

AFFIRMATIVE ACTION PROGRAM FOR MINORITIES & WOMEN

University of Colorado

UCCS

December 31, 2014 through December 31, 2015

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Preface

University of Colorado (also referred to as the University) is fully committed to the concept and practice of equal opportunity and affirmative action.

In the preparation of this Affirmative Action Program (AAP), University of Colorado has been guided by Executive Order 11246 and its implementing regulations. Nothing contained in this AAP or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state or local employment practice laws.

In developing and implementing the AAP, the University has been guided by its established policy of providing equal employment opportunity. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions at the University are made based on job related criteria. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission ("EEOC") (29 C.F.R. Part 1608).

While University of Colorado firmly believes in wide dissemination of its affirmative action policies and equal employment opportunity practices, this AAP contains certain proprietary information relating to the University's business that must be kept confidential. The detailed information provided in good faith as a part of the AAP contains specific information that, if disseminated, could be detrimental to the competitive and business interests of University of Colorado.

Therefore, even though the University is justifiably proud of its efforts described in the following pages, this AAP and its support data are to be disclosed to individuals, companies and government agencies only where such individuals or entities have a legitimate business interest or legal entitlement to the information. University of Colorado specifically requests the following:

1. If this AAP or any supporting data or documentation is submitted to Office of Federal Contract Compliance Programs ("OFCCP") pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act, and/or any implementing regulations (as any or all may have been or may be amended), those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying University of Colorado of the agency's decision to disclose and providing the University with ample time to contest the disclosure. Advance notice of disclosure should be sent to K. Anja Wynne. The University requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. §552.
2. If this AAP or any supporting data or documentation is supplied by University to another government contractor, EEOC or fair employment practices agency representatives, or any other person, it is not to be copied, reproduced, or disclosed by such persons without prior notification to University of Colorado.
3. No information contained in the AAP or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from University of Colorado.
4. Reports that require specific data, such as names of employees and salary information, are not an official part of this AAP. This information is on file at the University as Documentation and Supporting Data for AAP Reports and is available for review only as required by law.

This AAP does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all University employees have with the University. Nothing in this AAP creates a private right of action on behalf of any individual group against the University.

Introduction

Ever committed to affirmative action, University of Colorado has prepared this AAP to cover employees reporting to and/or working in UCCS. This plan also covers employees working in other establishments who report to managers included in this plan.

As detailed in the Job Group Analysis, this AAP covers 1531 employees including 259 (16.92%) minorities and 851 (55.58%) women. It is expected these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of University of Colorado has a continuing commitment to the practice and implemented action of this AAP.

Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of University of Colorado not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the University. The University will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the University are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination based upon the individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristics protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the University's business.

University of Colorado, and our are fully committed to principals of equal employment opportunity and affirmative action. As Executive Director, Human Resources, I support the successful implementation of the University's Affirmative Action Programs. I have appointed K. Anja Wynne, Affirmative Action Officer for the University, with responsibility for implementation of the University's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement this Program. All managers and supervisors will take an active part in the University's AAP to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, University of Colorado will solicit the cooperation and support of all employees for the University's Equal Employment Opportunity and Affirmative Action Policy.

Our Affirmative Action Programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our Programs. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action. In accordance with public law, the University's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Human Resources Department, Monday through Friday, from 8:00 a.m. to 5:00 p.m. upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations.

Jeanne Durr

Executive Director, Human Resources

Sex Discrimination Policy

41 C.F.R. 60-20.1 – 60-20.6

Pursuant to University's equal employment opportunity and affirmative action policy, we have adopted the following policy prohibiting sexual discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration and selection for training or other employment opportunities. The terms "because of sex", on the "basis of sex", "regardless of sex" and "without regard to sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions, gender identity and transgender status. In furtherance of our commitment to ensuring equal employment opportunity regardless of sex, we will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their sex, except where sex is a bona fide occupational qualification
- Ensure that job postings and recruitment materials do not express a sex preference, unless sex is a bona fide occupational qualification
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed on the basis of sex
- Provide qualified employees with an equal opportunity to any available job without regard to their sex, except where sex is a bona fide occupational qualification
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of sex
- Develop written policies which prohibit unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature towards employees and take reasonable steps to prevent such harassment from occurring
- Treat married and unmarried men and women equally in all personnel actions, retirement age, and benefits will be administered without regard to sex
- Provide appropriate restroom and other facilities for applicants and employees of both sexes
- Refrain from reliance on any state laws which conflict with the non-discrimination provisions of Title VII of the Civil Rights Act of 1964 or Executive Order 11246 and are superseded thereby
- Provide leaves of absence to employees without regard to sex
- Ensure that no employee is discriminated against because of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions will be treated the same as other persons who are not so affected but are similarly able or unable to work
- Administer any seniority systems without regard to sex
- Determine wage schedules without regard to sex
- Ensure that individuals are not restricted to certain job classifications based on sex.

Religious and National Origin Discrimination Policy

41 C.F.R. 60-50.1 – 60.50.5

Pursuant to University's equal employment opportunity and affirmative action policy, we have adopted the following policy prohibiting religious and national discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities. In furtherance of our commitment to ensuring equal employment opportunity regardless of national origin or religious beliefs, we will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their national origin or religious beliefs
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed on the basis of religion or national origin
- Provide qualified employees with an equal opportunity to any available job without regard to their religion or national origin
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of religion or national origin
- Develop written policies which prohibit unwelcome verbal or physical conduct based on religion or national origin and take reasonable steps to prevent such harassment occurring
- Explain the University's commitment to equal employment opportunity to supervisors and employees and request their support
- Develop reasonable internal procedures to monitor our implementation of the University's equal employment opportunity and affirmative action policy
- Inform all recruitment sources of the University's commitment to equal employment opportunity and seek their assistance and support of University of Colorado's commitment to providing equal employment opportunity without regard to national origin or religion
- Endeavor to make reasonable accommodations to religious observations and practices of an employee or prospective employee unless doing so would pose an undue hardship on University's business.

Responsibility for Implementation

41 C.F.R. 60-2.17

Jeanne Durr

, Executive Director, Human Resources, has overall responsibility for implementation of the Equal Employment Opportunity Policy and the AAP. The University has assigned primary management responsibility and accountability for ensuring full compliance with the Program to K. Anja Wynne, the Affirmative Action Officer of the University. As Affirmative Action Officer, K. Anja Wynne has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The Executive Director, Human Resources actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications on the University's Equal Employment Opportunity Policy and AAP.

With regard to the UCCS AAP, Jeanne Durr

works closely with K. Anja Wynne to implement the programs which are specific to the University. K. Anja Wynne, together with the Human Resources staff, has primary responsibility for implementing programs at the University.

The duties of the Affirmative Action Officer and designees include:

- Developing policy statements, AAPs, and internal and external modes of communication
- Overseeing regular discussions with local managers, supervisors, and employees to ensure the University's policies are being followed
- Training personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's affirmative action program are implemented
- Advising supervisors that the University is obligated to prevent discrimination and harassment of employees
- Identifying, in conjunction with line management any problem areas in implementing the AAP, and developing solutions
- Identifying any barriers to employment for protected individuals and assisting managers in developing solutions to ensure that all individuals benefit from equal employment opportunities
- Designing and implementing an internal audit and reporting system that will measure the effectiveness of the University's Program, indicate the need for remedial action, determine the degree to which the University's objectives have been attained, determine whether all employees have had the opportunity to participate in University-sponsored educational, training, recreational, and social activities, and ensure each University location is in compliance with applicable laws and regulations
- Serving as liaison between the University and enforcement agencies, and between the University and organizations of and for minorities or women
- Encouraging active involvement by University representatives in the community service programs of local organizations of and for minorities and women
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees
- Keeping management informed of the latest developments in affirmative action.

The University recognizes the cooperation of department supervisors and line managers is required to reach

the full potential of this AAP. Therefore, supervisors and managers are expected to:

- Assist the Affirmative Action Officer in the identification of any problem areas and help eliminate any barriers to equal employment opportunity
- Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs
- Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings
- Review the qualifications of applicants and employees in a nondiscriminatory manner with regard to hire, promotion, transfer and termination
- Provide career counseling for employees as needed
- Adhere to the University's policy of equal employment opportunity for all employees and ensure the policy is understood, supported, and adhered to by the employees they supervise
- Take action to prevent the discrimination and harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the University's affirmative action efforts.

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of University of Colorado's AAP, and to conform to applicable regulations, the University has completed a profile of the workforce at the UCCS establishment. The organizational profile is an overview of the staffing patterns at this establishment, and is used to determine whether there are areas in the workforce where individuals are underrepresented or concentrated by gender or race. To complete our organizational profile we have elected to follow the Workforce Analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at the UCCS establishment and for each department lists all job titles from lowest to highest paid. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

University of Colorado

December 31, 2014 Annual Affirmative Action Plan

UCCS

Workforce Analysis

40001

Chancellors Office

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2217	\$106,626.39	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2209	\$190,529.71	Total	2	Mal	1	1	0	0	0	0	0	0
Vice Chancellor	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2205	\$294,553.01	Total	1	Mal	0	0	0	0	0	0	0	0
Chancellor	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2585	\$8,458.02	Total	1	Mal	0	0	0	0	0	0	0	0
Working ORP Retiree	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2583	\$39,331.33	Total	3	Mal	2	2	0	0	0	0	0	0
Working PERA Retiree	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2566	\$50,696.04	Total	1	Mal	0	0	0	0	0	0	0	0
Legal Support Professional	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2581	\$54,041.31	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2580	\$67,076.01	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40001		Total	11	Mal	4	4	0	0	0	0	0	0
		Tot Min	3	Fem	7	4	0	0	3	0	0	0

40254

Health Circles

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2486		\$38,000.00	Total	1	Mal	0	0	0	0	0	0	0
Research Services Principal Pr		BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40254			Total	1	Mal	0	0	0	0	0	0	0
			Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40004

CSCC-University Relations

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2217	\$106,626.39	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2288	\$41,316.04	Total	1	Mal	1	1	0	0	0	0	0	0
Communication Professional	COM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2287	\$49,144.69	Total	1	Mal	1	1	0	0	0	0	0	0
Communication Senior Prof	COM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40004		Total	3	Mal	3	3	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

40009

IntercollegiateAthleticsAdm

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2217	\$106,626.39	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2531	\$18,761.36	Total	3	Mal	3	2	0	0	0	0	0	1
Asst Athletic Coach	COM	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2533	\$42,000.00	Total	1	Mal	0	0	0	0	0	0	0	0
Asst Athletic Trainer	COM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2530	\$42,619.36	Total	9	Mal	6	5	0	0	1	0	0	0
Head Athletic Coach	COM	Tot Min	2	Fem	3	2	0	0	1	0	0	0
2532	\$46,189.08	Total	1	Mal	1	1	0	0	0	0	0	0
Head Athletic Trainer	COM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2521	\$50,441.52	Total	2	Mal	2	2	0	0	0	0	0	0
Athletics Assoc Dir	COM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2582	\$17,137.83	Total	1	Mal	1	1	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40009		Total	18	Mal	14	12	0	0	1	0	0	1
		Tot Min	3	Fem	4	3	0	0	1	0	0	0

Workforce Analysis

40018

Vice Chancellor Academic Affrs

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2210	\$125,746.08	Total	1	Mal	1	1	0	0	0	0	0	0
Assoc Vice Chancellor	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2207	\$220,375.08	Total	1	Mal	0	0	0	0	0	0	0	0
Provost	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2243	\$55,194.84	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2581	\$54,041.31	Total	2	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	2	2	0	0	0	0	0	0
Total for 40018		Total	6	Mal	1	1	0	0	0	0	0	0
		Tot Min	1	Fem	5	4	0	0	1	0	0	0

40356

Dean of Students

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2505	\$44,347.56	Total	1	Mal	0	0	0	0	0	0	0	0
Student Services Prgm Manager	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40356		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

40019

AAVC-Graduate School

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2248	\$33,681.30	Total	2	Mal	0	0	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	2	Fem	2	0	0	0	0	0	0	2
Total for 40019		Total	2	Mal	0	0	0	0	0	0	0	0
		Tot Min	2	Fem	2	0	0	0	0	0	0	2

Workforce Analysis

40020

AAVC-Sponsored Research

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2480	\$99,847.08	Total	1	Mal	0	0	0	0	0	0	0	0
Research Services Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2210	\$125,746.08	Total	1	Mal	0	0	0	0	0	0	0	0
Assoc Vice Chancellor	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2483	\$67,180.54	Total	1	Mal	1	1	0	0	0	0	0	0
Research Services Prgm Dir	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
P1A1XX	\$20,532.98	Total	1	Mal	0	0	0	0	0	0	0	0
Temporary Aide	ADM	Tot Min	1	Fem	1	0	0	0	0	1	0	0
2581	\$54,041.31	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40020		Total	5	Mal	1	1	0	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	0	0	1	0	0

40022

Assessment

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2243	\$55,194.84	Total	1	Mal	0	0	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40022		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

40023

EPIIC

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2285	\$42,027.00	Total	1	Mal	0	0	0	0	0	0	0	0
Communication Program Mgr	COM	Tot Min	1	Fem	1	0	0	0	0	0	0	1
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40023		Total	2	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	0	1

Workforce Analysis

40024

Asst VC Multiculturl Affrs

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2210	\$125,746.08	Total	1	Mal	1	0	0	0	0	0	0	1
Assoc Vice Chancellor	MGT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 40024		Total	1	Mal	1	0	0	0	0	0	0	1
		Tot Min	1	Fem	0	0	0	0	0	0	0	0

40025

College of Business

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2345	\$48,163.28	Total	1	Mal	0	0	0	0	0	0	0	0
External Relations Program Mgr	SLS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1306	\$48,804.71	Total	1	Mal	0	0	0	0	0	0	0	0
Research Associate	RES	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2216	\$82,526.55	Total	1	Mal	0	0	0	0	0	0	0	0
Asst Dean	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2215	\$125,299.72	Total	1	Mal	0	0	0	0	0	0	0	0
Assoc Dean	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2214	\$149,661.67	Total	1	Mal	1	0	0	1	0	0	0	0
Dean	MGT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1421	\$3,242.86	Total	7	Mal	2	2	0	0	0	0	0	0
Assitant Instructor	INS	Tot Min	1	Fem	5	4	1	0	0	0	0	0
1419	\$3,947.34	Total	27	Mal	22	20	0	0	2	0	0	0
Lecturer	INS	Tot Min	2	Fem	5	5	0	0	0	0	0	0
1105	\$38,832.93	Total	7	Mal	5	5	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1104	\$45,834.39	Total	5	Mal	4	4	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	12	Mal	6	5	0	1	0	0	0	0
Asst Professor	INS	Tot Min	4	Fem	6	3	0	3	0	0	0	0
1102	\$77,478.25	Total	10	Mal	6	6	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	4	4	0	0	0	0	0	0
1101	\$99,071.19	Total	12	Mal	11	11	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

40025

College of Business

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2467	\$62,805.74	Total	1	Mal	0	0	0	0	0	0	0	0
IT Senior Prof	CES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2465	\$69,405.68	Total	1	Mal	1	1	0	0	0	0	0	0
IT Prgm Mgr	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2248	\$33,681.30	Total	4	Mal	2	1	0	1	0	0	0	0
Academic Services Professional	BUS	Tot Min	1	Fem	2	2	0	0	0	0	0	0
2247	\$50,009.56	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2447	\$50,584.40	Total	1	Mal	0	0	0	0	0	0	0	0
HR Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2243	\$55,194.84	Total	5	Mal	0	0	0	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	0	Fem	5	5	0	0	0	0	0	0
2386	\$65,184.02	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Principal Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2582	\$17,137.83	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2834	\$41,227.36	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2581	\$54,041.31	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40025		Total	103	Mal	61	56	0	3	2	0	0	0
		Tot Min	10	Fem	42	37	1	3	1	0	0	0

40036

College of Education

Job Code & Title				Average Salary & IPEDS		Total	W	B	A	H	I	P	2
2214	\$149,661.67	Total	1	Mal	0	0	0	0	0	0	0	0	0
Dean	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0
1105	\$38,832.93	Total	6	Mal	2	2	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	4	4	0	0	0	0	0	0	0

Workforce Analysis

40036

College of Education

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1104	\$45,834.39	Total	8	Mal	3	3	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	1	Fem	5	4	0	0	1	0	0	0
1103	\$69,248.68	Total	2	Mal	2	2	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	1	1	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2268	\$38,038.62	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Professional	BUS	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2267	\$40,910.82	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2247	\$50,009.56	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2243	\$55,194.84	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2386	\$65,184.02	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Principal Prof	BUS	Tot Min	1	Fem	1	0	0	0	1	0	0	0
H4R1XX	\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40036				Mal	8	8	0	0	0	0	0	0
				Fem	17	14	0	0	3	0	0	0

40037

COE- Special Education

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	7	Mal	1	1	0	0	0	0	0	0
Lecturer	INS	Tot Min	2	Fem	6	4	1	0	1	0	0	0
1103	\$69,248.68	Total	1	Mal	0	0	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2243	\$55,194.84	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 40037				Total	11	Mal	1	1	0	0	0	0	0	0
				Tot Min	2	Fem	10	8	1	0	1	0	0	0

40038 COE- Counseling & Human Services

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	9	Mal	1	1	0	0	0	0	0
Lecturer	INS	Tot Min	2	Fem	8	6	0	1	0	1	0
1103	\$69,248.68	Total	1	Mal	0	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1102	\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	1	1	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40038				Total	12	Mal	2	2	0	0	0
				Tot Min	2	Fem	10	8	0	1	0

40039 COE- Curriculum & Instruction

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	17	Mal	4	4	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	13	13	0	0	0	0	0
1103	\$69,248.68	Total	4	Mal	1	1	0	0	0	0	0
Asst Professor	INS	Tot Min	1	Fem	3	2	0	1	0	0	0
1102	\$77,478.25	Total	2	Mal	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	1	1	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0
2585	\$8,458.02	Total	1	Mal	0	0	0	0	0	0	0
Working ORP Retiree	ADM	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 40039				Total	25	Mal	6	6	0	0	0
				Tot Min	2	Fem	19	17	1	1	0

Workforce Analysis

40040

COE- Leadership, Research & Foundation

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	3	Mal	1	1	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1103	\$69,248.68	Total	2	Mal	1	1	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1102	\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	1	Fem	1	0	0	1	0	0	0	0
1101	\$99,071.19	Total	2	Mal	2	1	0	0	1	0	0	0
Professor	INS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 40040		Total	8	Mal	4	3	0	0	1	0	0	0
		Tot Min	2	Fem	4	3	0	1	0	0	0	0

40042

College of Engineering

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2216	\$82,526.55	Total	1	Mal	1	1	0	0	0	0	0	0
Asst Dean	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2214	\$149,661.67	Total	1	Mal	1	0	0	1	0	0	0	0
Dean	MGT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1419	\$3,947.34	Total	6	Mal	5	5	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	1	1	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	1	0	0	0	1	0	0	0
Professor	INS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
H4M4XN	\$54,020.76	Total	1	Mal	0	0	0	0	0	0	0	0
Technician IV	CES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2467	\$62,805.74	Total	2	Mal	2	0	0	1	1	0	0	0
IT Senior Prof	CES	Tot Min	2	Fem	0	0	0	0	0	0	0	0
2247	\$50,009.56	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2243	\$55,194.84	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40042

College of Engineering

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2246	\$59,711.79	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Principal Pr	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2386	\$65,184.02	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Principal Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R1XX	\$43,060.78	Total	3	Mal	0	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	3	3	0	0	0	0	0	0
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40042		Total	21	Mal	14	10	0	2	2	0	0	0
		Tot Min	4	Fem	7	7	0	0	0	0	0	0

40043

EAS-Electrical Engineering

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1310	\$28,462.55	Total	1	Mal	1	1	0	0	0	0	0	0
Professional Research Asst	RES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1301	\$41,200.08	Total	1	Mal	1	1	0	0	0	0	0	0
Professor-Research	IRS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1419	\$3,947.34	Total	8	Mal	7	5	0	1	0	0	0	1
Lecturer	INS	Tot Min	2	Fem	1	1	0	0	0	0	0	0
1105	\$38,832.93	Total	2	Mal	2	2	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1103	\$69,248.68	Total	3	Mal	2	2	0	0	0	0	0	0
Asst Professor	INS	Tot Min	1	Fem	1	0	0	1	0	0	0	0
1102	\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	1	Fem	1	0	0	1	0	0	0	0
1101	\$99,071.19	Total	4	Mal	4	3	0	1	0	0	0	0
Professor	INS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 40043		Total	20	Mal	17	14	0	2	0	0	0	1
		Tot Min	5	Fem	3	1	0	2	0	0	0	0

Workforce Analysis

40045

EAS-Computer Science

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1310	\$28,462.55	Total	1	Mal	1	0	0	1	0	0	0	0
Professional Research Asst	RES	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1306	\$48,804.71	Total	1	Mal	0	0	0	0	0	0	0	0
Research Associate	RES	Tot Min	1	Fem	1	0	0	1	0	0	0	0
1419	\$3,947.34	Total	7	Mal	6	5	0	1	0	0	0	0
Lecturer	INS	Tot Min	1	Fem	1	1	0	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	1	1	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1104	\$45,834.39	Total	3	Mal	1	1	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1103	\$69,248.68	Total	5	Mal	4	2	0	2	0	0	0	0
Asst Professor	INS	Tot Min	2	Fem	1	1	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	1	1	0	0	0	0	0	0
Associate Professor	INS	Tot Min	1	Fem	1	0	0	1	0	0	0	0
1101	\$99,071.19	Total	5	Mal	5	2	0	3	0	0	0	0
Professor	INS	Tot Min	3	Fem	0	0	0	0	0	0	0	0
Total for 40045		Total	25	Mal	19	12	0	7	0	0	0	0
		Tot Min	9	Fem	6	4	0	2	0	0	0	0

40047

EAS-Mechanical & Aerospace Eng

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1306	\$48,804.71	Total	1	Mal	1	1	0	0	0	0	0	0
Research Associate	RES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1419	\$3,947.34	Total	4	Mal	4	4	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1105	\$38,832.93	Total	4	Mal	4	4	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1104	\$45,834.39	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	3	Mal	3	3	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40047

EAS-Mechanical & Aerospace Eng

Job Code & Title	Average Salary & IPEDS		Total	W	B	A	H	I	P	2
1102	\$77,478.25	Total 4	Mal	3	3	0	0	0	0	0
Associate Professor	INS	Tot Min 0	Fem	1	1	0	0	0	0	0
1101	\$99,071.19	Total 3	Mal	3	2	0	1	0	0	0
Professor	INS	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 40047		Total 20	Mal	18	17	0	1	0	0	0
		Tot Min 1	Fem	2	2	0	0	0	0	0

40051

College-Letters,Arts&Sciences

Job Code & Title	Average Salary & IPEDS		Total	W	B	A	H	I	P	2
2215	\$125,299.72	Total 2	Mal	1	1	0	0	0	0	0
Assoc Dean	MGT	Tot Min 0	Fem	1	1	0	0	0	0	0
2214	\$149,661.67	Total 1	Mal	1	1	0	0	0	0	0
Dean	MGT	Tot Min 0	Fem	0	0	0	0	0	0	0
1419	\$3,947.34	Total 10	Mal	4	4	0	0	0	0	0
Lecturer	INS	Tot Min 0	Fem	6	6	0	0	0	0	0
1101	\$99,071.19	Total 1	Mal	1	1	0	0	0	0	0
Professor	INS	Tot Min 0	Fem	0	0	0	0	0	0	0
I9A1TX	\$49,390.92	Total 3	Mal	3	2	0	0	1	0	0
Laboratory Coord I	HLT	Tot Min 1	Fem	0	0	0	0	0	0	0
I9A2XX	\$60,402.72	Total 2	Mal	1	1	0	0	0	0	0
Laboratory Coord II	HLT	Tot Min 0	Fem	1	1	0	0	0	0	0
2248	\$33,681.30	Total 2	Mal	0	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min 0	Fem	2	2	0	0	0	0	0
2267	\$40,910.82	Total 1	Mal	0	0	0	0	0	0	0
Business Services Senior Prof	BUS	Tot Min 1	Fem	1	0	0	0	1	0	0
2447	\$50,584.40	Total 1	Mal	0	0	0	0	0	0	0
HR Senior Prof	BUS	Tot Min 0	Fem	1	1	0	0	0	0	0
2387	\$53,799.20	Total 1	Mal	0	0	0	0	0	0	0
Finance/Acctg Senior Prof	BUS	Tot Min 0	Fem	1	1	0	0	0	0	0
2243	\$55,194.84	Total 1	Mal	1	1	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40051

College-Letters,Arts&Sciences

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2385	\$84,287.04	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Prgm Mgr	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3A2TX	\$23,332.62	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R1XX	\$43,060.78	Total	15	Mal	2	2	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	4	Fem	13	9	0	1	3	0	0	0
2581	\$54,041.31	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40051		Total	44	Mal	14	13	0	0	1	0	0	0
		Tot Min	6	Fem	30	25	0	1	4	0	0	0

40054

LAS-English

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	1	Mal	1	1	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1105	\$38,832.93	Total	22	Mal	8	6	0	0	1	0	0	1
Instructor	INS	Tot Min	3	Fem	14	13	0	0	1	0	0	0
1104	\$45,834.39	Total	16	Mal	3	3	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	13	13	0	0	0	0	0	0
1103	\$69,248.68	Total	5	Mal	2	2	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	3	3	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1101	\$99,071.19	Total	4	Mal	2	2	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
Total for 40054		Total	50	Mal	16	14	0	0	1	0	0	1
		Tot Min	3	Fem	34	33	0	0	1	0	0	0

Workforce Analysis

40055

LAS-Foreign Language

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	9	Mal	2	2	0	0	0	0	0	0
Lecturer	INS	Tot Min	1	Fem	7	6	0	1	0	0	0	0
1104	\$45,834.39	Total	8	Mal	1	0	0	0	0	1	0	0
Senior Instructor	INS	Tot Min	6	Fem	7	2	0	1	4	0	0	0
1102	\$77,478.25	Total	4	Mal	2	0	0	0	2	0	0	0
Associate Professor	INS	Tot Min	2	Fem	2	2	0	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	1	1	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40055		Total	22	Mal	6	3	0	0	2	1	0	0
		Tot Min	9	Fem	16	10	0	2	4	0	0	0

40056

LAS-Humanities

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	1	Mal	0	0	0	0	0	0	0	0
Lecturer	INS	Tot Min	1	Fem	1	0	0	0	0	0	0	1
Total for 40056		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	0	0	0	0	1

40057

LAS-Philosophy

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	1	Mal	1	1	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1105	\$38,832.93	Total	4	Mal	2	2	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1104	\$45,834.39	Total	2	Mal	1	1	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	2	Mal	2	1	0	0	1	0	0	0
Asst Professor	INS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1102	\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

40057

LAS-Philosophy

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1101	\$99,071.19	Total	3	Mal	1	1	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 40057		Total	13	Mal	7	6	0	0	1	0	0
		Tot Min	1	Fem	6	6	0	0	0	0	0

40058

LAS-FineArts-Visual&PerformArt

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	1	Mal	1	1	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40058		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

40059

LAS-Music

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	9	Mal	6	6	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	3	3	0	0	0	0	0
1104	\$45,834.39	Total	1	Mal	1	1	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1103	\$69,248.68	Total	1	Mal	0	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1102	\$77,478.25	Total	1	Mal	1	1	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0
2247	\$50,009.56	Total	1	Mal	1	1	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40059		Total	13	Mal	9	9	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

40060

LAS-Theatre-Visual&Perform Art

Job Code & Title	Average Salary & IPEDS	Total	W	B	A	H	I	P	2
2343	\$41,525.04	Total 1	Mal	0	0	0	0	0	0
External Relations Prgm Dir	SLS	Tot Min 0	Fem	1	1	0	0	0	0
2344	\$43,500.00	Total 1	Mal	1	1	0	0	0	0
External Relations Manager	SLS	Tot Min 0	Fem	0	0	0	0	0	0
2345	\$48,163.28	Total 1	Mal	1	1	0	0	0	0
External Relations Program Mgr	SLS	Tot Min 0	Fem	0	0	0	0	0	0
2346	\$88,897.08	Total 1	Mal	1	1	0	0	0	0
External Rel Principal Prof	SLS	Tot Min 0	Fem	0	0	0	0	0	0
2217	\$106,626.39	Total 1	Mal	1	1	0	0	0	0
Executive Director	MGT	Tot Min 0	Fem	0	0	0	0	0	0
2504	\$33,000.00	Total 1	Mal	1	1	0	0	0	0
Student Services Manager	ADM	Tot Min 0	Fem	0	0	0	0	0	0
Total for 40060		Total 6	Mal	5	5	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0

40061

LAS-Gallery Contemporary Art

Job Code & Title	Average Salary & IPEDS	Total	W	B	A	H	I	P	2
2306	\$55,093.08	Total 1	Mal	0	0	0	0	0	0
Development Principal Pro	SLS	Tot Min 0	Fem	1	1	0	0	0	0
2240	\$74,638.34	Total 1	Mal	0	0	0	0	0	0
Academic Services Director	MGT	Tot Min 0	Fem	1	1	0	0	0	0
P1A1XX	\$20,532.98	Total 1	Mal	0	0	0	0	0	0
Temporary Aide	ADM	Tot Min 1	Fem	1	0	0	0	0	1
Total for 40061		Total 3	Mal	0	0	0	0	0	0
		Tot Min 1	Fem	3	2	0	0	0	1

40062

LAS-Biology

Job Code & Title	Average Salary & IPEDS	Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total 9	Mal	6	6	0	0	0	0
Lecturer	INS	Tot Min 0	Fem	3	3	0	0	0	0

Workforce Analysis

40062

LAS-Biology

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1105	\$38,832.93	Total	6	Mal	1	1	0	0	0	0	0	0
Instructor	INS	Tot Min	1	Fem	5	4	0	1	0	0	0	0
1104	\$45,834.39	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	4	Mal	2	2	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1102	\$77,478.25	Total	6	Mal	4	3	0	1	0	0	0	0
Associate Professor	INS	Tot Min	2	Fem	2	1	0	1	0	0	0	0
1101	\$99,071.19	Total	1	Mal	0	0	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40062		Total	27	Mal	13	12	0	1	0	0	0	0
		Tot Min	3	Fem	14	12	0	2	0	0	0	0

40063

LAS-Chemistry

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	7	Mal	1	1	0	0	0	0	0	0
Lecturer	INS	Tot Min	2	Fem	6	4	0	0	1	0	0	1
1105	\$38,832.93	Total	5	Mal	4	4	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1104	\$45,834.39	Total	6	Mal	2	2	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	1	Fem	4	3	0	0	1	0	0	0
1103	\$69,248.68	Total	4	Mal	2	2	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1102	\$77,478.25	Total	3	Mal	2	2	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1101	\$99,071.19	Total	2	Mal	2	2	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40063		Total	27	Mal	13	13	0	0	0	0	0	0
		Tot Min	3	Fem	14	11	0	0	2	0	0	1

Workforce Analysis

40064

LAS-Geography

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419		\$3,947.34	Total	3	Mal	2	2	0	0	0	0	0
Lecturer		INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1105		\$38,832.93	Total	1	Mal	1	1	0	0	0	0	0
Instructor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1104		\$45,834.39	Total	3	Mal	2	2	0	0	0	0	0
Senior Instructor		INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1103		\$69,248.68	Total	3	Mal	1	1	0	0	0	0	0
Asst Professor		INS	Tot Min	1	Fem	2	1	1	0	0	0	0
1102		\$77,478.25	Total	3	Mal	2	2	0	0	0	0	0
Associate Professor		INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1101		\$99,071.19	Total	3	Mal	3	3	0	0	0	0	0
Professor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
2243		\$55,194.84	Total	1	Mal	0	0	0	0	0	0	0
Academic Services Prgm Dir		BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40064			Total	17	Mal	11	11	0	0	0	0	0
			Tot Min	1	Fem	6	5	1	0	0	0	0

40066

LAS-Physics & Energy Science

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1306		\$48,804.71	Total	3	Mal	2	2	0	0	0	0	0
Research Associate		RES	Tot Min	0	Fem	1	1	0	0	0	0	0
1305		\$46,665.40	Total	1	Mal	1	0	0	0	1	0	0
Sr Research Associate		IRS	Tot Min	1	Fem	0	0	0	0	0	0	0
1419		\$3,947.34	Total	7	Mal	5	5	0	0	0	0	0
Lecturer		INS	Tot Min	0	Fem	2	2	0	0	0	0	0
1105		\$38,832.93	Total	1	Mal	1	1	0	0	0	0	0
Instructor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1104		\$45,834.39	Total	3	Mal	3	2	0	0	0	0	1
Senior Instructor		INS	Tot Min	1	Fem	0	0	0	0	0	0	0
1103		\$69,248.68	Total	2	Mal	0	0	0	0	0	0	0
Asst Professor		INS	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40066

LAS-Physics & Energy Science

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1102	\$77,478.25	Total	3	Mal	3	3	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1100	\$98,644.00	Total	1	Mal	1	1	0	0	0	0	0	0
Distinguished Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1101	\$99,071.19	Total	3	Mal	3	3	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2582	\$17,137.83	Total	1	Mal	1	1	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40066		Total	25	Mal	20	18	0	0	1	0	0	1
		Tot Min	2	Fem	5	5	0	0	0	0	0	0

40067

LAS-Anthropology

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	5	Mal	1	1	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	4	4	0	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	0	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1104	\$45,834.39	Total	1	Mal	1	1	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1103	\$69,248.68	Total	1	Mal	0	0	0	0	0	0	0	0
Asst Professor	INS	Tot Min	1	Fem	1	0	0	1	0	0	0	0
1102	\$77,478.25	Total	4	Mal	1	1	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	3	3	0	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	1	1	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40067		Total	13	Mal	4	4	0	0	0	0	0	0
		Tot Min	1	Fem	9	8	0	1	0	0	0	0

Workforce Analysis

40068

LAS-Communication

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	13	Mal	6	6	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	7	7	0	0	0	0	0	0
1104	\$45,834.39	Total	6	Mal	0	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	1	Fem	6	5	0	0	0	1	0	0
1103	\$69,248.68	Total	4	Mal	1	0	1	0	0	0	0	0
Asst Professor	INS	Tot Min	1	Fem	3	3	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1101	\$99,071.19	Total	5	Mal	4	4	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40068				Mal	11	10	1	0	0	0	0	0
				Fem	19	18	0	0	0	1	0	0

40069

LAS-Economics

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	1	Mal	1	1	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	1	1	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1104	\$45,834.39	Total	3	Mal	2	2	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	2	Mal	2	1	0	1	0	0	0	0
Asst Professor	INS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	2	2	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	0	0	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40069				Mal	8	7	0	1	0	0	0	0
				Fem	2	2	0	0	0	0	0	0

Workforce Analysis

40073

LAS-History

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419		\$3,947.34	Total	5	Mal	2	2	0	0	0	0	0
Lecturer		INS	Tot Min	0	Fem	3	3	0	0	0	0	0
1105		\$38,832.93	Total	2	Mal	0	0	0	0	0	0	0
Instructor		INS	Tot Min	0	Fem	2	2	0	0	0	0	0
1104		\$45,834.39	Total	2	Mal	0	0	0	0	0	0	0
Senior Instructor		INS	Tot Min	0	Fem	2	2	0	0	0	0	0
1103		\$69,248.68	Total	3	Mal	2	0	0	1	1	0	0
Asst Professor		INS	Tot Min	2	Fem	1	1	0	0	0	0	0
1102		\$77,478.25	Total	3	Mal	1	1	0	0	0	0	0
Associate Professor		INS	Tot Min	2	Fem	2	0	1	0	1	0	0
1101		\$99,071.19	Total	3	Mal	3	3	0	0	0	0	0
Professor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40073			Total	18	Mal	8	6	0	1	1	0	0
			Tot Min	4	Fem	10	8	1	0	1	0	0

40076

LAS-Political Science

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419		\$3,947.34	Total	2	Mal	2	2	0	0	0	0	0
Lecturer		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1105		\$38,832.93	Total	1	Mal	0	0	0	0	0	0	0
Instructor		INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1104		\$45,834.39	Total	1	Mal	1	1	0	0	0	0	0
Senior Instructor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1103		\$69,248.68	Total	2	Mal	2	1	0	1	0	0	0
Asst Professor		INS	Tot Min	1	Fem	0	0	0	0	0	0	0
1102		\$77,478.25	Total	2	Mal	2	2	0	0	0	0	0
Associate Professor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1101		\$99,071.19	Total	1	Mal	1	1	0	0	0	0	0
Professor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40076			Total	9	Mal	8	7	0	1	0	0	0
			Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

40077

LAS-Psychology

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2303	\$61,800.00	Total	1	Mal	0	0	0	0	0	0	0	0
Development Prgm Dir	SLS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1310	\$28,462.55	Total	5	Mal	0	0	0	0	0	0	0	0
Professional Research Asst	RES	Tot Min	2	Fem	5	3	0	0	2	0	0	0
1306	\$48,804.71	Total	1	Mal	0	0	0	0	0	0	0	0
Research Associate	RES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1419	\$3,947.34	Total	9	Mal	3	3	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	6	6	0	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	0	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1104	\$45,834.39	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	3	Mal	1	1	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1102	\$77,478.25	Total	3	Mal	1	1	0	0	0	0	0	0
Associate Professor	INS	Tot Min	1	Fem	2	1	0	0	1	0	0	0
1100	\$98,644.00	Total	1	Mal	1	1	0	0	0	0	0	0
Distinguished Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1101	\$99,071.19	Total	7	Mal	5	5	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2411	\$53,676.41	Total	1	Mal	0	0	0	0	0	0	0	0
Psychologist	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2400	\$102,698.25	Total	1	Mal	1	1	0	0	0	0	0	0
Health Care Director	HLT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
P1A1XX	\$20,532.98	Total	1	Mal	0	0	0	0	0	0	0	0
Temporary Aide	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2809	\$37,559.95	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R1XX	\$43,060.78	Total	1	Mal	1	1	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 40077				Total	38	Mal	13	13	0	0	0	0	0	0
				Tot Min	4	Fem	25	21	0	0	4	0	0	0

40078

LAS-Sociology

Job Code & Title		Average Salary & IPEDS		Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	8	Mal	3	3	0	0	0	0	0
Lecturer	INS	Tot Min	1	Fem	5	4	0	0	0	0	1
1105	\$38,832.93	Total	3	Mal	1	1	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0
1104	\$45,834.39	Total	1	Mal	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1103	\$69,248.68	Total	3	Mal	1	0	0	0	0	0	1
Asst Professor	INS	Tot Min	2	Fem	2	1	0	1	0	0	0
1102	\$77,478.25	Total	4	Mal	1	0	0	0	1	0	0
Associate Professor	INS	Tot Min	2	Fem	3	2	1	0	0	0	0
1101	\$99,071.19	Total	2	Mal	1	1	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40078		Total	21	Mal	7	5	0	0	1	0	1
		Tot Min	5	Fem	14	11	1	1	0	0	1

40080

LAS-Womens Studies

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	2	Mal	0	0	0	0	0	0	0	0
Lecturer	INS	Tot Min	1	Fem	2	1	1	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	0	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	2	Mal	0	0	0	0	0	0	0	0
Asst Professor	INS	Tot Min	1	Fem	2	1	1	0	0	0	0	0
1102	\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	1	Fem	1	0	0	0	0	1	0	0
1101	\$99,071.19	Total	1	Mal	0	0	0	0	0	0	0	0
Professor	INS	Tot Min	1	Fem	1	0	0	0	1	0	0	0
Total for 40080		Total	7	Mal	0	0	0	0	0	0	0	0
		Tot Min	4	Fem	7	3	2	0	1	1	0	0

Workforce Analysis

40081

Beth-El College of Nursing

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1303	\$65,222.04	Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Research	IRS	Tot Min	0	Fem	1	1	0	0	0	0	0
1419	\$3,947.34	Total	33	Mal	2	2	0	0	0	0	0
Lecturer	INS	Tot Min	4	Fem	31	27	0	0	3	0	1
1105	\$38,832.93	Total	7	Mal	0	0	0	0	0	0	0
Instructor	INS	Tot Min	1	Fem	7	6	0	0	1	0	0
1104	\$45,834.39	Total	7	Mal	1	1	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	6	6	0	0	0	0	0
1102	\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1405	\$100,333.32	Total	1	Mal	0	0	0	0	0	0	0
Special Visiting Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
2407	\$24,735.87	Total	6	Mal	1	1	0	0	0	0	0
Health Care Senior Prof	HLT	Tot Min	0	Fem	5	5	0	0	0	0	0
2468	\$54,711.48	Total	1	Mal	1	1	0	0	0	0	0
IT Professional	CES	Tot Min	0	Fem	0	0	0	0	0	0	0
2583	\$39,331.33	Total	1	Mal	0	0	0	0	0	0	0
Working PERA Retiree	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
H4R1XX	\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40081		Total	59	Mal	5	5	0	0	0	0	0
		Tot Min	5	Fem	54	49	0	0	4	0	1

40082

Beth-El Nursing

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	3	Mal	0	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	3	3	0	0	0	0	0
1105	\$38,832.93	Total	2	Mal	0	0	0	0	0	0	0
Instructor	INS	Tot Min	1	Fem	2	1	1	0	0	0	0
1213	\$75,321.25	Total	4	Mal	0	0	0	0	0	0	0
Clinical Asst Professor (C/T)	INS	Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

40082

Beth-El Nursing

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1102	\$77,478.25	Total	3	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	3	3	0	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	0	0	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
C6S4XX	\$9,574.24	Total	1	Mal	0	0	0	0	0	0	0	0
Mid-Level Provider	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2407	\$24,735.87	Total	2	Mal	1	1	0	0	0	0	0	0
Health Care Senior Prof	HLT	Tot Min	1	Fem	1	0	0	0	1	0	0	0
C6S3XN	\$41,648.76	Total	1	Mal	0	0	0	0	0	0	0	0
Nurse III	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2408	\$42,489.60	Total	2	Mal	0	0	0	0	0	0	0	0
Health Care Professional	HLT	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2405	\$50,960.00	Total	1	Mal	0	0	0	0	0	0	0	0
Health Care Program Mgr	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2400	\$102,698.25	Total	1	Mal	1	1	0	0	0	0	0	0
Health Care Director	HLT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2248	\$33,681.30	Total	5	Mal	0	0	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	2	Fem	5	3	1	0	1	0	0	0
2808	\$32,595.83	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2583	\$39,331.33	Total	1	Mal	0	0	0	0	0	0	0	0
Working PERA Retiree	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40082		Total	29	Mal	2	2	0	0	0	0	0	0
		Tot Min	4	Fem	27	23	2	0	2	0	0	0

40083

Beth-El Health Care Services

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	10	Mal	2	2	0	0	0	0	0	0
Lecturer	INS	Tot Min	3	Fem	8	5	0	1	1	1	0	0

Workforce Analysis

40083

Beth-El Health Care Services

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1105	\$38,832.93	Total	4	Mal	0	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	4	4	0	0	0	0	0	0
1104	\$45,834.39	Total	2	Mal	0	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1212	\$68,195.00	Total	1	Mal	1	1	0	0	0	0	0	0
Clinical Assoc Professor (C/T)	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1103	\$69,248.68	Total	2	Mal	1	1	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1102	\$77,478.25	Total	4	Mal	1	1	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	3	3	0	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	0	0	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2404	\$73,873.08	Total	1	Mal	0	0	0	0	0	0	0	0
Health Care Manager	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2488	\$49,180.02	Total	1	Mal	0	0	0	0	0	0	0	0
Research Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2582	\$17,137.83	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R1XX	\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40083		Total	28	Mal	5	5	0	0	0	0	0	0
		Tot Min	3	Fem	23	20	0	1	1	1	0	0

40084

School of Public Affairs

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1309	\$25,433.04	Total	1	Mal	0	0	0	0	0	0	0	0
Sr Professional Research Asst	RES	Tot Min	1	Fem	1	0	0	0	1	0	0	0
1310	\$28,462.55	Total	1	Mal	1	1	0	0	0	0	0	0
Professional Research Asst	RES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2240	\$74,638.34	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40084

School of Public Affairs

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2214		\$149,661.67	Total	1	Mal	0	0	0	0	0	0	0
Dean		MGT	Tot Min	0	Fem	1	1	0	0	0	0	0
1419		\$3,947.34	Total	13	Mal	7	6	0	1	0	0	0
Lecturer		INS	Tot Min	2	Fem	6	5	0	0	1	0	0
1105		\$38,832.93	Total	3	Mal	2	1	0	0	0	0	1
Instructor		INS	Tot Min	1	Fem	1	1	0	0	0	0	0
1104		\$45,834.39	Total	2	Mal	1	0	0	0	1	0	0
Senior Instructor		INS	Tot Min	2	Fem	1	0	1	0	0	0	0
1103		\$69,248.68	Total	5	Mal	2	1	1	0	0	0	0
Asst Professor		INS	Tot Min	1	Fem	3	3	0	0	0	0	0
1102		\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0
Associate Professor		INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1100		\$98,644.00	Total	1	Mal	1	1	0	0	0	0	0
Distinguished Professor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
1101		\$99,071.19	Total	1	Mal	1	1	0	0	0	0	0
Professor		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
2248		\$33,681.30	Total	1	Mal	0	0	0	0	0	0	0
Academic Services Professional		BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
2247		\$50,009.56	Total	2	Mal	1	1	0	0	0	0	0
Academic Services Senior Prof		BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
2485		\$78,400.08	Total	1	Mal	0	0	0	0	0	0	0
Research Services Prgm Mgr		BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
H4R1XX		\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I		ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G4XX		\$83,146.18	Total	1	Mal	0	0	0	0	0	0	0
General Professional IV		ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40084			Total	36	Mal	17	13	1	1	1	0	1
			Tot Min	7	Fem	19	16	1	0	2	0	0

Workforce Analysis

40086

Beth-El Admin

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2214	\$149,661.67	Total	1	Mal	0	0	0	0	0	0	0	0
Dean	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1104	\$45,834.39	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2407	\$24,735.87	Total	4	Mal	0	0	0	0	0	0	0	0
Health Care Senior Prof	HLT	Tot Min	0	Fem	4	4	0	0	0	0	0	0
H2A1XN	\$48,451.50	Total	1	Mal	1	1	0	0	0	0	0	0
IT Technician	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2467	\$62,805.74	Total	1	Mal	1	1	0	0	0	0	0	0
IT Senior Prof	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2248	\$33,681.30	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2268	\$38,038.62	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2265	\$49,256.15	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Program Mgr	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2809	\$37,559.95	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2581	\$54,041.31	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40086		Total	13	Mal	2	2	0	0	0	0	0	0
		Tot Min	0	Fem	11	11	0	0	0	0	0	0

40087

Computing Services

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2461	\$93,418.08	Total	2	Mal	2	2	0	0	0	0	0	0
IT Assoc Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2217	\$106,626.39	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2460	\$118,980.00	Total	1	Mal	1	1	0	0	0	0	0	0
IT Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40087

Computing Services

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2466	\$44,674.54	Total	1	Mal	1	1	0	0	0	0	0	0
IT Principal Prof	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H2A1XN	\$48,451.50	Total	1	Mal	1	0	0	0	1	0	0	0
IT Technician	CES	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2468	\$54,711.48	Total	7	Mal	4	3	0	1	0	0	0	0
IT Professional	CES	Tot Min	1	Fem	3	3	0	0	0	0	0	0
2467	\$62,805.74	Total	2	Mal	2	2	0	0	0	0	0	0
IT Senior Prof	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H2A2XX	\$64,848.99	Total	6	Mal	6	5	0	0	1	0	0	0
IT Professional	CES	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2465	\$69,405.68	Total	1	Mal	1	1	0	0	0	0	0	0
IT Prgm Mgr	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2464	\$78,638.04	Total	1	Mal	1	1	0	0	0	0	0	0
IT Manager	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I2B2XX	\$103,731.12	Total	1	Mal	1	1	0	0	0	0	0	0
Electronic Engineer II	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
P1A1XX	\$20,532.98	Total	2	Mal	1	0	0	0	1	0	0	0
Temporary Aide	ADM	Tot Min	1	Fem	1	1	0	0	0	0	0	0
Total for 40087		Total	26	Mal	22	18	0	1	3	0	0	0
		Tot Min	4	Fem	4	4	0	0	0	0	0	0

40088

CS-Media Center/CU-Net

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2461	\$93,418.08	Total	1	Mal	0	0	0	0	0	0	0	0
IT Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2288	\$41,316.04	Total	2	Mal	1	1	0	0	0	0	0	0
Communication Professional	COM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2287	\$49,144.69	Total	1	Mal	1	1	0	0	0	0	0	0
Communication Senior Prof	COM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H4R1XX	\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 40088				Total	5	Mal	2	2	0	0	0	0	0	0	0
				Tot Min	0	Fem	3	3	0	0	0	0	0	0	0

40089 CS-Telecommunications

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2834	\$41,227.36	Total	1	Mal	1	1	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40089		Total	1	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

40090 Library

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2214	\$149,661.67	Total	1	Mal	0	0	0	0	0	0	0	0
Dean	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1105	\$38,832.93	Total	3	Mal	0	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	3	3	0	0	0	0	0	0
1104	\$45,834.39	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	1	Fem	1	0	0	0	1	0	0	0
1103	\$69,248.68	Total	6	Mal	1	1	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	5	5	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	0	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2248	\$33,681.30	Total	3	Mal	2	2	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2386	\$65,184.02	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Principal Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3C2TX	\$17,071.89	Total	2	Mal	1	1	0	0	0	0	0	0
Library Technician I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3C3XX	\$42,886.16	Total	3	Mal	1	1	0	0	0	0	0	0
Library Technician II	ADM	Tot Min	1	Fem	2	1	0	0	1	0	0	0
G3C4XX	\$46,114.72	Total	3	Mal	1	1	0	0	0	0	0	0
Library Technician III	ADM	Tot Min	0	Fem	2	2	0	0	0	0	0	0
Total for 40090		Total	25	Mal	6	6	0	0	0	0	0	0
		Tot Min	2	Fem	19	17	0	0	2	0	0	0

Workforce Analysis

40092

VC-Administration & Finance

Job Code & Title		Average Salary & IPEDS		Total	W	B	A	H	I	P	2
2217	\$106,626.39	Total	3	Mal	2	2	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0
2211	\$163,500.01	Total	2	Mal	1	1	0	0	0	0	0
Asst Vice Chancellor	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0
2447	\$50,584.40	Total	1	Mal	0	0	0	0	0	0	0
HR Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
2446	\$79,105.08	Total	1	Mal	0	0	0	0	0	0	0
HR Principal Pro	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
2583	\$39,331.33	Total	1	Mal	0	0	0	0	0	0	0
Working PERA Retiree	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0
2581	\$54,041.31	Total	2	Mal	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 40092		Total	10	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	7	6	0	0	1	0	0

40093

VCAF-Planning & Construction

Job Code & Title		Average Salary & IPEDS		Total	W	B	A	H	I	P	2
2361	\$71,000.00	Total	1	Mal	1	1	0	0	0	0	0
Facilities Assoc Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0
2325	\$70,420.08	Total	2	Mal	2	2	0	0	0	0	0
Engineering/Arch Program Mgr	CES	Tot Min	0	Fem	0	0	0	0	0	0	0
2387	\$53,799.20	Total	1	Mal	0	0	0	0	0	0	0
Finance/Acctg Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	1	0	0	0	1	0	0
Admin Assistant II	ADM	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 40093		Total	5	Mal	4	3	0	0	1	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

40095

Physical Plant Ops

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
D8B1TX	\$23,977.23	Total	29	Mal	23	10	7	1	5	0	0	0
Custodian I	NAT	Tot Min	16	Fem	6	3	1	0	1	0	1	0
D8B2XX	\$26,770.84	Total	1	Mal	0	0	0	0	0	0	0	0
Custodian II	NAT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D8D1TX	\$28,771.56	Total	1	Mal	1	0	0	0	1	0	0	0
General Labor I	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6D1TX	\$35,741.04	Total	2	Mal	2	1	0	0	1	0	0	0
Structural Trades I	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D8E1TX	\$36,144.81	Total	5	Mal	4	4	0	0	0	0	0	0
Grounds & Nursery I	NAT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D8B3XX	\$36,934.72	Total	2	Mal	1	1	0	0	0	0	0	0
Custodian III	NAT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D8E2XX	\$39,844.64	Total	2	Mal	2	1	0	0	1	0	0	0
Grounds & Nursery II	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6C1TX	\$42,045.22	Total	2	Mal	2	1	1	0	0	0	0	0
Pipe/Mech Trades I	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6D2XX	\$42,105.17	Total	4	Mal	4	4	0	0	0	0	0	0
Structural Trades II	NAT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6C2XX	\$48,216.28	Total	3	Mal	3	2	0	0	1	0	0	0
Pipe/Mech Trades II	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6A2XX	\$52,727.82	Total	2	Mal	2	2	0	0	0	0	0	0
Electrical Trades II	NAT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6A3XX	\$59,376.60	Total	1	Mal	1	1	0	0	0	0	0	0
Electrical Trades III	NAT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D9D1TX	\$65,671.44	Total	2	Mal	2	1	0	0	1	0	0	0
LTC Operations I	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2320	\$85,762.56	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering/Arch Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2360	\$86,855.04	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2327	\$56,320.08	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering/Arch Senior Prof	CES	Tot Min	1	Fem	1	0	0	1	0	0	0	0

Workforce Analysis

40095

Physical Plant Ops

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2325	\$70,420.08	Total	1	Mal	1	0	0	0	1	0	0	0
Engineering/Arch Program Mgr	CES	Tot Min	1	Fem	0	0	0	0	0	0	0	0
P1A1XX	\$20,532.98	Total	3	Mal	1	0	1	0	0	0	0	0
Temporary Aide	ADM	Tot Min	2	Fem	2	1	0	0	1	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40095		Total	65	Mal	50	29	9	1	11	0	0	0
		Tot Min	26	Fem	15	10	1	1	2	0	1	0

40100

Fincl Srvs-Budget & Planning

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2260	\$80,235.79	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2268	\$38,038.62	Total	2	Mal	1	1	0	0	0	0	0	0
Business Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2266	\$62,940.00	Total	1	Mal	1	1	0	0	0	0	0	0
Business Services Principal Pr	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40100		Total	4	Mal	2	2	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0	0

40101

Fincl Srvs-Accounting Office

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2381	\$81,100.08	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2380	\$100,685.04	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2388	\$43,467.01	Total	2	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Professional	BUS	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

40101

Fincl Srvs-Accounting Office

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
H8A1XN	\$45,741.12	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant I	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H8A2XX	\$53,502.12	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2386	\$65,184.02	Total	2	Mal	2	1	0	0	1	0	0	0
Finance/Acctg Principal Prof	BUS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2843	\$34,000.01	Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Technician II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2583	\$39,331.33	Total	1	Mal	0	0	0	0	0	0	0	0
Working PERA Retiree	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40101		Total	10	Mal	2	1	0	0	1	0	0	0
		Tot Min	1	Fem	8	8	0	0	0	0	0	0

40102

Fincl Srvs-Bursar Office

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2382	\$65,000.00	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Asst Dir	MGT	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2380	\$100,685.04	Total	1	Mal	1	1	0	0	0	0	0	0
Finance/Acctg Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H8B2XX	\$35,902.56	Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Technician II	CES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2467	\$62,805.74	Total	1	Mal	1	1	0	0	0	0	0	0
IT Senior Prof	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2388	\$43,467.01	Total	3	Mal	1	0	1	0	0	0	0	0
Finance/Acctg Professional	BUS	Tot Min	1	Fem	2	2	0	0	0	0	0	0
H8A1XN	\$45,741.12	Total	1	Mal	1	0	1	0	0	0	0	0
Accountant I	BUS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2387	\$53,799.20	Total	2	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Senior Prof	BUS	Tot Min	1	Fem	2	1	0	1	0	0	0	0
Total for 40102		Total	10	Mal	4	2	2	0	0	0	0	0
		Tot Min	4	Fem	6	4	0	1	1	0	0	0

Workforce Analysis

40105

Bookstore

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2783	\$33,916.08	Total	1	Mal	1	1	0	0	0	0	0
Material Handler II	NAT	Tot Min	0	Fem	0	0	0	0	0	0	0
2265	\$49,256.15	Total	3	Mal	0	0	0	0	0	0	0
Business Services Program Mgr	BUS	Tot Min	1	Fem	3	2	0	1	0	0	0
H6S2XN	\$54,160.68	Total	1	Mal	0	0	0	0	0	0	0
Sales Manager II	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
2582	\$17,137.83	Total	1	Mal	0	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40105		Total	6	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	5	4	0	1	0	0	0

40118

Ast Vice Chancllr Admn&Finance

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2285	\$42,027.00	Total	1	Mal	0	0	0	0	0	0	0
Communication Program Mgr	COM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40118		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

40119

AVCAF-Personnel

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2442	\$60,500.01	Total	2	Mal	0	0	0	0	0	0	0
HR Asst Dir	MGT	Tot Min	0	Fem	2	2	0	0	0	0	0
2217	\$106,626.39	Total	1	Mal	0	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0
2448	\$44,572.56	Total	2	Mal	0	0	0	0	0	0	0
HR Professional	BUS	Tot Min	1	Fem	2	1	0	0	1	0	0
G3A3XX	\$32,948.15	Total	1	Mal	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A4XX	\$39,152.27	Total	1	Mal	1	0	0	0	1	0	0
Admin Assistant III	ADM	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

40119

AVCAF-Personnel

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
H4R1XX	\$43,060.78	Total	2	Mal	0	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	2	2	0	0	0	0	0	0
H6G4XX	\$83,146.18	Total	1	Mal	0	0	0	0	0	0	0	0
General Professional IV	ADM	Tot Min	1	Fem	1	0	1	0	0	0	0	0
Total for 40119		Total	10	Mal	1	0	0	0	1	0	0	0
		Tot Min	3	Fem	9	7	1	0	1	0	0	0

40121

AVCAF-PoliceOperations

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
D8H2XX	\$28,267.92	Total	1	Mal	1	1	0	0	0	0	0	0
Security II	PUB	Tot Min	0	Fem	0	0	0	0	0	0	0	0
G1A2TX	\$41,480.52	Total	5	Mal	4	3	0	0	1	0	0	0
Police Communication Tech	PUB	Tot Min	1	Fem	1	1	0	0	0	0	0	0
A4B2TX	\$50,346.70	Total	12	Mal	11	8	1	1	1	0	0	0
Police Officer I	PUB	Tot Min	3	Fem	1	1	0	0	0	0	0	0
G1A3XX	\$52,747.44	Total	1	Mal	0	0	0	0	0	0	0	0
Police Communication Supv	PUB	Tot Min	0	Fem	1	1	0	0	0	0	0	0
A4B3XX	\$60,176.88	Total	2	Mal	1	0	0	0	0	1	0	0
Police Officer II	PUB	Tot Min	1	Fem	1	1	0	0	0	0	0	0
2549	\$65,001.54	Total	2	Mal	2	1	0	0	0	0	0	1
Public Safety Principal Prof	PUB	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2760	\$13,781.25	Total	9	Mal	5	5	0	0	0	0	0	0
Equipment Operator I	NAT	Tot Min	1	Fem	4	3	0	0	0	0	0	1
D7B2XX	\$18,427.23	Total	9	Mal	9	8	0	0	1	0	0	0
Equipment Operator II	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2543	\$83,125.08	Total	1	Mal	1	1	0	0	0	0	0	0
Public Safety Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2217	\$106,626.39	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H8B2XX	\$35,902.56	Total	1	Mal	1	0	0	0	1	0	0	0
Accounting Technician II	CES	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40121

AVCAF-PoliceOperations

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2487	\$43,693.72	Total	1	Mal	1	1	0	0	0	0	0	0
Research Services Senior Prof	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2488	\$49,180.02	Total	1	Mal	0	0	0	0	0	0	0	0
Research Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2265	\$49,256.15	Total	2	Mal	1	0	1	0	0	0	0	0
Business Services Program Mgr	BUS	Tot Min	1	Fem	1	1	0	0	0	0	0	0
2483	\$67,180.54	Total	1	Mal	1	1	0	0	0	0	0	0
Research Services Prgm Dir	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2809	\$37,559.95	Total	2	Mal	1	1	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
G3A4XX	\$39,152.27	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H6G2TN	\$45,143.40	Total	1	Mal	1	1	0	0	0	0	0	0
General Professional II	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H6G3XX	\$55,262.56	Total	1	Mal	1	1	0	0	0	0	0	0
General Professional III	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40121		Total	55	Mal	42	33	2	1	4	1	0	1
		Tot Min	11	Fem	13	11	0	0	1	0	0	1

40123

Purchasing-Mailroom

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
G3A3XX	\$32,948.15	Total	2	Mal	2	1	0	0	1	0	0	0
Admin Assistant II	ADM	Tot Min	1	Fem	0	0	0	0	0	0	0	0
G3A4XX	\$39,152.27	Total	1	Mal	1	1	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40123		Total	3	Mal	3	2	0	0	1	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40124

StudentSuccess AdminOperations

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2500	\$72,036.00	Total	1	Mal	1	1	0	0	0	0	0	0
Student Services Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2240	\$74,638.34	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Director	MGT	Tot Min	1	Fem	1	0	0	1	0	0	0	0
2217	\$106,626.39	Total	3	Mal	2	2	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2214	\$149,661.67	Total	1	Mal	1	1	0	0	0	0	0	0
Dean	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2209	\$190,529.71	Total	1	Mal	1	1	0	0	0	0	0	0
Vice Chancellor	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2387	\$53,799.20	Total	1	Mal	1	0	0	0	1	0	0	0
Finance/Acctg Senior Prof	BUS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2581	\$54,041.31	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40124		Total	9	Mal	6	5	0	0	1	0	0	0
		Tot Min	2	Fem	3	2	0	1	0	0	0	0

40125

SSVC-Student Success Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2248	\$33,681.30	Total	12	Mal	1	0	0	0	1	0	0	0
Academic Services Professional	BUS	Tot Min	3	Fem	11	9	1	0	1	0	0	0
2247	\$50,009.56	Total	6	Mal	1	1	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	5	5	0	0	0	0	0	0
2245	\$50,564.02	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Program Mgr	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2246	\$59,711.79	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Principal Pr	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	1	1	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
G3A4XX	\$39,152.27	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

40125

SSVC-Student Success Center

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
H4R1XX	\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G3XX	\$55,262.56	Total	1	Mal	0	0	0	0	0	0	0
General Professional III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40125		Total	24	Mal	5	4	0	0	1	0	0
		Tot Min	3	Fem	19	17	1	0	1	0	0

40126

Financial Aid / Std Emplmnt

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2242	\$58,307.75	Total	4	Mal	0	0	0	0	0	0	0
Academic Services Asst Dir	MGT	Tot Min	1	Fem	4	3	0	0	1	0	0
2241	\$73,334.20	Total	2	Mal	1	1	0	0	0	0	0
Academic Services Assoc Dir	MGT	Tot Min	1	Fem	1	0	0	0	1	0	0
H4M3XX	\$40,068.00	Total	2	Mal	0	0	0	0	0	0	0
Technician III	CES	Tot Min	0	Fem	2	2	0	0	0	0	0
2467	\$62,805.74	Total	2	Mal	2	2	0	0	0	0	0
IT Senior Prof	CES	Tot Min	0	Fem	0	0	0	0	0	0	0
2248	\$33,681.30	Total	2	Mal	0	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	0	Fem	2	2	0	0	0	0	0
2247	\$50,009.56	Total	4	Mal	1	0	1	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	2	Fem	3	2	0	0	1	0	0
Total for 40126		Total	16	Mal	4	3	1	0	0	0	0
		Tot Min	4	Fem	12	9	0	0	3	0	0

40127

SSVC-Counseling & Career Devlp

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2411	\$53,676.41	Total	3	Mal	1	1	0	0	0	0	0
Psychologist	HLT	Tot Min	0	Fem	2	2	0	0	0	0	0
2406	\$59,655.53	Total	2	Mal	0	0	0	0	0	0	0
Health Care Principal Prof	HLT	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40127

SSVC-Counseling & Career Devlp

Job Code & Title		Average Salary & IPEDS		Total	W	B	A	H	I	P	2
2582	\$17,137.83	Total	1	Mal	0	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
2509	\$26,208.00	Total	1	Mal	0	0	0	0	0	0	0
Student Services Intern	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40127		Total	8	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	7	7	0	0	0	0	0

40128

SSVC-Admissions & Records

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2242	\$58,307.75	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Asst Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2241	\$73,334.20	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2468	\$54,711.48	Total	2	Mal	2	2	0	0	0	0	0	0
IT Professional	CES	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H2A2XX	\$64,848.99	Total	1	Mal	0	0	0	0	0	0	0	0
IT Professional	CES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2465	\$69,405.68	Total	1	Mal	0	0	0	0	0	0	0	0
IT Prgm Mgr	CES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2248	\$33,681.30	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	1	Fem	1	0	0	1	0	0	0	0
2247	\$50,009.56	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3A2TX	\$23,332.62	Total	3	Mal	0	0	0	0	0	0	0	0
Admin Assistant I	ADM	Tot Min	0	Fem	3	3	0	0	0	0	0	0
G3A3XX	\$32,948.15	Total	3	Mal	2	1	0	0	0	0	0	1
Admin Assistant II	ADM	Tot Min	1	Fem	1	1	0	0	0	0	0	0
G3A4XX	\$39,152.27	Total	6	Mal	3	1	1	0	1	0	0	0
Admin Assistant III	ADM	Tot Min	2	Fem	3	3	0	0	0	0	0	0

Workforce Analysis

40128

SSVC-Admissions & Records

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
H4R1XX	\$43,060.78	Total	5	Mal	2	2	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	1	Fem	3	2	0	0	1	0	0	0
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H6G3XX	\$55,262.56	Total	1	Mal	0	0	0	0	0	0	0	0
General Professional III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40128		Total	27	Mal	10	7	1	0	1	0	0	1
		Tot Min	5	Fem	17	15	0	1	1	0	0	0

40129

SSVC-Campus Housing

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
D8B1TX	\$23,977.23	Total	3	Mal	3	1	1	0	1	0	0	0
Custodian I	NAT	Tot Min	2	Fem	0	0	0	0	0	0	0	0
D6D2XX	\$42,105.17	Total	3	Mal	3	3	0	0	0	0	0	0
Structural Trades II	NAT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2262	\$46,873.68	Total	1	Mal	1	1	0	0	0	0	0	0
Business Services Asst Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2261	\$56,689.02	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2260	\$80,235.79	Total	1	Mal	1	1	0	0	0	0	0	0
Business Services Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2265	\$49,256.15	Total	2	Mal	2	2	0	0	0	0	0	0
Business Services Program Mgr	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H4R2XX	\$50,697.38	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40129		Total	12	Mal	10	8	1	0	1	0	0	0
		Tot Min	2	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

40130

SSVC-Family Development Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
D8C2XX	\$25,324.80	Total	1	Mal	1	0	0	1	0	0	0	0
Dining Services II	SRV	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2261	\$56,689.02	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2260	\$80,235.79	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2268	\$38,038.62	Total	8	Mal	0	0	0	0	0	0	0	0
Business Services Professional	BUS	Tot Min	0	Fem	8	8	0	0	0	0	0	0
2267	\$40,910.82	Total	2	Mal	0	0	0	0	0	0	0	0
Business Services Senior Prof	BUS	Tot Min	1	Fem	2	1	1	0	0	0	0	0
2264	\$42,569.04	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Manager	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2582	\$17,137.83	Total	4	Mal	1	1	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	1	Fem	3	2	1	0	0	0	0	0
G3A3XX	\$32,948.15	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40130		Total	19	Mal	2	1	0	1	0	0	0	0
		Tot Min	3	Fem	17	15	2	0	0	0	0	0

40131

SSVC-University Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2427	\$50,196.00	Total	1	Mal	0	0	0	0	0	0	0	0
Hospitality Senior Prof	SRV	Tot Min	1	Fem	1	0	0	0	1	0	0	0
D8B1TX	\$23,977.23	Total	8	Mal	6	3	2	0	1	0	0	0
Custodian I	NAT	Tot Min	3	Fem	2	2	0	0	0	0	0	0
D8B2XX	\$26,770.84	Total	2	Mal	1	1	0	0	0	0	0	0
Custodian II	NAT	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2364	\$36,085.08	Total	1	Mal	0	0	0	0	0	0	0	0
Facilities Manager	NAT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D8B3XX	\$36,934.72	Total	1	Mal	1	1	0	0	0	0	0	0
Custodian III	NAT	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40131

SSVC-University Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
D8E2XX	\$39,844.64	Total	1	Mal	1	1	0	0	0	0	0	0
Grounds & Nursery II	NAT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6D2XX	\$42,105.17	Total	2	Mal	2	1	0	0	1	0	0	0
Structural Trades II	NAT	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2262	\$46,873.68	Total	2	Mal	1	0	0	0	1	0	0	0
Business Services Asst Dir	MGT	Tot Min	1	Fem	1	1	0	0	0	0	0	0
2362	\$51,640.08	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Asst Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2260	\$80,235.79	Total	3	Mal	1	1	0	0	0	0	0	0
Business Services Director	MGT	Tot Min	1	Fem	2	1	0	0	1	0	0	0
2287	\$49,144.69	Total	1	Mal	1	1	0	0	0	0	0	0
Communication Senior Prof	COM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2808	\$32,595.83	Total	3	Mal	1	0	0	1	0	0	0	0
Admin Assistant II	ADM	Tot Min	2	Fem	2	1	0	0	1	0	0	0
2834	\$41,227.36	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
Total for 40131		Total	27	Mal	16	10	2	1	3	0	0	0
		Tot Min	11	Fem	11	6	0	0	5	0	0	0

40137

EXCEL-Science Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2582	\$17,137.83	Total	4	Mal	3	2	1	0	0	0	0	0
Professional Temporary	ADM	Tot Min	1	Fem	1	1	0	0	0	0	0	0
Total for 40137		Total	4	Mal	3	2	1	0	0	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0	0

40138

EXCEL-Oral CommunicationCenter

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2582	\$17,137.83	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 40138	Total	1	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

40140 SSS-Disability Services

Job Code & Title	Average Salary & IPEDS	Total		Mal	Total	W	B	A	H	I	P	2
2248	\$33,681.30	Total	11	Mal	1	1	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	1	Fem	10	9	0	0	0	0	0	1
2244	\$46,592.04	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Manager	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
P1A1XX	\$20,532.98	Total	1	Mal	0	0	0	0	0	0	0	0
Temporary Aide	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2505	\$44,347.56	Total	1	Mal	0	0	0	0	0	0	0	0
Student Services Prgm Manager	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40140		Total	14	Mal	1	1	0	0	0	0	0	0
		Tot Min	1	Fem	13	12	0	0	0	0	0	1

40226 AVCAF-Student Health Ctr Oper

Job Code & Title	Average Salary & IPEDS	Total		Mal	Total	W	B	A	H	I	P	2
2217	\$106,626.39	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2407	\$24,735.87	Total	3	Mal	0	0	0	0	0	0	0	0
Health Care Senior Prof	HLT	Tot Min	0	Fem	3	3	0	0	0	0	0	0
2716	\$36,859.08	Total	1	Mal	0	0	0	0	0	0	0	0
Healthcare Technician II	HLT	Tot Min	1	Fem	1	0	1	0	0	0	0	0
2400	\$102,698.25	Total	1	Mal	0	0	0	0	0	0	0	0
Health Care Director	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2410	\$135,514.08	Total	1	Mal	0	0	0	0	0	0	0	0
Physician	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2582	\$17,137.83	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2809	\$37,559.95	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40226		Total	9	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	9	8	1	0	0	0	0	0

Workforce Analysis

40228

Teaching Technology Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2247	\$50,009.56	Total	2	Mal	1	1	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2246	\$59,711.79	Total	2	Mal	0	0	0	0	0	0	0	0
Academic Services Principal Pr	BUS	Tot Min	0	Fem	2	2	0	0	0	0	0	0
Total for 40228		Total	4	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0	0

40232

LAS-Mathematics

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	18	Mal	8	7	0	0	0	0	0	1
Lecturer	INS	Tot Min	3	Fem	10	8	1	1	0	0	0	0
1105	\$38,832.93	Total	2	Mal	1	1	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1104	\$45,834.39	Total	2	Mal	1	1	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1103	\$69,248.68	Total	2	Mal	2	2	0	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1102	\$77,478.25	Total	2	Mal	1	1	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1101	\$99,071.19	Total	6	Mal	6	5	0	1	0	0	0	0
Professor	INS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 40232		Total	32	Mal	19	17	0	1	0	0	0	1
		Tot Min	4	Fem	13	11	1	1	0	0	0	0

40234

CSTEME

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1310	\$28,462.55	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Research Asst	RES	Tot Min	1	Fem	1	0	0	0	0	0	0	1
2240	\$74,638.34	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40234

CSTEME

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2247	\$50,009.56	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2834	\$41,227.36	Total	1	Mal	1	1	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40234		Total	4	Mal	2	2	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	0	1

40235

Bachelor of Innovation

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2240	\$74,638.34	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1105	\$38,832.93	Total	1	Mal	0	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2247	\$50,009.56	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Senior Prof	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40235		Total	3	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0	0

40236

Campus Life

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2502	\$48,778.02	Total	2	Mal	1	1	0	0	0	0	0	0
Student Services Asst Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2500	\$72,036.00	Total	1	Mal	0	0	0	0	0	0	0	0
Student Services Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2834	\$41,227.36	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	1	Fem	1	0	0	1	0	0	0	0
2503	\$52,591.20	Total	2	Mal	2	2	0	0	0	0	0	0
Student Services Prgm Director	ADM	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40236		Total	6	Mal	3	3	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	1	0	0	0	0

Workforce Analysis

40237

LAS Theatre

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	8	Mal	6	5	1	0	0	0	0
Lecturer	INS	Tot Min	2	Fem	2	1	0	0	0	0	1
1104	\$45,834.39	Total	1	Mal	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1103	\$69,248.68	Total	1	Mal	1	1	0	0	0	0	0
Asst Professor	INS	Tot Min	0	Fem	0	0	0	0	0	0	0
2506	\$35,149.08	Total	1	Mal	1	0	0	0	1	0	0
Student Services Principal Pro	ADM	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 40237		Total	11	Mal	8	6	1	0	0	1	0
		Tot Min	3	Fem	3	2	0	0	0	0	1

40238

Institutional Research

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2260	\$80,235.79	Total	1	Mal	0	0	0	0	0	0	0
Business Services Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0
2268	\$38,038.62	Total	1	Mal	0	0	0	0	0	0	0
Business Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
2266	\$62,940.00	Total	1	Mal	0	0	0	0	0	0	0
Business Services Principal Pr	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40238		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

40239

Admissions Services Administra

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
G3A4XX	\$39,152.27	Total	1	Mal	0	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40239		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40245

LAS-Matrix Center

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2248	\$33,681.30	Total	1	Mal	0	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40245		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

40246

UCCS-CIMB

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1306	\$48,804.71	Total	1	Mal	1	0	0	1	0	0	0
Research Associate	RES	Tot Min	1	Fem	0	0	0	0	0	0	0
1305	\$46,665.40	Total	1	Mal	1	1	0	0	0	0	0
Sr Research Associate	IRS	Tot Min	0	Fem	0	0	0	0	0	0	0
2487	\$43,693.72	Total	2	Mal	1	1	0	0	0	0	0
Research Services Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40246		Total	4	Mal	3	2	0	1	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

40248

Beth-EI Extended Studies

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	3	Mal	0	0	0	0	0	0	0
Lecturer	INS	Tot Min	1	Fem	3	2	0	1	0	0	0
1105	\$38,832.93	Total	1	Mal	0	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
2243	\$55,194.84	Total	1	Mal	1	1	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0
H4R1XX	\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40248		Total	6	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	5	4	0	1	0	0	0

Workforce Analysis

40250

University Development

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2345	\$48,163.28	Total	1	Mal	0	0	0	0	0	0	0	0
External Relations Program Mgr	SLS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2307	\$78,726.76	Total	4	Mal	0	0	0	0	0	0	0	0
Development Senior Prof	SLS	Tot Min	0	Fem	4	4	0	0	0	0	0	0
2301	\$155,000.00	Total	1	Mal	1	1	0	0	0	0	0	0
Development Assoc Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2267	\$40,910.82	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2580	\$67,076.01	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40250		Total	8	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	7	7	0	0	0	0	0	0

40251

UCCS Teach

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1104	\$45,834.39	Total	3	Mal	2	2	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2834	\$41,227.36	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
Total for 40251		Total	4	Mal	2	2	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	1	0	0	0

40253

Food & Dining Services

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2771	\$16,400.81	Total	1	Mal	1	1	0	0	0	0	0	0
Food Services Assoc Director	SRV	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2772	\$18,990.40	Total	7	Mal	5	2	2	0	1	0	0	0
Food Services Asst Director	SRV	Tot Min	3	Fem	2	2	0	0	0	0	0	0
2773	\$27,125.28	Total	10	Mal	4	2	1	0	1	0	0	0
Food Services Prgm Director	SRV	Tot Min	7	Fem	6	1	2	0	2	0	0	1

Workforce Analysis

40253

Food & Dining Services

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2426	\$31,200.00	Total	1	Mal	1	0	0	0	1	0	0	0
Hospitality Principle Prof	SRV	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2428	\$48,000.00	Total	1	Mal	0	0	0	0	0	0	0	0
Hospitality Professional	SRV	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2425	\$49,200.00	Total	1	Mal	0	0	0	0	0	0	0	0
Hospitality Program Mgr	SRV	Tot Min	1	Fem	1	0	0	1	0	0	0	0
2424	\$54,800.00	Total	3	Mal	1	1	0	0	0	0	0	0
Hospitality Manager	SRV	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2421	\$79,002.00	Total	1	Mal	1	0	0	0	0	0	0	1
Hospitality Assoc Dir	SRV	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2260	\$80,235.79	Total	1	Mal	1	1	0	0	0	0	0	0
Business Services Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2264	\$42,569.04	Total	1	Mal	1	1	0	0	0	0	0	0
Business Services Manager	BUS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2582	\$17,137.83	Total	2	Mal	2	1	0	0	1	0	0	0
Professional Temporary	ADM	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 40253		Total	29	Mal	17	9	3	0	4	0	0	1
		Tot Min	14	Fem	12	6	2	1	2	0	0	1

40334

SSVC Recreation

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2261	\$56,689.02	Total	2	Mal	1	1	0	0	0	0	0	0
Business Services Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2268	\$38,038.62	Total	1	Mal	0	0	0	0	0	0	0	0
Business Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2265	\$49,256.15	Total	1	Mal	1	0	1	0	0	0	0	0
Business Services Program Mgr	BUS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2508	\$28,781.55	Total	1	Mal	0	0	0	0	0	0	0	0
Student Services Professional	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3A4XX	\$39,152.27	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 40334				Total	6	Mal	2	1	1	0	0	0	0	0
				Tot Min	1	Fem	4	4	0	0	0	0	0	0

40350 Student Multi-Cultural Affairs

Job Code & Title	Average Salary & IPEDS	Total		Mal	Total	W	B	A	H	I	P	2
2243	\$55,194.84	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Prgm Dir	BUS	Tot Min	1	Fem	1	0	0	0	1	0	0	0
Total for 40350				Total	1	Mal	0	0	0	0	0	0
				Tot Min	1	Fem	1	0	0	1	0	0

40354 International Affairs

Job Code & Title	Average Salary & IPEDS	Total		Mal	Total	W	B	A	H	I	P	2
2241	\$73,334.20	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2217	\$106,626.39	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1419	\$3,947.34	Total	7	Mal	2	2	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	5	5	0	0	0	0	0	0
2582	\$17,137.83	Total	1	Mal	0	0	0	0	0	0	0	0
Professional Temporary	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2808	\$32,595.83	Total	1	Mal	1	0	0	0	1	0	0	0
Admin Assistant II	ADM	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 40354				Total	11	Mal	4	3	0	1	0	0
				Tot Min	1	Fem	7	7	0	0	0	0

40361 Student Recruitment

Job Code & Title	Average Salary & IPEDS	Total		Mal	Total	W	B	A	H	I	P	2
2242	\$58,307.75	Total	1	Mal	1	1	0	0	0	0	0	0
Academic Services Asst Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2248	\$33,681.30	Total	9	Mal	1	1	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	4	Fem	8	4	0	0	2	0	1	1
G3A2TX	\$23,332.62	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant I	ADM	Tot Min	1	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

Total for 40361	Total	11	Mal	2	2	0	0	0	0	0	0
	Tot Min	5	Fem	9	4	1	0	2	0	1	1

40362 Campus Extended Studies

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2241	\$73,334.20	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Assoc Dir	MGT	Tot Min	1	Fem	1	0	0	0	1	0	0	0
2240	\$74,638.34	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1419	\$3,947.34	Total	7	Mal	5	4	1	0	0	0	0	0
Lecturer	INS	Tot Min	1	Fem	2	2	0	0	0	0	0	0
2467	\$62,805.74	Total	1	Mal	0	0	0	0	0	0	0	0
IT Senior Prof	CES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2245	\$50,564.02	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Program Mgr	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
P1A1XX	\$20,532.98	Total	1	Mal	0	0	0	0	0	0	0	0
Temporary Aide	ADM	Tot Min	1	Fem	1	0	0	0	1	0	0	0
Total for 40362		Total	12	Mal	5	4	1	0	0	0	0	0
		Tot Min	3	Fem	7	5	0	0	2	0	0	0

40363 Gateway Program Seminar

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	17	Mal	9	7	0	0	2	0	0	0
Lecturer	INS	Tot Min	4	Fem	8	6	1	0	1	0	0	0
2245	\$50,564.02	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Program Mgr	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40363		Total	18	Mal	9	7	0	0	2	0	0	0
		Tot Min	4	Fem	9	7	1	0	1	0	0	0

40376 Advancement

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2345	\$48,163.28	Total	1	Mal	0	0	0	0	0	0	0
External Relations Program Mgr	SLS	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40376

Advancement

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2340	\$80,808.51	Total	2	Mal	1	1	0	0	0	0	0	0
External Relations Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2217	\$106,626.39	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2583	\$39,331.33	Total	1	Mal	0	0	0	0	0	0	0	0
Working PERA Retiree	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2581	\$54,041.31	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40376		Total	6	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0	0

40378

Inst for Sci and Space Studies

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2217	\$106,626.39	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Director	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40378		Total	1	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

40379

VCSS Retention

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2242	\$58,307.75	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Asst Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2241	\$73,334.20	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Assoc Dir	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2240	\$74,638.34	Total	4	Mal	1	1	0	0	0	0	0	0
Academic Services Director	MGT	Tot Min	0	Fem	3	3	0	0	0	0	0	0
2248	\$33,681.30	Total	5	Mal	3	3	0	0	0	0	0	0
Academic Services Professional	BUS	Tot Min	1	Fem	2	1	0	0	1	0	0	0
2243	\$55,194.84	Total	1	Mal	1	0	0	0	0	0	0	1
Academic Services Prgm Dir	BUS	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40379

VCSS Retention

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2508	\$28,781.55	Total	1	Mal	0	0	0	0	0	0	0	0
Student Services Professional	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2503	\$52,591.20	Total	1	Mal	0	0	0	0	0	0	0	0
Student Services Prgm Director	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40379		Total	14	Mal	5	4	0	0	0	0	0	1
		Tot Min	2	Fem	9	8	0	0	1	0	0	0

40382

Center for Space Studies

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1302	\$24,704.56	Total	1	Mal	1	1	0	0	0	0	0	0
Assoc Professor-Research	IRS	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40382		Total	1	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

40383

Heller Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2343	\$41,525.04	Total	1	Mal	0	0	0	0	0	0	0	0
External Relations Prgm Dir	SLS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40383		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

40386

Trauma,Heath, Harzard Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1310	\$28,462.55	Total	2	Mal	0	0	0	0	0	0	0	0
Professional Research Asst	RES	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1306	\$48,804.71	Total	2	Mal	1	0	0	1	0	0	0	0
Research Associate	RES	Tot Min	1	Fem	1	1	0	0	0	0	0	0
1305	\$46,665.40	Total	3	Mal	2	2	0	0	0	0	0	0
Sr Research Associate	IRS	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

40386

Trauma,Heath, Harzard Center

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2403	\$17,500.01	Total	1	Mal	0	0	0	0	0	0	0	0
Health Care Prgm Dir	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2411	\$53,676.41	Total	1	Mal	0	0	0	0	0	0	0	0
Psychologist	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2406	\$59,655.53	Total	4	Mal	1	0	0	0	0	0	0	1
Health Care Principal Prof	HLT	Tot Min	1	Fem	3	3	0	0	0	0	0	0
2400	\$102,698.25	Total	1	Mal	0	0	0	0	0	0	0	0
Health Care Director	HLT	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2466	\$44,674.54	Total	1	Mal	0	0	0	0	0	0	0	0
IT Principal Prof	CES	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2387	\$53,799.20	Total	1	Mal	0	0	0	0	0	0	0	0
Finance/Acctg Senior Prof	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2808	\$32,595.83	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	ADM	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40386		Total	17	Mal	4	2	0	1	0	0	0	1
		Tot Min	2	Fem	13	13	0	0	0	0	0	0

40387

Military Student Affairs

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
2248	\$33,681.30	Total	1	Mal	1	0	0	0	0	0	0	1
Academic Services Professional	BUS	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2245	\$50,564.02	Total	1	Mal	0	0	0	0	0	0	0	0
Academic Services Program Mgr	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40387		Total	2	Mal	1	0	0	0	0	0	0	1
		Tot Min	1	Fem	1	1	0	0	0	0	0	0

40389

Visual Arts

Job Code & Title	Average Salary & IPEDS				Total	W	B	A	H	I	P	2
1105	\$38,832.93	Total	4	Mal	1	1	0	0	0	0	0	0
Instructor	INS	Tot Min	0	Fem	3	3	0	0	0	0	0	0

Workforce Analysis

40389

Visual Arts

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1104	\$45,834.39	Total	3	Mal	0	0	0	0	0	0	0
Senior Instructor	INS	Tot Min	0	Fem	3	3	0	0	0	0	0
1102	\$77,478.25	Total	3	Mal	2	2	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40389		Total	10	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	7	7	0	0	0	0	0

40390

Art History

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419	\$3,947.34	Total	6	Mal	0	0	0	0	0	0	0
Lecturer	INS	Tot Min	0	Fem	6	6	0	0	0	0	0
1102	\$77,478.25	Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
1101	\$99,071.19	Total	1	Mal	0	0	0	0	0	0	0
Professor	INS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40390		Total	8	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	8	8	0	0	0	0	0

40391

Sustainability

Job Code & Title	Average Salary & IPEDS			Total	W	B	A	H	I	P	2
2322	\$46,795.08	Total	1	Mal	1	1	0	0	0	0	0
Engineering/Arch Asst Dir	MGT	Tot Min	0	Fem	0	0	0	0	0	0	0
2320	\$85,762.56	Total	1	Mal	0	0	0	0	0	0	0
Engineering/Arch Director	MGT	Tot Min	0	Fem	1	1	0	0	0	0	0
2268	\$38,038.62	Total	1	Mal	0	0	0	0	0	0	0
Business Services Professional	BUS	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40391		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40392

Pre-Collegiate Programs

Job Code & Title		Average Salary & IPEDS			Total	W	B	A	H	I	P	2
1419		\$3,947.34	Total	2	Mal	2	2	0	0	0	0	0
Lecturer		INS	Tot Min	0	Fem	0	0	0	0	0	0	0
2245		\$50,564.02	Total	1	Mal	1	0	0	0	1	0	0
Academic Services Program Mgr		BUS	Tot Min	1	Fem	0	0	0	0	0	0	0
H4R1XX		\$43,060.78	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I		ADM	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G5XX		\$79,941.12	Total	1	Mal	0	0	0	0	0	0	0
General Professional V		ADM	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 40392			Total	5	Mal	3	2	0	0	1	0	0
			Tot Min	2	Fem	2	1	0	0	1	0	0

Job Group Analysis

41 C.F.R. 60-2.12

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by University of Colorado in positions covered by this AAP.

In designing our job groups we considered similarities of duties and opportunities.

Although not a determinative factor in designing job groups, we also attempted to create job groups large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

Job Group Analysis

1

Executives

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2205 - Chancellor	#	0	1								
1 Employee	%	0.00	100.00								
2207 - Provost	#	0	1								
1 Employee	%	0.00	100.00								
2209 - Vice Chancellor	#	0	1								
3 Employees	%	0.00	33.33								
2211 - Asst Vice Chancellor	#	0	1								
2 Employees	%	0.00	50.00								
2210 - Assoc Vice Chancellor	#	1	1								
3 Employees	%	33.33	33.33								
2217 - Executive Director	#	0	5								
17 Employees	%	0.00	29.41								
27 Employees	Totals #	1	10								
	%	3.70	37.04								

Job Group Analysis

2

Deans

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2214 - Dean	#	2	4								
8 Employees	%	25.00	50.00								
2215 - Assoc Dean	#	0	2								
3 Employees	%	0.00	66.67								
2216 - Asst Dean	#	0	1								
2 Employees	%	0.00	50.00								
13 Employees	Totals	#	2	7							
		%	15.38	53.85							

Job Group Analysis

A-1

Directors- Athletics

IPEDS Code: COM

Job Code & Title		Min	Fem								
2521 - Athletics Assoc Dir	#	0	0								
2 Employees	%	0.00	0.00								
2 Employees	Totals	#	0	0							
		%	0.00	0.00							

Job Group Analysis

A-3

Coaches/Trainers

IPEDS Code: COM

Job Code & Title		Min	Fem								
2532 - Head Athletic Trainer	#	0	0								
1 Employee	%	0.00	0.00								
2530 - Head Athletic Coach	#	2	3								
9 Employees	%	22.22	33.33								
2533 - Asst Athletic Trainer	#	0	1								
1 Employee	%	0.00	100.00								
2531 - Asst Athletic Coach	#	1	0								
3 Employees	%	33.33	0.00								
14 Employees	Totals	#	3	4							
		%	21.43	28.57							

Job Group Analysis

AA-2

Administrative Support- A

IPEDS Code: ADM

Job Code & Title		Min	Fem								
G3A4XX - Admin Assistant III	#	3	7								
12 Employees	%	25.00	58.33								
2809 - Admin Assistant III	#	1	4								
5 Employees	%	20.00	80.00								
G3A3XX - Admin Assistant II	#	4	8								
14 Employees	%	28.57	57.14								
2808 - Admin Assistant II	#	3	4								
6 Employees	%	50.00	66.67								
G3A2TX - Admin Assistant I	#	1	5								
5 Employees	%	20.00	100.00								
42 Employees	Totals	#	12	28							
		%	28.57	66.67							

Job Group Analysis

AA-3

Administrative Support- B

IPEDS Code: ADM

Job Code & Title		Min	Fem								
2580 - Professional Assistant	#	0	2								
2 Employees	%	0.00	100.00								
2581 - Executive Assistant	#	0	11								
11 Employees	%	0.00	100.00								
H4R2XX - Program Assistant II	#	1	8								
8 Employees	%	12.50	100.00								
2566 - Legal Support Professional	#	1	1								
1 Employee	%	100.00	100.00								
H4R1XX - Program Assistant I	#	5	29								
34 Employees	%	14.71	85.29								
2834 - Program Assistant II	#	3	4								
6 Employees	%	50.00	66.67								
2843 - Accounting Technician II	#	0	1								
1 Employee	%	0.00	100.00								
63 Employees	Totals #	10	56								
	%	15.87	88.89								

Job Group Analysis

AS-1

Directors- Academic Services

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2240 - Academic Services Director	#	1	7								
10 Employees	%	10.00	70.00								
2241 - Academic Services Assoc Dir	#	2	5								
6 Employees	%	33.33	83.33								
2242 - Academic Services Asst Dir	#	1	5								
7 Employees	%	14.29	71.43								
23 Employees	#	4	17								
Totals											
	%	17.39	73.91								

Job Group Analysis

AS-2

Academic Services

IPEDS Code: BUS

Job Code & Title		Min	Fem								
2246 - Academic Services Principal Pr	#	0	2								
4 Employees	%	0.00	50.00								
2243 - Academic Services Prgm Dir	#	2	11								
15 Employees	%	13.33	73.33								
2245 - Academic Services Program Mgr	#	1	3								
5 Employees	%	20.00	60.00								
2247 - Academic Services Senior Prof	#	2	13								
21 Employees	%	9.52	61.90								
2244 - Academic Services Manager	#	0	1								
1 Employee	%	0.00	100.00								
2248 - Academic Services Professional	#	16	49								
60 Employees	%	26.67	81.67								
106 Employees	#	21	79								
Totals											
	%	19.81	74.53								

Job Group Analysis

BS-1

Director- Business Services

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2260 - Business Services Director	#	1	5								
8 Employees	%	12.50	62.50								
2261 - Business Services Assoc Dir	#	0	3								
4 Employees	%	0.00	75.00								
2262 - Business Services Asst Dir	#	1	1								
3 Employees	%	33.33	33.33								
15 Employees	#	2	9								
Totals		13.33	60.00								

Job Group Analysis

BS-2

Business Services

IPEDS Code: BUS

Job Code & Title		Min	Fem								
2266 - Business Services Principal Pr	#	0	1								
2 Employees	%	0.00	50.00								
2265 - Business Services Program Mgr	#	3	5								
9 Employees	%	33.33	55.56								
2264 - Business Services Manager	#	0	1								
2 Employees	%	0.00	50.00								
2267 - Business Services Senior Prof	#	2	5								
5 Employees	%	40.00	100.00								
2268 - Business Services Professional	#	1	14								
15 Employees	%	6.67	93.33								
33 Employees											
Totals	#	6	26								
	%	18.18	78.79								

Job Group Analysis

C-2

Communication

IPEDS Code: COM

Job Code & Title		Min	Fem								
2287 - Communication Senior Prof	#	0	0								
3 Employees	%	0.00	0.00								
2285 - Communication Program Mgr	#	1	2								
2 Employees	%	50.00	100.00								
2288 - Communication Professional	#	0	1								
3 Employees	%	0.00	33.33								
8 Employees	Totals	#	1	3							
		%	12.50	37.50							

Job Group Analysis

D-1

Director- Development

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2301 - Development Assoc Dir	#	0	0								
1 Employee	%	0.00	0.00								
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

Job Group Analysis

D-2

Development

IPEDS Code: SLS

Job Code & Title		Min	Fem								
2307 - Development Senior Prof	#	0	4								
4 Employees	%	0.00	100.00								
2303 - Development Prgm Dir	#	0	1								
1 Employee	%	0.00	100.00								
2306 - Development Principal Pro	#	0	1								
1 Employee	%	0.00	100.00								
6 Employees	Totals	#	0	6							
		%	0.00	100.00							

Job Group Analysis

E-1

Director- Engineering

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2320 - Engineering/Arch Director	#	0	2								
2 Employees	%	0.00	100.00								
2322 - Engineering/Arch Asst Dir	#	0	0								
1 Employee	%	0.00	0.00								
3 Employees	Totals	#	0	2							
		%	0.00	66.67							

Job Group Analysis

E-2

Engineering

IPEDS Code: CES

Job Code & Title		Min	Fem								
I2B2XX - Electronic Engineer II	#	0	0								
1 Employee	%	0.00	0.00								
2325 - Engineering/Arch Program Mgr	#	1	0								
3 Employees	%	33.33	0.00								
2327 - Engineering/Arch Senior Prof	#	1	1								
1 Employee	%	100.00	100.00								
5 Employees	Totals	#	2	1							
		%	40.00	20.00							

Job Group Analysis

ER-1

Director- External Relations

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2340 - External Relations Director	#	0	1								
2 Employees	%	0.00	50.00								
2 Employees	Totals	#	0	1							
		%	0.00	50.00							

Job Group Analysis

ER-2

External Relations

IPEDS Code: SLS

Job Code & Title		Min	Fem								
2346 - External Rel Principal Prof	#	0	0								
1 Employee	%	0.00	0.00								
2345 - External Relations Program Mgr	#	0	3								
4 Employees	%	0.00	75.00								
2344 - External Relations Manager	#	0	0								
1 Employee	%	0.00	0.00								
2343 - External Relations Prgm Dir	#	0	2								
2 Employees	%	0.00	100.00								
8 Employees	Totals	#	0	5							
		%	0.00	62.50							

Job Group Analysis

F-1

Tenure Track

IPEDS Code: INS

Job Code & Title		Min	Fem								
1405 - Special Visiting Professor	#	0	1								
1 Employee	%	0.00	100.00								
1101 - Professor	#	9	15								
78 Employees	%	11.54	19.23								
1100 - Distinguished Professor	#	0	0								
3 Employees	%	0.00	0.00								
1102 - Associate Professor	#	13	49								
86 Employees	%	15.12	56.98								
1213 - Clinical Asst Professor (C/T)	#	0	4								
4 Employees	%	0.00	100.00								
1103 - Asst Professor	#	20	46								
90 Employees	%	22.22	51.11								
1212 - Clinical Assoc Professor (C/T)	#	0	0								
1 Employee	%	0.00	0.00								
263 Employees	Totals #	42	115								
	%	15.97	43.73								

Job Group Analysis

F-2

Non-Tenure Track

IPEDS Code: INS

Job Code & Title		Min	Fem								
1104 - Senior Instructor	#	13	64								
94 Employees	%	13.83	68.09								
1105 - Instructor	#	7	60								
98 Employees	%	7.14	61.22								
1421 - Assitant Instructor	#	1	5								
7 Employees	%	14.29	71.43								
199 Employees	Totals	#	21	129							
		%	10.55	64.82							

Job Group Analysis

F-3

Lecturer

IPEDS Code: INS

Job Code & Title		Min	Fem								
1419 - Lecturer	#	35	177								
318 Employees	%	11.01	55.66								
318 Employees	Totals	#	35	177							
		%	11.01	55.66							

Job Group Analysis

FC-1

Directors- Facilities

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2360 - Facilities Director	#	0	0								
1 Employee	%	0.00	0.00								
2361 - Facilities Assoc Dir	#	0	0								
1 Employee	%	0.00	0.00								
2362 - Facilities Asst Dir	#	0	0								
1 Employee	%	0.00	0.00								
3 Employees	Totals	#	0	0							
		%	0.00	0.00							

Job Group Analysis

FC-2

Facilities Custodians

IPEDS Code: NAT

Job Code & Title		Min	Fem								
D8B3XX - Custodian III	#	0	1								
3 Employees	%	0.00	33.33								
2364 - Facilities Manager	#	0	1								
1 Employee	%	0.00	100.00								
D8B2XX - Custodian II	#	1	2								
3 Employees	%	33.33	66.67								
D8B1TX - Custodian I	#	21	8								
40 Employees	%	52.50	20.00								
47 Employees	Totals	#	22	12							
		%	46.81	25.53							

Job Group Analysis

FG-2

Facilities Grounds

IPEDS Code: NAT

Job Code & Title		Min	Fem								
D8E2XX - Grounds & Nursery II	#	1	0								
3 Employees	%	33.33	0.00								
D8E1TX - Grounds & Nursery I	#	0	1								
5 Employees	%	0.00	20.00								
8 Employees	Totals	#	1	1							
		%	12.50	12.50							

Job Group Analysis

Fin-1

Directors- Finance

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2380 - Finance/Acctg Director	#	0	1								
2 Employees	%	0.00	50.00								
2381 - Finance/Acctg Assoc Dir	#	0	1								
1 Employee	%	0.00	100.00								
2382 - Finance/Acctg Asst Dir	#	1	1								
1 Employee	%	100.00	100.00								
4 Employees	Totals	#	1	3							
		%	25.00	75.00							

Job Group Analysis

Fin-2

Finance/Accounting

IPEDS Code: BUS

Job Code & Title		Min	Fem								
2385 - Finance/Acctg Prgm Mgr	#	0	1								
1 Employee	%	0.00	100.00								
2386 - Finance/Acctg Principal Prof	#	2	4								
6 Employees	%	33.33	66.67								
H6S2XN - Sales Manager II	#	0	1								
1 Employee	%	0.00	100.00								
2387 - Finance/Acctg Senior Prof	#	2	5								
6 Employees	%	33.33	83.33								
H8A2XX - Accountant II	#	0	1								
1 Employee	%	0.00	100.00								
H8A1XN - Accountant I	#	1	1								
2 Employees	%	50.00	50.00								
2388 - Finance/Acctg Professional	#	1	4								
5 Employees	%	20.00	80.00								
22 Employees	#	6	17								
Totals	%	27.27	77.27								

Job Group Analysis

FL-2

Facilities Labor

IPEDS Code: NAT

Job Code & Title		Min	Fem								
2783 - Material Handler II	#	0	0								
1 Employee	%	0.00	0.00								
D8D1TX - General Labor I	#	1	0								
1 Employee	%	100.00	0.00								
2760 - Equipment Operator I	#	1	4								
9 Employees	%	11.11	44.44								
11 Employees	#	2	4								
Totals											
	%	18.18	36.36								

Job Group Analysis

FT-2

Facilities Trades

IPEDS Code: NAT

Job Code & Title		Min	Fem								
D9D1TX - LTC Operations I	#	1	0								
2 Employees	%	50.00	0.00								
D6A3XX - Electrical Trades III	#	0	0								
1 Employee	%	0.00	0.00								
D6A2XX - Electrical Trades II	#	0	0								
2 Employees	%	0.00	0.00								
D6C2XX - Pipe/Mech Trades II	#	1	0								
3 Employees	%	33.33	0.00								
D6D2XX - Structural Trades II	#	1	0								
9 Employees	%	11.11	0.00								
D6C1TX - Pipe/Mech Trades I	#	1	0								
2 Employees	%	50.00	0.00								
D6D1TX - Structural Trades I	#	1	0								
2 Employees	%	50.00	0.00								
D7B2XX - Equipment Operator II	#	1	0								
9 Employees	%	11.11	0.00								
30 Employees											
Totals	#	6	0								
	%	20.00	0.00								

Job Group Analysis

GP-1

General Professionals

IPEDS Code: ADM

Job Code & Title		Min	Fem								
H6G4XX - General Professional IV	#	1	2								
2 Employees	%	50.00	100.00								
H6G5XX - General Professional V	#	1	1								
1 Employee	%	100.00	100.00								
H6G3XX - General Professional III	#	0	2								
3 Employees	%	0.00	66.67								
H6G2TN - General Professional II	#	0	0								
1 Employee	%	0.00	0.00								
7 Employees	Totals	#	2	5							
		%	28.57	71.43							

Job Group Analysis

H-1

Directors- Hospitality

IPEDS Code: SRV

Job Code & Title		Min	Fem								
2421 - Hospitality Assoc Dir	#	1	0								
1 Employee	%	100.00	0.00								
2771 - Food Services Assoc Director	#	0	0								
1 Employee	%	0.00	0.00								
2 Employees	Totals	#	1	0							
		%	50.00	0.00							

Job Group Analysis

H-2

Hospitality

IPEDS Code: SRV

Job Code & Title		Min	Fem								
2424 - Hospitality Manager	#	0	2								
3 Employees	%	0.00	66.67								
2427 - Hospitality Senior Prof	#	1	1								
1 Employee	%	100.00	100.00								
2425 - Hospitality Program Mgr	#	1	1								
1 Employee	%	100.00	100.00								
2428 - Hospitality Professional	#	0	1								
1 Employee	%	0.00	100.00								
2426 - Hospitality Principle Prof	#	1	0								
1 Employee	%	100.00	0.00								
2773 - Food Services Prgm Director	#	7	6								
10 Employees	%	70.00	60.00								
D8C2XX - Dining Services II	#	1	0								
1 Employee	%	100.00	0.00								
2772 - Food Services Asst Director	#	3	2								
7 Employees	%	42.86	28.57								
25 Employees	Totals #	14	13								
	%	56.00	52.00								

Job Group Analysis

HC-1

Directors- Healthcare

IPEDS Code: HLT

Job Code & Title		Min	Fem								
2400 - Health Care Director	#	0	2								
4 Employees	%	0.00	50.00								
4 Employees	Totals	#	0	2							
		%	0.00	50.00							

Job Group Analysis

HC-2

Healthcare

IPEDS Code: HLT

Job Code & Title		Min	Fem								
2410 - Physician	#	0	1								
1 Employee	%	0.00	100.00								
2404 - Health Care Manager	#	0	1								
1 Employee	%	0.00	100.00								
2406 - Health Care Principal Prof	#	1	5								
6 Employees	%	16.67	83.33								
2411 - Psychologist	#	0	4								
5 Employees	%	0.00	80.00								
2405 - Health Care Program Mgr	#	0	1								
1 Employee	%	0.00	100.00								
2408 - Health Care Professional	#	0	2								
2 Employees	%	0.00	100.00								
C6S3XN - Nurse III	#	0	1								
1 Employee	%	0.00	100.00								
2716 - Healthcare Technician II	#	1	1								
1 Employee	%	100.00	100.00								
2407 - Health Care Senior Prof	#	1	13								
15 Employees	%	6.67	86.67								
2403 - Health Care Prgm Dir	#	0	1								
1 Employee	%	0.00	100.00								
C6S4XX - Mid-Level Provider	#	0	1								
1 Employee	%	0.00	100.00								
35 Employees	Totals	#	3	31							
		%	8.57	88.57							

Job Group Analysis

HCL-2

Healthcare Laboratory

IPEDS Code: HLT

Job Code & Title		Min	Fem								
I9A2XX - Laboratory Coord II	#	0	1								
2 Employees	%	0.00	50.00								
I9A1TX - Laboratory Coord I	#	1	0								
3 Employees	%	33.33	0.00								
5 Employees	Totals	#	1	1							
		%	20.00	20.00							

Job Group Analysis

HR-1

Directors- HR

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2442 - HR Asst Dir	#	0	2								
2 Employees	%	0.00	100.00								
2 Employees	Totals	#	0	2							
		%	0.00	100.00							

Job Group Analysis

HR-2

HR

IPEDS Code: BUS

Job Code & Title		Min	Fem								
2446 - HR Principal Pro	#	0	1								
1 Employee	%	0.00	100.00								
2447 - HR Senior Prof	#	0	3								
3 Employees	%	0.00	100.00								
2448 - HR Professional	#	1	2								
2 Employees	%	50.00	100.00								
6 Employees	Totals #	1	6								
	%	16.67	100.00								

Job Group Analysis

IT-1

Directors- IT

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2460 - IT Director	#	0	0								
1 Employee	%	0.00	0.00								
2461 - IT Assoc Dir	#	0	1								
3 Employees	%	0.00	33.33								
4 Employees	Totals	#	0	1							
		%	0.00	25.00							

Job Group Analysis

IT-2

IT

IPEDS Code: CES

Job Code & Title		Min	Fem								
2464 - IT Manager	#	0	0								
1 Employee	%	0.00	0.00								
2465 - IT Prgm Mgr	#	0	1								
3 Employees	%	0.00	33.33								
H2A2XX - IT Professional	#	1	1								
7 Employees	%	14.29	14.29								
2467 - IT Senior Prof	#	2	2								
10 Employees	%	20.00	20.00								
2468 - IT Professional	#	1	3								
10 Employees	%	10.00	30.00								
H2A1XN - IT Technician	#	1	0								
2 Employees	%	50.00	0.00								
2466 - IT Principal Prof	#	0	1								
2 Employees	%	0.00	50.00								
H8B2XX - Accounting Technician II	#	1	1								
2 Employees	%	50.00	50.00								
37 Employees											
	Totals	#	6	9							
		%	16.22	24.32							

Job Group Analysis

ITS-2

IT Science/Technician

IPEDS Code: CES

Job Code & Title		Min	Fem								
H4M4XN - Technician IV	#	0	1								
1 Employee	%	0.00	100.00								
H4M3XX - Technician III	#	0	2								
2 Employees	%	0.00	100.00								
3 Employees	Totals #	0	3								
	%	0.00	100.00								

Job Group Analysis

L-1

Library Technicians

IPEDS Code: ADM

Job Code & Title		Min	Fem								
G3C4XX - Library Technician III	#	0	2								
3 Employees	%	0.00	66.67								
G3C3XX - Library Technician II	#	1	2								
3 Employees	%	33.33	66.67								
G3C2TX - Library Technician I	#	0	1								
2 Employees	%	0.00	50.00								
8 Employees	Totals	#	1	5							
		%	12.50	62.50							

Job Group Analysis

PS-1

Director- Public Safety

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2543 - Public Safety Director	#	0	0								
1 Employee	%	0.00	0.00								
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

Job Group Analysis

PS-2

Public Safety

IPEDS Code: PUB

Job Code & Title		Min	Fem								
2549 - Public Safety Principal Prof	#	1	0								
2 Employees	%	50.00	0.00								
A4B3XX - Police Officer II	#	1	1								
2 Employees	%	50.00	50.00								
G1A3XX - Police Communication Supv	#	0	1								
1 Employee	%	0.00	100.00								
A4B2TX - Police Officer I	#	3	1								
12 Employees	%	25.00	8.33								
G1A2TX - Police Communication Tech	#	1	1								
5 Employees	%	20.00	20.00								
D8H2XX - Security II	#	0	0								
1 Employee	%	0.00	0.00								
23 Employees											
Totals		#	6	4							
	%	26.09	17.39								

Job Group Analysis

R-1

Research Professor

IPEDS Code: IRS

Job Code & Title		Min	Fem								
1303 - Asst Professor-Research	#	0	1								
1 Employee	%	0.00	100.00								
1301 - Professor-Research	#	0	0								
1 Employee	%	0.00	0.00								
1302 - Assoc Professor-Research	#	0	0								
1 Employee	%	0.00	0.00								
3 Employees	Totals	#	0	1							
		%	0.00	33.33							

Job Group Analysis

R-2

Sr. Research Associates

IPEDS Code: IRS

Job Code & Title		Min	Fem								
1305 - Sr Research Associate	#	1	1								
5 Employees	%	20.00	20.00								
5 Employees	Totals	#	1	1							
		%	20.00	20.00							

Job Group Analysis

R-3

Research Associates

IPEDS Code: RES

Job Code & Title		Min	Fem								
1306 - Research Associate	#	4	5								
10 Employees	%	40.00	50.00								
10 Employees	Totals	#	4	5							
		%	40.00	50.00							

Job Group Analysis

R-4

Sr. Research Assistants

IPEDS Code: RES

Job Code & Title		Min	Fem								
1309 - Sr Professional Research Asst	#	1	1								
1 Employee	%	100.00	100.00								
1 Employee	Totals	#	1	1							
		%	100.00	100.00							

Job Group Analysis

R-5

Professional Research Assitant

IPEDS Code: RES

Job Code & Title		Min	Fem								
1310 - Professional Research Asst	#	4	8								
11 Employees	%	36.36	72.73								
11 Employees	Totals	#	4	8							
		%	36.36	72.73							

Job Group Analysis

RS-1

Directors- Research Services

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2480 - Research Services Director	#	0	1								
1 Employee	%	0.00	100.00								
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

Job Group Analysis

RS-2

Research Services

IPEDS Code: BUS

Job Code & Title		Min	Fem								
2485 - Research Services Prgm Mgr	#	0	1								
1 Employee	%	0.00	100.00								
2483 - Research Services Prgm Dir	#	0	0								
2 Employees	%	0.00	0.00								
2488 - Research Services Professional	#	0	2								
2 Employees	%	0.00	100.00								
2487 - Research Services Senior Prof	#	0	1								
3 Employees	%	0.00	33.33								
2486 - Research Services Principal Pr	#	0	1								
1 Employee	%	0.00	100.00								
9 Employees											
Totals		#	0	5							
	%	0.00	55.56								

Job Group Analysis

SS-1

Directors- Student Services

IPEDS Code: MGT

Job Code & Title		Min	Fem								
2500 - Student Services Director	#	0	1								
2 Employees	%	0.00	50.00								
2502 - Student Services Asst Director	#	0	1								
2 Employees	%	0.00	50.00								
4 Employees	Totals	#	0	2							
		%	0.00	50.00							

Job Group Analysis

SS-2

Student Services

IPEDS Code: ADM

Job Code & Title		Min	Fem								
2503 - Student Services Prgm Director	#	0	1								
3 Employees	%	0.00	33.33								
2505 - Student Services Prgm Manager	#	0	2								
2 Employees	%	0.00	100.00								
2506 - Student Services Principal Pro	#	1	0								
1 Employee	%	100.00	0.00								
2504 - Student Services Manager	#	0	0								
1 Employee	%	0.00	0.00								
2508 - Student Services Professional	#	0	2								
2 Employees	%	0.00	100.00								
2509 - Student Services Intern	#	0	1								
1 Employee	%	0.00	100.00								
10 Employees											
Totals		#	1	6							
		%	10.00	60.00							

Job Group Analysis

T-1

Temporary Services

IPEDS Code: ADM

Job Code & Title		Min	Fem								
2583 - Working PERA Retiree	#	2	6								
8 Employees	%	25.00	75.00								
P1A1XX - Temporary Aide	#	6	8								
10 Employees	%	60.00	80.00								
2582 - Professional Temporary	#	3	11								
19 Employees	%	15.79	57.89								
2585 - Working ORP Retiree	#	2	2								
2 Employees	%	100.00	100.00								
39 Employees	Totals	#	13	27							
		%	33.33	69.23							

Availability Analysis

41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the University's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the EEO Tabulation 2006-2010 American Community Survey data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1 - Executives

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 1 - Executives. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 2, A-1, AS-1, BS-1, D-1, E-1, ER-1, F-1, FC-1, Fin-1, H-1, HC-1, IT-1, PS-1, RS-1, SS-1* - This pool of feeder positions for job group 1 - Executives was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2 - Deans

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2 - Deans. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations F-1, R-1* - This pool of feeder positions for job group 2 - Deans was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

A-1 - Directors- Athletics

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group A-1 - Directors- Athletics. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations A-3* - This pool of feeder positions for job group A-1 - Directors- Athletics was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

A-3 - Coaches/Trainers

Factor 1: *United States 95%; Colorado Springs, CO Metropolitan Statistical Area 5%; Worksite Data; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group A-3 - Coaches/Trainers. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

AA-2 - Administrative Support- A

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group AA-2 - Administrative Support- A. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

AA-3 - Administrative Support- B

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group AA-3 - Administrative Support- B. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations IT-2, ITS-2, L-1* - This pool of feeder positions for job group AA-3 - Administrative Support- B was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

AS-1 - Directors- Academic Services

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group AS-1 - Directors- Academic Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations AS-2* - This pool of feeder positions for job group AS-1 - Directors- Academic Services was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

AS-2 - Academic Services

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group AS-2 - Academic Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

BS-1 - Director- Business Services

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group BS-1 - Director- Business Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations BS-2* - This pool of feeder positions for job group BS-1 - Director- Business Services was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

BS-2 - Business Services

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group BS-2 - Business Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

C-2 - Communication

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group C-2 - Communication. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

D-1 - Director- Development

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group D-1 - Director- Development. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations D-2* - This pool of feeder positions for job group D-1 - Director- Development was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

D-2 - Development

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group D-2 - Development. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

E-1 - Director- Engineering

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group E-1 - Director- Engineering. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations E-2* - This pool of feeder positions for job group E-1 - Director- Engineering was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

E-2 - Engineering

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group E-2 - Engineering. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

ER-1 - Director- External Relations

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group ER-1 - Director- External Relations. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations ER-2* - This pool of feeder positions for job group ER-1 - Director- External Relations was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

ER-2 - External Relations

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group ER-2 - External Relations. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

F-1 - Tenure Track

Factor 1: *USA Tenure-Track* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group F-1 - Tenure Track. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations F-2* - This pool of feeder positions for job group F-1 - Tenure Track was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

F-2 - Non-Tenure Track

Factor 1: *USA Instructor* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group F-2 - Non-Tenure Track. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations F-3* - This pool of feeder positions for job group F-2 - Non-Tenure Track was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

F-3 - Lecturer

Factor 1: *Colorado Lecturer* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group F-3 - Lecturer. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

FC-1 - Directors- Facilities

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area; Worksite Data; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group FC-1 - Directors- Facilities. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations FC-2, FG-2, FL-2, FT-2* - This pool of feeder positions for job group FC-1 - Directors- Facilities was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

FC-2 - Facilities Custodians

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group FC-2 - Facilities Custodians. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

FG-2 - Facilities Grounds

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group FG-2 - Facilities Grounds. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

Fin-1 - Directors- Finance

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group Fin-1 - Directors- Finance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations Fin-2* - This pool of feeder positions for job group Fin-1 - Directors- Finance was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

Fin-2 - Finance/Accounting

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group Fin-2 - Finance/Accounting. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

FL-2 - Facilities Labor

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group FL-2 - Facilities Labor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

FT-2 - Facilities Trades

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group FT-2 - Facilities Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

GP-1 - General Professionals

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group GP-1 - General Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations AA-3* - This pool of feeder positions for job group GP-1 - General Professionals was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

H-1 - Directors- Hospitality

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group H-1 - Directors- Hospitality. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations H-2* - This pool of feeder positions for job group H-1 - Directors- Hospitality was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

H-2 - Hospitality

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group H-2 - Hospitality. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

HC-1 - Directors- Healthcare

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group HC-1 - Directors- Healthcare. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations HC-2, HCL-2* - This pool of feeder positions for job group HC-1 - Directors- Healthcare was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

HC-2 - Healthcare

Factor 1: *Colorado Springs, CO 60%; Colorado 40%* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group HC-2 - Healthcare. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

HCL-2 - Healthcare Laboratory

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group HCL-2 - Healthcare Laboratory. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

HR-1 - Directors- HR

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group HR-1 - Directors- HR. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations HR-2* - This pool of feeder positions for job group HR-1 - Directors- HR was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

HR-2 - HR

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group HR-2 - HR. This area was chosen based on

current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

IT-1 - Directors- IT

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group IT-1 - Directors- IT. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations IT-2* - This pool of feeder positions for job group IT-1 - Directors- IT was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

IT-2 - IT

Factor 1: *Colorado Springs, CO 60%; Colorado 40%* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group IT-2 - IT. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

ITS-2 - IT Science/Technician

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group ITS-2 - IT Science/Technician. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations AA-2* - This pool of feeder positions for job group ITS-2 - IT Science/Technician was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

L-1 - Library Technicians

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area; Citizens Only* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group L-1 - Library Technicians. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

PS-1 - Director- Public Safety

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group PS-1 - Director- Public Safety. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations PS-2* - This pool of feeder positions for job group PS-1 - Director- Public Safety was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

PS-2 - Public Safety

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group PS-2 - Public Safety. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

R-1 - Research Professor

Factor 1: *USA Tenure-Track* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group R-1 - Research Professor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations R-2* - This pool of feeder positions for job group R-1 - Research Professor was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

R-2 - Sr. Research Associates

Factor 1: *USA Instructor* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group R-2 - Sr. Research Associates. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations R-3* - This pool of feeder positions for job group R-2 - Sr. Research Associates was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

R-3 - Research Associates

Factor 1: *USA Instructor* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group R-3 - Research Associates. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations R-4* - This pool of feeder positions for job group R-3 - Research Associates was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

R-4 - Sr. Research Assistants

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group R-4 - Sr. Research Assistants. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations R-5* - This pool of feeder positions for job group R-4 - Sr. Research Assistants was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

R-5 - Professional Research Assitant

Factor 1: *Colorado Springs, CO 50%; Colorado 20%; United States 30%* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group R-5 - Professional Research Assitant. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

RS-1 - Directors- Research Services

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group RS-1 - Directors- Research Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations RS-2* - This pool of feeder positions for job group RS-1 - Directors- Research Services was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

RS-2 - Research Services

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group RS-2 - Research Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

SS-1 - Directors- Student Services

Factor 1: *United States* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group SS-1 - Directors- Student Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations SS-2* - This pool of feeder positions for job group SS-1 - Directors- Student Services was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

SS-2 - Student Services

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group SS-2 - Student Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

T-1 - Temporary Services

Factor 1: *Colorado Springs, CO Metropolitan Statistical Area* - This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group T-1 - Temporary Services. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* - There are no feeder positions for this job group.

Availability Factor Computation Form

1 - Executives

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	15.93	31.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	7.25	42.55								Feeder Job Computations
		Weighted Factor	1.81	10.64								
		Availability	17.74	41.72								

Availability Factor Computation Form

2 - Deans

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	8.36	31.90								Feeder Job Computations
		Weighted Factor	0.84	3.19								
		Availability	19.96	40.49								

Availability Factor Computation Form

A-1 - Directors- Athletics

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	25.72	48.77								United States
		Weighted Factor	24.43	46.33								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	19.44	29.17								Feeder Job Computations
		Weighted Factor	0.97	1.46								
		Availability	25.40	47.79								

Availability Factor Computation Form

A-3 - Coaches/Trainers

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.39	48.89								United States 95%; Colorado Springs, CO Metropolitan Statistical Area 5%; Worksite Data; Citizens Only
		Weighted Factor	23.39	48.89								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	23.39	48.89								

Availability Factor Computation Form

AA-2 - Administrative Support- A

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.23	64.83								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	25.23	64.83								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	25.23	64.83								

Availability Factor Computation Form

AA-3 - Administrative Support- B

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	25.08	64.56								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	18.81	48.42								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	13.88	72.22								Feeder Job Computations
		Weighted Factor	3.47	18.06								
		Availability	22.28	66.48								

Availability Factor Computation Form

AS-1 - Directors- Academic Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	15.93	31.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	11.14	73.51								Feeder Job Computations
		Weighted Factor	2.78	18.38								
		Availability	18.72	49.46								

Availability Factor Computation Form

AS-2 - Academic Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.52	48.16								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	15.52	48.16								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	15.52	48.16								

Availability Factor Computation Form

BS-1 - Director- Business Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	15.93	31.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	16.33	61.34								Feeder Job Computations
		Weighted Factor	4.08	15.34								
		Availability	20.01	46.42								

Availability Factor Computation Form

BS-2 - Business Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.52	48.16								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	15.52	48.16								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	15.52	48.16								

Availability Factor Computation Form

C-2 - Communication

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.90	47.13								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	16.90	47.13								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	16.90	47.13								

Availability Factor Computation Form

D-1 - Director- Development

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	100.00								Feeder Job Computations
		Weighted Factor	0.00	10.00								
		Availability	19.12	47.30								

Availability Factor Computation Form

D-2 - Development

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.76	43.41								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	17.76	43.41								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	17.76	43.41								

Availability Factor Computation Form

E-1 - Director- Engineering

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	60.00	40.00								Feeder Job Computations
		Weighted Factor	6.00	4.00								
		Availability	25.12	41.30								

Availability Factor Computation Form

E-2 - Engineering

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.16	24.18								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	14.16	24.18								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	14.16	24.18								

Availability Factor Computation Form

ER-1 - Director- External Relations

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	55.00								Feeder Job Computations
		Weighted Factor	0.00	5.50								
		Availability	19.12	42.80								

Availability Factor Computation Form

ER-2 - External Relations

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.76	43.41								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	17.76	43.41								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	17.76	43.41								

Availability Factor Computation Form

F-1 - Tenure Track

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	23.42	38.19								USA Tenure-Track
		Weighted Factor	22.25	36.28								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	11.87	66.36								Feeder Job Computations
		Weighted Factor	0.59	3.32								
		Availability	22.84	39.60								

Availability Factor Computation Form

F-2 - Non-Tenure Track

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	23.36	45.64								USA Instructor
		Weighted Factor	17.52	34.23								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	11.01	55.66								Feeder Job Computations
		Weighted Factor	2.75	13.92								
		Availability	20.27	48.15								

Availability Factor Computation Form

F-3 - Lecturer

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.91	45.65								Colorado Lecturer
		Weighted Factor	14.91	45.65								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	14.91	45.65								

Availability Factor Computation Form

FC-1 - Directors- Facilities

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	20.04	37.34								Colorado Springs, CO Metropolitan Statistical Area; Worksite Data; Citizens Only
		Weighted Factor	18.04	33.61								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	100.00								Feeder Job Computations
		Weighted Factor	0.00	10.00								
		Availability	18.04	43.61								

Availability Factor Computation Form

FC-2 - Facilities Custodians

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.66	7.27								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	28.66	7.27								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.66	7.27								

Availability Factor Computation Form

FG-2 - Facilities Grounds

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.66	7.27								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	28.66	7.27								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.66	7.27								

Availability Factor Computation Form

Fin-1 - Directors- Finance

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	20.18	39.37								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	19.53	82.85								Feeder Job Computations
		Weighted Factor	0.98	4.14								
		Availability	21.16	43.51								

Availability Factor Computation Form

Fin-2 - Finance/Accounting

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.52	48.16								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	15.52	48.16								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	15.52	48.16								

Availability Factor Computation Form

FL-2 - Facilities Labor

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.63	8.55								Colorado Springs, CO Metropolitan Statistical Area; Citizens Only
		Weighted Factor	24.63	8.55								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	24.63	8.55								

Availability Factor Computation Form

FT-2 - Facilities Trades

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.02	7.22								Colorado Springs, CO Metropolitan Statistical Area; Citizens Only
		Weighted Factor	25.02	7.22								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	25.02	7.22								

Availability Factor Computation Form

GP-1 - General Professionals

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	25.13	64.69								Colorado Springs, CO Metropolitan Statistical Area; Citizens Only
		Weighted Factor	18.85	48.52								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	25.74	83.99								Feeder Job Computations
		Weighted Factor	6.44	21.00								
		Availability	25.29	69.52								

Availability Factor Computation Form

H-1 - Directors- Hospitality

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	38.11	41.61								United States
		Weighted Factor	34.30	37.45								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	48.14	52.76								Feeder Job Computations
		Weighted Factor	4.81	5.28								
		Availability	39.11	42.73								

Availability Factor Computation Form

H-2 - Hospitality

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	29.64	41.15								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	29.64	41.15								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	29.64	41.15								

Availability Factor Computation Form

HC-1 - Directors- Healthcare

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	25.52	67.68								United States
		Weighted Factor	22.97	60.91								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	2.00	97.66								Feeder Job Computations
		Weighted Factor	0.20	9.77								
		Availability	23.17	70.68								

Availability Factor Computation Form

HC-2 - Healthcare

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.81	64.44								Colorado Springs, CO 60%; Colorado 40%
		Weighted Factor	23.81	64.44								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	23.81	64.44								

Availability Factor Computation Form

HCL-2 - Healthcare Laboratory

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.73	62.22								Colorado Springs, CO Metropolitan Statistical Area; Citizens Only
		Weighted Factor	24.73	62.22								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	24.73	62.22								

Availability Factor Computation Form

HR-1 - Directors- HR

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	16.67	100.00								Feeder Job Computations
		Weighted Factor	1.67	10.00								
		Availability	20.79	47.30								

Availability Factor Computation Form

HR-2 - HR

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.52	48.16								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	15.52	48.16								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	15.52	48.16								

Availability Factor Computation Form

IT-1 - Directors- IT

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	2.00	22.00								Feeder Job Computations
		Weighted Factor	0.20	2.20								
		Availability	19.32	39.50								

Availability Factor Computation Form

IT-2 - IT

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.70	25.26								Colorado Springs, CO 60%; Colorado 40%
		Weighted Factor	14.70	25.26								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	14.70	25.26								

Availability Factor Computation Form

ITS-2 - IT Science/Technician

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	13.14	24.29								Colorado Springs, CO Metropolitan Statistical Area; Citizens Only
		Weighted Factor	11.83	21.86								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	28.71	72.43								Feeder Job Computations
		Weighted Factor	2.87	7.24								
		Availability	14.70	29.10								

Availability Factor Computation Form

L-1 - Library Technicians

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.13	64.69								Colorado Springs, CO Metropolitan Statistical Area; Citizens Only
		Weighted Factor	25.13	64.69								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	25.13	64.69								

Availability Factor Computation Form

PS-1 - Director- Public Safety

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	50.00	0.00								Feeder Job Computations
		Weighted Factor	5.00	0.00								
		Availability	24.12	37.30								

Availability Factor Computation Form

PS-2 - Public Safety

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.04	14.77								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	16.04	14.77								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	16.04	14.77								

Availability Factor Computation Form

R-1 - Research Professor

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	23.42	38.19								USA Tenure-Track
		Weighted Factor	21.08	34.37								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	20.00	20.00								Feeder Job Computations
		Weighted Factor	2.00	2.00								
		Availability	23.08	36.37								

Availability Factor Computation Form

R-2 - Sr. Research Associates

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	23.36	45.64								USA Instructor
		Weighted Factor	21.02	41.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	40.00	50.00								Feeder Job Computations
		Weighted Factor	4.00	5.00								
		Availability	25.02	46.08								

Availability Factor Computation Form

R-3 - Research Associates

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	23.36	45.64								USA Instructor
		Weighted Factor	21.02	41.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	100.00	100.00								Feeder Job Computations
		Weighted Factor	10.00	10.00								
		Availability	31.02	51.08								

Availability Factor Computation Form

R-4 - Sr. Research Assistants

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	24.86	47.56								United States
		Weighted Factor	22.37	42.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	36.36	72.73								Feeder Job Computations
		Weighted Factor	3.64	7.27								
		Availability	26.01	50.07								

Availability Factor Computation Form

R-5 - Professional Research Assistant

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.82	48.43								Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	18.82	48.43								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	18.82	48.43								

Availability Factor Computation Form

RS-1 - Directors- Research Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	19.12	37.30								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	33.33								Feeder Job Computations
		Weighted Factor	0.00	3.33								
		Availability	19.12	40.63								

Availability Factor Computation Form

RS-2 - Research Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.52	48.16								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	15.52	48.16								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	15.52	48.16								

Availability Factor Computation Form

SS-1 - Directors- Student Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	21.24	41.44								United States
		Weighted Factor	15.93	31.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	10.00	33.33								Feeder Job Computations
		Weighted Factor	2.50	8.33								
		Availability	18.43	39.41								

Availability Factor Computation Form

SS-2 - Student Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.23	64.83								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	25.23	64.83								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	25.23	64.83								

Availability Factor Computation Form

T-1 - Temporary Services

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.23	64.83								Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	25.23	64.83								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	25.23	64.83								

Comparison of Incumbency vs. Estimated Availability

41 C.F.R. 60-2.15

University of Colorado has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the University determined whether the difference was greater than could reasonably be expected. The comparison of availability with actual representation follows:

Incumbency vs. Estimated Availability

1		Executives	
Total Emp 27		Min	Fem
	Employment %	3.70	37.04
	Availability %	17.74	41.72
	Statistical Value	0.070E	0.387E
2		Deans	
Total Emp 13		Min	Fem
	Employment %	15.38	53.85
	Availability %	19.96	40.49
	Statistical Value	0.503E	
A-1		Directors- Athletics	
Total Emp 2		Min	Fem
	Employment %	0.00	0.00
	Availability %	25.40	47.79
	Statistical Value	0.557E	0.273E
A-3		Coaches/Trainers	
Total Emp 14		Min	Fem
	Employment %	21.43	28.57
	Availability %	23.39	48.89
	Statistical Value	0.579E	0.104E
AA-2		Administrative Support- A	
Total Emp 42		Min	Fem
	Employment %	28.57	66.67
	Availability %	25.23	64.83
	Statistical Value		
AA-3		Administrative Support- B	
Total Emp 63		Min	Fem
	Employment %	15.87	88.89
	Availability %	22.28	66.48
	Statistical Value	1.222	
AS-1		Directors- Academic Services	
Total Emp 23		Min	Fem
	Employment %	17.39	73.91
	Availability %	18.72	49.46
	Statistical Value	0.564E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

AS-2		Academic Services	
Total Emp 106	Employment %	Min	Fem
	Availability %	19.81	74.53
	Statistical Value	15.52	48.16
BS-1		Director- Business Services	
Total Emp 15	Employment %	Min	Fem
	Availability %	13.33	60.00
	Statistical Value	20.01	46.42
		0.398E	
BS-2		Business Services	
Total Emp 33	Employment %	Min	Fem
	Availability %	18.18	78.79
	Statistical Value	15.52	48.16
C-2		Communication	
Total Emp 8	Employment %	Min	Fem
	Availability %	12.50	37.50
	Statistical Value	16.90	47.13
		0.597E	0.428E
D-1		Director- Development	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	19.12	47.30
		0.809E	0.527E
D-2		Development	
Total Emp 6	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	17.76	43.41
		0.309E	
E-1		Director- Engineering	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	66.67
	Statistical Value	25.12	41.30
		0.420E	
E-2		Engineering	
Total Emp 5	Employment %	Min	Fem
	Availability %	40.00	20.00
	Statistical Value	14.16	24.18
			0.650E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

ER-1		Director- External Relations	
Total Emp 2		Min	Fem
	Employment %	0.00	50.00
	Availability %	19.12	42.80
	Statistical Value	0.654E	
ER-2		External Relations	
Total Emp 8		Min	Fem
	Employment %	0.00	62.50
	Availability %	17.76	43.41
	Statistical Value	0.209E	
F-1		Tenure Track	
Total Emp 263		Min	Fem
	Employment %	15.97	43.73
	Availability %	22.84	39.60
	Statistical Value	2.654	
F-2		Non-Tenure Track	
Total Emp 199		Min	Fem
	Employment %	10.55	64.82
	Availability %	20.27	48.15
	Statistical Value	3.410	
F-3		Lecturer	
Total Emp 318		Min	Fem
	Employment %	11.01	55.66
	Availability %	14.91	45.65
	Statistical Value	1.954	
FC-1		Directors- Facilities	
Total Emp 3		Min	Fem
	Employment %	0.00	0.00
	Availability %	18.04	43.61
	Statistical Value	0.551E	0.179E
FC-2		Facilities Custodians	
Total Emp 47		Min	Fem
	Employment %	46.81	25.53
	Availability %	28.66	7.27
	Statistical Value		
FG-2		Facilities Grounds	
Total Emp 8		Min	Fem
	Employment %	12.50	12.50
	Availability %	28.66	7.27
	Statistical Value	0.283E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

Fin-1		Directors- Finance	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	75.00
	Statistical Value	21.16	43.51
Fin-2		Finance/Accounting	
Total Emp 22	Employment %	Min	Fem
	Availability %	27.27	77.27
	Statistical Value	15.52	48.16
FL-2		Facilities Labor	
Total Emp 11	Employment %	Min	Fem
	Availability %	18.18	36.36
	Statistical Value	24.63	8.55
		0.467E	
FT-2		Facilities Trades	
Total Emp 30	Employment %	Min	Fem
	Availability %	20.00	0.00
	Statistical Value	25.02	7.22
		0.635	1.528
GP-1		General Professionals	
Total Emp 7	Employment %	Min	Fem
	Availability %	28.57	71.43
	Statistical Value	25.29	69.52
H-1		Directors- Hospitality	
Total Emp 2	Employment %	Min	Fem
	Availability %	50.00	0.00
	Statistical Value	39.11	42.73
			0.328E
H-2		Hospitality	
Total Emp 25	Employment %	Min	Fem
	Availability %	56.00	52.00
	Statistical Value	29.64	41.15
HC-1		Directors- Healthcare	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	23.17	70.68
		0.348E	0.336E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

HC-2		Healthcare	
Total Emp 35	Employment %	Min 8.57	Fem 88.57
	Availability %	23.81	64.44
	Statistical Value	2.117	
HCL-2		Healthcare Laboratory	
Total Emp 5	Employment %	Min 20.00	Fem 20.00
	Availability %	24.73	62.22
	Statistical Value	0.639E	0.071E
HR-1		Directors- HR	
Total Emp 2	Employment %	Min 0.00	Fem 100.00
	Availability %	20.79	47.30
	Statistical Value	0.627E	
HR-2		HR	
Total Emp 6	Employment %	Min 16.67	Fem 100.00
	Availability %	15.52	48.16
	Statistical Value		
IT-1		Directors- IT	
Total Emp 4	Employment %	Min 0.00	Fem 25.00
	Availability %	19.32	39.50
	Statistical Value	0.424E	0.484E
IT-2		IT	
Total Emp 37	Employment %	Min 16.22	Fem 24.32
	Availability %	14.70	25.26
	Statistical Value		0.131
ITS-2		IT Science/Technician	
Total Emp 3	Employment %	Min 0.00	Fem 100.00
	Availability %	14.70	29.10
	Statistical Value	0.621E	
L-1		Library Technicians	
Total Emp 8	Employment %	Min 12.50	Fem 62.50
	Availability %	25.13	64.69
	Statistical Value	0.364E	0.580E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

PS-1		Director- Public Safety	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	24.12	37.30
	Statistical Value	0.759E	0.627E
PS-2		Public Safety	
Total Emp 23		Min	Fem
	Employment %	26.09	17.39
	Availability %	16.04	14.77
	Statistical Value		
R-1		Research Professor	
Total Emp 3		Min	Fem
	Employment %	0.00	33.33
	Availability %	23.08	36.37
	Statistical Value	0.455E	0.699E
R-2		Sr. Research Associates	
Total Emp 5		Min	Fem
	Employment %	20.00	20.00
	Availability %	25.02	46.08
	Statistical Value	0.632E	0.240E
R-3		Research Associates	
Total Emp 10		Min	Fem
	Employment %	40.00	50.00
	Availability %	31.02	51.08
	Statistical Value		0.596E
R-4		Sr. Research Assistants	
Total Emp 1		Min	Fem
	Employment %	100.00	100.00
	Availability %	26.01	50.07
	Statistical Value		
R-5		Professional Research Assitant	
Total Emp 11		Min	Fem
	Employment %	36.36	72.73
	Availability %	18.82	48.43
	Statistical Value		
RS-1		Directors- Research Services	
Total Emp 1		Min	Fem
	Employment %	0.00	100.00
	Availability %	19.12	40.63
	Statistical Value	0.809E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

RS-2		Research Services	
Total Emp 9	Employment %	Min 0.00	Fem 55.56
	Availability %	15.52	48.16
	Statistical Value	0.219E	
SS-1		Directors- Student Services	
Total Emp 4	Employment %	Min 0.00	Fem 50.00
	Availability %	18.43	39.41
	Statistical Value	0.443E	
SS-2		Student Services	
Total Emp 10	Employment %	Min 10.00	Fem 60.00
	Availability %	25.23	64.83
	Statistical Value	0.239E	0.491E
T-1		Temporary Services	
Total Emp 39	Employment %	Min 33.33	Fem 69.23
	Availability %	25.23	64.83
	Statistical Value		

Total Employment: 1531

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, University of Colorado has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

1. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected, given their availability percentage in that job group, the University established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
2. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
3. In all employment decisions, the University makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or other characteristic protected by law.
4. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
5. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

As is described in more detail in the Action Oriented Program section of this AAP, where a placement goal is set, the University will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

Placement Goals

Job Group & Name	Min	Fem								
1 - Executives	17.74	41.72								
A-3 - Coaches/Trainers		48.89								
AA-3 - Administrative Support- B	22.28									
BS-1 - Director- Business Services	20.01									
D-2 - Development	17.76									
ER-2 - External Relations	17.76									
F-1 - Tenure Track	22.84									
F-2 - Non-Tenure Track	20.27									
F-3 - Lecturer	14.91									
FC-1 - Directors- Facilities		43.61								
FG-2 - Facilities Grounds	28.66									
FT-2 - Facilities Trades	25.02	7.22								
HC-2 - Healthcare	23.81									
HCL-2 - Healthcare Laboratory		62.22								
L-1 - Library Technicians	25.13									
R-2 - Sr. Research Associates		46.08								
RS-2 - Research Services	15.52									
SS-2 - Student Services	25.23									

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

We have conducted analyses of our total employment process, including evaluating the workforce by organizational unit and job group, personnel activity, compensation systems, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

1. Composition of the Workforce by Organizational Unit

Of the 105 departments in this AAP, 78 or 74.29% include minorities, and 99 or 94.29% include females. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

2. Composition of the Workforce by Job Group

Pursuant to OFCCP regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- A. Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in job groups F-1, F-2, and HC-2.
- B. Our analysis of incumbency vs. estimated availability indicates that in some cases, incumbency is less than estimated availability, however, our more detailed analysis concludes that there is no significant problem concerning female utilization.
- C. The University has established affirmative action placement goals and programs to address any areas of underutilization, and will continue to make a good faith effort to reach the placement goals established by implementing action oriented programs, which are detailed elsewhere in this AAP.

3. Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

- A. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the University has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- B. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- C. In all employment decisions, the University makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- D. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.

- E. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

A review of progress and goal attainment by job group for the period from November 01, 2013 to October 31, 2014 reveals the following:

Goal Attainment

F-2		Non-Tenure Track																		
	Total	Min	Fem																	
Prior Year Goal		23.28																		
New Hire	38	0	0.00																	
Promotion	0	0	N/A																	
Total Opps	38	0	0.00																	
Achieved? *		NO																		

F-3		Lecturer																		
	Total	Min	Fem																	
Prior Year Goal		24.86																		
New Hire	127	13	10.24																	
Promotion	0	0	N/A																	
Total Opps	127	13	10.24																	
Achieved? *		NO																		

FL-2		Facilities Labor																		
	Total	Min	Fem																	
Prior Year Goal		32.22																		
New Hire	3	0	0.00																	
Promotion	0	0	N/A																	
Total Opps	3	0	0.00																	
Achieved? *		LIMITED																		

Goal Attainment

RS-2		Research Services																		
	Total	Min		Fem																
Prior Year Goal				52.06																
New Hire	3			3	100.00															
Promotion	0			0	N/A															
Total Opps	3			3	100.00															
Achieved? *				YES																

T-1		Temporary Services																		
	Total	Min		Fem																
Prior Year Goal		34.20		67.13																
New Hire	42	13	30.95	26	61.90															
Promotion	0	0	N/A	0	N/A															
Total Opps	42	13	30.95	26	61.90															
Achieved? *		NO		NO																

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

4. Personnel Activity

The University has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

A. Applicant Flow

During the plan year, November 01, 2013 to October 31, 2014, the University listed all non-executive positions lasting three days or more not expected to be filled from within the appropriate state employment service delivery system. The University accepted applications for open positions, and all persons interested in obtaining employment with the University were advised to apply according to the University's current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this reflecting process.

The University believes applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority and female applicants compares very favorably with the general availability in the respective categories. The University's success in implementing and communicating affirmative action and outreach efforts.

The following report summarizes applicant flow by job group:

University of Colorado

December 31, 2014 Annual Affirmative Action Plan

UCCS

Applicant Summary

For Period: 11/1/2013 to 10/31/2014

IPEDS Code MGT

Management Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
1	S	0	0	0	0	0								
Executives	P	190	77	75	31	61								
AS-1	S	0	0	0	0	0								
Directors- Academic Services	P	107	75	75	12	17								
BS-1	S	0	0	0	0	0								
Director- Business Services	P	110	55	55	11	23								
ER-1	S	0	0	0	0	0								
Director- External Relations	P	120	95	93	4	14								
FC-1	S	0	0	0	0	0								
Directors- Facilities	P	54	46	46	4	0								
Fin-1	S	0	0	0	0	0								
Directors- Finance	P	1	1	1	0	0								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2013 to 10/31/2014

IPEDS Code BUS

Business and Financial Operations Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
AS-2	S	0	0	0	0	0								
Academic Services	P	2,266	1,236	1,205	314	708								
BS-2	S	0	0	0	0	0								
Business Services	P	526	370	366	48	98								
Fin-2	S	0	0	0	0	0								
Finance/Accounting	P	76	53	51	8	16								
HR-2	S	0	0	0	0	0								
HR	P	109	65	65	13	29								
RS-2	S	0	0	0	0	0								
Research Services	P	51	34	33	3	9								

IPEDS Code CES

Computer, Engineering, and Science Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
IT-2	S	0	0	0	0	0								
IT	P	246	183	181	25	13								
ITS-2	S	0	0	0	0	0								
IT Science/Technician	P	37	26	26	5	9								

Applicant Summary

For Period: 11/1/2013 to 10/31/2014

IPEDS Code COM

Community Service, Legal, Arts, and Media Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
A-3	S	0	0	0	0	0								
Coaches/Trainers	P	203	175	172	5	15								
C-2	S	0	0	0	0	0								
Communication	P	180	163	161	2	3								

IPEDS Code INS

Primarily Instruction

		Total	Unk Race	Unk Gend	Min	Fem								
F-1	S	0	0	0	0	0								
Tenure Track	P	791	613	608	66	81								
F-2	S	0	0	0	0	0								
Non-Tenure Track	P	754	589	583	37	79								
F-3	S	0	0	0	0	0								
Lecturer	P	106	76	76	7	16								

IPEDS Code IRS

Instruction Combined with Research and/or Public Service

		Total	Unk Race	Unk Gend	Min	Fem								
R-2	S	0	0	0	0	0								
Sr. Research Associates	P	3	2	2	0	1								

Applicant Summary

For Period: 11/1/2013 to 10/31/2014

IPEDS Code RES Primarily Research

		Total	Unk Race	Unk Gend	Min	Fem								
R-3	S	0	0	0	0	0								
Research Associates	P	19	15	15	3	1								
R-5	S	0	0	0	0	0								
Professional Research Assitant	P	65	45	45	7	12								

IPEDS Code PUB Primarily Public Service

		Total	Unk Race	Unk Gend	Min	Fem								
PS-2	S	0	0	0	0	0								
Public Safety	P	73	59	59	4	5								

IPEDS Code HLT Healthcare Practitioners and Technical Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
HC-2	S	0	0	0	0	0								
Healthcare	P	244	171	170	10	54								
HCL-2	S	0	0	0	0	0								
Healthcare Laboratory	P	44	28	28	5	9								

IPEDS Code SRV Service Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
H-1	S	0	0	0	0	0								
Directors- Hospitality	P	1	0	0	1	0								
H-2	S	0	0	0	0	0								
Hospitality	P	306	229	227	22	34								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2013 to 10/31/2014

IPEDS Code SLS

Sales and Related Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
D-2	S	0	0	0	0	0								
Development	P	115	78	76	12	28								
ER-2	S	0	0	0	0	0								
External Relations	P	24	20	21	3	1								

IPEDS Code ADM

Office and Administrative Support Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
AA-2	S	0	0	0	0	0								
Administrative Support- A	P	957	527	506	130	364								
AA-3	S	0	0	0	0	0								
Administrative Support- B	P	725	479	478	65	195								
L-1	S	0	0	0	0	0								
Library Technicians	P	16	2	1	2	13								
SS-2	S	0	0	0	0	0								
Student Services	P	22	10	11	3	4								
T-1	S	0	0	0	0	0								
Temporary Services	P	21	16	16	1	3								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2013 to 10/31/2014

IPEDS Code NAT

Natural Resources, Construction, and Maintenance Occupations

		Total	Unk Race	Unk Gend	Min	Fem								
FC-2	S	0	0	0	0	0								
Facilities Custodians	P	212	100	100	46	30								
FL-2	S	0	0	0	0	0								
Facilities Labor	P	69	58	58	2	1								
FT-2	S	0	0	0	0	0								
Facilities Trades	P	56	48	48	5	0								

		Total	Unk Race	Unk Gend	Min	Fem								
Totals	S	0	0	0	0	0								
	%		0.00	0.00	0.00	0.00								
	P	8,899	5,819	5,733	916	1,946								
	%		65.39	64.42	10.29	21.87								

B. Hires

The Human Resources Department develops all procedures and all hiring at the University is conducted on the basis of nondiscriminatory criteria. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

- i. Job descriptions have been reviewed and revised to make sure duties are accurately described, that the experience and education requirements are job related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- ii. Application forms have been reviewed to ensure all requested information is job related, and the forms comply with all applicable laws. In addition, all forms state the University is an Equal Opportunity/Affirmative Action Employer.
- iii. University of Colorado representatives who are involved in the selection process have been briefed on the University's obligations.
- iv. Where applicable, tests have been reviewed and are administered and conducted in a non-discriminatory manner.
- v. All employees are encouraged to refer qualified applicants to the University for employment. In addition, the University has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.
- vi. Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job related criteria.

A review of external hires for the prior plan year indicates that selection decisions were made in a non-discriminatory manner. There were 397 new employees hired during the period from November 01, 2013 to October 31, 2014 including 71 minorities at 18% and 241 women at 61%. The following report summarizes hiring activity by job group:

New Hire Summary

For Period: 11/1/2013 to 10/31/2014

	Total	Min	Fem								
1 - Executives	2	0	1								
AS-1 - Directors- Academic Services	1	0	1								
BS-1 - Director- Business Services	2	0	0								
ER-1 - Director- External Relations	1	0	0								
FC-1 - Directors- Facilities	1	0	0								
AS-2 - Academic Services	22	4	16								
BS-2 - Business Services	10	3	9								
HR-2 - HR	1	0	1								
RS-2 - Research Services	3	0	3								
IT-2 - IT	6	0	2								
ITS-2 - IT Science/Technician	2	0	2								
A-3 - Coaches/Trainers	2	0	1								
C-2 - Communication	1	0	0								
F-1 - Tenure Track	19	2	10								
F-2 - Non-Tenure Track	38	0	28								
F-3 - Lecturer	127	13	75								
R-2 - Sr. Research Associates	1	1	0								
R-3 - Research Associates	7	1	3								
R-5 - Professional Research Assitant	4	3	2								
PS-2 - Public Safety	5	1	0								
HC-2 - Healthcare	22	2	19								
HCL-2 - Healthcare Laboratory	2	1	0								
H-1 - Directors- Hospitality	2	1	0								
H-2 - Hospitality	25	12	12								
D-2 - Development	1	0	1								
ER-2 - External Relations	3	0	2								
AA-2 - Administrative Support- A	17	4	14								
AA-3 - Administrative Support- B	7	1	6								
L-1 - Library Technicians	1	0	1								
SS-2 - Student Services	3	0	1								

New Hire Summary

For Period: 11/1/2013 to 10/31/2014

T-1 - Temporary Services	42	13	26								
FC-2 - Facilities Custodians	11	6	3								
FL-2 - Facilities Labor	3	0	2								
FT-2 - Facilities Trades	3	3	0								
Totals	#	397	71	241							
	%		17.88	60.71							

C. Promotion Practices

A review of promotion data indicates these selection decisions are being made in a non-discriminatory manner. To ensure that such decisions are being made in a non-discriminatory manner, the following equal employment opportunity practices are in place:

- i. The University provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- ii. Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within the University.
- iii. Management initiated promotions are based on performance and other job related criteria without discrimination on account of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law
- iv. Most promotional opportunities are posted, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.
- v. The University's career development program enables all employees to designate career paths and positions for which they wish to be considered.

A summary of promotion actions for the year is included on the following page:

Promotion Summary by Old Job

For Period: 11/1/2013 to 10/31/2014

	Total	Min	Fem								
AS-2 - Academic Services	1	0	1								
BS-2 - Business Services	2	1	2								
F-1 - Tenure Track	34	5	18								
F-2 - Non-Tenure Track	4	0	3								
PS-2 - Public Safety	1	0	1								
AA-2 - Administrative Support- A	1	0	1								
Totals	#	43	6	26							
	%		13.95	60.47							

D. Compensation Systems

As part of its affirmative action obligations, the University has reviewed its compensation systems to determine whether those systems are being administered without regard to an individual's sex, race, ethnicity, or other characteristic protected by law. Our analysis did not identify any significant problem areas. If the University discovers significant salary differences between individuals who are similarly situated, it will determine whether they are the result of legitimate, nondiscriminatory factors such as, but not limited to, tenure, time in job, time in grade, performance, education, or previous experience. Where appropriate, the University will take all reasonable and immediate steps to make any necessary adjustments.

E. Terminations

The University has evaluated its termination practices to determine whether there are disparities on the basis of sex, race or ethnicity. When terminations or reductions in force are necessary, the University makes its decisions without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law. A report summarizing terminations by job group follows:

Termination Summary

For Period: 11/1/2013 to 10/31/2014

	Total	Min	Fem								
1 - Executives	1	0	0								
AS-1 - Directors- Academic Services	2	0	2								
BS-1 - Director- Business Services	1	1	1								
AS-2 - Academic Services	18	3	14								
BS-2 - Business Services	7	1	3								
Fin-2 - Finance/Accounting	1	0	1								
HR-2 - HR	1	1	1								
RS-2 - Research Services	2	0	2								
IT-2 - IT	3	0	0								
ITS-2 - IT Science/Technician	2	0	2								
A-1 - Directors- Athletics	1	0	1								
A-3 - Coaches/Trainers	1	1	0								
C-2 - Communication	1	1	0								
F-1 - Tenure Track	5	1	2								
F-2 - Non-Tenure Track	23	1	16								
F-3 - Lecturer	159	11	96								
R-1 - Research Professor	2	0	1								
R-2 - Sr. Research Associates	3	1	1								
R-4 - Sr. Research Assistants	1	0	0								
R-5 - Professional Research Assitant	6	1	3								
PS-2 - Public Safety	3	2	1								
HC-2 - Healthcare	6	0	6								
H-2 - Hospitality	3	1	0								
ER-2 - External Relations	2	1	2								
AA-2 - Administrative Support- A	3	2	3								
AA-3 - Administrative Support- B	5	0	5								
GP-1 - General Professionals	2	2	2								
SS-2 - Student Services	2	0	2								
T-1 - Temporary Services	37	8	21								
FC-2 - Facilities Custodians	4	1	1								

Termination Summary

For Period: 11/1/2013 to 10/31/2014

FG-2 - Facilities Grounds		1	0	0								
FL-2 - Facilities Labor		1	0	1								
FT-2 - Facilities Trades		4	2	0								
Totals	#	313	42	190								
	%		13.42	60.70								

5. Outreach Recruitment and Other Good Faith Efforts

University of Colorado has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment protected individuals. While the University believes there are no deficiencies in its current employment practices with respect to applicants and employees who are protected individuals, it engages in outreach, positive recruitment, and internal and external dissemination programs to augment its existing affirmative efforts. The University engages in or has made plans to implement the following activities:

- A. Written notification of University's affirmative action policy is sent to all subcontractors, including subcontracting vendors and suppliers, and requests appropriate action on their part. University of Colorado makes the Equal Employment Opportunity Clause part of all covered contracts and purchase orders, and requires all qualified contractors and subcontractors to develop and maintain a written AAP.
- B. University of Colorado advertisements or solicitations for prospective employees indicate that University of Colorado is an equal opportunity employer.
- C. The University will inform recruiting sources of University of Colorado's policy of affirmative action for protected individuals. Recruiting sources will be requested to actively recruit and refer qualified protected individuals for all positions.
- D. University of Colorado will identify local organizations and/or community agencies known to specialize placing and/or developing training programs for protected individuals and send them notices of vacant positions. When appropriate, the University will invite community service and other outreach partners to tour the office and discuss the University, job recruitment needs, selection process, and other details related to recruitment and placement. In the event a partner is unable to schedule an on-site meeting, the University will suggest a telephone meeting so they can better identify qualified individuals for our positions.
- E. When the University recruits at colleges and universities, it will incorporate efforts to reach students who are covered by this AAP.
- F. The University includes a copy of its Equal Employment Opportunity and Affirmative Action Policy Statement in its Policy Manual. When applicable, University of Colorado publicizes the policy in University publications. The policy is discussed in both new employee orientation and management training programs.
- G. University of Colorado's policy on equal employment opportunity and affirmative action is posted on University bulletin boards. The posting includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under Executive Order 11246, as amended. The University also posts a copy of the policy in electronic format in a conspicuous location on the University intranet, along with other employment forms, and otherwise ensures all off-site personnel have a copy of or the ability to view the policy.
- H. The University's employment application and electronic application processes include information about the University of Colorado's commitment to equal employment opportunity and affirmative action.
- I. All other required affirmative action notices and policy statements are posted on University bulletin boards and are updated annually.

- J. Executives, management officials, supervisors, and other employees of the University are encouraged to assist in the effort to disseminate University of Colorado's policy of affirmative action to appropriate individuals outside of the University. Meetings with executive management and supervisory personnel will be conducted at least annually to explain the University's policy of affirmative action, to make clear the Executive Director, Human Resources's support for the policy, and to impart to these personnel their responsibility in making the AAP a success.
- K. University of Colorado will seek to include individuals covered by this AAP when employees are pictured in consumer and personnel recruitment advertising.
- L. The University will communicate to employees its obligation to take affirmative action to employ protected individuals and will encourage employee referral of covered applicants.
- M. An invitation to participate in University of Colorado's policy of affirmative action is disseminated to all applicants, as well as to all employees once the University has extended a job offer, but before beginning employment duties.
- N. All personnel and employment records made or kept by the University are retained for the required period as mandated by OFCCP regulations.
- O. The University files annual EEO-1 and veteran employment reports with the appropriate agencies.

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

The University has developed and executed action oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

1. The University has analyzed and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.
2. Job descriptions have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of sex, gender, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
3. Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees, applicants, and recruiting sources as appropriate.
4. The University has carefully evaluated the total selection process and found it to be free from discrimination.
 - A. We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.
 - B. Any tests administered by the University are job related and given to all applicants for applicable positions.
 - C. Application forms do not contain questions with potential discriminatory effects.
 - D. The University does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.
5. The University has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
 - A. Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
 - B. The University relies on the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.
 - C. The University provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, University rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.
 - D. Local organizations will be contacted for referrals of potential minority and female employees.
 - E. The University utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.
 - F. Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women:

- i. Where placement goals exist as defined by the OFCCP, we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.
 - G. We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from November 01, 2013 to October 31, 2014, targeted recruitment activities were conducted.
6. The University has implemented the following programs and procedures to guarantee minority and female employees are given equal opportunities for promotion:
- A. On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.
 - B. The University utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
 - C. Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
 - D. Seniority practices are not a problem since the University has no formal seniority system. Promotions are based on merit selection principles.
 - E. We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.
 - F. Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.
 - G. We will continue to participate in targeted external training programs.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

It is the responsibility of the University's Affirmative Action Officer to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the University's Affirmative Action Policy, and to measure the effectiveness of University of Colorado's AAP.

The University's audit and reporting system is designed and implemented to:

- Measure the effectiveness of the AAP
- Identify any need for remedial action
- Determine the degree to which the University's objectives are being attained
- Determine whether protected individuals have had the full opportunity to equal employment and to participate in all University sponsored educational, training, recreational, and social activities
- Measure the University's compliance with the AAP's specific obligations
- Document the actions taken to monitor the University's compliance with the AAP's specific obligations.

In order to measure the effectiveness of the AAP, University may take the following actions:

- Audits its voluntary self-identification process to monitor the number of individuals who choose to self-identify and evaluates whether changes could be made to University's self-identification process to encourage greater voluntary self-identification
- Monitors records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Reports on the organization's progress towards equal employment opportunity, and any identified problem areas, to top management and those involved in the selection process, so that immediate and appropriate steps can be taken to resolve any issues
- Examines available utilization and benchmark data regarding protected individuals and develops action-oriented programs to address any areas of underutilization
- Reviews available data computations and analyses regarding applicants and hires
- Reviews the effectiveness of its recruitment and outreach activities
- Audits its communications with vendors and subcontractors to ensure that such communications reflect the University's commitment to equal employment opportunity and affirmative action
- Audits its communications with applicants and employees to ensure that such communications reflect the University's commitment to equal employment opportunity and affirmative action
- Audits its job listings to ensure that the postings reflect the University's commitment to equal employment opportunity and affirmative action, and that such postings are timely listed with the appropriate state employment delivery system
- Audits its personnel policies to ensure that such policies reflect the University's commitment to equal employment opportunity and affirmative action
- Audits its personnel processes to ensure that individuals have equal opportunity in employment without

regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law

- Audits any mental and physical qualifications to ensure that they are job-related and consistent with business necessity

Where the affirmative action program is found to be deficient, University shall endeavor to undertake necessary action to bring the program into compliance.

Conclusion

The AAP year, December 31, 2014 through December 31, 2015, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through its Affirmative Action Officer, K. Anja Wynne, the University will continue to communicate its policies, both within the organization and to the community in which it works. The Executive Director, Human Resources affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of University of Colorado's most recent plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed three areas in which the difference between incumbency vs. estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population. Nonetheless, the University expects to continue its successful outreach efforts and to ensure all applicants and employees are treated fairly, based on job related criteria and without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

The University is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead.

Finally, it should be noted the University's thorough analysis of its workforce reveals that University of Colorado is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, University of Colorado is ready and willing to make affirmative action both a commitment and a continued reality.

List of Exhibits

Exhibit A - Policy of Affirmative Action Letter

Exhibit B - Annual Notification to Vendors

Exhibit A - Policy of Affirmative Action Letter

Policy of Affirmative Action Letter for Recruitment & Referral Sources and Union Partners

Dear Outreach and Placement Professional:

This letter is to inform you that University of Colorado is committed to the principles of equal employment opportunity. As a government contractor bound by Executive Order 11246; the Vietnam Era Veterans Readjustment Assistance Act of 1974; and Section 503 of the Rehabilitation Act of 1973, all as amended, University of Colorado maintains an affirmative action plan through which it makes good faith efforts to recruit, hire and advance in employment qualified individuals without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

University of Colorado states as its Policy of Affirmative Action the following:

1. It will be the policy of University of Colorado to recruit, hire, train, and promote persons in all job titles without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
2. All employment decisions shall be consistent with the principle of equal employment opportunity, and only job related qualifications will be required.
3. All terms and conditions of employment will be administered without regard to an individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

We would appreciate your assistance in University of Colorado's efforts to meet our equal employment and affirmative action goals. Members of our Human Resources Department will contact you when positions are available. We request that you refer to us all qualified candidates, including women, individuals of color, protected veterans, and individuals with disabilities.

Sincerely,

K. Anja Wynne

Affirmative Action Officer

Exhibit B - Annual Notification to Vendors

To Whom It May Concern:

This letter is to inform you University of Colorado is committed to the principles of equal employment opportunity. Moreover, as a government contractor subject to by Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended, University of Colorado takes its affirmative action obligations very seriously. University of Colorado states as its Policy of Affirmative Action the following:

1. It will be the policy of University of Colorado not to discriminate on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law. This policy applies to all recruitment, hiring, training, and promotion decisions for all job titles.
2. All employment decisions shall be consistent with the principle of equal employment opportunity, and only job related qualifications will be required.
3. All personnel actions, such as compensation, benefits, transfers, tuition assistance, social and recreational programs, etc. will be administered without discrimination on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

As a vendor or subcontractor, you are notified you may be subject to the regulations implementing Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended, including: 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 41 CFR Part 60-2, 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements.

As applicable, you shall abide by these requirements which require that covered entities not discriminate and take affirmative action on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, and protected veteran status.

To assure compliance with the University's AAP, K. Anja Wynne, Affirmative Action Officer, has been designated to administer and monitor the Program and make reports to Senior Management.