two minorities were selected (Hispanic and African American) to fill undergraduate and masters level clinical teaching positions.

Competition for Nurses within Academia is very difficult due to budget constraints. We directly compete other schools/colleges of nursing in the Milwaukee area and local hospitals for qualified clinicians and potential faculty. As many of these other employers are able to compensate nurses closer to market rate, this makes it not only difficult to recruit but also to retain qualified staff. We try to compensate for such shortages in funds by enhancing our workplace climate, making it a welcoming and comfortable environment for all employees and visitors. We believe that a large part of our success in recruiting faculty and staff to the College of Nursing is due to our workplace climate. The leadership, professionalism and congeniality that our faculty and staff exhibit are evident to potential candidates when they visit our campus. Such a positive environment makes an impact on candidates when they are considering the right fit for them. Many new hires have commented that climate was a deciding factor when accepting a position with us.

Recently, as the result of a collaborative effort with UW-Eau Claire, UW-Madison, and UW-Oshkosh, we were awarded \$3.2 million for a “Nurses for Wisconsin” initiative that is being funded through a UW System incentive grant program. This initiative fosters the idea of “growing our own” through pre- and post-doctoral fellowships for nursing students in Wisconsin. These fellowships provide financial assistance for select graduate students pursuing a doctoral degree in nursing or recent doctoral grads who want to advance their nursing research or evidence-based practice. This initiative also provides loan forgiveness as an incentive to attract new nursing faculty with a PhD or DNP degree. In return for such financial assistance, recipients must commit to teaching for three years at one of the UW System schools/colleges.

In the near future, the College of Nursing will be targeting a grant proposal from HRSA that addresses recruitment and retention of veterans in health professions. We hope to address the new OFCCP regulations through such a grant award.

Action Oriented Programs - In the category of U01 OTHER UNCLS-EXECUTIVE, the only position in the College of Nursing that falls under this category is the dean’s position. We are one of the few schools/colleges on campus that have a female dean, so we certainly meet the campus placement goal for females in executive positions on campus.

The College of Nursing appears to be fully utilizing all categories of employment for females and minorities, so we will continue to focus on employee retention strategies to maintain the status quo. Our recruitment methods seem to be working because over 50% of our new hires for 2013-2104 were minorities.

University Information Technology Services (UITS)

Action Oriented Programs – UITS is currently underutilized for females in the following job group: 043 CLS-Management Information Professionals. UITS Action-Oriented Programs for the Upcoming Plan Year include:

- Increase UITS student female and minority staffing levels by attending UWM sponsored student job fairs and targeting female and minority candidates
- Review and revise UITS student recruitment tools incorporating language to attract female and minority candidates
- Connect, collaborate and promote UITS technology related careers to campus organizations that focus on female and minority populations
- Utilize creative recruitment options (project appointments, fixed term appointments, etc.) to quickly attract and retain qualified female and minority candidates
- Review and revise UITS web ads for language that will encourage qualified female and minority applicants to apply for UITS technology-related positions
- Through our own internal professional development planning process identify and provide opportunities to female and minority employees interested in more responsibility and greater challenges
- Network with possible minority and female candidates through professional organizations of which our current minority and female staff are members

College of Letters and Science

TARGETED RECRUITMENT EFFORTS FOR FACULTY JOB GROUPS F08 AND F09 WITH PLACEMENT GOALS IN 2012-2013

We hired a total of 18 faculty members who began employment in January or August 2013. Thirteen of these 18 faculty were hired into Job Groups F08 and F09, twelve through formal recruitments (seven white men, one Asian man, one Black woman and three Asian women); one white woman who had been a lecturer, was moved into a faculty line through a Target of Opportunity hire.

We made an offer to one woman in Faculty Job Group F09, who declined.

The follow constitutes some of the good faith efforts that L&S made with respect to various recruitments in Job Group F08:

- Posted the job with the Association for Women in Science website
- Posted the job on INSIGHT Into Diversity website
- Posted the job with the Society for Advancement of Chicanos and Native Americans in Science

- Posted the job on the Women in Science and Engineering (WISE) listserv
- Posted the job on the Association of Women in Mathematics website

The follow constitutes some of the good faith efforts that L&S made with respect to various recruitments in Job Group F09:

- The job was posted on the American Political Science Association (APSA) website and a copy was also forwarded to the APSA Women and Politics Research Section listserv
- An announcement was sent to the 16 universities in the US that had the largest number of PhD candidates in the field:

UCLA; Harvard; Yale; Univ of Mass-Amherst; UW-Madison; Northwestern; Michigan State U.; Univ of Michigan-Ann Arbor; Ohio State University; Univ of Illinois-Urbana-Champaign; Univ of Minnesota; Univ of Chicago; Univ of Iowa; Univ of Pittsburgh; Penn State U; Indiana Univ.

- The job was posted with the American Psychological Association (APA) Minority Fellowship Program in Neuroscience
- Other mailing lists and informal contact with colleagues supervising underrepresented individuals were used as appropriate
- The job was posted with Nativeprofs-list Listserv
- The job was posted with the Association of Black Sociologists Listserv
- The job was posted with the Ford Foundation Fellows Listserv
- The top 40 institutions in one discipline were canvassed by the search committee; when promising women or minorities (appropriate field and interests) were identified, they were called or written to and encouraged to apply. Six of the candidates UWM contacted did apply, three were interviewed in the preliminary round of interviews. One of those candidates, an Asian woman, was hired.
- The job was posted with the American Sociological Association (ASA) Job Bank and was also forwarded to members of the ASA sections Race, Gender & Class and Sex & Gender by the job bank.
- The job was posted by e-mail on the following list servers:
ASA Minority Fellows Program
ASA section: Aging and the Life Course
ASA section: Asian American
ASA section: Latino/a Sociology
ASA section: Racial and Ethnic Minorities

ASA section: Sexualities

- Members of the faculty in one department contacted colleagues at other schools in order to identify promising new PhDs. The schools included:

Univ of Minnesota, UW-Madison, Univ of Michigan, Univ of Washington, Univ of Chicago, Univ of Indiana, Univ of Iowa, Univ of North Carolina, Univ of California-Santa Barbara, Univ of California-San Diego, Brown University and the City Univ of New York.

- The job was posted on the Conference of Minority Public Administrators (COMPA) website
- The job was posted on the National Forum for Black Public Administrators (NFBPA) website
- Faculty members in another discipline made use of their professional networks to identify women and minorities with the appropriate teaching and scholarly experience and expertise and encouraged them to apply for the position

JOB GROUP 043M

In the classified recruitment plan, we added MilwaukeeDiversity.com as another recruitment source to attract more women and minorities. The Dean had also a discussion with the supervisor of the unit and strongly encouraged him to make efforts to attract and hire women since this job group has been underutilized for years.

JOB GROUP U01

None.

The College of Letters and Science made the following efforts to attract veterans and persons with disabilities in the 2012-13 AAP year:

In all classified recruitments, expanded certification is used whenever possible.

The Assistant Dean and Unit Personnel Representative carefully review the minimum qualifications for all positions. For example, we do not include language that limits persons with disabilities from applying (for example, we do not include language that requires a driver's license).

Peck School of the Arts

The academic departments and administrative offices in the Peck School of the Arts actively seek diverse applicants for all open positions in the school using a variety of recruitment strategies including targeted print and on-line advertisements, mailings, and personal contacts. Depending on the particular position being recruited, different major print and on-line recruitment sources will be used and various organizations and groups will be contacted to insure that minority and women audiences are reached and that all applicant pools are diverse.

During the 2012-2013 reporting cycle, recruitments were undertaken in the Peck School of the Arts for the following positions.

Administration

- Associate Dean #2074214

Faculty

- Assistant Professor, Music Department #2053203
- Assistant Professor, Art & Design Department #2054612
- Assistant Professor, Dance Department #2056946 (failed)
- Assistant Professor, Film Department #2051451

Academic Staff

- Lecturer, Art & Design Department #2060755
- Lecturer, Dance Department #2059951
- Lecturer, Art & Design Department #2055244
- Lecturer, Art & Design Department #2055229
- Advisor, Student Services Department #2053556
- Administrative Program Specialist, Dance Department #1103434 (failed)
- Associate Administrative Program Specialist, Marketing Department #2017897

Administration – waiver of recruitment to fill vacancy due to sudden needs.

- Interim Assistant Dean

Academic Staff – waiver of recruitment to fill vacancy due to sudden needs.

- Associate Administrative Program Specialist

Classified Staff

- University Business Specialist, Box Office/Marketing Department #283960

The sources utilized for print and on-line advertisements for the 2012-2013 searches included the following (in alpha order):

Academic Careers

Academic Keys

AIGA, The Professional Assoc for Design

American College Dance Festival Assoc

ArtJobs

Big Shoes

Chronicle of Higher

Education(online&print)

College Art Assoc

College Music Society

Conductors Guild

Congress of Research in Dance
Dance/USA
Higher Ed Jobs
Hispanic Outlook in Higher Education
Inside Higher Ed
Insight into Diversity
Latino community - Prof Enrique Figueroa
LinkedIn
Milwaukee Artist Resource Network
Milwaukee Jobs
Milwaukee Journal Sentinel
Milwaukee Urban League
National Association for Music Education
National Dance Education Organization
PSOA website
SNAGnet
Theatre Communications Group ArtSearch
University Jobs
UWM job postings
UWM Prep listserv

In addition, there was targeted outreach to special groups:

- Targeted mailing to - Departments of Art & Design at universities, colleges and art schools in country
- Targeted mailing to - Departments of Dance/Performing Arts at universities, colleges and art schools in country

Search committee members and other faculty and staff also sought a diverse pool of applicants through their personal contacts, through their professional colleagues at UWM and at other educational institutions and organizations, and through the school's community partners.

At the beginning of the search process, the search committee members received training from PSOA administrators or from one of the attorneys in the UWM Office of Legal Affairs on how to conduct a search in order to insure a diverse pool of candidates and also insure that the search was conducted in a fair and equitable manner.

School of Education

The School hired 21 new faculty and staff from November 2012-October 2013. Of these new hires, 15 are women and five are minorities. The School has focused its efforts to recruit and retain a diverse work force through training and outreach. Training is provided to all search & screen committee chairs (and committees as needed) regarding selection and diversity

issues. Additionally, we mandate that the composition of the search & screen committees be diverse. The School also frequently conducts formal search training with Legal Affairs and the Associate Vice Chancellor of Academic Affairs.

Our advertising for recruitments is provided through the following sources:

- Targeting professional societies and journals and their minority faculty committees (American Indian Council, Community Journal, etc.)
- Postings on electronic websites and mailings and personal contacts specifically targeting underrepresented groups (milwaukeeiversity.com, La Casa de Esperanza, etc.)
- Notification on SOE department, UWM and SOE websites

We also continually evaluate reports in the AIMS recruitment tool to ensure our pools contain diverse applicants. If we were not getting the diverse applicants we expected or wanted to see, we would expand recruitment efforts in order to increase that pool. The Business Office representative served as a resource to train Search and Screen committees and chairs on using these reports and tools as well as to provide ideas of places to recruit for females and minorities. The HR Manager has developed and implemented informal search training she conducts with search committees as well. The HR Manager is also currently serving on an unclassified search committee within the School to gain a perspective from the committee side. This will help the HR Manager to provide more experiential information to future search committees and chairs regarding recruitment of diverse pools.

School of Information Studies

During the recruitment process, the School of Information Studies uses all reasonable means to increase the diversity of our candidate pools. The SOIS HR office performs a training session for each Search and Screen Committee where these issues are addressed. The HR office advises and works with the search and screen committees to discuss strategies for broadening the applicant pool by placing job announcements in print and electronic resources geared towards diverse populations.

SOIS advertised its vacant positions in the following places during the last plan year:

ELECTRONIC ADVERTISEMENTS (LISTSERVS):

ASIS-L – list for the American Society for Information science and Technology

ISKO List – list for the International Society for Knowledge Organization

JESSE (library and information science education)

SOIS-JOBS (SOIS List)

ASIST SIG/CR

ALISE

AMIA'S LINKEDIN GROUP

ARCHIVAL EDUCATION RESEARCH INSTITUTE LISTSERV

SAA ARCHIVAL EDUCATORS ROUNDTABLE LISTSERV

ARCHIVES AND ARCHIVISTS LISTSERV

INTERNATIONAL COUNCIL ON ARCHIVES SECTION FOR ARCHIVAL
EDUCATION AND TRAINING LISTSERV
CHICAGO AREA ARCHIVISTS LISTSERV
SOUTHEAST WISCONSIN ARCHIVISTS GROUP LISTSERV
ASSOCIATION OF TRIBAL ARCHIVES LIBRARIES AND MUSEUMS LISTSERVS
MIDWEST ARCHIVES CONFERENCE LISTSERV

PUBLISHED/EXTERNAL POSTINGS

The Chronicle of Higher Education
Milwaukee Jobs.com
HigherEdJobs.com
InsideHigherEd.com
ALISE Annual Conference

Action Oriented Programs - 043: CLS: MGT INFO PROFESSIONALS (Underutilized females) SOIS is in the planning stages of an IT position for the School. This position was previously opened and failed due to non-competitive pay and the School's limited budget/compression issues. Should we gain approval to move forward with this recruitment we will perform an external search utilizing website advertising via MilwaukeeJobs; MosterJobs; DiversityJobs as well as contact UITS related to listservs that would encourage women in IT to apply.

SOIS will have several vacancies recruited in the 2014-2015 AAP plan year, including, an Instructional AS with a focus on technology; a communications specialists; and three advisors. The current Dean search is underway but handled via the Secretary of the University and an external search firm. With our current vacancies we plan to utilize various listservs as well as traditional advertising sources. None of these searches will be internal only. SOIS faculty and staff have many outreach functions and meetings they attend on a regular basis meeting with professionals in the Information Studies fields and we will use these opportunities to promote our school as well as our career opportunities.

School of Continuing Education

The School of Continuing Education conducted three recruitments during the period November 1, 2012 through October 30, 2013 that resulted in 2 unclassified and 1 classified new hires. There were no placement goals for any of the positions recruited during the 2012/2013 time frame.

Although there was not a placement goal for any group, SCE's recruitment process is designed to assure a diverse, strong, pool of applicants and our public advertising includes both electronic and print media. Internal vacancy announcements are widely distributed both to campus and school listservs as well as to others who assist in reaching female and minority populations. Positions are listed with Milwaukee Journal Sentinel (jsonline) and Milwaukee Jobs (Milwaukee jobs.com), each having a broad and extensive public listings that reach a diverse audience including sites that are specific to women, minority, veterans and individuals

with disabilities. Most positions are advertised in the Community Journal, and all faculty positions are advertised in the Chronicles of Higher Ed.

It is the practice of SCE to have a diverse Search and Screen Committee that represents the population of the School. Each committee includes members who represent one or more minorities, female, classified and unclassified staff. Each Search and Screen Committee includes a member of the SCE Inclusion and Engagement Committee (formerly Inclusion and Diversity), and our Dean meets with each Search and Screen Committee to charge the committee and to emphasize the importance of conducting a successful, unbiased search.

All vacancy announcements and position descriptions are screened for unintentional bias with a careful review of the required qualifications to assure fairness in the screening process.

Candidate interviews include a “Diversity Question” designed to exclude candidates who do not support and embrace SCE’s commitment to a diverse community.

UNCLASSIFIED AND FACULTY RECRUITMENTS

U07 Job Group

One search and screen recruitment was conducted in Job Group U07. This is the largest employment group at SCE, and staff in this group are comprised of 70% women; 21% black; 6% Hispanic; 12% Asian exceeding in all categories the percentages reported under total availability in the Utilization Summary. The position filled was at the Associate Outreach Specialist level. A white male candidate was hired.

U13 Job Group.

There are no placement goals for this Job Group. The position vacancy announcement was distributed extensively according to our standard recruitment process noted above, but additional distribution was made to various professional marketing groups and networks maintained by the marketing staff, as well as an online listing placed in the Big Shoes Network which targets professionals in the field and reaches a widespread online audience. One white female candidate was hired.

F13 Job Group

During the last AAP year, this Job Group had a placement goal for females. One recruitment initiated in the prior year was failed during this period of reporting. Recruitment efforts reached out to professional organizations in addition to standard SCE recruiting practices. Despite our best efforts, the area being recruited for was highly specialized, and the initial pool of applicants was small. Financial and other challenges faced by the School of Continuing Education contributed to the decision to fail the search and not recruit for this position in the future.

05M Job Group.

During the last AAP year, this Job Group had a placement goal for females. One position was recruited and filled in the 05M CLS: LIBR AND SR. CLERICAL. The position filled was

University Services Program Associate. The hire was made from a list of qualified applicants referred by UWM. This was a transfer and promotion for the black, female candidate hired.

Action Oriented Programs

The updated UWM Utilization Summary indicates that two Classified Groups 043 and 07M are underutilized for Women and one Classified Group 09M is underutilized overall for minorities. Unclassified Groups underutilized at SCE are T15 (minority) and U07 (women).

At the present time there are no plans to recruit in the above identified groups; however, for these and any other recruitments initiated, SCE will continue to emphasize the need to recruit aggressively using all available resources to achieve a diverse, strong applicant pool. We will continue to strive to identify and increase our use of professional and minority organizations to attract as large applicant pools as possible. Outreach to specific professional organizations and national advertising will be reviewed in developing all recruitment plans to ensure the broadest reach possible for every recruitment conducted. Each search and screen committee will be charged by the dean to exert all effort to put forward a diverse candidate pool.

As in the past, the School of Continuing Education will continue to reach out to campus organizations including the Office of Equity/Diversity Services to develop new strategies and look at different recruitment methods to employ when future recruitments are initiated.

Overall, SCE has a very diverse staff population. In addition to efforts focused on attracting diverse applicant pools for identified and new recruitment efforts, SCE will continue to concentrate its efforts on professional development activities to enhance the climate of the school, increase retention and provide growth opportunities for current staff.

Lubar School of Business

The Lubar School of Business has a long-held goal of increasing the diversity of its faculty and academic staff. To achieve this objective, it has increased efforts to recruit, hire and retain faculty and instructional academic staff who are members of underrepresented groups. We make additional efforts to reach a wider audience with published announcements and dissemination of job openings. Publications and outlets we have targeted to place these announcements and solicit applicants include:

1. Milwaukee Diversity.Com
2. *HighEdJobs.com*
3. *Affirmative Action e-mail list*
4. *Ph.D. Project*
5. Hispanic Outlook
6. Journal of Blacks in Higher Education/Women In Academics
7. Women in Higher Education
8. Milwaukee Urban League
9. American Indian Chamber of Commerce
10. Hispanic Chamber of Commerce

Additional efforts to diversify our faculty and academic staff include the following:

1. National and regional recruitment at conferences of the PhD Project.
2. Monitoring of recruitments by Search Committee Chair(s) to ensure diversity and promote the School's ongoing objective for inclusive faculty.
3. Annual review of Diversity Recruitment Plan for modifications as needed to achieve the most diverse applicant pool possible, and to take advantage of new recruitment opportunities available.

We will continue to actively seek additional outlets for reaching qualified female and minority candidates to make them aware of faculty and instructional academic staff opportunities with the Lubar School of Business. For the next plan year we are exploring the following outlets to create additional exposure for our recruitment efforts to target underrepresented groups and we will continue to report our progress in this area.

1. National Black MBA Conference
2. American Association for Affirmative Action
3. Historically Black Colleges Connect

The Lubar School of Business is committed to equitable treatment of all individuals for promotion/progression in classification (academic staff), promotion to tenure status (faculty)/indefinite status (academic staff), and reclassification (classified staff). Additionally, proactive measures are taken to retain quality employees whether pursued by competition or if LSB has reasonable belief that competition will seek them out. Listed below are the specific activities addressed in the 2012-13 academic year for promotion and retention.

PROMOTIONS - 2012-13:

Faculty promotions:

1. Asian male Associate Professor to Full Professor
2. White female Assistant Professor to Associate Professor
3. White male to Assistant Professor to Associate Professor

Instructional Academic Staff and Administrative promotions:

1. White female Lecturer to Indefinite Status
2. White female Associate Dean to a working title of Senior Associate Dean
3. White female to Interim Associate Dean-Masters Programs
4. Asian male to Interim Associate Dean Research & Doctoral Programs
5. White male to Interim Assistant Dean Executive Ed & Career Services
6. Black male Advisor to Senior Advisor – This promotion relates to the advancement of the Advisor/Undergraduate Recruiter.

RETENTION:

Specific good faith efforts include the following:

Research Recognition and Fellowship Awards & Training Programs

The School has offered the following research and teaching excellence awards made possible through private individual and corporate annual contributions and School support. These

awards have supported women and minority faculty since their inception in 2004. In summer, 2013, the awards, in the amount of \$143,276 supported fourteen (14) faculty. The faculty included two (2) Asian females, three (3) White females, and six (6) Asian males.

- Research Fellow Awards, supported by the Dean
- Business Advisory Council Research Fellow Awards
- Roger L. Fitzsimonds Distinguished Scholar Award
- Roger L. Fitzsimonds Scholarly Achievement Award for Junior Faculty
- James R. Mueller Distinguished Scholar
- Izzet Sahin Research Award
- Commitment to Teaching Excellence Grants (inception 10/11)
- Teaching Excellence Awards

The Lubar School also provided \$140,103 paid as one-ninth (1/9th) summer service support to nine (9) untenured (junior) faculty to promote research and retention efforts. The faculty included two (2) Asian females and two (2) Asian males.

Additionally, competitive Research Assistant Appointments supported four (4) faculty members which included two (2) Asian males.

Finance and Administrative Affairs

According to the data provided by the department of Equity and Diversity Services, during the 2012-13 reporting year, Finance and Administrative Affairs made 72 hires in 14 job groups. Of those job groups where hires were made, two had placement goals:

- 043 – Classified: Management Information Professionals
 - Three hires were made.
 - One was a Minority Female.
- 05M - Classified: Library & Sr. Clerical Occupations
 - Three hires were made.
 - One Female, no Minorities

In addition to following EEO/AA principles in its own recruitments, Office of Legal Affairs attorneys conducted training for numerous search and screen committees for recruitments throughout campus. This training covers a range of legal topics including unlawful discrimination and avoiding discriminatory interview questions. During the plan year, OLA made presentations to committees for the following positions:

- Director of Athletics (November 2012)
- Dean for Peck School of the Arts (November 2012)
- Assistant Director for High School Recruitment & Community Relations (November 2012)
- Dean of Students (November 2012)
- Coordinator for Student Support Services (December 2012)
- Integrated Marketing Manager for University Relations (December 2012)
- Associate Residence Hall Manager for Housing (January 2013)

- Residence Life Coordinator for Housing (January 2013)
- Residential Behavior Coordinator for Housing (January 2013)
- Assistant Professor of Dance for Peck (January 2013)
- Student Services Coordinator for Student Affairs (January 2013)
- Associate Academic Librarian (February 2013)
- Advisor for Peck School of the Arts (February 2013)
- Administrative Specialist for Recruitment (February 2013)
- Marketing Communication Specialist for Letters & Science (March 2013)
- Dance Production Manager for Peck (March 2013)
- Senior Developing Director for Lubar School of Business (April 2013)
- Campaign Manager for Alumni Relations (April 2013)
- University Corporate Relations position for Alumni Relations (April 2013)
- Budget and Planning Director for Finance & Administrative Affairs (April 2013)
- Assistant Director of Housing (April 2013)
- Dance Music Director for Peck (April 2013)
- Admission Representative for Recruitment (April 2013)
- Transfer and Adult Student Admission Representative (April 2013)
- Assistant Director of Admissions (April 2013)
- Director of Computing Services for Student Affairs (April 2013)
- Financial Aid Advisor (May 2013)
- Student Services Coordinator for Grad School (May 2013)
- Application Review Coordinator for Recruitment (May 2013)
- Director for Admissions for Student Affairs (May 2013)
- Student Services Program Manager for TRIO (May 2013)
- Director of Administration for Norris Health (June 2013)
- Lab Manager Position for Physics (June 2013)
- Student Services Coordinator for Center for Community-Based Learning, Leadership, and Research in Student Affairs (June 2013)
- Assistant Director for Accessibility Resource Center (July 2013)
- Associate Director of University Housing (July 2013)
- Associate Academic Librarian (July 2013)
- Howe Chair for Nursing (July 2013)
- Application Processing Coordinator for Recruitment (July 2013)
- Videographer for University Relations (July 2013)
- Associate Administrative Specialist for Academic Affairs (August 2013)
- Digital Projects Specialist for UWM Libraries (August 2013)
- Associate Director of Parking and Transit (August 2013)
- Vice Chancellor for Finance & Administrative Affairs (September 2013)
- Associate Dean of Academic & Student Affairs for Health Sciences (September 2013)
- Associate/Full Professor for Public Health (September 2013)
- Associate Advisor for Admissions (October 2013)
- Advisor for Admissions (October 2013)
- Architect for Facility Services (October 2013)

- Associate Vice Chancellor and Chief Information Officer for Finance & Administrative Affairs (October 2013)
- Geospatial Information Specialist for UWM Libraries (October 2013)
- Dean of School of Information Studies (October 2013)
- Assistant Vice Chancellor of University Relations (October 2013)
- Assistant Director of Planning and Construction for University Safety & Assurances (October 2013)

Joseph J. Zilber School of Public Health

UWM's Joseph J. Zilber School of Public Health (ZSPH) successfully completed the recruitment for the Assistant Dean for Business and Finance. Due to the commitment to recruiting a qualified and diversified workforce, we have successfully hired a female to fulfill this leadership role.

ZSPH has continued to increase the diversity within the administrative staff. We hired two (2) females to the unclassified professional staff and two (2) females with one being a minority in the classified clerical positions.

As ZSPH continues to expand and initiate recruitments, we will continue to use targeted advertising with printed publications, on-line job boards and internal listservs.

During the last plan year, Job Group F14-Faculty: Public Health had a placement goals for females. Over the course of the plan year, ZSPH made 6 total hires into this job group, four of which were females. This success was due in part of outreach efforts. For example, ZSPH's Recruitment Plan initiatives for advertising vacancy announcement consisted of the following efforts:

Printed Publications: Community Journal (Targets African-American and Latino Community);

On-line Job Boards: Diverse, Women in Higher Education, Academic Keyes, The Nation's Health (print and on-line), The Chronicle of Higher Education
milwaukeejobs.com, milwaukeediversity.com, wisjobs, UWM Employment Website, State of Wisconsin Current Opportunities Bulletin

Internal Listservs: UWM Personnel Representatives, UWM Department Chairpersons, UWM Academic Staff Committee, UWM Alumni Board, UWM Department Employment Boards.