



UNIVERSITY OF NEVADA, LAS VEGAS

**EQUAL EMPLOYMENT
OPPORTUNITY AND
AFFIRMATIVE ACTION PROGRAM
2006**

**COMPILED IN ACCORDANCE WITH 41 CFR 60
AND SUBMITTED TO THE
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS**

**PUBLISHED BY THE OFFICE OF THE
VICE PRESIDENT FOR PLANNING, DIVERSITY, & CHIEF OF STAFF**
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April 1, 2006

Dr. Carol C. Harter
President

***2006 EEO/AA Plan
Executive Summary***

Dear President Harter:

Enclosed for your review is the Executive Summary of the 2006 Equal Employment Opportunity / Affirmative Action Plan for the University of Nevada, Las Vegas.

In January, 2006, management responsibility for maintaining the University's EEO/AA Program was transferred from the Office of Human Resources to the Office of the Vice President of Planning, Diversity, and Chief of Staff to more closely align our EEO/AA planning efforts with the institution's overall planning initiatives. Following the University's OFCCP audit in 2002-03, we have made substantial refinements to our EEO/AA Plan to better understand the representation of women and minorities at UNLV in relation to market availability.

- In 2003-04, the H20 occupational category for faculty was expanded from one job group to four job groups (by rank). Beginning in 2005, the H20 category was further expanded from four job groups to 30 job groups (by academic discipline area). This fundamental re-design of our EEO/AA plan provides academic deans a clearer view of where women or minorities are available in the educational labor market, but remain underrepresented within our faculty.
- In similar fashion, in 2003-04 the H30 occupational group for non-academic professionals was expanded from one job group to four job groups. Beginning in 2005, the H30 occupational category was expanded from four job groups to six job groups – to recognize professional librarians and athletics professionals as separate professional areas, no longer co-mingled in a single job group with other academic and administrative support professionals.

In each of these occupational categories, the 2006 EEO/AA Plan shows for the first time in the University's history the progress the University has been able to achieve in a single year in promoting the employment of women and minorities among faculty and professional staff in individual academic disciplines and occupational job groups.

The University's efforts to promote equal employment opportunity over the past several years have yielded significant dividends toward the fuller utilization of women and minorities in the University community, even as some challenges remain. Highlights of the 2006 EEO/AA Plan include:

Representation of Women among the Faculty.

- In 1994, women comprised 36.0% of our faculty and professional staff. In 2006, 44.7% of faculty and are women – representing a cumulative gain of approximately nine percentage points during your tenure as President.

- In 2006, women are represented among the faculty at or above labor market availability in 17 out of 30 academic discipline areas and are represented below market availability in 13 areas.
- The recruitment and retention of women faculty in the Sciences and Engineering remain areas of concern that are being addressed through a joint Status of Women Initiative, sponsored by the deans of these colleges.

Representation of Minorities among the Faculty.

- In 1994, 14.8% of our faculty and professional staff were racial or ethnic minorities. In 2006, 23.4% of faculty and staff are minorities – representing a cumulative gain of approximately nine percentage points during your tenure as President.
- It is, of course, axiomatic that among the national higher education labor market, Ph.D.'s are disproportionately low among minority professionals, making recruitment of such faculty a continuing challenge. However, as documented in the 2005 system-wide Diversity Report to the Board of Regents, UNLV has posted the largest percentage increase in the representation of minorities among the Nevada System of Higher Education (with the exception of Great Basin College whose percentages are more sensitive due to their much smaller numbers).
- In 2006, racial and ethnic minorities are represented among the faculty at or above market availability in 26 out of 30 academic discipline clusters and are represented below market availability in only four out of 30 discipline clusters – representing material progress in the representation minorities among the professorate.

In 2006, it is notable that both women and minorities are represented among the faculty at or above labor market availability in the College of Business, the School of Dental Medicine, the College of Hotel Administration, and the School of Law – the first year in which this milestone has been achieved in all of these professional schools concurrently.

Representation of Hispanics among Classified Staff.

- The persistent under-representation of Hispanics among UNLV's classified work force in relation to regional labor market availability (although total minority representation is generally at par with availability) continues to present a special area of concern.

The 2006 EEO/AA Plan will be submitted to the Office of Federal Contract Compliance Programs in compliance with 41 CFR 60. Please advise if additional information is needed.

Best regards,

Juanita P. Fain
Vice President of Planning, Diversity
and Chief of Staff

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UNIVERSITY OF NEVADA, LAS VEGAS
REAFFIRMATION OF COMMITMENT
TO EQUAL EDUCATIONAL & EMPLOYMENT OPPORTUNITY

The University of Nevada, Las Vegas (UNLV) is committed to and will provide equality of educational and employment opportunity for all persons regardless of race, sex, age, color, national origin, creed, religion, disability, sexual orientation, or veteran status – except where sex, age, or ability represent bona fide educational or occupational qualifications. Further, the university seeks to promote campus diversity by enrolling and employing a larger number of minorities and women where these groups have historically been and continue to be under-represented within the university in relation to availability and may extend preference in initial employment to such individuals among substantially equally qualified candidates, as well as to veterans, Nevada residents, and current State employees seeking promotion.

This affirmation is published in accordance with 41 CFR 60 and is in keeping with Title VII & Title IX of the Civil Rights Act of 1964, as amended; Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; the Civil Rights Restoration Act of 1988; Nevada Revised Statutes; and the Code and Policies of the Board of Regents of the Nevada System of Higher Education.

To ensure that equal educational and employment opportunity exists throughout the university, a results-oriented equal opportunity/affirmative action program has been implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to educational or employment opportunities for all qualified individuals that may exist in any of our programs. The university aims to achieve, within all areas of the university community, a diverse student body, faculty, and staff capable of providing for excellence in the education of its students and for the enrichment of the total university community.

The University of Nevada, Las Vegas reaffirms its commitment to equality of educational and employment opportunity in its relationships with all members of the university community and its commitment to the elimination of any documented historical and continuing underutilization of women and minorities among the student body or employee complement. The University of Nevada, Las Vegas is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.

STATEMENT ON DIVERSITY IN THE UNIVERSITY COMMUNITY

As an institution of higher learning, the University of Nevada, Las Vegas represents a rich diversity of human beings among its faculty, staff, and students and is committed to maintaining a campus environment that values that diversity. Accordingly, the university supports policies, curricula, and co-curricular activities that encourage understanding and appreciation of all members of its community and will not tolerate any harassment of or disrespect for persons because of race, sex, age, color, national origin, creed, religion, disability, sexual orientation, or veteran status.

UNLAWFUL HARASSMENT, PERSONAL DISCRIMINATION, AND RETALIATION

The University of Nevada, Las Vegas affirms that students and employees are entitled to an educational and employment environment free from unlawful harassment or personal discrimination and expressly prohibits unlawful harassment or personal discrimination of any individual among the university community engaged in educational or employment pursuits based on that individual's race, sex, age, color, national origin, creed, religion, disability, sexual orientation, or veteran status. Further, no student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or personal discrimination or for protesting such behavior directed against another member of the university community.

For more information concerning ways in which our multicultural learning community may be nurtured and protected or complaint resolution procedures, contact the Committee for an Inclusive and Just University, the Office of Student Conduct, the Office of Human Resources, or the Institutional Diversity Officer.

Effective January 3, 2006

/s/ _____
Carol C. Harter, President

2006 EEO/AA PROGRAM EXECUTIVE SUMMARY

As a Federal contractor by virtue of its research and student financial aid programs pursuant to 41 CFR 60, the University of Nevada, Las Vegas undertakes an annual evaluation of the representation of women and minorities among its employees in relation to the availability of women and minorities in the labor market as part of its broader EEO/AA Program. While fluctuations in the representation of women and minorities within our employee complement occur naturally from year to year, the crux of EEO/AA planning is the comparison of the University's work force to the corresponding labor market.

In the simplest of terms, the objective of the University's EEO/AA Program, over time, is for our *work force to look just like the labor market* – that is, for the representation of women and minorities at UNLV to reflect their labor market availability, job group by job group. By updating our EEO/AA Program on an annual basis, the University is able to highlight the progress we may have made in the past year as well as to identify where continuing improvement is needed to achieve parity with labor market availability.

Comment on Plan Year

Prior to 2002, the University adopted an EEO/AA Plan on a calendar year basis. During the OFCCP audit, the University converted to a fiscal year basis, so as to bring the University's EEO/AA Plan into compliance with 41 CFR 60 during the audit period. UNLV filed two fiscal year plans, for 2002-03 and for 2003-04.

In a higher education environment, a calendar year plan is significantly preferable to a fiscal year plan for the purpose of EEO/AA planning for the following reasons:

- The Fall data set extracted for IPEDS and other external reports is the “cleanest” data set available for both faculty and professional staff and represents the single most common data set used for institutional reporting. To preclude confusion between or among various institutional reports, it would be preferable for the EEO/AA plan to also be based on the fall institutional reporting data set effective November 1 each year.
- More critically, the Fall data set is inclusive of all the previous academic year's recruitment activity for both faculty and professional staff – presenting the clearest picture of progress the university may have made in the employment of women and minorities. A summer data set, by contrast, is the least representative since employees who have resigned or retired at the end of the academic term are deleted from the data set, while new hires have yet to be added.

For these reasons, the University has elected to return to a calendar year basis for the purpose of EEO/AA planning, beginning with CY 2005. Additionally, beginning in 2006, the University adopted a “data effective date” for its annual EEO/AA Plan to coincide with the Fall IPEDS data report (November 1) to ensure consistent reporting across various functional areas over time.

General Purpose and Premise [41 CFR 60-2.10]

An affirmative action program is a management tool designed to ensure equal employment opportunity. *A central premise under-lying affirmative action is that, absent discrimination, over time an employer's work force will reflect the gender, racial, and ethnic profile of the labor market in which the University recruits.* Affirmative action programs are based on a quantitative analysis of the employer's work force in relation to relevant labor markets, as summarized in the following sections.

Organizational Profile [41 CFR 60-2.11]

The simplest analysis undertaken in AA planning is to profile the University by identifying staffing patterns of women and minorities among the various departments and divisions of the institution *to identify whether women and minorities enjoy substantially equal access to employment throughout the organization* or whether barriers to equal employment opportunity exist within sectors of the organization.

- In 2006, women are represented in every department on campus in which there is a sufficient number of employees to create a statistical expectation for women to be represented – with the exception of Building Services.
- In 2006, minorities are represented in every department on campus in which there is a sufficient number of employees to create a statistical expectation for minorities to be represented – with the exceptions of Campus Life, the School of Journalism & Media, and the Department of Kinesiology.
- The chairs or directors of these departments are encouraged to explore specific outreach initiatives in future recruitment processes to increase the diversity of applicant pools with respect to women or minorities and would be ideal candidates for the allocation of target of opportunity funds to enhance recruitment efforts.

[Appendix A, Organizational Profile, is on file in the Office of Human Resources.]

Job Group Definition [41 CFR 60-2.12]

A more sophisticated approach to evaluating the representation of women and minorities within the organization is *to divide the work force into job groups within occupational categories across organizational lines.* Job groups are defined *on the basis of similarity of job content, salary range, and opportunity for progression* within the organization.

At UNLV, the definition of job groups has undergone a significant transition over the past three years. During EEO/AA Program years up to and including 2002-03, the university relied on broad EEO-6 occupational categories to define its work force. During an audit of the University's compliance with 41 CFR 60 in 2002-2003 by the Office of Federal Contract Compliance Programs (OFCCP), it was determined that the job titles allocated within some of

these occupational categories were not sufficiently similar in job content, salary range, and opportunity to provide meaningful analysis. Thus, the University refined its definition of job groups during 2003-04 to provide more discrete analysis, increasing the number of job groups from seven to 17, as illustrated in the following “EEO/AA cross-walk:”

Job Groups Through 2002-03

H10 Officials & Managers

H20 Faculty

H30 Professional Non-Faculty

H40 Technical/Paraprofessional

H50 Office Support

H60 Skilled Crafts

H70 Service/Maintenance

Job Groups Beginning 2003-04

H10 Officials & Managers

- 100 Executives
- 110 Directors & Managers

H20 Faculty

- 210 Non-Tenured Faculty
- 220 Assistant Professors
- 230 Associate Professors
- 240 Professors

H30 Professional Non-Faculty

- 310 Academic & Athletics
- 320 Science & Health
- 330 Administrative
- 340 Information Technology

H40 Technical/Paraprofessional

- 400 Tech/Paraprofessional

H50 Office Support

- 500 Office, Senior Level
- 510 Office, Support Level

H60 Skilled Crafts

- 600 Skilled Crafts

H70 Service/Maintenance

- 700 Maintenance
- 710 Public Safety
- 720 Custodial/Grounds

While the allocation of faculty into job groups by tenure status and rank is virtually universal among the EEO/AA Programs in the higher education community, contemporary compensation analysis documents that compensation structures in higher education vary substantially by academic discipline and are only marginally correlated to academic rank. Further, research published by the U.S. Department of Education documents that the labor market availability of women and minorities (discussed in the following sections) is similarly correlated to academic discipline, and only marginally correlated to academic rank. These factors suggested that a further refinement of job groups within the professorate was in order. Beginning with the 2005

Plan, UNLV defined faculty job groups by academic discipline clusters, regardless of rank, increasing total job groups from 17 to 45, as illustrated in the following “EEO/AA cross walk.”

Job Groups for 2003-04

H10 Officials & Managers

- 100 Executives
- 110 Directors & Managers

H20 Faculty

- 210 Non-Tenured Faculty
- 220 Assistant Professors
- 230 Associate Professors
- 240 Professors

H30 Professional Non-Faculty

- 310 Academic & Athletics
- 320 Scientific & Health
- 330 Administrative
- 340 IT Professionals

Job Groups Beginning 2005

H10 Officials & Managers

- 100 Vice Presidents & Deans
- 110 AVPs & Exec Directors

H20 Faculty

- 206 Business – Business
- 207 Business – Economics
- 211 Education – Teacher Ed
- 212 Education – Other Ed
- 216 Engineering – Engineering
- 217 Engineering – Computer Science
- 221 Fine Arts – Fine Arts
- 222 Fine Arts – Architecture
- 226 HHS – Dental Medicine
- 227 HHS – Health & Human Sciences
- 228 HHS – Nursing
- 229 HHS – Public Health
- 230 Hotel Administration
- 235 Law
- 241 LA – English & Lit
- 242 LA – Foreign Languages
- 243 LA – History
- 244 LA – Philosophy
- 245 LA – Political Science
- 246 LA – Sociology
- 247 LA – Psychology
- 248 LA – Social Sciences
- 251 Sciences – Biological Sciences
- 252 Sciences – Physical Sciences
- 253 Sciences – Mathematics
- 256 UA – Communications & Journ.
- 257 UA – Counseling
- 258 UA – Criminal Just & Soc Wk
- 259 UA – Public Administration
- 290 Other Academic Programs (NEC)

H30 Professional Non-Faculty

- 310 Academic Support
- 320 Administrative Professionals
- 330 Athletics Professionals
- 340 Information Technology

350 Library Professionals
360 Science & Health Professionals

H40 Technical/Paraprofessional
400 Tech/Paraprofessional

H40 Technical/Paraprofessional
400 Tech/Paraprofessional

H50 Office Support
500 Office, Senior Level
510 Office, Support Level

H50 Office Support
500 Office, Senior Level
510 Office, Support Level

H60 Skilled Crafts
600 Skilled Crafts

H60 Skilled Crafts
600 Skilled Crafts

H70 Service/Maintenance
700 Maintenance
710 Public Safety
720 Custodial/Grounds

H70 Service/Maintenance
700 Maintenance
710 Public Safety
720 Custodial/Grounds

The more discrete definition of job groups among faculty and professional staff enables senior academic and administrative officers to have a clearer picture of where women and minorities are represented at UNLV in relation to their availability in the labor market and will facilitate much more targeted recruitment strategies in the future.

[Appendix B, Job Titles by Job Group, is on file in the Office of Human Resources.]

Job Group Analysis -- *Placement of Incumbents in Job Groups* [41 CFR 60-2.13]

After defining appropriate job groups based on similarity of job content, salary range, and opportunity, the organization then inventories employees by job group *to determine the percentages of women and minorities in each job group*. This process is commonly referred to as job group or work force analysis.

→ See Chart 1, Work Force & Availability Comparison for a summary profile of job groups with the head count and percentages of women and minorities in each job group (under the column heading “Wkf%” for Plan years 2004, 2005, & 2006.

[Appendix C, Job Group Analysis, is on file in the Office of Human Resources.]

Availability Analysis [41 CFR 60-2.14]

Availability is *an estimate of the number of qualified women and minorities available for employment* in a given job group, expressed as a percentage of all qualified persons available for employment. Commonly referred to as availability or labor market analysis, the purpose of this step in AA planning is *to form a valid basis for comparison* to determine whether the representation of women and minorities within the University reflects the diversity of the labor markets in which we recruit. The University must consider the following two factors in

determining the availability of women and minorities, on a job group by job group basis, but remains at liberty to assign appropriate weights to each factor:

- The percentage of women or minorities with the requisite skills in the reasonable recruitment area.
- The percentage of women or minorities among those promotable, transferable, and trainable within the University.

The reasonable recruitment area is determined by where the university typically recruits candidates for vacancies in each job group. For executives, directors, and most academic faculty, the University recruits nationally – so the reasonable recruitment area is based on the national labor market. For most professional non-faculty, technical/paraprofessional, and classified vacancies, the University recruits locally – so the reasonable recruitment area is the Las Vegas labor market.

Some job groups rely more heavily than others on internal promotions – including officials & managers and senior faculty. However most job groups are characterized by open and competitive recruitment in which internal candidates are evaluated on an equal footing with external candidates. This openness helps UNLV attract the best qualified candidates in the dynamic Las Vegas labor market (with some 6,000 new entrants per month) – and should afford both women and minorities more open access to University employment. Beginning with the 2005 Plan, availability factors for all job groups are 100% based on reasonable recruitment area.

Once the typical recruitment pattern is determined for each job group (as above) with job searches resulting from open and competitive recruitment or internal promotion, it is necessary to identify the actual labor market in which the university recruits and determine an appropriate data source documenting the availability of women or minorities in the relevant labor market. UNLV has identified three distinct, national data sets that it believes are the most reliable for the various occupational categories, as indicated below.

- Executives (H10) are recruited nationally among the higher education labor market. Availability of women and minorities among all public and private educational institutions, nation-wide, is surveyed annually and published by the College and University Professional Association for Human Resources (CUPA-HR). See comparison between males and females for doctoral & master's institutions at Table 29 and comparison between minorities and non-minorities for doctoral & master's institutions at Table 31 of the Administration Compensation Survey.
- Likewise, Faculty (H20) are recruited nationally among the higher education labor market. Availability of women and minorities among all four-year educational institutions by academic discipline cluster are surveyed every five years by the U.S. Department of Education, National Center for Education Statistics, Table 231.
- In contrast, Professional Non-Faculty (H30), Technical/Paraprofessional (H40), Office Support (H50), Skilled Crafts (H60), and Service/Maintenance (H70) employees are

typically recruited locally or regionally in the Las Vegas, Clark County area. Availability of women and minorities for these occupational categories is extracted from the 2000 U.S. Census, by detailed census occupation code.

For these job groups, the University matches each job title within the job group to a detailed Census occupation code. Using AA planning software (PeopleClick developed by PRI Associates), we then extract labor market availability from the U.S. Census for 2000, for the national or local labor market, as appropriate. Availability for each job group is then calculated by weighting the availability for each job title within the job group (in relation to the proportion of incumbents within the job group) to determine the final availability of women and minorities for each job group.

→ See Chart 1, Work Force & Availability Comparison for a summary profile of the percentage availability of women and minorities for each job group, as reflected in reasonable recruitment areas for Plan years 2004, 2005, & 2006.

[Appendix D, Availability Analysis, is on file in the Office of Human Resources.]

Comparing Incumbency to Availability [41 CFR 60-2.15]

After determining work force percentages and availability percentages, the next step in the AA planning process, commonly referred to as utilization analysis, is *to compare the work force percentages to the availability percentages to determine whether women and minorities at UNLV are represented in proportion to their availability in the labor market*. Underutilization of women or minorities exists in a job group when the percentage of employees is less than the percentage that would reasonably be expected by their availability – and where the difference in the work force and availability percentages equates to at least one whole person.

The OFCCP's definition of underutilization relies on a standard of reasonableness. Institutions may select among three recognized standards: the any difference test, an 80% test, and a standard deviations test. The University of Nevada, Las Vegas has adopted the most stringent of these standards – the Any Difference Test – to guide our affirmative action planning. The Any Difference Test documents whenever the representation of women or minorities among the UNLV work force is at least one whole person less than the expected representation of these groups in relation to their availability in the relevant labor market – by comparing the UNLV work force percentage to the availability percentage and calculating the number of persons UNLV would need to recruit in order to bring the representation of women or minorities in the job group into parity with the labor market.

In 2005, women were represented at or above labor market availability in 33 out of 45 job groups and underutilized in 12 job groups: In 2006, *women are represented at or above labor market availability in 30 out of 45 job groups* and underutilized in the 15 job groups listed below.

Education – Teacher
Engineering – Comp Sci
HHS – Hlth & Hum Sci
HHS – Public Health

Education – Other
FA – Fine Arts
HHS – Nursing
LA – English & Lit

LA – Philosophy
Sciences – Bio Sci
UA – Public Administration
Public Safety

LA – Psychology
Sciences – Math
Library Professionals

In 2005, minorities were represented at or above labor market availability in 34 out of 45 job groups and underutilized in 11 job groups. In 2006, ***minorities were represented at or above labor market availability in 36 out of 45 job groups*** and underutilized in the nine job groups listed below. During 2005-06, underutilization of minorities was eliminated in Education (Other Ed) and Liberal Arts Psychology disciplines.

VPs & Deans
LA – Sociology
UA – Public Admin
Office, Senior Level
Custodial/Grounds

HHS – Hlth & Hum Sci
UA – Comm & Journ
Library Professionals
Skilled Crafts

→ See Chart 1, Work Force & Availability Comparison for a summary profile of job groups with the work force percentages of women and minorities in each job group compared with the availability percentages of women and minorities based on their respective labor market availability for Plan Years 2004, 2005, & 2006.

The right-most column labeled “Mkt” shows the number of persons by which women or minorities are currently represented above or below market availability. [Negative numbers indicate those job groups where women or minorities are represented materially less than labor market availability.]

[Appendix E, Utilization Analysis, is on file in the Office of Human Resources.]

Placement Goals [41 CFR 60-2.16]

OFCCP guidelines require the university to establish placement goals wherever the work force percentage for women or minorities is materially less than the availability percentage for each job group. Placement goals serve as objectives or targets for our subsequent recruitment processes that should be reasonably attainable by means of applying every good faith effort to reach out to qualified women and minority candidates in the labor market. Placement goals must be at least equivalent to the labor market availability percentage for women and minorities in those job groups where underutilization has been defined – committing the university to recruit women or minorities in these job groups at rates which are at least equivalent to their availability in the labor market.

Placement Goals for Women. The placement goals for women for 2006 are for women to comprise at least the following percentages of new employees recruited during the year among the following job groups in which women are currently underutilized:

<u>Job Group</u>	<u>Goal</u>	<u>Job Group</u>	<u>Goal</u>
Education – Teacher	≥ 64%	Education – Other	≥ 54%
Engineering – Comp Sci	≥ 32%	FA – Fine Arts	≥ 31%
HHS – Hlth & Hum Sci	≥ 50%	HHS – Nursing	≥ 96%
HHS – Public Health	≥ 50%	LA – English & Lit	≥ 53%
LA – Philosophy	≥ 17%	LA – Psychology	≥ 38%
Sciences – Bio Sci	≥ 29%	Sciences – Math	≥ 25%
UA – Public Admin	≥ 43%	Library Professionals	≥ 83%
Public Safety	≥ 29%		

Placement Goal for Minorities. The placement goal for minorities for 2006 is for minorities to comprise at least the following percentages of new employees recruited during the year among the following job groups in which minorities are currently underutilized:

<u>Job Group</u>	<u>Goal</u>	<u>Job Group</u>	<u>Goal</u>
VPs & Deans	≥ 12%	HHS – Hlth & Hum Sci	≥ 15%
LA – Sociology	≥ 14%	UA – Comm & Journ	≥ 13%
UA – Public Admin	≥ 14%	Library Professionals	≥ 17%
Office, Senior Level	≥ 30%	Skilled Crafts	≥ 31%
Custodial/Grounds	≥ 54%		

In recent years, the OFCCP has moved entirely away from numeric goals, requiring only that placement goals be at least equivalent to the availability percentages for those job groups in which women or minorities are under-represented in relation to labor market availability. This emphasis on percentage goals reflects the repudiation of quotas or set-asides commonly adopted in the early years of affirmative action planning as a means of increasing the representation of women and minorities in the work force, but whose literal application resulted in some instances of reverse discrimination against non-minority or male applicants. The OFCCP specifically cautions that placement goals may not be rigid and inflexible quotas (which are expressly forbidden); may not be considered as either a ceiling or a floor; may not create set-asides for specific groups; and may not be used to “supersede merit selection principles.” Current OFCCP guidance, thus, emphasizes that all affirmative action efforts must occur under the over-arching umbrella of equal consideration for every candidate, regardless of personal demographics, noting in particular that, “In all employment decisions, the (employer) must make selections in a nondiscriminatory manner.” [41 CFR 60-2.16(3)(2)]

[Appendix F, Placement Goals, is on file in the Office of Human Resources.]

Diversity as an Institutional Goal

The OFCCP’s percentage placement goals will be recognized as *transaction measures*. By requiring that the placement of women or minorities in job groups where they are currently underutilized at least match their availability in the labor market, the placement goal essentially represents race or sex neutral recruitment. If women and minorities are recruited at least in

proportion to their labor market availability, it would be a fair observation that our current recruitment processes were non-discriminatory with respect to race or sex.

How does UNLV address the historical underutilization of women or minorities in some of its job groups – resulting from the cumulative effect of past recruitment patterns over several decades? Is it enough that we assure that our current recruitment and employment practices are non-discriminatory? Will this ever redress the extent to which historical practices may have had an adverse effect on women or minorities – even if such practices were facially race and sex neutral? Will recruitment parity ever achieve work force/labor market parity? Obviously, it will not.

While the OFCCP declaims that placement goals are not intended to achieve proportional representation or equal results [§60-2.16(e)(3)], the OFCCP does affirm that “A central premise underlying affirmative action is that, absent discrimination, over time, a contractor’s work force, generally, will reflect the gender, racial, and ethnic profile of the labor pools from which the contractor recruits and selects.” [§60-2.10(a)(1)] This affirmation is consistent with the stated objective of the University’s EEO/AA Program for our ***work force to look just like the labor market*** – that is, for the representation of women and minorities at UNLV to reflect their labor market availability, job group by job group. This over-arching goal is an ***outcome measure*** reflected in the University’s Mission and Goal Statements – and fully consistent with the decisions of the U.S. Supreme Court in its pair of University of Michigan affirmative action cases that affirmed the role and value of diversity in higher education.

In 2006, the University made a major commitment to support the recruitment of women and minority candidates by adopting an express “preference among equals” in its EEO/AA policy statement, which prefaces this report. ***The University will extend a preference in hiring among substantially equally qualified candidates to women or minority candidates in those academic disciplines or departments in which women or minorities have historically been and continue to be under-represented in relation to their availability in the labor market.***

Concurrently, the University undertook a major review of its “Target of Opportunity Hire Program” in 2005. Like many institutions of higher education, UNLV’s target of opportunity program over the years effectively resulted in a set-aside program which is not permitted under current OFCCP guidelines or Federal case law – in which positions were allocated to departments independent of student enrollment growth or curricular needs, in the event the department could bring a minority candidate to the table. The revised and expanded “Target of Opportunity Program” identifies a variety of recruitment strategies, consistent with OFCCP guidelines and Federal law, that will foster the recruitment of women and minority candidates – including the EEO/AA preference among equals (noted above). Additionally, funds that previously might have been set aside to support “TOOH” lines, have been made available to support more appropriate “TOP” recruitment strategies. [A copy of the UNLV Target of Opportunity Program is included as an supplement to this Executive Summary.]

While OFCCP guidelines provide that workforce percentages, availability percentages, and placement goals may all be set in relation to “total minority” data, it is often helpful for administrators to be aware of detailed race and ethnicity data so we can develop a better sense of

whether our work force reflects the actual diversity of the labor market. For example, it is possible for minorities to be represented at UNLV at or above labor market availability in a given job group, but for certain race/ethnic groups to be underutilized within the same job group. To facilitate a more accurate view of availability and underutilization, the university is able to detail workforce and availability data by race/ethnic category, which discloses variation among utilization rates.

For example, in the School of Business, Business Faculty Job Group, the total utilization of minorities is 11 above labor market availability. Among total minorities, however, detailed race/ethnicity data discloses that African Americans are two persons below market availability for African Americans; while Hispanics, Asians, and American Indians are two, 12, and one above market availability for these respective race/ethnic groups.

→ See Chart 2, Incumbency v Estimated Availability Detail which shows the break down of total minority work force percentages, availability percentages, and net utilization rates by race/ethnic category for 2006.

Representation of African Americans

In 2005, African Americans were under-represented in 11 of 45 job groups, totaling 16 employees. In 2006, African Americans are under-represented in eight of 45 job groups, as listed below, with the number of persons below presumptive labor market availability. During 2005-06, under-representation of African Americans was eliminated in the Vice President & Deans, Political Science, Psychology, and Library Professional job groups; but emerged in Nursing.

Business – Business (2)	Education – Teacher Ed (1)
Education – Other Ed (1)	Fine Arts – Fine Arts (1)
HHS – Health & Hum Sci (1)	HHS – Nursing (1)
LA – Sociology (1)	Scientific & Health Pro (5)

Representation of Hispanics

In 2005, Hispanics were underutilized in seven of 45 job groups, totaling 78 employees – even though many of these job groups were represented at or above market availability in total minorities. In 2006, Hispanics are under-represented in eight job groups as listed below, with the number of persons below presumptive labor market availability, including the emergence of under-representation in the Information Technology job group.

Sciences – Physical Sci (1)	Administrative Professionals (18)
Information Technology (2)	Library Professionals (1)
Office, Senior Level (16)	Skilled Crafts (8)
Service/Maintenance (5)	Custodial/Grounds (36)

Representation of Asians

In 2005, Asians were under-represented in three of 45 job groups, totaling five employees. In 2006, Asians are under-represented in two job groups as listed below, with the number of persons below presumptive labor market availability. During 2005-06, under-representation of Asians was eliminated in the Public Safety job group.

English & Literature (1)

Office, Senior Level (2)

Representation of American Indians

In 2005, American Indians were under-represented in three of 45 job groups, totaling five employees. In 2006, American Indians are under-represented in two job groups as listed below, with the number of persons below presumptive labor market availability. During 2005-06, under-representation of American Indians was eliminated in Hotel Administration and the Technical/ Paraprofessional job groups; but emerged in Academic Support.

Academic Support Prof (1)

Office Support (1)

Understanding Underutilization – Through Numbers, Pictures, & Words

While the OFCCP requires that the University determine placement goals in terms of availability percentages for job groups in which women and minorities may be underutilized, the differing size and proportion of various job groups to the university's work force as a whole often makes it difficult for administrators to comprehend how much work may be ahead of us to achieve labor market parity – or to recognize material progress when it occurs. In an effort to promote greater understanding of the nature and scope of underutilization at UNLV, the EEO/AA Plan presents utilization data in three separate forms: numbers, pictures, and words.

Numbers

The university translates the disparity between work force and availability percentages into ***the number of women or minorities that the University would actually need to hire to achieve parity with the labor market*** – given that the fundamental purpose of our EEO/AA Program, over time, is for the University's work force to reflect the demographics of the labor markets in which we recruit. Additionally, it is reasonable ***to compare work force and availability percentages from one AA plan year to the next***, so that administrators can better understand the scope and impact that our EEO/AA Program is having on the composition and diversity of our work force over time.

- In the 2005 Plan Year, the University had 2,924 employees, of whom 1,439 (49.2%) were women and 819 (28.0%) were minorities.
- In the 2006 Plan Year, the University had 2,968 employees, of whom 1,477 (49.8%) are women and 866 (29.2) are minorities.

- Thus, the 2005-06 recruitment/retention cycle resulted in a net gain of 38 women and 0.6 percentage points in the representation of women and a net gain of 47 minorities and 1.2 percentage points in the representation of minorities.

The charts and graphs which are enclosed at the end of the Executive Summary show the work force and availability percentages from Plan Years 2004, 2005, & 2006 – first by the broader EEO categories that were used in Plan Year 2004, followed by the more discrete analysis used beginning in 2005. In addition to workforce and availability percentages, the right-most column shows the current number of women or minorities by which the UNLV work force is above or below labor market availability.

→ See Chart 1, Work Force & Availability Comparison for a statistical comparison from 2004 to 2006 between work force and availability percentages in tabular form.

Pictures

Second, for individuals who relate more to visual images than numerical formulations, the subsequent graphs show availability and work force percentages for Plan Year 2005 compared to Plan Year 2006 in vertical bar charts, by occupational category – first for women, then for minorities. Reading from left to right (within each job group) the vertical bars display:

- | | | |
|---------------------------|------|-------------------------------------------------|
| ▪ Availability Percentage | 2005 | Left-most column for each group |
| ▪ Work Force Percentage | 2005 | 2 nd from left column for each group |
| ▪ Availability Percentage | 2006 | 3 rd from left column for each group |
| ▪ Work Force Percentage | 2006 | Right-most column for each group |

In this visual representation, it is immediately apparent ***whether our goal is being realized – if the bar for work force percentage ‘stands equal to or taller than’ the bar for labor market availability.*** Additionally, by juxtaposing 2005 and 2006 data on the same graph, it becomes readily apparent whether we are achieving progress toward our goals and where we need to focus better attention. Finally, the number in parentheses following the job group name in the legend reflects the actual number of women or minorities we would need to recruit to achieve labor market parity in that job group – again providing a readily understandable framework for administrators to better understand the scope and impact of our EEO/AA goals.

→ See Graph 3, Utilization of Women – Availability v. Work Force Percentages, 2005 & 2006, for a two-year graphical comparison of availability and work force percentages.

→ See Graph 4, Utilization of Minorities – Availability v. Work Force Percentages, 2005 & 2006, for a two-year graphical comparison of availability and work force percentages.

Words

For those individuals who relate more to plain language descriptions (rather than the numerical tabulations or graphical representations of work force and availability percentages), the next section, ***“Utilization Observations by Job Group,”*** offers narrative observations on the

utilization of women and minorities by EEO occupational categories and by job groups. Changes in representation among occupational categories are noted, as well as whether women and minorities are represented above, below, or at par with labor market availability.

Additional Required Elements [41 CFR 60-2.17]

The section following Utilization Observations describes additional required elements of AA Programs, as specified at 41 CFR 60-2.17, which include: (a) designation of responsibility, (b) identification of problem areas, (c) action oriented-programs, and (d) internal audit and reporting system.

EEO/AA Obligations to Special Disabled Veterans, Vietnam Era Veterans, & Individuals with Disabilities [41 CFR 60-250 & 41 CFR 60-741]

The last section of this report describes additional EEO/AA obligations to special disabled veterans, veterans of the Vietnam era, and individuals with disabilities in accordance with 41 CFR 60-250 and 41 CFR 60-371.

The University of Nevada, Las Vegas reaffirms its commitment to equality of educational and employment opportunity in its relationships with all members of the university community and its commitment to the elimination of any documented historical and continuing underutilization of women and minorities among the student body or employee complement. The University of Nevada, Las Vegas is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.

Analysis Complies with 41 CFR 60:

April 1, 2006

Sam Connally
Associate Vice President
Human Resources

2006 EEO/AA Plan Approved:

April 1, 2006

Juanita P. Fain
Vice President of Planning, Diversity,
and Chief of Staff

2006 EEO/AA PROGRAM UTILIZATION OBSERVATIONS BY JOB GROUP

OFFICIALS & MANAGERS (H10)

In 2005, the Official and Managers Occupational Category was redefined from 230 positions to 56 positions allocated to this class to more accurately reflect similarity of job content, wage, and opportunity. With such a substantial restructuring, typical year-to-year comparisons with previous years were not appropriate, but are now possible. In 2005, the Official and Managers Occupational Category consisted of 56 employees, of whom 20 (35.7%) were women and four (7.1%) were minorities. In 2006, the Official and Managers Occupational Category consisted of 63 employees, of whom 26 (41.3%) were women and eight (12.7%) were minorities – ***representing a net gain of 5.6 percentage points in the representation of women and a net gain of 5.6 percentage points in the representation of minorities in this occupational category.***

Vice Presidents & Deans (100)

In 2005, the Vice Presidents & Deans Job Group consisted of 25 employees, of whom eight were women and one was a minority. In 2006, this job group consists of 25 employees, of whom nine are women and one is a minority.

- Within the Vice Presidents & Deans Job Group, the availability of women in the labor market is 31.3%. Among this job group at UNLV, women comprise 36.0%. ***Current utilization of women is one above market availability.***
- Within the Vice Presidents & Deans Job Group, the availability of minorities in the labor market is 11.7%. Among this job group at UNLV, minorities comprise 4.0%. ***Current utilization of minorities is one below market availability.***

AVPs and Executive Directors (110)

In 2005, the AVPs and Executive Directors Group consisted of 31 employees, of whom 12 were women and three were minorities. In 2006, this job group consists of 38 employees, of whom 17 are women and seven are minorities.

- Within the AVPs and Executive Directors Job Group, the availability of women in the labor market is 35.9%. Among this job group at UNLV, women comprise 44.7%. ***Current utilization of women is three above with market availability.***
- Within the AVPs and Executive Directors Job Group, the availability of minorities in the labor market is 11.8%. Among this job group at UNLV, minorities comprise 18.4%. ***Current utilization of minorities is two above market availability.***

FACULTY (H20)

In 2005, the Faculty Occupational Category was redefined from four job groups (by rank) to 30 job groups (by academic discipline cluster) to more accurately reflect similarity of job content, wage, and opportunity. With such a substantial restructuring, typical year-to-year comparisons with previous years were not appropriate, but are now possible. In 2005, the Faculty Occupational Category consisted of 834 employees, of whom 279 (33.5%) were women and 173 (20.7%) were minorities. In 2006, the Faculty Occupational Category consisted of 829 employees, of whom 282 (34.0%) are women and 176 (21.2%) are minorities – ***representing a net gain of 0.5 percentage points in the representation of women and a net gain of 0.4 percentage points in the representation of minorities in this occupational category.***

Business – Business Faculty (206)

In 2005, the Business Faculty Job Group consisted of 69 employees, of whom 14 were women and 16 were minorities. In 2006, the Business Faculty Job Group consists of 67 employees, of whom 15 are women and 18 are minorities

- Within this job group, the availability of women in the labor market is 19.6%. Among this job group at UNLV, women comprise 22.4%. ***Current utilization of women is one above market availability.***
- Within this Job Group, the availability of minorities in the labor market is 9.3%. Among this job group at UNLV, minorities comprise 26.9%. ***Current utilization of minorities is 11 above market availability.***

Business – Economics Faculty (207)

In 2005, the Economics Faculty Job Group consisted of 16 employees, of whom three were women and four were minorities. In 2006, the Economics Faculty Job Group consists of 16 employees, of whom two are women and four are minorities.

- Within this job group, the availability of women in the labor market is 17.6%. Among this job group at UNLV, women comprise 12.5%. ***Current utilization of women is at par with market availability.***
- Within this job group, the availability of minorities in the labor market is 16.2%. Among this job group at UNLV, minorities comprise 25.0%. ***Current utilization of minorities is one above market availability.***

Education – Teacher Education (211)

In 2005, the Teacher Education Job Group consisted of 61 employees, of whom 36 were women and 14 were minorities. In 2006, the Teacher Education Job Group consists of 61 employees, of whom 36 are women and 14 are minorities.

- Within this job group, the availability of women in the labor market is 64.2%. Among this job group at UNLV, women comprise 59.0%. *Current utilization of women is three below market availability.*
- Within this job group, the availability of minorities in the labor market is 14.3%. Among this job group at UNLV, minorities comprise 23.0%. *Current utilization of minorities is five above market availability.*

Education – Other Education (212)

In 2005, the Other Education Job Group consisted of 47 employees, of whom 19 were women and seven were minorities. In 2006, the Other Education Job Group consists of 43 employees, of whom 20 are women and seven are minorities.

- Within this job group, the availability of women in the labor market is 53.9%. Among this job group at UNLV, women comprise 46.5%. *Current utilization of women is three below market availability.*
- Within this job group, the availability of minorities in the labor market is 17.3%. Among this job group at UNLV, minorities comprise 16.3%. *Current utilization of minorities is at par with market availability.*

Engineering – Engineering Faculty (216)

In 2005, the Engineering Faculty Job Group consisted of 48 employees, of whom four were women and 20 were minorities. In 2006, the Engineering Faculty Job Group consists of 49 employees, of whom five are women and 20 are minorities.

- Within this job group, the availability of women in the labor market is 9.2%. Among this job group at UNLV, women comprise 10.2%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 23.0%. Among this job group at UNLV, minorities comprise 40.8%. *Current utilization of minorities is eight above market availability.*

Engineering – Computer Science Faculty (217)

In 2005, the Computer Science Faculty Job Group consisted of 16 employees, of whom two were women and six were minorities. In 2006, the Computer Science Faculty Job Group consists of 15 employees, of whom one is a woman and six are minorities.

- Within this job group, the availability of women in the labor market is 31.9%. Among this job group at UNLV, women comprise 6.7%. *Current utilization of women is three below market availability.*

- Within this job group, the availability of minorities in the labor market is 13.4%. Among this job group at UNLV, minorities comprise 40.0%. *Current utilization of minorities is four above market availability.*

Fine Arts – Fine Arts Faculty (221)

In 2005, the Fine Arts Faculty Job Group consisted of 69 employees, of whom 18 were women and eight were minorities. In 2006, the Fine Arts Faculty Job Group consists of 72 employees, of whom 21 are women and eight are minorities.

- Within this job group, the availability of women in the labor market is 31.5%. Among this job group at UNLV, women comprise 29.2%. *Current utilization of women is one below market availability.*
- Within this job group, the availability of minorities in the labor market is 10.7%. Among this job group at UNLV, minorities comprise 11.1%. *Current utilization of minorities is at par with market availability.*

Fine Arts – Architecture Faculty (222)

In 2005, the Architecture Faculty Job Group consisted of 15 employees, of whom two were women and three were minorities. In 2006, the Architecture Faculty Job Group consists of 14 employees, of whom two are women and four are minorities.

- Within this job group, the availability of women in the labor market is 15.9%. Among this job group at UNLV, women comprise 14.3%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 14.6%. Among this job group at UNLV, minorities comprise 28.6%. *Current utilization of minorities is two above market availability.*

HHS – Dental Medicine Faculty (226)

In 2005, the Dental Medicine Faculty Job Group consisted of 24 employees, of whom six were women and four were minorities. In 2006, the Dental Medicine Faculty Job Group consists of 18 employees, of whom three are women and three are minorities.

- Within this job group, the availability of women in the labor market is 15.9%. Among this job group at UNLV, women comprise 16.7%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 14.6%. Among this job group at UNLV, minorities comprise 16.7%. *Current utilization of minorities is at par with market availability.*

HHS – Health & Human Sciences Faculty (227)

In 2005, the Health & Human Sciences Faculty Job Group consisted of 28 employees, of whom ten were women and two were minorities. In 2006, the Health & Human Sciences Faculty Job Group consists of 35 employees, of whom 14 are women and four are minorities.

- Within this job group, the availability of women in the labor market is 50.2%. Among this job group at UNLV, women comprise 40.0%. *Current utilization of women is three below market availability.*
- Within this job group, the availability of minorities in the labor market is 14.5%. Among this job group at UNLV, minorities comprise 11.4%. *Current utilization of minorities is one below market availability.*

HHS – Nursing Faculty (228)

In 2005, the Nursing Faculty Job Group consisted of 25 employees, of whom 24 were women and three were minorities. In 2006, the Nursing Faculty Job Group consists of 21 employees, of whom 19 are women and three are minorities.

- Within this job group, the availability of women in the labor market is 96.3%. Among this job group at UNLV, women comprise 90.5%. *Current utilization of women is one below market availability.*
- Within this job group, the availability of minorities in the labor market is 12.6%. Among this job group at UNLV, minorities comprise 14.3%. *Current utilization of minorities is at par with market availability.*

HHS – Public Health Faculty (229)

In 2005, the Public Health Faculty Job Group consisted of 10 employees, of whom two were women and one was a minority. In 2006, the Public Health Faculty Job Group consists of 12 employees, of whom four are women and two are minorities.

- Within this job group, the availability of women in the labor market is 50.2%. Among this job group at UNLV, women comprise 33.3%. *Current utilization of women is two below market availability.*
- Within this job group, the availability of minorities in the labor market is 14.5%. Among this job group at UNLV, minorities comprise 16.7%. *Current utilization of minorities is at par with market availability.*

Hotel Administration (230)

In 2005, the Hotel Administration Faculty Job Group consisted of 54 employees, of whom 17 were women and nine were minorities. In 2006, the Hotel Administration Faculty Job Group consists of 50 employees, of whom 19 are women and nine are minorities.

- Within this job group, the availability of women in the labor market is 15.9%. Among this job group at UNLV, women comprise 38.0%. *Current utilization of women is 11 above market availability.*
- Within this job group, the availability of minorities in the labor market is 14.6%. Among this job group at UNLV, minorities comprise 18.0%. *Current utilization of minorities is one above market availability.*

Law Faculty (235)

In 2005, the Law Faculty Job Group consisted of 38 employees, of whom 20 were women and eight were minorities. In 2006, the Law Faculty Job Group consists of 37 employees, of whom 19 are women and seven are minorities.

- Within this job group, the availability of women in the labor market is 35.1%. Among this job group at UNLV, women comprise 51.4%. *Current utilization of women is six above market availability.*
- Within this job group, the availability of minorities in the labor market is 10.0%. Among this job group at UNLV, minorities comprise 18.9%. *Current utilization of minorities is three above market availability.*

Liberal Arts – English & Literature Faculty (241)

In 2005, the English & Literature Faculty Job Group consisted of 38 employees, of whom 16 were women and five were minorities. In 2006, the English & Literature Faculty Job Group consists of 42 employees, of whom 17 are women and four are minorities.

- Within this job group, the availability of women in the labor market is 52.9%. Among this job group at UNLV, women comprise 40.5%. *Current utilization of women is five below market availability.*
- Within this job group, the availability of minorities in the labor market is 11.6%. Among this job group at UNLV, minorities comprise 9.5%. *Current utilization of minorities is at par with market availability.*

Liberal Arts – Foreign Languages Faculty (242)

In 2005, the Foreign Languages Faculty Job Group consisted of 13 employees, of whom seven were women and five were minorities. In 2006, the Foreign Languages Faculty Job Group consists of 14 employees, of whom eight are women and seven are minorities.

- Within this job group, the availability of women in the labor market is 53.4%. Among this job group at UNLV, women comprise 57.1%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 32.2%. Among this job group at UNLV, minorities comprise 50.0%. *Current utilization of minorities is two above market availability*

Liberal Arts – History Faculty (243)

In 2005, the History Faculty Job Group consisted of 22 employees, of whom nine were women and four were minorities. In 2006, the History Faculty Job Group consists of 25 employees, of whom nine are women and four are minorities.

- Within this job group, the availability of women in the labor market is 32.5%. Among this job group at UNLV, women comprise 36.0%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 14.9%. Among this job group at UNLV, minorities comprise 16.0%. *Current utilization of minorities is at par with market availability*

Liberal Arts – Philosophy Faculty (244)

In 2005, the Philosophy Faculty Job Group consisted of seven employees, of whom two were women and none was a minority. In 2006, the Philosophy Faculty Job Group consists of seven employees, of whom none is either a woman or a minority.

- Within this job group, the availability of women in the labor market is 16.5%. Among this job group at UNLV, women comprise 0.0%. *Current utilization of women is one below market availability.*
- Within this job group, the availability of minorities in the labor market is 12.8%. Among this job group at UNLV, minorities comprise 0.0%. *Current utilization of minorities is at par with market availability*

Liberal Arts – Political Science Faculty (245)

In 2005, the Political Science Job Group consisted of 16 employees, of whom four were women and two were minorities. In 2006, the Political Science Job Group consists of 14 employees, of whom three are women and one is a minority.

- Within this job group, the availability of women in the labor market is 22.3%. Among this job group at UNLV, women comprise 21.4%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 12.8%. Among this job group at UNLV, minorities comprise 7.1%. *Current utilization of minorities is at par with market availability*

Liberal Arts – Sociology Faculty (246)

In 2005, the Sociology Faculty Job Group consisted of 18 employees, of whom seven were women and one was a minority. In 2006, the Sociology Faculty Job Group consists of 17 employees, of whom six are women and one is a minority.

- Within this job group, the availability of women in the labor market is 38.2%. Among this job group at UNLV, women comprise 35.3%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 13.9%. Among this job group at UNLV, minorities comprise 5.9%. *Current utilization of minorities is one below market availability*

Liberal Arts – Psychology (247)

In 2005, the Psychology Faculty Job Group consisted of 18 employees, of whom five were women and one was a minority. In 2006, the Psychology Faculty Job Group consists of 20 employees, of whom six are women and two are minorities.

- Within this job group, the availability of women in the labor market is 37.8%. Among this job group at UNLV, women comprise 30.0%. *Current utilization of women is one below market availability.*
- Within this job group, the availability of minorities in the labor market is 13.5%. Among this job group at UNLV, minorities comprise 10.0%. *Current utilization of minorities is at par with market availability*

Liberal Arts – Social Sciences (248)

In 2005, the Social Sciences Faculty Job Group consisted of 21 employees, of whom 10 were women and six were minorities. In 2006, the Social Sciences Faculty Job Group consists of 19 employees, of whom 11 are women and five are minorities.

- Within this job group, the availability of women in the labor market is 32.4%. Among this job group at UNLV, women comprise 57.9%. *Current utilization of women is four above market availability.*
- Within this job group, the availability of minorities in the labor market is 16.0%. Among this job group at UNLV, minorities comprise 26.3%. *Current utilization of minorities is two above market availability.*

Sciences – Biological Sciences Faculty (251)

In 2005, the Biological Sciences Faculty Job Group consisted of 27 employees, of whom four were women and five were minorities. In 2006, the Biological Sciences Faculty Job Group consists of 28 employees, of whom four are women and five are minorities.

- Within this job group, the availability of women in the labor market is 29.3%. Among this job group at UNLV, women comprise 14.3%. *Current utilization of women is four below market availability.*
- Within this job group, the availability of minorities in the labor market is 13.4%. Among this job group at UNLV, minorities comprise 17.9%. *Current utilization of minorities is one above market availability.*

Sciences – Physical Sciences Faculty (252)

In 2005, the Physical Sciences Faculty Job Group consisted of 65 employees, of whom 13 were women and 12 were minorities. In 2006, the Physical Sciences Faculty Job Group consists of 66 employees, of whom 11 are women and 15 are minorities.

- Within this job group, the availability of women in the labor market is 14.1%. Among this job group at UNLV, women comprise 16.7%. *Current utilization of women is one above market availability.*
- Within this job group, the availability of minorities in the labor market is 12.1%. Among this job group at UNLV, minorities comprise 22.7%. *Current utilization of minorities is seven above market availability.*

Sciences – Mathematical Sciences Faculty (253)

In 2005, the Mathematical Sciences Faculty Job Group consisted of 32 employees, of whom three were women and 14 were minorities. In 2006, the Mathematical Sciences Faculty Job Group consists of 31 employees, of whom three are women and 13 are minorities.

- Within this job group, the availability of women in the labor market is 24.6%. Among this job group at UNLV, women comprise 9.7%. *Current utilization of women is four below market availability.*
- Within this job group, the availability of minorities in the labor market is 19.3%. Among this job group at UNLV, minorities comprise 41.9%. *Current utilization of minorities is seven above market availability*

Urban Affairs – Communications & Journalism Faculty (256)

In 2005, the Communications & Journalism Faculty Job Group consisted of 17 employees, of whom six were women and one was a minority. In 2006, the Communications & Journalism Faculty Job Group consists of 14 employees, of whom five are women and none is a minority.

- Within this job group, the availability of women in the labor market is 32.1%. Among this job group at UNLV, women comprise 35.7%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 12.6%. Among this job group at UNLV, minorities comprise 0.0%. *Current utilization of minorities is one below market availability*

Urban Affairs – Counseling Faculty (257)

In 2005, the Counseling Faculty Job Group consisted of seven employees, of whom two were women and two were minorities. In 2006, the Counseling Faculty Job Group consists of six employees, of whom three are women and one is a minority.

- Within this job group, the availability of women in the labor market is 36.2%. Among this job group at UNLV, women comprise 50.0%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 22.9%. Among this job group at UNLV, minorities comprise 16.7%. *Current utilization of minorities is at par with market availability.*

Urban Affairs – Criminal Justice & Social Work (258)

In 2005, the Criminal Justice & Social Work Faculty Job Group consisted of 22 employees, of whom 12 were women and 10 were minorities. In 2006, the Criminal Justice & Social Work Faculty Job Group consists of 23 employees, of whom 14 are women and eight are minorities.

- Within this job group, the availability of women in the labor market is 36.2%. Among this job group at UNLV, women comprise 60.9%. *Current utilization of women is five above market availability.*
- Within this job group, the availability of minorities in the labor market is 22.9%. Among this job group at UNLV, minorities comprise 34.8%. *Current utilization of minorities is two above market availability*

Urban Affairs – Public Administration Faculty (259)

In 2005, the Public Administration Faculty Job Group consisted of seven employees, of whom three were women and none was a minority. In 2006, the Public Administration Faculty Job Group consists of seven employees, of whom two are women and none is a minority.

- Within this job group, the availability of women in the labor market is 43.4%. Among this job group at UNLV, women comprise 28.6%. *Current utilization of women is one below market availability.*
- Within this job group, the availability of minorities in the labor market is 14.4%. Among this job group at UNLV, minorities comprise 0.0%. *Current utilization of minorities is one below market availability*

Other Academic Programs, Not Elsewhere Classified (290)

In 2005, the Other Academic Programs Faculty Job Group – including the Graduate College, Honors College, and University College – consisted of five employees, of whom three were women and two were minorities. In 2006, the Other Academic Programs Faculty Job Group consists of three employees, of whom three are women and two are minorities.

- Within this job group, the availability of women in the labor market is 43.4%. Among this job group at UNLV, women comprise 100.0%. *Current utilization of women is one above market availability.*
- Within this job group, the availability of minorities in the labor market is 14.4%. Among this job group at UNLV, minorities comprise 66.7%. *Current utilization of minorities is one above market availability*

PROFESSIONAL NON-FACULTY (H30)

In the 2005 EEO/AA Plan, the Professional Non-Faculty Occupational Category was redefined to include two additional job groups – with Library Professionals and Athletics Professionals being separated out from the Academic & Athletics Job Group.

In 2005, the Professional Non-Faculty Occupational Category consisted of 835 employees, of whom 458 (54.9%) were women and 202 (24.2%) were minorities. In 2006, the Professional Non-Faculty Occupational Category consist of 864 employees, of whom 480 (55.6%) are women and 223 (25.8%) are minorities – ***representing a net gain of 0.7 percentage points in the representation of women and a net gain of 1.6 percentage points in the representation of minorities in this occupational category.***

Academic Support Professionals (310)

In 2005, the Academic Support Professionals Job Group consisted of 146 employees, of whom 95 were women and 52 were minorities. In 2006, the Academic Support Professionals Job Group consists of 143 employees, of whom 87 are women and 51 are minorities.

- Within this job group, the availability of women in the labor market is 54.8%. Among this job group at UNLV, women comprise 60.8%. ***Current utilization of women is eight above market availability.***
- Within this job group, the availability of minorities in the labor market is 26.2%. Among this job group at UNLV, minorities comprise 35.7%. ***Current utilization of minorities is 13 above market availability.***

Administrative Professionals (320)

In 2005, the Administrative Professionals Job Group consisted of 395 employees, of whom 234 were women and 81 were minorities. In 2006, the Administrative Professionals Job Group consists of 419 employees, of whom 260 are women and 106 are minorities.

- Within this job group, the availability of women in the labor market is 35.0%. Among this job group at UNLV, women comprise 62.1%. ***Current utilization of women is 113 above market availability.***
- Within this job group, the availability of minorities in the labor market is 18.7%. Among this job group at UNLV, minorities comprise 25.3%. ***Current utilization of minorities is 27 above market availability.***

Athletics Professionals (330)

In 2005, the Athletics Professionals Job Group consisted of 59 employees, of whom 17 were women and 16 were minorities. In 2006, the Athletics Professionals Job Group consists of 58 employees, of whom 16 are women and 13 are minorities.

- Within this job group, the availability of women in the labor market is 28.6%. Among this job group at UNLV, women comprise 27.6%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 19.5%. Among this job group at UNLV, minorities comprise 22.4%. *Current utilization of minorities is one above market availability.*
- *It is further notable that UNLV Intercollegiate Athletics was recognized by the Black Coaches' Association in 2005 for exemplary effort to reach out to and ensure the consideration of minority coaches in its recruitment efforts – one of only five NCAA Division I institutions in the country to be so recognized!*

Information Technology Professionals (340)

In 2005, the Information Technology Professionals Job Group consisted of 88 employees, of whom 32 were women and 19 were minorities. In 2006, the Information Technology Professionals Job Group consists of 95 employees, of whom 36 are women and 19 are minorities.

- Within this job group, the availability of women in the labor market is 28.0%. Among this job group at UNLV, women comprise 37.9%. *Current utilization of women is nine above market availability.*
- Within this job group, the availability of minorities in the labor market is 20.2%. Among this job group at UNLV, minorities comprise 20.0%. *Current utilization of minorities is at par with market availability.*

Library Professionals (350)

In 2005, the Library Professionals Job Group consisted of 42 employees, of whom 30 were women and five were minorities. In 2006, the Library Professionals Job Group consists of 42 employees, of whom 31 are women and five are minorities.

- Within this job group, the availability of women in the labor market is 82.9%. Among this job group at UNLV, women comprise 73.8%. *Current utilization of women is three below market availability.*
- Within this job group, the availability of minorities in the labor market is 16.6%. Among this job group at UNLV, minorities comprise 11.9%. *Current utilization of minorities is two below market availability.*

Science & Health Professionals (360)

In 2005, the Science & Health Professionals Job Group consisted of 105 employees, of whom 50 were women and 29 were minorities. In 2006, the Science & Health Professionals Job Group consists of 107 employees, of whom 50 are women and 29 are minorities.

- Within this job group, the availability of women in the labor market is 37.7%. Among this job group at UNLV, women comprise 46.7%. ***Current utilization of women is nine above market availability.***
- Within this job group, the availability of minorities in the labor market is 22.5%. Among this job group at UNLV, minorities comprise 27.1%. ***Current utilization of minorities is four above market availability.***

TECHNICAL/PARAPROFESSIONAL (H40)

In 2005, the Technical/Paraprofessional Occupational Category consisted of 295 employees, of whom 183 (62.0%) were women and 116 (39.3%) were minorities. In 2006, the Technical/Paraprofessional Occupational Category consists of 271 employees, of whom 160 (59.0%) are women and 112 (41.3%) are minorities – ***representing a net reduction of three percentage points in the representation of women and a net gain of two percentage points in the representation of minorities in this occupational category.***

Technical/Paraprofessional (400)

- Within this job group, the availability of women in the labor market is 55.5%. Among this job group at UNLV, women comprise 59.0%. ***Current utilization of women is nine above market availability.***
- Within this job group, the availability of minorities in the labor market is 24.3%. Among this job group at UNLV, minorities comprise 41.3%. ***Current utilization of minorities is 46 above market availability.***

OFFICE SUPPORT (H50)

In 2005, the Secretarial/Clerical Occupational Category consisted of 479 employees, of whom 418 (87.3%) were women and 159 (33.2%) were minorities. In 2006, the Secretarial/Clerical Occupational Category consists of 519 employees, of whom 450 (86.7%) are women and 176 (33.9%) are minorities – ***representing a net loss 0.6 percentage points in the representation of women and a net gain of 0.7 percentage points in the representation of minorities in this occupational category.***

Office Support, Senior Level Job Group (500)

In 2005, the Office, Senior Level Job Group consisted of 232 employees, of whom 205 were women and 60 were minorities. In 2006, the Office, Senior Level Job Group consists of 291 employees, of whom 259 are women and 76 are minorities.

- Within this job group, the availability of women in the labor market is 75.7%. Among this job group at UNLV, women comprise 89.0%. *Current utilization of women is 38 above market availability.*
- Within this job group, the availability of minorities in the labor market is 29.6%. Among this job group at UNLV, minorities comprise 26.1%. *Current utilization of minorities 10 below market availability.*

Office Support, Support Level Job Group (510)

In 2005, the Office, Support Level Job Group consisted of 247 employees, of whom 213 were women and 99 were minorities. In 2006, the Office, Support Level Job Group consists of 228 employees, of whom 191 are women and 100 are minorities.

- Within this job group, the availability of women in the labor market is 80.9%. Among this job group at UNLV, women comprise 83.8%. *Current utilization of women is six above market availability.*
- Within this job group, the availability of minorities in the labor market is 28.7%. Among this job group at UNLV, minorities comprise 43.9%. *Current utilization of minorities is 34 above market availability.*

SKILLED CRAFTS (H60)

In 2005, the Skilled Crafts Occupational Category consisted of 55 employees, of whom one (1.8%) was a woman and 11 (20.0%) were minorities. In 2006, the Skilled Crafts Occupational Category consists of 58 employees, of whom two (3.4%) are women and 16 (27.6%) are minorities – *representing a net gain of 2.6 percentage points in the representation of women and a net gain of 7.6 percentage points in the representation of minorities in this occupational category.*

Skilled Crafts (600)

- Within this job group, the availability of women in the labor market is 2.3%. Among this job group at UNLV, women comprise 3.4%. *Current utilization of women is at par with market availability. This represents a net gain of one woman employee in skilled crafts.*
- Within this job group, the availability of minorities in the labor market is 30.8%. Among this job group at UNLV, minorities comprise 27.6%. *Current utilization of minorities is one below market availability. This represents a net gain of five minority employees in skilled crafts in the past year, or approximately 10% of the workforce!*

SERVICE AND MAINTENANCE (H70)

In 2005, the Service/Maintenance Occupational Category consisted of 349 employees, of whom 76 (21.8%) were women and 152 (43.6%) were minorities. In 2006, the Service/Maintenance Occupational Category consists of 347 employees, of whom 74 (21.3%) are women and 154 (44.4%) are minorities – ***representing a net loss of 0.5 percentage points in the representation of women and a net gain of 0.8 percentage points in the representation of minorities in this occupational category.***

Maintenance (700)

In 2005, the Maintenance Job Group consisted of 105 employees, of whom 13 were women and 32 were minorities. In 2006, the Maintenance Job Group consists of 104 employees, of whom 11 are women and 35 are minorities.

- Within this job group, the availability of women in the labor market is 8.0%. Among this job group at UNLV, women comprise 10.6%. ***Current utilization of women is two above market availability.***
- Within this job group, the availability of minorities in the labor market is 29.3%. Among this job group at UNLV, minorities comprise 33.7%. ***Current utilization of minorities is four above market availability.***

Public Safety (710)

In 2005, the Public Safety Job Group consisted of 41 employees, of whom 10 were women and 12 were minorities. In 2006, the Public Safety Job Group consists of 43 employees, of whom 11 are women and 15 are minorities.

- Within this job group, the availability of women in the labor market is 29.0%. Among this job group at UNLV, women comprise 25.6%. ***Current utilization of women is one below market availability.***
- Within this job group, the availability of minorities in the labor market is 22.3%. Among this job group at UNLV, minorities comprise 34.9%. ***Current utilization of minorities is five above market availability.***

Custodial/Grounds (720)

In 2005, the Custodial/Grounds Job Group consisted of 203 employees, of whom 53 were women, and 108 were minorities. In 2006, the Custodial/Grounds Job Group consists of 200 employees, of whom 52 are women, and 104 are minorities.

- Within this job group, the availability of women in the labor market is 26.2%. Among this job group at UNLV, women comprise 26.0%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of minorities in the labor market is 54.4%. Among this job group at UNLV, minorities comprise 52.0%. *Current utilization of minorities is four below market availability.*

2006 EEO/AA PROGRAM ADDITIONAL REQUIRED PROGRAM ELEMENTS

Designation of Responsibility [41 CFR 60-2.17(a)]

The University President has assigned institution-wide responsibility for implementation of the University's equal employment opportunity and affirmative action program under 41 CFR 60 for all faculty, professional, and classified staff employees to the Vice President of Planning, Diversity, and Chief of Staff. In discharging the functions of the institutional EEO/AA Officer, the Vice President has direct access to all senior officers, as necessary, to ensure effective program implementation.

Additionally, the Vice President is responsible for ensuring compliance with equal employment opportunity and affirmative action program policies adopted by the Board of Regents of the Nevada System of Higher Education, published at Title 4, Chapter 8 of the Board of Regents' Handbook – including responsibility for receiving and investigating applicants' or students' complaints alleging personal discrimination in pertaining to recruitment, admission, retention, sexual harassment, or other unlawful discrimination.

Identification of Problem Areas [41 CFR 60-2.17(b)]

In 2002-03, the Office of Federal Contract Compliance Programs initiated an audit of UNLV to determine compliance with 41 CFR 60. A number of problem areas were identified and the OFCCP and the University entered into a Conciliation Agreement in March 2003 to correct the following program violations:

1. UNLV failed to maintain current Affirmative Action Programs for Minorities and Women, Individuals with Disabilities, and Covered Veterans and existing programs were predicated on an outdated methodology.
2. UNLV failed to demonstrated good faith efforts to recruit and increase the applicant flow of qualified females for employment opportunities and promotions in the Skilled Craft and Service/Maintenance job categories and failed to identify work force and availability percentages by race/ethnic category – masking the disparity among subgroups.
3. UNLV failed to collect and maintain personnel and employment records, maintain accurate records and relevant data to conduct an adverse impact analysis of its personnel

activity data and develop and implement an Internal Audit and Reporting System to measure the effectiveness of its total program.

4. UNLV failed to assign clear lines of responsibility for the development and implementation of its Affirmative Action Program.
5. UNLV failed to maintain a current inventory of physical and mental job qualification standards, failed to post its EEO policies in conspicuous places on campus available to all employees and applicants, and failed to provide reasonable physical access to the Human Resources Office for applicants or employees with disabilities.

The Conciliation Agreement required UNLV to file three reports on its progress to correct problem areas identified in the Audit:

- Interim Report April 1, 2003 – June 30, 2003
- First Annual Report July 1, 2003 – June 30, 2004
- Second Annual Report July 1, 2004 – June 30, 2005

The Interim Report was filed and accepted with commendation by the OFCCP. The First Annual Report, likewise, was filed and accepted with commendation, documenting progress toward the correction of remaining problem areas. We have received verbal notification (but have yet to receive final notice) that the Second Annual Report will likewise be accepted with commendation, concluding the Conciliation Agreement. See Appendix G, Additional Required Program Elements, for a copy of the full Conciliation Agreement. The Second Annual Report for the period July 1, 2004 through June 30, 2005, is on file with the Office of Human Resources.

[Appendix G, Additional Required Program Elements, is on file in the Office of Human Resources.]

Action-Oriented Programs [41 CFR 60-2.17(c)]

OFCCP guidelines require that the university develop and execute action-oriented programs designed to correct problems areas and to attain established goals and objectives. Action-oriented programs may include substantive review of personnel policies or procedures which have previously produced inadequate results or consist of good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

UNLV committed itself to undertake the following specific action-oriented programs during the 2003-04 plan year, all of which have been completed.

- Transfer of EEO/AA Responsibility from the Office of Diversity Initiatives to the re-defined Office of Human Resources and Affirmative Action – and subsequent recruitment for an Associate Vice President for Human Resources and Affirmative Action.
- Acquisition of EEO/AA Planning software to ensure future AAP's reflect all required program components and are predicated on current guidelines.

- Acquisition and implementation of an automated search support system to facilitate improved recruitment processes that accurately capture applicants' race and sex data for use in adverse impact analysis.
- Review of faculty and professional staff recruitment guidelines under the supervision of the new Associate Vice President for Human Resources and Affirmative Action.
- Review of classified recruitment processes under the supervision of the new Associate Vice President for Human Resources and Affirmative Action.

Furthermore, during 2004-05, UNLV undertook and completed the following organizational, structural, and program changes in support of the University's diversity initiatives:

- Consolidated the Office of Diversity Initiatives into the Office of Human Resources and Affirmative Actions – with the consolidated unit being re-designated as the Office of Human Resources and Diversity Initiatives.
- Created an inaugural Staff Development / Employee Relations function including two full-time staff members and the allocation and equipping of a 1200 sq ft training facility.
- Relocated Classified Staff Services – including the public recruitment function – from the 2nd floor to the 1st floor of the Campus Services Building to enhance access for mobility-impaired applicants (at an approximate cost of \$27,500).
- Installed automatic door openers for mobility impaired customers to the Campus Services Building along all corridors leading from the front entrance to the SW elevator and back to the main Human Resources facility on the 2nd floor (at an approximate cost of \$20,000).
- Hosted UNLV inaugural Martin Luther King, Jr. Celebration open to members of the Las Vegas community as well as UNLV, with Justice Michael Douglas serving as guest speaker, drawing an audience of 300 participants (at an approximate cost of \$12,500). 2nd Annual MLK Celebration included co-sponsorships from the Las Vegas NAACP, UNLV Student Chapter of the NAACP, Las Vegas Urban Chamber of Commerce and featured Bruce Gordon, President & CEO of the National NAACP as guest speaker (at an approximate cost of \$20,000).
- Supported an organizational meeting of a Las Vegas / Clark County Industry Liaison Group meeting with the OFCCP regional office. UNLV served as organizing co-sponsor of the reformed Industry Liaison Group workshop in February 2005.
- Created “Diversity Links” – customized web pages for diversity-related faculty & staff organizations and the Committee for an Inclusive & Just University – linked to the home page for the Office of Human Resources & Diversity Initiatives.
- Created and provided initial funding for “Diversity Initiatives Fund” – designated gift accounts established through the UNLV Foundation to receive charitable and tax-exempt

gifts from community partners and university employees in support of diversity-related faculty & staff organizations.

- Funded SST Diversity Programming – theater based performance that highlights work environment issues pertaining to diversity, with facilitated discussion in May 2005.
- Sponsored two four-week programs on “Conversational Spanish for Service Providers” to foster a more welcoming environment for Spanish-speaking visitors to campus.

In Fall 2005, the Nevada System of Higher Education created a new standing committee of the Board of Regents, the Cultural Diversity and Security Committee. In response to a call for system-wide information on diversity efforts, UNLV submitted its first institutional “Diversity Report” to the Board of Regents in September 2005 and has undertaken the following additional initiatives:

- Re-designated the Vice President for Planning & Chief of Staff as the Vice President for Planning, Diversity, and Chief of Staff to more closely integrate diversity initiatives into institutional wide planning and assessment activities.
- Budgeted and initiated national recruitment for a new Associate Vice President for Diversity to report to the Vice President for Planning, Diversity, and Chief of Staff.
- Appointed a Diversity Roundtable, including both community and university representatives, to advise the President on strategic diversity issues involving community relationships and student access issues, to complement the work of the Committee for an Inclusive & Just University (which has an internal focus).
- Obtained Presidential support for divisions, colleges, and schools to report annually on diversity-related programming and good faith efforts to promote diversity at UNLV.
- Articulated UNLV Vision for Diversity presented by the President to the NSHE Board of Regents. A copy of this major planning document is enclosed in a separate notebook for review by the OFCCP as part of UNLV’s Good Faith Efforts.
- Revised UNLV Target of Opportunity Program to provide policy, programmatic, and financial support to enhance the recruitment of women and minority faculty in academic disciplines in which these groups have historically been and continue to be under-represented in relation to labor market availability (enclosed).
- Adopted a preference in hiring in the University EEO/AA Policy Statement among substantially equally qualified women or minority candidates for vacancies in academic disciplines or occupational groups in which these groups have historically been and continue to be under-represented in relation to labor market availability.

See Appendix G for detailed information documenting action-oriented programs.

Internal Audit and Reporting System [41 CFR 60-2.17(d)]

OFCCP guidelines require the University to develop and implement an auditing system that periodically measures the effectiveness of its total affirmative action program, including the following specific components:

1. Monitoring records of all personnel activity.
2. Requiring internal reporting on a scheduled basis.
3. Reviewing report results with all levels of management; and
4. Advising senior officers on program effectiveness and recommending program improvements.

In its Interim Conciliation Agreement Report, for the period April 1, 2003 – June 30, 2004, UNLV identified appropriate internal audit and reporting system components and committed to their implementation during the 2003-04 Plan Year. Audit and reporting program components were accepted by the OFCCP.

See Appendix G for detailed information documenting components of the university's internal audit and reporting system.

2005 EEO/AA PROGRAM EEO/AA OBLIGATIONS REGARDING SPECIAL DISABLED VETERANS, VIETNAM ERA VETERANS, AND INDIVIDUALS WITH DISABILITIES

In accordance with the provisions of 41 CFR 60-250 and 41 CFR 60-741, the University of Nevada, Las Vegas affirms that the obligations and commitments reflected in the University's EEO/AA Program shall be inclusive of and expressly apply to Special Disabled Veterans, Veterans of the Vietnam Era, and Individuals with Disabilities.

The University of Nevada, Las Vegas will not discriminate because of an individual's status as a special disabled veteran, veteran of the Vietnam era, or individual with a disability and will take affirmative action to employ and advance in employment qualified special disabled veterans, veterans of the Vietnam era, and individuals with disabilities at all levels of employment, including the executive level.

With respect to physical and mental qualifications for employment, the University of Nevada, Las Vegas expressly affirms that:

- The University will establish and adhere to a schedule for the periodic review of all physical and mental job qualifications to ensure job-relatedness for the position;
- Special disabled veterans and individuals with disabilities shall be afforded an opportunity to complete for vacant positions for which they are qualified either with or without accommodation (without disclosing in advance if accommodations would be required for successful job performance);

- Once selected for a position, special disabled veterans and individuals with disabilities may request specific accommodation that would enable their successful job performance;
- The University shall provide all reasonable accommodations requested by special disabled veterans and individuals with disabilities to enable their successful job performance, without prejudice to the special disabled veteran or individual with a disability of any kind whatsoever.

All terms and conditions of employment – including selection, promotion, compensation, benefits, training & professional development, opportunity for career progressions, and participation in all university activities – for special disabled veterans, veterans of the Vietnam era, and individuals with disabilities shall be identical in scope and nature to the terms and conditions of employment for all other employees.

2005 EEO/AA PROGRAM SUPPORTING DOCUMENTATION

Enclosed Charts & Graphs

1. Chart: Work Force & Availability Comparison – 2004, 2005, & 2006
2. Chart: Incumbent v. Estimated Availability Detail – w/ Race & Ethnicity, 2006
3. Graph: Utilization of Women – Availability v. Work Force Percentages, 2005 & 2006
4. Graph: Utilization of Minorities – Availability v. Work Force Percentages, 2005 & 2006

Referenced Appendices

- A. Organizational Profile
- B. Job Titles by Job Group
- C. Job Group Analysis
- D. Availability Analysis
- E. Utilization Analysis
- F. Placement Goals
- G. Additional Required Program Elements

Note: As a cost savings measure, Appendices referenced in this text are not published with this Executive Summary. Appendices are maintained and available for inspection for a period of three years from the date of this publication in the Office of Human Resources, Campus Services Building, Room 237, University of Nevada, Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154.

Questions or comments concerning data extracts & analyses may be directed to Sam Connally, Associate Vice President of Human Resources, at 702-895-1043 or sam.connally@unlv.edu.

Questions concerning the University's EEO/AA Policy or Programs may be directed to Dr. Juanita P. Fain, Vice President of Planning, Diversity, and Chief of Staff, at 702-895-4952 or juanita.fain@unlv.edu who serves as the University EEO/AA Officer.