

AFFIRMATIVE ACTION PROGRAM
FOR
WOMEN AND MINORITIES
AT
THE UNIVERSITY OF TEXAS AT ARLINGTON

November 17, 2006

Program completed by:

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(Signature)

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SECTION I

COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

41 CFR 60-1.4, - 2.13(a)*

It has been, and will continue to be, the policy of The University of Texas at Arlington to be an equal opportunity employer. The university does not discriminate on any basis prohibited by applicable law including race, color, religion, sex, national origin, disability, age, or veteran status in recruitment, employment, promotion, compensation, benefits, or training. It is also the university's policy to maintain a work environment free from discrimination on the basis of sexual orientation. The University of Texas at Arlington is committed to seeking the best qualified person to fill each available position and will reward employees based on their job performance.

The measures set forth in the Affirmative Action Plan and its Guidelines for Implementation are university policies and all administrators are held accountable for the affirmative action results in their areas. The overall responsibility for reporting and monitoring of compliance with the equal employment opportunity policies is delegated to Ms. Diane L. Walker, Director, Equal Opportunity and Affirmative Action. Specific duties of this individual are delineated in the Affirmative Action Plan. I urge a total commitment to establish a record to which we can point to with pride.

James D. Spaniolo, President
The University of Texas at Arlington

* 41 CFR 60-1.4, - 2.13(a) Development or Reaffirmation of the contractors Equal Employment Opportunity Policy in all personnel actions.

Source: Department of Labor Employment Standards Administrative Office of Federal Contract Compliance Code of Federal Regulations.

SECTION II
RESPONSIBILITY FOR IMPLEMENTATION

41 CFR 60-2.13 (c)

The President of The University of Texas at Arlington has the overall responsibility for the implementation of the university's equal opportunity policy. The President has assigned coordination responsibilities and the day-to-day management of this important function to Ms. Diane L. Walker, Director of the Office of Equal Opportunity and Affirmative Action. Ms. Walker has the full support of the university administration.

A. Duties of the Director of Equal Opportunity and Affirmative Action.

1. Develop policy statements, affirmative action programs, and internal and external communication techniques.
2. Identify problem areas.
3. Assist management in arriving at solutions to problems.
4. Design and implement auditing and reporting systems that:
 - a. measure the effectiveness of the EEO programs;
 - b. indicate any need for remedial action; and
 - c. determine degree to which the university's goals/objectives are carried out.
5. Serve as liaison between the university and enforcement agencies.
6. Keep the administration informed of the latest developments in the equal opportunity area.
7. Meet with university supervisory personnel to insure compliance with the university's equal opportunity policies.

B. Duties of Vice Presidents, Deans, Directors and Department Chairpersons.

1. To assist in identifying problem areas and establishing affirmative action goals and objectives for their units.
2. To make periodic audits to assure that each unit under their supervision has all posters properly displayed and employees are given full opportunity to participate in all university-sponsored educational, training, and recreational activities.

3. To make sure that all supervisors and managers reporting to them understand their responsibilities to comply with the university's equal opportunity policy including prohibiting any harassment of employees on the basis of race, color, religion, sex, national origin, age, disability, or veterans status.
4. To confer with the Director of Equal Opportunity and Affirmative Action on employee conflicts in which allegations of discriminatory treatment are made.
5. To ensure that those with hiring authority, prior to any selection or offer of employment within their area of responsibility, complete a careful review of the applications received that meet the minimum requirement for the posted position.
6. To inform aggrieved employees of the university's equal opportunity complaint process.

SECTION III

IDENTIFICATION OF PROBLEM AREAS BY JOB GROUP AND ORGANIZATIONAL UNIT

41 CFR 60-2.13(d)

A. Review of Policies and Practices. 41 CFR 60-2.13(d) - 2.23(a).

As part of The University of Texas at Arlington's on going self-auditing, a thorough analysis of the following human resource matters was conducted.

1. Composition of the workforce by minority group status and sex. The university has analyzed its workforce as required by 41 CFR 60-2.11. The Workforce Analysis is at Tab A. See also Incumbent v. Estimated Availability Analysis at Tab B of this AAP.
2. The total selection process. The selection process includes position descriptions, position titles, position specifications, application forms, job posting procedures, referral procedures, final selection process, and similar factors.
 - a. All job descriptions have been reviewed, with changes made, where necessary, to accurately reflect current job duties. Jobs have been classified, especially for compensation purposes, to similarly classify those requiring substantially similar skill, effort, and responsibility. Position descriptions establish job-related and non-discriminatory requirements.
 - b. There are no titles that could be perceived as evidencing a preference for one gender or another. However, there is one job title, with two positions at the university that have a bona-fide occupational qualification for gender. The job title is locker-room attendant. The university currently employs one male locker-room attendant. The female locker-room attendant position is vacant at this time.
 - c. The University's employment application form and the employment advertisements contain appropriate language in compliance with federal regulations.
3. Transfer and promotion practices. Employees may apply for opportunities, which are posted in accordance with the university's posting policy. These opportunities may involve lateral transfer, promotion, with or without change in work location, or even demotion, if this is the desire of the internal applicant. All employees, including women and minorities, are encouraged to take advantage of the opportunity to apply. Selections are made on the basis of knowledge, skills, and abilities without regard to race, color, religion, sex, or national origin.

4. Facilities, university-sponsored recreation and social events. There are no segregated facilities at The University of Texas at Arlington. University-sponsored recreation and social events are open to all employees.
5. University training programs. All selections for training are based first on the university's need and then on the basis of the employee's need, readiness, experience, etc. Selections are made without regard to race, color, religion, sex or national origin. There are no formal apprenticeship programs.
6. Seniority system. The university does not utilize a seniority system.
7. Attitude of university managers and supervisors. There is, has been, and will continue to be an ongoing effort on the part of the university to develop and communicate a positive attitude towards its Equal Opportunity and Affirmative Action policies.
8. Technical phases of compliance.
 - a. Current posters have been placed on employee bulletin boards.
 - b. The University of Texas at Arlington's Institutional Compliance Computer-Based Training is mandatory for all employees. The training covers what is expected of U T Arlington employees to maintain high ethical and compliance standards with federal and state laws as well as university policy. The training site is <http://compliance.uta.edu/training>.
 - c. Human Resources retains solicited applications and resumes for a period of two years from the date they are received, or from the date a selection decision is made, whichever is later. Unsolicited applications and resumes are not accepted; those received are shredded. Please see Tab D for a sample of the Application Form with Applicant Self Identification Form.
 - d. The Equal Opportunity and Affirmative Action Office (EOAA) monitor's tenure and tenure-track faculty searches. EOAA conducts a faculty search orientation to the faculty search committees and maintains the completed documents of the candidate hired after the position is closed. Unsolicited vitas are shredded.

B. Identification of Problem Areas by Job Group. 41 CFR 60-2.13(d).

The University of Texas at Arlington has conducted a utilization analysis pursuant to 41 CFR 60-2.11(b), Job Group Analysis, in an effort to determine if there are any job groups in which women or minorities are underutilized more so than would reasonably be expected based on their availability. To determine underutilization, a comparison was made of the university's work force as compared to a weighted average of the available workforce within similar job classifications from the 2000 Census Data. The university has identified underutilization in fourteen job groups; please refer to the table on the next page. The Job Group Analysis, utilization analysis is available in Tab G and at <http://www2.uta.edu/statutereports>.

Underutilization in University Job Groups

<u>University Job Groups</u>	<u>Women</u>	<u>Minority</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Am. Ind.</u>
A10 Administrative Executive	Yes	Yes	Yes	Yes		
A50 Technical Staff	Yes			Yes		
A70 Maintenance/Service				Yes		
ART School of Arch. Tenure	Yes					
ARX Architecture Non-Tenure	Yes					
BST College of Business Tenure	Yes					
BSX Business Non-Tenure	Yes			Yes		
EDX Education Non-Tenure				Yes		
EGT Col. of Engineering Tenure	Yes					
EGX Engineering Non-Tenure	Yes		Yes			
LAT Liberal Arts Tenure	Yes					
LAX Liberal Arts Non-Tenure		Yes				
SCT College of Science Tenure	Yes					
SCX Science Non-Tenure	Yes		Yes	Yes		

Underutilization details of the less than reasonably expected workforce incumbency can be found in the Incumbency v. Estimated Availability Analysis, Tab B.

We performed an analysis of the census data availability for the local recruiting area. All availability data for the populations listed is based on 509 occupational census categories corresponding to the respective U T Arlington job titles, see Tab E, Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles. The university has six (6) classified job groups of staff employees, approximately 2,436 employees, 471 more than the previous year. The Administrative Executive Job Group is underutilized in the Women, Minority, Black and Hispanic categories, and Technical Staff is underutilized in the Women and Hispanic categories. Maintenance/Service is underutilized in terms of Hispanics. The minority indicator is not shown in the Maintenance/Service group because there are a large number of Asian workers. EOAA had

validated the cause of the underutilization as not being discriminatory; no separate analysis of underutilization had been conducted for staff employees in those areas.

The university has eighteen (18) job groups of faculty employees. Nine (9) groups are Tenured and nine (9) groups are Non-Tenured. There are approximately 357 employees in the Tenured groups and 1,311 in the Non-Tenured groups. Of the 18 groups, 9 groups reflect women being underutilized. An analysis of these groups showed there is no adverse impact in areas of selection, hiring, or promotion. Women are underrepresented in the School of Architecture, College of Business, College of Engineering, and College of Science in the Tenured and Non-Tenured groups. Women are also underrepresented in the College of Liberal Arts Tenured groups. Minorities are underutilized in the College of Liberal Arts in the Non-Tenured groups. Blacks are underutilized in the College of Engineering and College of Science in the Non-Tenured groups. Hispanics are also underrepresented in the Colleges of Business, College of Education, and College of Science Non-Tenured groups.

SECTION IV

DEVELOPMENT AND EXECUTION OF ACTION-ORIENTED PROGRAMS

41 CFR 60-2.13 (f)

Recruitment

1. The university has established a web site where staff (non-faculty) employment opportunities are posted, (<http://www.uta.edu/iobs>). Information about the university's selection process is available along with application requirements. All (non-faculty) staff and administrative jobs are advertised online and interested applicants must apply online using a resume-based application.
2. The university has established a web site where faculty employment opportunities are posted, (<http://www.uta.edu/eoaa/adblank.htm>). Information about the university's faculty selection process is available at website: <http://www.uta.edu/eoaa/manual>.
3. The university may participate in job fairs within the metroplex during the year.
4. The university recruits with the assistance of the Texas Workforce Commission. Advertisements for vacancies are listed on the Texas Workforce Commission web site www.texasworkforce.org/ and Higher Education website: <http://www.higheredjobs.com>, a web site that specializes in university employment.
5. The university may advertise for difficult to fill positions in the Fort Worth Star Telegram, the Dallas Morning News, and the Chronicle of Higher Education website <http://chronicle.com/jobs> and listserves.
6. Walk-in applicants for staff and administrative jobs may review the employment opportunities and apply online using computers available at the university employment office.

SECTION V

REPORTING AND INTERNAL AUDIT SYSTEMS

41 CFR 60-2.13(g)

The University of Texas at Arlington Director of Equal Opportunity & Affirmative Action is responsible for reviewing all selection, promotion, and training procedures to ensure that they are non-discriminatory. The Director is also responsible for monitoring progress towards established goals, for providing feedback to selecting officials on the numbers of opportunities, and reviewing selection percentages of minorities and women into job groups with goals, and comparing selection rates to the established goals. The Director keeps administrative executives informed on a regular basis about the effectiveness of the policy and recommendations for improvements, if any.

The Assistant Vice President for Human Resources at the university is responsible for maintaining accurate records on all applicants, hires, internal selections (promotion, demotion, or transfer), and terminations by race and sex. The Assistant Vice President for Human Resources informs administrative executives, on a regular basis about the effectiveness of the personnel policies and recommendations for improvements, if any. The Assistant Vice President for Human Resources monitors selection of applicants by requisition numbers. Requisition numbers correspond to specific job vacancies. Applicant's self-identification by race and sex is voluntary. A record of the transactions containing information on hire, promotion, demotion, or termination, with the race, sex, and national origin of each employee affected is maintained. The reports generated are the New Hires, Promotions, Terminations, and Resignations for employees by Job Group.

Internal Audit provides the President, the Institutional Audit Committee, and all other levels of University management information to assist in accomplishing the University's objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. Internal Audit makes recommendations to management for improvement as appropriate and also provides management information about the quality of operating performance when compared with established standards.

Institutional Compliance is responsible for coordinating the University's Institutional Compliance Program. This includes coordinating the University's risk assessment process to identify areas of high-risk and providing assistance to develop monitoring plans and specialized training programs that correspond to each of the high-risk areas. The Compliance Officer informs the Compliance Executive Committee, which includes top administrators, on a regular basis about the overall progress of the compliance program and instances or suspected instances of non-compliance.

SECTION VI

COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES (41CFR Part 60-20)

41 CFR 60-2.13(h)

A. Recruitment and Advertising

1. The University of Texas at Arlington actively recruits both men and women for all jobs. Referral sources are informed that the university has no specific sex preference and seeks only qualified applicants, without regard to race, color, religion, sex, or national origin.
2. No sex preference is indicated in advertisements placed in newspapers and other media; classified ads carry the tag-line "The University of Texas at Arlington is an Equal Opportunity and Affirmative Action Employer."

B. Job Policies and Practices

1. All written personnel policies expressly state that they apply to every applicant and/or employee. The University of Texas at Arlington's personnel policies follows federal guidelines.
2. All prospective applicants and current employees have an equal opportunity to apply for any available job for which they are qualified. There is only one job title at the university for which sex is a bona fide occupational qualification: locker room attendant. The university currently employs one male locker room attendant. The female locker room attendant position is vacant at this time.
3. The university makes no distinction between the sexes with regard to employment opportunities, wages, hours, benefits, training or other conditions of employment.
4. The university provides appropriate and comparable physical facilities for both male and female employees.

C. Pregnancy and Related Medical Conditions

1. Women are not penalized in their employment because of time spent away on account of childbirth or related medical conditions. Leave policies comply with all federal, state and local laws.

2. Disabilities caused or contributed to by pregnancy, childbearing, or related medical conditions are treated the same as disabilities caused or contributed to by any other medical conditions under the university's insurance or other wage-replacement plan.

D. Sexual Harassment

1. The university has a policy prohibiting sexual harassment in the workplace. See Tab F.
2. The university posts the policy throughout campus and the policy is available on the university policy page: U T Arlington Fiscal Regulations policy.uta.edu/ and on the Equal Opportunity Affirmative Action web page: <http://www.uta.edu/eoaa/>.
3. The university policy provides an internal complaint system.
4. The university institutional compliance provides computer-based training for new employees within thirty to sixty days of hire and annually for employees. The training covers preventing and reporting discriminatory behavior including sexual harassment.

SECTION VII

ESTABLISHMENT OF GOALS BY JOB GROUP AND ORGANIZATIONAL UNIT

41 CFR 60-2.12

Included herein is the analysis of employment for The University of Texas at Arlington. Included are goals for job groups where there exists underutilization as required by 41 CFR 60-2.11 and 2.12. The university has established a timetable of one year during which it will make every good faith effort to implement its affirmative action program. U T Arlington has taken into account any anticipated expansion or contraction of the workforce. As with the rest of the Affirmative Action Program, these goals will be reviewed and updated annually. U T Arlington has also taken into account turnover into and out of the workforce. What follows is a description of the methodology employed to perform all analyses required by the regulations.

Work Force Analysis (See Tab # A)

The University of Texas at Arlington Workforce Analysis taken as of November 17, 2006 is a list of all job titles within a department or work unit, ranked from the lowest to the highest-paid job. The workforce counts are: the total number of people, number of females, and the number of minorities within each job group in the employer's work force as of November 17, 2006. The totals are converted into percentages and compared to each job group's availability percentages to determine where the incumbency of women and minorities is less than reasonably expected.

Job Group Analysis (See Tab # G)

The Job Group Analysis lists the University of Texas at Arlington job titles by job group, ranking them from the lowest to the highest-paid. Job Group Analysis list each position title, and placement of minorities and women within these categories by departments. The following job groups were used.

- a. Administrative Executive. The majority of applicants come from outside the university's local area, so the relevant labor market for this category was national.
- b. Professional. These positions are filled primarily by outside hires with a bachelor's degree or the equivalent and to a lesser degree by internal promotions. Census data was the Fort Worth-Arlington MSA.
- c. Clerical. These jobs are filled primarily through outside hires of experienced, skilled individuals and also through internal promotions. Census data was the Fort Worth-Arlington MSA.

- d. Technical. These positions are filled primarily by outside hires of people with the requisite skills. Requisite skills consist of associate degree or the equivalent work experience. Census data was the Fort Worth-Arlington MSA.
- e. Skilled Crafts. These jobs are filled primarily with outside hires of skilled people with consideration given those individuals who are graduates of apprenticeship and other trade programs. Census data was the Fort Worth-Arlington MSA.
- f. Maintenance. These positions are filled primarily through outside hires of individuals with requisite skills. Census data was the Fort Worth-Arlington MSA.
- g. Student Workers Non Teaching. Employment in this category is restricted to currently enrolled students at the university. Availability is determined from student enrollment data, manually entered and listed at 100%.
- h. Academic Units Tenure. Tenure and Tenure Track status are hired through faculty search procedures. Census data was the United States for Tenure and Tenure-Track. Factor 3 was manually entered data from the National Science Foundation Doctorates awarded from 1996-2005 by areas of specialty.
- i. Academic Units Non-Tenure. Census data was Fort Worth-Arlington MSA for Non-Tenure positions. Factor 3 was manually entered data from the National Science Foundation for Doctorates awarded from 1996-2005 by areas of specialty, U T Arlington Masters and Doctorates awarded by area of specialty.
- j. U T Arlington graduate enrollment as Graduate Teaching Assistants, Graduate Research Assistants, and Teaching Assistants are selected from enrolled U T Arlington graduate students (UTA 2006 Fact Book – Demographics’ Section).

Incumbency v. Estimated Availability Analysis (See Tab # B)

The incumbency verses the estimated availability analysis uses the method of a Two Factor Analysis that estimates how many minorities and women are available for employment based on where you recruit employees and what job skills you recruit. U T Arlington has identified the geographical area by the 2000 U. S. Census codes equivalent to the University of Texas at Arlington job titles. All availability data for the populations listed is based on 509 occupational census categories corresponding to the respective U T Arlington job titles, see Tab E, Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles. The minority and women population of the United States was used for Administrative Executive and Faculty positions. The minority and female population of the Fort Worth-Arlington metroplex was used for Professional, Clerical, Technical, Skilled Crafts, Non-Tenure Faculty and Maintenance positions. The percentages of this analysis produce the benchmarks against which the University of Texas at Arlington utilization of minorities and women are measured.

This analysis identifies the job groups in which employment of minorities or women is less than reasonably expected. To determine underutilization the analysis compares the university work force composition to the availability percentages. Underutilization, as defined by the regulations, means having fewer women or minorities in a job group than might reasonably be expected given their availability. That is, the difference between availability and actual participation must be statistically significant or the disparity isn't underutilization. Whenever the discrepancy between actual participation and expected participation is less than one whole person, no further analysis is necessary to conclude that such disparity is not statistically significant. The University of Texas at Arlington used the Two Standard Deviation Test for the method to calculate results that identify and flag job groups in which underutilization of minorities and females exists.

The appropriateness of the standard deviation test is based on sample size. The universities statistical experts advise us that there is some foundation for this in the science of mathematics. There is no mathematics principle in support of the Rule of Nine. There being neither regulatory mandate nor scientific validity for the Rule of Nine, we do not apply it.

The university has the option to use the Exact Binomial model on all job groups, we have elected to use the 80% Rule on our small job groups. This rule has the advantage of simplicity if not the accuracy of a true statistical test. For guidance on what constitutes a small job group, U T Arlington relies on the OFCCP's Federal Contract Compliance Manual description of small sample size in the context of discrimination analyses. This is the only published OFCCP guidance with respect to smallness of sample size. U T Arlington treats job groups of fewer than 30 incumbents as small. In such job groups, if the difference between actual participation and estimated availability is at least one whole person and participation is less than 80% of estimated availability, we have declared underutilization and set a goal. U T Arlington is aware that such a method will often produce goals where utilization is, in fact, not unreasonable. U T Arlington will, however, make a good faith effort to reach goals so established as well as goals established where there is a statistically significant difference between availability and participation.

The incumbency verses the estimated availability analysis for all departments compares the availability of minorities and women against their representation in the university's work force. The analyses considered three possible factors in determining availability of women and minorities:

Factor Availabilities (See Tab # H)

FACTOR # 1 – 2 – 3

1) Requisite Skills in Reasonable Recruiting Area

The availability of minority and women population for the job groups of Professional, Clerical, Technical, Skilled Crafts, Non-Tenure Faculty and Maintenance was taken from the 2000 U.S. Census for the Dallas-Fort Worth metroplex area. The availability of minority and women population for the job groups of Administrative Executive and Faculty Tenure and Tenure Track positions was taken from the 2000 U.S. Census of the United States. All availability data for the populations listed is based on 509 occupational census categories corresponding to the

respective U T Arlington job titles see Tab E, Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles.

2) Promotable, Transferable, and Trainable within Organization

The availability of minorities and women currently employed having requisite skills to be promoted, transferred or trained from feeder job groups.

3) Other Recruitment Pools- (for faculty job groups only) the use of the National Science Foundation (NSF) survey of earned doctorates of U.S. Citizens and Permanent Residents in Fine Field of Study from 1996-2005.

The availability of minorities and women having requisite skills as evidenced by degrees awarded from institutions capable of training persons in the requisite skills.

Annual Placement Goals by Job Group See Tab # I

The Annual Placement Goals helps the university monitor its progress in meeting Affirmative Action Goals by job group. Job groups consist of jobs having similar content, wage rates, and opportunities. U T Arlington's goals are the same as the workforce availability percentage. The workforce availability percentage was utilized to determine the Incumbency v. Estimated Availability Analysis Report, see Tab B. U T Arlington's goal for every job group, whether underutilized or not, and the objective for every organizational unit is to continue to ensure that our employment policies and practices are, in fact, non-discriminatory.

Work Force Analysis

Affirmative Action Plan 2006 11/17/2006

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ACADEMIC ADVISING

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASST-WORKSTUDY	4	5	3	5	2	1	1	1	1								
STUDENT ASSISTANT	4	1		1	1												
SR OFFICE ASST	4	1		1	1												
ACADEMIC ADVISOR	3	2	2	2		1	1										
ACADEMIC ADVISOR II	3	5	2	4	3	1									1		
ADMINISTRATIVE ASST I	4	1		1	1												
COORD I, SPECIAL PROG	3	1		1	1												
ACADEMIC ADVISOR III	3	1	1	1			1										
ASSOCIATE DIRECTOR	1	1		1	1												
Department Total		18	8	17	10	3	3	3	1	1	0	1	0	0	1	0	0
% of Total			44.44	94.44	55.56	16.67	16.67	16.67	5.56	5.56	.00	5.56	.00	.00	5.56	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ACCOUNTING

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
GRAD TEACHING ASST I-ACT	3	2	2	2					2						
GRAD TEACHING ASST II-ACT	3	1	1	1				1							
OFFICE ASST II	4	2	4	2	2			3							
GRAD TEACHING ASSC I-ACT	3	4	4	3										1	
GRAD TEACHING ASSC II-ACT	3	5	4							1				4	
ADMINISTRATIVE ASST I	4	1	1	1											
LECTURER-ACT	2	7	4	4	4										
ADJ ASSISTANT PROFESSOR-ACT	2	2	2	2											
ASSOCIATE PROFESSOR-ACT	2	6	3	2	1			1						2	
ASSOC PROFESSOR/CHAIR-ACT	2	1	1	1										1	
ASSISTANT PROFESSOR-ACT	2	1	1	1										1	
PROFESSOR-ACT	2	2	2	2										2	
Department Total		34	14	17	10	0	0	7	0	10	0	0	7	0	0
% of Total			41.18	50.00	29.41	.00	.00	20.59	.00	29.41	.00	.00	20.59	.00	.00

Work Force Analysis

Department: ACCOUNTING SERVICES

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ACCOUNTING TECH	4	2		2														
ACCOUNTANT III	3	7	3	4	1	1	1	1										
ADMINISTRATIVE ASST II	4	1		1														
FINANCIAL ANALYST	3	3	1	2				1										
MANAGER	1	1		1														
COORDINATOR	1	1		1														
TRAINING SPECIALIST III	3	1		1														
ASST DIR ACCT	3	2		2														
CONTRACT & GRANTS ADMIN	1	1		1											1	1		
DIRECTOR	1	1		1														
EXECUTIVE DIRECTOR	1	1		1														
ASST VICE PRESIDENT	1	1		1														
Department Total		22	4	21	17	1	1	2	0						1	1	0	0
% of Total			18.18	95.45	77.27	4.55	4.55	9.09	.00						4.55	4.55	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ADA COORD/MOVIN MAVS

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
ST ASST-WORKSTUDY	4	1		1																
STUDENT ASSISTANT	4	1		1																
Department Total		2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			.00	100.00	100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ADMISSIONS, REC & REG

Job Title	EEO	Total	Total Min	Female					Male				
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp
ST ASST-WORKSTUDY	4	12	12	9	5	1	1	3	3	1	1	2	
TEMPORARY SERVICE	3	1	1	1									
STUDENT ASSISTANT	4	4	4	3		3					1		
SR OFFICE ASST	4	11	5	11	6	2	1	1	1				
OFFICE ASST I	4	1	1	1									
CONTROL CLERK II	4	1	1									1	
ADMINISTRATIVE ASST I	4	2	2	2									
DATA ENTRY OPERATOR II	5	2	1	2	1		1						
TRANSCRIPT EVAL I	4	5	4	4		2	1	1				1	
GRADUATION COUNSELOR	3	1	1	1		1							
TRANSCRIPT EVAL II	4	4	4	4									
ADM COUNSELOR I	3	1	1									1	
ADMINISTRATIVE ASST II	4	2	2	2		2							
GRADUATION COUNSELOR II	3	1	1	1	1								
COORD I, SPECIAL PROG	3	1	1									1	
ADM COUN II	3	1	1	1									
INFORMATION ANALYST	3	2	1										
INTL ADMISSIONS COUNSEL	3	1	1	1			1						
ASSISTANT REGISTRAR	3	3	1	3	2	1							
SYSTEMS ANALYST III	5	1	1	1									1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ADMISSIONS, REC & REG

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
DIRECTOR REGISTRATION	1	1		1													
ASSOC DIRECTOR ADM SVC	1	1		1													
ASSC REGISTRAR	1	3	1	1											1		
DIRECTOR	1	1													1		
ASSC VP OUTREACH SVCIC	1	1	1	1			1										
		64	36	51	23	13	9	5	1	13	5	2	3	0	13	5	3
Department Total			56.25	79.69	35.94	20.31	14.06	7.81	1.56	20.31	7.81	3.13	4.69	.00	20.31	7.81	4.69
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: AFRICAN INT'L EXCHANGE

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ADMINISTRATIVE ASST I	4	1		1	1														
Department Total		1	0	1	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
			.00																

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ALUMNI ASSOCIATION

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ST ASST-WORKSTUDY	4	2	2	2		1	1											
ADMINISTRATIVE ASST I	4	1		1														
COORD II, SPECIAL PROG	3	2	1	2	1	1												
ACCOUNTANT I	3	1		1	1													
COORD III, SPEC PROG	3	1		1	1													
DIRECTOR ALUMNI	1	1		1	1													
		8	3	8	5	2	1	0	0	0	0	0	0	0	0	0	0	0
Department Total			37.50	100.00	62.50	25.00	12.50	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
% of Total																		

Work Force Analysis

Department: ARRI

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
GRAD RESEARCH ASSC II-ARRI	5	3	3																	
STEM GRA	5	11	10	1				1							10	1	2	7		
RESEARCH ASSISTANT-ARRI	5	4	1												4	3		1		
TEMPORARY SERVICE	3	1	1												1			1		
ADMINISTRATIVE ASST I	4	2	2	2																
POST DOC FELLOW	1	1	1												1			1		
ADMIN SVCS OFF II	4	1	1	1																
FACULTY ASSOCIATE-RES-ARRI	3	3	2												3	1		2		
SCI INSTR MAKER SUPV	6	1	1												1					
RESEARCH ENGR III	3	1	1												1					
SOFTWARE SYS SPECIALIST	5	1	1	1																
SOFTWARE SYS SPEC II	5	1	1												1			1		
TEMP	1	1	1	1	1															
RESEARCH ENGINEERING V	3	1	1	1																
DIR AUTOMATION ROBOTICS	1	1	1												1			1		
Department Total		33	20	7	5	0	0	2	0	2	0	0	6.06	0	26	8	2	2	14	0
% of Total			60.61	21.21	15.15	.00	.00	6.06	.00	6.06	.00	.00	6.06	.00	78.79	24.24	6.06	6.06	42.42	.00

Work Force Analysis

Department: ARRI - P.I.

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
VISITING PROFESSOR-ARRI	2	1	1	1														
RESEARCH ASSISTANT-ARRI	5	4	2												2			2
GRAD RESEARCH ASSC II-ARRI	5	9	7	1											2			6
STEM GRA	5	5	4	1											1			3
TEMPORARY SERVICE	3	1	1					1										
ADMINISTRATIVE ASST I	4	1	1															
SPECIAL EVENTS COOR	3	1	1		1													
INST RESEARCH ASSOCIATE	3	2	2			1												
MANAGER	1	1	1		1													
RESEARCH ENGINEERING IV	3	1	1												1			
RESEARCH ENGINEERING V	3	16	3	3	3									10	2			1
PROGRAM MANAGER	1	1	1															1
Department Total	% of Total	43	22	12	5	1	1	1	5	0	31	16	0	3	12	0	72.09	.00
			<i>51.16</i>	<i>27.91</i>	<i>11.63</i>	<i>2.33</i>	<i>2.33</i>	<i>2.33</i>	<i>11.63</i>	<i>.00</i>	<i>72.09</i>	<i>37.21</i>	<i>.00</i>	<i>6.98</i>	<i>27.91</i>	<i>.00</i>		

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ARRI/NON-26

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
GRAD RESEARCH ASSC II-ARRI	5	1	1					1											
SPECIAL EVENTS COOR	3	1	1					1											
RESEARCH ENGINEERING V	3	5	3												2	2	1		
REG DIRECTOR T M A C	1	1													1				
				5	2	0	0	1	1	0					6	3	2	1	0
				62.50	25.00	.00	.00	12.50	12.50	.00					75.00	37.50	25.00	12.50	.00
				Department Total	% of Total														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ART

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASST-WORKSTUDY	4	23	14	15	4	2	7	2				8	5		2	1	
ADJ ASSISTANT PROFESSOR-ART	2	13	2	6	6							7	5		1	1	
ART MODEL	5	1		1	1												
STUDENT ASSISTANT	4	2	1	1	1							2	1			1	
VISITING ASSISTANT PROF-ART	2	3	1	1	1							2	2				
OFFICE ASST II	4	1	1	1	1							1	1				
LABORATORY STORES ASST	4	1	1	1	1							1	1				
SR OFFICE ASST	4	2	1	2	1	1						2	1	1			
SENIOR LECTURER-ART	2	8		2	2							6	6				
ACADEMIC ADVISOR	3	1										1	1				
TECHNICAL STAFF ASST IV	5	1	1	1	1							1	1				
ADMINISTRATIVE ASST I	4	1	1	1	1							1	1				
COMP EQUIP MAINT TECH	5	1	1	1	1							1	1				
SLIDE LIBRARIAN	3	1	1	1	1							1	1				
ASSISTANT PROFESSOR-ART	2	5	1	3	3							2	1	1			
ASSISTANT PROFESSOR-SOC	2	1	2	4	4							1	1				
ASSOCIATE PROFESSOR-ART	2	10	2	4	4							6	4		2		
PROFESSOR-ART	2	3	3	1	1							2	2				
PROFESSOR & CHAIRPERSON-ART	2	1	1	1	1							1	1				

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ART

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
		79	23 29.11	40 50.63	26 32.91	3 3.80	7 8.86	4 5.06	0 .00	39 49.37	30 37.97	1 1.27	5 6.33	3 3.80	0 .00
		Department Total % of Total													

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ASSET MNGMENT & REC

Job Title	EEO	Total	Total Min	Female					Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
ST ASST-WORKSTUDY	4	5	5																		
STUDENT ASSISTANT	4	2	2																		
WAREHOUSE WORKER II	7	2	1	1																	
ACCOUNTING CLERK III	4	1	1					1													
ASST MGMT ASSC	5	1	1																		
WAREHOUSE WORKER III	7	1	1																		
INVENTORY SUPERVISOR	4	1	1																		
COMPUTER USER SERV II	5	1	1																		
WAREHOUSE SUPERVISOR	5	1	1																		
COORD II, SPECIAL PROG	3	1	1	1																	
ASSISTANT DIRECTOR	3	1	1																		
DIR ASSET MANAGEMENT	1	1	1																		
Department Total				18	10	4	3	1	0	0	0	0	0	0	14	5	5	4	0	0	0
% of Total				55.56	22.22	16.67	5.56	0.00	0.00	0.00	0.00	0.00	0.00	77.78	27.78	27.78	22.22	0.00	0.00	0.00	0.00

Work Force Analysis

Department: ASSOC VP STUD ENROLL

Job Title	EEO	Total	Total Min	Female					Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
GRADUATION COUNSELOR	3	1	1																		
TRANSCRIPT EVAL I	4	1	1	1																	
ADM COUN II	3	1	1	1																	
ACADEMIC ADVISOR II	3	1	1				1														
ADMINISTRATIVE ASST II	4	1	1	1																	
SPECIAL ASSISTANT	1	1	1																		
ASC VP STUDNT ENROLLMNT	1	1	1																		
		7	4	4	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total			57.14	57.14	28.57	14.29	14.29	14.29	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
% of Total																					

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ASSOCIATE PROVOST

Job Title	EEO	Total	Total Min	Female						Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
STUDENT ASSISTANT	4	1																		
VIDEO NET TECH	5	1	1																	
EXEC ASST	1	1		1																
MGR, TECH OPER	3	1		1																
ASSISTANT PROVOST	1	1		1																
ASSOCIATE PROVOST	1	1																		
Department Total		6	1	3	3	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0
% of Total			16.67	50.00	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	33.33	16.67	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ASST VP ACADEMIC AFF

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASST-WORKSTUDY	4	9	6	6	2	4	4	2	2	1	1	1	1	3	1	1	1
STUDENT ASST - E	5	1	1	1										1			
STUDENT ASSISTANT	4	14	7	10	4	1	3	2	4	3	1			4	3	1	
STUDENT ASSOCIATE	4	2	1	1										2	1		1
SR OFFICE ASST	4	1	1	1										1			
OFFICE ASST II	4	1	1	1	1									1			
ADMINISTRATIVE ASST I	4	4	1	4	3	1	1							4	3	1	
TESTING SPECIALIST	3	2	2	2	2									2			
CAREER DEV SPEC	3	1	1	1	1									1			
COUNSELING SPECIALIST I	3	1	1	1	1									1			
COORD I, SPECIAL PROG	3	2	1	1										1	1		
COUNSELING SPECIALIST II	3	1	1	1										1	1		
COUNSELING SPEC III	3	2	2	1	1									1	1		
COUNSELING SPECIALST IV	3	3	1	3	2		1							3	2	1	
CAREER SERV COORDINATOR	1	1	1	1	1									1	1		
ASSOCIATE DIRECTOR	1	1	1	1	1									1	1		
ASSOC DIR COUN & CAREER	1	1	1	1	1									1	1		
ASST DIR TESTING SERV	1	1	1	1	1									1	1		
DIRECTOR	1	3	1	3	2		1							3	2	1	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ASST VP ACADEMIC AFF

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
		51	20 39.22	37 72.55	22 43.14	9 17.65	4 7.84	2 3.92	0 .00	14 27.45	9 17.65	2 3.92	1 1.96	2 3.92	0 .00
	Department Total														
	% of Total														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ATHLETICS

Job Title	EEO	Total	Total Min	Female						Male														
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd									
ST ASST-WORKSTUDY	4	4	4	1			1					3												
SR OFFICE ASST	4	3	1	3	2		1																	
SUPPORT SPECIALIST II	4	1		1	1																			
ASST EVENTS MANAGER	3	1										1	1											
ADMINISTRATIVE ASST II	4	1		1	1																			
COORDINATOR	1	1		1	1																			
ASSISTANT DIRECTOR	3	1		1								1	1											
ASSOC DIR OF ATHLETICS	1	2										2	2											
DIR ATHLETICS	1	1		1								1	1											
Department Total				15							5							8						
% of Total				33.33							46.67							53.33						
					7	5	0	2	0	0	0	7	5	0	2	0	0	0	0	0	0	1	1	
					33.33	33.33	.00	13.33	.00	.00	.00	46.67	33.33	.00	13.33	.00	.00	.00	.00	.00	.00	6.67	6.67	
					33.33	33.33	.00	13.33	.00	.00	46.67	33.33	.00	13.33	.00	.00	.00	.00	.00	.00	.00	6.67	6.67	
					33.33	33.33	.00	13.33	.00	.00	46.67	33.33	.00	13.33	.00	.00	.00	.00	.00	.00	.00	6.67	6.67	
					33.33	33.33	.00	13.33	.00	.00	46.67	33.33	.00	13.33	.00	.00	.00	.00	.00	.00	.00	6.67	6.67	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: AVP-BUDGET & PLANNING

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ASST DIR BUD/FIN	1	1		1	1												
MANAGER	1	1		1	1												
ASST VICE PRESIDENT	1	1													1	1	
				2	2	0	0	0	0	0	0	0	0	0	1	1	0
				66.67	66.67	.00	.00	.00	.00	.00	.00	.00	.00	.00	33.33	33.33	.00
Department Total				3													
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BASEBALL

Job Title	EEO	Total	Total Min	Female						Male														
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd									
ASST BASEBALL COACH	3	2		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BASEBALL COACH	1	1		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total		3		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
					100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BASKETBALL - MEN'S

Job Title	EEO	Total	Total Min	Female						Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ASST BASKETBALL COACH	3	3	3	0	0	0	0	0	0	0	0	3	1	0	0	0
BASKETBALL COACH	1	1		0	0	0	0	0	0	0	0	1	1	0	0	0
Department Total		4	3	0	0	0	0	0	0	0	0	4	1	3	0	0
			75.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00	25.00	75.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BIOLOGY

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amd	Total	White	Black	Hisp	Asian	Amd			
STUDENT ASSISTANT	4	2	1	2														
ST ASST-WORKSTUDY	4	2	1	1														1
OFFICE ASST II	4	1		1														
LECTURER-BIO	2	10	3	5	3	1	1											
GRAD TEACHING ASST I-BIO	3	5	1	3	3													1
GRAD TEACHING ASST II-BIO	3	9	4	7	4													1
TUTOR-BIO	5	1		1														
DEGREE PLAN EVAL II	4	1		1	1													
GRAD TEACHING ASSC I-BIO	3	8	2	3	2													1
GRAD TEACHING ASSC II-BIO	3	14	3	7	6													1
ACADEMIC ADVISOR	3	1	1	1														
STORES CLERK III	4	1																
SUPPORT SPECIALIST II	4	1		1	1													
LAB COORD/SUPER	5	1		1	1													
BIOLOGICAL CURATOR	5	1		1														
RSCH ENGR/SCIEN ASSOC I	3	1		1	1													
COMPUTER USER SERV I	5	1		1	1													
ACADEMIC ADVISOR III	3	1		1	1													
ADMIN SVCS OFF II	4	1		1	1													
ASSISTANT PROFESSOR-BIO	2	12	1	5	5													1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BIOLOGY

Job Title	EEO	Total	Total Min	Female					Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
ASSOCIATE PROFESSOR-BIO	2	3	1	1	1																
PROFESSOR-BIO	2	7																			
PROF & ASSOC CHAIR-BIO	2	1																			
PROFESSOR & CHAIRPERSON-BIO	2	1																			
		86	17	43	35	2	2	4	0	43	34	3	3	0	50.00	39.53	3.49	3.49	3.49	3.49	.00
Department Total			19.77	50.00	40.70	2.33	2.33	4.65	.00	50.00	39.53	3.49	3.49	.00							

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BIOLOGY - P.I.

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ST ASST-WORKSTUDY	4	1		1															
STUDENT ASSISTANT	4	1													1				
TEMPORARY SERVICE	3	1													1				
STUDENT ASSOCIATE	4	3	1	2		1													
RSRCH SCIENTIST ASST I	5	1	1												1				
GRAD RESEARCH ASST I-BIO	5	3	2	1		1									1				
GRAD RESEARCH ASST II-BIO	5	2	1												1				
STEM GRA	5	3	2	1				1							1				
Department Total		15	7	4	0	2	1	1	0	4	0	2	2	1	4	0	2	2	0
% of Total			46.67	26.67	.00	13.33	6.67	6.67	.00	26.67	.00	13.33	13.33	6.67	26.67	.00	13.33	13.33	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: **BIOLOGY - START-UP**

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
STUDENT ASSOCIATE	4	1	1	0	0	0	0	0	0	0	0	1	0	0				
POST DOC FELLOW	1	1	1	0	0	0	0	0	0	0	0	1	0	0				
GRAD RESEARCH ASST II-BIO	5	2	2	0	0	0	0	0	0	0	0	2	0	0				
Department Total	% of Total	4	1	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0
			25.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00	75.00	25.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BIOMEDICAL ENG

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian
GRAD RESEARCH ASST I-B ENG	5	3	3	1				1				2			
ST ASST-WORKSTUDY	4	1	1	1											
STEM GRA	5	2	1									2	1		1
				2	1	0	0	0	1	0	0	4	1	0	0
				33.33	16.67	.00	.00	16.67	.00	.00	.00	66.67	16.67	.00	.00
		6	4	66.67											
Department Total				66.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00	66.67	16.67	0.00	0.00
% of Total															

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BIOMEDICAL ENG - P.I.

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hispanic	Asian	Ambly	Total	White	Black	Hispanic	Asian	Ambly								
GRAD RESEARCH ASST I-B ENG	5	4	3	2				2				1				2				1			
POST DOC RESEARCH ASSOC	1	4	4	2				2				2				2				2			
RESEARCH ASSISTANT-B ENG	5	1	1													1				1			
STEM GRA	5	2	2													2				2			
				10	4	0	0	0	4	0	0	0	4	0	7	1	0	0	0	6	0	0	0
Department Total				90.91	36.36	.00	.00	.00	36.36	.00	.00	36.36	.00	63.64	9.09	.00	.00	.00	54.55	.00	.00	.00	.00
% of Total																							

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BIOMEDICAL ENGINEERING

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
GRAD TEACHING ASST I-B ENG	3	9	7	4				4					5	2	3
ST ASST-WORKSTUDY	4	1	1										1		1
GRAD RESEARCH ASST I-B ENG	5	3	3	3				3					1		1
STEM GRA	5	1	1										1		1
ADMINISTRATIVE ASST I	4	1	1	1				1							
ACADEMIC ADVISOR	3	1	1							1					
ASSISTANT PROFESSOR- B ENG	2	1	1										1		1
ASSISTANT PROFESSOR-B ENG	2	4	2	1								1	3	2	1
ASSOCIATE PROFESSOR-B ENG	2	1	1										1		1
PROFESSOR-B ENG	2	2	2	1				1					1		1
PROFESSOR & DIRECTOR-B ENG	2	1											1	1	
Department Total		25	19	11	1	1	0	9	0				14	5	9
% of Total			76.00	44.00	4.00	4.00	.00	36.00	.00				56.00	20.00	36.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BOWLING & BILLIARDS

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ST ASST-WORKSTUDY	4	1	1	1															
STUDENT ASSISTANT	4	7	3	4	2	1		1											
TEMPORARY SERVICE	3	1	1	1				1											
Department Total		9	5	6	2	1	0	3	0	3	0	3	0	0	0	0	0	0	0
% of Total			55.56	66.67	22.22	11.11	.00	33.33	.00	33.33	.00	33.33	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: **BUSINESS - OIIR**

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
STUDENT ASSISTANT	4	10	6	4	1							6	3				
GRAD RESEARCH ASST I-BUS	5	1	1									1					1
GRAD RESEARCH ASST II-BUS	5	1	1									1					1
RESEARCH ASSISTANT-BUS	5	1	1									1				1	
SUPPORT SPECIALIST II	4	1	1	1	1							1					
DIR INFO & TECH	1	1	1									1	1				
ASST TO THE DEAN	1	1	1									1					1
Department Total		16	10	5	2	0	0	0	3	0	0	11	4	0	1	6	0
% of Total			62.50	31.25	12.50	.00	.00	18.75	.00	.00	68.75	25.00	.00	6.25	37.50	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: BUSINESS SERVICES

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
STUDENT ASSISTANT	4	1	1											1					
ACCOUNTING TECH	4	8	1	7				1											
COMP PUBLISHING SPEC	5	1	1												1				
ADMINISTRATIVE ASST I	4	1	1	1															
WEB SPECIALIST	3	2	1					1											
SOFTWARE SYS SPEC II	5	1	1																
ASSISTANT DIRECTOR	3	2	1												2				
DATA BASE COORDINATOR	3	1	1																
DIRECTOR	1	2	1	1															
EXECUTIVE DIRECTOR	1	1	1																
Department Total		20	5	11	9	0	1	1	1	0	0	1	1	5	6	1	0	2	0
% of Total			25.00	55.00	45.00	.00	5.00	5.00	5.00	.00	.00	5.00	5.00	10.00	30.00	5.00	.00	10.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: BUSINESS-MULTIMEDIA

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
STUDENT ASSISTANT	4	7	3	1	1	0	0	0	0	0	1	1	0	0	0	3	3	0	0	0	0	0	
				3	14.29	0.00	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	42.86	42.86	0.00	0.00	0.00	0.00	0.00	0.00
Department Total % of Total				7	14.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	42.86	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CAMPUS CARD OP

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	2	2	1			1					1		
STUDENT ASSISTANT	4	8	2	5	4	1						3	2	1
ELECTRONIC TECH II	5	1		1								1	1	
ADMINISTRATIVE ASST I	4	1		1								1		
COORDINATOR	1	1										1	1	
		13	4	7	5	1	1	1	0	0	0	6	4	0
Department Total			30.77	53.85	38.46	7.69	7.69	7.69	.00	.00	.00	46.15	30.77	15.38
% of Total														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CAMPUS RECREATION

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	21	11	13	6	4	4	3		8	4	2	2	
STUDENT ASSISTANT	4	75	45	26	11	13	2		49	19	21	3	6	
HELPER	7	1							1	1				
STUDENT ASSOCIATE	4	9	1	5	4		1		4	4				
RECREATIONAL PROGRAM	3	2	1						2	1			1	
STU DEVELOPMENT SPEC I	3	1							1	1				
OFFICE ASST II	4	1		1	1				1					
ACTIVITY ASST II	7	1		1	1				1					
ACTIVITY ASSISTANT I	7	8	2	8	6	1	1							
TEMPORARY SERVICE	3	1		1	1				1					
SUPPORT SPECIALIST II	4	1		1	1				1					
TEMP	1	1							1	1				
ASSISTANT DIRECTOR	3	3	1	1	1				2	1	1			
ASO DIR RS	1	1							1	1				
DIR RECREATIONALSPORTS	1	1		1	1				1					
ASST VICE PRESIDENT	1	1							1	1				
Department Total		128	61	58	33	18	7	0	0	70	34	24	5	7
% of Total			47.66	45.31	25.78	14.06	5.47	.00	.00	54.69	26.56	18.75	3.91	5.47

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CAMPUS SUPPORT SERVICE

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
STUDENT ASSISTANT	4	7	4	2	1	1	1	1	1	5	3	2		
BINDERY EQUIPMENT OPR	6	2	2	1		1				1		1		
OFFSET PRESS OPR I	6	1	1							1	1			
ASST PRINT SHOP SUPV	6	1	1	1		1				1				
COMP PUBLISHING SPEC	5	1	1							1	1			
SUP, PRT GRPH SVCS	6	1	1							1		1		
OFFSET PRESS OPR III	5	1	1							1	1			
ACCOUNTING TECH	4	1	1	1						1				
STUDENT ASSOCIATE	4	1	1							1	1			
MARKETING COORDINATOR	3	1	1							1	1			
PRINT SHOP SUPERVISOR	6	1	1							1	1			
ASST DIR CAMPUS PRINT	3	1	1	1						1				
DIR PRINTING/MAIL SERV	1	1	1							1	1			
Department Total		20	8	6	2	1	2	1	1	14	10	2	2	0
% of Total			40.00	30.00	10.00	5.00	10.00	5.00	5.00	70.00	50.00	10.00	10.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CAREER SERVICES

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
STUDENT ASSISTANT	4	2	1	2	1	1	0	1	1	0	0	0	0	0	0
				1	2	1	0	0	1	0	0	0	0	0	0
				50.00	100.00	50.00	.00	.00	50.00	.00	.00	.00	.00	.00	.00
Department Total % of Total				2											

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CENTRAL RECEIVING

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
WAREHOUSE WORKER II	7	1		0	0	0	0	0	0	0	0	1	1	0	0	0	0
				0	.00	1		0	.00	0	.00	0	.00	0	.00	0	.00
Department Total				1				0		0		1		0		0	
% of Total								.00		.00		100.00		.00		.00	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CHEMISTRY

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	4	3	2					2	1	1			
TEACHING ASSISTANT-CHEM	4	6	3	2	1	1			2	2	1			1
ST ASSC-WORKSTUDY	4	1	1						1					1
TUTOR-CHEM	5	12	4	6	4	1		1	4	4				2
SR OFFICE ASST	4	1	1	1					1					
POST DOC FELLOW	1	1	1											1
SUPPORT SPECIALIST I	4	1	1	1	1									
ASSISTANT STORES SUPV	4	1	1	1	1									
GRAD TEACHING ASST I-CHEM	3	11	9	3				3	2	2				4
ADMINISTRATIVE ASST I	4	1	1	1	1									
GRAD TEACHING ASST II-CHEM	3	11	10	3				3	1	1				6
LECTURER-CHEM	2	4	2	2	1			1	1	1				1
ACCOUNTING CLERK III	4	1	1	1	1									
GRAD RESEARCH ASST I-CHEM	5	3	3	1				1						2
STORES SUPERVISOR	4	1	1											
ADMINISTRATIVE ASST II	4	1	1	1										
GRAD RESEARCH ASST III-CHEM	5	2	2										2	
STEM GRA	5	2	1											1
SCI APPARATUS ENGR TECH	5	1	1											1
SENIOR LECTURER-CHEM	2	1	1											1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: CHEMISTRY

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSISTANT PROFESSOR-CHEM	2	4	3	25	11	2	1	11	0	4	1	3	0		
RESEARCH ENGINEERING V	3	2	1	30.86	13.58	2.47	1.23	13.58	.00	1	1	1	0		
ASSOCIATE PROFESSOR-CHEM	2	2	1							2	2				
PROFESSOR-CHEM	2	5	1							4	4	1			
PROFESSOR & ACTNG CHAIR-CHEM	2	1								1	1				
PROF & ASSOC CHAIR-CHEM	2	1								1	1				
Department Total		81	45	25	11	2	1	11	0	56	25	4	3	24	0
% of Total			55.56	30.86	13.58	2.47	1.23	13.58	.00	69.14	30.86	4.94	3.70	29.63	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CHEMISTRY - P.I.

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
POST DOC FELLOW	1	12	9	3	1	1	1	1	1	1	1	7	2	9	
FACULTY ASSOCIATE-RES-CHEM	3	4	3	2	1	1	1	1	1	1	1	2	2	2	
GRAD RESEARCH ASST II-CHEM	5	3	2	2	1	1	1	1	1	1	1	1	1	1	
GRAD RESEARCH ASST III-CHEM	5	1	9	6	4	2	2	2	2	2	2	4	1	10	
STEM GRA	5	1	1	1	1	1	1	1	1	1	1	1	1	1	
TECH STAFF ASST V	5	1	1	1	1	1	1	1	1	1	1	1	1	1	
		37	24	14	6	1	1	1	6	0	23	7	2	1	13
Department Total			64.86	37.84	16.22	2.70	2.70	16.22	16.22	.00	62.16	18.92	5.41	2.70	35.14
															.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CHI EPSILON HEADQTRS

Job Title	EEO	Total	Total Min	Female						Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ST ASST-WORKSTUDY	4	5	4	4	0	2	1	1	1	0	0	0	0	1	1	0	0	0
		5	4	80.00	.00	40.00	20.00	20.00	20.00	0	.00	.00	.00	20.00	20.00	.00	.00	.00
Department Total % of Total		5	4	80.00	.00	40.00	20.00	20.00	20.00	0	.00	.00	.00	20.00	20.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CIVIL ENG - P.I.

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
STUDENT ASSISTANT	4	3	3	2	1	1	1	1	1	1	1	1	1	1	
GRAD RESEARCH ASST I-CE	5	4	4	1	1	1	1	1	1	1	1	1	1	3	
ST ASSC-WORKSTUDY	4	1	1	1	1	1	1	1	1	1	1	1	1	1	
ST ASST-WORKSTUDY	4	1	1	1	1	1	1	1	1	1	1	1	1	1	
STUDENT ASSOCIATE	4	6	2	2	2	2	2	2	2	2	2	2	2	2	
GRAD RESEARCH ASST II-CE	5	1	1	1	1	1	1	1	1	1	1	1	1	1	
STEM GRA	5	8	8	1	1	1	1	1	1	1	1	1	1	7	
GRAD RESEARCH ASST III-CE	5	1	1	1	1	1	1	1	1	1	1	1	1	1	
GRAD RESEARCH ASSC I-CE	5	1	1	1	1	1	1	1	1	1	1	1	1	1	
SUPPORT SPECIALIST II	4	1	1	1	1	1	1	1	1	1	1	1	1	1	
Department Total		27	21	8	3	1	1	1	3	0	19	3	1	0	
% of Total			77.78	29.63	11.11	3.70	3.70	3.70	11.11	.00	70.37	11.11	3.70	.00	55.56

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CIVIL ENG - START-UP

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
STUDENT ASSISTANT	4	1	1	1				1															
				1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Department Total				1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: CIVIL ENGINEERING

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
STUDENT ASSISTANT	4	1	1	1											
ST ASST-WORKSTUDY	4	3	2	1	1						1				
GRAD TEACHING ASST I-CE	3	6	4	3	1		2							1	
GRAD TEACHING ASST II-CE	3	5	5	2			2							3	
RESEARCH ASSISTANT-CE	5	1	1											1	
GRAD TEACHING ASST III-CE	3	7	6	3	1		2							3	
GRAD TEACHING ASSC I-CE	3	2	2											1	
GRAD TEACHING ASSC II-CE	3	1	1											1	
SUPPORT SPECIALIST II	4	1	1	1	1										
ADMINISTRATIVE ASST I	4	3	3	3	3										
ADMINISTRATIVE ASST II	4	1	1	1	1										
COMPUTER USER SERV I	5	1	1											1	
TECH STAFF ASST V	5	1	1											1	
LECTURER-CE	2	4	1											3	1
ASSOCIATE PROFESSOR-CE	2	5	1											4	1
SENIOR LECTURER-CE	2	1	3											1	
ASSISTANT PROFESSOR-CE	2	5	3	1	1									1	2
PROFESSOR-CE	2	5	2											3	2
PROFESSOR & CHAIRPERSON-CE	2	1	1											1	1

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CIVIL ENGINEERING

Job Title	EEO	Total	Total Min	Female						Male															
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd										
		54	30 55.56	16 29.63	9 16.67	0 .00	0 .00	0 12.96	7 12.96	0 .00	0 16.67	0 29.63	16 29.63	9 16.67	0 .00	38 70.37	15 27.78	1 1.85	6 11.11	16 29.63	0 .00				
				Department Total	% of Total																				

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CMAS

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ST ASST-WORKSTUDY	4	1	1	1			1											
STUDENT ASSISTANT	4	1	1													1		
ADMINISTRATIVE ASST I	4	1	1				1											
COORD II, SPECIAL PROG	3	1	1				1									1		
TEMPORARY SERVICE	3	1	1				1											
ASSOCIATE PROFESSOR-CMAS	2	1	1															
DIR CENT MEX AMERICAN	1	1	1				1											
Department Total		7	7	4	0	0	4	0	0	0	0	3	0	0	42.86	0	0	0
% of Total			100.00	57.14	.00	.00	57.14	.00	.00	.00	.00	42.86	.00	.00	42.86	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COLLEGE OF EDUCATION

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
TEACHING ASSISTANT-ED	4	10	3	7			1	2						
ST ASST-WORKSTUDY	4	9	7	2		2	2	2						1
OFFICE ASST I	4	2		2										2
OFFICE ASST II	4	2		2										2
LECTURER-ED	2	18		11										7
SUPPORT SPECIALIST II	4	4	2	2			2							1
ACADEMIC ADVISOR	3	5	2	2		2								1
ADMINISTRATIVE ASST I	4	1		1										
COMPUTER USER SERV ASST	5	1												1
ADM COUNSELOR I	3	1		1										
SPECIAL ASSISTANT	1	3		2										1
COORDINATOR	1	1												1
ASST CLINICAL PROFESSOR-ED	2	5	1	4			1							
ASSISTANT DIRECTOR	3	1		1										
DIRECTOR	1	3	1	1										1
ASSISTANT PROFESSOR-ED	2	15	4	6	3			1						5
VISITING ASSISTANT PROF-ED	2	1		1										
ASSOCIATE PROFESSOR-ED	2	5		3										2
ASSOC PROFESSOR/CHAIR-ED	2	1		1										
ASSISTANT DEAN	1	1		1										

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COLLEGE OF EDUCATION

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
PROFESSOR-ED	2	1		1													
SENIOR LECTURER-ED	2	1															
PROF & ASSOC CHAIR-ED	2	1		1													
PROFESSOR & CHAIRPERSON-ED	2	1															
ASSOCIATE DEAN	1	3		1	1												
ASSC VP AND DEAN	1	1		1													
		97	20	70	52	7	6	5	0	27	25	1	1	0	0	0	0
Department Total % of Total			20.62	72.16	53.61	7.22	6.19	5.15	.00	27.84	25.77	1.03	1.03	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COMMUNICATION

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
GRAD RESEARCH ASST I-COMM	5	3	1	2					1						
STUDENT ASSISTANT	4	10	3	4			1								
STORES CLERK I	4	1	1		1										
GRAD TEACHING ASST I-COMM	3	4	4	4											
STUDENT ASSOCIATE	4	5	2	1	1										1
LECTURER-COMM	2	19	12	12											7
DEGREE PLAN EVAL II	4	1	1	1											1
SR OFFICE ASST	4	1	1	1											1
ACADEMIC ADVISOR	3	1	1												1
SPECIALIST-COMM	2	2	2												2
ADMINISTRATIVE ASST II	4	1	1	1											1
VISITING ASSISTANT PROF-COMM	2	3	1	2					1						
ASSISTANT PROFESSOR-COMM	2	8	2	4			1								2
ASSOCIATE PROFESSOR-COMM	2	1													1
ASSOC PROFESSOR/CHAIR-COMM	2	1	1	1											
PROFESSOR-COMM	2	1	1												1
ADJUNCT PROFESSOR-COMM	2	1	1	1											
Department Total		63	11	40	34	2	2	2	2	0	23	18	1	1	1
% of Total			17.46	63.49	53.97	3.17	3.17	3.17	3.17	.00	36.51	28.57	1.59	1.59	1.59

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COMMUNITY & SERV LEARN

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ADMINISTRATIVE ASST I	4	1	1				1								
DIRECTOR	1	1		1											
Department Total		2	1	2	1	0	1	0	0	0	0	0	0	0	0
% of Total			50.00	100.00	50.00	.00	50.00	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COMPUTER SCIENCE

Job Title	EEO	Total	Total Min	Female						Male										
				Total	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian					
GRAD RESEARCH ASST II-CSE	5	1	1																	
STEM GRA	5	1	1					1												
Department Total				2																
				100.00																
Department Total				2																
% of Total																				
					50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COMPUTER SCIENCE & ENG

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
TEACHING ASSISTANT-CSE	4	1	1	1											
GRAD TEACHING ASSC I-CSE	3	7	5	1										1	4
GRAD TEACHING ASST I-CSE	3	17	16	6										6	10
GRAD RESEARCH ASST I-CSE	5	3	3	2										2	1
GRAD TEACHING ASST II-CSE	3	9	9	2										2	7
RESEARCH ASSISTANT-CSE	5	1	1	1											
ST ASST-WORKSTUDY	4	2	1											1	1
OFFICE ASST II	4	1	1											1	1
GRAD TEACHING ASSC III-CSE	3	13	11	2										2	9
GRAD TEACHING ASSC II-CSE	3	18	17	5										5	12
SR OFFICE ASST	4	2	2	2											
SUPPORT SPECIALIST II	4	1	1	1											
STEM GRA	5	4	2	1										1	1
GRAD RESEARCH ASSC I-CSE	5	1	1	1										1	1
ASST INSTRUCTOR-CSE	2	2	1											2	1
ACCOUNTANT I	3	1	1	1											
GRAD RESEARCH ASSOC I-CSE	5	1	1											1	1
ADMINISTRATIVE ASST II	4	1	1	1											
SOFTWARE SYS	5	1	1											1	1
LECTURER-CSE	2	6	6											6	6

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COMPUTER SCIENCE & ENG

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
MANAGER, OPER AND SVC	3	1	1									1			
SENIOR LECTURER-CSE	2	7	1	2								4			1
ASSOCIATE PROFESSOR-CSE	2	3	1									2			1
ASSISTANT PROFESSOR-CSE	2	10	8	1				1				2			7
ASSOC PROF/ASSOC CHAIR-CSE	2	1	1									1			
PROFESSOR-CSE	2	8	5									3			5
PROFESSOR & CHAIRPERSON-CSE	2	1	1	1											
		123	83	31	9	0	1	21	0	25.20	7.32	.00	.81	17.07	.00
	Department Total		67.48	25.20	7.32	.00	.81	17.07	.00	74.80	25.20	.81	1.63	47.15	.00
	% of Total														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: COMPUTER SCIENCE-P.I.

Job Title	EEO	Total	Total Min	Female					Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
STUDENT ASSISTANT	4	1	2										1								
RESEARCH ASSISTANT-CSE	5	4	4										2	1							
GRAD RESEARCH ASST I-CSE	5	4	4					1								3					
STEM GRA	5	6	6					1						1		4					
GRAD RESEARCH ASST II-CSE	5	1	1													1					
				16	13	81.25	2	0	0	0	0	2	0	0	14	3	2	1	8	0	
Department Total							12.50	.00	.00	.00	12.50	.00	87.50	18.75	12.50	6.25	50.00				
% of Total																					.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: CONTINUING EDUCATION

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	11	8	5	1	2	2	2	2	1	6	2	3	1	0
STUDENT ASSISTANT	4	1	1	1			1				1				
OFFICE ASST II	4	2	2	2											
ST ASSC-WORKSTUDY	4	1	1	1							1				
ACCOUNTING CLERK III	4	1	1	2	1	1					1				
ADMINISTRATIVE ASST I	4	2	1	2	1	1									
SR OFFICE ASST	4	1	1	1											
ADMINISTRATIVE ASST II	4	1	1	1			1								
RSCH ENGR/SCIEN ASSOC I	3	4	2	1	1	1					3	1		2	
COORD II, SPECIAL PROG	3	1	1	1											
TRAINING COORD CONT ED	1	2	2	2		2									
COORDINATOR	1	2	1	1			1				1	1			
TRAINING COORDINATOR	3	2	1	1	1						1	1			
RESEARCH ENGR II	3	1	1												
ASSISTANT DIRECTOR	3	1	1	1											
ASSOCIATE DIRECTOR	1	1	1	1											
DIR CONT EDUCATION	1	1	1	1											
Department Total		35	16	21	11	5	5	0	0	14	8	3	3	0	0
% of Total			45.71	60.00	31.43	14.29	14.29	.00	.00	40.00	22.86	8.57	8.57	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: CRIMINOLOGY

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD RESEARCH ASST I-CRIM	5	1		1													
GRAD RESEARCH ASST II-CRIM	5	1		1													
OFFICE ASST II	4	1	1		1												
LECTURER-CRIM	2	16	9	9	4	5									7	3	4
SUPPORT SPECIALIST II	4	1		1													
ADMINISTRATIVE ASST II	4	1		1													
SENIOR LECTURER-CRIM	2	1	1	1			1										
ASSISTANT PROFESSOR-CRIM	2	3		2											1	1	
ASSOCIATE PROFESSOR-CRIM	2	2	1												2	1	1
ASSOC PROF & ACT CHAIR-CRIM	2	1	1												1		1
Department Total	% of Total	28	13	17	10	6	1	0	0	11	5	5	1	0	39.29	17.86	17.86
			46.43	60.71	35.71	21.43	3.57	.00	.00	39.29	17.86	17.86	3.57	.00	39.29	17.86	17.86

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: CTR FOR DIST EDUCATION

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
SR OFFICE ASST	4	1		1													
OFFICE ASST II	4	1		1													
EDUCATIONAL SPEC IV	3	2	1	2	1	1											
PROGRAMMER ANALYST III	5	1		1													
STU DEVELOPMENT SPEC IV	3	1		1													
INSTR DES	3	3	1	1	1	1											
TEMPORARY SERVICE	3	1		1													
TECHNICAL MEDIA COOR	5	3															
MANAGER	1	1															
MGR, TECH OPER	3	1															
DIR DISTANCE EDUCATION	1	1		1													
ASST VICE PRESIDENT	1	1															
Department Total		17	2	8	6	2	0	0	0	0	0	0	0	9	9	0	0
% of Total			11.76	47.06	35.29	11.76	.00	.00	.00	.00	.00	.00	.00	52.94	52.94	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN OF GRADUATE STUDY

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	8	7	7	1	1	1	1	4					1
STUDENT ASSISTANT	4	1	1											
DATA ENTRY OPERATOR II	5	1		1										
GRAD RESEARCH ASST I-GS	5	2		1				1						1
ADMISSIONS ASSISTANT	4	4	3	4	1	1		2						
RECORDER CERT SPEC	4	1	1	1		1								
SUPPORT SPECIALIST II	4	1	1	1				1						
SR OFFICE ASST	4	1	1	1										
GRADUATION COUNSELOR	3	1	1	1										
ADM COUN II	3	1	1	1										
ADM COUNSELOR I	3	3	2	3	1	1		1						
STUD FIN AID OFFCER II	3	1	1	1										
ACCOUNTANT I	3	1	1	1				1						
INTL ADMISSIONS COUNSEL	3	1	1	1										
TEMPORARY SERVICE	3	1	1	1										
GRADUATION COUNSELOR II	3	1	1	1										
INFORMATION ANALYST	3	1	1	1										
EXEC ASST	1	1	1	1										
WEB SITE & CONTENT COOR	3	1	1	1										
ASST DIR ADMISSIONS SVC	1	2	1	2	1	1		1						

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN OF GRADUATE STUDY

Job Title	EEO	Total	Total Min	Female						Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
DIRECTOR	1	1	1																		
ASSOCIATE DEAN	1	1																			
DEAN/VICE PROVOST	1	1																			
				20	30	14	5	3	8	0	7	3	1	1	2	0					
				54.05	81.08	37.84	13.51	8.11	21.62	.00	18.92	8.11	2.70	2.70	5.41	.00					
					Department Total																
					% of Total																

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-ARCHITECTURE

Job Title	EEO	Total	Total Min	Female					Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
GRAD TEACHING ASST I-ARCH	3	9	3	4	3							1	1	1	5	3					
TEACHING ASSISTANT-ARCH	4	3	1	1	1										2	1				1	
GRAD TEACHING ASSC I-ARCH	3	5	1	4	4										1	1				1	
ST ASST-WORKSTUDY	4	19	13	3		1		2							16	6	2	3		4	1
STUDENT ASSISTANT	4	1	1												1						1
GRAD RESEARCH ASST I-ARCH	5	7		5	5										2	2					
GRAD RESEARCH ASSC I-ARCH	5	1													1	1					
SUPPORT SPECIALIST II	4	1	1	1				1							1						
TECHNICAL STAFF ASST IV	5	1	1												1						
ADMINISTRATIVE ASST I	4	2	1	2	1	1															
ACADEMIC ADVISOR	3	1	1	1											1						
LAB COORD/SUPER	5	1																			
LECTURER-ARCH	2	19	3	3	2			1							16	14		2			
ADMINISTRATIVE ASST II	4	1	1	1				1							2	2					
VIS ASSOC PROFESSOR-ARCH	2	3		1	1										1	1					
COMPUTER LAB MANAGER	3	1													1	1					
COORDINATOR	1	1													1	1					
ASSISTANT PROFESSOR-ARCH	2	5	1	2	2										3	2		1			
VISITING ASSISTANT PROF-ARCH	2	1													1	1					
VIS RESOURCE CURATOR	3	1													1	1					

Continued...

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: DEAN-ARCHITECTURE

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
INSTRUCTOR-ARCH	2	1		1															
ASSOCIATE PROFESSOR-ARCH	2	8		1															
PROFESSOR-ARCH	2	7	1	1															
SPECIALIST-ARCH	2	1																	
ASSOCIATE DEAN	1	1																	
DEAN	1	1																	
Department Total		102	29	30	21	4	1	4	1	4	0	72	52	2	10	7	1		
% of Total			28.43	29.41	20.59	3.92	.98	3.92	.98	3.92	.00	70.59	50.98	1.96	9.80	6.86	.98		

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-BUSINESS

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD TEACHING ASST I-BUS	3	1		1													
ST ASST-WORKSTUDY	4	6	5	1	1	2	2									1	
GRAD RESEARCH ASST I-BUS	5	2	2	1		1										1	
STUDENT ASSISTANT	4	1	1	1				1									
GRAD RESEARCH ASST II-BUS	5	2	2	1				1								1	
OFFICE ASST I	4	1		1													
SR OFFICE ASST	4	2		2													
SUPPORT SPECIALIST II	4	3		3													
DEGREE PLAN EVAL III	4	1		1													
COORD I, SPECIAL PROG	3	1	1	1													
STU DEVELOPMENT SPEC II	3	5	1	3	1											1	1
ADMINISTRATIVE ASST I	4	3	1	2			1										
STUDENT ASSOCIATE	4	1		1													
COORD II, SPECIAL PROG	3	1	1	1													
DIRECTOR GRADUATE SRVS	1	1	1	1													
COORD UNDGRAD STUDIES	1	1	1	1													
ASST TO THE DEAN	1	1	1	1													
DIRECTOR	1	1	1	1													
EXECUTIVE DIRECTOR	1	1	1	1													1
ASSISTANT DEAN	1	1	1	1													1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-BUSINESS

Job Title	EEO	Total	Total Min	Female						Male																			
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd														
ASSOCIATE DEAN	1	1																											
DEAN	1	1																											
				15	30	18	6	3	3	0	8	5	0	1	2	0	39.47	78.95	47.37	15.79	7.89	7.89	21.05	13.16	.00	2.63	5.26	.00	
Department Total				38													Department Total												
																	% of Total												

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: DEAN-LIBERAL ARTS

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	2	2	1			1					1			
ADMINISTRATIVE ASST I	4	2		1	1								1		
STU DEVELOPMNT SPEC III	3	1		1	1										
EXEC ASST TO THE DEAN	1	1		1	1										
ASST TO THE DEAN	1	1		1	1										
ASSISTANT DEAN	1	1		1	1										
ASSOCIATE DEAN	1	1		1	1										
DEAN	1	1		1	1										
Department Total		10	2	7	6	0	1	0	0	0	0	3	2	0	0
% of Total			20.00	70.00	60.00	.00	10.00	.00	.00	.00	.00	30.00	20.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-NURSING

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ST ASST-WORKSTUDY	4	21	18	16	2	11	3					5	1	2	2	
RESEARCH ASSISTANT-NUR	5	2		1	1							1	1			
SR OFFICE ASST	4	5	4	5	1	3	1									
OFFICE ASST I	4	1		1	1											
GRAD TEACHING ASST I-NUR	3	2	1	2	1			1								
TEACHING ASSISTANT-NUR	4	3		3	3											
LABORATORY STORES ASST	4	1		1	1											
ADMISSIONS ASSISTANT	4	1		1	1											
GRAD TEACHING ASST II-NUR	3	1		1	1											
SUPPORT SPECIALIST II	4	2		2	2											
ACADEMIC ADVISOR	3	3	1	2	1							1	1			
AUDIO VISUAL EQUIPMENT	5	1														
ADMINISTRATIVE ASST I	4	4	3	4	1	2	1									
COMPUTER USER SERV ASST	5	1	1	1												
ADMINISTRATIVE ASST II	4	3		3	3											
AUDIO VISUAL ED SPECI	5	1		1	1											
ACADEMIC ADVISOR II	3	1		1	1											
ADMIN SVCS OFF I	4	1		1	1											
GRAD TEACHING ASSC I-NUR	3	1		1	1											
ACADEMIC ADVISOR III	3	1		1	1											

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-NURSING

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
COORDINATOR	1	1	1	1															
CLINICAL INSTRUCTOR-NUR	2	58	6	49	1	1	1												
AUD VIS EDUC SPEC II	5	1	1	1															
ASST CLINICAL PROFESSOR-NUR	2	13	3	10	1	1	1												
MANAGER	1	1	1	1															
VISITING PROFESSOR-NUR	2	1	1																
ASC. CLINICAL PROFESSOR-NUR	2	4	4	4															
ASSOCIATE PROFESSOR-NUR	2	6	6	6															
ASSISTANT PROFESSOR-NUR	2	3	3	3															
EXEC ASST TO THE DEAN	1	1	1	1							1								
DIRECTOR	1	1	1	1															
ADJ ASSOCIATE PROFESSOR-NUR	2	1	1	1															
ASSOCIATE DEAN	1	4	4	4															
DEAN	1	1	1	1															
Department Total		152	39	103	19	8	2	3	17	10	3	4	0	0	11.18	6.58	1.97	2.63	.00
% of Total			25.66	67.76	12.50	5.26	1.32	1.97											

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-SCIENCE

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
SUPPORT SPECIALIST II	4	3		3													
LECTURER-SCI	2	3		1	1												
WEB SPECIALIST	3	1	1	1				1									
TEACHING ASSISTANT-SCI	4	1		1													
ADMINISTRATIVE ASST I	4	1		1													
COORD I, SPECIAL PROG	3	1		1													
ASST TO THE DEAN	1	1		1													
ASSISTANT DEAN	1	2													2		
ASSOCIATE DEAN	1	1	1														1
DEAN	1	1		1													1
Department Total		15	2	9	8	0	0	1	0	0	0	0	5	6	5	0	1
% of Total			13.33	60.00	53.33	.00	.00	6.67	.00	.00	.00	.00	33.33	40.00	33.33	.00	6.67

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-SOCIAL WORK

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	2	2	1		1						1		
OFFICE ASST II	4	3	4	3										
SR OFFICE ASST	4	8	4	4		2								
GRAD TEACHING ASST I-SW	3	8	5	2		1						1		
STUDENT ASSOCIATE	4	2	2									2		
SPECIALIST-SW	2	7	1	6		1								
ADJ ASSISTANT PROFESSOR-SW	2	28	4	16		1						2		
GRAD RESEARCH ASST I-SW	5	6	4	1		1						2		1
ADMINISTRATIVE ASST I	4	1	1	1										
STU DEVELOPMENT SPEC I	3	2	1	1		1								
WEB SPECIALIST	3	1	1											
ADM COUN II	3	1	1											
ADJ ASSISTANT PROFESSOR-SOC	2	1	1											
COMPUTER USER SERV II	5	1	1											
ADMINISTRATIVE ASST II	4	1	1	1										
COORD I, SPECIAL PROG	3	1	1	1										
DIRECTOR ADMISSIONS SVS	1	1	1	1										
ASSISTANT PROFESSOR-SW	2	6	2	4		3						1		1
VISITING ASSISTANT PROF-SW	2	1	1	1		1								
PROFESSOR-SW	2	13	1	4		4						8		1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-SOCIAL WORK

Job Title	EEO	Total	Total Min	Female					Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd							
COORDINATOR	1	1		1																		
ASSOCIATE PROFESSOR-SW	2	5	2	1	1	1		1														
ADJUNCT PROFESSOR-SW	2	1		1																		
ASSISTANT DEAN	1	1																				
ASSOCIATE DEAN	1	1		1																		
DEAN	1	1	1												1							
			30	70	48	10	8	4	0						34	26	1	3	4	0		
			28.85	67.31	46.15	9.62	7.69	3.85	.00						32.69	25.00	.96	2.88	3.85	.00		
				Department Total					Department Total													
				% of Total					% of Total													

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: DEAN-URBAN & PUBLIC AF

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	5	2	4	2	2						1	1	
GRAD RESEARCH ASST I-UPA	5	1	1	1		1								
ADJ ASSISTANT PROFESSOR-UPA	2	6	2	3	1	1	1	1				3	3	
GRAD RESEARCH ASST II-UPA	5	4	4	1				1				3	3	
GRAD TEACHING ASSC III-UPA	3	1	1									1	1	
GRAD RESEARCH ASSC I-UPA	5	1	1									1	1	
LECTURER-UPA	2	1	1									1	1	
GRAD RESEARCH ASSC II-UPA	5	3	1	1	1							2	2	
OFFICE ASST II	4	1	1	1										
SR OFFICE ASST	4	1	1	1										
ADJUNCT PROFESSOR-UPA	2	1	1									1	1	
ADMINISTRATIVE ASST I	4	1	1	1										
SUPPORT SPECIALIST II	4	1	1	1										
DIR SUPA COMMUNICATIONS	1	1	1	1										
ASSISTANT PROFESSOR-UPA	2	7	3	3	1	1	1	1	1	1		4	3	1
ASSOCIATE PROFESSOR-UPA	2	4	2	3	1							1	1	
PROFESSOR-UPA	2	4	4									4	4	
PROG CORD	1	1	1									1	1	
VISITING PROFESSOR-UPA	2	1	1									1	1	
DIR TR/SV	1	1	1									1	1	

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: DEAN-URBAN & PUBLIC AF

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
DEAN	1	1		21	9	7	2	3	0	26	20	2	2	2	0
		47	18 38.30	44.68	19.15	14.89	4.26	6.38	.00	55.32	42.55	4.26	4.26	4.26	.00
Department Total				% of Total											

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ECONOMICS

Job Title	EEO	Total	Total Min	Female						Male														
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd									
GRAD TEACHING ASST I-ECO	3	6	5	2	1			1						4	1									
GRAD TEACHING ASST II-ECO	3	5	5	1				1						4										
SR OFFICE ASST	4	1		1	1																			
LECTURER-ECO	2	6		2	2			4						4										
ADMINISTRATIVE ASST I	4	1		1	1																			
VISITING ASSISTANT PROF-ECO	2	1		1	1																			
SENIOR LECTURER-ECO	2	2		1	1									1	1									
ASSISTANT PROFESSOR-ECO	2	5	1	2	2									3	2									
ASSOCIATE PROFESSOR-ECO	2	3												3	3									
PROFESSOR-ECO	2	2												2	2									
Department Total				32	11	9	0	0	2	0	21	12	1	0	8	0	0	0	0	0	0	0	0	0
% of Total				34.38	28.13	.00	.00	6.25	.00	.00	65.63	37.50	3.13	.00	25.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: EDUC.OPPTY CTR -P.I.

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
SUPPORT SPECIALIST II	4	1	1	1			1										
COMM EDUCATION SPEC I	3	4	2	2	1												
COMMUNITY EDU SPEC II	3	1	1	1			1										
DIR E O C	1	1	1	1													
		7	4	6	3	1	2	0	0	0	0	0	0	0	0	0	0
Department Total			57.14	85.71	42.86	14.29	28.57	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ELEC ENGR START-UP

Job Title	EEO	Total	Total Min	Female						Male								
				Total	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian			
POST DOC RESEARCH ASSOC	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
				1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Department Total				1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
% of Total				100.00	.00	.00	.00	.00	.00	.00	.00	100.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ELECTRICAL ENG

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
STEM GRA	5	2	2	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0			
				2	100.00	2	100.00	1	50.00	0	.00	0	.00	1	50.00	0	.00	0	.00	1	50.00	0	.00
Department Total				2	100.00	2	100.00	1	50.00	0	.00	0	.00	1	50.00	0	.00	0	.00	1	50.00	0	.00
% of Total																							

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ELECTRICAL ENGINEERING

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
GRAD TEACHING ASST I-E ENG	3	17	17	4				4				1		12
GRAD TEACHING ASST II-LING	3	1	1											1
GRAD TEACHING ASST II-E ENG	3	12	12	1				1						11
STUDENT ASSISTANT	4	10	10	2				2						8
GRAD RESEARCH ASST I-E ENG	5	2	2											2
GRAD TEACHING ASSC I-E ENG	3	8	5	2	1			1						4
RESEARCH ASSISTANT-E ENG	5	1	1											1
ST ASST-WORKSTUDY	4	1	1											1
GRAD TEACHING ASSC II-E ENG	3	15	15	1				1				3		11
GRAD RESEARCH ASST II-E ENG	5	3	2									1		2
LECTURER-E ENG	2	1	1											1
SR OFFICE ASST	4	3	3	3										
GRAD TEACHING ASSC III-E ENG	3	7	6	3				3						3
STEM GRA	5	7	6	3	1			2						4
ELECTRONIC TECH II	5	1	1											1
SUPPORT SPECIALIST II	4	1	1	1										1
ADMINISTRATIVE ASST I	4	2	2	1	1									1
ADJ ASSISTANT PROFESSOR-E ENG	2	2	1											2
ENGINEERING TECHN III	5	1	1											1
ADJUNCT PROFESSOR-E ENG	2	1	1											1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ELECTRICAL ENGINEERING

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ADJ ASSOCIATE PROFESSOR-E ENG	2	3	1									2				1			
SENIOR LECTURER-E ENG	2	4										4							
ASSOCIATE PROFESSOR-E ENG	2	6	4									2				4			
PROFESSOR-E ENG	2	11	3									8				3			
ASSISTANT PROFESSOR-E ENG	2	9	6									3				6			
ASSISTANT PROFESSOR--E ENG	2	1	1									1				1			
ASSOC PROF/DIRECTOR-E ENG	2	1										1				1			
PROF & ASSOC CHAIR-E ENG	2	1										1				1			
PROFESSOR & DIRECTOR-E ENG	2	2	1								1					1			
PROFESSOR & CHAIRPERSON-E ENG	2	1										1				1			
Department Total		135	94	22	8	0	0	14	0	0	0	33	0	4	76	113	33	0	0
% of Total			69.63	16.30	5.93	.00	.00	10.37	.00	.00	.00	24.44	.00	2.96	56.30	83.70	24.44	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ELECTRICAL ENGR

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
STUDENT ASSISTANT	4	1	1									1		
GRAD RESEARCH ASST I-E ENG	5	2	2								1	1		
GRAD RESEARCH ASST II-E ENG	5	1	1									1		
STEM GRA	5	2	2									2		
GRAD RESEARCH ASSC I-E ENG	5	1	1									1		
		7	7	0	0	0	0	0	0	0	0	7	0	0
Department Total			100.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00	.00	.00
% of Total				.00	.00	.00	.00	.00	.00	.00	.00	100.00	.00	.00
														85.71
														14.29
														0
														6
														0

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: EMPLOYEE SERVICES

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ASSC VP EMPLOYEE SERV	1	1		1	1													
				0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
				.00	100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Department Total				1														
% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ENG CENTER FOR DIS EDU

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
STUDENT ASSOCIATE	4	10	2	6	4		1	1				4	4			
SUPPORT SPECIALIST II	4	1	1	1		1						1	1			
SENIOR PRODUCER	3	1										1	1			
DIR ENGRINEERING T V	1	1										1	1			
Department Total		13	3	7	4	1	1	1	1	1	0	6	6	0	0	0
% of Total			23.08	53.85	30.77	7.69	7.69	7.69	7.69	.00	46.15	46.15	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ENGINEERING-NANO FAB

Job Title	EEO	Total	Total Min	Female						Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
GRAD RESEARCH ASST I-NANO ENG	5	2	2											2						
STEM GRA	5	1	1											1						
ADMINISTRATIVE ASST II	4	1	1		1															
SCI APPARATUS ENGR TECH	5	1	1											1						
RESEARCH ENGR III	3	1	1																	
RESEARCH ENGINEERING IV	3	1	1																	
RESEARCH ENGINEERING V	3	1	1													1				
				8	6	1	1	0	0	0	0	0	0	0	7	1	0	1	4	1
Department Total % of Total				75.00	12.50	12.50	12.50	.00	.00	.00	.00	.00	.00	.00	87.50	12.50	.00	12.50	50.00	12.50

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: ENGLISH

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
SPECIALIST-ENGL	2	1		1												
GRAD TEACHING ASST I-ENGL	3	8	1	6			1								1	
LECTURER-ENGL	2	22	2	12	2										8	
ST ASSC-WORKSTUDY	4	2	1	1											1	
TUTOR-ENGL	5	16	4	9	1	1	1								3	1
OFFICE ASST II	4	1		1												
SR OFFICE ASST	4	1		1												
GRAD TEACHING ASST II-ENGL	3	17	3	7			1								7	1
GRAD TEACHING ASST III-ENGL	3	6	2	3											1	1
SENIOR LECTURER-ENGL	2	8		6											2	
GRAD TEACHING ASSC I-ENGL	3	1		1												
ADMINISTRATIVE ASST I	4	1		1												
ACADEMIC ADVISOR II	3	1		1												
PROG CORD	1	2		1											1	
ASSISTANT PROFESSOR-ENGL	2	9	1	4			1								4	
VISITING ASSISTANT PROF-ENGL	2	1													1	
ASSOCIATE PROFESSOR-ENGL	2	4		3											1	
PROFESSOR-ENGL	2	3		1											1	
PROFESSOR & CHAIRPERSON-ENGL	2	1		1											1	

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ENGLISH

Job Title	EEO	Total	Total Min	Female						Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
		105	14 13.33	68 64.76	60 57.14	3 2.86	3 2.86	2 1.90	2 1.90	0 .00	37 35.24	31 29.52	2 1.90	2 1.90	2 1.90	0 .00
		Department Total % of Total														

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ENVIRN HEALTH & SAFETY

Job Title	EEO	Total	Total Min	Female					Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
ST ASST-WORKSTUDY	4	3	1																		
STUDENT ASSISTANT	4	2	2																		
OFFICE ASST II	4	1		1																	
ADMINISTRATIVE ASST I	4	1		1																	
SAFETY SPECIALIST I	3	3		1	1	1															
CLAIMS ANALYST	3	2		2																	
SAFETY SPECIALIST II	3	5	1	2	2	1															
FIRE MARSHAL	3	1																			
SAFETY COORD	3	1	1																		
ASST DIR ENVIRO	1	1																			
ASC DR EV H & S	1	1		1																	
		21	5	9	8	1	0	0	0	0	0	0	0	0	12	8	1	2	1	0	0
			23.81	42.86	38.10	4.76	.00	.00	.00	.00	.00	.00	.00	.00	57.14	38.10	4.76	9.52	4.76	.00	.00
		Department Total																			
		% of Total																			

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: ENVIRONMENTAL SCIENCE

Job Title	EEO	Total	Total Min	Female						Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd							
TEACHING ASSISTANT-ES	4	1	1												1							
GRAD TEACHING ASSC II-ES	3	1	1					1														
GRAD TEACHING ASST II-ES	3	1	1																		1	
LECTURER-ES	2	1	1																		1	
				3	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department Total				4	75.00	25.00	.00	.00	.00	25.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
% of Total																						

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: EQ OPPT & AFFIRM ACT

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ADMINISTRATIVE ASST I	4	1	1	1															
COORD EQUAL OPPOR	1	1	1	1		1													
DIR EQ OP & AFF ACT	1	1	1	1		1													
		3	3	3	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0
			100.00	100.00	.00	66.67	33.33	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Department Total																			
					% of Total														

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: FINANCE & REAL ESTATE

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
GRAD TEACHING ASST II-FIN	3	1		1														
GRAD TEACHING ASSC I-FIN	3	5	4	2				2										1
GRAD TEACHING ASSC II-FIN	3	3	3	1				1										2
GRAD TEACHING ASSC III-FIN	3	3	3	1		1												2
SR OFFICE ASST	4	1	1	1						1								
FACULTY ASSOCIATE-RES-FIN	3	1	1	1														
LECTURER-FIN	2	7																7
SENIOR LECTURER-FIN	2	2																2
ADMINISTRATIVE ASST I	4	1		1														
ADJ ASSISTANT PROFESSOR-FIN	2	1		1														1
ASSOCIATE PROFESSOR-FIN	2	1																1
ASSISTANT PROFESSOR-FIN	2	5	2	1				1										4
PROFESSOR-FIN	2	3	1	1														2
PROFESSOR & CHAIRPERSON-FIN	2	1																1
Department Total		35	16	10	3	1	1	5	1	1	1	1	1	16	1	0	8	0
% of Total			45.71	28.57	8.57	2.86	2.86	14.29	2.86	8.57	2.86	2.86	14.29	45.71	2.86	.00	22.86	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: GEOLOGY

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ST ASST-WORKSTUDY	4	2	1									1						
STUDENT ASSISTANT	4	1	1			1												
TEACHING ASSISTANT-GO	4	3	1	2														1
SR OFFICE ASST	4	2	1	2														
GRAD TEACHING ASST I-GO	3	3	1	2				1										
GRAD TEACHING ASST II-GO	3	2	1															
SPECIALIST-GO	2	1	1															1
GRAD TEACHING ASSC I-GO	3	2	1															
ADMINISTRATIVE ASST I	4	1	1	1														
ADJ ASSISTANT PROFESSOR-GO	2	1	1															
ADJUNCT PROFESSOR-GO	2	2	1															
PROFESSOR-GO	2	5	1															
ASSOCIATE PROFESSOR-GO	2	1	1	1														
PROFESSOR & CHAIRPERSON-GO	2	1	1															
Department Total		27	5	9	7	1	0	1	0	18	15	0	2	1	0			
% of Total			18.52	33.33	25.93	3.70	.00	3.70	.00	66.67	55.56	.00	7.41	3.70	.00			

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: GEOLOGY - P.I.

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
ST ASSC-WORKSTUDY	4	1	1												1								
STUDENT ASSISTANT	4	2	1												1							1	
STUDENT ASSOCIATE	4	2													2								
GRAD RESEARCH ASST I-GO	5	1	1																				
GRAD RESEARCH ASST I-GO	5	1	1		1																		
STEM GRA	5	2	2		1																	1	
				5	3	1	0	0	0	2	0	0	0	0	6	3	0	1	1	1	1	1	
				55.56	33.33	11.11	.00	.00	.00	22.22	.00	.00	.00	.00	66.67	33.33	.00	11.11	11.11	11.11	11.11	11.11	11.11
Department Total				9	Department Total																		
					% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: GOLF

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GOLF COACH	1	1		0	0	0	0	0	0	0	0	1	1	0	0	0	0
				0	0	0	0	0	0	0	0	1	1	0	0	0	0
				.00	.00	.00	.00	.00	.00	.00	.00	100.00	100.00	.00	.00	.00	.00
Department Total				1													
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: HISTORY

Job Title	EEO	Total	Total Min	Female					Male				
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp
GRAD TEACHING ASST I-HIST	3	6		3					3				
GRAD TEACHING ASST II-HIST	3	4		4									
ST ASST-WORKSTUDY	4	2	2	1			1		1			1	
GRAD TEACHING ASSC I-HIST	3	8		2					6				
GRAD RESEARCH ASST II-HIST	5	1		1									
GRAD TEACHING ASSC II-HIST	3	2		1					1				
GRAD RESEARCH ASSC I-HIST	5	1	1								1		
SR OFFICE ASST	4	1		1									
SUPPORT SPECIALIST II	4	2	1	1								1	
ACADEMIC ADVISOR II	3	1		1									
ADJUNCT PROF EMERITUS-HIST	2	1									1		
LECTURER-HIST	2	5		5									
ADMINISTRATIVE ASST II	4	1		1									
ASSISTANT PROFESSOR-HIST	2	2	1	1		1			1				
ASSOCIATE PROFESSOR-HIST	2	11	1	3		3			7	1			
PROFESSOR-HIST	2	8	1						7		1		
PROFESSOR & CHAIRPERSON-HIST	2	1							1				
Department Total		57	7	25	1	0	1	1	23	1	0	1	0
% of Total			12.28	43.86	1.75	.00	1.75	.00	40.35	1.75	.00	1.75	.00
				47.37	1.75	3.51	3.51	47.37	56.14	1.75	3.51	3.51	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: HONORS COLLEGE

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ST ASST-WORKSTUDY	4	3	2	2								1						
SUPPORT SPECIALIST II	4	1	1	1														
STU DEVELOPMENT SPEC I	3	1	1	1														
STU DEVELOPMNT SPEC III	3	1	1														1	
ADMINISTRATIVE ASST II	4	1	1	1														
COORDINATOR	1	1	1															
DIRECTOR	1	2	2	2														
DEAN	1	1	1															
		11	4	7	4	3	0	0	0	0	0	0	0	0	3	0	0	1
Department Total			36.36	63.64	36.36	27.27	.00	.00	.00	.00	.00	.00	.00	.00	27.27	.00	.00	9.09
% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: HOUSING & UNIV CENTER

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
STUDENT ASSISTANT	4	64	43	19	12	5	2	2	45	9	3	3	30	
RESIDENT ASSISTANT	7	24	14	13	4	4	1	4	11	6	4		1	
ST ASST-WORKSTUDY	4	1							1	1				
MAIL CLERK II	4	1		1	1									
OFFICE ASST I	4	1		1	1									
ACTIVITY ASSISTANT I	7	3	1	2	1	1			1	1				
BUILDING ATTENDANT II	7	1							1	1				
APARTMENT MANAGER	3	2		2	2				1	1				
HEAD RESIDENT	5	1							1	1				
HEAD RESIDENT II	5	1							1	1				
SR OFFICE ASST	4	1	1						1		1			
ASST EVENTS MANAGER	3	2							2	2				
HEAD RES III	5	2		1	1				1	1				
BUILDING ATTENDANT LDR	7	1	1						1		1			
COORDINATOR, APARTMENTS	3	1		1	1				2	2				
STUDENT ASSOCIATE	4	2							8	5	2	1		
STAGEHAND	5	9	3	1	1				1	1				
MAIL SERVICES SUPERVISO	4	1		1	1				1	1				
GAMES AREA SUPERVISOR	7	1							1	1				
EVENTS MANAGER	3	2		1	1				1	1				

Continued...

Work Force Analysis

Department: HOUSING & UNIV CENTER

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
CONFERENCE COORD II	3	2															
ADMINISTRATIVE ASST II	4	1		1													
STAGE MANAGER	3	1															
ASSISTANT DIRECTOR	3	2															
AUDITORIUM DIRECTOR	1	1		1													
		128	63	45	28	10	1	6	0	83	37	11	4	31	0		
			49.22	35.16	21.88	7.81	.78	4.69	.00	64.84	28.91	8.59	3.13	24.22	.00		
		Department Total															
		<i>% of Total</i>															

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: HOUSING/UC- MAVSTADIUM

Job Title	EEO	Total	Total Min	Female						Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
ACTIVITY ASSISTANT I	7	1																		
ASST EVENTS MANAGER	3	2	1																	
ATHLETIC EQUIPMENT MGR	3	1																		
		Department Total		4	1	0	0	0	0	0	0	0	0	0	4	3	0	1	0	0
		% of Total			25.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00	75.00	.00	25.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: HUMAN RESOURCES

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ST ASST-WORKSTUDY	4	4	4	2		2						2				
OFFICE ASST I	4	1	1	1												
ADMINISTRATIVE ASST I	4	2	2	2												
H R SPECIALIST I	3	8	6	5		4	1					2	1			
H R SPECIALIST II	3	3	1	2	1	1						1				
H R SPECIALIST III	3	2	1	2	1		1									
HUMAN RESOURCES REP I	3	1	1	1												
ADMIN SVCS OFF I	4	1	1	1		1										
HR REP III	3	3	3	3	3											
HUMAN RESOURCES ADMIN	1	1	1	1	1											
ASSISTANT DIRECTOR	3	1	1	1	1											
ASSOCIATE DIRECTOR	1	1	1	1	1											
ASST VP HR MGT & DEV	1	1	1	1		1										
Department Total		29	14	21	10	9	2	0	0	0	8	5	2	0	1	0
% of Total			48.28	72.41	34.48	31.03	6.90	.00	.00	.00	27.59	17.24	6.90	.00	3.45	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INDUSTRIAL ENG

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
GRAD TEACHING ASST I-IE	3	4	4									4		
TEACHING ASSISTANT-IE	4	1	1										1	
GRAD TEACHING ASST II-IE	3	6	6	1				1						5
ST ASST-WORKSTUDY	4	2	2										1	1
GRAD TEACHING ASSC I-IE	3	1	1					1						
GRAD TEACHING ASSC II-IE	3	6	6	2				2						4
GRAD TEACHING ASSC III-IE	3	3	3											3
ADJUNCT PROFESSOR-IE	2	2	2									2		
SR OFFICE ASST	4	1	1							1				
GRAD RESEARCH ASST II-IE	5	1	1											1
ADMINISTRATIVE ASST I	4	1	1	1										
LECTURER-IE	2	1	1											1
MGR, IMSE INFO SYS	3	1	1											1
SENIOR LECTURER-IE	2	1	1											
ASSOCIATE PROFESSOR-IE	2	3	2											1
ASSISTANT PROFESSOR-IE	2	3	1											1
ASSOC PROF/ASSOC CHAIR-IE	2	1	1											
PROFESSOR-IE	2	2	2											2
PROFESSOR & CHAIRPERSON-IE	2	1	1											1

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INDUSTRIAL ENG

Job Title	EEO	Total	Total Min	Female						Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
		41	28 68.29	10 24.39	4 9.76	1 2.44	1 2.44	1 2.44	4 9.76	0 .00	31 75.61	9 21.95	1 2.44	2 4.88	19 46.34	0 .00
		Department Total % of Total														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INDUSTRIAL ENG - P.I.

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
STEM GRA	5	4	4	1				1				3		
GRAD RESEARCH ASST I-IE	5	2	1	1							1			
GRAD RESEARCH ASSC II-IE	5	1	1									1		
				2	0	1	0	1	1	0	0	5	1	0
				85.71	.00	14.29	.00	14.29	14.29	.00	.00	71.43	14.29	.00
Department Total		7	6	28.57	.00	14.29	.00	14.29	14.29	.00	.00	57.14	14.29	.00
% of Total														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INFO SYS & OPER.MGMNT.

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD TEACHING ASST-ISMS	2	1	1	1													
GRAD TEACHING ASST I-ISMS	3	1	1														
STUDENT ASSISTANT	4	2	1														
GRAD TEACHING ASSC I-ISMS	3	9	6	2													
GRAD TEACHING ASSC III-ISMS	3	4	4														
ADMINISTRATIVE ASST I	4	2	2	2													
SENIOR LECTURER-ISMS	2	5	1	2	2	1											
ASSISTANT PROFESSOR-ISMS	2	6	2	2													
ASSOCIATE PROFESSOR-ISMS	2	5	2														
PROFESSOR-ISMS	2	3	2	1	1												
PROFESSOR & CHAIRPERSON-ISMS	2	1	2														
		39	19	11	10	1	0	0	0	0	0	0	0	0	0	0	0
Department Total			48.72	28.21	25.64	2.56	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
% of Total																	
				71.79	25.64	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
				28	10	0	0	0	0	0	0	0	0	0	0	0	0
				71.79	25.64	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INSTIT COMPLIANCE

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
DIRECTOR	1	1	1	1														
EXECUTIVE DIRECTOR	1	1		1														
Department Total		2	1	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
% of Total			50.00	100.00	50.00	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INSTIT RES.PLANG & EFF

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD RESEARCH ASSC II-IRP	5	1		1													
COORDINATOR	1	2		2													
EXEC ASST TO PROVOST	1	1	1	1	1												
INST RESEARCH ASSOCIATE	3	3		1											2		
WEB DEVELOPER	3	1													1		
ASSISTANT DIRECTOR	3	1	1	1				1									
ASSOCIATE DIRECTOR	1	1													1		
ASST VICE PRESIDENT	1	1		1													
		11	2	7	5	1	0	1	0	1	0	0	0	4	4	0	0
Department Total			18.18	63.64	45.45	9.09	.00	9.09	.00	9.09	.00	.00	.00	36.36	36.36	.00	.00
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INTERNAL AUDIT

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
STAFF AUDITOR	3	1	1	1														
SENIOR AUDITOR	3	1	1					1										
INF SYS AUDITOR	3	1	1														1	
AUDIT MANAGER	1	1	1	1														
DIR INTERNAL AUDIT	1	1	1														1	
		5	3	3	1	1	0	1	0	0	1	0	0	1	0	2	1	0
			60.00	60.00	20.00	20.00	.00	20.00	.00	.00	20.00	.00	.00	20.00	.00	40.00	20.00	20.00
Department Total																		
% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: INTS-INTERDISC STUDIES

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
OFFICE ASST II	4	1		1													
ADMINISTRATIVE ASST I	4	1		1													
LECTURER-INTD	2	3		1	1										2		
ACADEMIC ADVISOR II	3	2	1	1			1								1		
ASSISTANT PROFESSOR-INTD	2	1													1		
		8	1	4	3	0	1	0	0	0	4	4	0	0	4	0	0
Department Total			12.50	50.00	37.50	.00	12.50	.00	.00	50.00	50.00	50.00	.00	.00	50.00	.00	.00
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: KINESIOLOGY

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
DIRECTOR	1	1		1															
LECTURER-KIN	2	9	2	3	1														
ST ASST-WORKSTUDY	4	2		2															
STUDENT ASSISTANT	4	7	2	3															
ASST CLINICAL PROFESSOR-KIN	2	7		3															
GRAD TEACHING ASST-KIN	2	9	3	3															
LOCKER ROOM ATTENDANT	7	1																	
SR OFFICE ASST	4	1		1															
GRAD RESEARCH ASST I-KIN	5	2		2															
SUPPORT SPECIALIST II	4	1	1																
ADMINISTRATIVE ASST I	4	1		1															
ADJ ASSISTANT PROFESSOR-KIN	2	1		1															
VISITING ASSISTANT PROF-KIN	2	1																	
ASSISTANT PROFESSOR-KIN	2	6		5															
ASSOCIATE PROFESSOR-KIN	2	2		1															
ASSOC PROF/ASSOC CHAIR-KIN	2	1		1															
Department Total		52	8	30	1	0	2	0	27	1	0	2	0	22	17	2	1	2	
% of Total			15.38	57.69	1.92	.00	3.85	.00	51.92	1.92	.00	3.85	.00	42.31	32.69	3.85	1.92	3.85	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: LIBRARY

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	55	40	34	9	10	3	12		21	6	4	8	3
STUDENT ASSISTANT	4	30	19	11	4		1	5	1	19	7	2	3	7
TEMPORARY SERVICE	3	3	1	2	2					1			1	
EXHIBIT DESIGNER I	7	1								1	1			
LIBRARY ASSISTANT I	4	2		2	2									
LIBRARY ASSISTANT II	4	22	7	12	9	1	2			10	6		3	1
ACCOUNTING CLERK III	4	2	1	2	1		1							
LIBRARY ASSISTANT III	4	31	7	23	17	1	2	2	1	8	7		1	
GRAD RESEARCH ASSC II-LIB	5	2	1	1	1					1				1
COMP EQUIP MAINT TECH	5	2								2	2			
MAIL SERVICES SUPERVISO	4	1								1	1			
WEB SPECIALIST	3	5		3	3					2	2			
SR OFFICE ASST	4	1		1	1									
SOC SCI RSCH ASSOC II	3	1	1	1			1							
ADMINISTRATIVE ASST I	4	2		2	2									
COORDINATOR	1	1		1	1									
LIBRARIAN	3	35	3	23	22				1	12	10		1	1
ARCHIVIST	3	3		1	1					2	2			
SOFTWARE SYS SPEC II	5	2	1							2	1			1
INSTR DES	3	1								1	1			

Continued...

Work Force Analysis

Department: LIBRARY

Job Title	EEO	Total	Total Min	Female						Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
WEB SITE & CONTENT COOR	3	1																			
ADMIN MANAGER	1	1		1																	
ASSOC DIR LIBRARIES	1	1		1																	
DEAN	1	1																			
Department Total		206	81	121	77	12	8	21	3	85	48	6	16	14	1	41.26	23.30	2.91	7.77	6.80	.49
% of Total			39.32	58.74	37.38	5.83	3.88	10.19	1.46	41.26	23.30	2.91	7.77	6.80	.49						

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: LINGUISTICS & TESOL

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	5	5	4	2	1	1	1	1	1	1	1	1	1
OFFICE ASST I	4	1	1	1	1									
GRAD TEACHING ASSC I-LING	3	1	1	1										
GRAD TEACHING ASST II-LING	3	2	2	2	2			2						
GRAD TEACHING ASSC II-LING	3	2	2	2	2									
SR OFFICE ASST	4	1	1	1		1								
GRAD RESEARCH ASST I-LING	5	1	1	1	1									
LABORATORY TECH ASST	5	1	1	1		1								
GRAD RESEARCH ASST II-LING	5	2	1	1	1									1
GRAD RESEARCH ASST III-LING	5	1	1	1		1								
SPECIALIST-LING	2	25	2	22	20	1		1						3
ADMINISTRATIVE ASST I	4	2	1	2	1									1
COORDINATOR	1	1	1	1										1
TUTOR-LING	5	3	1	3	2				1					
ASSISTANT PROFESSOR-LING	2	3	1	2	1									1
DATA BASE COORDINATOR	3	1	1	1										
ASSOC PROFESSOR/CHAIR-LING	2	1	1	1										1
ASSOCIATE PROFESSOR-LING	2	1	1	1										1
DIRECTOR	1	1	1	1										1
PROFESSOR-LING	2	1	1	1										1

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: LINGUISTICS & TESOL

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
		56	18 32.14	44 78.57	29 51.79	6 10.71	3 5.36	6 10.71	6 10.71	0 .00	12 21.43	9 16.07	0 .00	2 3.57	1 1.79	1 1.79	0 .00
	Department Total % of Total																

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: LOAN FUNDS & COLLECTNS

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASSC-WORKSTUDY	4	1	1	1			1										
ACCOUNTING TECH	4	3	1	3	2	1											
ACCOUNTS RECEIVABLE SPV	3	1	1	1		1											
ADMINISTRATIVE ASST I	4	1		1	1												
TEMPORARY SERVICE	3	1		1	1												
ASSISTANT DIRECTOR	3	1	1	1		1											
DIRECTOR	1	1		1	1												
Department Total		9	4	9	55.56	33.33	11.11	0	0	0	0	0	0	0	0	0	0
% of Total			44.44	100.00	55.56	33.33	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MAIL SERVICES

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
HELPER	7	2	2	2																
STUDENT ASSISTANT	4	3	2																	
MAIL CLERK I	4	2	2	1			1													
MAIL CLERK II	4	3	1	1	1															
SENIOR MAIL CLERK	4	1	1	1																
MAIL SERVICES SUPERVISO	4	2	2																	
		13	7	5	4	1	0	0	0	0	0	0	0	0	8	2	3	1	2	0
Department Total			53.85	38.46	30.77	7.69	.00	.00	.00	.00	.00	.00	.00	.00	61.54	15.38	23.08	7.69	15.38	.00
% of Total																				

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MANAGEMENT

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD TEACHING ASST I-MAN	3	1	1				1										
GRAD TEACHING ASST II-MAN	3	1	1				1										
ST ASST-WORKSTUDY	4	1	1	1													1
SR OFFICE ASST	4	1	1														1
GRAD TEACHING ASSC I-MAN	3	9	3	2	1										4		2
ADMINISTRATIVE ASST I	4	1	1	1													
LECTURER-MAN	2	11	2	2	2										7		
SENIOR LECTURER-MAN	2	2	2	2													
VISITING ASSISTANT PROF-MAN	2	1	1	1													
ASSOCIATE PROFESSOR-MAN	2	3	1	1	1										2		2
ASSISTANT PROFESSOR-MAN	2	5	1	2			1								2		2
PROFESSOR-MAN	2	4	2												2		2
ASSOC PROFESSOR/CHAIR-MAN	2	1													1		1
Department Total	% of Total	41	12	18	11	4	1	2	1	2	0	23	18	0	0	5	0
			29.27	43.90	26.83	9.76	2.44	4.88	2.44	4.88	.00	56.10	43.90	.00	.00	12.20	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: **MANAGEMENT - P.I.**

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian		
GRAD RESEARCH ASSC II-MAN	5	1		0	0	0	0	0	0	0	0	1	1	0	0	0	0
				0	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total				1													
% of Total												100.00	100.00	0.00	0.00	0.00	0.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MARKETING

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
GRAD TEACHING ASST I-MKT	3	1	1									1		
GRAD TEACHING ASST II-MKT	3	5	5	2				2				3		
GRAD TEACHING ASSC I-MKT	3	3	2	2	1			1				1		
SR OFFICE ASST	4	1	1	1										
LECTURER-MKT	2	3	3							3				
SENIOR LECTURER-MKT	2	3	3							3				
ADMINISTRATIVE ASST I	4	1	1	1										
VISITING ASSISTANT PROF-MKT	2	2	2									2		
ASSOCIATE PROFESSOR-MKT	2	1	1						1					
ASSISTANT PROFESSOR-MKT	2	4	3	4					1	1	1	1		
PROFESSOR-MKT	2	2	2	2					2					
PROFESSOR & CHAIRPERSON-MKT	2	1	1	1						1				
Department Total	% of Total	27	13	6	3	0	0	0	3	0	0	21	11	8
			48.15	22.22	11.11	.00	.00	.00	11.11	.00	.00	77.78	40.74	29.63
														.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MARKETING & COMM

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
DIR MRK & COMMUNICATION	1	1		1	1																		
				0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				.00	100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Department Total				1																			
% of Total																							

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MAT'L SCIEN & ENG

Job Title	EEO	Total	Total Min	Female						Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
GRAD RESEARCH ASST I-MAT ENG	5	1	1												1					1
GRAD RESEARCH ASST I-MAT ENG	5	1	1												1					1
STEM GRA	5	2	2												2					2
FACULTY ASSOCIATE-RES-MAT ENG	3	1	1		1										1					1
		5	4	1	1	0	0	0	0	0	0	0	0	0	4	0	0	0	0	4
			80.00	20.00	20.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	80.00	.00	.00	.00	.00	80.00
Department Total	% of Total																			

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MAT'L SCIEN & ENG-P.I.

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
STUDENT ASSOCIATE	4	1		1								1			
GRAD RESEARCH ASST II-MAT ENG	5	1	1									1			
GRAD TEACHING ASSC II-MAT ENG	3	1	1	1											
STEM GRA	5	2	1									2	1		1
Department Total		5	3	1	0	0	0	0	1	0	0	2	0	0	0
% of Total			60.00	20.00	.00	.00	.00	20.00	.00	.00	.00	40.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MAT'L SCIEN.& ENG

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
TECH STAFF ASST II	5	2	1	1	1							1							
GRAD RESEARCH ASST II-MAT ENG	5	1	1																1
GRAD RESEARCH ASST III-MAT ENG	5	1	1	1															
Department Total		4	3	2	1	0	0	1	1	0	0	0	0	0	2	0	0	0	1
			75.00	50.00	25.00	.00	.00	25.00	25.00	.00	.00	.00	.00	.00	50.00	.00	.00	.00	25.00
Department Total		4	3	2	1	0	0	1	1	0	0	0	0	2	0	0	0	1	
% of Total			75.00	50.00	25.00	.00	.00	25.00	25.00	.00	.00	.00	.00	50.00	.00	.00	.00	25.00	

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MAT'L SCIEN.& ENG-P.I.

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD RESEARCH ASST II-MAT ENG	5	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
				1	0	0	0	0	0	0	0	1	0	0	0	0	0
Department Total				1	100.00	0	0	0	0	0	0	0	1	100.00	0	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MAT'L SCIENCE & ENG.

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASST-WORKSTUDY	4	1	1									1					
GRAD TEACHING ASSC I-MAT ENG	3	8	7	1				1				1			6		
SR OFFICE ASST	4	1	1							1							
GRAD TEACHING ASSC II-MAT ENG	3	4	2	1	1							1			2		
ADMINISTRATIVE ASST I	4	1	1					1									
FACULTY ASSOCIATE-RES-MAT ENG	3	1	1												1		
ASSISTANT PROFESSOR-MAT ENG	2	4	4												4		
ASSOCIATE PROFESSOR-MAT ENG	2	1	1												1		
PROFESSOR & CHAIRPERSON-MAT ENG	2	1	1											1			
Department Total		22	17	4	2	0	1	1	1	0	0	18	3	1	0	0	
% of Total			77.27	18.18	9.09	.00	4.55	4.55	4.55	.00	.00	81.82	13.64	4.55	.00	63.64	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MATH - P.I.

Job Title	EEO	Total	Total Min	Female						Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
RESEARCHER	2	1	1	1														
POST DOC RESEARCH ASSOC	1	1	1					1										
				2	1	0	0	0	0	1	0	0	0	0	1	0	0	0
				100.00	50.00	.00	.00	.00	.00	50.00	.00	.00	.00	.00	50.00	.00	.00	.00
Department Total				2														
% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MATHEMATICS

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ST ASST-WORKSTUDY	4	3	3					1								
OFFICE ASST II	4	1	1	1												
TUTOR-MATH	5	20	10	6	4	2		2							7	
SUPPORT SPECIALIST II	4	2	8	2	2			2							5	
GRAD TEACHING ASST I-MATH	3	17	5	3	3			2							3	
LECTURER-MATH	2	23	3	13											3	
GRAD TEACHING ASSC I-MATH	3	14	9	2	2	1	1	1							2	3
GRAD TEACHING ASSC II-MATH	3	1	1												1	
ADMINISTRATIVE ASST II	4	1	1	1											1	
ASSISTANT PROFESSOR-MATH	2	2	1												1	
ASSOCIATE PROFESSOR-MATH	2	11	3	4	3		1								1	1
PROFESSOR-MATH	2	9	6												3	6
ASSOC PROF/ASSOC CHAIR-MATH	2	1													1	
PROFESSOR & CHAIRPERSON-MATH	2	1	1												1	
Department Total		106	44	40	29	3	2	6	0	33	3	3	27	0	66	0
% of Total			41.51	37.74	27.36	2.83	1.89	5.66	.00	31.13	2.83	2.83	25.47	.00	62.26	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MECH & AERO ENG

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	2	2	1				1							
TEACHING ASSISTANT-ME	4	12	7	3	1		1						4		2
ST ASSC-WORKSTUDY	4	1	1										1		
STUDENT ASSOCIATE	4	1	1										1		1
GRAD TEACHING ASST I-ME	3	22	17	4	1			3					4	1	13
GRAD TEACHING ASST II-ME	3	2	2										1		2
RESEARCH ASSISTANT-ME	5	1	1										1		1
GRAD RESEARCH ASST I-ME	5	3	3	1	1								2		2
SR OFFICE ASST	4	2	1	2	1	1									
GRAD TEACHING ASST III-ME	3	5	3	2	1			1					1		1
ASST INSTRUCTOR-ME	2	1	1										1		1
GRAD TEACHING ASSC I-ME	3	6	4	2	2								4		4
SUPPORT SPECIALIST II	4	1	1	1	1										
STEM GRA	5	2	1										1		1
ADMINISTRATIVE ASST II	4	1	1	1	1										
ADMINISTRATIVE ASST I	4	1	1	1	1										
PROGRAMMER ANALYST I	5	1	1	1	1										
GRAD RESEARCH ASSC II-ME	5	1	1												1
SCI INSTRUMENT MAKER II	6	1	1										1		1
ENGINEERING TECHN III	5	1	1										1		1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MECH & AERO ENG

Job Title	EEO	Total	Total Min	Female					Male															
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd									
LAN ADMINISTRATOR	5	1																						
SCI APPARATUS ENGR TECH	5	1																						
SCI INSTR MAKER SUPV	6	1																						
LECTURER-ME	2	5	2																					
SENIOR LECTURER-ME	2	3	2																					
ASSOCIATE PROFESSOR-ME	2	2	1																					
PROFESSOR-ME	2	14	5																					
ASSISTANT PROFESSOR-ME	2	6	3	1																				
PROF & ASSOC CHAIR-ME	2	1	1																					
PROFESSOR & CHAIRPERSON-ME	2	1																						
Department Total		102	53	20	11	1	1	7	0	82	38	2	5	37	0									
% of Total			51.96	19.61	10.78	.98	.98	6.86	.00	80.39	37.25	1.96	4.90	36.27	.00									

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MECH & AERO ENG - P.I.

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
RESEARCH ASSISTANT-ME	5	1	1	1			1									
GRAD RESEARCH ASST I-ME	5	4	2	1	1										2	
STUDENT ASSOCIATE	4	4	4								1				3	
STEM GRA	5	5	4	1				1							2	
SUPPORT SPECIALIST II	4	1	1	1												
POST DOC RESEARCH ASSOC	1	1	1												1	
ADMINISTRATIVE ASST I	4	1	1	1												
Department Total		17	12	5	3	0	1	1	1	1	0	12	2	1	1	8
% of Total			70.59	29.41	17.65	.00	5.88	5.88	5.88	.00	.00	70.59	11.76	5.88	5.88	47.06

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: **MECH & AERO ENGINEERING**

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
STEM GRA	5	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0			
		Department Total		1	100.00			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
		% of Total																					

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MECH & AERO START-UP

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD RESEARCH ASST I-ME	5	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
				1	0	0	0	0	0	0	0	1	0	0	0	0	0
Department Total				1	0	0	0	0	0	0	0	1	0	0	0	0	0
% of Total				100.00	.00	.00	.00	.00	.00	.00	.00	100.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MILITARY SCI & TACTICS

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ADMINISTRATIVE ASST I	4	1		0	0	0	0	0	0	0	0	1	100.00	0	0	0	0	0	0
Department Total				1	0	0	0	0	0	0	0	1	100.00	0	0	0	0	0	0
% of Total					.00	.00	.00	.00	.00	.00	.00	100.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MODERN LANGUAGES

Job Title	EEO	Total	Total Min	Female					Male														
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
ADJUNCT PROF EMERITUS- MOD LANG	2	1														1							
STUDENT ASSISTANT	4	6	4	4	1	1	1	1								2	1	1					
ST ASST-WORKSTUDY	4	1		1	1											1							
GRAD TEACHING ASST I-MOD LANG	3	2	1	1	1											1		1					
GRAD TEACHING ASST II-MOD LANG	3	2	2	1												1		1					
AUDIO VISUAL ED SPECI	5	1														1	1						
COMPUTER USER SERV ASST	5	1														1	1						
LECTURER-MOD LANG	2	26	6	20	17	3	3									6	3	3					
SUPPORT SPECIALIST II	4	1		1	1											1	1						
ACADEMIC ADVISOR	3	1		1	1											1	1						
ASSISTANT PROFESSOR-MOD LANG	2	8	4	7	4	3	3									1		1					
SUPERVISOR LANG LAB	7	1														1	1						
INSTRUCTOR-MOD LANG	2	3	1	3	2	1	1									1	2	1					
ADMINISTRATIVE ASST I	4	1		1	1											1	1						
DIRECTOR	1	1		1	1											1	1						
ASSOCIATE PROFESSOR-MOD LANG	2	5	1	4	3	1	1									1	3	1					
ASSOC PROFESSOR/CHAIR-MOD LANG	2	1														1							

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: MULTICULTURAL AFFAIRS

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ST ASST-WORKSTUDY	4	3	3	3		2	1											
TEMPORARY SERVICE	3	1	1															
STUDENT ASSISTANT	4	2	1	1		1												
ADMINISTRATIVE ASST I	4	1	1	1														
ASSISTANT DIRECTOR	3	1	1															
ASST DEAN/DIRECTOR	1	2	2															
		10	8	5	1	3	1	0	0	0	5	1	3	1	0	0	0	0
Department Total			80.00	50.00	10.00	30.00	10.00	.00	.00	.00	50.00	10.00	30.00	10.00	.00	.00	.00	.00
% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: MUSIC

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ASSOCIATE PROFESSOR-MUSIC	2	9	2	3								4				2		
ADJ ASSOCIATE PROFESSOR-MUSIC	2	2										2						
PROFESSOR-MUSIC	2	2	1	1				1				1						
ADJUNCT PROFESSOR-MUSIC	2	1										1						
PROFESSOR & CHAIRPERSON-MUSIC	2	1										1						
Department Total		70	14	25	18	1	1	1	5	0	45	38	2	3	2	2	0	
% of Total			20.00	35.71	25.71	1.43	1.43	7.14	.00	64.29	54.29	2.86	4.29	2.86	.00			

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: NURSING - P.I.

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
GRAD RESEARCH ASST II-NUR	5	1		1													
SUPPORT SPECIALIST II	4	1	1		1												
ADMINISTRATIVE ASST I	4	2	1	1	1												
RESEARCH ASSISTANT-NUR	5	6	5	1	1	1	3	1									
COORDINATOR	1	1	1														1
FACULTY ASSOCIATE-RES-NUR	3	7		6													1
GRAD RESEARCH ASSC I-NUR	5	1		1													
GRAD RESEARCH ASSOC I-NUR	5	1		1													
ASSISTANT DIRECTOR	3	1		1													
Department Total		21	8	19	12	3	3	1	0	90.48	57.14	14.29	14.29	4.76	4.76	0	.00
% of Total			38.10														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: OFF OF INFO TECH

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
COMPUTER OPERATOR I	5	2	2									2		
COMPUTER OPERATOR II	5	3		1								2	1	
COMPUTER USER SERV I	5	1		1										
COMPUTER OPERATOR III	5	3		1								2		
SOFTWARE SYS	5	2	1									2	1	1
COMPUTER USER SERV II	5	2	1			1						1		
SOFTWARE SYS SPEC II	5	8	3									5		3
NETWK SUPPORT SPEC II	5	2	1									2	1	1
COMPUTER PROGRAMMER I	5	3	2			2						1		
NETWK SUPPORT SPEC III	5	3	1									2	1	
WEB DEVELOPER	3	3	3	2	2							1		
SOFTWARE SYS SPEC III	5	3	1									3	2	1
PROGRAMMER ANALYST II	5	7	2	4	2		1	1				3	3	
SOFTWARE SYS SPECIALIST	5	4	1	1	1							2	2	1
SYSTEMS ANALYST I	5	3										3	3	
DATA INFRASTRUCTURE IV	5	1										1	1	
MANAGER, COMP USER SERV	3	1	1	1										
NETWORK MANAGER	3	2	1									2	1	1
MANAGER, OPER AND SVC	3	1										1		
DATA BASE COORDINATOR	3	1	1	1										

Continued...

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: OFF OF INFO TECH

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
INFO SEC ANALYST	5	2	1	1								2	2			
SYSTEMS ANALYST III	5	1	1				1									
SYSTEM ANALYST IV	5	1	1			1										
DATABASE ADMINISTRATOR	5	2	1	1								1	1			
MGR SYSTEMS & TECH SUPP	3	2										2	2			
MANAGER	1	1	1									1	1			1
SR. TECHNICAL DIRECTOR	1	1										1	1			
DIRECTOR	1	3										3	3			
		68	19	18	10	3	3	2	0	50	39	3	1	7	0	
Department Total			27.94	26.47	14.71	4.41	4.41	2.94	.00	73.53	57.35	4.41	1.47	10.29	.00	
% of Total																

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: OFF RES TECH TRSF IP

Job Title	EEO	Total	Total Min	Female						Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
EXEC ASST	1	1		1	1																
MANAGER	1	1													1	1					
Department Total		2	0	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
		% of Total	.00	50.00	50.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	50.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: OFFICE OF INFO TECH

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
STUDENT ASSISTANT	4	110	106	40	2	5	1	32	70	2	2		66	
GRAD RESEARCH ASST I-OIT	5	1	1						1				1	
SALES ASSISTANT	7	1	1	1	1				2	1		1		
COMPUTER OPERATOR I	5	3	1	1	1				5	2	1		2	
PERSONAL COMP SPEC I	5	5	3						1		1			
COMPUTER USER SERV ASST	5	1	1						3	2	1			
COMPUTER USER SERV I	5	3	1						2	2				
SHIFT SUPERVISOR	5	2							1	1				
TRAINING SPECIALIST II	3	1							1					
COMPUTER USER SERV II	5	3	1	2	2				1		1			
PERSONAL COMP SPEC II	5	9	3	2	2				7	4	1		1	
SUPERVISOR II, COMPUTER	5	1		1	1									
SUPPORT SPECIALIST II	4	1		1	1									
RETAIL MANAGER	3	1		1	1									
TRAINING SPECIALIST III	3	2	1	2	1	1								
PERSONAL COMP SPEC III	5	2							2	2				
MANAGER, COMP USER SERV	3	2		1	1				1	1				
PERSONAL COMP SPEC IV	5	1	1											
TRAINING COORDINATOR	3	1		1	1				1	1				
MANAGER	1	1		1	1									

Continued...

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: OFFICE OF INFO TECH

Job Title	EEO	Total	Total Min	Female					Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd							
MGR, COMPUTING SERVICES	3	2	1																			
DIRECTOR	1	1	1					1														
				120	56	15	6	2	33	0	98	19	7	2	70	0	63.64	12.34	4.55	1.30	45.45	.00
Department Total				154	36.36	9.74	3.90	1.30	21.43	.00	63.64	12.34	4.55	1.30	45.45	.00						
% of Total																						

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: OFFICE OF RESEARCH

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	4	2	3	1							1			
GRAD RESEARCH ASST I-OR	5	7	7	1				2	1						6
GRAD RESEARCH ASSC II-OR	5	1	1												1
STUDENT ASSISTANT	4	1	1	1		1									
STUDENT ASSOCIATE	4	1	1												1
ADMINISTRATIVE ASST I	4	1	1	1	1										
GRANTS AND CONTR SPEC	3	3	3	2		2						1			
WEB DEVELOPER	3	1	1	1				1							
CONTRACT & GRANTS ADMIN	1	1	1	1	1										
DIRECTOR	1	1													1
Department Total		21	16	10	3	3	0	4	0	11	2	1	1	7	0
% of Total			76.19	47.62	14.29	14.29	.00	19.05	.00	52.38	9.52	4.76	4.76	33.33	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PAYROLL SERVICES

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	28	22	22	4	16	1	1	1		6	2	1	1	2
OFFICE ASST II	4	1		1	1										
ST ASSC-WORKSTUDY	4	11	8	5	2	1	2				6	1		5	
ADMINISTRATIVE ASST I	4	1		1	1										
PAYROLL TECH III	4	1		1	1										
ACCOUNTANT III	3	3	1	3	2	1									
DIR PAYROLL SERV	1	1		1	1										
Department Total		46	31	34	12	18	3	1	1	0	12	3	1	1	7
% of Total			67.39	73.91	26.09	39.13	6.52	2.17	2.17	.00	26.09	6.52	2.17	2.17	15.22

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: PHILOSOPHY

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
GRAD TEACHING ASST I-PHIL	3	1																	
LECTURER-PHIL	2	2																	
ST ASST-WORKSTUDY	4	1																	
ADMINISTRATIVE ASST I	4	1		1															
ASSISTANT PROFESSOR-PHIL	2	1		1															
ASSOCIATE PROFESSOR-PHIL	2	5																	
ASSOC PROFESSOR/CHAIR-PHIL	2	1																	
Department Total		12	0	2	2	0	0	0	0	0	0	0	0	10	10	0	0	0	0
		% of Total	.00	16.67	16.67	.00	.00	.00	.00	.00	.00	.00	.00	83.33	83.33	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PHYS PLANT - CUSTODIAL

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
SR OFFICE ASST	4	1	1	1														
BUILDING ATTENDANT I	7	72	67	34	2	3	4	4	25									
BUILDING ATTENDANT II	7	15	15	5		3	1	1	1									
STORES CLERK I	4	1	1	1														
ASST BLDG ATTENDANT LDR	7	1	1	1		1												
BUILDING ATTENDANT LDR	7	2	2	1			1											
BUILDING SERVICES SUPV	7	1	1	1		1												
ASST EXEC HSKP	7	1	1	1														
EXEC HOUSEKEEPER	3	1	1	1														
Department Total		95	89	43	2	9	6	26	0	52	4	6	1	40	1	54.74	42.11	1.05
% of Total			93.68	45.26	2.11	9.47	6.32	27.37	.00	54.74	4.21	6.32	1.05	42.11	1.05			

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PHYS PLANT - HOUSING

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
HOUSEKEEPER I	7	8	7	8	1	4	2	1							
SR OFFICE ASST	4	2		2	2										
HOUSEKEEPER II	7	1		1	1										
BUILDING ATTENDANT I	7	3	3	1		1								1	
MAINTENANCE WORKER II	7	14	1										13	1	
BUILDING ATTENDANT II	7	1	1										1		
AIR CONDITIONING MECH	6	1											1		
ADMINISTRATIVE ASST I	4	1											1		
PLUMBER III	6	2	1										2	1	1
CARPENTER II	6	1											1		
MAINTENANCE SUPERVISOR	7	2											2		
OPERATIONS SUPERVISOR	7	1	1										1		
ASST DIR FAC MGMT	1	1											1		
		38	14	13	4	6	2	1	0	25	20	4	0	1	0
Department Total			36.84	34.21	10.53	15.79	5.26	2.63	.00	65.79	52.63	10.53	.00	2.63	.00
% of Total															

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: PHYS PLANT - UTILITIES

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
MAINTENANCE WORKER I	7	2	1									1		
MAINTENANCE WORKER II	7	2										2		
MAINTENANCE WORKER III	7	1	1									1		
UTILITIES STATION OPR	6	7	5									2	1	1
AIR CONDITIONING MECH	6	12	1									11		
ELECTRONIC TECHNICIAN I	5	1	1									1		
PLANT MAINTENANCE	6	1	1									1		1
ELECTRICIAN II	6	8	3									5	1	2
AIR CONDITIONING LEADER	6	1										1		
WATER TREATMENT TECH	7	1	1									1		
UTIL STATION OPR II	6	3	2									1		2
ADMINISTRATIVE ASST I	4	1										1		
ELECTRONIC TECH II	5	2										2		
ELECTRICIAN LEADER	6	1										1		
A C CONTROL OPERATOR	6	1										1		
MAINTENANCE PLANNER	5	1										1		
AIR CONDITIONING SUPV	6	1										1		
ELECTRICIAN SUPERVISOR	6	1										1		
UTILITIES OPER SUPV	6	1										1		

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: PHYS PLANT-BLDG MAINT

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PLUMBER 1	6	1										1			
SAFETY TECHNICIAN	6	1										1			
OFFICE ASST II	4	1		1											
PLUMBER II	6	1													
CARPENTER II	6	6	1									5			1
GRAPH SGN MKR	7	2										2			
SR OFFICE ASST	4	1	1												
PAINTER II	6	3	1									2			
ASBESTOS ABATEMENT_SPEC	5	2	2												1
ADMINISTRATIVE ASST I	4	1										1			
MECH MAINT TECH	6	1	1												
ACCOUNTING CLERK III	4	1		1											
PLUMBER III	6	1													
CARPENTER LEADER	6	1													
PLUMBER LEADER	6	1	1												
PAINTER LEADER	6	1													
SAFETY SPECIALIST I	3	1													
CONSTRUCTION PROJ COORD	3	1													
ADMINISTRATIVE ASST II	4	1		1											
PAINTER SUPERVISOR	6	1													

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PHYSICAL PLANT- ADMIN

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
BUILDING ATTENDANT I	7	2	2	1			1					1			
GROUNDSKEEPER I	7	2	1									1			
ADMINISTRATIVE ASST II	4	1		1											
ADMINISTRATIVE ASST I	4	2		2											
ASSOC DIR FAC MGMT	1	2										2			
DIR FAC MGMT	1	1										1			
Department Total				10	3	4	3	0	1	0	0	6	4	1	0
% of Total				30.00	40.00	30.00	10.00	10.00	10.00	10.00	10.00	60.00	40.00	10.00	10.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PHYSICAL PLANT-GEN SER

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	3	1	2								1		
GRUNDSKEEPER II	7	1	1									1		
PAINTER II	6	1	1									1		
AUTOMOTIVE MECHANIC II	6	2											2	
CADD/DRAFT TECH IV	7	1										1		
CARPENTER II	6	1										1		
FAC PLAN ASST	7	1										1		
AIR CONDITIONING MECH	6	1										1		
AUTO MECHANIC LEADER	6	1										1		
MANAGER	1	1		1										
AUTOMOTIVE SHOP SUPV	6	1										1		
CONTRACT SPECIALIST	3	1		1										
ARCHITECT	3	1												
CONSTRUCTION PROJ COORD	3	1												
SYSTEMS ANALYST III	5	1	1											1
ASSISTANT DIRECTOR	3	1		1										
COORD CAMPUS PLANNING	1	1												1
Department Total		20	4	5	0	0	0	0	0	0	0	15	11	0
% of Total			20.00	25.00	.00	.00	.00	.00	.00	.00	.00	75.00	55.00	.00
				25.00	.00	15.00	5.00	15.00	5.00	15.00	5.00	15.00	55.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PHYSICS

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
CASHIER I	4	2		1								1		
ST ASST-WORKSTUDY	4	2	2		1							1		
STUDENT ASSOCIATE	4	10	2	5	4							1		
ST ASSC-WORKSTUDY	4	2										2		
TEMPORARY SERVICE	3	1										1		
SR OFFICE ASST	4	1		1										
TRAINING SPECIALIST I	5	4	1	1	1							2		1
LECTURER-PHYS	2	4	2	1				1				2		1
GRAD TEACHING ASST I-PHYS	3	7	6									1		4
GRAD TEACHING ASST II-PHYS	3	7	4	1	1							2		1
GRAD TEACHING ASSC I-PHYS	3	5	4	1				1				1		3
GRAD TEACHING ASSC II-PHYS	3	1										1		1
GRAD TEACHING ASSC III-PHYS	3	2		1	1							1		1
COORD II, SPECIAL PROG	3	2		1	1							1		1
ASTRO LAB SUPERVISOR	5	1												1
PERSONAL COMP SPEC II	5	1	1											
ADMINISTRATIVE ASST I	4	1		1	1									
ELECTRONIC TECH II	5	1												1
POST DOC FELLOW	1	1	1											
TECH STAFF ASST II	5	1										1		1

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: POLICE DEPARTMENT

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
LOCKSMITH SUPERVISOR	6	1										1				
POLICE COMM SUPV	7	1	1												1	
POLICE OFFICER III	5	5		1								4				
SERGEANT, UNIV POLICE	5	3	3											3		
SENIOR DETECTIVE	5	1										1				
LIEUTENANT, UNIVERSITY	5	4	2				1					2	1			
CAPTAIN	5	2		1								1				
ASST CHIEF UNIV POLICE	1	1	1													1
CHIEF	1	1														
Department Total		91	35	32	21	6	5	0	0	0	0	59	35	15	5	4
% of Total			38.46	35.16	23.08	6.59	5.49	.00	.00	.00	.00	64.84	38.46	16.48	5.49	4.40

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: POLITICAL SCIENCE

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	1	1	1											
SR OFFICE ASST	4	1	1	1			1								
LECTURER-POLSC	2	2													
ADMINISTRATIVE ASST I	4	1	1	1											
ADJUNCT PROFESSOR-POLSC	2	1													
ADJ ASSOCIATE PROFESSOR-POLSC	2	1													
ASSISTANT PROFESSOR-POLSC	2	1													
ASSOCIATE PROFESSOR-POLSC	2	6	2	3	2			1							
PROFESSOR-POLSC	2	5	1	1	1										
PROFESSOR & CHAIRPERSON-POLSC	2	1													
Department Total		20	6	7	3	2	1	1	1	0	13	11	0	1	0
% of Total			30.00	35.00	15.00	10.00	5.00	5.00	5.00	.00	65.00	55.00	.00	5.00	5.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: PRESIDENT

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
SUPPORT SPECIALIST II	4	1		1													
ADMINISTRATIVE ASST II	4	1	1				1										
COMM ASSISTANT	5	1													1		
EXEC ASSOC TO PRESIDENT	1	1		1													
DIR GOV & COM RELATIONS	1	1		1													
PRESIDENT	1	1													1		
Department Total		6	1	4	3	0	1	0	0	0	0	2	2	0	0	0	0
% of Total			16.67	66.67	50.00	.00	16.67	.00	.00	.00	.00	33.33	33.33	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/1/17/2006

Department: PSYCHOLOGY

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
OFFICE ASST II	4	1		1													
GRAD TEACHING ASST I-PSY	3	20	4	13				1							4		2
SR OFFICE ASST	4	1		1													
DEGREE PLAN EVAL I	4	1	1	1				1									
SOC SCI RSRCH ASSOC I	3	1		1													
GRAD TEACHING ASSC I-PSY	3	9	2	6				1							2		1
OFFICE ASST I	4	1		1													
SUPPORT SPECIALIST II	4	1		1													
ACADEMIC ADVISOR II	3	1		1													
GRAD RESEARCH ASST I-PSY	5	2	1	1				1							1		1
LECTURER-PSY	2	5		3											2		2
PERSONAL COMP SPEC II	5	1													1		1
ADMINISTRATIVE ASST II	4	1		1													
ASSOCIATE PROFESSOR-PSY	2	3		2											1		1
PROFESSOR-PSY	2	6		1											5		5
ASSISTANT PROFESSOR-PSY	2	7	1	2				2							4		1
ASSOC PROF/ASSOC CHAIR-PSY	2	1													1		1
Department Total		62	9	36	32	0	1	3	0	26	21	1	1	3	41.94	33.87	4.84
% of Total			14.52	58.06	51.61	.00	1.61	4.84	.00	41.94	33.87	1.61	1.61	4.84			.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PSYCHOLOGY - P.I.

Job Title	EEO	Total	Total Min	Female						Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
SOC SCI RSRCH ASSOC I	3	1	1	1			1													
STEM GRA	5	1	1																1	
SOC SCI RSCH ASSOC III	3	3	1	3	2			1												
STAFF NURSE III	3	1	1	1		1														
FACULTY ASSOCIATE-RES-PSY	3	3	3	1	1										2	2				
				6	3	1	1	1	1	1	1	1	1	0	3	2	0	0	1	0
Department Total				9	33.33	11.11	11.11	11.11	11.11	11.11	11.11	11.11	11.11	.00	33.33	22.22	.00	.00	11.11	.00
% of Total																				

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PUBLIC AFFAIRS

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ST ASST-WORKSTUDY	4	2																	
ADMINISTRATIVE ASST I	4	1	1	1															
PUB AFF SPEC I	5	1	1																
INFORMATIONAL WRITER II	3	3		2															
DIR PUBLIC AFFAIRS	1	1																	
Department Total		8	1	3	3	0	0	0	0	0	0	0	0	0	5	4	0	1	
% of Total			12.50	37.50	37.50	.00	.00	.00	.00	.00	.00	.00	.00	.00	62.50	50.00	.00	12.50	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: PURCHASING

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
SR OFFICE ASST	4	2	1	2	1	1									
ACCOUNTING CLERK III	4	3	1	3	2	1									
BUYER II	3	4	1	3	2	1									
ACCOUNTING TECH	4	4	1	3	2	1									
ADMINISTRATIVE ASST II	4	1	1	1											
AUDITOR	3	1	1	1											
SENIOR BUYER	3	1	1	1	1										
SPECIAL ASSISTANT	1	1		1											
DIRECTOR	1	3		2	2										
ASST VICE PRESIDENT	1	1		1											
		21	6	16	10	6	0	0	0	0	0	0	0	0	0
Department Total			28.57	76.19	47.62	28.57	.00	.00	.00	.00	.00	.00	.00	.00	.00
% of Total															

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: RECRUITING

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	2	1	1			1					1			
STUDENT ASSISTANT	4	25	16	12	5	2	3	2				4			1
SR OFFICE ASST	4	1		1	1										
ADM COUN II	3	5	3	4	1	1	2					1			
ADMINISTRATIVE ASST I	4	2		2	2										
ASST DIR ADMISSIONS SVC	1	1		1	1										
ASSOCIATE DIRECTOR	1	1		1	1										
DIRECTOR	1	1		1	1										
Department Total		38	20	23	12	3	6	2	0	15	6	4	4	1	0
% of Total			52.63	60.53	31.58	7.89	15.79	5.26	.00	39.47	15.79	10.53	10.53	2.63	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: RESEARCH COMPLIANCE

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ST ASST-WORKSTUDY	4	1		1												
GRAD RESEARCH ASSC II-RA	5	1		1												
STUDENT ASSISTANT	4	1		1												
ADMINISTRATIVE ASST II	4	1	1		1											
ANIMAL TECH III	5	1	1													
MANAGER	1	2	1	1	1											
DIRECTOR	1	1	1		1											
		8	4	7	4	3	0	0	0	0	0	0	0	0	0	0
Department Total			50.00	87.50	50.00	37.50	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
% of Total																

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: SCHOOL OF EDUCATION

Job Title	EEO	Total Min	Total	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
STUDENT ASSISTANT	4		1	1	1														
Department Total % of Total				1	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: SCIENCE LEARNING CTR

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	10	9	9	1	3	2	3		1				
ASSISTANT DIRECTOR	3	1		1	1									
				10	2	3	2	3		1				
				90.91	18.18	27.27	18.18	27.27		9.09				
Department Total		11	9	90.91	18.18	27.27	18.18	27.27	0	9.09	0	0	0	0
		% of Total	81.82											

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: SOAR - P.I.

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ST ASST-WORKSTUDY	4	5	4	5	1	2	2									
TUTOR-SOAR	5	10	6	5	1	2	1	1								
GRAD RESEARCH ASSC II-SOAR	5	1	1													
STUDENT ASSOCIATE	4	1	1	1			1									
ADMINISTRATIVE ASST I	4	1	1	1	1											
SUPPORT SPECIALIST II	4	1	1	1	1											
COUNSELING SPEC III	3	1	1	1			1									
ASSISTANT DIRECTOR	3	2		2	2											
DIR STUDNT SUPPORT SVCS	1	1		1	1											
		23	13	17	7	4	5	1	0	6	3	0	0	3	0	0
Department Total % of Total			56.52	73.91	30.43	17.39	21.74	4.35	.00	26.09	13.04	.00	.00	13.04	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: SOCIAL WORK

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
STUDENT ASSISTANT	4	1	1	1														
				Department Total	1	1	100.00	0	0	100.00	0	0	0	0	0	0	0	0
				% of Total		100.00			100.00									

Work Force Analysis

Department: SOCIAL WORK - P.I.

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	1	1	1			1								
CASE AIDE	5	2	2	2											
SR CASE AIDE	5	3	3	2			1								
DRIVER II	7	1	1	1											
SR OFFICE ASST	4	2	1	1			1								
FACULTY ASSOCIATE-RES-SW	3	9	9	9											
SOCIAL WORKER ASST	3	1	1	1											
STUDENT ASSOCIATE	4	1	1	1											
GRAD RESEARCH ASST I-SW	5	4	3	1	1			1							1
ADMINISTRATIVE ASST I	4	2	1	1											
SOCIAL WORKER I	3	1	1	1											
ADMINISTRATIVE ASST II	4	1	1	1											
COOR SUBSTANCE ABUSE	3	1	1	1											
TEMPORARY SERVICE	3	2	1	1											1
SOCIAL WORK SUPERV	3	1	1	1											
SOC SCI RSCH ASSOC III	3	1	1	1											
PSYCHOLOGIST III	3	1	1	1											
ADMIN SVCS OFF II	4	1	1	1											
Department Total		35	18	33	17	9	5	2	0	2	0	0	0	0	0
% of Total			51.43	94.29	48.57	25.71	14.29	5.71	.00	5.71	.00	5.71	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: SOCIOLOGY

Job Title	EEO	Total	Total Min	Female					Male												
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd						
GRAD TEACHING ASST I-SOC	3	6	1	4	3			1													
OFFICE ASST II	4	1		1	1																
TEMPORARY SERVICE	3	1		1	1																
LECTURER-SOC	2	5	2	4	3			1													
ADJ ASSISTANT PROFESSOR-SOC	2	3		2	2																
SR OFFICE ASST	4	1		1	1																
VISITING ASSISTANT PROF-SOC	2	2		1	1																
ADMINISTRATIVE ASST II	4	1		1	1																
ASSISTANT PROFESSOR-SOC	2	5	1	3	3																
ASSOCIATE PROFESSOR-SOC	2	2		2	2																
PROFESSOR-SOC	2	5		2	2																
PROFESSOR & CHAIRPERSON-SOC	2	1		1	1																
Department Total		33	4	20	18	0	0	0	1	1	1	13	11	0	2	0	0	0	0	0	0
% of Total			12.12	60.61	54.55	.00	.00	.00	3.03	3.03	3.03	39.39	33.33	.00	6.06	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: SOFTBALL

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ASST SOFTBALL COACH	3	2		1	1							1	1				
SOFTBALL COACH	1	1		1													
Department Total		3	0	2	2	0	0	0	0	0	0	1	1	0	0	0	0
% of Total			.00	66.67	66.67	.00	.00	.00	.00	.00	.00	33.33	33.33	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: SPORTS INFORMATION

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ST ASST-WORKSTUDY	4	2	2																
ASST SPORTS INFO DIR	1	2		1	1														
SPORTS INFOR DIRECTOR	1	1																	
ATH DEVELOPMENT DIR	1	1																	
				6	2	33.33	16.67	16.67	0	0	0	0	0	0	0	0	0	0	0
Department Total				6	2	33.33	16.67	16.67	0	0	0	0	0	0	0	0	0	0	0
% of Total																			

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: SR VP FOR A.A. & PROVT

Job Title	EEO	Total	Total Min	Female						Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
RESEARCH ASSISTANT-CHEM	5	1	1									1				
OFFICE ASST II	4	1	1	1												
GRAD RESEARCH ASST II-MAT ENG	5	4	4					1					1		2	
STEM GRA	5	12	9	5				5							4	
GRAD RESEARCH ASSC I-E ENG	5	1	1	1				1								
STUDENT ASSOCIATE	4	3	3													
GRAD RESEARCH ASSC II-IE	5	1	1					1								
POST DOC FELLOW	1	2	2					1	1						1	
GRAD TEACHING ASST II-CHEM	3	5	5	1				1								4
SUPPORT SPECIALIST II	4	1	1													
ADMINISTRATIVE ASST I	4	1	1							1						
ADMINISTRATIVE ASST II	4	1	1							1						
EXEC ASST	1	1	1					1								
INTERN	3	1	1					1								
ASST VICE PRESIDENT	1	1	1					1								
PROV & VP ACADEMIC AFF	1	1	1					1								
Department Total	% of Total	37	24 64.86	19 51.35	7 18.92	3 8.11	0 .00	9 24.32	0 .00	6 16.22	0 .00	1 2.70	11 29.73	0 .00	18 48.65	0

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STRENGTH & CONDITING

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	1		0	0	0	0	0	0	0	0	1	0	0	0
HEAD ATHLETIC TRAINER	1	1		0	0	0	0	0	0	0	0	1	0	0	0
Department Total		2	0	0	0	0	0	0	0	0	0	2	0	0	0
			.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00	.00	.00	.00
				% of Total								100.00			

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STUDENT ACTIVITIES

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ST ASST-WORKSTUDY	4	4	2	1	1							1	1		
STUDENT ASSISTANT	4	11	4	3		1	1	1				4	1	1	
STU DEVELOPMENT SPEC I	3	2	2			1	1								
SR OFFICE ASST	4	1	1	1											
SUPPORT SPECIALIST II	4	1	1	1											
ACCOUNTANT II	3	1	1	1											
STU DEVELOPMNT SPEC III	3	1	1									1	1		
ASSISTANT DIRECTOR	3	1	1	1											
ASSC DIR STUDENT ACT	1	3	1	1	1							2	2		
ASST VICE PRESIDENT	1	1	1	1											
Department Total		26	8	14	10	1	2	1	0	12	8	3	0	1	0
% of Total			30.77	53.85	38.46	3.85	7.69	3.85	.00	46.15	30.77	11.54	.00	3.85	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STUDENT DISABILITIES

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASST-WORKSTUDY	4	2	4	2													
GRAD RESEARCH ASSC II-SD	5	4		1				1									3
SUPPORT SPECIALIST II	4	1		1													
COUNSELING SPECIALST IV	3	2	1	2				1									
COORD I, SPECIAL PROG	3	1		1													
ASSISTANT DIRECTOR	3	1		1													
ASSISTANT DEAN	1	1		1													
		12	5	9	7	0	0	2	0	0	0	0	0	3	0	0	0
Department Total			41.67	75.00	58.33	.00	.00	16.67	.00	.00	.00	.00	.00	25.00	.00	.00	.00
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STUDENT GOVERNANCE

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
ST ASST-WORKSTUDY	4	2	2	2		1	1													
STUDENT ASSISTANT	4	8	2	4	2	1	1								4					
SR OFFICE ASST	4	1		1	1															
ADMINISTRATIVE ASST I	4	1	1	1			1													
STU DEVELOPMENT SPEC II	3	1	1	1			1													
STU DEVELOPMENT SPEC I	3	1	1	1	1															
ASSOCIATE DIRECTOR	1	1	1	1																
DR STU O/G	1	1		1	1															
ASST VICE PRESIDENT	1	1		1																
				7	11	5	2	4	0	0	0	0	0	0	6	5	1	0	0	0
Department Total				17	64.71	29.41	11.76	23.53	.00	.00	.00	.00	.00	.00	35.29	29.41	5.88	.00	.00	.00
% of Total				41.18																

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STUDENT JUDICIAL AFF

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
ADMINISTRATIVE ASST I	4	1	1																
STUDENT ASSISTANT	4	1	1					1											
ST ASST-WORKSTUDY	4	1	1					1											
OFFICE ASST II	4	1	1		1														
SUPPORT SPECIALIST II	4	1	1		1														
STU DEVELOPMNT SPEC III	3	1	1		1														
ASST DEAN/DIRECTOR	1	1	1		1														
ATTY STDNT	1	1	1							1									
Department Total				8				7	4	1	1	1	1	0	1	1	0	0	0
% of Total					50.00	12.50	12.50	87.50	50.00	12.50	12.50	12.50	12.50	.00	12.50	12.50	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STUDENT PUBLICATIONS

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
ST ASST-WORKSTUDY	4	6	4	5	1	4		1												
STUDENT ASSISTANT	4	1						1												
ACCOUNTING CLERK III	4	1		1																
SUPPORT SPECIALIST II	4	1																		
PUBL PROD MGR	3	1																		
ASSISTANT DIRECTOR	3	1		1																
ADMINISTRATIVE ASST I	4	1		1																
EDITOR	3	1																		
ASST DIR STUD PUB	1	1																		
DR STU PUB	1	1																		
Department Total		15	4	8	4	4	0	0	0	0	0	0	0	0	7	7	0	0	0	
% of Total			26.67	53.33	26.67	26.67	.00	.00	.00	.00	.00	.00	.00	.00	46.67	46.67	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STUDENT SUCCESS PROG.

Job Title	EEO	Total	Total Min	Female						Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
STUDENT ASSISTANT	4	2		1	1														
TUTOR-SSS	5	1	1				1												
				2	1	0	1	0	1	0	0	1	1	1	1	1	1	1	1
				3	33.33	66.67	33.33	0.00	33.33	0.00	0.00	33.33	33.33	33.33	33.33	33.33	33.33	33.33	33.33
Department Total																			
				% of Total															

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: STUDENT SUPPORT SRVC

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
ST ASST-WORKSTUDY	4	19	13	16	6	6	2	2	2	2	2	3	1	2
TUTOR-SSS	5	45	30	22	8	2	2	2	10	2	2	23	1	12
GRAD RESEARCH ASST I-SSS	5	1	1	1				1						
TEMPORARY SERVICE	3	3	1	2	2							1	1	
ADMINISTRATIVE ASST II	4	1	1	1				1						
LEARNING SPECIALIST I	3	1	1	1				1						
LEARNING SPECIALIST III	3	1	1	1	1									
DIRECTOR	1	1	1	1	1									
Department Total		72	47	45	18	8	4	15	0	27	7	3	3	14
% of Total			65.28	62.50	25.00	11.11	5.56	20.83	.00	37.50	9.72	4.17	4.17	19.44

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: TELECOMMUNICATIONS

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
TRANS SWITCHING TECH	5	4	1	2	1					1	4			
OFFICE ASST I	4	2		1										
SR OFFICE ASST	4	1		1										
DIR TELCOM	1	1												1
		8	1	3	2	0	0	0	0	1	5	0	0	0
Department Total			12.50	37.50	25.00	.00	.00	.00	.00	12.50	62.50	.00	.00	.00
% of Total														

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: TENNIS - MEN'S

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
ST ASST-WORKSTUDY	4	7	6	2	0	0	0	2	0	0	0	2	1	0	0	4	5	1	0	0	0	4	0
				2	0	0	0	2	0	0	0	2	1	0	0	0	5	1	0	0	0	4	0
				28.57	.00	.00	.00	28.57	.00	.00	.00	28.57	14.29	.00	.00	.00	71.43	14.29	.00	.00	.00	57.14	.00
Department Total				6																			
% of Total				85.71																			

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: TENNIS - WOMEN'S

Job Title	EEO	Total	Total Min	Female						Male													
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd								
ASSISTANT TENNIS COACH	3	1		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TENNIS COACH	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Department Total		2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0
			50.00												50.00			50.00					.00
															100.00			100.00					.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: THEATRE ARTS

Job Title	EEO	Total	Total Min	Female					Male				
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp
ST ASST-WORKSTUDY	4	16	6	9	5	3	1		7	5	1	1	
SR OFFICE ASST	4	1		1	1								
COSTUME TECH	5	1		1	1								
STAGE MANAGER	3	1		1	1								
ADMINISTRATIVE ASST I	4	1		1	1								
COSTUME SPECIALIST	5	1		1	1								
LECTURER-TA	2	2		1	1			1	1				
SPECIALIST-TA	2	2		1	1			1	1				
VISITING ASSISTANT PROF-TA	2	1		1	1				1				
ASSISTANT PROFESSOR-TA	2	1		1	1				1				
ASSOCIATE PROFESSOR-TA	2	3	1					3	2		1		
PROFESSOR-TA	2	1		1	1			1	1				
PROFESSOR & DIRECTOR-TA	2	1		1	1			1	1				
Department Total		32	7	17	13	3	1	0	15	12	1	2	0
% of Total			21.88	53.13	40.63	9.38	3.13	.00	46.88	37.50	3.13	6.25	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: TRACK - MEN'S

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
INTERN	3	1	1	0	0	0	0	0	0	0	0	1	0	0	0
TRACK COACH	1	1		0	0	0	0	0	0	0	0	1	0	0	0
Department Total		2	1	0	0	0	0	0	0	0	0	2	1	0	0
			50.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00	50.00	.00	.00
				% of Total											

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: TRACK - WOMEN'S

Job Title	EEO	Total	Total Min	Female						Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ASST TRACK COACH	3	2	1	1	1							1				
				1	1							1				
		2	1	1	1	0	0	0	0	0	0	1	0	1	0	0
			50.00	50.00	50.00	.00	.00	.00	.00	.00	.00	50.00	.00	50.00	.00	.00
		Department Total														
		% of Total														

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: TRAINING

Job Title	EEO	Total	Total Min	Female						Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
INTERN	3	2	1	1	1							1			
AST ATHLETIC TRAINER	1	2		2	2										
HEAD ATHLETIC TRAINER	1	1		1									1		
Department Total		5	1	3	3	0	0	0	0	0	0	2	1	0	0
		% of Total	20.00	60.00	60.00	.00	.00	.00	.00	.00	.00	40.00	20.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: UNIV PUBLICATIONS

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASST-WORKSTUDY	4	1	1	1													
STUDENT ASSOCIATE	4	1	1			1											
PHOTOGRAPHER II	5	1		1													
COMP PUBLISHING SPEC	5	1		1													
ADMINISTRATIVE ASST I	4	1		1													
WEB SPECIALIST	3	1		1													
PHOTOGRAPHY SUPERVISOR	5	1															
PUB EDITOR	3	1															
SUP, PRT GRPH SVCS	6	1		1													
WEB SITE & CONTENT COOR	3	1															
ASSISTANT DIRECTOR	3	2	1														
DIRECTOR PUBLICATIONS	1	1															
Department Total		13	3	7	5	1	1	1	0	0	6	5	0	0	1	0	0
% of Total			23.08	53.85	38.46	7.69	7.69	7.69	.00	.00	46.15	38.46	.00	.00	7.69	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: UNIVERSITY HOUSING

Job Title	EEO	Total	Total Min	Female					Male					
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian
STUDENT ASSISTANT	4	18	9	11	4	4	4	3		7	5	1	1	
RESIDENT ASSISTANT	7	19	13	11	4	4	3		8	2	5		1	
ACCOUNTING CLERK III	4	1							1	1				
APARTMENT MANAGER	3	1							1	1				
HEAD RESIDENT II	5	3		3	3									
LEASING CONSULTANT	3	4	1	4	3	1								
ACCOUNTANT I	3	1		1	1									
COORDINATOR	1	1	1											1
ADMINISTRATIVE ASST I	4	2		2	2									
ASSISTANT DIRECTOR	3	1		1	1									
INFORMATION ANALYST	3	1		1	1									
ASST DIR MGMT SERVICES	1	1								1	1			
AST DR BUS	1	1		1	1									
AST VP MGMT & DIR HSG	1	1												
Department Total		55	24	35	20	9	3	3	0	20	11	5	1	3
% of Total			43.64	63.64	36.36	16.36	5.45	5.45	.00	36.36	20.00	9.09	1.82	5.45

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: UPWARD BOUND - P.I.

Job Title	EEO	Total	Total Min	Female					Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ADMINISTRATIVE ASST I	4	1		1												
NON-AFFILIATED STU WKR	4	1	1	1												
STUDENT ASSISTANT	4	3	2													
ST ASST-WORKSTUDY	4	2	2													
SR OFFICE ASST	4	1	1	1												
SUPPORT SPECIALIST II	4	1	1	1												
COUNSELING SPECIALIST I	3	1	1													
COUNSELING SPECIALIST II	3	1	1				1									
LEARNING SPECIALIST I	3	1	1													
WEB SPECIALIST	3	1	1													
TEMPORARY SERVICE	3	1	1	1												
INSTRUCTOR-SAPAA	3	5	3	4	1	3										
DIR UBP	1	1	1	1												
Department Total		20	15	11	3	7	1	0	0	0	9	2	3	2	2	0
% of Total			75.00	55.00	15.00	35.00	5.00	.00	.00	.00	45.00	10.00	15.00	10.00	10.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: URBAN AFFAIRS - P.I.

Job Title	EEO	Total	Total Min	Female					Male						
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
GRAD RESEARCH ASSC I-UPA	5	2	1									1	1		
TEMPORARY SERVICE	3	1	1											1	
GRAD RESEARCH ASST II-UPA	5	1	1			1									
GRAD RESEARCH ASST III-UPA	5	2	1										1	1	
SOC SCI RSCH ASSOC II	3	1	1										1	1	
Department Total		7	4	2	0	1	0	1	0	1	0	3	1	0	0
% of Total			57.14	28.57	.00	14.29	.00	14.29	.00	14.29	.00	42.86	14.29	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: UTA HEALTH SERVICES

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
STUDENT ASSISTANT	4	1	1																	
ST ASST-WORKSTUDY	4	12	10	2	6	1	2													
GRAD RESEARCH ASSC II-HEAL	5	1	1																	
STUDENT ASSOCIATE	4	2	1	1			1													
ST ASSC-WORKSTUDY	4	1	1	1																
CASHIER III	4	1	1	1																
SUPPORT SPECIALIST II	4	3	3		2	1														
ADMINISTRATIVE ASST I	4	1	1																	
STU DEVELOPMENT SPEC I	3	1	1	1																
ADMINISTRATIVE ASST II	4	2	2	2																
COMM ASSISTANT	5	1	1	1																
ACCOUNTANT III	3	1	1																	
COOR SUBSTANCE ABUSE	3	1	1																	
RADIOLOGIC TECHNOLOGIST	5	1	1	1																
INFORMATION ANALYST	3	1	1																	
MEDICAL TECHNOLOGIST II	5	2	1	1																
STAFF NURSE II	3	4	2	2	2															
IMMUNIZATION NURSE	3	1	1	1																
STAFF NURSE III	3	1	1	1																
CHF MEDICAL TECH	3	1	1	1																

Continued...

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: UTA HEALTH SERVICES

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
NURSING SUPERVISOR II	3	1	1	1														
PSYCHOLOGIST III	3	1																
NURSE PRAC	3	6		6														
DIR MTL HL	1	1		1														
DIRECTOR	1	2		1	1													
ASST CHIEF PHARM	3	1		1														
AST DR SHS	1	1																
TEMPORARY SERVICE	3	2	1	1														
		54	24	43	23	12	2	6	0									
			44.44	79.63	42.59	22.22	3.70	11.11	.00									
Department Total																		
% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: UTA/FORT WORTH

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
STUDENT ASSOCIATE	4	1	1	1				1										
ADMINISTRATIVE ASST I	4	1	1	1			1											
TEMPORARY SERVICE	3	1	1												1			
ASSISTANT DIRECTOR	3	2	1	2	1	1									1			
EXECUTIVE DIRECTOR	1	1	1	1											1			
				4	1	1	1	1	1	1	1	1	1	0	2	2	0	0
				66.67	16.67	16.67	16.67	16.67	16.67	16.67	16.67	16.67	16.67	.00	33.33	33.33	.00	.00
				3	50.00										2	2	0	0
				6											33.33	33.33	.00	.00
				Department Total		% of Total												

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: V P DEVELOPMENT

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
ST ASST-WORKSTUDY	4	31	22	21	9	8	3	1												
STUDENT ASSISTANT	4	31	16	18	8	8	2													
DEVELOPMENT FUNDS ASST	3	2		2	2															
ADMINISTRATIVE ASST I	4			2	2															
SPECIAL EVENTS COOR	3	1		1	1															
ASSISTANT DIRECTOR	3	3	1	2	1	1														
DEV RESEARCH ASSOC	3	1		1	1															
EXEC ASST TO V P DEVEL	1	1		1	1															
ASSOCIATE DIRECTOR	1	1		1	1															
DIRECTOR	1	8	2	7	5	1	1													
V P DEVELOPMENT	1	1		1	1															
		82	41	56	31	18	6	1												
			50.00	68.29	37.80	21.95	7.32	1.22												
		Department Total																		
		% of Total																		
				26	10	4	5	7												
				31.71	12.20	4.88	6.10	8.54												

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: VIDEO SERVICES

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
STUDENT ASSISTANT	4	1		1	1												
ADMINISTRATIVE ASST I	4	1		1	1												
TV & ELEC TECH CONT III	5	1													1		
T V PRODUCER - DIRECTOR	3	1													1		
DIR UNIV VIDEO SERVICES	1	1		1	1												
		5	0	3	3	0	0	0	0	0	0	2	2	0	0	0	0
Department Total			.00	60.00	60.00	.00	.00	.00	.00	.00	.00	40.00	40.00	.00	.00	.00	.00
% of Total																	

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: VOLLEYBALL - WOMEN'S

Job Title	EEO	Total	Total Min	Female						Male							
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
STUDENT ASSISTANT	4	3	2	3	1					2							
AST VOLLEYBALL_COACH	3	2		2	2												
VOLLEYBALL COACH	1	1		1	1												
Department Total		6	2	6	4	0	0	0	2	0	0	0	0	0	0	0	0
% of Total			33.33	100.00	66.67	.00	.00	.00	33.33	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: VP COMMUNICATIONS

Job Title	EEO	Total	Total Min	Female					Male											
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd					
STUDENT ASSOCIATE	4	1	1	1			1													
EXEC ASST	1	1		1																
INTERIM VP	1	1		1																
				3	66.67	0	33.33	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total				3																
					<i>% of Total</i>															

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: VP FOR BUSINESS AFFAIR

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
PROG CORD	1	1		1														
DIRECTOR	1	1		1														
TEMPORARY SERVICE	3	1																
DIR SPEC PROJ	1	1																
VP BUS AFF. & CONT.	1	1																
				2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
				40.00	40.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Department Total		5	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
% of Total			.00	40.00	40.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: VP OIT

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
SR OFFICE ASST	4	1		1													
ADMINISTRATIVE ASST I	4	2		2													
EXEC ASST	1	1		1													
ADMINISTRATIVE ASST II	4	1		1													
SPECIAL ASSISTANT	1	1		1													
DIRECTOR	1	1															
ASST VICE PRESIDENT	1	1	1														
ASST VP COMP INFO TECH	1	1															
VP OIT	1	1		1													
Department Total		10	1	7	7	0	0	0	0	0	0	0	0	0	0	0	0
% of Total			10.00	70.00	70.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
11/17/2006

Department: VP RES-OFFICE OF RESCH

Job Title	EEO	Total	Total Min	Female						Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
VISITING PROFESSOR-CHEM	2	1	1											1				
ADMINISTRATIVE ASST II	4	1		1														
GRAD RESEARCH ASST III-OR	5	1	1											1				
ASSOC VICE PRES-RESRCH	1	1												1				
VICE PRESIDENT	1	1												1				
				5	2	40.00	1	1	0	0	0	0	0	0	0	2	0	0
Department Total							20.00	20.00	.00	.00	.00	.00	.00	80.00	40.00	40.00	.00	.00
% of Total																		

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: VP STUDENT AFFAIRS

Job Title	EEO	Total	Total Min	Female					Male								
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ST ASST-WORKSTUDY	4	1	1	1													
STUDENT ASSISTANT	4	1		1													
ADMINISTRATIVE ASST I	4	1		1													
STU DEVELOPMNT SPEC III	3	1	1														
EXEC ASST	1	1	1														
BASKETBALL COACH	1	1															
SPECIAL ASSISTANT	1	1		1													
ASST VICE PRESIDENT	1	1		1													
VP FOR STUDENT AFFAIRS	1	1	1														
Department Total		9	4	6	4	2	0	0	0	0	3	1	0	2	0	0	0
% of Total			44.44	66.67	44.44	22.22	.00	.00	.00	.00	33.33	11.11	.00	22.22	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: VP-ADMIN & CAMPUS OPER

Job Title	EEO	Total	Total Min	Female					Male										
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd				
SR OFFICE ASST	4	1	1	1															
ADMINISTRATIVE ASST I	4	1	1	1															
VP FIN & CAMPUS OPS	1	1													1				
				2	0	2	0	0	0	0	0	0	0	0	1	1	0		
				66.67	.00	66.67	.00	.00	.00	.00	.00	.00	.00	.00	33.33	33.33	.00		
Department Total				3									1	1	0	0	0	0	
% of Total													33.33	33.33	.00	.00	.00	.00	.00

Work Force Analysis

Affirmative Action Plan 2006
1/17/2006

Department: WOMEN'S STUDIES

Job Title	EEO	Total	Total Min	Female					Male									
				Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ST ASST-WORKSTUDY	4	2	2	2														
ADMINISTRATIVE ASST I	4	1		1														
DIRECTOR	1	1		1														
		4	2	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0
			50.00	100.00	50.00	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Department Total		5199	2285	2515	1510	390	219	385	11	2684	1404	211	234	824	11	51.63	27.01	4.50
Facility Total		% of Total	43.95	48.37	29.04	7.50	4.21	7.41	.21	51.63	27.01	4.06	4.50	15.85	.21			

Work Force Analysis Summary

Affirmative Action Plan 2006
11/17/2006

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
ACADEMIC ADVISING	18	8 44.44	17 94.44	10 55.56	3 16.67	3 16.67	1 5.56	0 0.00	1 5.56	0 0.00	0 0.00	1 5.56	0 0.00	0 0.00
ACCOUNTING	34	14 41.18	17 50.00	10 29.41	0 0.00	0 0.00	7 20.59	0 0.00	17 50.00	10 29.41	0 0.00	0 0.00	7 20.59	0 0.00
ACCOUNTING SERVICES	22	4 18.18	21 95.45	17 77.27	1 4.55	1 4.55	2 9.09	0 0.00	1 4.55	1 4.55	0 0.00	0 0.00	0 0.00	0 0.00
ADA COORD/MOVIN MAVS	2	0 0.00	2 100.00	2 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
ADMISSIONS, REC & REG	64	36 56.25	51 79.69	23 35.94	13 20.31	9 14.06	5 7.81	1 1.56	13 20.31	5 7.81	3 4.69	2 3.13	3 4.69	0 0.00
AFRICAN INT'L EXCHANGE	1	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
ALUMNI ASSOCIATION	8	3 37.50	8 100.00	5 62.50	2 25.00	1 12.50	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
ARRI	33	20 60.61	7 21.21	5 15.15	0 0.00	0 0.00	2 6.06	0 0.00	26 78.79	8 24.24	2 6.06	2 6.06	14 42.42	0 0.00
ARRI - P.I.	43	22 51.16	12 27.91	5 11.63	1 2.33	1 2.33	5 11.63	0 0.00	31 72.09	16 37.21	0 0.00	3 6.98	12 27.91	0 0.00
ARRI/NON-26	8	5 62.50	2 25.00	0 0.00	0 0.00	1 12.50	1 12.50	0 0.00	6 75.00	3 37.50	2 25.00	1 12.50	0 0.00	0 0.00
ART	79	23 29.11	40 50.63	26 32.91	3 3.80	7 8.86	4 5.06	0 0.00	39 49.37	30 37.97	1 1.27	5 6.33	3 3.80	0 0.00
ASSET MNGMENT & REC	18	10 55.56	4 22.22	3 16.67	1 5.56	0 0.00	0 0.00	0 0.00	14 77.78	5 27.78	5 27.78	4 22.22	0 0.00	0 0.00
ASSOC VP STUD ENROLL	7	4 57.14	4 57.14	2 28.57	1 14.29	1 14.29	0 0.00	0 0.00	3 42.86	1 14.29	2 28.57	0 0.00	0 0.00	0 0.00
ASSOCIATE PROVOST	6	1 16.67	3 50.00	3 50.00	0 0.00	0 0.00	0 0.00	0 0.00	3 50.00	2 33.33	1 16.67	0 0.00	0 0.00	0 0.00
ASST VP ACADEMIC AFF	51	20 39.22	37 72.55	22 43.14	9 17.65	4 7.84	2 3.92	0 0.00	14 27.45	9 17.65	2 3.92	1 1.96	2 3.92	0 0.00
ATHLETICS	15	5 33.33	7 46.67	5 33.33	0 0.00	2 13.33	0 0.00	0 0.00	8 53.33	5 33.33	1 6.67	1 6.67	1 6.67	0 0.00

Work Force Analysis Summary

Affirmative Action Plan 2006
11/17/2006

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
AVP-BUDGET & PLANNING	3	0 0.00	2 66.67	2 66.67	0 0.00	0 0.00	0 0.00	0 0.00	1 33.33	1 33.33	0 0.00	0 0.00	0 0.00	0 0.00
BASEBALL	3	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00	0 0.00	0 0.00	0 0.00	0 0.00
BASKETBALL - MEN'S	4	3 75.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	4 100.00	1 25.00	3 75.00	0 0.00	0 0.00	0 0.00
BASKETBALL - WOMEN'S	6	2 33.33	5 83.33	3 50.00	2 33.33	0 0.00	0 0.00	0 0.00	1 16.67	1 16.67	0 0.00	0 0.00	0 0.00	0 0.00
BIOLOGY	86	17 19.77	43 50.00	35 40.70	2 2.33	2 2.33	4 4.65	0 0.00	43 50.00	34 39.53	3 3.49	3 3.49	3 3.49	0 0.00
BIOLOGY - P.I.	15	7 46.67	7 46.67	4 26.67	0 0.00	2 13.33	1 6.67	0 0.00	8 53.33	4 26.67	0 0.00	2 13.33	2 13.33	0 0.00
BIOLOGY - START-UP	4	1 25.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	4 100.00	3 75.00	1 25.00	0 0.00	0 0.00	0 0.00
BIOMEDICAL ENG	6	4 66.67	2 33.33	1 16.67	0 0.00	0 0.00	1 16.67	0 0.00	4 66.67	1 16.67	0 0.00	0 0.00	3 50.00	0 0.00
BIOMEDICAL ENG - P.I.	11	10 90.91	4 36.36	0 0.00	0 0.00	0 0.00	4 36.36	0 0.00	7 63.64	1 9.09	0 0.00	0 0.00	6 54.55	0 0.00
BIOMEDICAL ENGINEERING	25	19 76.00	11 44.00	1 4.00	1 4.00	0 0.00	9 36.00	0 0.00	14 56.00	5 20.00	0 0.00	0 0.00	9 36.00	0 0.00
BOWLING & BILLIARDS	9	5 55.56	6 66.67	2 22.22	1 11.11	0 0.00	3 33.33	0 0.00	3 33.33	2 22.22	1 11.11	0 0.00	0 0.00	0 0.00
BUSINESS - OIIR	16	10 62.50	5 31.25	2 12.50	0 0.00	0 0.00	3 18.75	0 0.00	11 68.75	4 25.00	0 0.00	1 6.25	6 37.50	0 0.00
BUSINESS SERVICES	20	5 25.00	11 55.00	9 45.00	0 0.00	1 5.00	1 5.00	0 0.00	9 45.00	6 30.00	1 5.00	0 0.00	2 10.00	0 0.00
BUSINESS-MULTIMEDIA	7	3 42.86	1 14.29	1 14.29	0 0.00	0 0.00	0 0.00	0 0.00	6 85.71	3 42.86	0 0.00	0 0.00	3 42.86	0 0.00
CAMPUS CARD OP	13	4 30.77	7 53.85	5 38.46	1 7.69	1 7.69	0 0.00	0 0.00	6 46.15	4 30.77	0 0.00	2 15.38	0 0.00	0 0.00
CAMPUS RECREATION	128	61 47.66	58 45.31	33 25.78	18 14.06	7 5.47	0 0.00	0 0.00	70 54.69	34 26.56	24 18.75	5 3.91	7 5.47	0 0.00

Work Force Analysis Summary

Affirmative Action Plan 2006
11/17/2006

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
CAMPUS SUPPORT SERVICE	20	8 40.00	6 30.00	2 10.00	1 5.00	2 10.00	1 5.00	0 0.00	14 70.00	10 50.00	2 10.00	2 10.00	0 0.00	0 0.00
CAREER SERVICES	2	1 50.00	2 100.00	1 50.00	0 0.00	0 0.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
CENTRAL RECEIVING	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
CHEMISTRY	81	45 55.56	25 30.86	11 13.58	2 2.47	1 1.23	11 13.58	0 0.00	56 69.14	25 30.86	4 4.94	3 3.70	24 29.63	0 0.00
CHEMISTRY - P.I.	37	24 64.86	14 37.84	6 16.22	1 2.70	1 2.70	6 16.22	0 0.00	23 62.16	7 18.92	2 5.41	1 2.70	13 35.14	0 0.00
CHI EPSILON HEADQTRS	5	4 80.00	4 80.00	0 0.00	2 40.00	1 20.00	1 20.00	0 0.00	1 20.00	1 20.00	0 0.00	0 0.00	0 0.00	0 0.00
CIVIL ENG - P.I.	27	21 77.78	8 29.63	3 11.11	1 3.70	1 3.70	3 11.11	0 0.00	19 70.37	3 11.11	1 3.70	0 0.00	15 55.56	0 0.00
CIVIL ENG - START-UP	1	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
CIVIL ENGINEERING	54	30 55.56	16 29.63	9 16.67	0 0.00	0 0.00	7 12.96	0 0.00	38 70.37	15 27.78	1 1.85	6 11.11	16 29.63	0 0.00
CMAS	7	7 100.00	4 57.14	0 0.00	0 0.00	4 57.14	0 0.00	0 0.00	3 42.86	0 0.00	0 0.00	3 42.86	0 0.00	0 0.00
COLLEGE OF EDUCATION	97	20 20.62	70 72.16	52 53.61	7 7.22	6 6.19	5 5.15	0 0.00	27 27.84	25 25.77	1 1.03	1 1.03	0 0.00	0 0.00
COMMUNICATION	63	11 17.46	40 63.49	34 53.97	2 3.17	2 3.17	2 3.17	0 0.00	23 36.51	18 28.57	1 1.59	2 3.17	1 1.59	1 1.59
COMMUNITY & SERV LEARN	2	1 50.00	2 100.00	1 50.00	0 0.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
COMPUTER SCIENCE	2	2 100.00	1 50.00	0 0.00	0 0.00	0 0.00	1 50.00	0 0.00	1 50.00	0 0.00	0 0.00	0 0.00	1 50.00	0 0.00
COMPUTER SCIENCE & ENG	123	83 67.48	31 25.20	9 7.32	0 0.00	1 0.81	21 17.07	0 0.00	92 74.80	31 25.20	1 0.81	2 1.63	58 47.15	0 0.00
COMPUTER SCIENCE-P.I.	16	13 81.25	2 12.50	0 0.00	0 0.00	0 0.00	2 12.50	0 0.00	14 87.50	3 18.75	2 12.50	1 6.25	8 50.00	0 0.00

Work Force Analysis Summary

Affirmative Action Plan 2006
11/17/2006

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
CONTINUING EDUCATION	35	16 45.71	21 60.00	11 31.43	5 14.29	5 14.29	0 0.00	0 0.00	14 40.00	8 22.86	3 8.57	3 8.57	0 0.00	0 0.00
COUN & CAREER DEV-P.I.	1	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
CRIMINOLOGY	28	13 46.43	17 60.71	10 35.71	6 21.43	1 3.57	0 0.00	0 0.00	11 39.29	5 17.86	5 17.86	1 3.57	0 0.00	0 0.00
CTR FOR CONTR. RESRCH	3	3 100.00	2 66.67	0 0.00	1 33.33	0 0.00	1 33.33	0 0.00	1 33.33	0 0.00	0 0.00	1 33.33	0 0.00	0 0.00
CTR FOR DIST EDUCATION	17	2 11.76	8 47.06	6 35.29	2 11.76	0 0.00	0 0.00	0 0.00	9 52.94	9 52.94	0 0.00	0 0.00	0 0.00	0 0.00
DEAN OF GRADUATE STUDY	37	20 54.05	30 81.08	14 37.84	5 13.51	3 8.11	8 21.62	0 0.00	7 18.92	3 8.11	1 2.70	1 2.70	2 5.41	0 0.00
DEAN-ARCHITECTURE	102	29 28.43	30 29.41	21 20.59	4 3.92	1 0.98	4 3.92	0 0.00	72 70.59	52 50.98	2 1.96	10 9.80	7 6.86	1 0.98
DEAN-BUSINESS	38	15 39.47	30 78.95	18 47.37	6 15.79	3 7.89	3 7.89	0 0.00	8 21.05	5 13.16	0 0.00	1 2.63	2 5.26	0 0.00
DEAN-ENGINEERING	26	12 46.15	10 38.46	8 30.77	0 0.00	0 0.00	2 7.69	0 0.00	16 61.54	6 23.08	4 15.38	0 0.00	6 23.08	0 0.00
DEAN-LIBERAL ARTS	10	2 20.00	7 70.00	6 60.00	0 0.00	1 10.00	0 0.00	0 0.00	3 30.00	2 20.00	0 0.00	1 10.00	0 0.00	0 0.00
DEAN-NURSING	152	39 25.66	135 88.82	103 67.76	19 12.50	8 5.26	2 1.32	3 1.97	17 11.18	10 6.58	3 1.97	4 2.63	0 0.00	0 0.00
DEAN-SCIENCE	15	2 13.33	9 60.00	8 53.33	0 0.00	0 0.00	1 6.67	0 0.00	6 40.00	5 33.33	0 0.00	0 0.00	1 6.67	0 0.00
DEAN-SOCIAL WORK	104	30 28.85	70 67.31	48 46.15	10 9.62	8 7.69	4 3.85	0 0.00	34 32.69	26 25.00	1 0.96	3 2.88	4 3.85	0 0.00
DEAN-URBAN & PUBLIC AF	47	18 38.30	21 44.68	9 19.15	7 14.89	2 4.26	3 6.38	0 0.00	26 55.32	20 42.55	2 4.26	2 4.26	2 4.26	0 0.00
ECONOMICS	32	11 34.38	11 34.38	9 28.13	0 0.00	0 0.00	2 6.25	0 0.00	21 65.63	12 37.50	1 3.13	0 0.00	8 25.00	0 0.00
EDUC.OPPTY CTR -P.I.	7	4 57.14	6 85.71	3 42.86	1 14.29	2 28.57	0 0.00	0 0.00	1 14.29	0 0.00	0 0.00	1 14.29	0 0.00	0 0.00

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Department	Total	Total Min	Female						Male							
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd		
EDUCATION - P.I.	1	0 0.00	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ELEC ENGR START-UP	1	1 100.00	0	0	0	0	0	0	0	1	0	0	0	1	0	0
ELECTRICAL ENG	2	2 100.00	1	0	0	0	1	0	1	0	0	0	1	0	0	0
ELECTRICAL ENG - P.I.	34	24 70.59	3	1	0	0	2	0	31	9	0	2	20	0	0	0
ELECTRICAL ENGINEERING	135	94 69.63	22	8	0	0	14	0	113	33	0	4	76	0	0	0
ELECTRICAL ENGR	7	7 100.00	0	0	0	0	0	0	7	0	1	0	6	0	0	0
EMPLOYEE SERVICES	1	0 0.00	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ENG CENTER FOR DIS EDU	13	3 23.08	7	4	1	1	1	0	6	6	0	0	0	0	0	0
ENGINEERING	5	5 100.00	1	0	0	0	1	0	4	0	0	0	4	0	0	0
ENGINEERING-NANO FAB	8	6 75.00	1	1	0	0	0	0	7	1	0	1	4	1	0	0
ENGLISH	105	14 13.33	68	60	3	3	2	0	37	31	2	2	2	0	0	0
ENVIRN HEALTH & SAFETY	21	5 23.81	9	8	1	0	0	0	12	8	1	2	1	0	0	0
ENVIRONMENTAL SCIENCE	4	3 75.00	1	0	0	0	1	0	3	1	0	0	2	0	0	0
EQ OPPT & AFFIRM ACT	3	3 100.00	3	0	2	1	0	0	0	0	0	0	0	0	0	0
FINANCE & REAL ESTATE	35	16 45.71	10	3	1	1	5	0	25	16	1	0	8	0	0	0
FINANCIAL AID	29	14 48.28	23	13	6	4	0	0	6	2	1	2	1	0	0	0

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Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
GEOLOGY	27	5 18.52	9 33.33	7 25.93	1 3.70	0 0.00	1 3.70	0 0.00	18 66.67	15 55.56	0 0.00	2 7.41	1 3.70	0 0.00
GEOLOGY - P.I.	9	5 55.56	3 33.33	1 11.11	0 0.00	0 0.00	2 22.22	0 0.00	6 66.67	3 33.33	0 0.00	1 11.11	1 11.11	1 11.11
GOLF	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
HISTORY	57	7 12.28	25 43.86	23 40.35	1 1.75	0 0.00	1 1.75	0 0.00	32 56.14	27 47.37	1 1.75	2 3.51	2 3.51	0 0.00
HONORS COLLEGE	11	4 36.36	7 63.64	4 36.36	3 27.27	0 0.00	0 0.00	0 0.00	4 36.36	3 27.27	0 0.00	0 0.00	0 0.00	1 9.09
HOUSING & UNIV CENTER	128	63 49.22	45 35.16	28 21.88	10 7.81	1 0.78	6 4.69	0 0.00	83 64.84	37 28.91	11 8.59	4 3.13	31 24.22	0 0.00
HOUSING/UC- MAVSTADIUM	4	1 25.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	4 100.00	3 75.00	0 0.00	1 25.00	0 0.00	0 0.00
HUMAN RESOURCES	29	14 48.28	21 72.41	10 34.48	9 31.03	2 6.90	0 0.00	0 0.00	8 27.59	5 17.24	2 6.90	0 0.00	1 3.45	0 0.00
INDUSTRIAL ENG	41	28 68.29	10 24.39	4 9.76	1 2.44	1 2.44	4 9.76	0 0.00	31 75.61	9 21.95	1 2.44	2 4.88	19 46.34	0 0.00
INDUSTRIAL ENG - P.I.	7	6 85.71	2 28.57	0 0.00	1 14.29	0 0.00	1 14.29	0 0.00	5 71.43	1 14.29	0 0.00	0 0.00	4 57.14	0 0.00
INFO SYS & OPER.MGMNT.	39	19 48.72	11 28.21	10 25.64	1 2.56	0 0.00	0 0.00	0 0.00	28 71.79	10 25.64	0 0.00	0 0.00	18 46.15	0 0.00
INSTIT COMPLIANCE	2	1 50.00	2 100.00	1 50.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
INSTIT RES.PLANG & EFF	11	2 18.18	7 63.64	5 45.45	1 9.09	0 0.00	1 9.09	0 0.00	4 36.36	4 36.36	0 0.00	0 0.00	0 0.00	0 0.00
INTERNAL AUDIT	5	3 60.00	3 60.00	1 20.00	1 20.00	0 0.00	1 20.00	0 0.00	2 40.00	1 20.00	0 0.00	0 0.00	1 20.00	0 0.00
INTS-INTERDISC STUDIES	8	1 12.50	4 50.00	3 37.50	0 0.00	1 12.50	0 0.00	0 0.00	4 50.00	4 50.00	0 0.00	0 0.00	0 0.00	0 0.00
KINESIOLOGY	52	8 15.38	30 57.69	27 51.92	1 1.92	0 0.00	2 3.85	0 0.00	22 42.31	17 32.69	2 3.85	1 1.92	2 3.85	0 0.00

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Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
LIBRARY	206	81 39.32	121 58.74	77 37.38	12 5.83	8 3.88	21 10.19	3 1.46	85 41.26	48 23.30	6 2.91	16 7.77	14 6.80	1 0.49
LINGUISTICS & TESOL	56	18 32.14	44 78.57	29 51.79	6 10.71	3 5.36	6 10.71	0 0.00	12 21.43	9 16.07	0 0.00	2 3.57	1 1.79	0 0.00
LOAN FUNDS & COLLECTNS	9	4 44.44	9 100.00	5 55.56	3 33.33	1 11.11	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
MAIL SERVICES	13	7 53.85	5 38.46	4 30.77	1 7.69	0 0.00	0 0.00	0 0.00	8 61.54	2 15.38	3 23.08	1 7.69	2 15.38	0 0.00
MANAGEMENT	41	12 29.27	18 43.90	11 26.83	4 9.76	1 2.44	2 4.88	0 0.00	23 56.10	18 43.90	0 0.00	0 0.00	5 12.20	0 0.00
MANAGEMENT - P.I.	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
MARKETING	27	13 48.15	6 22.22	3 11.11	0 0.00	0 0.00	3 11.11	0 0.00	21 77.78	11 40.74	1 3.70	1 3.70	8 29.63	0 0.00
MARKETING & COMM	1	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
MAT'L SCIEN & ENG	5	4 80.00	1 20.00	1 20.00	0 0.00	0 0.00	0 0.00	0 0.00	4 80.00	0 0.00	0 0.00	0 0.00	4 80.00	0 0.00
MAT'L SCIEN & ENG-P.I.	5	3 60.00	1 20.00	0 0.00	0 0.00	0 0.00	1 20.00	0 0.00	4 80.00	2 40.00	0 0.00	0 0.00	2 40.00	0 0.00
MAT'L SCIEN.& ENG	4	3 75.00	2 50.00	1 25.00	0 0.00	0 0.00	1 25.00	0 0.00	2 50.00	0 0.00	0 0.00	0 0.00	1 25.00	1 25.00
MAT'L SCIEN.& ENG-P.I.	1	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00
MAT'L SCIENCE & ENG.	22	17 77.27	4 18.18	2 9.09	0 0.00	1 4.55	1 4.55	0 0.00	18 81.82	3 13.64	1 4.55	0 0.00	14 63.64	0 0.00
MATH - P.I.	2	2 100.00	1 50.00	0 0.00	0 0.00	0 0.00	1 50.00	0 0.00	1 50.00	0 0.00	0 0.00	0 0.00	1 50.00	0 0.00
MATHEMATICS	106	44 41.51	40 37.74	29 27.36	3 2.83	2 1.89	6 5.66	0 0.00	66 62.26	33 31.13	3 2.83	3 2.83	27 25.47	0 0.00
MECH & AERO ENG	102	53 51.96	20 19.61	11 10.78	1 0.98	1 0.98	7 6.86	0 0.00	82 80.39	38 37.25	2 1.96	5 4.90	37 36.27	0 0.00

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Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
MECH & AERO ENG - P.I.	17	12 70.59	5 29.41	3 17.65	0 0.00	1 5.88	1 5.88	0 0.00	12 70.59	2 11.76	1 5.88	1 5.88	8 47.06	0 0.00
MECH & AERO ENGINEERNG	1	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00
MECH & AERO START-UP	1	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00
MILITARY SCI & TACTICS	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
MODERN LANGUAGES	62	19 30.65	45 72.58	33 53.23	1 1.61	8 12.90	2 3.23	1 1.61	17 27.42	10 16.13	3 4.84	4 6.45	0 0.00	0 0.00
MULTICULTURAL AFFAIRS	10	8 80.00	5 50.00	1 10.00	3 30.00	1 10.00	0 0.00	0 0.00	5 50.00	1 10.00	3 30.00	1 10.00	0 0.00	0 0.00
MUSIC	70	14 20.00	25 35.71	18 25.71	1 1.43	1 1.43	5 7.14	0 0.00	45 64.29	38 54.29	2 2.86	3 4.29	2 2.86	0 0.00
NURSING - P.I.	21	8 38.10	19 90.48	12 57.14	3 14.29	3 14.29	1 4.76	0 0.00	2 9.52	1 4.76	0 0.00	1 4.76	0 0.00	0 0.00
OFF OF INFO TECH	68	19 27.94	18 26.47	10 14.71	3 4.41	3 4.41	2 2.94	0 0.00	50 73.53	39 57.35	3 4.41	1 1.47	7 10.29	0 0.00
OFF RES TECH TRSF IP	2	0 0.00	1 50.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00
OFFICE OF INFO TECH	154	120 77.92	56 36.36	15 9.74	6 3.90	2 1.30	33 21.43	0 0.00	98 63.64	19 12.34	7 4.55	2 1.30	70 45.45	0 0.00
OFFICE OF INT'L EDUC	21	13 61.90	17 80.95	7 33.33	4 19.05	4 19.05	2 9.52	0 0.00	4 19.05	1 4.76	0 0.00	1 4.76	2 9.52	0 0.00
OFFICE OF RESEARCH	21	16 76.19	10 47.62	3 14.29	3 14.29	0 0.00	4 19.05	0 0.00	11 52.38	2 9.52	1 4.76	1 4.76	7 33.33	0 0.00
PAYROLL SERVICES	46	31 67.39	34 73.91	12 26.09	18 39.13	3 6.52	1 2.17	0 0.00	12 26.09	3 6.52	1 2.17	1 2.17	7 15.22	0 0.00
PHILOSOPHY	12	0 0.00	2 16.67	2 16.67	0 0.00	0 0.00	0 0.00	0 0.00	10 83.33	10 83.33	0 0.00	0 0.00	0 0.00	0 0.00
PHYS PLANT - CUSTODIAL	95	89 93.68	43 45.26	2 2.11	9 9.47	6 6.32	26 27.37	0 0.00	52 54.74	4 4.21	6 6.32	1 1.05	40 42.11	1 1.05

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			Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PHYS PLANT - GROUNDS	31	21 67.74	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	31 100.00	10 32.26	0 0.00	19 61.29	2 6.45	0 0.00
PHYS PLANT - HOUSING	38	14 36.84	13 34.21	4 10.53	6 15.79	2 5.26	1 2.63	0 0.00	25 65.79	20 52.63	4 10.53	0 0.00	1 2.63	0 0.00
PHYS PLANT - UTILITIES	48	16 33.33	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	48 100.00	32 66.67	2 4.17	11 22.92	1 2.08	2 4.17
PHYS PLANT-BLDG MAINT	31	7 22.58	4 12.90	3 9.68	1 3.23	0 0.00	0 0.00	0 0.00	27 87.10	21 67.74	0 0.00	5 16.13	0 0.00	1 3.23
PHYS PLANT-MOTOR POOL	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
PHYSICAL PLANT- ADMIN	10	3 30.00	4 40.00	3 30.00	0 0.00	1 10.00	0 0.00	0 0.00	6 60.00	4 40.00	1 10.00	0 0.00	1 10.00	0 0.00
PHYSICAL PLANT-GEN SER	20	4 20.00	5 25.00	5 25.00	0 0.00	0 0.00	0 0.00	0 0.00	15 75.00	11 55.00	0 0.00	3 15.00	1 5.00	0 0.00
PHYSICS	80	33 41.25	16 20.00	11 13.75	1 1.25	0 0.00	3 3.75	1 1.25	64 80.00	36 45.00	3 3.75	4 5.00	21 26.25	0 0.00
PHYSICS - P.I.	30	18 60.00	9 30.00	5 16.67	0 0.00	0 0.00	4 13.33	0 0.00	21 70.00	7 23.33	1 3.33	0 0.00	13 43.33	0 0.00
PHYSICS P.I.	2	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 100.00	1 50.00	0 0.00	0 0.00	1 50.00	0 0.00
POLICE DEPARTMENT	91	35 38.46	32 35.16	21 23.08	6 6.59	5 5.49	0 0.00	0 0.00	59 64.84	35 38.46	15 16.48	5 5.49	4 4.40	0 0.00
POLITICAL SCIENCE	20	6 30.00	7 35.00	3 15.00	2 10.00	1 5.00	1 5.00	0 0.00	13 65.00	11 55.00	0 0.00	1 5.00	1 5.00	0 0.00
PRESIDENT	6	1 16.67	4 66.67	3 50.00	0 0.00	1 16.67	0 0.00	0 0.00	2 33.33	2 33.33	0 0.00	0 0.00	0 0.00	0 0.00
PSYCHOLOGY	62	9 14.52	36 58.06	32 51.61	0 0.00	1 1.61	3 4.84	0 0.00	26 41.94	21 33.87	1 1.61	1 1.61	3 4.84	0 0.00
PSYCHOLOGY - P.I.	9	4 44.44	6 66.67	3 33.33	1 11.11	1 11.11	1 11.11	0 0.00	3 33.33	2 22.22	0 0.00	0 0.00	1 11.11	0 0.00
PUBLIC AFFAIRS	8	1 12.50	3 37.50	3 37.50	0 0.00	0 0.00	0 0.00	0 0.00	5 62.50	4 50.00	0 0.00	1 12.50	0 0.00	0 0.00

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			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
PURCHASING	21	6 28.57	16 76.19	10 47.62	6 28.57	0 0.00	0 0.00	0 0.00	5 23.81	5 23.81	0 0.00	0 0.00	0 0.00	0 0.00
RECRUITING	38	20 52.63	23 60.53	12 31.58	3 7.89	6 15.79	2 5.26	0 0.00	15 39.47	6 15.79	4 10.53	4 10.53	1 2.63	0 0.00
RESEARCH COMPLIANCE	8	4 50.00	7 87.50	4 50.00	3 37.50	0 0.00	0 0.00	0 0.00	1 12.50	0 0.00	1 12.50	0 0.00	0 0.00	0 0.00
SCHOOL OF EDUCATION	1	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
SCIENCE LEARNING CTR	11	9 81.82	10 90.91	2 18.18	3 27.27	2 18.18	3 27.27	0 0.00	1 9.09	0 0.00	0 0.00	0 0.00	1 9.09	0 0.00
SOAR - P.I.	23	13 56.52	17 73.91	7 30.43	4 17.39	5 21.74	1 4.35	0 0.00	6 26.09	3 13.04	0 0.00	0 0.00	3 13.04	0 0.00
SOCIAL WORK	1	1 100.00	1 100.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
SOCIAL WORK - P.I.	35	18 51.43	33 94.29	17 48.57	9 25.71	5 14.29	2 5.71	0 0.00	2 5.71	0 0.00	0 0.00	2 5.71	0 0.00	0 0.00
SOCIOLOGY	33	4 12.12	20 60.61	18 54.55	0 0.00	0 0.00	1 3.03	1 3.03	13 39.39	11 33.33	0 0.00	2 6.06	0 0.00	0 0.00
SOFTBALL	3	0 0.00	2 66.67	2 66.67	0 0.00	0 0.00	0 0.00	0 0.00	1 33.33	1 33.33	0 0.00	0 0.00	0 0.00	0 0.00
SPORTS INFORMATION	6	2 33.33	1 16.67	1 16.67	0 0.00	0 0.00	0 0.00	0 0.00	5 83.33	3 50.00	0 0.00	2 33.33	0 0.00	0 0.00
SR VP FOR A.A. & PROV'T	37	24 64.86	19 51.35	7 18.92	3 8.11	0 0.00	9 24.32	0 0.00	18 48.65	6 16.22	0 0.00	1 2.70	11 29.73	0 0.00
STRENGTH & CONDITNG	2	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 100.00	2 100.00	0 0.00	0 0.00	0 0.00	0 0.00
STUDENT ACTIVITIES	26	8 30.77	14 53.85	10 38.46	1 3.85	2 7.69	1 3.85	0 0.00	12 46.15	8 30.77	3 11.54	0 0.00	1 3.85	0 0.00
STUDENT DISABILITIES	12	5 41.67	9 75.00	7 58.33	0 0.00	0 0.00	2 16.67	0 0.00	3 25.00	0 0.00	0 0.00	0 0.00	3 25.00	0 0.00
STUDENT GOVERNANCE	17	7 41.18	11 64.71	5 29.41	2 11.76	4 23.53	0 0.00	0 0.00	6 35.29	5 29.41	1 5.88	0 0.00	0 0.00	0 0.00

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			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd	
STUDENT JUDICIAL AFF	8	3 37.50	7	4	1	1	1	0	1	1	0	0	0	0	0
STUDENT PUBLICATIONS	15	4 26.67	8	4	4	0	0	0	7	7	0	0	0	0	0
STUDENT SUCCESS PROG.	3	1 33.33	2	1	0	1	0	0	1	1	0	0	0	0	0
STUDENT SUPPORT SRVC	72	47 65.28	45	18	8	4	15	0	27	7	3	3	14	0	
TELECOMMUNICATIONS	8	1 12.50	3	2	0	0	0	1	5	5	0	0	0	0	
TENNIS - MEN'S	7	6 85.71	2	0	0	0	2	0	5	1	0	0	4	0	
TENNIS - WOMEN'S	2	1 50.00	0	0	0	0	0	0	2	1	0	1	0	0	
THEATRE ARTS	32	7 21.88	17	13	3	1	0	0	15	12	1	2	0	0	
TRACK - MEN'S	2	1 50.00	0	0	0	0	0	0	2	1	0	1	0	0	
TRACK - WOMEN'S	2	1 50.00	1	1	0	0	0	0	1	0	1	0	0	0	
TRAINING	5	1 20.00	3	3	0	0	0	0	2	1	0	1	0	0	
UNIV PUBLICATIONS	13	3 23.08	7	5	1	1	0	0	6	5	0	0	1	0	
UNIVERSITY HOUSING	55	24 43.64	35	20	9	3	3	0	20	11	5	1	3	0	
UPWARD BOUND - P.I.	20	15 75.00	11	3	7	1	0	0	9	2	3	2	2	0	
URBAN AFFAIRS - P.I.	7	4 57.14	2	0	1	0	1	0	5	3	1	0	1	0	
UTA HEALTH SERVICES	54	24 44.44	43	23	12	2	6	0	11	7	1	2	1	0	

Work Force Analysis Summary

Affirmative Action Plan 2006
11/17/2006

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
UTA/FORT WORTH	6	3 50.00	4 66.67	1 16.67	1 16.67	1 16.67	1 16.67	0 0.00	2 33.33	2 33.33	0 0.00	0 0.00	0 0.00	0 0.00
V P DEVELOPMENT	82	41 50.00	56 68.29	31 37.80	18 21.95	6 7.32	1 1.22	0 0.00	26 31.71	10 12.20	4 4.88	5 6.10	7 8.54	0 0.00
VIDEO SERVICES	5	0 0.00	3 60.00	3 60.00	0 0.00	0 0.00	0 0.00	0 0.00	2 40.00	2 40.00	0 0.00	0 0.00	0 0.00	0 0.00
VOLLEYBALL - WOMEN'S	6	2 33.33	6 100.00	4 66.67	0 0.00	0 0.00	2 33.33	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
VP COMMUNICATIONS	3	1 33.33	3 100.00	2 66.67	0 0.00	1 33.33	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
VP FOR BUSINESS AFFAIR	5	0 0.00	2 40.00	2 40.00	0 0.00	0 0.00	0 0.00	0 0.00	3 60.00	3 60.00	0 0.00	0 0.00	0 0.00	0 0.00
VP OIT	10	1 10.00	7 70.00	7 70.00	0 0.00	0 0.00	0 0.00	0 0.00	3 30.00	2 20.00	1 10.00	0 0.00	0 0.00	0 0.00
VP RES-OFFICE OF RESCH	5	2 40.00	1 20.00	1 20.00	0 0.00	0 0.00	0 0.00	0 0.00	4 80.00	2 40.00	0 0.00	0 0.00	2 40.00	0 0.00
VP STUDENT AFFAIRS	9	4 44.44	6 66.67	4 44.44	2 22.22	0 0.00	0 0.00	0 0.00	3 33.33	1 11.11	0 0.00	2 22.22	0 0.00	0 0.00
VP-ADMIN & CAMPUS OPER	3	2 66.67	2 66.67	0 0.00	2 66.67	0 0.00	0 0.00	0 0.00	1 33.33	1 33.33	0 0.00	0 0.00	0 0.00	0 0.00
WOMEN'S STUDIES	4	2 50.00	4 100.00	2 50.00	2 50.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
Facility Total	5199	2285	2515	1510	390	219	385	11	2684	1404	211	234	824	11
<i>% of Total</i>		<i>43.95</i>	<i>48.37</i>	<i>29.04</i>	<i>7.50</i>	<i>4.21</i>	<i>7.41</i>	<i>0.21</i>	<i>51.63</i>	<i>27.01</i>	<i>4.06</i>	<i>4.50</i>	<i>15.85</i>	<i>0.21</i>

Incumbency v. Estimated Availability

Affirmative Action Plan 2006 11/17/2006

Comparison Test

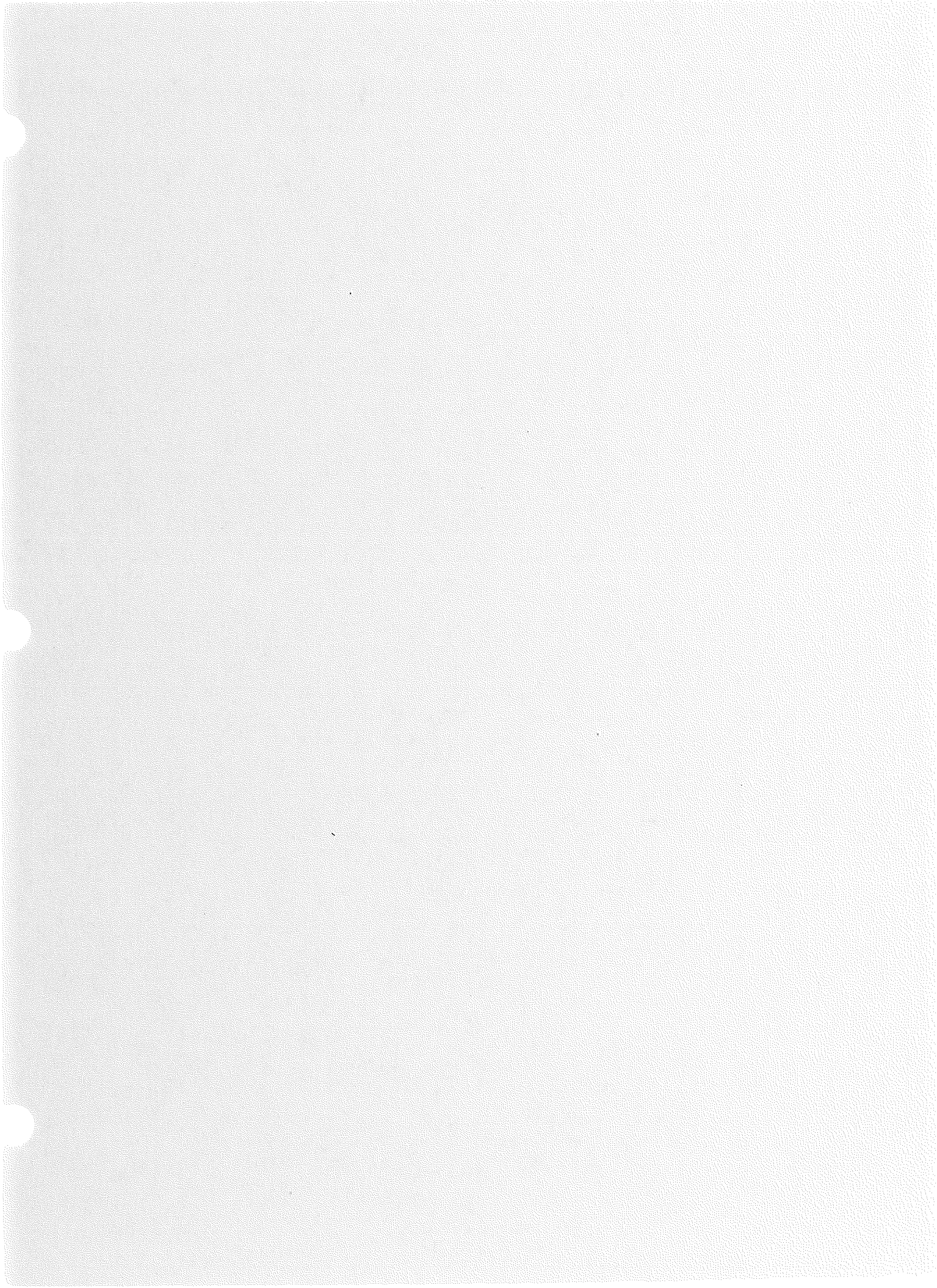
Two Standard Deviation Test

Incumbency v. Estimated Availability

Affirmative Action Plan 2006
11/17/2006

Job Group	Less than Reasonably Expected?					
	Female	Minority	Black	Hisp	Asian	AmInd
A10 Administrative Executive	Yes	Yes	Yes	Yes		
A30 Professional						
A40 Clerical Staff						
A50 Technical Staff	Yes			Yes		
A60 Skilled Craft						
A70 Maintenance/Service				Yes		
A90 Student Workers Non Teaching						
ART School of Architecture Tenure	Yes					
ARX Architecture Non-Tenure	Yes					
BST College of Business Tenure	Yes					
BSX Business Non-Tenure	Yes			Yes		
EDT School of Education Tenure						
EDX Education Non-Tenure				Yes		
EGT College of Engineering Tenure	Yes					
EGX Engineering Non-Tenure	Yes		Yes			
LAT College of Liberal Arts Tenure	Yes					
LAX Liberal Arts Non-Tenure		Yes				
NRT School of Nursing Tenure						
NRX Nursing Non-Tenure						
SCT College of Science Tenure	Yes					
SCX Science Non-Tenure	Yes		Yes	Yes		
SWT School of Social Work Tenure						
SWX Social work Non-Tenure						
UPT Urban/Public Affairs Tenure						
UPX Urban/Pub Affairs Non-Tenure						

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes indicates Number of Standard Deviations <= -2.00*



Incumbency v. Estimated Availability Summary

Affirmative Action Plan 2006 11/17/2006

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability Summary

Affirmative Action Plan 2006

11/17/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
A10 Administrative Executive	325	Female	168	51.69	57.79	Yes
		Minority	68	20.92	28.78	Yes
		Black	23	7.08	12.49	Yes
		Hispanic	17	5.23	8.63	Yes
		Asian	28	8.62	6.81	
		AmIndian	0	0.00	0.75	
A30 Professional	524	Female	324	61.83	54.29	
		Minority	161	30.73	25.98	
		Black	72	13.74	9.47	
		Hispanic	49	9.35	8.09	
		Asian	36	6.87	6.53	
		AmIndian	4	0.76	0.74	
A40 Clerical Staff	519	Female	448	86.32	71.67	
		Minority	145	27.94	26.48	
		Black	65	12.52	9.85	
		Hispanic	47	9.06	11.59	
		Asian	30	5.78	3.44	
		AmIndian	3	0.58	1.15	
A50 Technical Staff	714	Female	229	32.07	50.69	Yes
		Minority	406	56.86	24.94	
		Black	67	9.38	7.63	
		Hispanic	49	6.86	10.04	Yes
		Asian	287	40.20	5.98	
		AmIndian	3	0.42	0.95	
A60 Skilled Craft	85	Female	3	3.53	4.51	
		Minority	22	25.88	28.60	
		Black	3	3.53	3.51	
		Hispanic	16	18.82	22.70	
		Asian	1	1.18	0.88	
		AmIndian	2	2.35	1.20	
A70 Maintenance/Service	269	Female	110	40.89	30.33	
		Minority	176	65.43	46.74	
		Black	54	20.07	17.64	
		Hispanic	43	15.99	25.83	Yes
		Asian	78	29.00	1.94	
		AmIndian	1	0.37	0.74	
A90 Student Workers Non Teaching	1095	Female	566	51.69	53.22	
		Minority	722	65.94	38.05	
		Black	263	24.02	12.35	
		Hispanic	150	13.70	14.01	
		Asian	305	27.85	11.07	
		AmIndian	4	0.37	0.62	
ART School of Architecture Tenure	15	Female	1	6.67	45.12	Yes
		Minority	1	6.67	19.43	
		Black	0	0.00	5.03	
		Hispanic	0	0.00	4.28	
		Asian	1	6.67	8.56	
		AmIndian	0	0.00	0.83	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
 Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Summary

Affirmative Action Plan 2006

11/17/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
ARX Architecture Non-Tenure	44	Female	15	34.09	57.25	Yes
		Minority	8	18.18	23.74	
		Black	0	0.00	6.15	
		Hispanic	6	13.64	9.52	
		Asian	2	4.55	6.94	
		AmIndian	0	0.00	0.87	
BST College of Business Tenure	40	Female	5	12.50	44.62	Yes
		Minority	12	30.00	20.04	
		Black	1	2.50	6.05	
		Hispanic	0	0.00	4.26	
		Asian	11	27.50	8.25	
		AmIndian	0	0.00	0.76	
BSX Business Non-Tenure	152	Female	55	36.18	61.78	Yes
		Minority	69	45.39	26.32	
		Black	8	5.26	8.36	Yes
		Hispanic	2	1.32	10.74	
		Asian	59	38.82	6.13	
		AmIndian	0	0.00	0.87	
EDT School of Education Tenure	12	Female	8	66.67	49.10	
		Minority	0	0.00	20.13	
		Black	0	0.00	6.66	
		Hispanic	0	0.00	4.56	
		Asian	0	0.00	7.32	
		AmIndian	0	0.00	0.81	
EDX Education Non-Tenure	73	Female	44	60.27	54.11	
		Minority	10	13.70	22.17	
		Black	6	8.22	6.17	
		Hispanic	1	1.37	8.28	
		Asian	3	4.11	6.67	
		AmIndian	0	0.00	0.81	
EGT College of Engineering Tenure	77	Female	5	6.49	40.63	Yes
		Minority	31	40.26	21.30	
		Black	1	1.30	5.25	
		Hispanic	1	1.30	4.29	
		Asian	29	37.66	10.30	
		AmIndian	0	0.00	0.72	
EGX Engineering Non-Tenure	310	Female	63	20.32	27.28	Yes
		Minority	235	75.81	27.13	
		Black	0	0.00	4.53	Yes
		Hispanic	12	3.87	5.27	
		Asian	223	71.94	16.80	
		AmIndian	0	0.00	0.49	
LAT College of Liberal Arts Tenure	101	Female	28	27.72	46.82	Yes
		Minority	16	15.84	19.24	
		Black	2	1.98	5.56	
		Hispanic	7	6.93	4.54	
		Asian	6	5.94	7.60	
		AmIndian	1	0.99	0.77	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
 Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Summary

Affirmative Action Plan 2006

11/17/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
LAX Liberal Arts Non-Tenure	340	Female	200	58.82	57.27	Yes
		Minority	57	16.76	22.93	
		Black	19	5.59	6.16	
		Hispanic	22	6.47	9.55	
		Asian	14	4.12	6.11	
		AmIndian	2	0.59	0.77	
NRT School of Nursing Tenure	10	Female	10	100.00	60.91	
		Minority	0	0.00	17.72	
		Black	0	0.00	5.80	
		Hispanic	0	0.00	3.74	
		Asian	0	0.00	6.80	
		AmIndian	0	0.00	0.75	
NRX Nursing Non-Tenure	80	Female	74	92.50	54.93	
		Minority	10	12.50	20.04	
		Black	2	2.50	4.21	
		Hispanic	4	5.00	7.40	
		Asian	2	2.50	7.42	
		AmIndian	2	2.50	0.75	
SCT College of Science Tenure	76	Female	9	11.84	46.44	Yes
		Minority	18	23.68	19.87	
		Black	1	1.32	5.45	
		Hispanic	2	2.63	4.44	
		Asian	15	19.74	8.46	
		AmIndian	0	0.00	0.75	
SCX Science Non-Tenure	240	Female	95	39.58	71.95	Yes
		Minority	95	39.58	28.91	
		Black	7	2.92	9.65	
		Hispanic	15	6.25	12.83	
		Asian	73	30.42	5.29	
		AmIndian	0	0.00	0.92	
SWT School of Social Work Tenure	18	Female	7	38.89	50.23	
		Minority	3	16.67	20.42	
		Black	1	5.56	6.68	
		Hispanic	0	0.00	4.55	
		Asian	2	11.11	7.59	
		AmIndian	0	0.00	0.83	
SWX Social work Non-Tenure	51	Female	38	74.51	57.98	
		Minority	12	23.53	22.64	
		Black	4	7.84	6.65	
		Hispanic	6	11.76	8.69	
		Asian	2	3.92	6.18	
		AmIndian	0	0.00	0.78	
UPT Urban/Public Affairs Tenure	8	Female	3	37.50	45.52	
		Minority	2	25.00	20.73	
		Black	0	0.00	6.67	
		Hispanic	1	12.50	4.35	
		Asian	1	12.50	8.06	
		AmIndian	0	0.00	0.87	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
 Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Summary

Affirmative Action Plan 2006

11/17/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
UPX Urban/Pub Affairs Non-Tenure	21	Female	7	33.33	46.77	
		Minority	6	28.57	21.85	
		Black	2	9.52	5.08	
		Hispanic	3	14.29	7.62	
		Asian	1	4.76	8.04	
		AmIndian	0	0.00	0.85	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

Yes indicates Number of Standard Deviations <= -2.00



Incumbency v. Estimated Availability Detail

Affirmative Action Plan 2006 11/17/2006

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability Detail

Affirmative Action Plan 2006

11/17/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
A10 Administrative Executive	325	Female	168	51.69	57.79	187.8	-19.8	-2.23	Yes
		Minority	68	20.92	28.78	93.5	-25.5	-3.13	Yes
		Black	23	7.08	12.49	40.6	-17.6	-2.95	Yes
		Hispanic	17	5.23	8.63	28.1	-11.1	-2.18	Yes
		Asian	28	8.62	6.81	22.1	5.9	1.29	
		AmIndian	0	0.00	0.75	2.4	-2.4	-1.56	
A30 Professional	524	Female	324	61.83	54.29	284.5	39.5	3.47	
		Minority	161	30.73	25.98	136.1	24.9	2.48	
		Black	72	13.74	9.47	49.6	22.4	3.34	
		Hispanic	49	9.35	8.09	42.4	6.6	1.06	
		Asian	36	6.87	6.53	34.2	1.8	0.31	
		AmIndian	4	0.76	0.74	3.9	0.1	0.05	
A40 Clerical Staff	519	Female	448	86.32	71.67	372.0	76.0	7.41	
		Minority	145	27.94	26.48	137.5	7.5	0.75	
		Black	65	12.52	9.85	51.1	13.9	2.04	
		Hispanic	47	9.06	11.59	60.2	-13.2	-1.80	
		Asian	30	5.78	3.44	17.9	12.1	2.92	
		AmIndian	3	0.58	1.15	6.0	-3.0	-1.22	
A50 Technical Staff	714	Female	229	32.07	50.69	361.9	-132.9	-9.95	Yes
		Minority	406	56.86	24.94	178.1	227.9	19.71	
		Black	67	9.38	7.63	54.5	12.5	1.76	
		Hispanic	49	6.86	10.04	71.7	-22.7	-2.83	Yes
		Asian	287	40.20	5.98	42.7	244.3	38.56	
		AmIndian	3	0.42	0.95	6.8	-3.8	-1.46	
A60 Skilled Craft	85	Female	3	3.53	4.51	3.8	-0.8	-0.44	
		Minority	22	25.88	28.60	24.3	-2.3	-0.55	
		Black	3	3.53	3.51	3.0	0.0	0.01	
		Hispanic	16	18.82	22.70	19.3	-3.3	-0.85	
		Asian	1	1.18	0.88	0.8	0.2	0.29	
		AmIndian	2	2.35	1.20	1.0	1.0	0.97	
A70 Maintenance/Service	269	Female	110	40.89	30.33	81.6	28.4	3.77	
		Minority	176	65.43	46.74	125.7	50.3	6.14	
		Black	54	20.07	17.64	47.4	6.6	1.05	
		Hispanic	43	15.99	25.83	69.5	-26.5	-3.69	Yes
		Asian	78	29.00	1.94	5.2	72.8	32.18	
		AmIndian	1	0.37	0.74	2.0	-1.0	-0.71	
A90 Student Workers Non Teaching	1095	Female	566	51.69	53.22	582.8	-16.8	-1.02	
		Minority	722	65.94	38.05	416.7	305.3	19.00	
		Black	263	24.02	12.35	135.2	127.8	11.74	
		Hispanic	150	13.70	14.01	153.5	-3.5	-0.30	
		Asian	305	27.85	11.07	121.2	183.8	17.70	
		AmIndian	4	0.37	0.62	6.8	-2.8	-1.09	
ART School of Architecture Tenure	15	Female	1	6.67	45.12	6.8	-5.8	-2.99	Yes
		Minority	1	6.67	19.43	2.9	-1.9	-1.25	
		Black	0	0.00	5.03	0.8	-0.8	-0.89	
		Hispanic	0	0.00	4.28	0.6	-0.6	-0.82	
		Asian	1	6.67	8.56	1.3	-0.3	-0.26	
		AmIndian	0	0.00	0.83	0.1	-0.1	-0.35	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
 Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Detail

Affirmative Action Plan 2006

11/17/2006

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
ARX Architecture Non-Tenure	44	Female	15	34.09	57.25	25.2	-10.2	-3.11	Yes
		Minority	8	18.18	23.74	10.4	-2.4	-0.87	
		Black	0	0.00	6.15	2.7	-2.7	-1.70	
		Hispanic	6	13.64	9.52	4.2	1.8	0.93	
		Asian	2	4.55	6.94	3.1	-1.1	-0.63	
		AmIndian	0	0.00	0.87	0.4	-0.4	-0.62	
BST College of Business Tenure	40	Female	5	12.50	44.62	17.8	-12.8	-4.09	Yes
		Minority	12	30.00	20.04	8.0	4.0	1.57	
		Black	1	2.50	6.05	2.4	-1.4	-0.94	
		Hispanic	0	0.00	4.26	1.7	-1.7	-1.33	
		Asian	11	27.50	8.25	3.3	7.7	4.43	
		AmIndian	0	0.00	0.76	0.3	-0.3	-0.55	
BSX Business Non-Tenure	152	Female	55	36.18	61.78	93.9	-38.9	-6.49	Yes
		Minority	69	45.39	26.32	40.0	29.0	5.34	
		Black	8	5.26	8.36	12.7	-4.7	-1.38	Yes
		Hispanic	2	1.32	10.74	16.3	-14.3	-3.75	
		Asian	59	38.82	6.13	9.3	49.7	16.79	
		AmIndian	0	0.00	0.87	1.3	-1.3	-1.15	
EDT School of Education Tenure	12	Female	8	66.67	49.10	5.9	2.1	1.22	
		Minority	0	0.00	20.13	2.4	-2.4	-1.74	
		Black	0	0.00	6.66	0.8	-0.8	-0.93	
		Hispanic	0	0.00	4.56	0.5	-0.5	-0.76	
		Asian	0	0.00	7.32	0.9	-0.9	-0.97	
		AmIndian	0	0.00	0.81	0.1	-0.1	-0.31	
EDX Education Non-Tenure	73	Female	44	60.27	54.11	39.5	4.5	1.06	
		Minority	10	13.70	22.17	16.2	-6.2	-1.74	
		Black	6	8.22	6.17	4.5	1.5	0.73	
		Hispanic	1	1.37	8.28	6.0	-5.0	-2.14	
		Asian	3	4.11	6.67	4.9	-1.9	-0.88	
		AmIndian	0	0.00	0.81	0.6	-0.6	-0.77	
EGT College of Engineering Tenure	77	Female	5	6.49	40.63	31.3	-26.3	-6.10	Yes
		Minority	31	40.26	21.30	16.4	14.6	4.06	
		Black	1	1.30	5.25	4.0	-3.0	-1.56	
		Hispanic	1	1.30	4.29	3.3	-2.3	-1.30	
		Asian	29	37.66	10.30	7.9	21.1	7.90	
		AmIndian	0	0.00	0.72	0.6	-0.6	-0.75	
EGX Engineering Non-Tenure	310	Female	63	20.32	27.28	84.6	-21.6	-2.75	Yes
		Minority	235	75.81	27.13	84.1	150.9	19.27	
		Black	0	0.00	4.53	14.1	-14.1	-3.84	Yes
		Hispanic	12	3.87	5.27	16.3	-4.3	-1.11	
		Asian	223	71.94	16.80	52.1	170.9	25.96	
		AmIndian	0	0.00	0.49	1.5	-1.5	-1.23	
LAT College of Liberal Arts Tenure	101	Female	28	27.72	46.82	47.3	-19.3	-3.85	Yes
		Minority	16	15.84	19.24	19.4	-3.4	-0.87	
		Black	2	1.98	5.56	5.6	-3.6	-1.57	
		Hispanic	7	6.93	4.54	4.6	2.4	1.15	
		Asian	6	5.94	7.60	7.7	-1.7	-0.63	
		AmIndian	1	0.99	0.77	0.8	0.2	0.26	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
 Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Detail

Affirmative Action Plan 2006

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
LAX Liberal Arts Non-Tenure	340	Female	200	58.82	57.27	194.7	5.3	0.58	Yes
		Minority	57	16.76	22.93	78.0	-21.0	-2.70	
		Black	19	5.59	6.16	21.0	-2.0	-0.44	
		Hispanic	22	6.47	9.55	32.5	-10.5	-1.93	
		Asian	14	4.12	6.11	20.8	-6.8	-1.53	
		AmIndian	2	0.59	0.77	2.6	-0.6	-0.38	
NRT School of Nursing Tenure	10	Female	10	100.00	60.91	6.1	3.9	2.53	
		Minority	0	0.00	17.72	1.8	-1.8	-1.47	
		Black	0	0.00	5.80	0.6	-0.6	-0.78	
		Hispanic	0	0.00	3.74	0.4	-0.4	-0.62	
		Asian	0	0.00	6.80	0.7	-0.7	-0.85	
		AmIndian	0	0.00	0.75	0.1	-0.1	-0.27	
NRX Nursing Non-Tenure	80	Female	74	92.50	54.93	43.9	30.1	6.75	
		Minority	10	12.50	20.04	16.0	-6.0	-1.68	
		Black	2	2.50	4.21	3.4	-1.4	-0.76	
		Hispanic	4	5.00	7.40	5.9	-1.9	-0.82	
		Asian	2	2.50	7.42	5.9	-3.9	-1.68	
		AmIndian	2	2.50	0.75	0.6	1.4	1.81	
SCT College of Science Tenure	76	Female	9	11.84	46.44	35.3	-26.3	-6.05	Yes
		Minority	18	23.68	19.87	15.1	2.9	0.83	
		Black	1	1.32	5.45	4.1	-3.1	-1.59	
		Hispanic	2	2.63	4.44	3.4	-1.4	-0.77	
		Asian	15	19.74	8.46	6.4	8.6	3.53	
		AmIndian	0	0.00	0.75	0.6	-0.6	-0.76	
SCX Science Non-Tenure	240	Female	95	39.58	71.95	172.7	-77.7	-11.2	Yes
		Minority	95	39.58	28.91	69.4	25.6	3.65	
		Black	7	2.92	9.65	23.2	-16.2	-3.53	
		Hispanic	15	6.25	12.83	30.8	-15.8	-3.05	
		Asian	73	30.42	5.29	12.7	60.3	17.39	
		AmIndian	0	0.00	0.92	2.2	-2.2	-1.49	
SWT School of Social Work Tenure	18	Female	7	38.89	50.23	9.0	-2.0	-0.96	
		Minority	3	16.67	20.42	3.7	-0.7	-0.40	
		Black	1	5.56	6.68	1.2	-0.2	-0.19	
		Hispanic	0	0.00	4.55	0.8	-0.8	-0.93	
		Asian	2	11.11	7.59	1.4	0.6	0.56	
		AmIndian	0	0.00	0.83	0.1	-0.1	-0.39	
SWX Social work Non-Tenure	51	Female	38	74.51	57.98	29.6	8.4	2.39	
		Minority	12	23.53	22.64	11.5	0.5	0.15	
		Black	4	7.84	6.65	3.4	0.6	0.34	
		Hispanic	6	11.76	8.69	4.4	1.6	0.78	
		Asian	2	3.92	6.18	3.2	-1.2	-0.67	
		AmIndian	0	0.00	0.78	0.4	-0.4	-0.63	
UPT Urban/Public Affairs Tenure	8	Female	3	37.50	45.52	3.6	-0.6	-0.46	
		Minority	2	25.00	20.73	1.7	0.3	0.30	
		Black	0	0.00	6.67	0.5	-0.5	-0.76	
		Hispanic	1	12.50	4.35	0.3	0.7	1.13	
		Asian	1	12.50	8.06	0.6	0.4	0.46	
		AmIndian	0	0.00	0.87	0.1	-0.1	-0.27	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Detail

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
UPX Urban/Pub Affairs Non-Tenure	21	Female	7	33.33	46.77	9.8	-2.8	-1.23	
		Minority	6	28.57	21.85	4.6	1.4	0.74	
		Black	2	9.52	5.08	1.1	0.9	0.93	
		Hispanic	3	14.29	7.62	1.6	1.4	1.15	
		Asian	1	4.76	8.04	1.7	-0.7	-0.55	
		AmIndian	0	0.00	0.85	0.2	-0.2	-0.42	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
 Yes indicates Number of Standard Deviations <= -2.00*

Availability Analysis

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Availability Analysis

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Availability Analysis

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Job Group: A10 Administrative Executive

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.88	17.76	5.39	4.56	6.44	0.66	15.00	5.23	2.66	0.81	0.68	0.97	0.10
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	61.83	30.73	13.74	9.35	6.87	0.76	85.00	52.56	26.12	11.68	7.95	5.84	0.65
	Source of Data: Feeder Job Groups: Professional (A30)												
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								57.79	28.78	12.49	8.63	6.81	0.75

Availability Analysis

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Job Group: A30 Professional

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	54.59	24.04	9.39	8.05	4.58	0.76	90.00	49.13	21.63	8.45	7.24	4.12	0.68
Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA													
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	51.59	43.47	10.24	8.50	24.13	0.61	10.00	5.16	4.35	1.02	0.85	2.41	0.06
Source of Data: Feeder Job Groups: Clerical Staff (A40), Technical Staff (A50), Skilled Craft (A60)													
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								54.29	25.98	9.47	8.09	6.53	0.74

Availability Analysis

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Job Group: A40 Clerical Staff

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	71.67	26.48	9.85	11.59	3.44	1.15	100.00	71.67	26.48	9.85	11.59	3.44	1.15
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								71.67	26.48	9.85	11.59	3.44	1.15

Availability Analysis

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Job Group: A50 Technical Staff

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.69	24.94	7.63	10.04	5.98	0.95	100.00	50.69	24.94	7.63	10.04	5.98	0.95
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								50.69	24.94	7.63	10.04	5.98	0.95

Availability Analysis

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Job Group: A60 Skilled Craft

Factor	Raw Statistics						Value Weight	Weighted Factor						
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	4.51	28.60	3.51	22.70	0.88	1.20	100.00	4.51	28.60	3.51	22.70	0.88	1.20	
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA													
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-	
							100.00							
Job Group Final Availabilities (%)								4.51	28.60	3.51	22.70	0.88	1.20	

Availability Analysis

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Job Group: A70 Maintenance/Service

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	30.33	46.74	17.64	25.83	1.94	0.74	100.00	30.33	46.74	17.64	25.83	1.94	0.74
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								30.33	46.74	17.64	25.83	1.94	0.74

Availability Analysis

Affirmative Action Plan 2006
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Job Group: A90 Student Workers Non Teaching

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.22	38.05	12.35	14.01	11.07	0.62	100.00	53.22	38.05	12.35	14.01	11.07	0.62
	Source of Data: UTA 2006 Fact Book												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								53.22	38.05	12.35	14.01	11.07	0.62

Availability Analysis

Affirmative Action Plan 2006
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Job Group: ART School of Architecture Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	80.00	37.01	16.03	4.59	3.58	6.49	0.64
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	40.57	16.98	2.20	3.46	10.38	0.94	20.00	8.11	3.40	0.44	0.69	2.08	0.19
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								45.12	19.43	5.03	4.28	8.56	0.83

Availability Analysis

Affirmative Action Plan 2006
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Job Group: ARX Architecture Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	61.43	25.43	7.13	11.04	6.08	0.86	80.00	49.14	20.34	5.71	8.83	4.87	0.68
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	40.57	16.98	2.20	3.46	10.38	0.94	20.00	8.11	3.40	0.44	0.69	2.08	0.19
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								57.25	23.74	6.15	9.52	6.94	0.87

Availability Analysis

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Job Group: BST College of Business Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	80.00	37.01	16.03	4.59	3.58	6.49	0.64
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	38.05	20.07	7.30	3.39	8.79	0.58	20.00	7.61	4.01	1.46	0.68	1.76	0.12
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								44.62	20.04	6.05	4.26	8.25	0.76

Availability Analysis

Affirmative Action Plan 2006
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Job Group: BSX Business Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor						
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	67.71	27.88	8.62	12.57	5.47	0.94	80.00							
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA													
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-							
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	38.05	20.07	7.30	3.39	8.79	0.58	20.00							
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005													
							100.00							
Job Group Final Availabilities (%)								61.78	26.32	8.36	10.74	6.13	0.87	

Availability Analysis

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Job Group: EDT School of Education Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	85.00	39.32	17.03	4.88	3.81	6.89	0.68
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	65.19	20.68	11.92	5.03	2.88	0.86	15.00	9.78	3.10	1.79	0.75	0.43	0.13
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								49.10	20.13	6.66	4.56	7.32	0.81

Availability Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: EDX Education Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	51.33	22.54	4.73	9.10	7.62	0.80	80.00	41.07	18.03	3.78	7.28	6.09	0.64
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	65.19	20.68	11.92	5.03	2.88	0.86	20.00	13.04	4.14	2.38	1.01	0.58	0.17
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								54.11	22.17	6.17	8.28	6.67	0.81

Availability Analysis

Affirmative Action Plan 2006
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Job Group: EGT College of Engineering Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	80.00	37.01	16.03	4.59	3.58	6.49	0.64
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	18.07	26.33	3.32	3.55	19.07	0.39	20.00	3.61	5.27	0.66	0.71	3.81	0.08
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								40.63	21.30	5.25	4.29	10.30	0.72

Availability Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: EGX Engineering Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor						
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	79.42	31.69	11.40	15.06	3.93	1.03	15.00	11.91	4.75	1.71	2.26	0.59	0.16	
Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA														
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	18.07	26.33	3.32	3.55	19.07	0.39	85.00	15.36	22.38	2.82	3.02	16.21	0.33	
Source of Data: NSF Doctorate US and Perm. Res. 1996-2005														
							100.00							
Job Group Final Availabilities (%)								27.28	27.13	4.53	5.27	16.80	0.49	

Availability Analysis

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Job Group: LAT College of Liberal Arts Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor						
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	85.00							
	Source of Data: Census 2000 Special EEO File United States													
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-							
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	49.97	14.76	4.54	4.91	4.74	0.56	15.00							
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005													
							100.00							
Job Group Final Availabilities (%)								46.82	19.24	5.56	4.54	7.60	0.77	

Availability Analysis

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Job Group: LAX Liberal Arts Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	58.08	23.83	6.34	10.07	6.26	0.79	90.00	52.27	21.45	5.71	9.06	5.63	0.71
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	49.97	14.76	4.54	4.91	4.74	0.56	10.00	5.00	1.48	0.45	0.49	0.47	0.06
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								57.27	22.93	6.16	9.55	6.11	0.77

Availability Analysis

Affirmative Action Plan 2006
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Job Group: NRT School of Nursing Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	70.00	32.38	14.03	4.02	3.14	5.68	0.56
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	95.10	12.31	5.94	2.00	3.73	0.63	30.00	28.53	3.69	1.78	0.60	1.12	0.19
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								60.91	17.72	5.80	3.74	6.80	0.75

Availability Analysis

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Job Group: NRX Nursing Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.84	21.40	3.90	8.36	8.07	0.77	85.00	40.67	18.19	3.31	7.10	6.86	0.66
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	95.10	12.31	5.94	2.00	3.73	0.63	15.00	14.27	1.85	0.89	0.30	0.56	0.09
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								54.93	20.04	4.21	7.40	7.42	0.75

Availability Analysis

Affirmative Action Plan 2006
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Job Group: SCT College of Science Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	85.00	39.32	17.03	4.88	3.81	6.89	0.68
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	47.43	18.91	3.82	4.22	10.44	0.44	15.00	7.11	2.84	0.57	0.63	1.57	0.07
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								46.44	19.87	5.45	4.44	8.46	0.75

Availability Analysis

Affirmative Action Plan 2006
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Job Group: SCX Science Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	76.28	30.68	10.68	14.34	4.38	1.00	85.00	64.84	26.08	9.08	12.19	3.72	0.85
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	47.43	18.91	3.82	4.22	10.44	0.44	15.00	7.11	2.84	0.57	0.63	1.57	0.07
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								71.95	28.91	9.65	12.83	5.29	0.92

Availability Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: SWT School of Social Work Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	85.00	39.32	17.03	4.88	3.81	6.89	0.68
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	72.73	22.60	12.01	4.98	4.63	0.98	15.00	10.91	3.39	1.80	0.75	0.69	0.15
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								50.23	20.42	6.68	4.55	7.59	0.83

Availability Analysis

Affirmative Action Plan 2006
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Job Group: SWX Social work Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	55.37	22.65	5.70	9.34	6.46	0.75	85.00	47.07	19.25	4.85	7.94	5.49	0.64
Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA													
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	72.73	22.60	12.01	4.98	4.63	0.98	15.00	10.91	3.39	1.80	0.75	0.69	0.15
Source of Data: NSF Doctorate US and Perm. Res. 1996-2005													
							100.00						
Job Group Final Availabilities (%)								57.98	22.64	6.65	8.69	6.18	0.78

Availability Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: UPT Urban/Public Affairs Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	85.00	39.32	17.03	4.88	3.81	6.89	0.68
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	41.30	24.64	11.96	3.62	7.79	1.27	15.00	6.20	3.70	1.79	0.54	1.17	0.19
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005												
							100.00						
Job Group Final Availabilities (%)								45.52	20.73	6.67	4.35	8.06	0.87

Availability Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: UPX Urban/Pub Affairs Non-Tenure

Factor	Raw Statistics						Value Weight	Weighted Factor						
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.73	21.36	3.87	8.33	8.09	0.77	85.00	40.57	18.16	3.29	7.08	6.88	0.66	
	Source of Data: Census 2000 Special EEO File Fort Worth-Arlington, TX PMSA													
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	
3 Percentage of Minorities and Women Among Those from Other Recruitment Pools	41.30	24.64	11.96	3.62	7.79	1.27	15.00	6.20	3.70	1.79	0.54	1.17	0.19	
	Source of Data: NSF Doctorate US and Perm. Res. 1996-2005													
							100.00							
Job Group Final Availabilities (%)								46.77	21.85	5.08	7.62	8.04	0.85	

UT Direct - The University of Texas at Arlington

U.T. Arlington Job Application: Personal Information

Name _____

Name (First M.I. Last) **Middle Initial** **Last Name**

Other names under which you've been employed

Gender _____

Gender Male Female

Telephone _____

Daytime telephone area code () First three digits - Last four digits

Evening telephone area code () First three digits - Last four digits

Email _____

Email address

Would you like us to communicate with you via email? Yes No

Address _____

Number and street

City , **State** **ZIP Code**

Country (blank if USA)

Nepotism Information _____

If you are related by kinship or marriage to any current employee or any member of the Board of Regents of The University of Texas System, complete the information below:

Employee name

Relationship to applicant

Employee department

Employee name

Relationship to applicant	<input type="text"/>
Employee department	<input type="text"/>
Employee name	<input type="text"/>
Relationship to applicant	<input type="text"/>
Employee department	<input type="text"/>

Education
What is the highest education level you have completed?
<input type="text" value="-Choose a level-"/>

Recruiting Information
How were you referred to The University of Texas at Arlington?
<input type="text" value="- Select a referral source -"/>

[Save changes and continue](#)

[Logoff](#)

Comments to: [Employment Information](#)
[Office Of Human Resources Management and Development](#)

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UT Direct - The University of Texas at Arlington**U.T. Arlington Job Application: Confidential Information**

The information required from you in this section is not considered part of the U.T. Arlington Application for Employment. This information is for reporting to state, federal and equal employment agencies only. The information will not be made available to supervisors during the pre-employment process.

Birthdate
Birthdate

Ethnicity
What is your ethnicity? -- Select one --

Veteran Information
Are you an armed services veteran? (If "YES", complete service dates below.) Yes No
Are you a surviving spouse or orphan of a veteran? (If "YES", complete service dates below.) Yes No
Military Service Dates (mm/yyyy) from month / year to month / year

Save changes and continue

[Logoff](#)

Comments to: [Employment Information](#)

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UT Direct - The University of Texas at Arlington

U.T. Arlington Job Application: Conviction Detail

Important instructions:

- You must list all adult criminal convictions/deferred adjudications where the final disposition is still pending (i.e. the original charge has not been dismissed) from the age of 17 until now.
- Complete one screen for each conviction/deferred adjudication.
- Each conviction/deferred adjudication record must be fully completed. Leave no blank spaces.
- Use as many screens as needed to provide a complete adult criminal conviction/deferred adjudication record.
- You may not be able to modify criminal conviction/deferred adjudication later.

It is your responsibility to keep this part of the application current at all times. Failure to complete this part of the application in full, or failure to keep the information on this part of the application current at all times may be considered falsification. Falsification of any part of the application, including omissions, will void the Application for Employment, Promotion or Transfer and any actions based on it.

Information that you provide here that is not substantiated in a criminal records search will be grounds for a permanent bar from University employment.

Due to the important nature of conviction information, you will not be able to change a complete conviction record after it is saved. If you do save incorrect information, please contact us.

You have no convictions/deferred adjudications entered.

Convictions and/or Deferred Adjudications

Date of conviction/deferred adjudication (mm/yyyy) month /
year

Location of conviction/deferred adjudication (city, state)

Type of conviction/deferred adjudication Misdemeanor Felony
 Deferred adjudication

Name of court

Nature of conviction/deferred adjudication:

-- Select a conviction from the list below --

I certify that the statements made by me in this section are true, complete and correct to the best of my knowledge and belief and are made in good faith. I understand that any false statements made herein, including omissions, will void my application and any actions based on it.

Certify and save changes

[Logoff](#)

Comments to: [Employment Information](#)

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UT Direct - The University of Texas at Arlington

U.T. Arlington Job Application: Resume List

You may store up to 15 resumes. Currently, you've saved 1 resume. Each resume may be up to 600 lines long. To update a resume, select the resume name. To view a resume, select the view button. The resume will appear in a new window. To delete a resume, select the delete button.

If you are a previous or current employee of U.T. Arlington, please include all of your U.T. Arlington work history, regardless of when you held the job, the number of hours worked per week, or length of time the job lasted.

My current resume information

Update your 'resume' resume by

PM

View your 'resume' resume

Delete your 'resume' resume

Add a new resume

[Logoff](#)

[Comments to: Employment Information](#)

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Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Affirmative Action Plan 2006 11/17/2006

Sorted by Job Group, EEO Code, and Job Title

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
ADMIN MANAGER	A10 Administrative Executive	1	080 Accountants and Auditors
ASC DR EV H & S	A10 Administrative Executive	1	043 Managers, All Other
ASC VP STUDNT ENROLLMNT	A10 Administrative Executive	1	001 Chief Executives
ASO DIR RS	A10 Administrative Executive	1	462 Recreation and Fitness Workers
ASSC DIR STUDENT ACT	A10 Administrative Executive	1	043 Managers, All Other
ASSC REGISTRAR	A10 Administrative Executive	1	043 Managers, All Other
ASSC VP AND DEAN	A10 Administrative Executive	1	001 Chief Executives
ASSC VP EMPLOYEE SERV	A10 Administrative Executive	1	001 Chief Executives
ASSC VP OUTREACH SERVIC	A10 Administrative Executive	1	001 Chief Executives
ASSISTANT DEAN	A10 Administrative Executive	1	001 Chief Executives
ASSISTANT PROVOST	A10 Administrative Executive	1	220 Postsecondary Teachers
ASSO DR FA	A10 Administrative Executive	1	220 Postsecondary Teachers
ASSOC DIR COUN & CAREER	A10 Administrative Executive	1	220 Postsecondary Teachers
ASSOC DIR FAC MGMT	A10 Administrative Executive	1	220 Postsecondary Teachers
ASSOC DIR LIBRARIES	A10 Administrative Executive	1	220 Postsecondary Teachers
ASSOC DIR OF ATHLETICS	A10 Administrative Executive	1	220 Postsecondary Teachers
ASSOC DIRECTOR ADM SVC	A10 Administrative Executive	1	220 Postsecondary Teachers
ASSOC VICE PRES-RESRCH	A10 Administrative Executive	1	001 Chief Executives
ASSOCIATE DEAN	A10 Administrative Executive	1	001 Chief Executives
ASSOCIATE DIRECTOR	A10 Administrative Executive	1	001 Chief Executives
ASSOCIATE PROVOST	A10 Administrative Executive	1	001 Chief Executives
ASST CHIEF UNIV POLICE	A10 Administrative Executive	1	371 Frst-Line Spvrs/Mgrs of Police & Dective
ASST DEAN/DIRECTOR	A10 Administrative Executive	1	023 Education Administrators
ASST DIR ADMISSIONS SVC	A10 Administrative Executive	1	043 Managers, All Other
ASST DIR BUD/FIN	A10 Administrative Executive	1	080 Accountants and Auditors
ASST DIR ENVIRO	A10 Administrative Executive	1	043 Managers, All Other
ASST DIR FAC MGMT	A10 Administrative Executive	1	043 Managers, All Other
ASST DIR MGMT SERVICES	A10 Administrative Executive	1	043 Managers, All Other
ASST DIR STUD PUB	A10 Administrative Executive	1	283 Editors
ASST DIR TESTING SERV	A10 Administrative Executive	1	071 Management Analysts
ASST SPORTS INFO DIR	A10 Administrative Executive	1	281 News Analysts/Reporters/Correspondents
ASST TO THE DEAN	A10 Administrative Executive	1	023 Education Administrators
ASST VICE PRESIDENT	A10 Administrative Executive	1	080 Accountants and Auditors
ASST VP COMP INFO TECH	A10 Administrative Executive	1	110 Network/ Computer Systems Administration
ASST VP HR MGT & DEV	A10 Administrative Executive	1	013 Human Resources Managers
AST ATHLETIC TRAINER	A10 Administrative Executive	1	321 Recreational Therapists
AST DR BUS	A10 Administrative Executive	1	080 Accountants and Auditors
AST DR SHS	A10 Administrative Executive	1	080 Accountants and Auditors
AST VP MGMT & DIR HSG	A10 Administrative Executive	1	010 Administrative Services Managers
ATH DEVELOPMENT DIR	A10 Administrative Executive	1	321 Recreational Therapists

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
ATTY STDNT	A10 Administrative Executive	1	210 Lawyers
AUDIT MANAGER	A10 Administrative Executive	1	043 Managers, All Other
AUDITORIUM DIRECTOR	A10 Administrative Executive	1	050 Agnts/Bus Mgrs Artists/Performers/Athlet
BASEBALL COACH	A10 Administrative Executive	1	272 Athletes/Coaches/Umpires/Related Workers
BASKETBALL COACH	A10 Administrative Executive	1	272 Athletes/Coaches/Umpires/Related Workers
CAREER SERV COORDINATOR	A10 Administrative Executive	1	200 Counselors
CHIEF	A10 Administrative Executive	1	010 Administrative Services Managers
CONTRACT & GRANTS ADMIN	A10 Administrative Executive	1	080 Accountants and Auditors
COORD CAMPUS PLANNING	A10 Administrative Executive	1	136 Civil Engineers
COORD EQUAL OPPOR	A10 Administrative Executive	1	071 Management Analysts
COORD UNDGRAD STUDIES	A10 Administrative Executive	1	071 Management Analysts
COORDINATOR	A10 Administrative Executive	1	071 Management Analysts
DEAN	A10 Administrative Executive	1	001 Chief Executives
DEAN/VICE PROVOST	A10 Administrative Executive	1	001 Chief Executives
DIR ASSET MANAGEMENT	A10 Administrative Executive	1	680 Derrick/Drill/Srv Unit Ops/Oil Gas Mning
DIR ATHLETICS	A10 Administrative Executive	1	010 Administrative Services Managers
DIR AUTOMATION ROBOTICS	A10 Administrative Executive	1	010 Administrative Services Managers
DIR CENT MEX AMERICAN	A10 Administrative Executive	1	010 Administrative Services Managers
DIR CONT EDUCATION	A10 Administrative Executive	1	010 Administrative Services Managers
DIR DISTANCE EDUCATION	A10 Administrative Executive	1	010 Administrative Services Managers
DIR E O C	A10 Administrative Executive	1	010 Administrative Services Managers
DIR ENGRINEERING T V	A10 Administrative Executive	1	043 Managers, All Other
DIR EQ OP & AFF ACT	A10 Administrative Executive	1	010 Administrative Services Managers
DIR FAC MGMT	A10 Administrative Executive	1	010 Administrative Services Managers
DIR GOV & COM RELATIONS	A10 Administrative Executive	1	043 Managers, All Other
DIR INFO & TECH	A10 Administrative Executive	1	043 Managers, All Other
DIR INTERNAL AUDIT	A10 Administrative Executive	1	080 Accountants and Auditors
DIR MRK & COMMUNICATION	A10 Administrative Executive	1	005 Marketing and Sales Managers
DIR MTL HL	A10 Administrative Executive	1	326 Hlth Diagnosing/Treating Pract All Other
DIR PAYROLL SERV	A10 Administrative Executive	1	080 Accountants and Auditors
DIR PRINTING/MAIL SERV	A10 Administrative Executive	1	043 Managers, All Other
DIR PUBLIC AFFAIRS	A10 Administrative Executive	1	043 Managers, All Other
DIR RECREATIONSPORTS	A10 Administrative Executive	1	462 Recreation and Fitness Workers
DIR SPEC PROJ	A10 Administrative Executive	1	010 Administrative Services Managers
DIR STUDNT SUPPORT SVCS	A10 Administrative Executive	1	010 Administrative Services Managers
DIR SUPA COMMUNICATIONS	A10 Administrative Executive	1	100 Computer Scientists and Systems Analysts
DIR TELCOM	A10 Administrative Executive	1	043 Managers, All Other
DIR TR/SV	A10 Administrative Executive	1	043 Managers, All Other
DIR UBP	A10 Administrative Executive	1	010 Administrative Services Managers
DIR UNIV VIDEO SERVICES	A10 Administrative Executive	1	292 TV/Video/Motion Pict Camera Ops/Editors

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
DIRECTOR	A10 Administrative Executive	1	001 Chief Executives
DIRECTOR ADMISSIONS SVS	A10 Administrative Executive	1	043 Managers, All Other
DIRECTOR ALUNMI	A10 Administrative Executive	1	043 Managers, All Other
DIRECTOR GRADUATE SRVS	A10 Administrative Executive	1	023 Education Administrators
DIRECTOR PUBLICATIONS	A10 Administrative Executive	1	043 Managers, All Other
DIRECTOR REGISTRATION	A10 Administrative Executive	1	023 Education Administrators
DR FIN AID	A10 Administrative Executive	1	023 Education Administrators
DR STU O/G	A10 Administrative Executive	1	023 Education Administrators
DR STU PUB	A10 Administrative Executive	1	043 Managers, All Other
EXEC ASSOC TO PRESIDENT	A10 Administrative Executive	1	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
EXEC ASST	A10 Administrative Executive	1	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
EXEC ASST TO PROVOST	A10 Administrative Executive	1	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
EXEC ASST TO THE DEAN	A10 Administrative Executive	1	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
EXEC ASST TO V P DEVEL	A10 Administrative Executive	1	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
EXECUTIVE DIRECTOR	A10 Administrative Executive	1	010 Administrative Services Managers
GOLF COACH	A10 Administrative Executive	1	272 Athletes/Coaches/Umpires/Related Workers
HEAD ATHLETIC TRAINER	A10 Administrative Executive	1	316 Physical Therapists
HUMAN RESOURCES ADMIN	A10 Administrative Executive	1	536 HR Assts, Excpt Payroll and Timekeeping
INTERIM VP	A10 Administrative Executive	1	043 Managers, All Other
MANAGER	A10 Administrative Executive	1	043 Managers, All Other
POST DOC FELLOW	A10 Administrative Executive	1	176 Physical Scientists, All Other
POST DOC RESEARCH ASSOC	A10 Administrative Executive	1	153 Misc Eng Includ Agricultural and Biomed
PRESIDENT	A10 Administrative Executive	1	001 Chief Executives
PROG CORD	A10 Administrative Executive	1	071 Management Analysts
PROGRAM MANAGER	A10 Administrative Executive	1	146 Mechanical Engineers
PROV & VP ACADEMIC AFF	A10 Administrative Executive	1	001 Chief Executives
REG DIRECTOR T M A C	A10 Administrative Executive	1	043 Managers, All Other
SOFTBALL COACH	A10 Administrative Executive	1	272 Athletes/Coaches/Umpires/Related Workers
SPECIAL ASSISTANT	A10 Administrative Executive	1	101 Computer Programmers
SPORTS INFOR DIRECTOR	A10 Administrative Executive	1	283 Editors
SR. TECHNICAL DIRECTOR	A10 Administrative Executive	1	100 Computer Scientists and Systems Analysts
TEMP	A10 Administrative Executive	1	570 Secretaries and Administrative Assts
TENNIS COACH	A10 Administrative Executive	1	272 Athletes/Coaches/Umpires/Related Workers
TRACK COACH	A10 Administrative Executive	1	272 Athletes/Coaches/Umpires/Related Workers
TRAINING COORD CONT ED	A10 Administrative Executive	1	073 Other Business Operations Specialists
V P DEVELOPMENT	A10 Administrative Executive	1	012 Financial Managers
VICE PRESIDENT	A10 Administrative Executive	1	002 General and Operations Managers
VOLLEYBALL COACH	A10 Administrative Executive	1	272 Athletes/Coaches/Umpires/Related Workers
VP BUS AFF. & CONT.	A10 Administrative Executive	1	012 Financial Managers
VP FIN & CAMPUS OPS	A10 Administrative Executive	1	012 Financial Managers

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
VP FOR STUDENT AFFAIRS	A10 Administrative Executive	1	002 General and Operations Managers
VP OIT	A10 Administrative Executive	1	011 Computer/Information Systems Manager
ACADEMIC ADVISOR	A30 Professional	3	200 Counselors
ACADEMIC ADVISOR II	A30 Professional	3	200 Counselors
ACADEMIC ADVISOR III	A30 Professional	3	200 Counselors
ACCOUNTANT I	A30 Professional	3	080 Accountants and Auditors
ACCOUNTANT II	A30 Professional	3	080 Accountants and Auditors
ACCOUNTANT III	A30 Professional	3	080 Accountants and Auditors
ACCOUNTS RECEIVABLE SPV	A30 Professional	3	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
ADM COUN II	A30 Professional	3	200 Counselors
ADM COUNSELOR I	A30 Professional	3	200 Counselors
APARTMENT MANAGER	A30 Professional	3	432 First-Line Spvs/Mgrs Personal Srv Worker
ARCHITECT	A30 Professional	3	240 Archivists/Curators/Museum Technicians
ARCHIVIST	A30 Professional	3	240 Archivists/Curators/Museum Technicians
ASSISTANT DIRECTOR	A30 Professional	3	043 Managers, All Other
ASSISTANT REGISTRAR	A30 Professional	3	220 Postsecondary Teachers
ASSISTANT TENNIS COACH	A30 Professional	3	220 Postsecondary Teachers
ASST BASEBALL COACH	A30 Professional	3	272 Athletes/Coaches/Umpires/Related Workers
ASST BASKETBALL COACH	A30 Professional	3	272 Athletes/Coaches/Umpires/Related Workers
ASST CHIEF PHARM	A30 Professional	3	305 Pharmacists
ASST DIR ACCT	A30 Professional	3	043 Managers, All Other
ASST DIR CAMPUS PRINT	A30 Professional	3	043 Managers, All Other
ASST EVENTS MANAGER	A30 Professional	3	043 Managers, All Other
ASST SOFTBALL COACH	A30 Professional	3	272 Athletes/Coaches/Umpires/Related Workers
ASST TRACK COACH	A30 Professional	3	272 Athletes/Coaches/Umpires/Related Workers
AST VOLLEYBALL_COACH	A30 Professional	3	272 Athletes/Coaches/Umpires/Related Workers
ATHLETIC EQUIPMENT MGR	A30 Professional	3	005 Marketing and Sales Managers
AUDITOR	A30 Professional	3	080 Accountants and Auditors
BUYER II	A30 Professional	3	051 Purchasing Agnts/Buyers/Farm Products
CAREER DEV SPEC	A30 Professional	3	200 Counselors
CHF MEDICAL TECH	A30 Professional	3	326 Hlth Diagnosing/Treating Pract All Other
CLAIMS ANALYST	A30 Professional	3	584 Insurance Claims/Policy Processing Clrks
COMM EDUCATION SPEC I	A30 Professional	3	200 Counselors
COMMUNITY EDU SPEC II	A30 Professional	3	200 Counselors
COMPUTER LAB MANAGER	A30 Professional	3	011 Computer/Information Systems Manager
CONFERENCE COORD II	A30 Professional	3	541 Reserv/Transp Ticket Agnts/Travel Clrks
CONSTRUCTION PROJ COORD	A30 Professional	3	660 Helpers, Construction Trades
CONTRACT SPECIALIST	A30 Professional	3	080 Accountants and Auditors
COOR SUBSTANCE ABUSE	A30 Professional	3	362 Physical Therapist Assistants/Aides
COORD I, SPECIAL PROG	A30 Professional	3	071 Management Analysts

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
COORD II, SPECIAL PROG	A30 Professional	3	071 Management Analysts
COORD III, SPEC PROG	A30 Professional	3	071 Management Analysts
COORD LNS	A30 Professional	3	071 Management Analysts
COORDINATOR OF RECORDS	A30 Professional	3	071 Management Analysts
COORDINATOR, APARTMENTS	A30 Professional	3	432 First-Line Spvs/Mgrs Personal Srv Worker
COUNSELING SPEC III	A30 Professional	3	200 Counselors
COUNSELING SPECIALIST I	A30 Professional	3	200 Counselors
COUNSELING SPECIALST IV	A30 Professional	3	200 Counselors
COUNSELING SPECLIST II	A30 Professional	3	200 Counselors
DATA BASE COORDINATOR	A30 Professional	3	101 Computer Programmers
DEV RESEARCH ASSOC	A30 Professional	3	043 Managers, All Other
DEVELOPMENT FUNDS ASST	A30 Professional	3	043 Managers, All Other
DIR STUD INFO SERVICE	A30 Professional	3	010 Administrative Services Managers
EDITOR	A30 Professional	3	283 Editors
EDUCATIONAL SPEC IV	A30 Professional	3	200 Counselors
EVENTS MANAGER	A30 Professional	3	276 Ent/Perform Sprts/Related Wkrs All Othr
EXEC HOUSEKEEPER	A30 Professional	3	423 Maids and Housekeeping Cleaners
FACULTY ASSOCIATE-RES-ARRI	A30 Professional	3	146 Mechanical Engineers
FACULTY ASSOCIATE-RES-CHEM	A30 Professional	3	196 Msc Life/Phys/Soc Sci Tch Includ Nucl Tch
FACULTY ASSOCIATE-RES-FIN	A30 Professional	3	095 Financial Specialists, All Other
FACULTY ASSOCIATE-RES-MAT ENG	A30 Professional	3	146 Mechanical Engineers
FACULTY ASSOCIATE-RES-NUR	A30 Professional	3	196 Msc Life/Phys/Soc Sci Tch Includ Nucl Tch
FACULTY ASSOCIATE-RES-PHYS	A30 Professional	3	196 Msc Life/Phys/Soc Sci Tch Includ Nucl Tch
FACULTY ASSOCIATE-RES-PSY	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists
FACULTY ASSOCIATE-RES-SW	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists
FINANCIAL ANALYST	A30 Professional	3	080 Accountants and Auditors
FIRE MARSHAL	A30 Professional	3	375 Fire Inspectors
GRADUATION COUNSELOR	A30 Professional	3	200 Counselors
GRADUATION COUNSELOR II	A30 Professional	3	200 Counselors
GRANTS AND CONTR SPEC	A30 Professional	3	080 Accountants and Auditors
H R SPECIALIST I	A30 Professional	3	536 HR Assts, Excpt Payroll and Timekeeping
H R SPECIALIST II	A30 Professional	3	536 HR Assts, Excpt Payroll and Timekeeping
H R SPECIALIST III	A30 Professional	3	536 HR Assts, Excpt Payroll and Timekeeping
HR REP III	A30 Professional	3	536 HR Assts, Excpt Payroll and Timekeeping
HUMAN RESOURCES REP I	A30 Professional	3	536 HR Assts, Excpt Payroll and Timekeeping
IMMUNIZATION NURSE	A30 Professional	3	313 Registered Nurses
INF SYS AUDITOR	A30 Professional	3	122 Operations Research Analysts
INFORMATION ANALYST	A30 Professional	3	122 Operations Research Analysts
INFORMATIONAL WRITER II	A30 Professional	3	284 Technical Writers
INST RESEARCH ASSOCIATE	A30 Professional	3	071 Management Analysts

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INSTR DES	A30 Professional	3	200 Counselors
INSTRUCTOR-SAPAA	A30 Professional	3	234 Other Teachers and Instructors
INT'L COORD	A30 Professional	3	071 Management Analysts
INTER EDUC ADVISOR III	A30 Professional	3	200 Counselors
INTERN	A30 Professional	3	255 Other Education/Training/Library Workers
INTL ADMISSIONS COUNSEL	A30 Professional	3	200 Counselors
INTL. EDU. ADVISOR I	A30 Professional	3	200 Counselors
LEARNING SPECIALIST I	A30 Professional	3	200 Counselors
LEARNING SPECIALIST III	A30 Professional	3	200 Counselors
LEASING CONSULTANT	A30 Professional	3	530 Hotel, Motel, and Resort Desk Clerks
LIBRARIAN	A30 Professional	3	243 Librarians
MANAGER, COMP USER SERV	A30 Professional	3	101 Computer Programmers
MANAGER, OPER AND SVC	A30 Professional	3	100 Computer Scientists and Systems Analysts
MARKETING COORDINATOR	A30 Professional	3	005 Marketing and Sales Managers
MGR SYSTEMS & TECH SUPP	A30 Professional	3	071 Management Analysts
MGR, COMPUTING SERVICES	A30 Professional	3	100 Computer Scientists and Systems Analysts
MGR, IMSE INFO SYS	A30 Professional	3	071 Management Analysts
MGR, TECH OPER	A30 Professional	3	071 Management Analysts
NETWORK MANAGER	A30 Professional	3	100 Computer Scientists and Systems Analysts
NURSE PRAC	A30 Professional	3	326 Hlth Diagnosing/Treating Pract All Other
NURSING SUPERVISOR II	A30 Professional	3	313 Registered Nurses
PARK OFF MGR	A30 Professional	3	542 Information and Record Clerks, All Other
PSYCHOLOGIST III	A30 Professional	3	182 Psychologists
PUB EDITOR	A30 Professional	3	283 Editors
PUBL PROD MGR	A30 Professional	3	004 Advertising and Promotions Managers
RECREATIONAL PROGRAM	A30 Professional	3	462 Recreation and Fitness Workers
RESEARCH ENGINEERING IV	A30 Professional	3	146 Mechanical Engineers
RESEARCH ENGINEERING V	A30 Professional	3	146 Mechanical Engineers
RESEARCH ENGR II	A30 Professional	3	130 Architects, Except Naval
RESEARCH ENGR III	A30 Professional	3	130 Architects, Except Naval
RETAIL MANAGER	A30 Professional	3	470 First-Line Spvrs/Mgrs Retail Sales Wrkrs
RSCH ENGR/SCIEN ASSOC I	A30 Professional	3	153 Misc Eng Inclcd Agricultural and Biomed
SAFETY COORD	A30 Professional	3	395 Lifeguards/Other Protective Srvc Wrkrs
SAFETY SPECIALIST I	A30 Professional	3	395 Lifeguards/Other Protective Srvc Wrkrs
SAFETY SPECIALIST II	A30 Professional	3	395 Lifeguards/Other Protective Srvc Wrkrs
SENIOR AUDITOR	A30 Professional	3	080 Accountants and Auditors
SENIOR BUYER	A30 Professional	3	051 Purchasing Agnts/Buyers/Farm Products
SENIOR PRODUCER	A30 Professional	3	271 Producers and Directors
SLIDE LIBRARIAN	A30 Professional	3	240 Archivists/Curators/Museum Technicians
SOC SCI RSCH ASSOC II	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists

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SOC SCI RSCH ASSOC III	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists
SOC SCI RSRCH ASSOC I	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists
SOCIAL WORK SUPERV	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists
SOCIAL WORKER ASST	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists
SOCIAL WORKER I	A30 Professional	3	186 Msc Social Scientists, Incl Sociologists
SPECIAL EVENTS COOR	A30 Professional	3	276 Ent/Perform Sprts/Related Wkrs All Othr
STAFF AUDITOR	A30 Professional	3	080 Accountants and Auditors
STAFF NURSE II	A30 Professional	3	313 Registered Nurses
STAFF NURSE III	A30 Professional	3	313 Registered Nurses
STAGE MANAGER	A30 Professional	3	275 Musicians, Singers, and Related Workers
STU DEVELOPMENT SPEC I	A30 Professional	3	200 Counselors
STU DEVELOPMENT SPEC II	A30 Professional	3	200 Counselors
STU DEVELOPMENT SPEC IV	A30 Professional	3	200 Counselors
STU DEVELOPMNT SPEC III	A30 Professional	3	200 Counselors
STU FIN AID OFFCER I	A30 Professional	3	200 Counselors
STUD FIN AID OFFCER II	A30 Professional	3	200 Counselors
T V PRODUCER - DIRECTOR	A30 Professional	3	271 Producers and Directors
TEMPORARY SERVICE	A30 Professional	3	570 Secretaries and Administrative Assts
TESTING SPECIALIST	A30 Professional	3	255 Other Education/Training/Library Workers
TRAINING COORDINATOR	A30 Professional	3	073 Other Business Operations Specialists
TRAINING SPECIALIST II	A30 Professional	3	073 Other Business Operations Specialists
TRAINING SPECIALIST III	A30 Professional	3	073 Other Business Operations Specialists
VIS RESOURCE CURATOR	A30 Professional	3	220 Postsecondary Teachers
WEB DEVELOPER	A30 Professional	3	100 Computer Scientists and Systems Analysts
WEB SITE & CONTENT COOR	A30 Professional	3	101 Computer Programmers
WEB SPECIALIST	A30 Professional	3	101 Computer Programmers
ACCOUNTING CLERK II	A40 Clerical Staff	4	512 Bookkeeping/Accounting/Auditing Clerks
ACCOUNTING CLERK III	A40 Clerical Staff	4	512 Bookkeeping/Accounting/Auditing Clerks
ACCOUNTING TECH	A40 Clerical Staff	4	512 Bookkeeping/Accounting/Auditing Clerks
ADMIN SVCS OFF I	A40 Clerical Staff	4	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
ADMIN SVCS OFF II	A40 Clerical Staff	4	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
ADMINISTRATIVE ASST I	A40 Clerical Staff	4	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
ADMINISTRATIVE ASST II	A40 Clerical Staff	4	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
ADMISSIONS ASSISTANT	A40 Clerical Staff	4	200 Counselors
ASSISTANT STORES SUPV	A40 Clerical Staff	4	220 Postsecondary Teachers
CASHIER I	A40 Clerical Staff	4	472 Cashiers
CASHIER III	A40 Clerical Staff	4	472 Cashiers
CONTROL CLERK II	A40 Clerical Staff	4	570 Secretaries and Administrative Assts
DEGREE PLAN EVAL I	A40 Clerical Staff	4	200 Counselors
DEGREE PLAN EVAL II	A40 Clerical Staff	4	200 Counselors

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DEGREE PLAN EVAL III	A40 Clerical Staff	4	200 Counselors
INVENTORY SUPERVISOR	A40 Clerical Staff	4	015 Purchasing Managers
LABORATORY STORES ASST	A40 Clerical Staff	4	196 Msc Life/Phys/Soc Sci Tch Includ Nucl Tch
LIBRARY ASSISTANT I	A40 Clerical Staff	4	532 Library Assistants, Clerical
LIBRARY ASSISTANT II	A40 Clerical Staff	4	532 Library Assistants, Clerical
LIBRARY ASSISTANT III	A40 Clerical Staff	4	532 Library Assistants, Clerical
MAIL CLERK I	A40 Clerical Staff	4	585 Mail Clerks/Mail Mach Op, Exc Postal Srv
MAIL CLERK II	A40 Clerical Staff	4	585 Mail Clerks/Mail Mach Op, Exc Postal Srv
MAIL SERVICES SUPERVISOR	A40 Clerical Staff	4	585 Mail Clerks/Mail Mach Op, Exc Postal Srv
NON-AFFILIATED STU WKR	A40 Clerical Staff	4	593 Office/Admin Support Workers, All Other
OFFICE ASST I	A40 Clerical Staff	4	586 Office Clerks, General
OFFICE ASST II	A40 Clerical Staff	4	586 Office Clerks, General
PAYROLL TECH III	A40 Clerical Staff	4	512 Bookkeeping/Accounting/Auditing Clerks
RECORDER CERT SPEC	A40 Clerical Staff	4	540 Receptionists and Information Clerks
SENIOR MAIL CLERK	A40 Clerical Staff	4	585 Mail Clerks/Mail Mach Op, Exc Postal Srv
SR OFFICE ASST	A40 Clerical Staff	4	196 Msc Life/Phys/Soc Sci Tch Includ Nucl Tch
STORES CLERK I	A40 Clerical Staff	4	562 Stock Clerks and Order Fillers
STORES CLERK III	A40 Clerical Staff	4	562 Stock Clerks and Order Fillers
STORES SUPERVISOR	A40 Clerical Staff	4	562 Stock Clerks and Order Fillers
SUPPORT SPECIALIST I	A40 Clerical Staff	4	593 Office/Admin Support Workers, All Other
SUPPORT SPECIALIST II	A40 Clerical Staff	4	593 Office/Admin Support Workers, All Other
TEACHING ASSISTANT-ARCH	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-CHEM	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-CSE	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-ED	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-ES	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-GO	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-IE	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-ME	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-NUR	A40 Clerical Staff	4	254 Teacher Assistants
TEACHING ASSISTANT-SCI	A40 Clerical Staff	4	254 Teacher Assistants
TRANSCRIPT EVAL I	A40 Clerical Staff	4	200 Counselors
TRANSCRIPT EVAL II	A40 Clerical Staff	4	200 Counselors
ANIMAL TECH III	A50 Technical Staff	5	330 Clinical Lab Technologists and Techns
ART MODEL	A50 Technical Staff	5	490 Models/Demonstrators/ Product Promoters
ASBESTOS ABATEMENT_SPEC	A50 Technical Staff	5	672 Hazardous Materials Removal Workers
ASST MGMT ASSC	A50 Technical Staff	5	561 Shipping, Receiving, and Traffic Clerks
ASTRO LAB SUPERVISOR	A50 Technical Staff	5	170 Astronomers and Physicists
AUD VIS EDUC SPEC II	A50 Technical Staff	5	290 Brcdst/Snd Eng Tch/RdioOps/Com Eqp Wkrs
AUDIO VISUAL ED SPEC I	A50 Technical Staff	5	290 Brcdst/Snd Eng Tch/RdioOps/Com Eqp Wkrs

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AUDIO VISUAL EQUIPMENT	A50 Technical Staff	5	290 Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs
BIOLOGICAL CURATOR	A50 Technical Staff	5	240 Archivists/Curators/Museum Technicians
CAPTAIN	A50 Technical Staff	5	373 Spvrs, Protect Srv Workers, All Other
CASE AIDE	A50 Technical Staff	5	201 Social Workers
COMM ASSISTANT	A50 Technical Staff	5	284 Technical Writers
COMP EQUIP MAINT TECH	A50 Technical Staff	5	101 Computer Programmers
COMP PUBLISHING SPEC	A50 Technical Staff	5	282 Public Relations Specialists
COMPUTER OPERATOR I	A50 Technical Staff	5	580 Computer Operators
COMPUTER OPERATOR II	A50 Technical Staff	5	580 Computer Operators
COMPUTER OPERATOR III	A50 Technical Staff	5	580 Computer Operators
COMPUTER PROGRAMMER I	A50 Technical Staff	5	580 Computer Operators
COMPUTER USER SERV ASST	A50 Technical Staff	5	580 Computer Operators
COMPUTER USER SERV I	A50 Technical Staff	5	580 Computer Operators
COMPUTER USER SERV II	A50 Technical Staff	5	580 Computer Operators
COSTUME SPECIALIST	A50 Technical Staff	5	260 Artists and Related Workers
COSTUME TECH	A50 Technical Staff	5	260 Artists and Related Workers
DATA BASE SPECIALIST	A50 Technical Staff	5	570 Secretaries and Administrative Assts
DATA ENTRY OPERATOR II	A50 Technical Staff	5	570 Secretaries and Administrative Assts
DATA INFRASTRUCTURE IV	A50 Technical Staff	5	570 Secretaries and Administrative Assts
DATABASE ADMINISTRATOR	A50 Technical Staff	5	570 Secretaries and Administrative Assts
ELECTRONIC TECH II	A50 Technical Staff	5	635 Electricians
ELECTRONIC TECHNICIAN I	A50 Technical Staff	5	635 Electricians
ENGINEERING TECHN III	A50 Technical Staff	5	635 Electricians
GRAD RESEARCH ASSC I-ARCH	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC I-CE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC I-CSE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC I-E ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC I-GO	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC I-HIST	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC I-NUR	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC I-UPA	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-ARRI	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-HEAL	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-IE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-IRP	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-LIB	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-MAN	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-ME	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-OIE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-OR	A50 Technical Staff	5	220 Postsecondary Teachers

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GRAD RESEARCH ASSC II-RA	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-SD	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-SOAR	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSC II-UPA	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSOC I-CSE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSOC I-NUR	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASSOC I-PHYS	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST -CSE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-ARCH	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-B ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-BIO	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-BUS	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-CE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-CHEM	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-COMM	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-CRIM	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-CSE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-E CON	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-E ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-GO	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-GS	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-IE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-KIN	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-LING	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-MAT ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-ME	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-MUSIC	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-NANO ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-OIT	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-OR	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-PHYS	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-PSY	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-SSS	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-SW	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST I-UPA	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-BIO	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-BUS	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-CE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-CHEM	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-CRIM	A50 Technical Staff	5	220 Postsecondary Teachers

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GRAD RESEARCH ASST II-CSE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-E ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-HIST	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-IE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-LING	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-MAT ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-NUR	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-PHYS	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST II-UPA	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST III-CE	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST III-CHEM	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST III-LING	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST III-MAT ENG	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST III-OR	A50 Technical Staff	5	220 Postsecondary Teachers
GRAD RESEARCH ASST III-UPA	A50 Technical Staff	5	220 Postsecondary Teachers
HEAD RES III	A50 Technical Staff	5	464 Residential Advisors
HEAD RESIDENT	A50 Technical Staff	5	464 Residential Advisors
HEAD RESIDENT II	A50 Technical Staff	5	464 Residential Advisors
INFO SEC ANALYST	A50 Technical Staff	5	122 Operations Research Analysts
LAB COORD/SUPER	A50 Technical Staff	5	196 Msc Life/Phys/Soc Sci Tch Includ Nucl Tch
LABORATORY TECH ASST	A50 Technical Staff	5	196 Msc Life/Phys/Soc Sci Tch Includ Nucl Tch
LAN ADMINISTRATOR	A50 Technical Staff	5	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
LIEUTENANT, UNIVERSITY	A50 Technical Staff	5	371 Frst-Line Spvrs/Mgrs of Police & Dective
MAINTENANCE PLANNER	A50 Technical Staff	5	726 Msc Veh/Mobile Equip Mech/Install/Repair
MEDICAL TECHNOLOGIST II	A50 Technical Staff	5	353 Misc Health Technologists and Techns
NETWK SUPPORT SPEC II	A50 Technical Staff	5	101 Computer Programmers
NETWK SUPPORT SPEC III	A50 Technical Staff	5	101 Computer Programmers
OFFSET PRESS OPR III	A50 Technical Staff	5	826 Printing Machine Operators
PERSONAL COMP SPEC I	A50 Technical Staff	5	104 Computer Support Specialists
PERSONAL COMP SPEC II	A50 Technical Staff	5	104 Computer Support Specialists
PERSONAL COMP SPEC III	A50 Technical Staff	5	104 Computer Support Specialists
PERSONAL COMP SPEC IV	A50 Technical Staff	5	104 Computer Support Specialists
PHOTOGRAPHER II	A50 Technical Staff	5	291 Photographers
PHOTOGRAPHY SUPERVISOR	A50 Technical Staff	5	291 Photographers
POLICE CADET	A50 Technical Staff	5	384 Miscellaneous Law Enforcement Workers
POLICE OFFICER I	A50 Technical Staff	5	385 Police Officers
POLICE OFFICER II	A50 Technical Staff	5	385 Police Officers
POLICE OFFICER III	A50 Technical Staff	5	385 Police Officers
PROGRAMMER ANALYST I	A50 Technical Staff	5	100 Computer Scientists and Systems Analysts
PROGRAMMER ANALYST II	A50 Technical Staff	5	100 Computer Scientists and Systems Analysts

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PROGRAMMER ANALYST III	A50 Technical Staff	5	100 Computer Scientists and Systems Analysts
PUB AFF SPEC I	A50 Technical Staff	5	282 Public Relations Specialists
RADIOLOGIC TECHNOLOGIST	A50 Technical Staff	5	326 Hlth Diagnosing/Treating Pract All Other
RESEARCH ASSISTANT-ARRI	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-B ENG	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-BUS	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-CE	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-CHEM	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-CSE	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-E ENG	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-ENG DIS	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-ME	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-NUR	A50 Technical Staff	5	254 Teacher Assistants
RESEARCH ASSISTANT-PHYS	A50 Technical Staff	5	254 Teacher Assistants
RSRCH SCIENTIST ASST I	A50 Technical Staff	5	153 Misc Eng Includ Agricultural and Biomed
SCI APPARATUS ENGR TECH	A50 Technical Staff	5	813 Tool and Die Makers
SENIOR DETECTIVE	A50 Technical Staff	5	391 Private Detectives and Investigators
SENIOR GUARD	A50 Technical Staff	5	392 Sec Guards/Gaming Surveillance Offc
SERGEANT, UNIV POLICE	A50 Technical Staff	5	373 Spvrs, Protect Srv Workers, All Other
SHIFT SUPERVISOR	A50 Technical Staff	5	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
SOFTWARE SYS	A50 Technical Staff	5	101 Computer Programmers
SOFTWARE SYS SPEC II	A50 Technical Staff	5	101 Computer Programmers
SOFTWARE SYS SPEC III	A50 Technical Staff	5	101 Computer Programmers
SOFTWARE SYS SPECIALIST	A50 Technical Staff	5	101 Computer Programmers
SR CASE AIDE	A50 Technical Staff	5	020 Farm/Ranch/Other Agricultural Mgrs
STAFF ACCOMPANIST	A50 Technical Staff	5	275 Musicians, Singers, and Related Workers
STAGEHAND	A50 Technical Staff	5	275 Musicians, Singers, and Related Workers
STEM GRA	A50 Technical Staff	5	220 Postsecondary Teachers
STUDENT ASST - E	A50 Technical Staff	5	593 Office/Admin Support Workers, All Other
SUPERVISOR II, COMPUTER	A50 Technical Staff	5	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
SYSTEM ANALYST IV	A50 Technical Staff	5	100 Computer Scientists and Systems Analysts
SYSTEMS ANALYST I	A50 Technical Staff	5	100 Computer Scientists and Systems Analysts
SYSTEMS ANALYST III	A50 Technical Staff	5	100 Computer Scientists and Systems Analysts
TECH STAFF ASST II	A50 Technical Staff	5	155 Engineering Technicians, Except Drafters
TECH STAFF ASST III	A50 Technical Staff	5	186 Msc Social Scientists, Incl Sociologists
TECH STAFF ASST V	A50 Technical Staff	5	155 Engineering Technicians, Except Drafters
TECHNICAL MEDIA COOR	A50 Technical Staff	5	290 Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs
TECHNICAL STAFF ASST IV	A50 Technical Staff	5	290 Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs
TRAINING SPECIALIST I	A50 Technical Staff	5	073 Other Business Operations Specialists
TRANS SWITCHING TECH	A50 Technical Staff	5	742 Telecomm Line Installers/ Repairers

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

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Job Title	Job Group	EEO Code	Census Occupation
TUTOR-BIO	A50 Technical Staff	5	254 Teacher Assistants
TUTOR-CHEM	A50 Technical Staff	5	254 Teacher Assistants
TUTOR-ENGL	A50 Technical Staff	5	254 Teacher Assistants
TUTOR-LING	A50 Technical Staff	5	254 Teacher Assistants
TUTOR-MATH	A50 Technical Staff	5	254 Teacher Assistants
TUTOR-MUSIC	A50 Technical Staff	5	254 Teacher Assistants
TUTOR-SOAR	A50 Technical Staff	5	254 Teacher Assistants
TUTOR-SSS	A50 Technical Staff	5	254 Teacher Assistants
TV & ELEC TECH CONT III	A50 Technical Staff	5	860 Power Plnt Ops/Distributors/Dispatchers
VIDEO NET TECH	A50 Technical Staff	5	290 Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs
WAREHOUSE SUPERVISOR	A50 Technical Staff	5	962 Laborers Freight/Stock/Matrl Movers Hand
A C CONTROL OPERATOR	A60 Skilled Craft	6	731 Heating/AC/Refrigeration Mech/Installers
AIR CONDITIONING LEADER	A60 Skilled Craft	6	731 Heating/AC/Refrigeration Mech/Installers
AIR CONDITIONING MECH	A60 Skilled Craft	6	731 Heating/AC/Refrigeration Mech/Installers
AIR CONDITIONING SUPV	A60 Skilled Craft	6	731 Heating/AC/Refrigeration Mech/Installers
ASST PRINT SHOP SUPV	A60 Skilled Craft	6	770 First-Line Spv/Mgr Prod/Operating Wrks
AUTO MECHANIC LEADER	A60 Skilled Craft	6	715 Automotive Body and Related Repairers
AUTOMOTIVE MECHANIC I	A60 Skilled Craft	6	715 Automotive Body and Related Repairers
AUTOMOTIVE MECHANIC II	A60 Skilled Craft	6	715 Automotive Body and Related Repairers
AUTOMOTIVE SHOP SUPV	A60 Skilled Craft	6	715 Automotive Body and Related Repairers
BINDERY EQUIPMENT OPR	A60 Skilled Craft	6	826 Printing Machine Operators
CARPENTER II	A60 Skilled Craft	6	623 Carpenters
CARPENTER LEADER	A60 Skilled Craft	6	623 Carpenters
CARPENTER SUPERVISOR	A60 Skilled Craft	6	623 Carpenters
ELECTRICIAN II	A60 Skilled Craft	6	635 Electricians
ELECTRICIAN LEADER	A60 Skilled Craft	6	635 Electricians
ELECTRICIAN SUPERVISOR	A60 Skilled Craft	6	635 Electricians
LOCKSMITH	A60 Skilled Craft	6	754 Locksmiths and Safe Repairers
LOCKSMITH SUPERVISOR	A60 Skilled Craft	6	754 Locksmiths and Safe Repairers
MECH MAINT TECH	A60 Skilled Craft	6	734 Maintenance and Repair Workers, General
OFFSET PRESS OPR I	A60 Skilled Craft	6	826 Printing Machine Operators
PAINTER II	A60 Skilled Craft	6	642 Painters, Construction and Maintenance
PAINTER LEADER	A60 Skilled Craft	6	642 Painters, Construction and Maintenance
PAINTER SUPERVISOR	A60 Skilled Craft	6	642 Painters, Construction and Maintenance
PLANT MAINTENANCE	A60 Skilled Craft	6	734 Maintenance and Repair Workers, General
PLUMBER 1	A60 Skilled Craft	6	644 Pipelayers/Plmbers/Pipeftters/Steamftter
PLUMBER II	A60 Skilled Craft	6	644 Pipelayers/Plmbers/Pipeftters/Steamftter
PLUMBER III	A60 Skilled Craft	6	644 Pipelayers/Plmbers/Pipeftters/Steamftter
PLUMBER LEADER	A60 Skilled Craft	6	644 Pipelayers/Plmbers/Pipeftters/Steamftter
PLUMBER SUPERVISOR	A60 Skilled Craft	6	644 Pipelayers/Plmbers/Pipeftters/Steamftter

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PRINT SHOP SUPERVISOR	A60 Skilled Craft	6	826 Printing Machine Operators
SAFETY TECHNICIAN	A60 Skilled Craft	6	384 Miscellaneous Law Enforcement Workers
SCI INSTR MAKER SUPV	A60 Skilled Craft	6	813 Tool and Die Makers
SCI INSTRUMENT MAKER II	A60 Skilled Craft	6	813 Tool and Die Makers
SUP, PRT GRPH SVCS	A60 Skilled Craft	6	826 Printing Machine Operators
UTIL STATION OPR II	A60 Skilled Craft	6	860 Power Plnt Ops/Distributors/Dispatchers
UTILITIES OPER SUPV	A60 Skilled Craft	6	860 Power Plnt Ops/Distributors/Dispatchers
UTILITIES STATION OPR	A60 Skilled Craft	6	860 Power Plnt Ops/Distributors/Dispatchers
ACTIVITY ASSISTANT I	A70 Maintenance/Service	7	443 Misc Entertain Attnd/Related Workers
ACTIVITY ASST II	A70 Maintenance/Service	7	443 Misc Entertain Attnd/Related Workers
ASST BLDG ATTENDANT LDR	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
ASST EXEC HSKP	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
ASST GRDS MAINT SUP	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
BUILDING ATTENDANT I	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
BUILDING ATTENDANT II	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
BUILDING ATTENDANT LDR	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
BUILDING SERVICES SUPV	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
CADD/DRAFT TECH IV	A70 Maintenance/Service	7	154 Drafters
DRIVER II	A70 Maintenance/Service	7	912 Bus Drivers
EXHIBIT DESIGNER I	A70 Maintenance/Service	7	263 Designers
FAC PLAN ASST	A70 Maintenance/Service	7	560 Prodt, Planning, and Expediting Clrks
GAMES AREA SUPERVISOR	A70 Maintenance/Service	7	430 First-Line Spvs/Mgrs Gaming Workers
GRAPH SGN MKR	A70 Maintenance/Service	7	734 Maintenance and Repair Workers, General
GROUNDS MAINT LEADER	A70 Maintenance/Service	7	425 Grounds Maintenance Workers
GROUNDS MAINT SUPV	A70 Maintenance/Service	7	425 Grounds Maintenance Workers
GROUNDSKEEPER I	A70 Maintenance/Service	7	425 Grounds Maintenance Workers
GROUNDSKEEPER II	A70 Maintenance/Service	7	425 Grounds Maintenance Workers
GROUNDSKEEPER III	A70 Maintenance/Service	7	425 Grounds Maintenance Workers
GUARD, UNIV POLICE	A70 Maintenance/Service	7	384 Miscellaneous Law Enforcement Workers
HELPER	A70 Maintenance/Service	7	462 Recreation and Fitness Workers
HOUSEKEEPER I	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
HOUSEKEEPER II	A70 Maintenance/Service	7	422 Janitors and Building Cleaners
LOCKER ROOM ATTENDANT	A70 Maintenance/Service	7	462 Recreation and Fitness Workers
MAINTENANCE SUPERVISOR	A70 Maintenance/Service	7	700 Frst-Line Spv/Mgr Mech/Install/Repairers
MAINTENANCE WORKER I	A70 Maintenance/Service	7	734 Maintenance and Repair Workers, General
MAINTENANCE WORKER II	A70 Maintenance/Service	7	734 Maintenance and Repair Workers, General
MAINTENANCE WORKER III	A70 Maintenance/Service	7	734 Maintenance and Repair Workers, General
OPERATIONS SUPERVISOR	A70 Maintenance/Service	7	700 Frst-Line Spv/Mgr Mech/Install/Repairers
PARKING CONTROLLER	A70 Maintenance/Service	7	542 Information and Record Clerks, All Other
POLICE COMM OPERATOR	A70 Maintenance/Service	7	385 Police Officers

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POLICE COMM SUPV	A70 Maintenance/Service	7	385 Police Officers
RESIDENT ASSISTANT	A70 Maintenance/Service	7	464 Residential Advisors
SALES ASSISTANT	A70 Maintenance/Service	7	580 Computer Operators
SUPERVISOR LANG LAB	A70 Maintenance/Service	7	500 First-Line Spv/Mgrs Off/Admin Sppt Wkrs
TRANSPORTATION SUPV	A70 Maintenance/Service	7	384 Miscellaneous Law Enforcement Workers
WAREHOUSE WORKER II	A70 Maintenance/Service	7	962 Laborers Freight/Stock/Matrl Movers Hand
WAREHOUSE WORKER III	A70 Maintenance/Service	7	962 Laborers Freight/Stock/Matrl Movers Hand
WATER TREATMENT TECH	A70 Maintenance/Service	7	962 Laborers Freight/Stock/Matrl Movers Hand
ST ASSC-WORKSTUDY	A90 Student Workers Non Teaching	4	593 Office/Admin Support Workers, All Other
ST ASST-WORKSTUDY	A90 Student Workers Non Teaching	4	593 Office/Admin Support Workers, All Other
STUDENT ASSISTANT	A90 Student Workers Non Teaching	4	593 Office/Admin Support Workers, All Other
STUDENT ASSOCIATE	A90 Student Workers Non Teaching	4	593 Office/Admin Support Workers, All Other
ASSOCIATE PROFESSOR-ARCH	ART School of Architecture Tenure	2	220 Postsecondary Teachers
PROFESSOR-ARCH	ART School of Architecture Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-ARCH	ARX Architecture Non-Tenure	2	220 Postsecondary Teachers
INSTRUCTOR-ARCH	ARX Architecture Non-Tenure	2	234 Other Teachers and Instructors
LECTURER-ARCH	ARX Architecture Non-Tenure	2	220 Postsecondary Teachers
SPECIALIST-ARCH	ARX Architecture Non-Tenure	2	234 Other Teachers and Instructors
VIS ASSOC PROFESSOR-ARCH	ARX Architecture Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-ARCH	ARX Architecture Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASSC I-ARCH	ARX Architecture Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-ARCH	ARX Architecture Non-Tenure	3	254 Teacher Assistants
ASSOC PROFESSOR/CHAIR-ACT	BST College of Business Tenure	2	220 Postsecondary Teachers
ASSOC PROFESSOR/CHAIR-MAN	BST College of Business Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-ACT	BST College of Business Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-ECO	BST College of Business Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-FIN	BST College of Business Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-ISMS	BST College of Business Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-MAN	BST College of Business Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-MKT	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-FIN	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-ISMS	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-MKT	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR-ACT	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR-ECO	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR-FIN	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR-ISMS	BST College of Business Tenure	2	220 Postsecondary Teachers
PROFESSOR-MAN	BST College of Business Tenure	2	220 Postsecondary Teachers

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PROFESSOR-MKT	BST College of Business Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-ACT	BSX Business Non-Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-FIN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-ACT	BSX Business Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-ECO	BSX Business Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-FIN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-ISMS	BSX Business Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-MAN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-MKT	BSX Business Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASST-ISMS	BSX Business Non-Tenure	2	254 Teacher Assistants
LECTURER-ACT	BSX Business Non-Tenure	2	220 Postsecondary Teachers
LECTURER-ECO	BSX Business Non-Tenure	2	220 Postsecondary Teachers
LECTURER-FIN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
LECTURER-MAN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
LECTURER-MKT	BSX Business Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-ECO	BSX Business Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-FIN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-ISMS	BSX Business Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-MAN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-MKT	BSX Business Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-ECO	BSX Business Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-MAN	BSX Business Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-MKT	BSX Business Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASSC I-ACT	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-FIN	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-ISMS	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-MAN	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-MKT	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-ACT	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-FIN	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC III-FIN	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC III-ISMS	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-ACT	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-BUS	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-ECO	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-ISMS	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-MAN	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-MKT	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-ACT	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-ECO	BSX Business Non-Tenure	3	254 Teacher Assistants

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GRAD TEACHING ASST II-FIN	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-MAN	BSX Business Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-MKT	BSX Business Non-Tenure	3	254 Teacher Assistants
ASSOC PROF/ASSOC CHAIR-KIN	EDT School of Education Tenure	2	220 Postsecondary Teachers
ASSOC PROFESSOR/CHAIR-ED	EDT School of Education Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-ED	EDT School of Education Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-KIN	EDT School of Education Tenure	2	220 Postsecondary Teachers
PROF & ASSOC CHAIR-ED	EDT School of Education Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-ED	EDT School of Education Tenure	2	220 Postsecondary Teachers
PROFESSOR-ED	EDT School of Education Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-KIN	EDX Education Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-ED	EDX Education Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-KIN	EDX Education Non-Tenure	2	220 Postsecondary Teachers
ASST CLINICAL PROFESSOR-ED	EDX Education Non-Tenure	2	220 Postsecondary Teachers
ASST CLINICAL PROFESSOR-KIN	EDX Education Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASST-KIN	EDX Education Non-Tenure	2	254 Teacher Assistants
LECTURER-ED	EDX Education Non-Tenure	2	220 Postsecondary Teachers
LECTURER-KIN	EDX Education Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-ED	EDX Education Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-ED	EDX Education Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-KIN	EDX Education Non-Tenure	2	220 Postsecondary Teachers
ASSOC PROF/ASSOC CHAIR-CSE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOC PROF/ASSOC CHAIR-IE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOC PROF/DIRECTOR-E ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-B ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-CE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-CSE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-E ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-IE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-MAT ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-ME	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROF & ASSOC CHAIR-E ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROF & ASSOC CHAIR-ME	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-CE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-CSE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-E ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers

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PROFESSOR & CHAIRPERSON-IE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-MAT ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-ME	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR & DIRECTOR-B ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR & DIRECTOR-E ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR-B ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR-CE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR-CSE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR-E ENG	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR-IE	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
PROFESSOR-ME	EGT College of Engineering Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ADJ ASSOCIATE PROFESSOR-E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-IE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR- B ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR--E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-B ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-CE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-CSE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-IE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-MAT ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-ME	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASST INSTRUCTOR-CSE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
ASST INSTRUCTOR-ME	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
LECTURER-CE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
LECTURER-CSE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
LECTURER-E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
LECTURER-IE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
LECTURER-ME	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-CE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-CSE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-IE	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-ME	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers

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VISITING ASSISTANT PROF-E ENG	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
VISITING PROFESSOR-ARRI	EGX Engineering Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASSC I-CE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-CSE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-E ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-IE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-MAT ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-ME	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-CE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-CSE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-E ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-IE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-MAT ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC III-CSE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC III-E ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC III-IE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-B ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-CE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-CSE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-E ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-IE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-ME	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-CE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-CSE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-E ENG	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-IE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-ME	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST III-CE	EGX Engineering Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST III-ME	EGX Engineering Non-Tenure	3	254 Teacher Assistants
ASSOC PROF & ACT CHAIR-CRIM	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOC PROFESSOR/CHAIR-COMM	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOC PROFESSOR/CHAIR-LING	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOC PROFESSOR/CHAIR-MOD LANG	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOC PROFESSOR/CHAIR-PHIL	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-ART	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-CMAS	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-COMM	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-CRIM	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-ENGL	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers

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ASSOCIATE PROFESSOR-HIST	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-LING	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-MOD LANG	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-MUSIC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-PHIL	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-POLSC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-SOC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-TA	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-ART	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-ENGL	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-HIST	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-MUSIC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-POLSC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-SOC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR & DIRECTOR-TA	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-ART	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-COMM	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-ENGL	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-HIST	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-LING	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-MUSIC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-POLSC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-SOC	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
PROFESSOR-TA	LAT College of Liberal Arts Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-ART	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-MUSIC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-SOC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJ ASSOCIATE PROFESSOR-MUSIC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJ ASSOCIATE PROFESSOR-POLSC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROF EMERITUS- MOD LANG	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROF EMERITUS-HIST	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-COMM	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-MUSIC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-POLSC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-ART	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-COMM	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-CRIM	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
ASSISTANT PROFESSOR-ENGL	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-HIST	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-LING	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-MOD LANG	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-MUSIC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-PHIL	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-POLSC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-SOC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-TA	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
INSTRUCTOR-MOD LANG	LAX Liberal Arts Non-Tenure	2	234 Other Teachers and Instructors
LECTURER-COMM	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-CRIM	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-ENGL	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-HIST	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-MOD LANG	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-MUSIC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-PHIL	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-POLSC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-SOC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
LECTURER-TA	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-ART	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-CRIM	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-ENGL	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
SENIOR LECTURER-MUSIC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
SPECIALIST-COMM	LAX Liberal Arts Non-Tenure	2	234 Other Teachers and Instructors
SPECIALIST-ENGL	LAX Liberal Arts Non-Tenure	2	234 Other Teachers and Instructors
SPECIALIST-LING	LAX Liberal Arts Non-Tenure	2	234 Other Teachers and Instructors
SPECIALIST-MUSIC	LAX Liberal Arts Non-Tenure	2	234 Other Teachers and Instructors
SPECIALIST-TA	LAX Liberal Arts Non-Tenure	2	234 Other Teachers and Instructors
VISITING ASSISTANT PROF-ART	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-COMM	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-ENGL	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-MUSIC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-SOC	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
VISITING ASSISTANT PROF-TA	LAX Liberal Arts Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASSC I-ENGL	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-HIST	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-LING	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-MUSIC	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-HIST	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
GRAD TEACHING ASSC II-LING	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-COMM	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-ENGL	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-HIST	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-MOD LANG	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-MUSIC	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-PHIL	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-SOC	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-ENGL	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-HIST	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-LING	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-MOD LANG	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST III-ENGL	LAX Liberal Arts Non-Tenure	3	254 Teacher Assistants
ASC. CLINICAL PROFESSOR-NUR	NRT School of Nursing Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-NUR	NRT School of Nursing Tenure	2	220 Postsecondary Teachers
ADJ ASSOCIATE PROFESSOR-NUR	NRX Nursing Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-NUR	NRX Nursing Non-Tenure	2	220 Postsecondary Teachers
ASST CLINICAL PROFESSOR-NUR	NRX Nursing Non-Tenure	2	220 Postsecondary Teachers
CLINICAL INSTRUCTOR-NUR	NRX Nursing Non-Tenure	2	220 Postsecondary Teachers
VISITING PROFESSOR-NUR	NRX Nursing Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASSC I-NUR	NRX Nursing Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-NUR	NRX Nursing Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-NUR	NRX Nursing Non-Tenure	3	254 Teacher Assistants
ASSOC PROF/ASSOC CHAIR-MATH	SCT College of Science Tenure	2	220 Postsecondary Teachers
ASSOC PROF/ASSOC CHAIR-PSY	SCT College of Science Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-BIO	SCT College of Science Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-CHEM	SCT College of Science Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-GO	SCT College of Science Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-MATH	SCT College of Science Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-PHYS	SCT College of Science Tenure	2	220 Postsecondary Teachers
ASSOCIATE PROFESSOR-PSY	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROF & ASSOC CHAIR-BIO	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROF & ASSOC CHAIR-CHEM	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR & ACTNG CHAIR-CHEM	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-BIO	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-GO	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-MATH	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR & CHAIRPERSON-PHYS	SCT College of Science Tenure	2	220 Postsecondary Teachers

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
PROFESSOR-BIO	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR-CHEM	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR-GO	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR-MATH	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR-PHYS	SCT College of Science Tenure	2	220 Postsecondary Teachers
PROFESSOR-PSY	SCT College of Science Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-GO	SCX Science Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-GO	SCX Science Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-BIO	SCX Science Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-CHEM	SCX Science Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-MATH	SCX Science Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-PHYS	SCX Science Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-PSY	SCX Science Non-Tenure	2	220 Postsecondary Teachers
LECTURER-BIO	SCX Science Non-Tenure	2	220 Postsecondary Teachers
LECTURER-CHEM	SCX Science Non-Tenure	2	220 Postsecondary Teachers
LECTURER-ES	SCX Science Non-Tenure	2	220 Postsecondary Teachers
LECTURER-MATH	SCX Science Non-Tenure	2	220 Postsecondary Teachers
LECTURER-PHYS	SCX Science Non-Tenure	2	220 Postsecondary Teachers
LECTURER-PSY	SCX Science Non-Tenure	2	220 Postsecondary Teachers
LECTURER-SCI	SCX Science Non-Tenure	2	220 Postsecondary Teachers
RESEARCHER	SCX Science Non-Tenure	2	124 Msc Math/Science Occp/Inclndg Math/Stat
SENIOR LECTURER-CHEM	SCX Science Non-Tenure	2	220 Postsecondary Teachers
SPECIALIST-GO	SCX Science Non-Tenure	2	234 Other Teachers and Instructors
VISITING PROFESSOR-CHEM	SCX Science Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASSC I-BIO	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-GO	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-MATH	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-PHYS	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC I-PSY	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-BIO	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-ES	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-MATH	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC II-PHYS	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASSC III-PHYS	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-BIO	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-CHEM	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-GO	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-MATH	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-PHYS	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST I-PSY	SCX Science Non-Tenure	3	254 Teacher Assistants

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

Affirmative Action Plan 2006
11/17/2006

Job Title	Job Group	EEO Code	Census Occupation
GRAD TEACHING ASST II-BIO	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-CHEM	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-ES	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-GO	SCX Science Non-Tenure	3	254 Teacher Assistants
GRAD TEACHING ASST II-PHYS	SCX Science Non-Tenure	3	254 Teacher Assistants
ASSOCIATE PROFESSOR-SW	SWT School of Social Work Tenure	2	220 Postsecondary Teachers
PROFESSOR-SW	SWT School of Social Work Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-SW	SWX Social work Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-SW	SWX Social work Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-SW	SWX Social work Non-Tenure	2	220 Postsecondary Teachers
SPECIALIST-SW	SWX Social work Non-Tenure	2	234 Other Teachers and Instructors
VISITING ASSISTANT PROF-SW	SWX Social work Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASST I-SW	SWX Social work Non-Tenure	3	254 Teacher Assistants
ASSOCIATE PROFESSOR-UPA	UPT Urban/Public Affairs Tenure	2	220 Postsecondary Teachers
PROFESSOR-UPA	UPT Urban/Public Affairs Tenure	2	220 Postsecondary Teachers
ADJ ASSISTANT PROFESSOR-UPA	UPX Urban/Pub Affairs Non-Tenure	2	220 Postsecondary Teachers
ADJUNCT PROFESSOR-UPA	UPX Urban/Pub Affairs Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-INTD	UPX Urban/Pub Affairs Non-Tenure	2	220 Postsecondary Teachers
ASSISTANT PROFESSOR-UPA	UPX Urban/Pub Affairs Non-Tenure	2	220 Postsecondary Teachers
LECTURER-INTD	UPX Urban/Pub Affairs Non-Tenure	2	220 Postsecondary Teachers
LECTURER-UPA	UPX Urban/Pub Affairs Non-Tenure	2	220 Postsecondary Teachers
VISITING PROFESSOR-UPA	UPX Urban/Pub Affairs Non-Tenure	2	220 Postsecondary Teachers
GRAD TEACHING ASSC III-UPA	UPX Urban/Pub Affairs Non-Tenure	3	254 Teacher Assistants

14-2 Equal Opportunity Policy Statement

Revision Date: 10/26/2004
Origination Date: 6/28/1999

Contents

- I. **Policy Statement**
- II. **Scope of Policy**
- III. **Complaint Procedures**
- IV. **Reporting**
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- VI. **Complaint Review**
- VII. **Complaint Investigation**
- VIII. **Investigation Report**
- IX. **Complaint Resolution**
- X. **Assistance**
- XI. **Confidentiality**
- XII. **Retaliation**
- XIII. **False Complaints or Statements**
- XIV. **Contact**
- XV. **Dissemination of Policy**

this fiscal regulation contains 15 parts

I. Policy Statement

The University of Texas at Arlington complies with the Equal Pay Act of 1963, Titles VI and VII of the Civil Rights Act of 1964, Executive Order 11246, the Age Discrimination in Employment Act of 1967, Title IX of the Educational Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act 1990, the Vietnam Era Veterans Readjustment Act of 1974, the Texas Commission on Human Rights Act and the Rules and Regulations of the Board of Regents of The University of Texas System.

It is the policy of The University of Texas at Arlington that to the extent provided by these applicable laws no person shall, on the basis of race, color, national origin, religion, age, sex, disabilities, or veteran status, be denied employment or admission, be excluded from participation in, be denied the benefits of, or subject to discrimination under, any program or activity which it sponsors or conducts. It is also UTA's policy to maintain an environment free from discrimination on the basis of sexual orientation.

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II. Scope of Policy

This policy and its complaint procedures apply to all administrators, faculty, staff, students, visitors, and applicants for employment or admission.

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III. Complaint Procedures

If a person believes they have been the subject of discrimination, it should be reported immediately to the Equal Opportunity and Affirmative Action Director. To achieve an environment free discrimination, a faculty or staff member who is informed by an individual of a situation that could be considered discrimination should inform the Equal Opportunity and Affirmative Action Director of the situation. The EO/AA Director is responsible for ensuring that complaints are resolved in accordance with this policy.

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IV. Reporting

1. The University of Texas at Arlington encourages any person who believes that he or she has been subjected to misconduct to immediately report the incident to the Equal Opportunity and Affirmative

Action Director. In no case will a complainant be required to report such behavior to the person accused of the misconduct.

2. If a supervisor receives a complaint, the supervisor shall immediately notify the Equal Opportunity and Affirmative Action Director. Failure to immediately notify the Equal Opportunity and Affirmative Action Director is a violation of this policy.

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V. Initiating a Complaint

1. In order to initiate the investigation process, the complainant should complete a complaint form with the details of the conduct that is the subject of the complaint. While an investigation may begin on the basis of an oral complaint, the complainant is strongly encouraged to file a written complaint. If the complaint is not in writing, the Equal Opportunity and Affirmative Action Director should prepare a statement of what he or she understands the complaint to be and seek to obtain verification of the complaint from the complainant.
2. Time Limit - a written complaint must be filed within one year from the date of the occurrence of the alleged violation. Complainants are encouraged to file as soon as possible after the date of the alleged violation.

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VI. Complaint Review

1. Within five (5) working days of receipt of a complaint, the investigator as designated by the Equal Opportunity and Affirmative Action Director, may either dismiss the complaint or begin an investigation of the complaint. A complaint may be dismissed if the facts alleged in the complaint, even if taken as true, does not constitute discrimination; the complaint fails to allege any facts that suggests discrimination occurred; or the appropriate resolution or remedy has already been achieved, or has been offered and rejected.
2. If it is determined that a complaint will not be investigated, the designated investigator will send the complainant a notification letter explaining the reason for the dismissal and informing the complainant that, within ten (10) working days of the notification, he or she may appeal the decision not to proceed with a complaint investigation to the Equal Opportunity and Affirmative Action Director. The written appeal must explain why the decision to dismiss the complaint was in error. The Director will respond within twenty (20) working days of receipt of the appeal. The Director's decision is final. If the decision to dismiss is overturned, the complaint is sent back to the designated investigator for investigation in accordance with the procedures outlined below.

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VII. Complaint Investigation

1. Any persons thought to have information relevant to the complaint shall be interviewed, and such interviews shall be appropriately documented. Other acceptable methods for gathering information include, but are not limited to, visual inspection of relevant materials and follow-up interviews, as necessary.
2. As part of the investigation process, the accused individual will be provided with a copy of the complaint and allowed a reasonable time to respond in writing.
3. The complainant and the accused individual may present any document or information that is believed to be relevant to the complaint.
4. The investigation of a complaint will be concluded as soon as possible after receipt of the complaint. In investigations exceeding 60 days, a justification for the delay shall be presented to the EO/AA Director for review. The complainant, the accused individual, and the supervisor will be provided an update on the progress of the investigation after the review.

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VIII. Investigation Report

1. Upon completion of the investigation, the investigator will prepare a proposed written report of the investigation that includes findings, a recommendation of whether a violation of the policy occurred, and recommended disciplinary action if a violation of the policy occurred. The proposed report will be forwarded to the EO/AA Director who will then send a copy of the report to the Provost, the complainant, and the accused individual.
2. The complainant and the accused individual will be afforded an opportunity to submit comments regarding the report to the EO/AA Director. Note, however, that if a complaint is filed against a student, then the complainant and accused individual will not be sent a copy of the report for comments due to the Family Education Rights and Privacy Act's restrictions on disclosure of educational records.

3. Within ten (10) working days of receiving any comments submitted by the complainant or the accused individual, the EO/AA Director will request further investigation into the complaint or forward the finalized report to the Provost, or appropriate Vice President.
4. When investigations are completed as a result of Ethics Team, the Office of Institutional Compliance will be notified of the findings and recommendations prior to the time the written report is forwarded to senior management. Ethics team reports will not be released to senior management until the Executive Director of Assurance Services has commented on the findings and recommendations and ensured that the investigation is complete. Copies of follow-up reports relating to these investigations will be forwarded to the Executive Director of Assurance Services.

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IX. Complaint Resolution

1. Within fifteen (15) working days of receiving the report, the Provost, or appropriate Vice President will take one of the following actions; i) request further investigation into the complaint; ii) dismiss the complaint if the results of the completed investigation are inconclusive or there is insufficient reasonable, credible evidence to support the allegations(s); or iii) find that this policy was violated and assesses an appropriate disciplinary action.
2. A decision that this policy was violated and the assessment of an appropriate disciplinary action shall be made upon the record provided by the investigator and shall be based on the totality of circumstances surrounding the conduct complained of, including but not limited to: the context of that conduct, its severity, frequency, whether it was physically threatening, humiliating, or was simply offensive in nature. Facts will be considered on the basis of what is reasonable to persons of ordinary sensitivity and not on the particular sensitivity or reaction of an individual.
3. If a violation of this policy occurred, disciplinary actions can include, but are not limited to written reprimands, imposition of conditions, reassignment, suspension without pay, termination, or expulsion.
4. The Provost, or appropriate Vice President shall authorize the EO/AA Director to send a determination letter to inform the complainant, the accused individual, and the appropriate administrative head and vice president, in writing of the decision. Note, however, that if a complaint is filed against a student, then the determination letter will be written in compliance with the Family Education Rights and Privacy Act.
5. Imposition of any disciplinary action will be handled in accordance with the university's policy and procedures for discipline and dismissal of faculty and employees. The Dean of Students will proceed with the imposition of any disciplinary action against a student in accordance with the University's student disciplinary procedures.
6. EO/AA will monitor recommended resolutions and follow-up on disciplinary action. EO/AA will then document the resolution and/or disciplinary action, if any, and place the follow-up report in the case file.

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X. Assistance

During the complaint process, a complainant or respondent may be assisted by a person of his or her choice; however, the assistant may not examine witnesses or otherwise actively participate in a meeting or interview.

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XI. Confidentiality

To the extent permitted by law, complaints and information received during the investigation will remain confidential and will be maintained in the Equal Opportunity and Affirmative Action Office. Relevant information will be provided only to those persons who need to know in order to achieve a timely resolution of the complaint.

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XII. Retaliation

Retaliation against individuals who have filed a charge, or participated in an investigation or opposed any unlawful practice is prohibited and will subject the person who retaliates to disciplinary action.

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XIII. False Complaints or Statements

Any person who knowingly and intentionally files a false complaint or makes a false statement during the course of an investigation under this policy is subject to disciplinary action up to and including dismissal.

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XIV. Contact

Equal Opportunity & Affirmative Action Office
710 S. Davis Street
Box 19569
Arlington, Texas 76019
(817) 272-2106
EOAA Web Site

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XV. Dissemination of Policy

Copies of the policy are available in the Equal Opportunity and Affirmative Action Office and accessible at EOAA Web Site . Periodic notices sent to students, employees, and supervisors about the university's Sexual Harassment, Sexual Misconduct and Consensual Relationship Policy will include information about the complaint procedure and will refer individuals to the designated office for additional information. The University will take measures to periodically educate and train employees regarding conduct that could constitute a violation of this policy.

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Document No. 13368

Related Resources

None Found

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14-1 Sexual Harassment, Sexual Misconduct and Consensual Relationships

Revision Date: 10/26/2005
Origination Date: 9/11/2003

Contents

- I. **Policy Statement**
- II. **Scope of Policy**
- III. **Definition of Sexual Harassment**
- IV. **Definition of Sexual Misconduct**
- V. **Consensual Relationships**
- VI. **Complaint Procedures**
- VII. **Reporting**
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- XVI. **False Complaints or Statements**
- XVII. **Contact**
- XVIII. **Dissemination of Policy**

this fiscal regulation contains 18 parts

I. Policy Statement

The University of Texas at Arlington is committed to an academic and working environment free from inappropriate conduct of a sexual nature. Sexual harassment and sexual misconduct is prohibited and will be in violation of this policy. Sexual harassment is a prohibited practice for employees under Title VII of the 1964 Civil Rights Act as amended by the Equal Employment Opportunity Act of 1973 and the Texas Commission on Human Rights Act, and under Title IX of the Education Amendments of 1972 for students. The university will take prompt disciplinary action against any individuals on this campus who engage in actions that violate this policy.

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II. Scope of Policy

This policy and its complaint procedures apply to all administrators, faculty, staff, students, visitors, and applicants for employment or admission. It is also applicable regardless of the gender of the complainant or the alleged harasser.

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III. Definition of Sexual Harassment

Sexual harassment is defined by the Equal Employment Opportunity Commission (EEOC) and the courts to be any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:

- submission to such conduct is made either explicitly or implicitly a term or condition of employment (or a student's status in a course, program, or activity);
- submission to, or rejection of such conduct by an employee is used as a basis for employment decisions affecting the individual. In the case of a student, it is used as a basis for academic or decisions affecting a student; or,
- such conduct has the purpose or effect of unreasonably interfering with the individual's employment (or the student's educational experience) or creating an intimidating, hostile, or offensive academic environment.

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IV. Definition of Sexual Misconduct

Sexual misconduct includes sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature directed towards another individual that does not rise to the level of sexual harassment but is unprofessional and inappropriate for the workplace or classroom.

Examples of behavior that could be considered sexual harassment or sexual misconduct includes, but is **not limited to**, the following:

1. physical contact of a sexual nature including touching, patting, hugging, or brushing against a person's body;
2. explicit or implicit propositions of offers to engage in sexual activity;
3. comments of a sexual nature including sexually explicit statement, questions, jokes or anecdotes, remarks of a sexual nature about a person's clothing or body, remarks about sexual activity, speculation about sexual experience;
4. exposure to sexually oriented graffiti, pictures, posters or materials;
5. physical interference with or restriction to an individual's movements.

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V. Consensual Relationships

It is the policy of The University of Texas at Arlington that romantic or sexual relationships between faculty members and advisor and the students they currently teach, supervise or advise and between employees in positions of authority and their subordinates are prohibited. These relationships carry the potential for creating situations that lead to sexual harassment, conflicts of interest, favoritism and low morale, and for that reason are prohibited and sanctionable. Consensual romantic and sexual relationships between a faculty member or advisor and a student or between supervisor and employee may potentially evolve into a sexual harassment case with serious implications, either from a subsequent change of attitude by the parties involved or from a complaint from a disadvantaged third party. Faculty members and advisors exercise power over students, as do supervisors over employees, whether in evaluating them, making recommendations for their promotion or future employment, or conferring other benefits. Third parties may be adversely affected by the relationship in that it places the faculty member or supervisor in a position to favor or advance one student or employee's interest at the expense of others. In instances where allegations of sexual harassment are raised within the context of what was once a consensual relationship, those allegations will be handled pursuant to the procedure provided by this policy.

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VI. Complaint Procedures

If a person believes they have been the subject of sexual harassment or sexual misconduct, it should be reported immediately to the Equal Opportunity and Affirmative Action Director. To achieve an environment free from sexual harassment or sexual misconduct, a faculty or staff member who is informed by an individual of a situation that could be considered sexual harassment or sexual misconduct should inform the Equal Opportunity and Affirmative Action Director of the situation. The EO/AA Director is responsible for ensuring that complaints are resolved in accordance with this policy.

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VII. Reporting

1. The University of Texas at Arlington encourages any person who believes that he or she has been subjected to sexual misconduct or sexual harassment to immediately report the incident to the Equal Opportunity and Affirmative Action Director. In no case will a complainant be required to report such behavior to the person accused of the misconduct.
2. If a supervisor receives a complaint, the supervisor shall immediately notify the Equal Opportunity and Affirmative Action Director. Failure to immediately notify the Equal Opportunity and Affirmative Action Director is a violation of this policy.

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VIII. Initiating a Complaint

1. In order to initiate the investigation process, the complainant should complete a complaint form with the details of the conduct that is the subject of the complaint. While an investigation may begin on the basis of an oral complaint, the complainant is strongly encouraged to file a written complaint. If the complaint is

not in writing, the Equal Opportunity and Affirmative Action Director should prepare a statement of what he or she understands the complaint to be and seek to obtain verification of the complaint from the complainant.

2. Time Limit - a written complaint must be filed within one year from the date of the occurrence of the alleged violation. Complainants are encouraged to file as soon as possible after the date of the alleged violation.

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IX. Complaint Review

1. Within five (5) working days of receipt of a complaint, the investigator as designated by the Equal Opportunity and Affirmative Action Director, may either dismiss the complaint or begin an investigation of the complaint. A complaint may be dismissed if the facts alleged in the complaint, even if taken as true, does not constitute sexual misconduct or sexual harassment; the complaint fails to allege any facts that suggests sexual misconduct or sexual harassment occurred; or the appropriate resolution or remedy has already been achieved, or has been offered and rejected.
2. If it is determined that a complaint will not be investigated, the designated investigator will send the complainant a notification letter explaining the reason for the dismissal and informing the complainant that, within ten (10) working days of the notification, he or she may appeal the decision not to proceed with a complaint investigation to the Equal Opportunity and Affirmative Action Director. The written appeal must explain why the decision to dismiss the complaint was in error. The Director will respond within twenty (20) working days of receipt of the appeal. The Director's decision is final. If the decision to dismiss is overturned, the complaint is sent back to the designated investigator for investigation in accordance with the procedures outlined below.

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X. Complaint Investigation

1. Any persons thought to have information relevant to the complaint shall be interviewed, and such interviews shall be appropriately documented. Other acceptable methods for gathering information include, but are not limited to, visual inspection of relevant materials and follow-up interviews, as necessary.
2. As part of the investigation process, the accused individual will be provided with a copy of the complaint and allowed a reasonable time to respond in writing.
3. The complainant and the accused individual may present any document or information that is believed to be relevant to the complaint.
4. The investigation of a complaint will be concluded as soon as possible after receipt of the complaint. In investigations exceeding 60 days, a justification for the delay shall be presented to the EO/AA Director for review. The complainant, the accused individual, and the supervisor will be provided an update on the progress of the investigation after the review.

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XI. Investigation Report

1. Upon completion of the investigation, the investigator will prepare a proposed written report of the investigation that includes findings, a recommendation of whether a violation of the policy occurred, and recommended disciplinary action if a violation of the policy occurred. The proposed report will be forwarded to the EO/AA Director who will then send a copy of the report to the Provost, or appropriate Vice President, the complainant, and the accused individual.
2. The complainant and the accused individual will be afforded an opportunity to submit comments regarding the report to the EO/AA Director. Note, however, that if a complaint is filed against a student, then the complainant and accused individual will not be sent a copy of the report for comments due to the Family Education Rights and Privacy Act's restrictions on disclosure of educational records.
3. Within ten (10) working days of receiving any comments submitted by the complainant or the accused individual, the EO/AA Director will request further investigation into the complaint or forward the finalized report to the Provost, or appropriate Vice President.
4. When investigations are completed as a result of Ethics Team, the Office of Assurance Services will be notified of the findings and recommendations prior to the time the written report is forwarded to senior management. Ethics team reports will not be released to senior management until the Executive Director of Assurance Services has commented on the findings and recommendations and ensured that the investigation is complete. Copies of follow-up reports relating to these investigations will be forwarded to the Executive Director of Assurance Services.

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XII. Complaint Resolution

1. Within fifteen (15) working days of receiving the report, the Provost or appropriate Vice President will take one of the following actions; i) request further investigation into the complaint; ii) dismiss the complaint if the results of the completed investigation are inconclusive or there is insufficient reasonable, credible evidence to support the allegations(s); or iii) find that this policy was violated and assesses an appropriate disciplinary action.
2. A decision that this policy was violated and the assessment of an appropriate disciplinary action shall be made upon the record provided by the investigator and shall be based on the totality of circumstances surrounding the conduct complained of, including but not limited to: the context of that conduct, its severity, frequency, whether it was physically threatening, humiliating, or was simply offensive in nature. Facts will be considered on the basis of what is reasonable to persons of ordinary sensitivity and not on the particular sensitivity or reaction of an individual.
3. If a violation of this policy occurred, disciplinary actions can include, but are not limited to written reprimands, imposition of conditions, reassignment, suspension without pay, termination, or expulsion.
4. The Provost or appropriate Vice President shall authorize the EO/AA Director to send a determination letter to inform the complainant, the accused individual, and the appropriate administrative head and vice president, in writing of the decision. Note, however, that if a complaint is filed against a student, then the determination letter will be written in compliance with the Family Education Rights and Privacy Act.
5. Imposition of any disciplinary action will be handled in accordance with the university's policy and procedures for discipline and dismissal of faculty and employees. The Dean of Students will proceed with the imposition of any disciplinary action against a student in accordance with the University's student disciplinary procedures.
6. EO/AA will monitor recommended resolutions and follow-up on disciplinary action. EO/AA will then document the resolution and/or disciplinary action, if any, and place the follow-up report in the case file.

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XIII. Assistance

During the complaint process, a complainant or respondent may be assisted by a person of his or her choice; however, the assistant may not examine witnesses or otherwise actively participate in a meeting or interview.

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XIV. Confidentiality

To the extent permitted by law, complaints and information received during the investigation will remain confidential and will be maintained in the Equal Opportunity and Affirmative Action Office. Relevant information will be provided only to those persons who need to know in order to achieve a timely resolution of the complaint.

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XV. Retaliation

Retaliation against individuals who have filed a charge, or participated in an investigation or opposed any unlawful practice is prohibited and will subject the person who retaliates to disciplinary action.

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XVI. False Complaints or Statements

Any person who knowingly and intentionally files a false complaint or makes a false statement during the course of an investigation under this policy is subject to disciplinary action up to and including dismissal.

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XVII. Contact

Equal Opportunity & Affirmative Action Office
710 S. Davis Street
Box 19569
Arlington, Texas 76019
(817) 272-2106
EOAA Web Site

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XVIII. Dissemination of Policy

Copies of the policy are available in the Equal Opportunity and Affirmative Action Office and accessible at the EOAA Web Site . Periodic notices sent to students, employees, and supervisors about the University's Sexual Harassment, Sexual Misconduct and Consensual Relationship Policy will include information about the complaint procedure and will refer individuals to the designated office for additional information. The University will take measures to periodically educate and train employees regarding conduct that could constitute a violation of this policy.

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Document No. 13349

Related Resources

None Found

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Job Group Analysis Summary

Affirmative Action Plan 2006
11/17/2006

Job Group	Total	Female	Minority
A10 Administrative Executive	325	168 <i>51.69</i>	68 <i>20.92</i>
A30 Professional	524	324 <i>61.83</i>	161 <i>30.73</i>
A40 Clerical Staff	519	448 <i>86.32</i>	145 <i>27.94</i>
A50 Technical Staff	714	229 <i>32.07</i>	406 <i>56.86</i>
A60 Skilled Craft	85	3 <i>3.53</i>	22 <i>25.88</i>
A70 Maintenance/Service	269	110 <i>40.89</i>	176 <i>65.43</i>
A90 Student Workers Non Teaching	1095	566 <i>51.69</i>	722 <i>65.94</i>
ART School of Architecture Tenure	15	1 <i>6.67</i>	1 <i>6.67</i>
ARX Architecture Non-Tenure	44	15 <i>34.09</i>	8 <i>18.18</i>
BST College of Business Tenure	40	5 <i>12.50</i>	12 <i>30.00</i>
BSX Business Non-Tenure	152	55 <i>36.18</i>	69 <i>45.39</i>
EDT School of Education Tenure	12	8 <i>66.67</i>	0 <i>0.00</i>
EDX Education Non-Tenure	73	44 <i>60.27</i>	10 <i>13.70</i>
EGT College of Engineering Tenure	77	5 <i>6.49</i>	31 <i>40.26</i>
EGX Engineering Non-Tenure	310	63 <i>20.32</i>	235 <i>75.81</i>
LAT College of Liberal Arts Tenure	101	28 <i>27.72</i>	16 <i>15.84</i>
LAX Liberal Arts Non-Tenure	340	200 <i>58.82</i>	57 <i>16.76</i>
NRT School of Nursing Tenure	10	10 <i>100.00</i>	0 <i>0.00</i>
NRX Nursing Non-Tenure	80	74 <i>92.50</i>	10 <i>12.50</i>
SCT College of Science Tenure	76	9 <i>11.84</i>	18 <i>23.68</i>

Job Group Analysis Summary

Affirmative Action Plan 2006
11/17/2006

Job Group	Total	Female	Minority								
SCX Science Non-Tenure	240	95 <i>39.58</i>	95 <i>39.58</i>								
SWT School of Social Work Tenure	18	7 <i>38.89</i>	3 <i>16.67</i>								
SWX Social work Non-Tenure	51	38 <i>74.51</i>	12 <i>23.53</i>								
UPT Urban/Public Affairs Tenure	8	3 <i>37.50</i>	2 <i>25.00</i>								
UPX Urban/Pub Affairs Non-Tenure	21	7 <i>33.33</i>	6 <i>28.57</i>								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Facility Total</td> <td style="text-align: center;">5199</td> <td style="text-align: center;">2515</td> <td style="text-align: center;">2285</td> </tr> <tr> <td style="text-align: center;"><i>% of Facility Total</i></td> <td></td> <td style="text-align: center;"><i>48.37</i></td> <td style="text-align: center;"><i>43.95</i></td> </tr> </table>				Facility Total	5199	2515	2285	<i>% of Facility Total</i>		<i>48.37</i>	<i>43.95</i>
Facility Total	5199	2515	2285								
<i>% of Facility Total</i>		<i>48.37</i>	<i>43.95</i>								

Job Group Analysis

Affirmative Action Plan 2006 11/17/2006

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A10 Administrative Executive

Job Title	Department	Total	Female	Minority
DIRECTOR	Various	53	36	8
POST DOC FELLOW	Various	28	5	18
POST DOC RESEARCH ASSOC	Various	8	4	7
ASST SPORTS INFO DIR	SPORTS INFORMATION	2	1	
AST ATHLETIC TRAINER	TRAINING	2	2	
SPECIAL ASSISTANT	Various	7	4	1
COORDINATOR	Various	17	9	5
ASST DIR ADMISSIONS SVC	Various	3	3	1
TENNIS COACH	TENNIS - WOMEN'S	1		1
TEMP	Various	2	1	
EXEC ASST	Various	7	7	1
PROG CORD	Various	4	2	
ASSOCIATE DIRECTOR	Various	8	6	1
EXEC ASST TO PROVOST	INSTIT RES.PLANG & EFF	1	1	1
CAREER SERV COORDINATOR	ASST VP ACADEMIC AFF	1		
EXEC ASST TO V P DEVEL	V P DEVELOPMENT	1	1	
TRAINING COORD CONT ED	CONTINUING EDUCATION	2	2	2
ASSC DIR STUDENT ACT	STUDENT ACTIVITIES	3	1	
HEAD ATHLETIC TRAINER	Various	2		
DIR SUPA COMMUNICATIONS	DEAN-URBAN & PUBLIC AF	1	1	
DIRECTOR ADMISSIONS SVS	DEAN-SOCIAL WORK	1	1	1
SPORTS INFOR DIRECTOR	SPORTS INFORMATION	1		
ASST DEAN/DIRECTOR	Various	3	1	2
MANAGER	Various	11	8	2
ASSOC DIR COUN & CAREER	ASST VP ACADEMIC AFF	1	1	
VOLLEYBALL COACH	VOLLEYBALL - WOMEN'S	1	1	
GOLF COACH	GOLF	1		
ATTY STDNT	STUDENT JUDICIAL AFF	1	1	1
ADMIN MANAGER	LIBRARY	1	1	
EXEC ASST TO THE DEAN	Various	2	2	1
ASST DIR STUD PUB	STUDENT PUBLICATIONS	1		
ASST TO THE DEAN	Various	5	3	1
BASEBALL COACH	BASEBALL	1		
SOFTBALL COACH	SOFTBALL	1	1	
ASST DIR TESTING SERV	ASST VP ACADEMIC AFF	1	1	

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A10 Administrative Executive

Job Title	Department	Total	Female	Minority
CONTRACT & GRANTS ADMIN	Various	2	1	
ASO DIR RS	CAMPUS RECREATION	1		
DIRECTOR GRADUATE SRVS	DEAN-BUSINESS	1	1	1
DIRECTOR REGISTRATION	ADMISSIONS, REC & REG	1	1	
COORD UNDGRAD STUDIES	DEAN-BUSINESS	1	1	
AUDITORIUM DIRECTOR	HOUSING & UNIV CENTER	1	1	
ATH DEVELOPMENT DIR	SPORTS INFORMATION	1		
HUMAN RESOURCES ADMIN	HUMAN RESOURCES	1	1	
ASSISTANT DEAN	Various	7	2	
DIR UNIV VIDEO SERVICES	VIDEO SERVICES	1	1	
DR STU O/G	STUDENT GOVERNANCE	1	1	
BASKETBALL COACH	Various	3	1	
DIR MRK & COMMUNICATION	MARKETING & COMM	1	1	
DIR INFO & TECH	BUSINESS - OIIR	1		
TRACK COACH	TRACK - MEN'S	1		
.SST DIR MGMT SERVICES	UNIVERSITY HOUSING	1		
ASST DIR BUD/FIN	AVP-BUDGET & PLANNING	1	1	
ASSOC DIRECTOR ADM SVC	ADMISSIONS, REC & REG	1	1	
ASST DIR ENVIRO	ENVIRN HEALTH & SAFETY	1		
DIR ENGRINEERING T V	ENG CENTER FOR DIS EDU	1		
ASSC REGISTRAR	ADMISSIONS, REC & REG	3	1	1
DIR PRINTING/MAIL SERV	CAMPUS SUPPORT SERVICE	1		
ASSOC DIR OF ATHLETICS	ATHLETICS	2		
DIR UBP	UPWARD BOUND - P.I.	1	1	1
ASST DIR FAC MGMT	PHYS PLANT - HOUSING	1		
EXEC ASSOC TO PRESIDENT	PRESIDENT	1	1	
DIRECTOR PUBLICATIONS	UNIV PUBLICATIONS	1		
AUDIT MANAGER	INTERNAL AUDIT	1	1	
DIR MTL HL	UTA HEALTH SERVICES	1	1	
COORD EQUAL OPPOR	EQ OPPT & AFFIRM ACT	1	1	1
DIR EQ OP & AFF ACT	EQ OPPT & AFFIRM ACT	1	1	1
DIR RECREATIONSPORTS	CAMPUS RECREATION	1	1	
ASST VICE PRESIDENT	Various	11	5	1
DIR STUDNT SUPPORT SVCS	SOAR - P.I.	1	1	

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A10 Administrative Executive

Job Title	Department	Total	Female	Minority
DIR GOV & COM RELATIONS	PRESIDENT	1	1	
DIRECTOR ALUNMI	ALUMNI ASSOCIATION	1	1	
DIR DISTANCE EDUCATION	Various	2	1	
DIR E O C	EDUC.OPPTY CTR -P.I.	1	1	
ASSOCIATE DEAN	Various	16	8	1
ASSISTANT PROVOST	ASSOCIATE PROVOST	1	1	
DR STU PUB	STUDENT PUBLICATIONS	1		
ASST CHIEF UNIV POLICE	POLICE DEPARTMENT	1		1
AST DR BUS	UNIVERSITY HOUSING	1	1	
DIR ASSET MANAGEMENT	ASSET MNGMENT & REC	1	1	
COORD CAMPUS PLANNING	PHYSICAL PLANT-GEN SER	1		
ASC DR EV H & S	ENVIRN HEALTH & SAFETY	1	1	
EXECUTIVE DIRECTOR	Various	6	3	
ASSO DR FA	FINANCIAL AID	1		
DIR TELCOM	TELECOMMUNICATIONS	1		
DIR PAYROLL SERV	PAYROLL SERVICES	1	1	
DIR INTERNAL AUDIT	INTERNAL AUDIT	1		
ASSOC DIR FAC MGMT	PHYSICAL PLANT- ADMIN	2		
DIR TR/SV	DEAN-URBAN & PUBLIC AF	1		
DIR CENT MEX AMERICAN	CMAS	1	1	1
AST DR SHS	UTA HEALTH SERVICES	1		
ASSOC DIR LIBRARIES	LIBRARY	1	1	
SR. TECHNICAL DIRECTOR	OFF OF INFO TECH	1		
INTERIM VP	VP COMMUNICATIONS	1	1	
DR FIN AID	FINANCIAL AID	1	1	
DIR PUBLIC AFFAIRS	PUBLIC AFFAIRS	1		
PROGRAM MANAGER	ARRI - P.I.	1		1
DIR CONT EDUCATION	CONTINUING EDUCATION	1	1	
ASST VP HR MGT & DEV	HUMAN RESOURCES	1	1	1
CHIEF	POLICE DEPARTMENT	1		
ASSC VP OUTREACH SERVIC	ADMISSIONS, REC & REG	1	1	1
DIR FAC MGMT	PHYSICAL PLANT- ADMIN	1		
AST VP MGMT & DIR HSG	UNIVERSITY HOUSING	1		
ASSOC VICE PRES-RESRCH	VP RES-OFFICE OF RESCH	1		
DIR ATHLETICS	ATHLETICS	1		

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A10 Administrative Executive

Job Title	Department	Total	Female	Minority
ASSC VP EMPLOYEE SERV	EMPLOYEE SERVICES	1	1	
DEAN	Various	10	2	1
DIR SPEC PROJ	VP FOR BUSINESS AFFAIR	1		
ASST VP COMP INFO TECH	VP OIT	1		
ASSOCIATE PROVOST	ASSOCIATE PROVOST	1		
REG DIRECTOR T M A C	ARRI/NON-26	1		
ASC VP STUDNT ENROLLMNT	ASSOC VP STUD ENROLL	1		
ASSC VP AND DEAN	COLLEGE OF EDUCATION	1	1	
DEAN/VICE PROVOST	DEAN OF GRADUATE STUDY	1		
VP FOR STUDENT AFFAIRS	VP STUDENT AFFAIRS	1		1
VP OIT	VP OIT	1	1	
V P DEVELOPMENT	V P DEVELOPMENT	1		
VP BUS AFF. & CONT.	VP FOR BUSINESS AFFAIR	1		
VP FIN & CAMPUS OPS	VP-ADMIN & CAMPUS OPER	1		
DIR AUTOMATION ROBOTICS	ARRI	1		
VICE PRESIDENT	VP RES-OFFICE OF RESCH	1		
PROV & VP ACADEMIC AFF	SR VP FOR A.A. & PROV T	1	1	
PRESIDENT	PRESIDENT	1		
Job Group Total		325	168	68
<i>% of Total</i>			<i>51.69</i>	<i>20.92</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A30 Professional

Job Title	Department	Total	Female	Minority
INTERN	Various	4	2	2
TEMPORARY SERVICE	Various	27	16	11
SOC SCI RSRCH ASSOC I	Various	2	2	1
FACULTY ASSOCIATE-RES-SW	SOCIAL WORK - P.I.	9	9	
APARTMENT MANAGER	Various	3	2	
GRADUATION COUNSELOR	Various	3	2	2
SOCIAL WORKER ASST	SOCIAL WORK - P.I.	1	1	1
STU FIN AID OFFCER I	FINANCIAL AID	2	1	2
INTL. EDU. ADVISOR I	OFFICE OF INT'L EDUC	3	3	1
ASSISTANT TENNIS COACH	TENNIS - WOMEN'S	1		
DEVELOPMENT FUNDS ASST	V P DEVELOPMENT	2	2	
AST VOLLEYBALL_COACH	VOLLEYBALL - WOMEN'S	2	2	
ASST BASKETBALL COACH	Various	6	2	3
LEASING CONSULTANT	UNIVERSITY HOUSING	4	4	1
ACADEMIC ADVISOR	Various	16	12	8
OC SCI RSCH ASSOC II	Various	2	1	1
COUNSELING SPECIALIST I	Various	2	1	1
COUNSELING SPECLIST II	Various	2	1	1
STU DEVELOPMENT SPEC I	Various	8	6	3
ASST EVENTS MANAGER	Various	5		1
H R SPECIALIST I	HUMAN RESOURCES	8	5	6
TESTING SPECIALIST	ASST VP ACADEMIC AFF	2	2	
ADM COUN II	Various	9	8	4
CAREER DEV SPEC	ASST VP ACADEMIC AFF	1	1	
FACULTY ASSOCIATE-RES-CHEM	CHEMISTRY - P.I.	4	2	3
ADM COUNSELOR I	Various	5	4	2
STUD FIN AID OFFCER II	Various	5	4	2
ACADEMIC ADVISOR II	Various	12	10	4
COORD I, SPECIAL PROG	Various	8	6	3
WEB SPECIALIST	Various	11	6	3
ACCOUNTANT I	Various	4	4	1
LEARNING SPECIALIST I	Various	2	1	2
FACULTY ASSOCIATE-RES-FIN	FINANCE & REAL ESTATE	1	1	1
RECREATIONAL PROGRAM	CAMPUS RECREATION	2		1
COUNSELING SPEC III	Various	3	2	1

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A30 Professional

Job Title	Department	Total	Female	Minority
STAGE MANAGER	Various	2	1	
COORDINATOR, APARTMENTS	HOUSING & UNIV CENTER	1	1	
STU DEVELOPMENT SPEC II	Various	7	5	3
BUYER II	PURCHASING	4	3	1
EVENTS MANAGER	Various	3	1	
EDUCATIONAL SPEC IV	CTR FOR DIST EDUCATION	2	2	1
ACCOUNTANT II	STUDENT ACTIVITIES	1	1	
ASST BASEBALL COACH	BASEBALL	2		
TRAINING SPECIALIST II	OFFICE OF INFO TECH	1		
RSCH ENGR/SCIEN ASSOC I	Various	7	2	2
ASST TRACK COACH	TRACK - WOMEN'S	2	1	1
STU DEVELOPMNT SPEC III	Various	6	3	2
SPECIAL EVENTS COOR	Various	3	3	1
CONFERENCE COORD II	HOUSING & UNIV CENTER	2		
GRADUATION COUNSELOR II	Various	2	2	
INTER EDUC ADVISOR III	OFFICE OF INT'L EDUC	1	1	1
ASST SOFTBALL COACH	SOFTBALL	2	1	
H R SPECIALIST II	HUMAN RESOURCES	3	2	1
COORD II, SPECIAL PROG	Various	8	6	3
SAFETY SPECIALIST I	Various	4	1	
LEARNING SPECIALIST III	STUDENT SUPPORT SRVC	1	1	
INTL ADMISSIONS COUNSEL	Various	2	2	1
SOCIAL WORKER I	SOCIAL WORK - P.I.	1	1	1
COUNSELING SPECIALST IV	Various	5	5	2
SLIDE LIBRARIAN	ART	1	1	
CLAIMS ANALYST	ENVIRN HEALTH & SAFETY	2	2	
ASSISTANT DIRECTOR	Various	32	18	7
INFORMATIONAL WRITER II	PUBLIC AFFAIRS	3	2	
INFORMATION ANALYST	Various	5	1	1
SOC SCI RSCH ASSOC III	Various	4	4	2
ACADEMIC ADVISOR III	Various	3	3	1
ACCOUNTS RECEIVABLE SPV	LOAN FUNDS & COLLECTNS	1	1	1
AUDITOR	PURCHASING	1	1	1
COMM EDUCATION SPEC I	EDUC.OPPTY CTR -P.I.	4	3	2
H R SPECIALIST III	HUMAN RESOURCES	2	2	1

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A30 Professional

Job Title	Department	Total	Female	Minority
PUBL PROD MGR	STUDENT PUBLICATIONS	1		
LIBRARIAN	LIBRARY	35	23	3
STAFF AUDITOR	INTERNAL AUDIT	1	1	1
DEV RESEARCH ASSOC	V P DEVELOPMENT	1	1	
COORDINATOR OF RECORDS	FINANCIAL AID	1	1	1
STU DEVELOPMENT SPEC IV	CTR FOR DIST EDUCATION	1	1	
ACCOUNTANT III	Various	11	11	5
INSTR DES	Various	4	1	1
RETAIL MANAGER	OFFICE OF INFO TECH	1	1	
HUMAN RESOURCES REP I	HUMAN RESOURCES	1		
ARCHIVIST	LIBRARY	3	1	
COOR SUBSTANCE ABUSE	Various	2	1	1
FACULTY ASSOCIATE-RES-MAT ENG	Various	2	1	1
FACULTY ASSOCIATE-RES-NUR	NURSING - P.I.	7	6	
TRAINING SPECIALIST III	Various	3	3	1
COORD LNS	FINANCIAL AID	1	1	
GRANTS AND CONTR SPEC	OFFICE OF RESEARCH	3	2	3
T V PRODUCER - DIRECTOR	VIDEO SERVICES	1		
SAFETY SPECIALIST II	ENVIRN HEALTH & SAFETY	5	3	1
INSTRUCTOR-SAPAA	UPWARD BOUND - P.I.	5	4	3
PARK OFF MGR	POLICE DEPARTMENT	1	1	
ASSISTANT REGISTRAR	ADMISSIONS, REC & REG	3	3	1
ATHLETIC EQUIPMENT MGR	HOUSING/UC- MAVSTADIUM	1		
INT'L COORD	OFFICE OF INT'L EDUC	1		1
INST RESEARCH ASSOCIATE	Various	5	3	2
SOCIAL WORK SUPERV	SOCIAL WORK - P.I.	1	1	1
FINANCIAL ANALYST	ACCOUNTING SERVICES	3	3	1
WEB SITE & CONTENT COOR	Various	3	1	
SENIOR BUYER	PURCHASING	1	1	
STAFF NURSE II	UTA HEALTH SERVICES	4	4	2
MARKETING COORDINATOR	CAMPUS SUPPORT SERVICE	1		
RESEARCH ENGR II	Various	2		1
WEB DEVELOPER	Various	5	3	1
PUB EDITOR	UNIV PUBLICATIONS	1		

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A30 Professional

Job Title	Department	Total	Female	Minority
EDITOR	STUDENT PUBLICATIONS	1		
COMPUTER LAB MANAGER	DEAN-ARCHITECTURE	1		
MGR, TECH OPER	Various	2	1	
IMMUNIZATION NURSE	UTA HEALTH SERVICES	1	1	1
TRAINING COORDINATOR	Various	3	2	
HR REP III	HUMAN RESOURCES	3	3	
CONSTRUCTION PROJ COORD	Various	2		
MANAGER, COMP USER SERV	Various	3	2	
PSYCHOLOGIST III	Various	2	1	
FIRE MARSHAL	ENVIRN HEALTH & SAFETY	1		
SENIOR AUDITOR	INTERNAL AUDIT	1	1	1
STAFF NURSE III	Various	2	2	1
DATA BASE COORDINATOR	Various	3	1	2
FACULTY ASSOCIATE-RES-PHYS	PHYSICS - P.I.	1		
VIS RESOURCE CURATOR	DEAN-ARCHITECTURE	1		
HF MEDICAL TECH	UTA HEALTH SERVICES	1	1	
COORD III, SPEC PROG	ALUMNI ASSOCIATION	1	1	
SAFETY COORD	ENVIRN HEALTH & SAFETY	1		1
COMMUNITY EDU SPEC II	EDUC.OPPTY CTR -P.I.	1	1	1
SENIOR PRODUCER	ENG CENTER FOR DIS EDU	1		
FACULTY ASSOCIATE-RES-ARRI	ARRI	3		2
CONTRACT SPECIALIST	PHYSICAL PLANT-GEN SER	1	1	
RESEARCH ENGINEERING IV	Various	2		1
FACULTY ASSOCIATE-RES-PSY	PSYCHOLOGY - P.I.	3	1	
INF SYS AUDITOR	INTERNAL AUDIT	1		1
ASST DIR ACCT	ACCOUNTING SERVICES	2	2	
MGR, IMSE INFO SYS	INDUSTRIAL ENG	1		
ARCHITECT	PHYSICAL PLANT-GEN SER	1		
RESEARCH ENGR III	Various	2		1
ASST DIR CAMPUS PRINT	CAMPUS SUPPORT SERVICE	1	1	
RESEARCH ENGINEERING V	Various	25	4	7
NETWORK MANAGER	OFF OF INFO TECH	2		1
MANAGER, OPER AND SVC	Various	2		1
NURSING SUPERVISOR II	UTA HEALTH SERVICES	1	1	1

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A30 Professional

Job Title	Department		Total	Female	Minority
NURSE PRAC	UTA HEALTH SERVICES		6	6	
EXEC HOUSEKEEPER	PHYS PLANT - CUSTODIAL		1		
MGR, COMPUTING SERVICES	OFFICE OF INFO TECH		2		
MGR SYSTEMS & TECH SUPP	OFF OF INFO TECH		2		
DIR STUD INFO SERVICE	FINANCIAL AID		1		
ASST CHIEF PHARM	UTA HEALTH SERVICES		1	1	
Job Group Total			524	324	161
<i>% of Total</i>				<i>61.83</i>	<i>30.73</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A40 Clerical Staff

Job Title	Department	Total	Female	Minority
ADMINISTRATIVE ASST I	Various	114	106	22
SR OFFICE ASST	Various	86	84	32
TEACHING ASSISTANT-ARCH	DEAN-ARCHITECTURE	3	1	1
TEACHING ASSISTANT-ED	COLLEGE OF EDUCATION	10	10	3
TEACHING ASSISTANT-IE	INDUSTRIAL ENG	1		1
NON-AFFILIATED STU WKR	UPWARD BOUND - P.I.	1	1	1
TEACHING ASSISTANT-CSE	COMPUTER SCIENCE & ENG	1	1	1
TEACHING ASSISTANT-ME	MECH & AERO ENG	12	3	7
OFFICE ASST I	Various	11	9	1
STORES CLERK I	Various	2	1	2
TEACHING ASSISTANT-GO	GEOLOGY	3	2	1
CASHIER I	PHYSICS	2	1	
OFFICE ASST II	Various	34	32	5
MAIL CLERK I	MAIL SERVICES	2	1	2
TEACHING ASSISTANT-CHEM	CHEMISTRY	6	2	3
MAIL CLERK II	Various	4	2	1
ADMISSIONS ASSISTANT	Various	5	5	3
ACCOUNTING CLERK II	FINANCIAL AID	2	1	2
RECORDER CERT SPEC	DEAN OF GRADUATE STUDY	1	1	1
CASHIER III	Various	5	4	
DEGREE PLAN EVAL II	Various	3	3	
SUPPORT SPECIALIST II	Various	53	51	14
TEACHING ASSISTANT-NUR	DEAN-NURSING	3	3	
LABORATORY STORES ASST	Various	2	2	
LIBRARY ASSISTANT I	LIBRARY	2	2	
LIBRARY ASSISTANT II	LIBRARY	22	12	7
CONTROL CLERK II	ADMISSIONS, REC & REG	1		1
ACCOUNTING CLERK III	Various	11	9	3
TRANSCRIPT EVAL I	Various	6	5	5
DEGREE PLAN EVAL I	PSYCHOLOGY	1	1	1
ADMINISTRATIVE ASST II	Various	38	38	11
ACCOUNTING TECH	Various	18	17	3
LIBRARY ASSISTANT III	LIBRARY	31	23	7
SUPPORT SPECIALIST I	CHEMISTRY	1	1	
ASSISTANT STORES SUPV	CHEMISTRY	1	1	

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A40 Clerical Staff

Job Title	Department	Total	Female	Minority
SENIOR MAIL CLERK	MAIL SERVICES	1	1	
DEGREE PLAN EVAL III	DEAN-BUSINESS	1	1	
MAIL SERVICES SUPERVISO	Various	4	1	2
TEACHING ASSISTANT-ES	ENVIRONMENTAL SCIENCE	1		1
TRANSCRIPT EVAL II	ADMISSIONS, REC & REG	4	4	
STORES CLERK III	BIOLOGY	1		
ADMIN SVCS OFF I	Various	2	1	1
INVENTORY SUPERVISOR	ASSET MNGMENT & REC	1		
TEACHING ASSISTANT-SCI	DEAN-SCIENCE	1	1	
STORES SUPERVISOR	CHEMISTRY	1		
PAYROLL TECH III	PAYROLL SERVICES	1	1	
ADMIN SVCS OFF II	Various	3	3	
Job Group Total		519	448	145
<i>% of Total</i>			<i>86.32</i>	<i>27.94</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A50 Technical Staff

Job Title	Department	Total	Female	Minority
TRANS SWITCHING TECH	TELECOMMUNICATIONS	4		
GRAD RESEARCH ASSC II-ARRI	Various	13	2	11
RESEARCH ASSISTANT-CHEM	SR VP FOR A.A. & PROV'T	1		1
RESEARCH ASSISTANT-ARRI	Various	8		3
GRAD RESEARCH ASST I-COMM	COMMUNICATION	3	3	1
GRAD RESEARCH ASST I-UPA	DEAN-URBAN & PUBLIC AF	1	1	1
GRAD RESEARCH ASST I-CSE	Various	10	4	10
GRAD RESEARCH ASST I-CRIM	CRIMINOLOGY	1	1	
GRAD RESEARCH ASST I-ARCH	DEAN-ARCHITECTURE	7	5	
STUDENT ASST - E	ASST VP ACADEMIC AFF	1		1
GRAD RESEARCH ASST I-CE	CIVIL ENG - P.I.	4	1	4
GRAD RESEARCH ASST I-BUS	Various	3	1	3
GRAD RESEARCH ASSC I-ARCH	DEAN-ARCHITECTURE	1		
GRAD RESEARCH ASST II-CRIM	CRIMINOLOGY	1	1	
TUTOR-SSS	Various	46	23	31
GRAD RESEARCH ASSC II-SD	STUDENT DISABILITIES	4	1	4
GRAD RESEARCH ASST II-UPA	Various	5	2	5
ART MODEL	ART	1	1	
GRAD RESEARCH ASST I-OIT	OFFICE OF INFO TECH	1		1
GRAD RESEARCH ASST I-E ENG	Various	6		6
GRAD RESEARCH ASST I-B ENG	Various	10	6	9
GRAD RESEARCH ASST I-OR	OFFICE OF RESEARCH	7	1	7
TUTOR-SOAR	SOAR - P.I.	10	5	6
GRAD RESEARCH ASST II-BUS	Various	3	1	3
GRAD RESEARCH ASST I-MUSIC	MUSIC	2	2	
DATA ENTRY OPERATOR II	Various	3	3	1
GRAD RESEARCH ASSC II-HEAL	UTA HEALTH SERVICES	1		1
GRAD RESEARCH ASSC II-OIE	OFFICE OF INT'L EDUC	1		1
CASE AIDE	SOCIAL WORK - P.I.	2	2	2
RESEARCH ASSISTANT-E ENG	ELECTRICAL ENGINEERING	1		
RESEARCH ASSISTANT-NUR	Various	8	7	5
COMPUTER OPERATOR I	Various	5	1	1
RESEARCH ASSISTANT-CSE	Various	5	1	2
GRAD RESEARCH ASST I-SSS	STUDENT SUPPORT SRVC	1	1	1
GRAD RESEARCH ASST II-HIST	HISTORY	1	1	

Continued...

Job Group Analysis

Affirmative Action Plan 2006
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Job Group: A50 Technical Staff

Job Title	Department	Total	Female	Minority
GRAD RESEARCH ASST I-GS	DEAN OF GRADUATE STUDY	2	1	2
GRAD RESEARCH ASSC I-UPA	Various	3		1
GRAD RESEARCH ASST II-MAT ENG	Various	8	1	8
STEM GRA	Various	141	31	111
COSTUME TECH	THEATRE ARTS	1	1	
SR CASE AIDE	SOCIAL WORK - P.I.	3	3	3
GRAD RESEARCH ASSC II-UPA	DEAN-URBAN & PUBLIC AF	3	1	1
GRAD RESEARCH ASST II-E ENG	Various	5		4
RESEARCH ASSISTANT-ME	Various	2	1	1
GRAD RESEARCH ASSC II-OR	OFFICE OF RESEARCH	1		1
GRAD RESEARCH ASSC II-RA	RESEARCH COMPLIANCE	1	1	
RESEARCH ASSISTANT-CE	CIVIL ENGINEERING	1		1
TUTOR-ENGL	ENGLISH	16	12	4
AUDIO VISUAL ED SPECI	Various	2		
GRAD RESEARCH ASSC I-HIST	HISTORY	1		1
COMPUTER USER SERV ASST	Various	4		2
GRAD RESEARCH ASST I-LING	LINGUISTICS & TESOL	1	1	
GRAD RESEARCH ASST I-ME	Various	8	2	3
GRAD RESEARCH ASSC I-E ENG	Various	4	1	4
GRAD RESEARCH ASSC II-SOAR	SOAR - P.I.	1		1
TUTOR-MATH	MATHEMATICS	20	6	10
RESEARCH ASSISTANT-ENG DIS	DEAN-ENGINEERING	1		1
TUTOR-CHEM	CHEMISTRY	12	6	4
GRAD RESEARCH ASST I-E CON	DEAN-ENGINEERING	5	1	5
TECH STAFF ASST II	Various	3	1	1
TECH STAFF ASST III	POLICE DEPARTMENT	1		
LABORATORY TECH ASST	LINGUISTICS & TESOL	1	1	1
TECHNICAL STAFF ASST IV	Various	2		1
TRAINING SPECIALIST I	PHYSICS	4	1	1
GRAD RESEARCH ASSC II-IRP	INSTIT RES.PLANG & EFF	1	1	
GRAD RESEARCH ASST -CSE	ENGINEERING	1		1
GRAD RESEARCH ASST II-CE	CIVIL ENG - P.I.	1	1	1
GRAD RESEARCH ASST II-IE	INDUSTRIAL ENG	1		1
GRAD RESEARCH ASST II-LING	LINGUISTICS & TESOL	2	1	1
GRAD RESEARCH ASST II-NUR	NURSING - P.I.	1	1	

Continued...

Job Group Analysis

Affirmative Action Plan 2006
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Job Group: A50 Technical Staff

Job Title	Department	Total	Female	Minority
GRAD RESEARCH ASST III-UPA	URBAN AFFAIRS - P.I.	2	1	1
RESEARCH ASSISTANT-BUS	BUSINESS - OIIR	1		1
GRAD RESEARCH ASST II-CSE	Various	2		2
GRAD RESEARCH ASSC II-IE	Various	2	1	2
GRAD RESEARCH ASST I-KIN	KINESIOLOGY	2	2	
HEAD RESIDENT	HOUSING & UNIV CENTER	1		
HEAD RESIDENT II	Various	4	3	
TUTOR-BIO	BIOLOGY	1		
RSRCH SCIENTIST ASST I	BIOLOGY - P.I.	1		1
COMPUTER OPERATOR II	OFF OF INFO TECH	3	1	2
GRAD RESEARCH ASSC II-LIB	LIBRARY	2	1	1
ELECTRONIC TECHNICIAN I	PHYS PLANT - UTILITIES	1		1
COMP EQUIP MAINT TECH	Various	3	1	
AUDIO VISUAL EQUIPMENT	DEAN-NURSING	1		
GRAD RESEARCH ASST I-NANO ENG	ENGINEERING-NANO FAB	2		2
GRAD RESEARCH ASST III-CE	CIVIL ENG - P.I.	1		1
HEAD RES III	HOUSING & UNIV CENTER	2	1	
GRAD RESEARCH ASST III-LING	LINGUISTICS & TESOL	1	1	1
RESEARCH ASSISTANT-B ENG	BIOMEDICAL ENG - P.I.	1		1
PERSONAL COMP SPEC I	OFFICE OF INFO TECH	5		3
GRAD RESEARCH ASST I-SW	Various	10	7	7
COMP PUBLISHING SPEC	Various	3	1	
COMPUTER USER SERV I	Various	6	2	1
PHOTOGRAPHER II	UNIV PUBLICATIONS	1	1	
ELECTRONIC TECH II	Various	5		
SHIFT SUPERVISOR	OFFICE OF INFO TECH	2		
GRAD RESEARCH ASST I-IE	INDUSTRIAL ENG - P.I.	2	1	1
GRAD RESEARCH ASSC I-CE	CIVIL ENG - P.I.	1		1
GRAD RESEARCH ASST I-MAT ENG	MAT'L SCIEN & ENG	1		1
GRAD RESEARCH ASST I-BIO	BIOLOGY - P.I.	3	2	2
ASBESTOS ABATEMENT_SPEC	PHYS PLANT-BLDG MAINT	2		2
ASST MGMT ASSC	ASSET MNGMENT & REC	1		
SENIOR GUARD	POLICE DEPARTMENT	3		
GRAD RESEARCH ASSC I-CSE	COMPUTER SCIENCE & ENG	1	1	1
GRAD RESEARCH ASST I-PSY	PSYCHOLOGY	2	1	1

Continued...

Job Group Analysis

Affirmative Action Plan 2006
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Job Group: A50 Technical Staff

Job Title	Department	Total	Female	Minority
RESEARCH ASSISTANT-PHYS	PHYSICS - P.I.	1		
DATA BASE SPECIALIST	OFFICE OF INT'L EDUC	1	1	1
STAGEHAND	HOUSING & UNIV CENTER	9	1	3
GRAD RESEARCH ASST II-BIO	Various	4		1
LAB COORD/SUPER	Various	2	1	
POLICE CADET	POLICE DEPARTMENT	6		3
COSTUME SPECIALIST	THEATRE ARTS	1	1	
COMPUTER USER SERV II	Various	7	3	4
BIOLOGICAL CURATOR	BIOLOGY	1		
PERSONAL COMP SPEC II	Various	11	2	4
PUB AFF SPEC I	PUBLIC AFFAIRS	1		1
TV & ELEC TECH CONT III	VIDEO SERVICES	1		
GRAD RESEARCH ASST I-GO	GEOLOGY - P.I.	1	1	1
SUPERVISOR II, COMPUTER	OFFICE OF INFO TECH	1	1	
ASTRO LAB SUPERVISOR	PHYSICS	1		
COMPUTER OPERATOR III	OFF OF INFO TECH	3	1	
POLICE OFFICER I	POLICE DEPARTMENT	4		2
SOFTWARE SYS	Various	3		1
PROGRAMMER ANALYST I	MECH & AERO ENG	1	1	
TUTOR-MUSIC	MUSIC	2	1	1
GRAD RESEARCH ASSOC I-CSE	COMPUTER SCIENCE & ENG	1		
GRAD RESEARCH ASSC II-MAN	MANAGEMENT - P.I.	1		
PROGRAMMER ANALYST III	CTR FOR DIST EDUCATION	1		
TECH STAFF ASST V	Various	3	1	1
COMM ASSISTANT	Various	2	1	
GRAD RESEARCH ASST I-PHYS	PHYSICS - P.I.	1		1
GRAD RESEARCH ASST I-CHEM	CHEMISTRY	3	1	3
GRAD RESEARCH ASSC II-ME	MECH & AERO ENG	1		1
GRAD RESEARCH ASST III-MAT ENG	MAT'L SCIEN.& ENG	1	1	1
AUD VIS EDUC SPEC II	DEAN-NURSING	1	1	
OFFSET PRESS OPR III	CAMPUS SUPPORT SERVICE	1		
GRAD RESEARCH ASST II-PHYS	Various	4	1	4
VIDEO NET TECH	ASSOCIATE PROVOST	1		1
GRAD RESEARCH ASSC I-GO	GEOLOGY - P.I.	1	1	

Continued...

Job Group Analysis

Affirmative Action Plan 2006
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Job Group: A50 Technical Staff

Job Title	Department	Total	Female	Minority
GRAD RESEARCH ASST II-CHEM	CHEMISTRY - P.I.	3	2	2
GRAD RESEARCH ASST III-CHEM	Various	3		2
POLICE OFFICER II	POLICE DEPARTMENT	7		4
RADIOLOGIC TECHNOLOGIST	UTA HEALTH SERVICES	1	1	
SOFTWARE SYS SPEC II	Various	12		6
PHOTOGRAPHY SUPERVISOR	UNIV PUBLICATIONS	1		
WAREHOUSE SUPERVISOR	ASSET MNGMENT & REC	1		
TUTOR-LING	LINGUISTICS & TESOL	3	3	1
GRAD RESEARCH ASST III-OR	VP RES-OFFICE OF RESCH	1		1
NETWK SUPPORT SPEC II	OFF OF INFO TECH	2		1
ENGINEERING TECHN III	Various	2		
GRAD RESEARCH ASSOC I-PHYS	PHYSICS - P.I.	1		
COMPUTER PROGRAMMER I	OFF OF INFO TECH	3	2	2
MEDICAL TECHNOLOGIST II	UTA HEALTH SERVICES	2	1	1
PERSONAL COMP SPEC III	OFFICE OF INFO TECH	2		
CI APPARATUS ENGR TECH	Various	3		1
LAN ADMINISTRATOR	MECH & AERO ENG	1		
POLICE OFFICER III	POLICE DEPARTMENT	5	1	
STAFF ACCOMPANIST	MUSIC	2	2	1
NETWK SUPPORT SPEC III	OFF OF INFO TECH	3		1
ANIMAL TECH III	RESEARCH COMPLIANCE	1		1
SERGEANT, UNIV POLICE	POLICE DEPARTMENT	3		3
SOFTWARE SYS SPEC III	Various	4		1
GRAD RESEARCH ASSC I-NUR	NURSING - P.I.	1	1	
PROGRAMMER ANALYST II	OFF OF INFO TECH	7	4	2
TECHNICAL MEDIA COOR	CTR FOR DIST EDUCATION	3		
SOFTWARE SYS SPECIALIST	Various	6	2	3
MAINTENANCE PLANNER	PHYS PLANT - UTILITIES	1		
PERSONAL COMP SPEC IV	OFFICE OF INFO TECH	1	1	1
SENIOR DETECTIVE	POLICE DEPARTMENT	1		
SYSTEMS ANALYST III	Various	3	2	2
GRAD RESEARCH ASSOC I-NUR	NURSING - P.I.	1	1	
SYSTEMS ANALYST I	OFF OF INFO TECH	3		
DATA INFRASTRUCTURE IV	OFF OF INFO TECH	1		
JEUTENANT, UNIVERSITY	POLICE DEPARTMENT	4	1	2

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A50 Technical Staff

Job Title	Department		Total	Female	Minority
INFO SEC ANALYST	OFF OF INFO TECH		2		
SYSTEM ANALYST IV	OFF OF INFO TECH		1	1	1
CAPTAIN	POLICE DEPARTMENT		2	1	
DATABASE ADMINISTRATOR	OFF OF INFO TECH		2	1	
Job Group Total			714	229	406
<i>% of Total</i>				<i>32.07</i>	<i>56.86</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A60 Skilled Craft

Job Title	Department	Total	Female	Minority
BINDERY EQUIPMENT OPR	CAMPUS SUPPORT SERVICE	2	1	2
PLUMBER 1	PHYS PLANT-BLDG MAINT	1		
AUTOMOTIVE MECHANIC I	PHYS PLANT-MOTOR POOL	1		
SAFETY TECHNICIAN	PHYS PLANT-BLDG MAINT	1		
UTILITIES STATION OPR	PHYS PLANT - UTILITIES	7		5
AIR CONDITIONING MECH	Various	14		1
PLUMBER II	PHYS PLANT-BLDG MAINT	1		
OFFSET PRESS OPR I	CAMPUS SUPPORT SERVICE	1		
CARPENTER II	Various	8		1
PLANT MAINTENANCE	PHYS PLANT - UTILITIES	1		1
ELECTRICIAN II	PHYS PLANT - UTILITIES	8		3
LOCKSMITH	POLICE DEPARTMENT	3		
PAINTER II	Various	4		2
MECH MAINT TECH	PHYS PLANT-BLDG MAINT	1		1
AUTOMOTIVE MECHANIC II	PHYSICAL PLANT-GEN SER	2		
PLUMBER III	Various	3		1
AIR CONDITIONING LEADER	PHYS PLANT - UTILITIES	1		
ASST PRINT SHOP SUPV	CAMPUS SUPPORT SERVICE	1	1	1
UTIL STATION OPR II	PHYS PLANT - UTILITIES	3		2
ELECTRICIAN LEADER	PHYS PLANT - UTILITIES	1		
CARPENTER LEADER	PHYS PLANT-BLDG MAINT	1		
PLUMBER LEADER	PHYS PLANT-BLDG MAINT	1		1
SUP, PRT GRPH SVCS	Various	2	1	1
AUTO MECHANIC LEADER	PHYSICAL PLANT-GEN SER	1		
SCI INSTRUMENT MAKER II	MECH & AERO ENG	1		
LOCKSMITH SUPERVISOR	POLICE DEPARTMENT	1		
PAINTER LEADER	PHYS PLANT-BLDG MAINT	1		
A C CONTROL OPERATOR	PHYS PLANT - UTILITIES	1		
SCI INSTR MAKER SUPV	Various	4		
PRINT SHOP SUPERVISOR	CAMPUS SUPPORT SERVICE	1		
AUTOMOTIVE SHOP SUPV	PHYSICAL PLANT-GEN SER	1		
PAINTER SUPERVISOR	PHYS PLANT-BLDG MAINT	1		
AIR CONDITIONING SUPV	PHYS PLANT - UTILITIES	1		

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A60 Skilled Craft

Job Title	Department		Total	Female	Minority
ELECTRICIAN SUPERVISOR	PHYS PLANT - UTILITIES		1		
PLUMBER SUPERVISOR	PHYS PLANT-BLDG MAINT		1		
CARPENTER SUPERVISOR	PHYS PLANT-BLDG MAINT		1		
UTILITIES OPER SUPV	PHYS PLANT - UTILITIES		1		
Job Group Total			85	3	22
<i>% of Total</i>				<i>3.53</i>	<i>25.88</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A70 Maintenance/Service

Job Title	Department	Total	Female	Minority
ASST GRDS MAINT SUP	PHYS PLANT - GROUNDS	2		
HELPER	Various	3	2	
RESIDENT ASSISTANT	Various	43	24	27
BUILDING ATTENDANT I	Various	77	36	72
HOUSEKEEPER I	PHYS PLANT - HOUSING	8	8	7
PARKING CONTROLLER	POLICE DEPARTMENT	1		
GROUNDSKEEPER I	Various	20		14
SALES ASSISTANT	OFFICE OF INFO TECH	1	1	
HOUSEKEEPER II	PHYS PLANT - HOUSING	1	1	
MAINTENANCE WORKER I	PHYS PLANT - UTILITIES	2		1
BUILDING ATTENDANT II	Various	17	5	16
ACTIVITY ASSISTANT I	Various	12	10	3
DRIVER II	Various	6	5	2
MAINTENANCE WORKER II	Various	16		1
WAREHOUSE WORKER II	Various	3	1	1
OCKER ROOM ATTENDANT	KINESIOLOGY	1		
GROUNDSKEEPER II	Various	6		6
EXHIBIT DESIGNER I	LIBRARY	1		
MAINTENANCE WORKER III	PHYS PLANT - UTILITIES	1		1
GUARD, UNIV POLICE	POLICE DEPARTMENT	15	6	9
POLICE COMM OPERATOR	POLICE DEPARTMENT	7	5	3
GROUNDSKEEPER III	PHYS PLANT - GROUNDS	2		2
GRAPH SGN MKR	PHYS PLANT-BLDG MAINT	2		
ASST BLDG ATTENDANT LDR	PHYS PLANT - CUSTODIAL	1	1	1
BUILDING ATTENDANT LDR	Various	3	1	3
GROUNDS MAINT LEADER	PHYS PLANT - GROUNDS	3		1
GAMES AREA SUPERVISOR	HOUSING & UNIV CENTER	1		
TRANSPORTATION SUPV	POLICE DEPARTMENT	1	1	1
WAREHOUSE WORKER III	ASSET MNGMENT & REC	1		
ACTIVITY ASST II	CAMPUS RECREATION	1	1	
CADD/DRAFT TECH IV	PHYSICAL PLANT-GEN SER	1		
SUPERVISOR LANG LAB	MODERN LANGUAGES	1		
BUILDING SERVICES SUPV	PHYS PLANT - CUSTODIAL	1	1	1
WATER TREATMENT TECH	PHYS PLANT - UTILITIES	1		1
AC PLAN ASST	PHYSICAL PLANT-GEN SER	1		

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Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A70 Maintenance/Service

Job Title	Department	Total	Female	Minority
POLICE COMM SUPV	POLICE DEPARTMENT	1		1
MAINTENANCE SUPERVISOR	PHYS PLANT - HOUSING	2		
GROUNDS MAINT SUPV	PHYS PLANT - GROUNDS	1		
OPERATIONS SUPERVISOR	PHYS PLANT - HOUSING	1	1	1
ASST EXEC HSKP	PHYS PLANT - CUSTODIAL	1		1
Job Group Total		269	110	176
<i>% of Total</i>			<i>40.89</i>	<i>65.43</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: A90 Student Workers Non Teaching

Job Title	Department		Total	Female	Minority
ST ASST-WORKSTUDY	Various		476	309	343
STUDENT ASSISTANT	Various		524	214	343
STUDENT ASSOCIATE	Various		72	32	23
ST ASSC-WORKSTUDY	Various		23	11	13
Job Group Total			1095	566	722
<i>% of Total</i>				<i>51.69</i>	<i>65.94</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: ART School of Architecture Tenure

Job Title	Department		Total	Female	Minority
ASSOCIATE PROFESSOR-ARCH	DEAN-ARCHITECTURE		8	1	
PROFESSOR-ARCH	DEAN-ARCHITECTURE		7		1
Job Group Total			15	1	1
<i>% of Total</i>				<i>6.67</i>	<i>6.67</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: ARX Architecture Non-Tenure

Job Title	Department		Total	Female	Minority
GRAD TEACHING ASST I-ARCH	DEAN-ARCHITECTURE		9	4	3
GRAD TEACHING ASSC I-ARCH	DEAN-ARCHITECTURE		5	4	1
LECTURER-ARCH	DEAN-ARCHITECTURE		19	3	3
VIS ASSOC PROFESSOR-ARCH	DEAN-ARCHITECTURE		3	1	
ASSISTANT PROFESSOR-ARCH	DEAN-ARCHITECTURE		5	2	1
VISITING ASSISTANT PROF-ARCH	DEAN-ARCHITECTURE		1		
INSTRUCTOR-ARCH	DEAN-ARCHITECTURE		1	1	
SPECIALIST-ARCH	DEAN-ARCHITECTURE		1		
Job Group Total			44	15	8
<i>% of Total</i>				<i>34.09</i>	<i>18.18</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: BST College of Business Tenure

Job Title	Department	Total	Female	Minority
ASSOCIATE PROFESSOR-ECO	ECONOMICS	3		
ASSOCIATE PROFESSOR-MAN	MANAGEMENT	3	1	1
ASSOCIATE PROFESSOR-ACT	ACCOUNTING	6	2	3
ASSOCIATE PROFESSOR-ISMS	INFO SYS & OPER.MGMNT.	5		2
ASSOCIATE PROFESSOR-MKT	MARKETING	1		
PROFESSOR-ISMS	INFO SYS & OPER.MGMNT.	3	1	2
ASSOCIATE PROFESSOR-FIN	FINANCE & REAL ESTATE	1		1
ASSOC PROFESSOR/CHAIR-ACT	ACCOUNTING	1		
PROFESSOR-FIN	FINANCE & REAL ESTATE	3	1	1
PROFESSOR-MAN	MANAGEMENT	4		2
ASSOC PROFESSOR/CHAIR-MAN	MANAGEMENT	1		
PROFESSOR & CHAIRPERSON-ISMS	INFO SYS & OPER.MGMNT.	1		
PROFESSOR-MKT	MARKETING	2		
PROFESSOR-ACT	ACCOUNTING	2		
PROFESSOR & CHAIRPERSON-MKT	MARKETING	1		
PROFESSOR & CHAIRPERSON-FIN	FINANCE & REAL ESTATE	1		
PROFESSOR-ECO	ECONOMICS	2		
Job Group Total		40	5	12
% of Total			12.50	30.00

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: BSX Business Non-Tenure

Job Title	Department	Total	Female	Minority
GRAD TEACHING ASST-ISMS	INFO SYS & OPER.MGMNT.	1	1	
GRAD TEACHING ASST I-ACT	ACCOUNTING	2	2	2
GRAD TEACHING ASST I-BUS	DEAN-BUSINESS	1	1	
GRAD TEACHING ASST I-ECO	ECONOMICS	6	2	5
GRAD TEACHING ASST I-ISMS	INFO SYS & OPER.MGMNT.	1		1
GRAD TEACHING ASST I-MAN	MANAGEMENT	1	1	1
GRAD TEACHING ASST I-MKT	MARKETING	1		1
GRAD TEACHING ASST II-ACT	ACCOUNTING	1	1	1
GRAD TEACHING ASST II-ECO	ECONOMICS	5	1	5
GRAD TEACHING ASST II-FIN	FINANCE & REAL ESTATE	1	1	
GRAD TEACHING ASST II-MAN	MANAGEMENT	1	1	1
GRAD TEACHING ASST II-MKT	MARKETING	5	2	5
GRAD TEACHING ASSC I-ACT	ACCOUNTING	4	3	4
GRAD TEACHING ASSC I-FIN	FINANCE & REAL ESTATE	5	2	4
GRAD TEACHING ASSC I-ISMS	INFO SYS & OPER.MGMNT.	9	2	6
GRAD TEACHING ASSC I-MKT	MARKETING	3	2	2
GRAD TEACHING ASSC I-MAN	MANAGEMENT	9	3	3
GRAD TEACHING ASSC II-ACT	ACCOUNTING	5		4
GRAD TEACHING ASSC II-FIN	FINANCE & REAL ESTATE	3	1	3
GRAD TEACHING ASSC III-FIN	FINANCE & REAL ESTATE	3	1	3
GRAD TEACHING ASSC III-ISMS	INFO SYS & OPER.MGMNT.	4		4
LECTURER-MKT	MARKETING	3		
LECTURER-ECO	ECONOMICS	6	2	
SENIOR LECTURER-MKT	MARKETING	3		
LECTURER-FIN	FINANCE & REAL ESTATE	7		
LECTURER-MAN	MANAGEMENT	11	4	2
LECTURER-ACT	ACCOUNTING	7	4	
SENIOR LECTURER-FIN	FINANCE & REAL ESTATE	2		
SENIOR LECTURER-MAN	MANAGEMENT	2	2	
VISITING ASSISTANT PROF-ECO	ECONOMICS	1	1	
SENIOR LECTURER-ECO	ECONOMICS	2	1	
SENIOR LECTURER-ISMS	INFO SYS & OPER.MGMNT.	5	3	1
VISITING ASSISTANT PROF-MKT	MARKETING	2		2
ADJ ASSISTANT PROFESSOR-FIN	FINANCE & REAL ESTATE	1		
ASSISTANT PROFESSOR-ECO	ECONOMICS	5	2	1

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: BSX Business Non-Tenure

Job Title	Department	Total	Female	Minority
ADJ ASSISTANT PROFESSOR-ACT	ACCOUNTING	2	2	
VISITING ASSISTANT PROF-MAN	MANAGEMENT	1	1	
ASSISTANT PROFESSOR-MAN	MANAGEMENT	5	3	1
ASSISTANT PROFESSOR-ISMS	INFO SYS & OPER.MGMNT.	6	2	2
ASSISTANT PROFESSOR-MKT	MARKETING	4		3
ASSISTANT PROFESSOR-FIN	FINANCE & REAL ESTATE	5	1	2
ASSISTANT PROFESSOR-ACT	ACCOUNTING	1		
Job Group Total		152	55	69
<i>% of Total</i>			<i>36.18</i>	<i>45.39</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: EDT School of Education Tenure

Job Title	Department		Total	Female	Minority
ASSOCIATE PROFESSOR-KIN	KINESIOLOGY		2	1	
ASSOCIATE PROFESSOR-ED	COLLEGE OF EDUCATION		5	3	
ASSOC PROFESSOR/CHAIR-ED	COLLEGE OF EDUCATION		1	1	
ASSOC PROF/ASSOC CHAIR-KIN	KINESIOLOGY		1	1	
PROFESSOR-ED	COLLEGE OF EDUCATION		1	1	
PROF & ASSOC CHAIR-ED	COLLEGE OF EDUCATION		1	1	
PROFESSOR & CHAIRPERSON-ED	COLLEGE OF EDUCATION		1		
Job Group Total			12	8	0
<i>% of Total</i>				<i>66.67</i>	<i>0.00</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: EDX Education Non-Tenure

Job Title	Department		Total	Female	Minority
LECTURER-KIN	KINESIOLOGY		9	4	2
ASST CLINICAL PROFESSOR-KIN	KINESIOLOGY		7	3	
GRAD TEACHING ASST-KIN	KINESIOLOGY		9	4	3
LECTURER-ED	COLLEGE OF EDUCATION		18	11	
ASST CLINICAL PROFESSOR-ED	COLLEGE OF EDUCATION		5	5	1
ADJ ASSISTANT PROFESSOR-KIN	KINESIOLOGY		1	1	
VISITING ASSISTANT PROF-KIN	KINESIOLOGY		1		
ASSISTANT PROFESSOR-KIN	KINESIOLOGY		6	5	
ASSISTANT PROFESSOR-ED	COLLEGE OF EDUCATION		15	10	4
VISITING ASSISTANT PROF-ED	COLLEGE OF EDUCATION		1	1	
SENIOR LECTURER-ED	COLLEGE OF EDUCATION		1		
Job Group Total			73	44	10
<i>% of Total</i>				<i>60.27</i>	<i>13.70</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: EGT College of Engineering Tenure

Job Title	Department	Total	Female	Minority
ASSOCIATE PROFESSOR-CE	CIVIL ENGINEERING	5		1
ASSOCIATE PROFESSOR-ME	MECH & AERO ENG	2		1
ASSOCIATE PROFESSOR-IE	INDUSTRIAL ENG	3	1	2
PROFESSOR-ME	MECH & AERO ENG	14		5
ASSOCIATE PROFESSOR-E ENG	ELECTRICAL ENGINEERING	6		4
ASSOC PROF/ASSOC CHAIR-IE	INDUSTRIAL ENG	1	1	
ASSOCIATE PROFESSOR-CSE	COMPUTER SCIENCE & ENG	3		1
PROFESSOR-E ENG	ELECTRICAL ENGINEERING	11		3
PROFESSOR-CE	CIVIL ENGINEERING	5		2
ASSOC PROF/ASSOC CHAIR-CSE	COMPUTER SCIENCE & ENG	1		
PROFESSOR-IE	INDUSTRIAL ENG	2		
ASSOCIATE PROFESSOR-B ENG	BIOMEDICAL ENGINEERING	1		1
ASSOCIATE PROFESSOR-MAT ENG	MAT'L SCIENCE & ENG.	1		1
ASSOC PROF/DIRECTOR-E ENG	ELECTRICAL ENGINEERING	1		
PROFESSOR-B ENG	BIOMEDICAL ENGINEERING	2	1	2
PROFESSOR-CSE	COMPUTER SCIENCE & ENG	8		5
PROF & ASSOC CHAIR-ME	MECH & AERO ENG	1		1
PROF & ASSOC CHAIR-E ENG	ELECTRICAL ENGINEERING	1		
PROFESSOR & DIRECTOR-E ENG	ELECTRICAL ENGINEERING	2	1	1
PROFESSOR & DIRECTOR-B ENG	BIOMEDICAL ENGINEERING	1		
PROFESSOR & CHAIRPERSON-E ENG	ELECTRICAL ENGINEERING	1		
PROFESSOR & CHAIRPERSON-IE	INDUSTRIAL ENG	1		
PROFESSOR & CHAIRPERSON-MAT ENG	MAT'L SCIENCE & ENG.	1		
PROFESSOR & CHAIRPERSON-CE	CIVIL ENGINEERING	1		1
PROFESSOR & CHAIRPERSON-CSE	COMPUTER SCIENCE & ENG	1	1	
PROFESSOR & CHAIRPERSON-ME	MECH & AERO ENG	1		
Job Group Total		77	5	31
<i>% of Total</i>			<i>6.49</i>	<i>40.26</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: EGX Engineering Non-Tenure

Job Title	Department	Total	Female	Minority
VISITING PROFESSOR-ARRI	ARRI - P.I.	1	1	1
GRAD TEACHING ASST I-IE	INDUSTRIAL ENG	4		4
GRAD TEACHING ASST II-IE	INDUSTRIAL ENG	6	1	6
GRAD TEACHING ASST I-B ENG	BIOMEDICAL ENGINEERING	9	4	7
GRAD TEACHING ASSC I-CSE	COMPUTER SCIENCE & ENG	7	1	5
GRAD TEACHING ASST I-CSE	COMPUTER SCIENCE & ENG	17	6	16
GRAD TEACHING ASST I-E ENG	ELECTRICAL ENGINEERING	17	4	17
GRAD TEACHING ASSC I-IE	INDUSTRIAL ENG	1	1	1
GRAD TEACHING ASST II-E ENG	ELECTRICAL ENGINEERING	12	1	12
GRAD TEACHING ASST II-CSE	COMPUTER SCIENCE & ENG	9	2	9
GRAD TEACHING ASST I-CE	CIVIL ENGINEERING	6	3	4
GRAD TEACHING ASSC II-IE	INDUSTRIAL ENG	6	2	6
GRAD TEACHING ASSC I-E ENG	ELECTRICAL ENGINEERING	8	2	5
GRAD TEACHING ASST II-CE	CIVIL ENGINEERING	5	2	5
GRAD TEACHING ASSC III-IE	INDUSTRIAL ENG	3		3
GRAD TEACHING ASSC I-MAT ENG	MAT'L SCIENCE & ENG.	8	1	7
ADJUNCT PROFESSOR-IE	INDUSTRIAL ENG	2		
GRAD TEACHING ASSC II-E ENG	ELECTRICAL ENGINEERING	15	1	15
GRAD TEACHING ASST I-ME	MECH & AERO ENG	22	4	17
LECTURER-E ENG	ELECTRICAL ENGINEERING	1		
GRAD TEACHING ASST II-ME	MECH & AERO ENG	2		2
GRAD TEACHING ASST III-CE	CIVIL ENGINEERING	7	3	6
GRAD TEACHING ASSC III-CSE	COMPUTER SCIENCE & ENG	13	2	11
GRAD TEACHING ASSC III-E ENG	ELECTRICAL ENGINEERING	7	3	6
GRAD TEACHING ASSC I-CE	CIVIL ENGINEERING	2		2
GRAD TEACHING ASSC II-MAT ENG	Various	5	2	3
GRAD TEACHING ASST III-ME	MECH & AERO ENG	5	2	3
GRAD TEACHING ASSC II-CSE	COMPUTER SCIENCE & ENG	18	5	17
ASST INSTRUCTOR-ME	MECH & AERO ENG	1		
GRAD TEACHING ASSC II-CE	CIVIL ENGINEERING	1		1
GRAD TEACHING ASSC I-ME	MECH & AERO ENG	6	2	4
VISITING ASSISTANT PROF-E ENG	ELECTRICAL ENG - P.I.	1		1
ASST INSTRUCTOR-CSE	COMPUTER SCIENCE & ENG	2		1
LECTURER-CSE	COMPUTER SCIENCE & ENG	6		
LECTURER-IE	INDUSTRIAL ENG	1		

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: EGX Engineering Non-Tenure

Job Title	Department	Total	Female	Minority
ADJ ASSISTANT PROFESSOR-E ENG	ELECTRICAL ENGINEERING	2		1
ADJUNCT PROFESSOR-E ENG	ELECTRICAL ENGINEERING	1		1
ADJ ASSOCIATE PROFESSOR-E ENG	ELECTRICAL ENGINEERING	3		1
LECTURER-CE	CIVIL ENGINEERING	4		1
LECTURER-ME	MECH & AERO ENG	5		2
SENIOR LECTURER-CE	CIVIL ENGINEERING	1		
SENIOR LECTURER-E ENG	ELECTRICAL ENGINEERING	4		
SENIOR LECTURER-ME	MECH & AERO ENG	3		2
SENIOR LECTURER-CSE	COMPUTER SCIENCE & ENG	7	2	1
SENIOR LECTURER-IE	INDUSTRIAL ENG	1	1	
ASSISTANT PROFESSOR-IE	INDUSTRIAL ENG	3	1	1
ASSISTANT PROFESSOR-ME	MECH & AERO ENG	6	1	3
ASSISTANT PROFESSOR-CE	CIVIL ENGINEERING	5	1	3
ASSISTANT PROFESSOR-MAT ENG	MAT'L SCIENCE & ENG.	4		4
ASSISTANT PROFESSOR- B ENG	BIOMEDICAL ENGINEERING	1		1
ASSISTANT PROFESSOR-B ENG	BIOMEDICAL ENGINEERING	4	1	2
ASSISTANT PROFESSOR-CSE	COMPUTER SCIENCE & ENG	10	1	8
ASSISTANT PROFESSOR-E ENG	ELECTRICAL ENGINEERING	9		6
ASSISTANT PROFESSOR--E ENG	ELECTRICAL ENGINEERING	1		1
Job Group Total		310	63	235
<i>% of Total</i>			20.32	75.81

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: LAT College of Liberal Arts Tenure

Job Title	Department	Total	Female	Minority
ASSOCIATE PROFESSOR-TA	THEATRE ARTS	3		1
ASSOCIATE PROFESSOR-ART	ART	10	4	2
ASSOCIATE PROFESSOR-MUSIC	MUSIC	9	3	2
ASSOCIATE PROFESSOR-ENGL	ENGLISH	4	3	
ASSOCIATE PROFESSOR-HIST	HISTORY	11	3	1
ASSOCIATE PROFESSOR-POLSC	POLITICAL SCIENCE	6	3	2
ASSOCIATE PROFESSOR-PHIL	PHILOSOPHY	5		
ASSOCIATE PROFESSOR-MOD LANG	MODERN LANGUAGES	5	4	1
ASSOC PROFESSOR/CHAIR-PHIL	PHILOSOPHY	1		
ASSOCIATE PROFESSOR-SOC	SOCIOLOGY	2	2	
ASSOCIATE PROFESSOR-CRIM	CRIMINOLOGY	2		1
PROFESSOR-MUSIC	MUSIC	2	1	1
ASSOC PROFESSOR/CHAIR-LING	LINGUISTICS & TESOL	1		
ASSOCIATE PROFESSOR-LING	LINGUISTICS & TESOL	1		
PROFESSOR-HIST	HISTORY	8		1
PROFESSOR-POLSC	POLITICAL SCIENCE	5	1	1
PROFESSOR-TA	THEATRE ARTS	1		
ASSOC PROFESSOR/CHAIR-MOD LANG	MODERN LANGUAGES	1		
PROFESSOR-ART	ART	3	1	
PROFESSOR-ENGL	ENGLISH	3	1	
PROFESSOR & CHAIRPERSON-HIST	HISTORY	1		
ASSOCIATE PROFESSOR-COMM	COMMUNICATION	1		
PROFESSOR-SOC	SOCIOLOGY	5		
ASSOCIATE PROFESSOR-CMAS	CMAS	1		1
ASSOC PROFESSOR/CHAIR-COMM	COMMUNICATION	1	1	
PROFESSOR-COMM	COMMUNICATION	1		1
ASSOC PROF & ACT CHAIR-CRIM	CRIMINOLOGY	1		1
PROFESSOR & CHAIRPERSON-ENGL	ENGLISH	1	1	
PROFESSOR & DIRECTOR-TA	THEATRE ARTS	1		
PROFESSOR & CHAIRPERSON-SOC	SOCIOLOGY	1		
PROFESSOR-LING	LINGUISTICS & TESOL	1		
PROFESSOR & CHAIRPERSON-ART	ART	1		
PROFESSOR & CHAIRPERSON-POLSC	POLITICAL SCIENCE	1		
PROFESSOR & CHAIRPERSON-MUSIC	MUSIC	1		

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: LAT College of Liberal Arts Tenure

		Job Group Total <i>% of Total</i>	101	28 27.72	16 15.84
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Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: LAX Liberal Arts Non-Tenure

Job Title	Department	Total	Female	Minority
ADJUNCT PROF EMERITUS- MOD LANG	MODERN LANGUAGES	1		
GRAD TEACHING ASST I-HIST	HISTORY	6	3	
GRAD TEACHING ASST II-HIST	HISTORY	4	4	
GRAD TEACHING ASST I-MUSIC	MUSIC	1		
ADJ ASSISTANT PROFESSOR-ART	ART	13	6	2
GRAD TEACHING ASSC I-MUSIC	MUSIC	3	1	2
GRAD TEACHING ASST I-MOD LANG	MODERN LANGUAGES	2	1	1
GRAD TEACHING ASST I-COMM	COMMUNICATION	4	4	
GRAD TEACHING ASST I-SOC	SOCIOLOGY	6	4	1
GRAD TEACHING ASST II-LING	Various	3	2	3
GRAD TEACHING ASST I-PHIL	PHILOSOPHY	1		
LECTURER-PHIL	PHILOSOPHY	2		
GRAD TEACHING ASST II-MOD LANG	MODERN LANGUAGES	2	1	2
GRAD TEACHING ASSC I-LING	LINGUISTICS & TESOL	1	1	
SPECIALIST-ENGL	ENGLISH	1	1	
GRAD TEACHING ASSC I-HIST	HISTORY	8	2	
GRAD TEACHING ASSC II-LING	LINGUISTICS & TESOL	2	2	
GRAD TEACHING ASSC II-HIST	HISTORY	2	1	
GRAD TEACHING ASST I-ENGL	ENGLISH	8	7	1
LECTURER-ENGL	ENGLISH	22	14	2
VISITING ASSISTANT PROF-ART	ART	3	1	
LECTURER-CRIM	CRIMINOLOGY	16	9	9
LECTURER-COMM	COMMUNICATION	19	12	
LECTURER-MOD LANG	MODERN LANGUAGES	26	20	6
LECTURER-MUSIC	MUSIC	17	5	1
LECTURER-SOC	SOCIOLOGY	5	4	2
GRAD TEACHING ASST II-ENGL	ENGLISH	17	8	3
ADJ ASSISTANT PROFESSOR-SOC	Various	4	2	
SENIOR LECTURER-ART	ART	8	2	
LECTURER-POLSC	POLITICAL SCIENCE	2		
GRAD TEACHING ASST III-ENGL	ENGLISH	6	3	2
ADJ ASSISTANT PROFESSOR-MUSIC	MUSIC	1		
ADJUNCT PROF EMERITUS-HIST	HISTORY	1		
LECTURER-HIST	HISTORY	5	5	
SENIOR LECTURER-MUSIC	MUSIC	1		1

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: LAX Liberal Arts Non-Tenure

Job Title	Department	Total	Female	Minority
SPECIALIST-MUSIC	MUSIC	2	2	
SPECIALIST-LING	LINGUISTICS & TESOL	25	22	2
SENIOR LECTURER-ENGL	ENGLISH	8	6	
ASSISTANT PROFESSOR-MOD LANG	MODERN LANGUAGES	8	7	4
GRAD TEACHING ASSC I-ENGL	ENGLISH	1	1	
VISITING ASSISTANT PROF-MUSIC	MUSIC	3		
LECTURER-TA	THEATRE ARTS	2	1	
INSTRUCTOR-MOD LANG	MODERN LANGUAGES	3	3	1
ADJUNCT PROFESSOR-POLSC	POLITICAL SCIENCE	1		
SPECIALIST-TA	THEATRE ARTS	2	1	
SENIOR LECTURER-CRIM	CRIMINOLOGY	1	1	1
VISITING ASSISTANT PROF-TA	THEATRE ARTS	1	1	
VISITING ASSISTANT PROF-SOC	SOCIOLOGY	2	1	
ASSISTANT PROFESSOR-ART	ART	5	3	1
ASSISTANT PROFESSOR-SOC	Various	6	3	1
ASSISTANT PROFESSOR-MUSIC	MUSIC	8	3	3
ASSISTANT PROFESSOR-TA	THEATRE ARTS	1		
ADJ ASSOCIATE PROFESSOR-POLSC	POLITICAL SCIENCE	1		
ASSISTANT PROFESSOR-ENGL	ENGLISH	9	5	1
ASSISTANT PROFESSOR-LING	LINGUISTICS & TESOL	3	2	1
SPECIALIST-COMM	COMMUNICATION	2		
VISITING ASSISTANT PROF-ENGL	ENGLISH	1		
ASSISTANT PROFESSOR-POLSC	POLITICAL SCIENCE	1		
ASSISTANT PROFESSOR-PHIL	PHILOSOPHY	1	1	
ASSISTANT PROFESSOR-HIST	HISTORY	2	1	1
ASSISTANT PROFESSOR-CRIM	CRIMINOLOGY	3	2	
VISITING ASSISTANT PROF-COMM	COMMUNICATION	3	3	1
ASSISTANT PROFESSOR-COMM	COMMUNICATION	8	5	2
ADJ ASSOCIATE PROFESSOR-MUSIC	MUSIC	2		
ADJUNCT PROFESSOR-MUSIC	MUSIC	1		
ADJUNCT PROFESSOR-COMM	COMMUNICATION	1	1	
Job Group Total		340	200	57
<i>% of Total</i>			<i>58.82</i>	<i>16.76</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: NRT School of Nursing Tenure

Job Title	Department		Total	Female	Minority
ASC. CLINICAL PROFESSOR-NUR	DEAN-NURSING		4	4	
ASSOCIATE PROFESSOR-NUR	DEAN-NURSING		6	6	
Job Group Total			10	10	0
<i>% of Total</i>				<i>100.00</i>	<i>0.00</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: NRX Nursing Non-Tenure

Job Title	Department		Total	Female	Minority
GRAD TEACHING ASST I-NUR	DEAN-NURSING		2	2	1
GRAD TEACHING ASST II-NUR	DEAN-NURSING		1	1	
GRAD TEACHING ASSC I-NUR	DEAN-NURSING		1	1	
CLINICAL INSTRUCTOR-NUR	DEAN-NURSING		58	53	6
ASST CLINICAL PROFESSOR-NUR	DEAN-NURSING		13	13	3
VISITING PROFESSOR-NUR	DEAN-NURSING		1		
ASSISTANT PROFESSOR-NUR	DEAN-NURSING		3	3	
ADJ ASSOCIATE PROFESSOR-NUR	DEAN-NURSING		1	1	
Job Group Total			80	74	10
<i>% of Total</i>				<i>92.50</i>	<i>12.50</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: SCT College of Science Tenure

Job Title	Department		Total	Female	Minority
ASSOCIATE PROFESSOR-PSY	PSYCHOLOGY		3	2	
PROFESSOR-PSY	PSYCHOLOGY		6	1	
ASSOCIATE PROFESSOR-BIO	BIOLOGY		3	1	1
ASSOCIATE PROFESSOR-MATH	MATHEMATICS		11	4	3
PROFESSOR-MATH	MATHEMATICS		9		6
ASSOCIATE PROFESSOR-PHYS	PHYSICS		5		3
PROFESSOR-GO	GEOLOGY		5		
PROFESSOR-PHYS	PHYSICS		10		3
ASSOCIATE PROFESSOR-GO	GEOLOGY		1	1	
PROFESSOR-BIO	BIOLOGY		7		
PROF & ASSOC CHAIR-BIO	BIOLOGY		1		
ASSOCIATE PROFESSOR-CHEM	CHEMISTRY		2		
ASSOC PROF/ASSOC CHAIR-PSY	PSYCHOLOGY		1		
ASSOC PROF/ASSOC CHAIR-MATH	MATHEMATICS		1		
PROFESSOR-CHEM	CHEMISTRY		5		1
PROFESSOR & ACTNG CHAIR-CHEM	CHEMISTRY		1		
PROF & ASSOC CHAIR-CHEM	CHEMISTRY		1		
PROFESSOR & CHAIRPERSON-GO	GEOLOGY		1		
PROFESSOR & CHAIRPERSON-BIO	BIOLOGY		1		
PROFESSOR & CHAIRPERSON-PHYS	PHYSICS		1		
PROFESSOR & CHAIRPERSON-MATH	MATHEMATICS		1		1
Job Group Total			76	9	18
<i>% of Total</i>				<i>11.84</i>	<i>23.68</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: SCX Science Non-Tenure

Job Title	Department	Total	Female	Minority
RESEARCHER	MATH - P.I.	1		1
LECTURER-BIO	BIOLOGY	10	5	3
GRAD TEACHING ASST I-BIO	BIOLOGY	5	3	1
GRAD TEACHING ASST I-PSY	PSYCHOLOGY	20	13	4
GRAD TEACHING ASST II-BIO	BIOLOGY	9	7	4
VISITING PROFESSOR-CHEM	VP RES-OFFICE OF RESCH	1		1
GRAD TEACHING ASST I-GO	GEOLOGY	3	2	1
GRAD TEACHING ASST II-GO	GEOLOGY	2		
GRAD TEACHING ASSC I-PSY	PSYCHOLOGY	9	6	2
GRAD TEACHING ASSC I-BIO	BIOLOGY	8	3	2
GRAD TEACHING ASST I-MATH	MATHEMATICS	17	5	8
LECTURER-SCI	DEAN-SCIENCE	3	1	
LECTURER-PHYS	PHYSICS	4	1	2
GRAD TEACHING ASST I-PHYS	PHYSICS	7		6
GRAD TEACHING ASST I-CHEM	CHEMISTRY	11	3	9
GRAD TEACHING ASSC II-BIO	BIOLOGY	14	7	3
GRAD TEACHING ASSC II-ES	ENVIRONMENTAL SCIENCE	1	1	1
SPECIALIST-GO	GEOLOGY	1		
GRAD TEACHING ASST II-PHYS	PHYSICS	7	1	4
GRAD TEACHING ASSC I-GO	GEOLOGY	2		1
GRAD TEACHING ASST II-CHEM	Various	16	4	15
GRAD TEACHING ASST II-ES	ENVIRONMENTAL SCIENCE	1		1
LECTURER-ES	ENVIRONMENTAL SCIENCE	1		
LECTURER-PSY	PSYCHOLOGY	5	3	
LECTURER-CHEM	CHEMISTRY	4	2	2
LECTURER-MATH	MATHEMATICS	23	13	3
GRAD TEACHING ASSC I-PHYS	PHYSICS	5	1	4
GRAD TEACHING ASSC II-PHYS	PHYSICS	1		
GRAD TEACHING ASSC I-MATH	MATHEMATICS	14	5	9
GRAD TEACHING ASSC III-PHYS	PHYSICS	2	1	
GRAD TEACHING ASSC II-MATH	MATHEMATICS	1		
ADJ ASSISTANT PROFESSOR-GO	GEOLOGY	1		
ADJUNCT PROFESSOR-GO	GEOLOGY	2		
SENIOR LECTURER-CHEM	CHEMISTRY	1		
ASSISTANT PROFESSOR-BIO	BIOLOGY	12	5	1

Continued...

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: SCX Science Non-Tenure

Job Title	Department		Total	Female	Minority
ASSISTANT PROFESSOR-MATH	MATHEMATICS		2		1
ASSISTANT PROFESSOR-PSY	PSYCHOLOGY		7	2	1
ASSISTANT PROFESSOR-PHYS	PHYSICS		3	1	2
ASSISTANT PROFESSOR-CHEM	CHEMISTRY		4		3
Job Group Total			240	95	95
<i>% of Total</i>				<i>39.58</i>	<i>39.58</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: SWT School of Social Work Tenure

Job Title	Department		Total	Female	Minority
PROFESSOR-SW	DEAN-SOCIAL WORK		13	4	1
ASSOCIATE PROFESSOR-SW	DEAN-SOCIAL WORK		5	3	2
Job Group Total			18	7	3
<i>% of Total</i>				<i>38.89</i>	<i>16.67</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: SWX Social work Non-Tenure

Job Title	Department		Total	Female	Minority
GRAD TEACHING ASST I-SW	DEAN-SOCIAL WORK		8	5	5
SPECIALIST-SW	DEAN-SOCIAL WORK		7	7	1
ADJ ASSISTANT PROFESSOR-SW	DEAN-SOCIAL WORK		28	20	4
ASSISTANT PROFESSOR-SW	DEAN-SOCIAL WORK		6	4	2
VISITING ASSISTANT PROF-SW	DEAN-SOCIAL WORK		1	1	
ADJUNCT PROFESSOR-SW	DEAN-SOCIAL WORK		1	1	
Job Group Total			51	38	12
<i>% of Total</i>				<i>74.51</i>	<i>23.53</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: UPT Urban/Public Affairs Tenure

Job Title	Department		Total	Female	Minority
ASSOCIATE PROFESSOR-UPA	DEAN-URBAN & PUBLIC AF		4	3	2
PROFESSOR-UPA	DEAN-URBAN & PUBLIC AF		4		
Job Group Total			8	3	2
<i>% of Total</i>				<i>37.50</i>	<i>25.00</i>

Job Group Analysis

Affirmative Action Plan 2006
11/17/2006

Job Group: UPX Urban/Pub Affairs Non-Tenure

Job Title	Department	Total	Female	Minority
ADJ ASSISTANT PROFESSOR-UPA	DEAN-URBAN & PUBLIC AF	6	3	2
GRAD TEACHING ASSC III-UPA	DEAN-URBAN & PUBLIC AF	1		1
LECTURER-UPA	DEAN-URBAN & PUBLIC AF	1		
ADJUNCT PROFESSOR-UPA	DEAN-URBAN & PUBLIC AF	1		
LECTURER-INTD	INTS-INTERDISC STUDIES	3	1	
ASSISTANT PROFESSOR-UPA	DEAN-URBAN & PUBLIC AF	7	3	3
ASSISTANT PROFESSOR-INTD	INTS-INTERDISC STUDIES	1		
VISITING PROFESSOR-UPA	DEAN-URBAN & PUBLIC AF	1		
Job Group Total		21	7	6
<i>% of Total</i>			<i>33.33</i>	<i>28.57</i>
Facility Total		5199	2515	2285
<i>% of Total</i>			<i>48.37</i>	<i>43.95</i>

Factor Components

Affirmative Action Plan 2006 11/17/2006

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: A10 Administrative Executive		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ADMIN MANAGER <i>080 - Accountants and Auditors</i>	1.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
ASC DR EV H & S <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
ASC VP STUDNT ENROLLMNT <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASO DIR RS <i>462 - Recreation and Fitness Workers</i>	1.00	262390	167990 64.02%	60355 23.00%	28155 10.73%	19290 7.35%	6730 2.56%	3225 1.23%
ASSC DIR STUDENT ACT <i>043 - Managers, All Other</i>	3.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
ASSC REGISTRAR <i>043 - Managers, All Other</i>	3.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
ASSC VP AND DEAN <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASSC VP EMPLOYEE SERV <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASSC VP OUTREACH SERVIC <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASSISTANT DEAN <i>001 - Chief Executives</i>	7.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASSISTANT PROVOST <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSO DR FA <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC DIR COUN & CAREER <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC DIR FAC MGMT <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC DIR LIBRARIES <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC DIR OF ATHLETICS <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC DIRECTOR ADM SVC <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC VICE PRES-RESRCH <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASSOCIATE DEAN <i>001 - Chief Executives</i>	16.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASSOCIATE DIRECTOR <i>001 - Chief Executives</i>	8.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASSOCIATE PROVOST <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
ASST CHIEF UNIV POLICE <i>371 - Frst-Line Spvrs/Mgrs of Police & Dective</i>	1.00	104315	13365 12.81%	18765 17.99%	9950 9.54%	5965 5.72%	940 0.90%	1370 1.31%
ASST DEAN/DIRECTOR <i>023 - Education Administrators</i>	3.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
ASST DIR ADMISSIONS SVC <i>043 - Managers, All Other</i>	3.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
ASST DIR BUD/FIN <i>080 - Accountants and Auditors</i>	1.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
ASST DIR ENVIRO <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
ASST DIR FAC MGMT <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
ASST DIR MGMT SERVICES <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
ASST DIR STUD PUB <i>283 - Editors</i>	1.00	182230	100235 55.00%	24395 13.39%	7945 4.36%	7695 4.22%	6170 3.39%	1200 0.66%
ASST DIR TESTING SERV <i>071 - Management Analysts</i>	1.00	556100	214750 38.62%	91170 16.39%	32710 5.88%	19945 3.59%	31030 5.58%	3090 0.56%
ASST SPORTS INFO DIR <i>281 - News Analysts/Reporters/Correspondents</i>	2.00	93160	44495 47.76%	16585 17.80%	5845 6.27%	5400 5.80%	3540 3.80%	825 0.89%
ASST TO THE DEAN <i>023 - Education Administrators</i>	5.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASST VICE PRESIDENT <i>080 - Accountants and Auditors</i>	11.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
ASST VP COMP INFO TECH <i>110 - Network/ Computer Systems Administration</i>	1.00	199585	46540 23.32%	41565 20.83%	13420 6.72%	10285 5.15%	14305 7.17%	1435 0.72%
ASST VP HR MGT & DEV <i>013 - Human Resources Managers</i>	1.00	451210	250050 55.42%	112165 24.86%	47315 10.49%	42230 9.36%	15470 3.43%	3620 0.80%
AST ATHLETIC TRAINER <i>321 - Recreational Therapists</i>	2.00	17125	13035 76.12%	3385 19.77%	2000 11.68%	825 4.82%	360 2.10%	95 0.55%
AST DR BUS <i>080 - Accountants and Auditors</i>	1.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
AST DR SHS <i>080 - Accountants and Auditors</i>	1.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
AST VP MGMT & DIR HSG <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
ATH DEVELOPMENT DIR <i>321 - Recreational Therapists</i>	1.00	17125	13035 76.12%	3385 19.77%	2000 11.68%	825 4.82%	360 2.10%	95 0.55%
ATTY STDNT <i>210 - Lawyers</i>	1.00	871115	249805 28.68%	94495 10.85%	34610 3.97%	28630 3.29%	22320 2.56%	4190 0.48%
AUDIT MANAGER <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
AUDITORIUM DIRECTOR <i>050 - Agnts/Bus Mgrs Artists/Performers/Athlet</i>	1.00	37585	17094 45.48%	7499 19.95%	2935 7.81%	2490 6.62%	1349 3.59%	315 0.84%
BASEBALL COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	194120	62065 31.97%	34990 18.02%	14770 7.61%	11125 5.73%	5790 2.98%	1595 0.82%
BASKETBALL COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	3.00	194120	62065 31.97%	34990 18.02%	14770 7.61%	11125 5.73%	5790 2.98%	1595 0.82%
CAREER SERV COORDINATOR <i>200 - Counselors</i>	1.00	572195	379765 66.37%	176725 30.89%	104670 18.29%	44780 7.83%	13215 2.31%	8595 1.50%
CHIEF <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
CONTRACT & GRANTS ADMIN <i>080 - Accountants and Auditors</i>	2.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
COORD CAMPUS PLANNING <i>136 - Civil Engineers</i>	1.00	273650	27755 10.14%	50410 18.42%	9785 3.58%	11820 4.32%	24480 8.95%	1870 0.68%
COORD EQUAL OPPOR <i>071 - Management Analysts</i>	1.00	556100	214750 38.62%	91170 16.39%	32710 5.88%	19945 3.59%	31030 5.58%	3090 0.56%
COORD UNDGRAD STUDIES <i>071 - Management Analysts</i>	1.00	556100	214750 38.62%	91170 16.39%	32710 5.88%	19945 3.59%	31030 5.58%	3090 0.56%
COORDINATOR <i>071 - Management Analysts</i>	17.00	556100	214750 38.62%	91170 16.39%	32710 5.88%	19945 3.59%	31030 5.58%	3090 0.56%
DEAN <i>001 - Chief Executives</i>	10.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
DEAN/VICE PROVOST <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
DIR ASSET MANAGEMENT <i>680 - Derrick/Drill/Srv Unit Ops/Oil Gas Mning</i>	1.00	15545	203 1.31%	3766 24.23%	764 4.91%	2609 16.78%	23 0.15%	325 2.09%
DIR ATHLETICS <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR AUTOMATION ROBOTICS <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR CENT MEX AMERICAN <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR CONT EDUCATION <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR DISTANCE EDUCATION <i>010 - Administrative Services Managers</i>	2.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR E O C <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR ENGRINEERING T V <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIR EQ OP & AFF ACT <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR FAC MGMT <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR GOV & COM RELATIONS <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIR INFO & TECH <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIR INTERNAL AUDIT <i>080 - Accountants and Auditors</i>	1.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
DIR MRK & COMMUNICATION <i>005 - Marketing and Sales Managers</i>	1.00	1081440	462655 42.78%	152935 14.14%	47975 4.44%	52745 4.88%	39965 3.70%	5390 0.50%
DIR MTL HL <i>326 - Hlth Diagnosing/Treating Pract All Other</i>	1.00	10045	5970 59.43%	3695 36.78%	270 2.69%	430 4.28%	2725 27.13%	160 1.59%
DIR PAYROLL SERV <i>080 - Accountants and Auditors</i>	1.00	1762730	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
DIR PRINTING/MAIL SERV <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
DIR PUBLIC AFFAIRS <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIR RECREATIONSPORTS <i>462 - Recreation and Fitness Workers</i>	1.00	262390	167990 64.02%	60355 23.00%	28155 10.73%	19290 7.35%	6730 2.56%	3225 1.23%
DIR SPEC PROJ <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR STUDNT SUPPORT SVCS <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR SUPA COMMUNICATIONS <i>100 - Computer Scientists and Systems Analysts</i>	1.00	694320	230705 33.23%	172525 24.85%	54455 7.84%	32595 4.69%	74005 10.66%	4580 0.66%
DIR TELCOM <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIR TR/SV <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIR UBP <i>010 - Administrative Services Managers</i>	1.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%
DIR UNIV VIDEO SERVICES <i>292 - TV/Video/Motion Pict Camera Ops/Editors</i>	1.00	31235	5890 18.86%	6525 20.89%	2080 6.66%	2475 7.92%	1285 4.11%	350 1.12%
DIRECTOR <i>001 - Chief Executives</i>	53.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
DIRECTOR ADMISSIONS SVS <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIRECTOR ALUNMI <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIRECTOR GRADUATE SRVS <i>023 - Education Administrators</i>	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
DIRECTOR PUBLICATIONS <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
DIRECTOR REGISTRATION <i>023 - Education Administrators</i>	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
DR FIN AID <i>023 - Education Administrators</i>	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
DR STU O/G <i>023 - Education Administrators</i>	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
DR STU PUB <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
EXEC ASSOC TO PRESIDENT <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	1721230	1163865 67.62%	399085 23.19%	178840 10.39%	142285 8.27%	49615 2.88%	15335 0.89%
EXEC ASST <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	7.00	1721230	1163865 67.62%	399085 23.19%	178840 10.39%	142285 8.27%	49615 2.88%	15335 0.89%
EXEC ASST TO PROVOST <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	1721230	1163865 67.62%	399085 23.19%	178840 10.39%	142285 8.27%	49615 2.88%	15335 0.89%
EXEC ASST TO THE DEAN <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	2.00	1721230	1163865 67.62%	399085 23.19%	178840 10.39%	142285 8.27%	49615 2.88%	15335 0.89%
EXEC ASST TO V P DEVEL <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	1721230	1163865 67.62%	399085 23.19%	178840 10.39%	142285 8.27%	49615 2.88%	15335 0.89%
EXECUTIVE DIRECTOR <i>010 - Administrative Services Managers</i>	6.00	93840	37840 40.32%	16930 18.04%	7295 7.77%	5440 5.80%	2600 2.77%	845 0.90%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
GOLF COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	194120	62065 31.97%	34990 18.02%	14770 7.61%	11125 5.73%	5790 2.98%	1595 0.82%
HEAD ATHLETIC TRAINER <i>316 - Physical Therapists</i>	2.00	134950	94975 70.38%	21260 15.75%	4795 3.55%	5200 3.85%	9940 7.37%	425 0.31%
HUMAN RESOURCES ADMIN <i>536 - HR Assts, Except Payroll and Timekeeping</i>	1.00	55495	45000 81.09%	19270 34.72%	10280 18.52%	5710 10.29%	2050 3.69%	685 1.23%
INTERIM VP <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
MANAGER <i>043 - Managers, All Other</i>	11.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
POST DOC FELLOW <i>176 - Physical Scientists, All Other</i>	28.00	151440	52145 34.43%	48000 31.70%	4635 3.06%	5810 3.84%	35730 23.59%	520 0.34%
POST DOC RESEARCH ASSOC <i>153 - Misc Eng Includ Agricultural and Biomed</i>	8.00	326490	33934 10.39%	68639 21.02%	12684 3.88%	12385 3.79%	39170 12.00%	1495 0.46%
PRESIDENT <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
PROG CORD <i>071 - Management Analysts</i>	4.00	556100	214750 38.62%	91170 16.39%	32710 5.88%	19945 3.59%	31030 5.58%	3090 0.56%
PROGRAM MANAGER <i>146 - Mechanical Engineers</i>	1.00	277075	18144 6.55%	44009 15.88%	9905 3.57%	9230 3.33%	21749 7.85%	1285 0.46%
PROV & VP ACADEMIC AFF <i>001 - Chief Executives</i>	1.00	1126480	212100 18.83%	118330 10.50%	26705 2.37%	34700 3.08%	44965 3.99%	6170 0.55%
REG DIRECTOR T M A C <i>043 - Managers, All Other</i>	1.00	1965275	686465 34.93%	348205 17.72%	123670 6.29%	111355 5.67%	81730 4.16%	15815 0.80%
SOFTBALL COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	194120	62065 31.97%	34990 18.02%	14770 7.61%	11125 5.73%	5790 2.98%	1595 0.82%
SPECIAL ASSISTANT <i>101 - Computer Programmers</i>	7.00	663445	182575 27.52%	160125 24.14%	36020 5.43%	26690 4.02%	87385 13.17%	3425 0.52%
SPORTS INFOR DIRECTOR <i>283 - Editors</i>	1.00	182230	100235 55.00%	24395 13.39%	7945 4.36%	7695 4.22%	6170 3.39%	1200 0.66%
SR. TECHNICAL DIRECTOR <i>100 - Computer Scientists and Systems Analysts</i>	1.00	694320	230705 33.23%	172525 24.85%	54455 7.84%	32595 4.69%	74005 10.66%	4580 0.66%
TEMP <i>570 - Secretaries and Administrative Assts</i>	2.00	3858935	3722705 96.47%	762740 19.77%	329615 8.54%	287120 7.44%	85180 2.21%	35200 0.91%
TENNIS COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	194120	62065 31.97%	34990 18.02%	14770 7.61%	11125 5.73%	5790 2.98%	1595 0.82%
TRACK COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	194120	62065 31.97%	34990 18.02%	14770 7.61%	11125 5.73%	5790 2.98%	1595 0.82%
TRAINING COORD CONT ED <i>073 - Other Business Operations Specialists</i>	2.00	233410	132025 56.56%	70065 30.02%	29830 12.78%	23365 10.01%	12450 5.33%	2425 1.04%
V P DEVELOPMENT <i>012 - Financial Managers</i>	1.00	957090	507420 53.02%	166505 17.40%	59950 6.26%	53775 5.62%	41575 4.34%	5055 0.53%
VICE PRESIDENT <i>002 - General and Operations Managers</i>	1.00	910520	239200 26.27%	132780 14.58%	42445 4.66%	48070 5.28%	29840 3.28%	6780 0.74%
VOLLEYBALL COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	1.00	194120	62065 31.97%	34990 18.02%	14770 7.61%	11125 5.73%	5790 2.98%	1595 0.82%
VP BUS AFF. & CONT. <i>012 - Financial Managers</i>	1.00	957090	507420 53.02%	166505 17.40%	59950 6.26%	53775 5.62%	41575 4.34%	5055 0.53%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
VP FIN & CAMPUS OPS <i>012 - Financial Managers</i>	1.00	957090	507420 53.02%	166505 17.40%	59950 6.26%	53775 5.62%	41575 4.34%	5055 0.53%
VP FOR STUDENT AFFAIRS <i>002 - General and Operations Managers</i>	1.00	910520	239200 26.27%	132780 14.58%	42445 4.66%	48070 5.28%	29840 3.28%	6780 0.74%
VP OIT <i>011 - Computer/Information Systems Manager</i>	1.00	323260	96120 29.73%	51270 15.86%	17030 5.27%	11800 3.65%	18305 5.66%	1885 0.58%
<i>Total Weight:</i>	325.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: A30 Professional		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ACADEMIC ADVISOR <i>200 - Counselors</i>	16.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
ACADEMIC ADVISOR II <i>200 - Counselors</i>	12.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
ACADEMIC ADVISOR III <i>200 - Counselors</i>	3.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
ACCOUNTANT I <i>080 - Accountants and Auditors</i>	4.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
ACCOUNTANT II <i>080 - Accountants and Auditors</i>	1.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
ACCOUNTANT III <i>080 - Accountants and Auditors</i>	11.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
ACCOUNTS RECEIVABLE SPV <i>500 - First-Line Spvs/Mgrs Off/Admin Sppt Wkrs</i>	1.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
ADM COUN II <i>200 - Counselors</i>	9.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
ADM COUNSELOR I <i>200 - Counselors</i>	5.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
APARTMENT MANAGER <i>432 - First-Line Spvs/Mgrs Personal Srv Worker</i>	3.00	740	488 65.95%	227 30.68%	54 7.30%	84 11.35%	75 10.14%	10 1.35%
ARCHITECT <i>240 - Archivists/Curators/Museum Technicians</i>	1.00	200	127 63.50%	42 21.00%	30 15.00%	8 4.00%	0 0.00%	4 2.00%
ARCHIVIST <i>240 - Archivists/Curators/Museum Technicians</i>	3.00	200	127 63.50%	42 21.00%	30 15.00%	8 4.00%	0 0.00%	4 2.00%
ASSISTANT DIRECTOR <i>043 - Managers, All Other</i>	32.00	14335	4688 32.70%	2512 17.52%	910 6.35%	1020 7.12%	334 2.33%	150 1.05%
ASSISTANT REGISTRAR <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT TENNIS COACH <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASST BASEBALL COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	2.00	1150	304 26.43%	153 13.30%	29 2.52%	79 6.87%	0 0.00%	25 2.17%
ASST BASKETBALL COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	6.00	1150	304 26.43%	153 13.30%	29 2.52%	79 6.87%	0 0.00%	25 2.17%
ASST CHIEF PHARM <i>305 - Pharmacists</i>	1.00	1160	419 36.12%	334 28.79%	190 16.38%	14 1.21%	120 10.34%	0 0.00%
ASST DIR ACCT <i>043 - Managers, All Other</i>	2.00	14335	4688 32.70%	2512 17.52%	910 6.35%	1020 7.12%	334 2.33%	150 1.05%
ASST DIR CAMPUS PRINT <i>043 - Managers, All Other</i>	1.00	14335	4688 32.70%	2512 17.52%	910 6.35%	1020 7.12%	334 2.33%	150 1.05%
ASST EVENTS MANAGER <i>043 - Managers, All Other</i>	5.00	14335	4688 32.70%	2512 17.52%	910 6.35%	1020 7.12%	334 2.33%	150 1.05%
ASST SOFTBALL COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	2.00	1150	304 26.43%	153 13.30%	29 2.52%	79 6.87%	0 0.00%	25 2.17%
ASST TRACK COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	2.00	1150	304 26.43%	153 13.30%	29 2.52%	79 6.87%	0 0.00%	25 2.17%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
AST VOLLEYBALL_COACH <i>272 - Athletes/Coaches/Umpires/Related Workers</i>	2.00	1150	304 26.43%	153 13.30%	29 2.52%	79 6.87%	0 0.00%	25 2.17%
ATHLETIC EQUIPMENT MGR <i>005 - Marketing and Sales Managers</i>	1.00	8725	3354 38.44%	1004 11.51%	290 3.32%	470 5.39%	125 1.43%	65 0.74%
AUDITOR <i>080 - Accountants and Auditors</i>	1.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
BUYER II <i>051 - Purchasing Agnts/Buyers/Farm Products</i>	4.00	50	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CAREER DEV SPEC <i>200 - Counselors</i>	1.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
CHF MEDICAL TECH <i>326 - Hlth Diagnosing/Treating Pract All Other</i>	1.00	25	20 80.00%	20 80.00%	0 0.00%	0 0.00%	20 80.00%	0 0.00%
CLAIMS ANALYST <i>584 - Insurance Claims/Policy Processing Clrks</i>	2.00	1625	1409 86.71%	443 27.26%	224 13.78%	184 11.32%	0 0.00%	25 1.54%
COMM EDUCATION SPEC I <i>200 - Counselors</i>	4.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
COMMUNITY EDU SPEC II <i>200 - Counselors</i>	1.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
COMPUTER LAB MANAGER <i>011 - Computer/Information Systems Manager</i>	1.00	2535	768 30.30%	367 14.48%	19 0.75%	210 8.28%	89 3.51%	49 1.93%
CONFERENCE COORD II <i>541 - Reserv/Transp Ticket Agnts/Travel Clrks</i>	2.00	5185	2713 52.32%	1631 31.46%	620 11.96%	610 11.76%	249 4.80%	28 0.54%
CONSTRUCTION PROJ COORD <i>660 - Helpers, Construction Trades</i>	2.00	990	50 5.05%	495 50.00%	80 8.08%	405 40.91%	10 1.01%	0 0.00%
CONTRACT SPECIALIST <i>080 - Accountants and Auditors</i>	1.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
COOR SUBSTANCE ABUSE <i>362 - Physical Therapist Assistants/Aides</i>	2.00	300	235 78.33%	48 16.00%	10 3.33%	34 11.33%	0 0.00%	4 1.33%
COORD I, SPECIAL PROG <i>071 - Management Analysts</i>	8.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
COORD II, SPECIAL PROG <i>071 - Management Analysts</i>	8.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
COORD III, SPEC PROG <i>071 - Management Analysts</i>	1.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
COORD LNS <i>071 - Management Analysts</i>	1.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
COORDINATOR OF RECORDS <i>071 - Management Analysts</i>	1.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
COORDINATOR, APARTMENTS <i>432 - First-Line Spvs/Mgrs Personal Srv Worker</i>	1.00	740	488 65.95%	227 30.68%	54 7.30%	84 11.35%	75 10.14%	10 1.35%
COUNSELING SPEC III <i>200 - Counselors</i>	3.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
COUNSELING SPECIALIST I <i>200 - Counselors</i>	2.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
COUNSELING SPECIALST IV <i>200 - Counselors</i>	5.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
COUNSELING SPECLIST II <i>200 - Counselors</i>	2.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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DATA BASE COORDINATOR <i>101 - Computer Programmers</i>	3.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
DEV RESEARCH ASSOC <i>043 - Managers, All Other</i>	1.00	14335	4688 32.70%	2512 17.52%	910 6.35%	1020 7.12%	334 2.33%	150 1.05%
DEVELOPMENT FUNDS ASST <i>043 - Managers, All Other</i>	2.00	14335	4688 32.70%	2512 17.52%	910 6.35%	1020 7.12%	334 2.33%	150 1.05%
DIR STUD INFO SERVICE <i>010 - Administrative Services Managers</i>	1.00	680	330 48.53%	99 14.56%	15 2.21%	50 7.35%	20 2.94%	10 1.47%
EDITOR <i>283 - Editors</i>	1.00	820	438 53.41%	93 11.34%	55 6.71%	14 1.71%	24 2.93%	0 0.00%
EDUCATIONAL SPEC IV <i>200 - Counselors</i>	2.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
EVENTS MANAGER <i>276 - Ent/Perform Sprts/Related Wkrs All Othr</i>	3.00	255	164 64.31%	53 20.78%	0 0.00%	23 9.02%	20 7.84%	10 3.92%
EXEC HOUSEKEEPER <i>423 - Maids and Housekeeping Cleaners</i>	1.00	5980	5325 89.05%	3645 60.95%	1010 16.89%	2385 39.88%	165 2.76%	50 0.84%
FACULTY ASSOCIATE-RES-ARRI <i>146 - Mechanical Engineers</i>	3.00	1320	54 4.09%	184 13.94%	55 4.17%	70 5.30%	49 3.71%	0 0.00%
FACULTY ASSOCIATE-RES-CHEM <i>196 - Msc Life/Phys/Soc Sci Tch Includ Nucl Tch</i>	4.00	650	313 48.15%	212 32.62%	55 8.46%	94 14.46%	59 9.08%	4 0.62%
FACULTY ASSOCIATE-RES-FIN <i>095 - Financial Specialists, All Other</i>	1.00	360	185 51.39%	85 23.61%	40 11.11%	45 12.50%	0 0.00%	0 0.00%
FACULTY ASSOCIATE-RES-MAT ENG <i>146 - Mechanical Engineers</i>	2.00	1320	54 4.09%	184 13.94%	55 4.17%	70 5.30%	49 3.71%	0 0.00%
FACULTY ASSOCIATE-RES-NUR <i>196 - Msc Life/Phys/Soc Sci Tch Includ Nucl Tch</i>	7.00	650	313 48.15%	212 32.62%	55 8.46%	94 14.46%	59 9.08%	4 0.62%
FACULTY ASSOCIATE-RES-PHYS <i>196 - Msc Life/Phys/Soc Sci Tch Includ Nucl Tch</i>	1.00	650	313 48.15%	212 32.62%	55 8.46%	94 14.46%	59 9.08%	4 0.62%
FACULTY ASSOCIATE-RES-PSY <i>186 - Msc Social Scientists, Incl Sociologists</i>	3.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
FACULTY ASSOCIATE-RES-SW <i>186 - Msc Social Scientists, Incl Sociologists</i>	9.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
FINANCIAL ANALYST <i>080 - Accountants and Auditors</i>	3.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
FIRE MARSHAL <i>375 - Fire Inspectors</i>	1.00	120	4 3.33%	19 15.83%	15 12.50%	4 3.33%	0 0.00%	0 0.00%
GRADUATION COUNSELOR <i>200 - Counselors</i>	3.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
GRADUATION COUNSELOR II <i>200 - Counselors</i>	2.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
GRANTS AND CONTR SPEC <i>080 - Accountants and Auditors</i>	3.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
H R SPECIALIST I <i>536 - HR Assts, Except Payroll and Timekeeping</i>	8.00	245	185 75.51%	78 31.84%	24 9.80%	50 20.41%	4 1.63%	0 0.00%
H R SPECIALIST II <i>536 - HR Assts, Except Payroll and Timekeeping</i>	3.00	245	185 75.51%	78 31.84%	24 9.80%	50 20.41%	4 1.63%	0 0.00%
H R SPECIALIST III <i>536 - HR Assts, Except Payroll and Timekeeping</i>	2.00	245	185 75.51%	78 31.84%	24 9.80%	50 20.41%	4 1.63%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
HR REP III <i>536 - HR Assts, Except Payroll and Timekeeping</i>	3.00	245	185 75.51%	78 31.84%	24 9.80%	50 20.41%	4 1.63%	0 0.00%
HUMAN RESOURCES REP I <i>536 - HR Assts, Except Payroll and Timekeeping</i>	1.00	245	185 75.51%	78 31.84%	24 9.80%	50 20.41%	4 1.63%	0 0.00%
IMMUNIZATION NURSE <i>313 - Registered Nurses</i>	1.00	12020	10905 90.72%	2220 18.47%	980 8.15%	415 3.45%	620 5.16%	130 1.08%
INF SYS AUDITOR <i>122 - Operations Research Analysts</i>	1.00	660	340 51.52%	144 21.82%	120 18.18%	10 1.52%	10 1.52%	4 0.61%
INFORMATION ANALYST <i>122 - Operations Research Analysts</i>	5.00	660	340 51.52%	144 21.82%	120 18.18%	10 1.52%	10 1.52%	4 0.61%
INFORMATIONAL WRITER II <i>284 - Technical Writers</i>	3.00	510	204 40.00%	38 7.45%	10 1.96%	10 1.96%	14 2.75%	4 0.78%
INST RESEARCH ASSOCIATE <i>071 - Management Analysts</i>	5.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
INSTR DES <i>200 - Counselors</i>	4.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
INSTRUCTOR-SAPAA <i>234 - Other Teachers and Instructors</i>	5.00	3700	2340 63.24%	653 17.65%	284 7.68%	265 7.16%	54 1.46%	10 0.27%
INT'L COORD <i>071 - Management Analysts</i>	1.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
INTER EDUC ADVISOR III <i>200 - Counselors</i>	1.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
INTERN <i>255 - Other Education/Training/Library Workers</i>	4.00	230	164 71.30%	68 29.57%	40 17.39%	18 7.83%	10 4.35%	0 0.00%
INTL ADMISSIONS COUNSEL <i>200 - Counselors</i>	2.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
INTL. EDU. ADVISOR I <i>200 - Counselors</i>	3.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
LEARNING SPECIALIST I <i>200 - Counselors</i>	2.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
LEARNING SPECIALIST III <i>200 - Counselors</i>	1.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
LEASING CONSULTANT <i>530 - Hotel, Motel, and Resort Desk Clerks</i>	4.00	565	385 68.14%	229 40.53%	90 15.93%	60 10.62%	50 8.85%	14 2.48%
LIBRARIAN <i>243 - Librarians</i>	35.00	1000	854 85.40%	158 15.80%	89 8.90%	19 1.90%	40 4.00%	10 1.00%
MANAGER, COMP USER SERV <i>101 - Computer Programmers</i>	3.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
MANAGER, OPER AND SVC <i>100 - Computer Scientists and Systems Analysts</i>	2.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
MARKETING COORDINATOR <i>005 - Marketing and Sales Managers</i>	1.00	8725	3354 38.44%	1004 11.51%	290 3.32%	470 5.39%	125 1.43%	65 0.74%
MGR SYSTEMS & TECH SUPP <i>071 - Management Analysts</i>	2.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
MGR, COMPUTING SERVICES <i>100 - Computer Scientists and Systems Analysts</i>	2.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
MGR, IMSE INFO SYS <i>071 - Management Analysts</i>	1.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
MGR, TECH OPER <i>071 - Management Analysts</i>	2.00	3655	1298 35.51%	563 15.40%	250 6.84%	150 4.10%	119 3.26%	30 0.82%
NETWORK MANAGER <i>100 - Computer Scientists and Systems Analysts</i>	2.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
NURSE PRAC <i>326 - Hlth Diagnosing/Treating Pract All Other</i>	6.00	25	20 80.00%	20 80.00%	0 0.00%	0 0.00%	20 80.00%	0 0.00%
NURSING SUPERVISOR II <i>313 - Registered Nurses</i>	1.00	12020	10905 90.72%	2220 18.47%	980 8.15%	415 3.45%	620 5.16%	130 1.08%
PARK OFF MGR <i>542 - Information and Record Clerks, All Other</i>	1.00	680	555 81.62%	193 28.38%	85 12.50%	84 12.35%	20 2.94%	4 0.59%
PSYCHOLOGIST III <i>182 - Psychologists</i>	2.00	485	313 64.54%	12 2.47%	4 0.82%	8 1.65%	0 0.00%	0 0.00%
PUB EDITOR <i>283 - Editors</i>	1.00	820	438 53.41%	93 11.34%	55 6.71%	14 1.71%	24 2.93%	0 0.00%
PUBL PROD MGR <i>004 - Advertising and Promotions Managers</i>	1.00	530	213 40.19%	83 15.66%	44 8.30%	39 7.36%	0 0.00%	0 0.00%
RECREATIONAL PROGRAM <i>462 - Recreation and Fitness Workers</i>	2.00	1180	763 64.66%	278 23.56%	155 13.14%	95 8.05%	20 1.69%	4 0.34%
RESEARCH ENGINEERING IV <i>146 - Mechanical Engineers</i>	2.00	1320	54 4.09%	184 13.94%	55 4.17%	70 5.30%	49 3.71%	0 0.00%
RESEARCH ENGINEERING V <i>146 - Mechanical Engineers</i>	25.00	1320	54 4.09%	184 13.94%	55 4.17%	70 5.30%	49 3.71%	0 0.00%
RESEARCH ENGR II <i>130 - Architects, Except Naval</i>	2.00	1145	139 12.14%	258 22.53%	30 2.62%	79 6.90%	135 11.79%	14 1.22%
RESEARCH ENGR III <i>130 - Architects, Except Naval</i>	2.00	1145	139 12.14%	258 22.53%	30 2.62%	79 6.90%	135 11.79%	14 1.22%
RETAIL MANAGER <i>470 - First-Line Spvrs/Mgrs Retail Sales Wrkrs</i>	1.00	20505	7914 38.60%	4543 22.16%	1350 6.58%	1795 8.75%	944 4.60%	250 1.22%
RSCH ENGR/SCIEN ASSOC I <i>153 - Misc Eng Includ Agricultural and Biomed</i>	7.00	1900	130 6.84%	558 29.37%	155 8.16%	120 6.32%	269 14.16%	14 0.74%
SAFETY COORD <i>395 - Lifeguards/Other Protective Srvc Wrkrs</i>	1.00	340	235 69.12%	74 21.76%	20 5.88%	50 14.71%	4 1.18%	0 0.00%
SAFETY SPECIALIST I <i>395 - Lifeguards/Other Protective Srvc Wrkrs</i>	4.00	340	235 69.12%	74 21.76%	20 5.88%	50 14.71%	4 1.18%	0 0.00%
SAFETY SPECIALIST II <i>395 - Lifeguards/Other Protective Srvc Wrkrs</i>	5.00	340	235 69.12%	74 21.76%	20 5.88%	50 14.71%	4 1.18%	0 0.00%
SENIOR AUDITOR <i>080 - Accountants and Auditors</i>	1.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
SENIOR BUYER <i>051 - Purchasing Agnts/Buyers/Farm Products</i>	1.00	50	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SENIOR PRODUCER <i>271 - Producers and Directors</i>	1.00	650	259 39.85%	119 18.31%	70 10.77%	39 6.00%	0 0.00%	0 0.00%
SLIDE LIBRARIAN <i>240 - Archivists/Curators/Museum Technicians</i>	1.00	200	127 63.50%	42 21.00%	30 15.00%	8 4.00%	0 0.00%	4 2.00%
SOC SCI RSCH ASSOC II <i>186 - Msc Social Scientists, Incl Sociologists</i>	2.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
SOC SCI RSCH ASSOC III <i>186 - Msc Social Scientists, Incl Sociologists</i>	4.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
SOC SCI RSRCH ASSOC I <i>186 - Msc Social Scientists, Incl Sociologists</i>	2.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
SOCIAL WORK SUPERV <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
SOCIAL WORKER ASST <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
SOCIAL WORKER I <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
SPECIAL EVENTS COOR <i>276 - Ent/Perform Sprts/Related Wkrs All Othr</i>	3.00	255	164 64.31%	53 20.78%	0 0.00%	23 9.02%	20 7.84%	10 3.92%
STAFF AUDITOR <i>080 - Accountants and Auditors</i>	1.00	12960	7880 60.80%	2789 21.52%	1165 8.99%	870 6.71%	569 4.39%	100 0.77%
STAFF NURSE II <i>313 - Registered Nurses</i>	4.00	12020	10905 90.72%	2220 18.47%	980 8.15%	415 3.45%	620 5.16%	130 1.08%
STAFF NURSE III <i>313 - Registered Nurses</i>	2.00	12020	10905 90.72%	2220 18.47%	980 8.15%	415 3.45%	620 5.16%	130 1.08%
STAGE MANAGER <i>275 - Musicians, Singers, and Related Workers</i>	2.00	1220	380 31.15%	275 22.54%	125 10.25%	85 6.97%	35 2.87%	20 1.64%
STU DEVELOPMENT SPEC I <i>200 - Counselors</i>	8.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
STU DEVELOPMENT SPEC II <i>200 - Counselors</i>	7.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
STU DEVELOPMENT SPEC IV <i>200 - Counselors</i>	1.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
STU DEVELOPMNT SPEC III <i>200 - Counselors</i>	6.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
STU FIN AID OFFCER I <i>200 - Counselors</i>	2.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
STUD FIN AID OFFCER II <i>200 - Counselors</i>	5.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
T V PRODUCER - DIRECTOR <i>271 - Producers and Directors</i>	1.00	650	259 39.85%	119 18.31%	70 10.77%	39 6.00%	0 0.00%	0 0.00%
TEMPORARY SERVICE <i>570 - Secretaries and Administrative Asssts</i>	27.00	23875	23209 97.21%	3891 16.30%	1519 6.36%	1844 7.72%	224 0.94%	224 0.94%
TESTING SPECIALIST <i>255 - Other Education/Training/Library Workers</i>	2.00	230	164 71.30%	68 29.57%	40 17.39%	18 7.83%	10 4.35%	0 0.00%
TRAINING COORDINATOR <i>073 - Other Business Operations Specialists</i>	3.00	2095	1290 61.58%	574 27.40%	185 8.83%	300 14.32%	65 3.10%	20 0.95%
TRAINING SPECIALIST II <i>073 - Other Business Operations Specialists</i>	1.00	2095	1290 61.58%	574 27.40%	185 8.83%	300 14.32%	65 3.10%	20 0.95%
TRAINING SPECIALIST III <i>073 - Other Business Operations Specialists</i>	3.00	2095	1290 61.58%	574 27.40%	185 8.83%	300 14.32%	65 3.10%	20 0.95%
VIS RESOURCE CURATOR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
WEB DEVELOPER <i>100 - Computer Scientists and Systems Analysts</i>	5.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
WEB SITE & CONTENT COOR <i>101 - Computer Programmers</i>	3.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
WEB SPECIALIST <i>101 - Computer Programmers</i>	11.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
<i>Total Weight:</i>	524.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: A40 Clerical Staff		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ACCOUNTING CLERK II <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	2.00	12070	10999 91.13%	2254 18.67%	945 7.83%	945 7.83%	194 1.61%	130 1.08%
ACCOUNTING CLERK III <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	11.00	12070	10999 91.13%	2254 18.67%	945 7.83%	945 7.83%	194 1.61%	130 1.08%
ACCOUNTING TECH <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	18.00	12070	10999 91.13%	2254 18.67%	945 7.83%	945 7.83%	194 1.61%	130 1.08%
ADMIN SVCS OFF I <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	2.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
ADMIN SVCS OFF II <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	3.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
ADMINISTRATIVE ASST I <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	114.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
ADMINISTRATIVE ASST II <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	38.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
ADMISSIONS ASSISTANT <i>200 - Counselors</i>	5.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
ASSISTANT STORES SUPV <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
CASHIER I <i>472 - Cashiers</i>	2.00	18125	12945 71.42%	7724 42.62%	2774 15.30%	3250 17.93%	1295 7.14%	215 1.19%
CASHIER III <i>472 - Cashiers</i>	5.00	18125	12945 71.42%	7724 42.62%	2774 15.30%	3250 17.93%	1295 7.14%	215 1.19%
CONTROL CLERK II <i>570 - Secretaries and Administrative Asssts</i>	1.00	23875	23209 97.21%	3891 16.30%	1519 6.36%	1844 7.72%	224 0.94%	224 0.94%
DEGREE PLAN EVAL I <i>200 - Counselors</i>	1.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
DEGREE PLAN EVAL II <i>200 - Counselors</i>	3.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
DEGREE PLAN EVAL III <i>200 - Counselors</i>	1.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
INVENTORY SUPERVISOR <i>015 - Purchasing Managers</i>	1.00	1910	809 42.36%	188 9.84%	75 3.93%	58 3.04%	45 2.36%	10 0.52%
LABORATORY STORES ASST <i>196 - Msc Life/Phys/Soc Sci Tch Includ Nucl Tch</i>	2.00	650	313 48.15%	212 32.62%	55 8.46%	94 14.46%	59 9.08%	4 0.62%
LIBRARY ASSISTANT I <i>532 - Library Assistants, Clerical</i>	2.00	810	669 82.59%	157 19.38%	35 4.32%	69 8.52%	30 3.70%	19 2.35%
LIBRARY ASSISTANT II <i>532 - Library Assistants, Clerical</i>	22.00	810	669 82.59%	157 19.38%	35 4.32%	69 8.52%	30 3.70%	19 2.35%
LIBRARY ASSISTANT III <i>532 - Library Assistants, Clerical</i>	31.00	810	669 82.59%	157 19.38%	35 4.32%	69 8.52%	30 3.70%	19 2.35%
MAIL CLERK I <i>585 - Mail Clerks/Mail Mach Op, Exc Postal Srv</i>	2.00	1045	530 50.72%	470 44.98%	240 22.97%	175 16.75%	45 4.31%	0 0.00%
MAIL CLERK II <i>585 - Mail Clerks/Mail Mach Op, Exc Postal Srv</i>	4.00	1045	530 50.72%	470 44.98%	240 22.97%	175 16.75%	45 4.31%	0 0.00%
MAIL SERVICES SUPERVISO <i>585 - Mail Clerks/Mail Mach Op, Exc Postal Srv</i>	4.00	1045	530 50.72%	470 44.98%	240 22.97%	175 16.75%	45 4.31%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
NON-AFFILIATED STU WKR <i>593 - Office/Admin Support Workers, All Other</i>	1.00	3210	2459 76.60%	809 25.20%	320 9.97%	365 11.37%	55 1.71%	44 1.37%
OFFICE ASST I <i>586 - Office Clerks, General</i>	11.00	8310	7149 86.03%	2209 26.58%	900 10.83%	1015 12.21%	179 2.15%	75 0.90%
OFFICE ASST II <i>586 - Office Clerks, General</i>	34.00	8310	7149 86.03%	2209 26.58%	900 10.83%	1015 12.21%	179 2.15%	75 0.90%
PAYROLL TECH III <i>512 - Bookkeeping/Accounting/Auditing Clerks</i>	1.00	12070	10999 91.13%	2254 18.67%	945 7.83%	945 7.83%	194 1.61%	130 1.08%
RECORDER CERT SPEC <i>540 - Receptionists and Information Clerks</i>	1.00	7455	6808 91.32%	2097 28.13%	759 10.18%	1060 14.22%	170 2.28%	45 0.60%
SENIOR MAIL CLERK <i>585 - Mail Clerks/Mail Mach Op, Exc Postal Srv</i>	1.00	1045	530 50.72%	470 44.98%	240 22.97%	175 16.75%	45 4.31%	0 0.00%
SR OFFICE ASST <i>196 - Msc Life/Phys/Soc Sci Tch Includ Nucl Tch</i>	86.00	650	313 48.15%	212 32.62%	55 8.46%	94 14.46%	59 9.08%	4 0.62%
STORES CLERK I <i>562 - Stock Clerks and Order Fillers</i>	2.00	10130	3634 35.87%	4233 41.79%	1585 15.65%	2210 21.82%	259 2.56%	109 1.08%
STORES CLERK III <i>562 - Stock Clerks and Order Fillers</i>	1.00	10130	3634 35.87%	4233 41.79%	1585 15.65%	2210 21.82%	259 2.56%	109 1.08%
STORES SUPERVISOR <i>562 - Stock Clerks and Order Fillers</i>	1.00	10130	3634 35.87%	4233 41.79%	1585 15.65%	2210 21.82%	259 2.56%	109 1.08%
SUPPORT SPECIALIST I <i>593 - Office/Admin Support Workers, All Other</i>	1.00	3210	2459 76.60%	809 25.20%	320 9.97%	365 11.37%	55 1.71%	44 1.37%
SUPPORT SPECIALIST II <i>593 - Office/Admin Support Workers, All Other</i>	53.00	3210	2459 76.60%	809 25.20%	320 9.97%	365 11.37%	55 1.71%	44 1.37%
TEACHING ASSISTANT-ARCH <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-CHEM <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-CSE <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-ED <i>254 - Teacher Assistants</i>	10.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-ES <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-GO <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-IE <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-ME <i>254 - Teacher Assistants</i>	12.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-NUR <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TEACHING ASSISTANT-SCI <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TRANSCRIPT EVAL I <i>200 - Counselors</i>	6.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%
TRANSCRIPT EVAL II <i>200 - Counselors</i>	4.00	2490	1888 75.82%	807 32.41%	385 15.46%	310 12.45%	69 2.77%	19 0.76%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Total Weight:	519.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: A50 Technical Staff		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ANIMAL TECH III <i>330 - Clinical Lab Technologists and Techns</i>	1.00	1510	1034 68.48%	474 31.39%	170 11.26%	160 10.60%	109 7.22%	10 0.66%
ART MODEL <i>490 - Models/Demonstrators/ Product Promoters</i>	1.00	350	265 75.71%	73 20.86%	15 4.29%	54 15.43%	4 1.14%	0 0.00%
ASBESTOS ABATEMENT_SPEC <i>672 - Hazardous Materials Removal Workers</i>	2.00	65	0 0.00%	10 15.38%	0 0.00%	0 0.00%	0 0.00%	10 15.38%
ASST MGMT ASSC <i>561 - Shipping, Receiving, and Traffic Clerks</i>	1.00	4985	1535 30.79%	2173 43.59%	850 17.05%	1100 22.07%	159 3.19%	24 0.48%
ASTRO LAB SUPERVISOR <i>170 - Astronomers and Physicists</i>	1.00	45	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
AUD VIS EDUC SPEC II <i>290 - Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs</i>	1.00	485	45 9.28%	98 20.21%	30 6.19%	50 10.31%	14 2.89%	4 0.82%
AUDIO VISUAL ED SPECI <i>290 - Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs</i>	2.00	485	45 9.28%	98 20.21%	30 6.19%	50 10.31%	14 2.89%	4 0.82%
AUDIO VISUAL EQUIPMENT <i>290 - Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs</i>	1.00	485	45 9.28%	98 20.21%	30 6.19%	50 10.31%	14 2.89%	4 0.82%
BIOLOGICAL CURATOR <i>240 - Archivists/Curators/Museum Technicians</i>	1.00	200	127 63.50%	42 21.00%	30 15.00%	8 4.00%	0 0.00%	4 2.00%
CAPTAIN <i>373 - Spvrs, Protect Srv Workers, All Other</i>	2.00	520	89 17.12%	78 15.00%	50 9.62%	8 1.54%	20 3.85%	0 0.00%
CASE AIDE <i>201 - Social Workers</i>	2.00	2715	2204 81.18%	1121 41.29%	685 25.23%	320 11.79%	53 1.95%	43 1.58%
COMM ASSISTANT <i>284 - Technical Writers</i>	2.00	510	204 40.00%	38 7.45%	10 1.96%	10 1.96%	14 2.75%	4 0.78%
COMP EQUIP MAINT TECH <i>101 - Computer Programmers</i>	3.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
COMP PUBLISHING SPEC <i>282 - Public Relations Specialists</i>	3.00	720	414 57.50%	139 19.31%	45 6.25%	55 7.64%	15 2.08%	24 3.33%
COMPUTER OPERATOR I <i>580 - Computer Operators</i>	5.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
COMPUTER OPERATOR II <i>580 - Computer Operators</i>	3.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
COMPUTER OPERATOR III <i>580 - Computer Operators</i>	3.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
COMPUTER PROGRAMMER I <i>580 - Computer Operators</i>	3.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
COMPUTER USER SERV ASST <i>580 - Computer Operators</i>	4.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
COMPUTER USER SERV I <i>580 - Computer Operators</i>	6.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
COMPUTER USER SERV II <i>580 - Computer Operators</i>	7.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
COSTUME SPECIALIST <i>260 - Artists and Related Workers</i>	1.00	1320	595 45.08%	240 18.18%	35 2.65%	110 8.33%	70 5.30%	25 1.89%
COSTUME TECH <i>260 - Artists and Related Workers</i>	1.00	1320	595 45.08%	240 18.18%	35 2.65%	110 8.33%	70 5.30%	25 1.89%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
DATA BASE SPECIALIST <i>570 - Secretaries and Administrative Assts</i>	1.00	23875	23209 97.21%	3891 16.30%	1519 6.36%	1844 7.72%	224 0.94%	224 0.94%
DATA ENTRY OPERATOR II <i>570 - Secretaries and Administrative Assts</i>	3.00	23875	23209 97.21%	3891 16.30%	1519 6.36%	1844 7.72%	224 0.94%	224 0.94%
DATA INFRASTRUCTURE IV <i>570 - Secretaries and Administrative Assts</i>	1.00	23875	23209 97.21%	3891 16.30%	1519 6.36%	1844 7.72%	224 0.94%	224 0.94%
DATABASE ADMINISTRATOR <i>570 - Secretaries and Administrative Assts</i>	2.00	23875	23209 97.21%	3891 16.30%	1519 6.36%	1844 7.72%	224 0.94%	224 0.94%
ELECTRONIC TECH II <i>635 - Electricians</i>	5.00	4815	128 2.66%	1320 27.41%	309 6.42%	869 18.05%	43 0.89%	95 1.97%
ELECTRONIC TECHNICIAN I <i>635 - Electricians</i>	1.00	4815	128 2.66%	1320 27.41%	309 6.42%	869 18.05%	43 0.89%	95 1.97%
ENGINEERING TECHN III <i>635 - Electricians</i>	2.00	4815	128 2.66%	1320 27.41%	309 6.42%	869 18.05%	43 0.89%	95 1.97%
GRAD RESEARCH ASSC I-ARCH <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC I-CE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC I-CSE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC I-E ENG <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC I-GO <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC I-HIST <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC I-NUR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC I-UPA <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-ARRI <i>220 - Postsecondary Teachers</i>	13.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-HEAL <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-IE <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-IRP <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-LIB <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-MAN <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-ME <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-OIE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-OR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
GRAD RESEARCH ASSC II-RA <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-SD <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-SOAR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSC II-UPA <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSOC I-CSE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSOC I-NUR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASSOC I-PHYS <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST -CSE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-ARCH <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-B ENG <i>220 - Postsecondary Teachers</i>	10.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-BIO <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-BUS <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-CE <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-CHEM <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-COMM <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-CRIM <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-CSE <i>220 - Postsecondary Teachers</i>	10.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-E CON <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-E ENG <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-GO <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-GS <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-IE <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-KIN <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-LING <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
GRAD RESEARCH ASST I-MAT ENG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-ME <i>220 - Postsecondary Teachers</i>	8.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-MUSIC <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-NANO ENG <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-OIT <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-OR <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-PHYS <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-PSY <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-SSS <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-SW <i>220 - Postsecondary Teachers</i>	10.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST I-UPA <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-BIO <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-BUS <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-CE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-CHEM <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-CRIM <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-CSE <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-E ENG <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-HIST <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-IE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-LING <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-MAT ENG <i>220 - Postsecondary Teachers</i>	8.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-NUR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST II-PHYS <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
GRAD RESEARCH ASST II-UPA <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST III-CE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST III-CHEM <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST III-LING <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST III-MAT ENG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST III-OR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD RESEARCH ASST III-UPA <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
HEAD RES III <i>464 - Residential Advisors</i>	2.00	240	170 70.83%	130 54.17%	80 33.33%	50 20.83%	0 0.00%	0 0.00%
HEAD RESIDENT <i>464 - Residential Advisors</i>	1.00	240	170 70.83%	130 54.17%	80 33.33%	50 20.83%	0 0.00%	0 0.00%
HEAD RESIDENT II <i>464 - Residential Advisors</i>	4.00	240	170 70.83%	130 54.17%	80 33.33%	50 20.83%	0 0.00%	0 0.00%
INFO SEC ANALYST <i>122 - Operations Research Analysts</i>	2.00	660	340 51.52%	144 21.82%	120 18.18%	10 1.52%	10 1.52%	4 0.61%
LAB COORD/SUPER <i>196 - Msc Life/Phys/Soc Sci Tch Incld Nucl Tch</i>	2.00	650	313 48.15%	212 32.62%	55 8.46%	94 14.46%	59 9.08%	4 0.62%
LABORATORY TECH ASST <i>196 - Msc Life/Phys/Soc Sci Tch Incld Nucl Tch</i>	1.00	650	313 48.15%	212 32.62%	55 8.46%	94 14.46%	59 9.08%	4 0.62%
LAN ADMINISTRATOR <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
LIEUTENANT, UNIVERSITY <i>371 - Frst-Line Spvrs/Mgrs of Police & Dective</i>	4.00	570	85 14.91%	90 15.79%	35 6.14%	45 7.89%	0 0.00%	10 1.75%
MAINTENANCE PLANNER <i>726 - Msc Veh/Mobile Equip Mech/Install/Repair</i>	1.00	625	0 0.00%	229 36.64%	10 1.60%	215 34.40%	4 0.64%	0 0.00%
MEDICAL TECHNOLOGIST II <i>353 - Misc Health Technologists and Techns</i>	2.00	320	230 71.88%	104 32.50%	34 10.63%	55 17.19%	15 4.69%	0 0.00%
NETWK SUPPORT SPEC II <i>101 - Computer Programmers</i>	2.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
NETWK SUPPORT SPEC III <i>101 - Computer Programmers</i>	3.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
OFFSET PRESS OPR III <i>826 - Printing Machine Operators</i>	1.00	1165	180 15.45%	434 37.25%	70 6.01%	315 27.04%	39 3.35%	10 0.86%
PERSONAL COMP SPEC I <i>104 - Computer Support Specialists</i>	5.00	4300	1377 32.02%	1126 26.19%	474 11.02%	440 10.23%	160 3.72%	44 1.02%
PERSONAL COMP SPEC II <i>104 - Computer Support Specialists</i>	11.00	4300	1377 32.02%	1126 26.19%	474 11.02%	440 10.23%	160 3.72%	44 1.02%
PERSONAL COMP SPEC III <i>104 - Computer Support Specialists</i>	2.00	4300	1377 32.02%	1126 26.19%	474 11.02%	440 10.23%	160 3.72%	44 1.02%
PERSONAL COMP SPEC IV <i>104 - Computer Support Specialists</i>	1.00	4300	1377 32.02%	1126 26.19%	474 11.02%	440 10.23%	160 3.72%	44 1.02%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
PHOTOGRAPHER II <i>291 - Photographers</i>	1.00	710	260 36.62%	134 18.87%	50 7.04%	80 11.27%	0 0.00%	0 0.00%
PHOTOGRAPHY SUPERVISOR <i>291 - Photographers</i>	1.00	710	260 36.62%	134 18.87%	50 7.04%	80 11.27%	0 0.00%	0 0.00%
POLICE CADET <i>384 - Miscellaneous Law Enforcement Workers</i>	6.00	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
POLICE OFFICER I <i>385 - Police Officers</i>	4.00	4440	733 16.51%	921 20.74%	433 9.75%	335 7.55%	54 1.22%	95 2.14%
POLICE OFFICER II <i>385 - Police Officers</i>	7.00	4440	733 16.51%	921 20.74%	433 9.75%	335 7.55%	54 1.22%	95 2.14%
POLICE OFFICER III <i>385 - Police Officers</i>	5.00	4440	733 16.51%	921 20.74%	433 9.75%	335 7.55%	54 1.22%	95 2.14%
PROGRAMMER ANALYST I <i>100 - Computer Scientists and Systems Analysts</i>	1.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
PROGRAMMER ANALYST II <i>100 - Computer Scientists and Systems Analysts</i>	7.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
PROGRAMMER ANALYST III <i>100 - Computer Scientists and Systems Analysts</i>	1.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
PUB AFF SPEC I <i>282 - Public Relations Specialists</i>	1.00	720	414 57.50%	139 19.31%	45 6.25%	55 7.64%	15 2.08%	24 3.33%
RADIOLOGIC TECHNOLOGIST <i>326 - Hlth Diagnosing/Treating Pract All Other</i>	1.00	25	20 80.00%	20 80.00%	0 0.00%	0 0.00%	20 80.00%	0 0.00%
RESEARCH ASSISTANT-ARRI <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-B ENG <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-BUS <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-CE <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-CHEM <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-CSE <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-E ENG <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-ENG DIS <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-ME <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-NUR <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RESEARCH ASSISTANT-PHYS <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
RSRCH SCIENTIST ASST I <i>153 - Misc Eng Includ Agricultural and Biomed</i>	1.00	1900	130 6.84%	558 29.37%	155 8.16%	120 6.32%	269 14.16%	14 0.74%
SCI APPARATUS ENGR TECH <i>813 - Tool and Die Makers</i>	3.00	705	10 1.42%	84 11.91%	15 2.13%	45 6.38%	4 0.57%	20 2.84%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
SENIOR DETECTIVE <i>391 - Private Detectives and Investigators</i>	1.00	605	295 48.76%	135 22.31%	70 11.57%	65 10.74%	0 0.00%	0 0.00%
SENIOR GUARD <i>392 - Sec Guards/Gaming Surveillance Officers</i>	3.00	4755	894 18.80%	1473 30.98%	905 19.03%	355 7.47%	79 1.66%	94 1.98%
SERGEANT, UNIV POLICE <i>373 - Spwrs, Protect Srv Workers, All Other</i>	3.00	520	89 17.12%	78 15.00%	50 9.62%	8 1.54%	20 3.85%	0 0.00%
SHIFT SUPERVISOR <i>500 - First-Line Spw/Mgrs Off/Admin Sppt Wkrs</i>	2.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
SOFTWARE SYS <i>101 - Computer Programmers</i>	3.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
SOFTWARE SYS SPEC II <i>101 - Computer Programmers</i>	12.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
SOFTWARE SYS SPEC III <i>101 - Computer Programmers</i>	4.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
SOFTWARE SYS SPECIALIST <i>101 - Computer Programmers</i>	6.00	5420	1444 26.64%	1399 25.81%	375 6.92%	365 6.73%	609 11.24%	40 0.74%
SR CASE AIDE <i>020 - Farm/Ranch/Other Agricultural Mgrs</i>	3.00	375	58 15.47%	83 22.13%	20 5.33%	53 14.13%	0 0.00%	10 2.67%
STAFF ACCOMPANIST <i>275 - Musicians, Singers, and Related Workers</i>	2.00	1220	380 31.15%	275 22.54%	125 10.25%	85 6.97%	35 2.87%	20 1.64%
STAGEHAND <i>275 - Musicians, Singers, and Related Workers</i>	9.00	1220	380 31.15%	275 22.54%	125 10.25%	85 6.97%	35 2.87%	20 1.64%
STEM GRA <i>220 - Postsecondary Teachers</i>	141.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
STUDENT ASST - E <i>593 - Office/Admin Support Workers, All Other</i>	1.00	3210	2459 76.60%	809 25.20%	320 9.97%	365 11.37%	55 1.71%	44 1.37%
SUPERVISOR II, COMPUTER <i>500 - First-Line Spw/Mgrs Off/Admin Sppt Wkrs</i>	1.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
SYSTEM ANALYST IV <i>100 - Computer Scientists and Systems Analysts</i>	1.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
SYSTEMS ANALYST I <i>100 - Computer Scientists and Systems Analysts</i>	3.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
SYSTEMS ANALYST III <i>100 - Computer Scientists and Systems Analysts</i>	3.00	5760	1859 32.27%	1177 20.43%	405 7.03%	295 5.12%	395 6.86%	28 0.49%
TECH STAFF ASST II <i>155 - Engineering Technicians, Except Drafters</i>	3.00	3180	539 16.95%	1059 33.30%	375 11.79%	325 10.22%	270 8.49%	79 2.48%
TECH STAFF ASST III <i>186 - Msc Social Scientists, Incl Sociologists</i>	1.00	60	14 23.33%	20 33.33%	10 16.67%	0 0.00%	0 0.00%	0 0.00%
TECH STAFF ASST V <i>155 - Engineering Technicians, Except Drafters</i>	3.00	3180	539 16.95%	1059 33.30%	375 11.79%	325 10.22%	270 8.49%	79 2.48%
TECHNICAL MEDIA COOR <i>290 - Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs</i>	3.00	485	45 9.28%	98 20.21%	30 6.19%	50 10.31%	14 2.89%	4 0.82%
TECHNICAL STAFF ASST IV <i>290 - Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs</i>	2.00	485	45 9.28%	98 20.21%	30 6.19%	50 10.31%	14 2.89%	4 0.82%
TRAINING SPECIALIST I <i>073 - Other Business Operations Specialists</i>	4.00	2095	1290 61.58%	574 27.40%	185 8.83%	300 14.32%	65 3.10%	20 0.95%
TRANS SWITCHING TECH <i>742 - Telecomm Line Installers/ Repairers</i>	4.00	1420	64 4.51%	403 28.38%	129 9.08%	190 13.38%	35 2.46%	24 1.69%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
TUTOR-BIO <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TUTOR-CHEM <i>254 - Teacher Assistants</i>	12.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TUTOR-ENGL <i>254 - Teacher Assistants</i>	16.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TUTOR-LING <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TUTOR-MATH <i>254 - Teacher Assistants</i>	20.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TUTOR-MUSIC <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TUTOR-SOAR <i>254 - Teacher Assistants</i>	10.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TUTOR-SSS <i>254 - Teacher Assistants</i>	46.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
TV & ELEC TECH CONT III <i>860 - Power Plnt Ops/Distributors/Dispatchers</i>	1.00	190	15 7.89%	40 21.05%	0 0.00%	40 21.05%	0 0.00%	0 0.00%
VIDEO NET TECH <i>290 - Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs</i>	1.00	485	45 9.28%	98 20.21%	30 6.19%	50 10.31%	14 2.89%	4 0.82%
WAREHOUSE SUPERVISOR <i>962 - Laborers Freight/Stock/Matr'l Movers Hand</i>	1.00	11780	1943 16.49%	6163 52.32%	2365 20.08%	3205 27.21%	329 2.79%	170 1.44%
<i>Total Weight:</i>	714.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: A60 Skilled Craft		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
A C CONTROL OPERATOR <i>731 - Heating/AC/Refrigeration Mech/Installers</i>	1.00	2960	73 2.47%	692 23.38%	88 2.97%	500 16.89%	29 0.98%	40 1.35%
AIR CONDITIONING LEADER <i>731 - Heating/AC/Refrigeration Mech/Installers</i>	1.00	2960	73 2.47%	692 23.38%	88 2.97%	500 16.89%	29 0.98%	40 1.35%
AIR CONDITIONING MECH <i>731 - Heating/AC/Refrigeration Mech/Installers</i>	14.00	2960	73 2.47%	692 23.38%	88 2.97%	500 16.89%	29 0.98%	40 1.35%
AIR CONDITIONING SUPV <i>731 - Heating/AC/Refrigeration Mech/Installers</i>	1.00	2960	73 2.47%	692 23.38%	88 2.97%	500 16.89%	29 0.98%	40 1.35%
ASST PRINT SHOP SUPV <i>770 - First-Line Spv/Mgr Prod/Operating Wrkrs</i>	1.00	8435	1784 21.15%	2664 31.58%	650 7.71%	1560 18.49%	345 4.09%	54 0.64%
AUTO MECHANIC LEADER <i>715 - Automotive Body and Related Repairers</i>	1.00	1110	4 0.36%	403 36.31%	10 0.90%	370 33.33%	15 1.35%	8 0.72%
AUTOMOTIVE MECHANIC I <i>715 - Automotive Body and Related Repairers</i>	1.00	1110	4 0.36%	403 36.31%	10 0.90%	370 33.33%	15 1.35%	8 0.72%
AUTOMOTIVE MECHANIC II <i>715 - Automotive Body and Related Repairers</i>	2.00	1110	4 0.36%	403 36.31%	10 0.90%	370 33.33%	15 1.35%	8 0.72%
AUTOMOTIVE SHOP SUPV <i>715 - Automotive Body and Related Repairers</i>	1.00	1110	4 0.36%	403 36.31%	10 0.90%	370 33.33%	15 1.35%	8 0.72%
BINDERY EQUIPMENT OPR <i>826 - Printing Machine Operators</i>	2.00	1165	180 15.45%	434 37.25%	70 6.01%	315 27.04%	39 3.35%	10 0.86%
CARPENTER II <i>623 - Carpenters</i>	8.00	7360	159 2.16%	2869 38.98%	240 3.26%	2429 33.00%	45 0.61%	140 1.90%
CARPENTER LEADER <i>623 - Carpenters</i>	1.00	7360	159 2.16%	2869 38.98%	240 3.26%	2429 33.00%	45 0.61%	140 1.90%
CARPENTER SUPERVISOR <i>623 - Carpenters</i>	1.00	7360	159 2.16%	2869 38.98%	240 3.26%	2429 33.00%	45 0.61%	140 1.90%
ELECTRICIAN II <i>635 - Electricians</i>	8.00	4815	128 2.66%	1320 27.41%	309 6.42%	869 18.05%	43 0.89%	95 1.97%
ELECTRICIAN LEADER <i>635 - Electricians</i>	1.00	4815	128 2.66%	1320 27.41%	309 6.42%	869 18.05%	43 0.89%	95 1.97%
ELECTRICIAN SUPERVISOR <i>635 - Electricians</i>	1.00	4815	128 2.66%	1320 27.41%	309 6.42%	869 18.05%	43 0.89%	95 1.97%
LOCKSMITH <i>754 - Locksmiths and Safe Repairers</i>	3.00	220	15 6.82%	34 15.45%	10 4.55%	24 10.91%	0 0.00%	0 0.00%
LOCKSMITH SUPERVISOR <i>754 - Locksmiths and Safe Repairers</i>	1.00	220	15 6.82%	34 15.45%	10 4.55%	24 10.91%	0 0.00%	0 0.00%
MECH MAINT TECH <i>734 - Maintenance and Repair Workers, General</i>	1.00	2730	93 3.41%	837 30.66%	220 8.06%	534 19.56%	44 1.61%	35 1.28%
OFFSET PRESS OPR I <i>826 - Printing Machine Operators</i>	1.00	1165	180 15.45%	434 37.25%	70 6.01%	315 27.04%	39 3.35%	10 0.86%
PAINTER II <i>642 - Painters, Construction and Maintenance</i>	4.00	3775	229 6.07%	2031 53.80%	190 5.03%	1765 46.75%	18 0.48%	50 1.32%
PAINTER LEADER <i>642 - Painters, Construction and Maintenance</i>	1.00	3775	229 6.07%	2031 53.80%	190 5.03%	1765 46.75%	18 0.48%	50 1.32%
PAINTER SUPERVISOR <i>642 - Painters, Construction and Maintenance</i>	1.00	3775	229 6.07%	2031 53.80%	190 5.03%	1765 46.75%	18 0.48%	50 1.32%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
PLANT MAINTENANCE <i>734 - Maintenance and Repair Workers, General</i>	1.00	2730	93 3.41%	837 30.66%	220 8.06%	534 19.56%	44 1.61%	35 1.28%
PLUMBER 1 <i>644 - Pipelayers/Plmbers/Pipefters/Steamfiter</i>	1.00	3830	74 1.93%	1072 27.99%	150 3.92%	864 22.56%	19 0.50%	35 0.91%
PLUMBER II <i>644 - Pipelayers/Plmbers/Pipefters/Steamfiter</i>	1.00	3830	74 1.93%	1072 27.99%	150 3.92%	864 22.56%	19 0.50%	35 0.91%
PLUMBER III <i>644 - Pipelayers/Plmbers/Pipefters/Steamfiter</i>	3.00	3830	74 1.93%	1072 27.99%	150 3.92%	864 22.56%	19 0.50%	35 0.91%
PLUMBER LEADER <i>644 - Pipelayers/Plmbers/Pipefters/Steamfiter</i>	1.00	3830	74 1.93%	1072 27.99%	150 3.92%	864 22.56%	19 0.50%	35 0.91%
PLUMBER SUPERVISOR <i>644 - Pipelayers/Plmbers/Pipefters/Steamfiter</i>	1.00	3830	74 1.93%	1072 27.99%	150 3.92%	864 22.56%	19 0.50%	35 0.91%
PRINT SHOP SUPERVISOR <i>826 - Printing Machine Operators</i>	1.00	1165	180 15.45%	434 37.25%	70 6.01%	315 27.04%	39 3.35%	10 0.86%
SAFETY TECHNICIAN <i>384 - Miscellaneous Law Enforcement Workers</i>	1.00	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SCI INSTR MAKER SUPV <i>813 - Tool and Die Makers</i>	4.00	705	10 1.42%	84 11.91%	15 2.13%	45 6.38%	4 0.57%	20 2.84%
SCI INSTRUMENT MAKER II <i>813 - Tool and Die Makers</i>	1.00	705	10 1.42%	84 11.91%	15 2.13%	45 6.38%	4 0.57%	20 2.84%
SUP, PRT GRPH SVCS <i>826 - Printing Machine Operators</i>	2.00	1165	180 15.45%	434 37.25%	70 6.01%	315 27.04%	39 3.35%	10 0.86%
UTIL STATION OPR II <i>860 - Power Plnt Ops/Distributors/Dispatchers</i>	3.00	190	15 7.89%	40 21.05%	0 0.00%	40 21.05%	0 0.00%	0 0.00%
UTILITIES OPER SUPV <i>860 - Power Plnt Ops/Distributors/Dispatchers</i>	1.00	190	15 7.89%	40 21.05%	0 0.00%	40 21.05%	0 0.00%	0 0.00%
UTILITIES STATION OPR <i>860 - Power Plnt Ops/Distributors/Dispatchers</i>	7.00	190	15 7.89%	40 21.05%	0 0.00%	40 21.05%	0 0.00%	0 0.00%
Total Weight:	85.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: A70 Maintenance/Service		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ACTIVITY ASSISTANT I <i>443 - Misc Entertain Atnd/Related Workers</i>	12.00	775	285 36.77%	255 32.90%	110 14.19%	115 14.84%	20 2.58%	10 1.29%
ACTIVITY ASST II <i>443 - Misc Entertain Atnd/Related Workers</i>	1.00	775	285 36.77%	255 32.90%	110 14.19%	115 14.84%	20 2.58%	10 1.29%
ASST BLDG ATTENDANT LDR <i>422 - Janitors and Building Cleaners</i>	1.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
ASST EXEC HSKP <i>422 - Janitors and Building Cleaners</i>	1.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
ASST GRDS MAINT SUP <i>422 - Janitors and Building Cleaners</i>	2.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
BUILDING ATTENDANT I <i>422 - Janitors and Building Cleaners</i>	77.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
BUILDING ATTENDANT II <i>422 - Janitors and Building Cleaners</i>	17.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
BUILDING ATTENDANT LDR <i>422 - Janitors and Building Cleaners</i>	3.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
BUILDING SERVICES SUPV <i>422 - Janitors and Building Cleaners</i>	1.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
CADD/DRAFT TECH IV <i>154 - Drafters</i>	1.00	1420	299 21.06%	268 18.87%	45 3.17%	169 11.90%	40 2.82%	10 0.70%
DRIVER II <i>912 - Bus Drivers</i>	6.00	1645	815 49.54%	673 40.91%	530 32.22%	115 6.99%	4 0.24%	10 0.61%
EXHIBIT DESIGNER I <i>263 - Designers</i>	1.00	4050	2350 58.02%	479 11.83%	110 2.72%	220 5.43%	69 1.70%	65 1.60%
FAC PLAN ASST <i>560 - Prodt, Planning, and Expediting Clrks</i>	1.00	2645	1150 43.48%	594 22.46%	185 6.99%	305 11.53%	30 1.13%	70 2.65%
GAMES AREA SUPERVISOR <i>430 - First-Line Spvs/Mgrs Gaming Workers</i>	1.00	145	39 26.90%	33 22.76%	0 0.00%	14 9.66%	15 10.34%	0 0.00%
GRAPH SGN MKR <i>734 - Maintenance and Repair Workers, General</i>	2.00	2730	93 3.41%	837 30.66%	220 8.06%	534 19.56%	44 1.61%	35 1.28%
GROUNDS MAINT LEADER <i>425 - Grounds Maintenance Workers</i>	3.00	5970	275 4.61%	3297 55.23%	369 6.18%	2820 47.24%	34 0.57%	49 0.82%
GROUNDS MAINT SUPV <i>425 - Grounds Maintenance Workers</i>	1.00	5970	275 4.61%	3297 55.23%	369 6.18%	2820 47.24%	34 0.57%	49 0.82%
GROUNDSKEEPER I <i>425 - Grounds Maintenance Workers</i>	20.00	5970	275 4.61%	3297 55.23%	369 6.18%	2820 47.24%	34 0.57%	49 0.82%
GROUNDSKEEPER II <i>425 - Grounds Maintenance Workers</i>	6.00	5970	275 4.61%	3297 55.23%	369 6.18%	2820 47.24%	34 0.57%	49 0.82%
GROUNDSKEEPER III <i>425 - Grounds Maintenance Workers</i>	2.00	5970	275 4.61%	3297 55.23%	369 6.18%	2820 47.24%	34 0.57%	49 0.82%
GUARD, UNIV POLICE <i>384 - Miscellaneous Law Enforcement Workers</i>	15.00	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
HELPER <i>462 - Recreation and Fitness Workers</i>	3.00	1180	763 64.66%	278 23.56%	155 13.14%	95 8.05%	20 1.69%	4 0.34%
HOUSEKEEPER I <i>422 - Janitors and Building Cleaners</i>	8.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
HOUSEKEEPER II <i>422 - Janitors and Building Cleaners</i>	1.00	10080	2974 29.50%	5853 58.07%	2064 20.48%	3255 32.29%	340 3.37%	80 0.79%
LOCKER ROOM ATTENDANT <i>462 - Recreation and Fitness Workers</i>	1.00	1180	763 64.66%	278 23.56%	155 13.14%	95 8.05%	20 1.69%	4 0.34%
MAINTENANCE SUPERVISOR <i>700 - First-Line Spv/Mgr Mech/Install/Repairers</i>	2.00	3015	259 8.59%	417 13.83%	145 4.81%	174 5.77%	29 0.96%	50 1.66%
MAINTENANCE WORKER I <i>734 - Maintenance and Repair Workers, General</i>	2.00	2730	93 3.41%	837 30.66%	220 8.06%	534 19.56%	44 1.61%	35 1.28%
MAINTENANCE WORKER II <i>734 - Maintenance and Repair Workers, General</i>	16.00	2730	93 3.41%	837 30.66%	220 8.06%	534 19.56%	44 1.61%	35 1.28%
MAINTENANCE WORKER III <i>734 - Maintenance and Repair Workers, General</i>	1.00	2730	93 3.41%	837 30.66%	220 8.06%	534 19.56%	44 1.61%	35 1.28%
OPERATIONS SUPERVISOR <i>700 - First-Line Spv/Mgr Mech/Install/Repairers</i>	1.00	3015	259 8.59%	417 13.83%	145 4.81%	174 5.77%	29 0.96%	50 1.66%
PARKING CONTROLLER <i>542 - Information and Record Clerks, All Other</i>	1.00	680	555 81.62%	193 28.38%	85 12.50%	84 12.35%	20 2.94%	4 0.59%
POLICE COMM OPERATOR <i>385 - Police Officers</i>	7.00	4440	733 16.51%	921 20.74%	433 9.75%	335 7.55%	54 1.22%	95 2.14%
POLICE COMM SUPV <i>385 - Police Officers</i>	1.00	4440	733 16.51%	921 20.74%	433 9.75%	335 7.55%	54 1.22%	95 2.14%
RESIDENT ASSISTANT <i>464 - Residential Advisors</i>	43.00	240	170 70.83%	130 54.17%	80 33.33%	50 20.83%	0 0.00%	0 0.00%
SALES ASSISTANT <i>580 - Computer Operators</i>	1.00	1830	837 45.74%	472 25.79%	250 13.66%	90 4.92%	114 6.23%	4 0.22%
SUPERVISOR LANG LAB <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	1.00	12755	8615 67.54%	2814 22.06%	1210 9.49%	1165 9.13%	225 1.76%	150 1.18%
TRANSPORTATION SUPV <i>384 - Miscellaneous Law Enforcement Workers</i>	1.00	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
WAREHOUSE WORKER II <i>962 - Laborers Freight/Stock/Matr'l Movers Hand</i>	3.00	11780	1943 16.49%	6163 52.32%	2365 20.08%	3205 27.21%	329 2.79%	170 1.44%
WAREHOUSE WORKER III <i>962 - Laborers Freight/Stock/Matr'l Movers Hand</i>	1.00	11780	1943 16.49%	6163 52.32%	2365 20.08%	3205 27.21%	329 2.79%	170 1.44%
WATER TREATMENT TECH <i>962 - Laborers Freight/Stock/Matr'l Movers Hand</i>	1.00	11780	1943 16.49%	6163 52.32%	2365 20.08%	3205 27.21%	329 2.79%	170 1.44%
<i>Total Weight:</i>	269.00							
Job Group: A90 Student Workers Non Teachin								
<u>Components:</u>								
UTA 2006 Fact Book	1.00	24825	13213 53.22%	9447 38.05%	3065 12.35%	3479 14.01%	2748 11.07%	155 0.62%
<i>Total Weight:</i>	1.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: ART School of Architecture Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOCIATE PROFESSOR-ARCH <i>220 - Postsecondary Teachers</i>	8.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ARCH <i>220 - Postsecondary Teachers</i>	7.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>Total Weight:</i>		15.00						
Job Group: ARX Architecture Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ASSISTANT PROFESSOR-ARCH <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASSC I-ARCH <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-ARCH <i>254 - Teacher Assistants</i>	9.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
INSTRUCTOR-ARCH <i>234 - Other Teachers and Instructors</i>	1.00	3700	2340 63.24%	653 17.65%	284 7.68%	265 7.16%	54 1.46%	10 0.27%
LECTURER-ARCH <i>220 - Postsecondary Teachers</i>	19.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SPECIALIST-ARCH <i>234 - Other Teachers and Instructors</i>	1.00	3700	2340 63.24%	653 17.65%	284 7.68%	265 7.16%	54 1.46%	10 0.27%
VIS ASSOC PROFESSOR-ARCH <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING ASSISTANT PROF-ARCH <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
<i>Total Weight:</i>		44.00						

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: BST College of Business Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOC PROFESSOR/CHAIR-ACT <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROFESSOR/CHAIR-MAN <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-ACT <i>220 - Postsecondary Teachers</i>	6.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-ECO <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-FIN <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-ISMS <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-MAN <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-MKT <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-FIN <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-ISMS <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-MKT <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ACT <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ECO <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-FIN <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ISMS <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-MAN <i>220 - Postsecondary Teachers</i>	4.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-MKT <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
Total Weight:	40.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: BSX Business Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ADJ ASSISTANT PROFESSOR-ACT <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJ ASSISTANT PROFESSOR-FIN <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-ACT <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-ECO <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-FIN <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-ISMS <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-MAN <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-MKT <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASSC I-ACT <i>254 - Teacher Assistants</i>	4.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-FIN <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-ISMS <i>254 - Teacher Assistants</i>	9.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-MAN <i>254 - Teacher Assistants</i>	9.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-MKT <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-ACT <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-FIN <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC III-FIN <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC III-ISMS <i>254 - Teacher Assistants</i>	4.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-ACT <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-BUS <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-ECO <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-ISMS <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-MAN <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-MKT <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
GRAD TEACHING ASST II-ACT <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-ECO <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-FIN <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-MAN <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-MKT <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST-ISMS <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
LECTURER-ACT <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-ECO <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-FIN <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-MAN <i>220 - Postsecondary Teachers</i>	11.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-MKT <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-ECO <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-FIN <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-ISMS <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-MAN <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-MKT <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING ASSISTANT PROF-ECO <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING ASSISTANT PROF-MAN <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING ASSISTANT PROF-MKT <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
Total Weight:	152.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: EDT School of Education Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOC PROF/ASSOC CHAIR-KIN <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROFESSOR/CHAIR-ED <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-ED <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-KIN <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROF & ASSOC CHAIR-ED <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-ED <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ED <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>Total Weight:</i>	12.00							
Job Group: EDX Education Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ADJ ASSISTANT PROFESSOR-KIN <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-ED <i>220 - Postsecondary Teachers</i>	15.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-KIN <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASST CLINICAL PROFESSOR-ED <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASST CLINICAL PROFESSOR-KIN <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASST-KIN <i>254 - Teacher Assistants</i>	9.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
LECTURER-ED <i>220 - Postsecondary Teachers</i>	18.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-KIN <i>220 - Postsecondary Teachers</i>	9.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-ED <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING ASSISTANT PROF-ED <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING ASSISTANT PROF-KIN <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
<i>Total Weight:</i>	73.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: EGT College of Engineering Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOC PROF/ASSOC CHAIR-CSE <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROF/ASSOC CHAIR-IE <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROF/DIRECTOR-E ENG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-B ENG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-CE <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-CSE <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-E ENG <i>220 - Postsecondary Teachers</i>	6.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-IE <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-MAT ENG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-ME <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROF & ASSOC CHAIR-E ENG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROF & ASSOC CHAIR-ME <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-CE <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-CSE <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-E ENG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-IE <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-MAT ENG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-ME <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & DIRECTOR-B ENG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & DIRECTOR-E ENG <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-B ENG <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-CE <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-CSE <i>220 - Postsecondary Teachers</i>	8.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
PROFESSOR-E ENG <i>220 - Postsecondary Teachers</i>	11.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-IE <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ME <i>220 - Postsecondary Teachers</i>	14.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>Total Weight:</i>	77.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: EGX Engineering Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ADJ ASSISTANT PROFESSOR-E ENG <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJ ASSOCIATE PROFESSOR-E ENG <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-E ENG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-IE <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR- B ENG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR--E ENG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-B ENG <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-CE <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-CSE <i>220 - Postsecondary Teachers</i>	10.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-E ENG <i>220 - Postsecondary Teachers</i>	9.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-IE <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-MAT ENG <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-ME <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASST INSTRUCTOR-CSE <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASST INSTRUCTOR-ME <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASSC I-CE <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-CSE <i>254 - Teacher Assistants</i>	7.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-E ENG <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-IE <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-MAT ENG <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-ME <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-CE <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-CSE <i>254 - Teacher Assistants</i>	18.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
GRAD TEACHING ASSC II-E ENG <i>254 - Teacher Assistants</i>	15.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-IE <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-MAT ENG <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC III-CSE <i>254 - Teacher Assistants</i>	13.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC III-E ENG <i>254 - Teacher Assistants</i>	7.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC III-IE <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-B ENG <i>254 - Teacher Assistants</i>	9.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-CE <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-CSE <i>254 - Teacher Assistants</i>	17.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-E ENG <i>254 - Teacher Assistants</i>	17.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-IE <i>254 - Teacher Assistants</i>	4.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-ME <i>254 - Teacher Assistants</i>	22.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-CE <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-CSE <i>254 - Teacher Assistants</i>	9.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-E ENG <i>254 - Teacher Assistants</i>	12.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-IE <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-ME <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST III-CE <i>254 - Teacher Assistants</i>	7.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST III-ME <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
LECTURER-CE <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-CSE <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-E ENG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-IE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-ME <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
SENIOR LECTURER-CE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-CSE <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-E ENG <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-IE <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
SENIOR LECTURER-ME <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING ASSISTANT PROF-E ENG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING PROFESSOR-ARRI <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
<i>Total Weight:</i>	310.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: LAT College of Liberal Arts Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOC PROF & ACT CHAIR-CRIM <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROFESSOR/CHAIR-COMM <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROFESSOR/CHAIR-LING <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROFESSOR/CHAIR-MOD LANG <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROFESSOR/CHAIR-PHIL <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-ART <i>220 - Postsecondary Teachers</i>	10.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-CMAS <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-COMM <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-CRIM <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-ENGL <i>220 - Postsecondary Teachers</i>	4.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-HIST <i>220 - Postsecondary Teachers</i>	11.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-LING <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-MOD LANG <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-MUSIC <i>220 - Postsecondary Teachers</i>	9.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-PHIL <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-POLSC <i>220 - Postsecondary Teachers</i>	6.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-SOC <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-TA <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-ART <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-ENGL <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-HIST <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-MUSIC <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-POLSC <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
PROFESSOR & CHAIRPERSON-SOC <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & DIRECTOR-TA <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ART <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-COMM <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-ENGL <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-HIST <i>220 - Postsecondary Teachers</i>	8.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-LING <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-MUSIC <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-POLSC <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-SOC <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-TA <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>Total Weight:</i>	101.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: LAX Liberal Arts Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ADJ ASSISTANT PROFESSOR-ART <i>220 - Postsecondary Teachers</i>	13.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJ ASSISTANT PROFESSOR-MUSIC <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJ ASSISTANT PROFESSOR-SOC <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJ ASSOCIATE PROFESSOR-MUSIC <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJ ASSOCIATE PROFESSOR-POLSC <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROF EMERITUS- MOD LANG <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROF EMERITUS-HIST <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-COMM <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-MUSIC <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-POLSC <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-ART <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-COMM <i>220 - Postsecondary Teachers</i>	8.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-CRIM <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-ENGL <i>220 - Postsecondary Teachers</i>	9.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-HIST <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-LING <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-MOD LANG <i>220 - Postsecondary Teachers</i>	8.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-MUSIC <i>220 - Postsecondary Teachers</i>	8.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-PHIL <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-POLSC <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-SOC <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-TA <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASSC I-ENGL <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
GRAD TEACHING ASSC I-HIST <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-LING <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-MUSIC <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-HIST <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-LING <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-COMM <i>254 - Teacher Assistants</i>	4.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-ENGL <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-HIST <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-MOD LANG <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-MUSIC <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-PHIL <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-SOC <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-ENGL <i>254 - Teacher Assistants</i>	17.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-HIST <i>254 - Teacher Assistants</i>	4.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-LING <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST II-MOD LANG <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST III-ENGL <i>254 - Teacher Assistants</i>	6.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
INSTRUCTOR-MOD LANG <i>234 - Other Teachers and Instructors</i>	3.00	3700	2340 63.24%	653 17.65%	284 7.68%	265 7.16%	54 1.46%	10 0.27%
LECTURER-COMM <i>220 - Postsecondary Teachers</i>	19.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-CRIM <i>220 - Postsecondary Teachers</i>	16.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-ENGL <i>220 - Postsecondary Teachers</i>	22.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-HIST <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-MOD LANG <i>220 - Postsecondary Teachers</i>	26.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-MUSIC <i>220 - Postsecondary Teachers</i>	17.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
LECTURER-PHIL <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-POLSC <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-SOC <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-TA <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
SENIOR LECTURER-ART <i>220 - Postsecondary Teachers</i>	8.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
SENIOR LECTURER-CRIM <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
SENIOR LECTURER-ENGL <i>220 - Postsecondary Teachers</i>	8.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
SENIOR LECTURER-MUSIC <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
SPECIALIST-COMM <i>234 - Other Teachers and Instructors</i>	2.00	3700	2340 <i>63.24%</i>	653 <i>17.65%</i>	284 <i>7.68%</i>	265 <i>7.16%</i>	54 <i>1.46%</i>	10 <i>0.27%</i>
SPECIALIST-ENGL <i>234 - Other Teachers and Instructors</i>	1.00	3700	2340 <i>63.24%</i>	653 <i>17.65%</i>	284 <i>7.68%</i>	265 <i>7.16%</i>	54 <i>1.46%</i>	10 <i>0.27%</i>
SPECIALIST-LING <i>234 - Other Teachers and Instructors</i>	25.00	3700	2340 <i>63.24%</i>	653 <i>17.65%</i>	284 <i>7.68%</i>	265 <i>7.16%</i>	54 <i>1.46%</i>	10 <i>0.27%</i>
SPECIALIST-MUSIC <i>234 - Other Teachers and Instructors</i>	2.00	3700	2340 <i>63.24%</i>	653 <i>17.65%</i>	284 <i>7.68%</i>	265 <i>7.16%</i>	54 <i>1.46%</i>	10 <i>0.27%</i>
SPECIALIST-TA <i>234 - Other Teachers and Instructors</i>	2.00	3700	2340 <i>63.24%</i>	653 <i>17.65%</i>	284 <i>7.68%</i>	265 <i>7.16%</i>	54 <i>1.46%</i>	10 <i>0.27%</i>
VISITING ASSISTANT PROF-ART <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
VISITING ASSISTANT PROF-COMM <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
VISITING ASSISTANT PROF-ENGL <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
VISITING ASSISTANT PROF-MUSIC <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
VISITING ASSISTANT PROF-SOC <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
VISITING ASSISTANT PROF-TA <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
Total Weight:	340.00							
Job Group: NRT School of Nursing Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASC. CLINICAL PROFESSOR-NUR <i>220 - Postsecondary Teachers</i>	4.00	1148525	531345 <i>46.26%</i>	230125 <i>20.04%</i>	65900 <i>5.74%</i>	51445 <i>4.48%</i>	93125 <i>8.11%</i>	9215 <i>0.80%</i>
ASSOCIATE PROFESSOR-NUR <i>220 - Postsecondary Teachers</i>	6.00	1148525	531345 <i>46.26%</i>	230125 <i>20.04%</i>	65900 <i>5.74%</i>	51445 <i>4.48%</i>	93125 <i>8.11%</i>	9215 <i>0.80%</i>
Total Weight:	10.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight		Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: NRX Nursing Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>							
<u>Employee Job Titles:</u>									
ADJ ASSOCIATE PROFESSOR-NUR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>	
ASSISTANT PROFESSOR-NUR <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>	
ASST CLINICAL PROFESSOR-NUR <i>220 - Postsecondary Teachers</i>	13.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>	
CLINICAL INSTRUCTOR-NUR <i>220 - Postsecondary Teachers</i>	58.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>	
GRAD TEACHING ASSC I-NUR <i>254 - Teacher Assistants</i>	1.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>	
GRAD TEACHING ASST I-NUR <i>254 - Teacher Assistants</i>	2.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>	
GRAD TEACHING ASST II-NUR <i>254 - Teacher Assistants</i>	1.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>	
VISITING PROFESSOR-NUR <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>	
Total Weight:	80.00								

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: SCT College of Science Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOC PROF/ASSOC CHAIR-MATH <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOC PROF/ASSOC CHAIR-PSY <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-BIO <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-CHEM <i>220 - Postsecondary Teachers</i>	2.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-GO <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-MATH <i>220 - Postsecondary Teachers</i>	11.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-PHYS <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
ASSOCIATE PROFESSOR-PSY <i>220 - Postsecondary Teachers</i>	3.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROF & ASSOC CHAIR-BIO <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROF & ASSOC CHAIR-CHEM <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & ACTNG CHAIR-CHEM <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-BIO <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-GO <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-MATH <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR & CHAIRPERSON-PHYS <i>220 - Postsecondary Teachers</i>	1.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-BIO <i>220 - Postsecondary Teachers</i>	7.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-CHEM <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-GO <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-MATH <i>220 - Postsecondary Teachers</i>	9.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-PHYS <i>220 - Postsecondary Teachers</i>	10.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-PSY <i>220 - Postsecondary Teachers</i>	6.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
Total Weight:	76.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: SCX Science Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ADJ ASSISTANT PROFESSOR-GO <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-GO <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-BIO <i>220 - Postsecondary Teachers</i>	12.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-CHEM <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-MATH <i>220 - Postsecondary Teachers</i>	2.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-PHYS <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-PSY <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASSC I-BIO <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-GO <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-MATH <i>254 - Teacher Assistants</i>	14.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-PHYS <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC I-PSY <i>254 - Teacher Assistants</i>	9.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-BIO <i>254 - Teacher Assistants</i>	14.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-ES <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-MATH <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC II-PHYS <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASSC III-PHYS <i>254 - Teacher Assistants</i>	2.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-BIO <i>254 - Teacher Assistants</i>	5.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-CHEM <i>254 - Teacher Assistants</i>	11.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-GO <i>254 - Teacher Assistants</i>	3.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-MATH <i>254 - Teacher Assistants</i>	17.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-PHYS <i>254 - Teacher Assistants</i>	7.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
GRAD TEACHING ASST I-PSY <i>254 - Teacher Assistants</i>	20.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006

11/17/2006

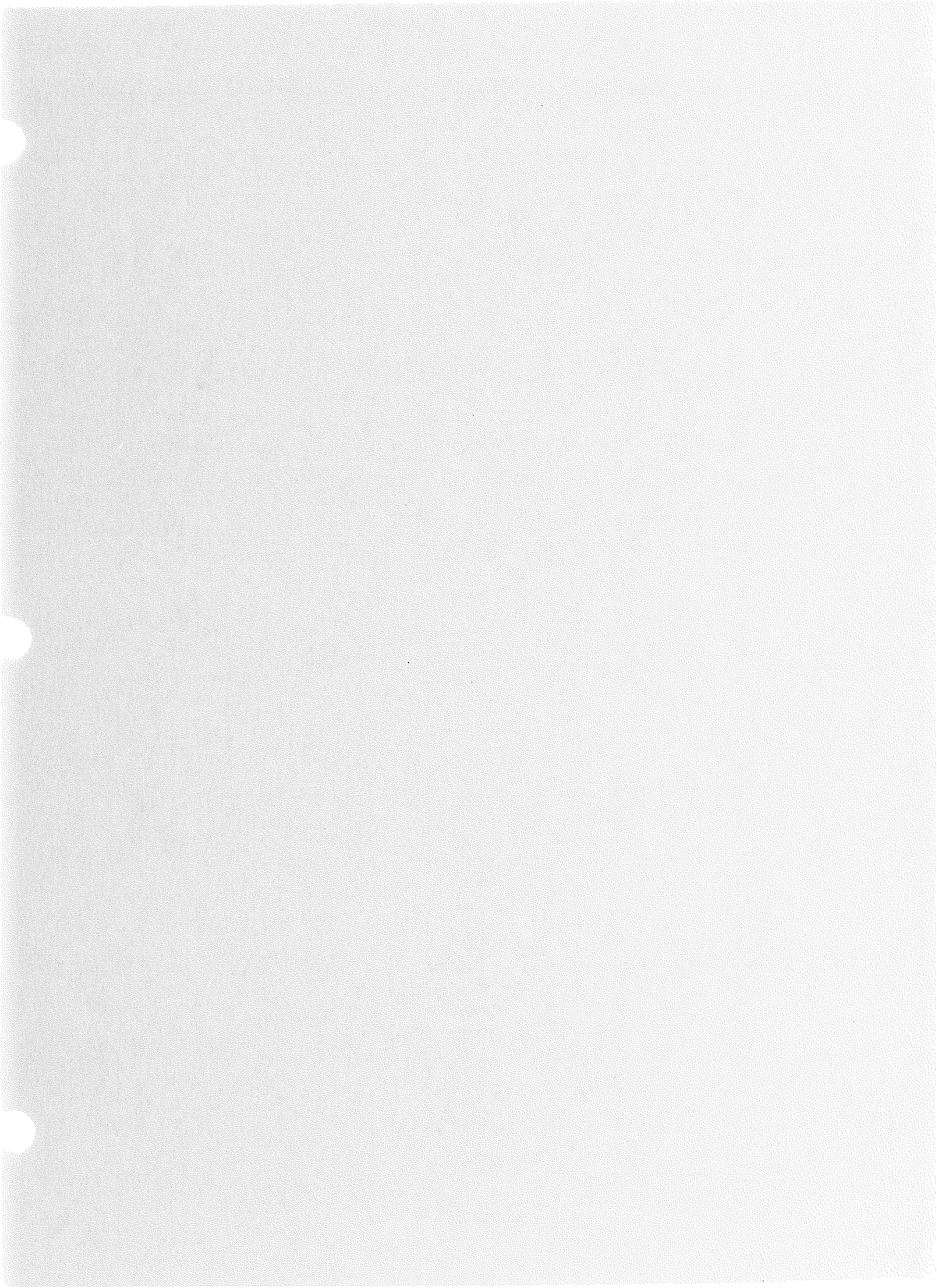
	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
GRAD TEACHING ASST II-BIO <i>254 - Teacher Assistants</i>	9.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>
GRAD TEACHING ASST II-CHEM <i>254 - Teacher Assistants</i>	16.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>
GRAD TEACHING ASST II-ES <i>254 - Teacher Assistants</i>	1.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>
GRAD TEACHING ASST II-GO <i>254 - Teacher Assistants</i>	2.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>
GRAD TEACHING ASST II-PHYS <i>254 - Teacher Assistants</i>	7.00	3925	3654 <i>93.10%</i>	1419 <i>36.15%</i>	575 <i>14.65%</i>	705 <i>17.96%</i>	84 <i>2.14%</i>	45 <i>1.15%</i>
LECTURER-BIO <i>220 - Postsecondary Teachers</i>	10.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-CHEM <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-ES <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-MATH <i>220 - Postsecondary Teachers</i>	23.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-PHYS <i>220 - Postsecondary Teachers</i>	4.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-PSY <i>220 - Postsecondary Teachers</i>	5.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
LECTURER-SCI <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
RESEARCHER <i>124 - Msc Math/Science Occp/Inclding Math/Stat</i>	1.00	135	55 <i>40.74%</i>	40 <i>29.63%</i>	10 <i>7.41%</i>	0 <i>0.00%</i>	30 <i>22.22%</i>	0 <i>0.00%</i>
SENIOR LECTURER-CHEM <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
SPECIALIST-GO <i>234 - Other Teachers and Instructors</i>	1.00	3700	2340 <i>63.24%</i>	653 <i>17.65%</i>	284 <i>7.68%</i>	265 <i>7.16%</i>	54 <i>1.46%</i>	10 <i>0.27%</i>
VISITING PROFESSOR-CHEM <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 <i>45.46%</i>	959 <i>20.62%</i>	155 <i>3.33%</i>	365 <i>7.85%</i>	390 <i>8.39%</i>	35 <i>0.75%</i>
<i>Total Weight:</i>	240.00							
Job Group: SWT School of Social Work Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOCIATE PROFESSOR-SW <i>220 - Postsecondary Teachers</i>	5.00	1148525	531345 <i>46.26%</i>	230125 <i>20.04%</i>	65900 <i>5.74%</i>	51445 <i>4.48%</i>	93125 <i>8.11%</i>	9215 <i>0.80%</i>
PROFESSOR-SW <i>220 - Postsecondary Teachers</i>	13.00	1148525	531345 <i>46.26%</i>	230125 <i>20.04%</i>	65900 <i>5.74%</i>	51445 <i>4.48%</i>	93125 <i>8.11%</i>	9215 <i>0.80%</i>
<i>Total Weight:</i>	18.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

Affirmative Action Plan 2006
11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: SWX Social work Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ADJ ASSISTANT PROFESSOR-SW <i>220 - Postsecondary Teachers</i>	28.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-SW <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-SW <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASST I-SW <i>254 - Teacher Assistants</i>	8.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
SPECIALIST-SW <i>234 - Other Teachers and Instructors</i>	7.00	3700	2340 63.24%	653 17.65%	284 7.68%	265 7.16%	54 1.46%	10 0.27%
VISITING ASSISTANT PROF-SW <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
<i>Total Weight:</i>	51.00							
Job Group: UPT Urban/Public Affairs Tenure		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ASSOCIATE PROFESSOR-UPA <i>220 - Postsecondary Teachers</i>	4.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
PROFESSOR-UPA <i>220 - Postsecondary Teachers</i>	4.00	1148525	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>Total Weight:</i>	8.00							
Job Group: UPX Urban/Pub Affairs Non-Tenure		<i>Labor Area: Fort Worth-Arlington, TX PMSA</i>						
<u>Employee Job Titles:</u>								
ADJ ASSISTANT PROFESSOR-UPA <i>220 - Postsecondary Teachers</i>	6.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ADJUNCT PROFESSOR-UPA <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-INTD <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
ASSISTANT PROFESSOR-UPA <i>220 - Postsecondary Teachers</i>	7.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
GRAD TEACHING ASSC III-UPA <i>254 - Teacher Assistants</i>	1.00	3925	3654 93.10%	1419 36.15%	575 14.65%	705 17.96%	84 2.14%	45 1.15%
LECTURER-INTD <i>220 - Postsecondary Teachers</i>	3.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
LECTURER-UPA <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
VISITING PROFESSOR-UPA <i>220 - Postsecondary Teachers</i>	1.00	4650	2114 45.46%	959 20.62%	155 3.33%	365 7.85%	390 8.39%	35 0.75%
<i>Total Weight:</i>	21.00							



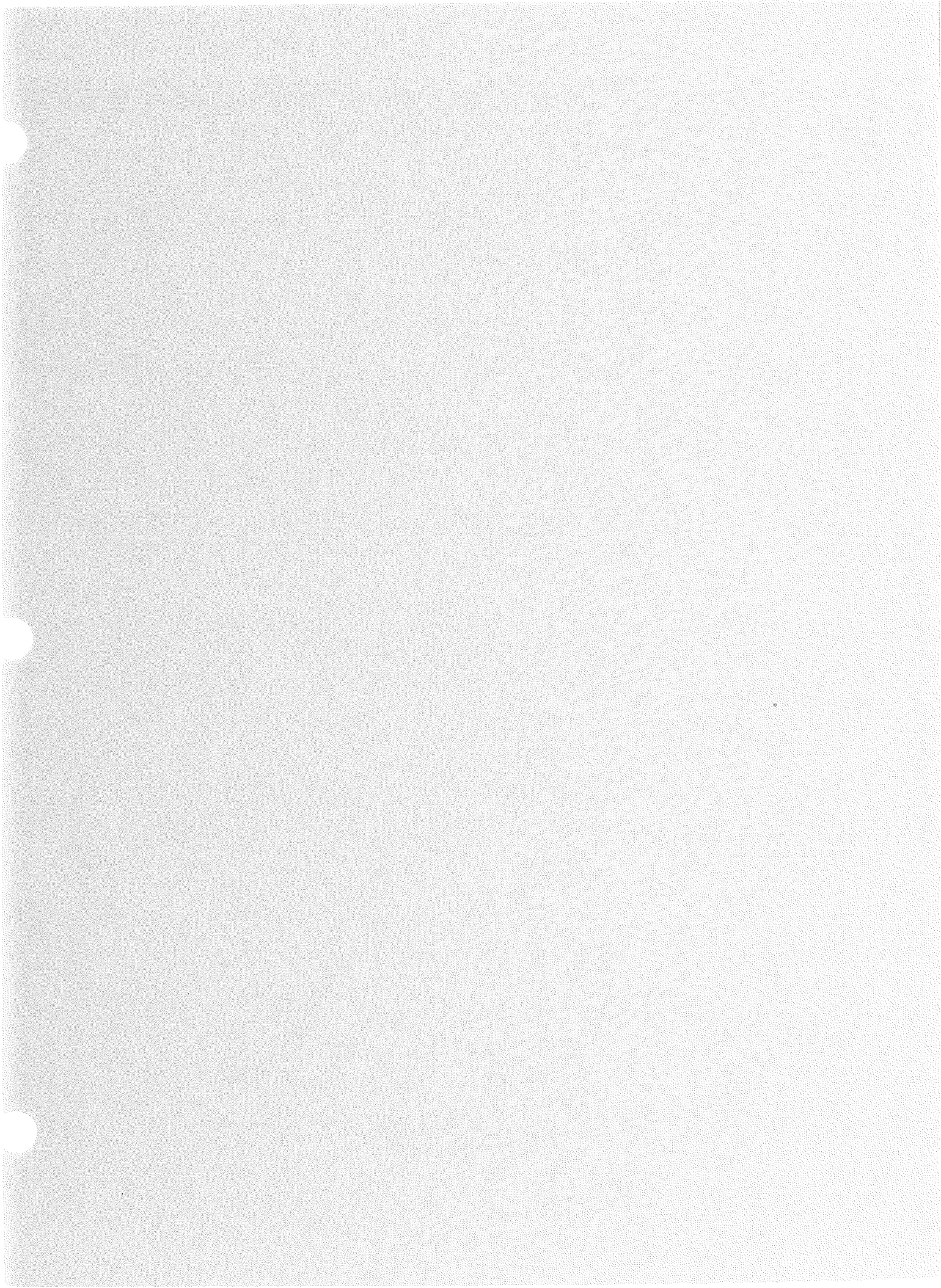
Factor Components

Factor 2 - Promotable, Transferable, and Trainable within Organization

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: A10 Administrative Executive								
<u>Feeders:</u>								
Job Group: A30 Professional	-	524	324 61.83%	161 30.73%	72 13.74%	49 9.35%	36 6.87%	4 0.76%
Job Group: A30 Professional								
<u>Feeders:</u>								
Job Group: A40 Clerical Staff	-	519	448 86.32%	145 27.94%	65 12.52%	47 9.06%	30 5.78%	3 0.58%
Job Group: A50 Technical Staff	-	714	229 32.07%	406 56.86%	67 9.38%	49 6.86%	287 40.20%	3 0.42%
Job Group: A60 Skilled Craft	-	85	3 3.53%	22 25.88%	3 3.53%	16 18.82%	1 1.18%	2 2.35%



Factor Components

Factor 3 - Other Recruitment Pools

Affirmative Action Plan 2006

11/17/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: ART School of Architecture Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	318	129 40.57%	54 16.98%	7 2.20%	11 3.46%	33 10.38%	3 0.94%
Job Group: ARX Architecture Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	318	129 40.57%	54 16.98%	7 2.20%	11 3.46%	33 10.38%	3 0.94%
Job Group: BST College of Business Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	7380	2808 38.05%	1481 20.07%	539 7.30%	250 3.39%	649 8.79%	43 0.58%
Job Group: BSX Business Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	7380	2808 38.05%	1481 20.07%	539 7.30%	250 3.39%	649 8.79%	43 0.58%
Job Group: EDT School of Education Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	57337	37376 65.19%	11856 20.68%	6833 11.92%	2883 5.03%	1649 2.88%	491 0.86%
Job Group: EDX Education Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	57337	37376 65.19%	11856 20.68%	6833 11.92%	2883 5.03%	1649 2.88%	491 0.86%
Job Group: EGT College of Engineering Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	26498	4789 18.07%	6977 26.33%	880 3.32%	940 3.55%	5054 19.07%	103 0.39%

Factor Components

Factor 3 - Other Recruitment Pools

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: EGX Engineering Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	26498	4789 18.07%	6977 26.33%	880 3.32%	940 3.55%	5054 19.07%	103 0.39%
Job Group: LAT College of Liberal Arts Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	60943	30452 49.97%	8993 14.76%	2767 4.54%	2994 4.91%	2889 4.74%	343 0.56%
Job Group: LAX Liberal Arts Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	60943	30452 49.97%	8993 14.76%	2767 4.54%	2994 4.91%	2889 4.74%	343 0.56%
Job Group: NRT School of Nursing Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	3348	3184 95.10%	412 12.31%	199 5.94%	67 2.00%	125 3.73%	21 0.63%
Job Group: NRX Nursing Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	3348	3184 95.10%	412 12.31%	199 5.94%	67 2.00%	125 3.73%	21 0.63%
Job Group: SCT College of Science Tenure								
<u>Components:</u>								
NSF Life PhD US 1996-2005	-	90585	50658 55.92%	17351 19.15%	3922 4.33%	4229 4.67%	8772 9.68%	428 0.47%
NSF Physical PhD US 1996-2005	-	36634	9685 26.44%	6712 18.32%	935 2.55%	1135 3.10%	4509 12.31%	133 0.36%
Job Group: SCX Science Non-Tenure								
<u>Components:</u>								
NSF Life PhD US 1996-2005	-	90585	50658 55.92%	17351 19.15%	3922 4.33%	4229 4.67%	8772 9.68%	428 0.47%
NSF Physical PhD US 1996-2005	-	36634	9685 26.44%	6712 18.32%	935 2.55%	1135 3.10%	4509 12.31%	133 0.36%

Factor Components

Factor 3 - Other Recruitment Pools

Affirmative Action Plan 2006

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: SWT School of Social Work Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	2248	1635 72.73%	508 22.60%	270 12.01%	112 4.98%	104 4.63%	22 0.98%
Job Group: SWX Social work Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	2248	1635 72.73%	508 22.60%	270 12.01%	112 4.98%	104 4.63%	22 0.98%
Job Group: UPT Urban/Public Affairs Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	552	228 41.30%	136 24.64%	66 11.96%	20 3.62%	43 7.79%	7 1.27%
Job Group: UPX Urban/Pub Affairs Non-Tenure								
<u>Components:</u>								
NSF Doctorate US and Perm. Res	-	552	228 41.30%	136 24.64%	66 11.96%	20 3.62%	43 7.79%	7 1.27%

Factor Availabilities

Affirmative Action Plan 2006 11/17/2006

Factor Availabilities

Affirmative Action Plan 2006
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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)
Factor 1 - Requisite Skills in Reasonable Recruiting Area						
A10 Administrative Executive <i>Labor Area: United States</i>	34.88	17.76	5.39	4.56	6.44	0.66
A30 Professional <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	54.59	24.04	9.39	8.05	4.58	0.76
A40 Clerical Staff <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	71.67	26.48	9.85	11.59	3.44	1.15
A50 Technical Staff <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	50.69	24.94	7.63	10.04	5.98	0.95
A60 Skilled Craft <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	4.51	28.60	3.51	22.70	0.88	1.20
A70 Maintenance/Service <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	30.33	46.74	17.64	25.83	1.94	0.74
A90 Student Workers Non Teaching	53.22	38.05	12.35	14.01	11.07	0.62
ART School of Architecture Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
ARX Architecture Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	61.43	25.43	7.13	11.04	6.08	0.86
BST College of Business Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
BSX Business Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	67.71	27.88	8.62	12.57	5.47	0.94
EDT School of Education Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
EDX Education Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	51.33	22.54	4.73	9.10	7.62	0.80
EGT College of Engineering Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
EGX Engineering Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	79.42	31.69	11.40	15.06	3.93	1.03
LAT College of Liberal Arts Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
LAX Liberal Arts Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	58.08	23.83	6.34	10.07	6.26	0.79
NRT School of Nursing Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80

Factor Availabilities

Affirmative Action Plan 2006
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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)
NRX Nursing Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	47.84	21.40	3.90	8.36	8.07	0.77
SCT College of Science Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
SCX Science Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	76.28	30.68	10.68	14.34	4.38	1.00
SWT School of Social Work Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
SWX Social work Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	55.37	22.65	5.70	9.34	6.46	0.75
UPT Urban/Public Affairs Tenure <i>Labor Area: United States</i>	46.26	20.04	5.74	4.48	8.11	0.80
UPX Urban/Pub Affairs Non-Tenure <i>Labor Area: Fort Worth-Arlington, TX PMSA</i>	47.73	21.36	3.87	8.33	8.09	0.77

Factor Availabilities

Affirmative Action Plan 2006
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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)
Factor 2 - Promotable, Transferable, and Trainable within Organization						
A10 Administrative Executive	61.83	30.73	13.74	9.35	6.87	0.76
A30 Professional	51.59	43.47	10.24	8.50	24.13	0.61
A40 Clerical Staff	-	-	-	-	-	-
A50 Technical Staff	-	-	-	-	-	-
A60 Skilled Craft	-	-	-	-	-	-
A70 Maintenance/Service	-	-	-	-	-	-
A90 Student Workers Non Teaching	-	-	-	-	-	-
ART School of Architecture Tenure	-	-	-	-	-	-
ARX Architecture Non-Tenure	-	-	-	-	-	-
BST College of Business Tenure	-	-	-	-	-	-
BSX Business Non-Tenure	-	-	-	-	-	-
EDT School of Education Tenure	-	-	-	-	-	-
EDX Education Non-Tenure	-	-	-	-	-	-
EGT College of Engineering Tenure	-	-	-	-	-	-
EGX Engineering Non-Tenure	-	-	-	-	-	-
LAT College of Liberal Arts Tenure	-	-	-	-	-	-
LAX Liberal Arts Non-Tenure	-	-	-	-	-	-
NRT School of Nursing Tenure	-	-	-	-	-	-
NRX Nursing Non-Tenure	-	-	-	-	-	-
SCT College of Science Tenure	-	-	-	-	-	-
SCX Science Non-Tenure	-	-	-	-	-	-
SWT School of Social Work Tenure	-	-	-	-	-	-
SWX Social work Non-Tenure	-	-	-	-	-	-
UPT Urban/Public Affairs Tenure	-	-	-	-	-	-
UPX Urban/Pub Affairs Non-Tenure	-	-	-	-	-	-

Factor Availabilities

Affirmative Action Plan 2006
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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)
Factor 3 - Other Recruitment Pools						
A10 Administrative Executive	-	-	-	-	-	-
A30 Professional	-	-	-	-	-	-
A40 Clerical Staff	-	-	-	-	-	-
A50 Technical Staff	-	-	-	-	-	-
A60 Skilled Craft	-	-	-	-	-	-
A70 Maintenance/Service	-	-	-	-	-	-
A90 Student Workers Non Teaching	-	-	-	-	-	-
ART School of Architecture Tenure	40.5	16.9	2.2	3.4	10.3	0.9
ARX Architecture Non-Tenure	40.5	16.9	2.2	3.4	10.3	0.9
BST College of Business Tenure	38.0	20.0	7.3	3.3	8.7	0.5
BSX Business Non-Tenure	38.0	20.0	7.3	3.3	8.7	0.5
EDT School of Education Tenure	65.1	20.6	11.9	5.0	2.8	0.8
EDX Education Non-Tenure	65.1	20.6	11.9	5.0	2.8	0.8
EGT College of Engineering Tenure	18.0	26.3	3.3	3.5	19.0	0.3
EGX Engineering Non-Tenure	18.0	26.3	3.3	3.5	19.0	0.3
LAT College of Liberal Arts Tenure	49.9	14.7	4.5	4.9	4.7	0.5
LAX Liberal Arts Non-Tenure	49.9	14.7	4.5	4.9	4.7	0.5
NRT School of Nursing Tenure	95.1	12.3	5.9	2.0	3.7	0.6
NRX Nursing Non-Tenure	95.1	12.3	5.9	2.0	3.7	0.6
SCT College of Science Tenure	47.4	18.9	3.8	4.2	10.4	0.4
SCX Science Non-Tenure	47.4	18.9	3.8	4.2	10.4	0.4
SWT School of Social Work Tenure	72.7	22.6	12.0	4.9	4.6	0.9
SWX Social work Non-Tenure	72.7	22.6	12.0	4.9	4.6	0.9
UPT Urban/Public Affairs Tenure	41.3	24.6	11.9	3.6	7.7	1.2
UPX Urban/Pub Affairs Non-Tenure	41.3	24.6	11.9	3.6	7.7	1.2

Annual Placement Goals

Affirmative Action Plan 2006 11/17/2006

Comparison Test

Two Standard Deviation Test

Annual Placement Goals

Affirmative Action Plan 2006
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Job Group	Placement Goals (%)					
	Female	Minority	Black	Hisp	Asian	AmInd
A10 Administrative Executive	57.79	28.78	12.49	8.63	-	-
A30 Professional	-	-	-	-	-	-
A40 Clerical Staff	-	-	-	-	-	-
A50 Technical Staff	50.69	-	-	10.04	-	-
A60 Skilled Craft	-	-	-	-	-	-
A70 Maintenance/Service	-	-	-	25.83	-	-
A90 Student Workers Non Teaching	-	-	-	-	-	-
ART School of Architecture Tenure	45.12	-	-	-	-	-
ARX Architecture Non-Tenure	57.25	-	-	-	-	-
BST College of Business Tenure	44.62	-	-	-	-	-
BSX Business Non-Tenure	61.78	-	-	10.74	-	-
EDT School of Education Tenure	-	-	-	-	-	-
EDX Education Non-Tenure	-	-	-	8.28	-	-
EGT College of Engineering Tenure	40.63	-	-	-	-	-
EGX Engineering Non-Tenure	27.28	-	4.53	-	-	-
LAT College of Liberal Arts Tenure	46.82	-	-	-	-	-
LAX Liberal Arts Non-Tenure	-	22.93	-	-	-	-
NRT School of Nursing Tenure	-	-	-	-	-	-
NRX Nursing Non-Tenure	-	-	-	-	-	-
SCT College of Science Tenure	46.44	-	-	-	-	-
SCX Science Non-Tenure	71.95	-	9.65	12.83	-	-
SWT School of Social Work Tenure	-	-	-	-	-	-
SWX Social work Non-Tenure	-	-	-	-	-	-
UPT Urban/Public Affairs Tenure	-	-	-	-	-	-
UPX Urban/Pub Affairs Non-Tenure	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test