



UNIVERSITY OF NEVADA, LAS VEGAS

**EQUAL EMPLOYMENT
OPPORTUNITY AND
AFFIRMATIVE ACTION PROGRAM
2008**

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TABLE OF CONTENTS

General Purpose and Premise	[41 CFR §60-2.10]	1
Organizational Profile	[41 CFR §60-2.11]	2
Job Group Definition	[41 CFR §60-2.12]	7
Job Group Analysis	[41 CFR §60-2.13]	10
Availability Analysis	[41 CFR §60-2.14]	10
Utilization Analysis	[41 CFR §60-2.15]	12
Identification of Problem Areas	[41 CFR §60-2.17(b)]	13
Placement Goals	[41 CFR §60-2.16]	17
Diversity as an Educational Goal		18
▪ Transaction Measures v. Outcome Measures		18
▪ Preference Among Equals & Target of Opportunity Program		19
▪ Representation of African-Americans		20
▪ Representation of Hispanics		20
▪ Representation of Asians		21
▪ Representation of American Indians		21
Understanding Under-Utilization		22
Additional Required Program Elements	[41 CFR §60-2.17]	23
EEO/AA Obligations regarding Special Disabled Veterans, Vietnam Era Veterans, & Individuals with Disabilities	[41 CFR §60-250 & §60-271]	24
<u>Enclosure 1</u>		
▪ Workforce & Availability Comparisons, 2005 – 2008, Total Employees		Chart 1
▪ Workforce & Availability Comparisons, 2007 – 2008, Tenured & Tenure Track Faculty		Chart 2
▪ Incumbency v. Estimated Availability Detail by Race/Ethnicity, Total Employees, 2008		Chart 3
▪ Availability v. Workforce Percentages, 2007 & 2008, Total Employees		Graphs 1-2
▪ Availability v. Workforce Percentages, 2007 & 2008, Tenured & Tenure Track Faculty		Graphs 3-4
<u>Enclosure 2</u>		
Utilization Observations by EEO Category & Job Group		
▪ H10 – Officials & Managers		i
▪ H20 – Faculty		ii
▪ H30 – Professional Non-Faculty		xiv
▪ H40 – Technical & Paraprofessional		xviii
▪ H50 – Office Support		xviii
▪ H60 – Skilled Crafts		xix
▪ H70 – Service, Maintenance, & Trades		xix
<u>Enclosure 3</u>		
Target of Opportunity Program Policy		



**2008
EEO/AA PROGRAM**



UNIVERSITY OF NEVADA, LAS VEGAS 2008 EEO/AA PROGRAM

As a Federal contractor by virtue of its research and student financial aid programs subject to the provisions of 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.

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 markets 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 documented in this report.

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. While fluctuations in the representation of women and minorities within our employee complement occur naturally from year to year, 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.

Comment on Plan Year

Prior to 2002, the University adopted an EEO/AA Plan on a calendar year basis. During an audit by the Office of Federal Contract Compliance Programs (OFCCP) in 2002-03, the University converted to a fiscal year basis, so as to bring the University's EEO/AA Plan into immediate compliance with 41 CFR 60 during the audit period. UNLV filed two fiscal year plans, for FY 02-03 and FY 03-04.

In a higher education environment, however, 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, on which a calendar year plan is based, is the most accurate data set available for 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 is 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 or most representative picture of progress the university may have made in the employment of women and minorities during the preceding year.
- A summer data set, by contrast, which is necessary for a fiscal year based plan, is the least representative since employees who have resigned or retired at the end of the previous academic term are deleted from the data set, while new hires have yet to be added.

For these reasons, the University returned 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.

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 in the aggregate, among various employee complements, and among the 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 – either by broad occupational categories or by organizational units.

Annual fluctuations in the percentage representation of women and minorities are a normal function of turnover and recruitment patterns. In order to assess material and sustained progress toward the full utilization of women and minorities in the workforce, it is helpful to track trend lines over a period of time. In this and subsequent years, the University will track five-year trend lines in the overall representation of women and minorities by major occupational categories – as well as year-to-year variation by detailed job group. For example, the 2008 EEO Plan uses Plan Year 2002-03 as its base year of comparison. The 2009 EEO Plan will use Plan Year 2003-04 as its base year of comparison – providing a rolling five-year basis for comparison.

Organizational Profile by Occupational Categories

It is notable that the representation of women and minorities at UNLV has increased both in the aggregate and by major employee complements over the past five years – both in the number of women and minorities, as well as in the percentage representation of women and minorities. *These data suggest that women and minorities are enjoying equally in position growth at the University.*

The following charts summarize the percentage increases in the representation of women and minorities by broad occupational category over a three-year horizon for executive and professional, non-academic staff and over a five-year horizon for faculty, classified staff, and total employees.

Representation of Women, 2003 – 2008

Representation of Women by Occupational Category							
Category	FY03	FY04	2005	2006	2007	2008	Pct Increase
Executives	*	*	35.7%	41.3%	32.1%	41.1%	15.1%
Faculty	32.2%	33.3%	32.3%	33.7%	35.5%	35.8%	11.2%
Professional Staff	*	*	54.9%	55.6%	56.2%	54.4%	-0.9%
Classified Staff	56.6%	56.9%	57.6%	57.4%	58.1%	58.1%	2.7%
Total Employees	47.0%	47.8%	49.0%	49.8%	50.2%	50.0%	6.4%

Representation of Minorities, 2003 – 2008

Representation of Minorities by Occupational Category, 2003 – 2008							
Category	FY03	FY04	2005	2006	2007	2008	Pct Increase
Executives	*	*	7.1%	12.7%	9.4%	10.7%	50.7%
Faculty	18.8%	19.8%	20.1%	20.9%	21.4%	21.9%	16.5%
Professional Staff	*	*	24.2%	25.8%	29.4%	30.3%	25.2%
Classified Staff	31.8%	33.7%	37.2%	38.3%	40.9%	41.6%	30.8%
Total Employees	23.9%	25.9%	27.9%	29.2%	31.0%	31.8%	33.1%

* Due to restructuring of UNLV's EEO/AA Plan in CY 2005, historical comparisons to FY03 & FY04 data for Executives and Professional Staff are not statistically valid. Base Year for comparison for these categories is CY 2005. Base Year for comparisons for Faculty, Classified Staff, and Total Employees is FY03.

Data in the preceding trend-line charts are detailed by occupational category in the following sections, including the increase in number of positions by occupational category and the number and percentage representation of women and minorities by occupational category.

Representation of Women and Minorities among Total Employees

As the University's workforce has grown over the past five years, the representation of women and minorities has not only kept pace with overall growth, but has increased in proportion to total employment. As illustrated in the chart below, the trend represents a **6.4% increase in the percentage representation of women** and a very significant **33.1% increase in the percentage representation of minorities** over the past five years.

Profile of All Employees, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	2,337	1,098	47.0%	559	23.9%
FY 03-04	2,490	1,190	47.8%	644	25.9%
CY 2005	2,924	1,432	49.0%	816	27.9%
CY 2006	2,968	1,477	49.8%	866	29.2%
CY 2007	3,230	1,623	50.2%	1,000	31.0%
CY 2008	3,282	1,642	50.0%	1,043	31.8%
Percent Change	40.4%	49.5%	6.4%	86.6%	33.1%

Representation of Women and Minorities among Executive Officers (H10)

EEO/AA Plan Years 2002-03 and 2003-04 included a number of supervisory and managerial employees inappropriately classified as Executive employees. The Executive occupational category is designed to recognize only those positions with broad policy-making or institutional decision-making responsibilities – not simply supervisory and managerial responsibilities. Beginning with the 2005 EEO/AA Plan Year, the University re-categorized supervisory and managerial staff as professional, non-faculty (H30), resulting in a more accurate definition of Executive Officers (H10) as including only vice presidents, deans, associate & assistant vice presidents, and executive directors. Consequently, the base year for comparison for trend line analysis must be CY 2005 (instead of FY 02-03) – yielding a three-year trend line (instead of a five-year trend line). [Note: The same limitation applies to Professional, Non-Faculty (H30).]

The representation of women and minorities among executive officers has increased moderately over the past five years, both in total representation as well as in proportion to total executives. As illustrated in the chart below, the trend represents a healthy ***15.1% increase in the percentage representation of women*** and a very significant ***50.7% increase in the percentage representation of minorities*** among executive officers over the past three years.

Profile of Executives, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	253	120	*	41	*
FY 03-04	230	107	*	41	*
CY 2005*	56	20	35.7%	4	7.1%
CY 2006	63	26	41.3%	8	12.7%
CY 2007	53	17	32.1%	5	9.4%
CY 2008	56	23	41.1%	6	10.7%
Percent Change	-77.9%	-80.8%	15.1%	-85.4%	50.7%

* Base Year for Comparison is CY 2005.

Representation of Women and Minorities among Faculty (H20)

The representation of women and minorities among the professorate has increased significantly over the past five years, both in total representation as well as in proportion to the total professorate. As illustrated in the chart below, the trend represents an ***11.2% increase in the percentage representation of women*** and a ***16.5% increase in the percentage representation of minorities*** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, and affiliate faculty; and lecturers.

Profile of Faculty, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	739	238	32.20%	139	18.80%
FY 03-04	768	256	33.30%	152	19.80%
CY 2005	855	276	32.30%	172	20.10%
CY 2006	846	285	33.70%	177	20.90%
CY 2007	978	347	35.50%	209	21.40%
CY 2008	979	350	35.80%	214	21.90%
Percent Change	32.5%	47.1%	11.2%	54.0%	16.5%

Representation of Women and Minorities among Professional Staff (H30)

Reflecting institution-wide trends in total employment & faculty employment, the representation of women and minorities increased as well in the professional, non-faculty category. As noted previously, the re-categorization of jobs among EEO occupational categories in 2005 limits trend line comparisons in H10 and H30 to using CY 2005 as the basis year for comparison, yielding a three-year trend line.

Further, it is notable that the representation of women among professional staff already exceeded 50% in the base year of comparison. Consequently, ***while the percentage representation of women has decreased slightly by 0.9%, this change is not material.*** The trend line reflects a significant ***25.2% increase in the percentage representation of minorities*** among professional staff over the past three years.

Profile of Professional Staff, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	382	195	*	73	*
FY 03-04	484	253	*	111	*
CY 2005*	835	458	54.90%	202	24.20%
CY 2006	864	480	55.60%	223	25.80%
CY 2007	986	554	56.20%	290	29.40%
CY 2008	996	542	54.40%	302	30.30%
Percent Change	160.7%	177.9%	-0.9%	313.7%	25.2%

* Base Year for Comparison is CY 2005.

Representation of Women and Minorities among Classified Staff (H40 – H70)

In similar fashion among classified staff, given that women already comprised substantially more than 50% of classified staff in the base year for comparison, percentage growth in the representation of women is understandably moderate (and growth above 60% could pose a future area of concern regarding the representation of males); however, the representation of minorities among classified staff increased materially. As illustrated in the chart below, the trend represents an appropriately modest **2.7% increase in the percentage representation of women** and a significant **30.8% increase in the percentage representation of minorities** among classified staff over the past five years.

Profile of Classified Staff, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	963	545	56.60%	306	31.80%
FY 03-04	1,008	574	56.90%	340	33.70%
CY 2005	1,178	678	57.60%	438	37.20%
CY 2006	1,195	686	57.40%	458	38.30%
CY 2007	1,213	705	58.10%	496	40.90%
CY 2008	1,251	727	58.10%	521	41.60%
Percent Change	29.9%	33.4%	2.7%	70.3%	30.8%

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2005 – 2008, for total representation of women and minorities by Occupational Category. EEO categories are totaled for each of the comparison years, summarizing the detailed job groups which comprise each category.]

Organizational Profile by Unit

The organizational unit profile, while required by OFCCP guidelines, provides a fairly limited, macro view of the representation of women and minorities by organizational unit. It does not reflect labor market availability or proportional representation. Rather, it simply represents a quick test as to whether there are organizational units that are void of the representation of women or minorities, provided the units are of sufficient size to create a statistical expectation of the representation of women or minorities. UNLV has established a threshold (consistent with statistical modeling principals) that a unit must have eight or more employees to create a statistical expectation for proportional representation of women or minorities.

- In 2008, among 113 organizational units in which there is a statistical expectation for women to be represented, women are represented in every department on campus – with the exception of Delivery Services. Campus Housing, which was void of the representation of women in 2007, includes the representation of women in 2008.
- In 2008, among 113 organizational units in which there is a statistical expectation for minorities to be represented, minorities are represented in every department on campus – with the exception of Journalism, Kinesiology, and Physical Therapy. Communication Studies and the Institute of Security Studies, which were void of the representation of minorities in 2008, include the representation of minorities in 2008.

The chairs or directors of departments that are void of the representation of women or minorities are encouraged to explore specific outreach initiatives in future recruitment processes to increase the diversity of applicant pools, and these units would be appropriate candidates for the allocation of target of opportunity funds to enhance recruitment efforts.

[Appendix A, Organizational Profile by Unit, 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 refinement over the past five years. During EEO/AA Program years up to and including 2002-03, the university relied on seven broad EEO-6 occupational categories to define its work force. During an OFCCP audit of the University's compliance with 41 CFR 60 in 2002-2003, 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

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**H70 Service/Maintenance****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 (adopted in 2002-03) is widespread among the higher education community and acceptable to the OFCCP, 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 further expanded faculty job groups by academic discipline clusters, regardless of rank, increasing faculty job groups from four to 30. Concurrently, professional non-faculty job groups were expanded from four to six. In 2008, Accounting & Finance faculty (Job Group 208) were separated from Business faculty (Job Group 206). Cumulatively, the University expanded its EEO/AA Plan from seven job groups by EEO category in 2003 to 46 job groups by academic discipline or occupational specialty in 2008, 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

Job Groups Beginning 2005**H10 Officials & Managers**

100 Vice Presidents & Deans

110 AVPs & Exec Directors

H20 Faculty

206 Business – Business

207 Business – Economics

208 Business – Acct & Finance *

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 AHS – Dental Medicine

227 AHS – Health & Human Sciences

228 AHS – Nursing

229 AHS – 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 & Athletics
- 320 Scientific & Health
- 330 Administrative
- 340 IT Professionals

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

* Accounting & Finance Job Group (208) added in 2008 to distinguish this discipline from Business (206).

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. Using CY 2005 as the base year for comparison, the 2008 EEO/AA Plan Year provides our first set of three-year trend lines using the restructured job groups. In future years, base line comparisons will continue to be made to CY

2005 through 2010, building a five-year trend line. Thereafter, the University will maintain a rolling five-year trend line comparison; for example, CY 2011 will be compared to CY 2005 and CY 2012 will be compared to CY 2006.

[Note: Beginning in 2011, five year trend lines will use CY2005 as the base year for comparisons. This will eliminate the need to recapitulate the evolution of the EEO/AA Plan from 2002-03 through 2005 for historical context and this section will be deleted from the EEO/AA Plan.]

[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 at Enclosure 1: Workforce & Availability Comparison, 2005 – 2008, for a summary of the work force counts and percentages by Occupational Category and Job Group. For each year in the comparison, the chart shows the number of women and minorities and the total number of employees in each EEO Category and Job Group under the column heading NBR. The percentage representation of women and minorities is displayed under the column heading WKF%.]

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

Availability Analysis – *Estimating Labor Market Availability* [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.

Factor 1: Availability in Reasonable Recruitment Areas

The reasonable recruitment area is determined by where the university typically recruits candidates for vacancies in each job group. For executives, directors, and tenure track 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.

Once the typical recruitment pattern is determined for each job group (as above) with job searches resulting from open and competitive recruitment, 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 by the College and University Professional Association for Human Resources (CUPA-HR).
- 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. [Published as Table 231 in 1998; published as Table 233 in 2003.]
- The 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 surveyed every 10 years by the U.S. Census Bureau, 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 PeopleClick AA planning software, 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.

Statistical Caution: It is important to keep in mind that labor market availability data are refreshed on an irregular basis – annually for executives, every five years for faculty, and every 10 years for professional and classified staff. Further, in extracting labor market data, our AA planning software automatically weights data in proportion to the size of the job group within the University. For these reasons, availability data (and resulting utilization data) may show variations from year to year based on new market data (as data sets are refreshed) or new weighting of existing market data (as job groups grow or contract over time). Such variations are statistical in nature and do not reflect substantive changes in the relative utilization of women and minorities among the University's workforce.

It is notable, for example, that faculty availability changed significantly over the past five years, with women showing increasing representation in many academic disciplines that have been traditionally male-dominated.

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2005 – 2008, for a summary of the availability estimates for women and minorities by Occupational Category and Job Group. For each year in the comparison, the chart shows the estimated percentages of women and minorities available in the labor market in each EEO Category and Job Group under the column heading AVL%.]

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

Factor 2: Availability within the Institution (Promotable, Transferable, & Trainable)

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 residents per month) – and should afford both women and minorities more open access to University employment.

More critically, weighting availability by the percent of women or minorities who may be in so-called “feeder job groups” within the institution can seriously skew availability data and distract from the overall goal of the university’s workforce reflecting the diversity of the labor market.

- For example, if women or minorities are materially under-represented in a feeder job group (such as Assistant Professors), then including demographic data from the feeder job group in availability data for the receiving job group (such as Associate Professors) will understate the availability of women and minorities in the labor market (which the university could recruit by opening vacancies to include the possibility of appointment at the senior level). As a result, including feeder job group data in the availability of the receiving job group can obscure under-utilization in the receiving job group.
- Conversely, if an institution has been effective in recruiting women and minorities in the feeder job group to the extent such representation exceeds labor market availability, then including demographic data from the feeder job group in availability data for the receiving job group may overstate the availability of women and minorities in the labor market for the receiving job group. As a result, including feeder job group data in the availability of the receiving job group can create an artificially high benchmark for the receiving job group which the institution is structurally unable to achieve – and which is unrelated to actual labor market availability.

For these reasons, beginning with the 2005 EEO/AA Plan, availability factors for all job groups are weighted 100% for reasonable recruitment area and 0% for internal promotions or transfers.

Utilization Analysis – *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.*** Under-utilization 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 under-utilization 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.

Comparisons of incumbency to availability by job family and job group by job group are detailed in the section of this report titled “Utilization Observations by Job Group” at Enclosure 2. This section of the report also compares representation data from 2007 to 2008, marking progress toward the full utilization of women and minorities, as well as noting areas where continued progress needs to be realized.

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2005 – 2008, for a summary of the comparison of incumbency percentages and availability percentages by Occupational Category and Job Group. For each year in the comparison, the chart shows the estimated number of women or minorities by which the UNLV workforce either exceeds or falls below market availability in each EEO Category and Job Group under the column heading MKT >/<. Negative numbers represent the number of women or minorities the University would need to recruit in the specific job group to achieve parity with labor market availability.]

[See also Utilization Observations by Job Group at Enclosure 2 for a narrative analysis of incumbency and availability comparisons for each job group.]

[Appendix E, Incumbency v. Estimated Availability Analysis is on file in the Office of Human Resources.]

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

While the succeeding sections of this report provided detailed analyses of the representation of women and minorities in relation to labor market availability, it is relevant to note major findings in this section of the report with respect to areas of continuing concern. Despite substantial institution-wide gains in the representation of both women and minorities across all occupational categories over the past five years, continued progress needs to be realized in a number of areas, as summarized below:

Representation of Women and Minorities among Total Faculty

Under OFCCP guidelines, the University analyzes total full-time faculty in relation to estimated labor market availability – including visiting, in-residence, and affiliate faculty and lecturers. Workforce and availability percentages are detailed by academic discipline in the section of this report, “Utilization Observations by Job Group,” at Enclosure 2. For a global perspective, however, the following chart summarizes the number of academic discipline areas in which

women and minorities are represented above market availability, at par with market availability, or below market availability.

Number of Disciplines Reflecting Utilization of Women and Minorities Compared to Market Availability Among Total Faculty							
Nbr of Units	> Mkt	At Mkt	1 < Mkt	2 < Mkt	3 < Mkt	4-7 < Mkt	Total
Women	9	5	3	2	5	7	31
Minorities	17	6	5	2	0	1	31

The following observations offer a macro view of the comparative utilization of women and minorities by academic discipline area:

- Women are represented at or above labor market availability in 14 out of 31 academic discipline areas. Among 17 areas where under-utilization of women exists, the under-utilization is fairly moderate in ten of these disciplines – ranging from one to three persons.

This leaves seven academic disciplines in which women are under-utilized by four or more persons – representing areas in which focused recruitment efforts should occur to increase the representation of women.

Disciplines in Which Women are Materially Under-Represented in Relation to Market Availability Among Total Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
Business	Business	-7	HHS	Health & Human Sci	-6
Education	Teacher Ed	-7	HHS	Nursing	-5
Education	Other Ed	-4	LA	English & Literature	-4
Fine Arts	Fine Arts	-4			

- Minorities are represented at or above labor market availability in 23 out of 31 academic discipline areas. Among eight areas where under-utilization of minorities exists, the under-utilization is fairly moderate in seven of these disciplines, ranging from one to three persons.

This leaves only one academic discipline in which minorities are under-utilized by four or more persons – representing an area in which focused recruitment efforts should occur to increase the representation of minorities. This discipline is Health & Human Sciences in which minorities are under-utilized by four persons.

- It is notable that both women and minorities are represented at or above labor market availability in the Colleges and Schools of Dental Medicine, Hotel Administration, and Law for the 3rd consecutive year. These are the colleges and schools that have established specific diversity recruitment plans for both students and faculty and these units are to be commended for their good faith efforts.***

[See Chart 1 at Enclosure 1, Work Force & Availability Comparison.]

Representation of Women and Minorities among Tenured & Tenure-Track Faculty

While the presence of women or minority faculty in the classroom, regardless of employment status, helps foster a diverse educational environment for our students, there is an understandable concern on the part of tenured and tenure track faculty members as to whether women and minorities are adequately represented among tenured and tenure-track faculty in relation to market availability.

For the first time in 2007, the University analyzed the representation of women and minorities among tenured and tenure-track faculty, in addition to total faculty representation (as required by OFCCP guidelines, above). This supplemental analysis will continue in the current 2008 Plan Year and future years as a good faith effort to assure that our faculty recruitment programs are focused on the University’s core faculty constituency and as a guide to where limited funds should be focused to increase the representation of women and minorities among tenured and tenure-track faculty ranks, as provided in the Target of Opportunity Program.

The following chart summarizes the number of academic discipline areas in which women and minorities are represented above market availability, at par with market availability, or below market availability among tenured and tenure track faculty.

Number of Disciplines Reflecting Utilization of Women and Minorities Compared to Market Availability Among Tenured & Tenure Track Faculty							
Nbr of Units	> Mkt	At Mkt	1 < Mkt	2 < Mkt	3 < Mkt	4-7 < Mkt	Total
Women	7	5	6	3	4	6	31
Minorities	14	9	4	3	1	0	31

Given that tenured and tenure track faculty represent the substantial majority of total faculty, it is understandable that variation between the representation of women and minority faculty between total faculty and tenured/tenure-track faculty is fairly moderate and exhibits a slight central limit tendency. The following observations summarize the representation of women and minorities among tenured and tenure-track faculty:

- Among tenured and tenure-track faculty, women are represented at or above labor market availability in 12 out of 31 academic discipline areas (compared to 14 areas for total faculty). Among 19 areas where under-utilization of women exists, the under-utilization is fairly moderate in 13 of these disciplines – ranging from one to three persons. Six disciplines reflect under-utilization of women of four or more persons.
- Among tenured and tenure-track faculty, minorities are represented at or above labor market availability in 23 out of 31 academic discipline areas (the same as for total faculty). Among all eight areas where under-utilization of minorities exists, the under-utilization is moderate – ranging from one to three persons. No disciplines reflect under-utilization of minorities of four or more persons.

Academic disciplines in which women or minorities are under-represented in relation to market availability are detailed in the following charts, together with the number of faculty we would

need to hire in relation to current staffing levels to reach parity with labor market availability. These charts constitute a formal annual addendum to the Target of Opportunity Program (TOP) that identifies departments most appropriately considered for the allocation of supplemental recruitment funding support.

Academic Disciplines in which Women are Under-Represented in Relation to Market Availability Among Tenured and Tenure Track Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
Business	Business	-6	LA	English & Literature	-4
Business	Acct & Finance	-3	LA	Philosophy	-1
Education	Teacher Education	-7	LA	Political Science	-1
Education	Other Education	-2	LA	Psychology	-4
Engineering	Computer Science	-3	LA	Sociology	-1
Fine Arts	Fine Arts	-4	Sciences	Biological Sciences	-1
Fine Arts	Architecture	-2	Sciences	Physical Sciences	-1
HHS	Health & Hum Sci	-7	Sciences	Mathematics	-3
HHS	Nursing	-1	Urban Aff	Comm & Journalism	-1
HHS	Public Health	-3			
	Total Disciplines	21		Total Employees	-55

Academic Disciplines in which Minorities are Under-Represented in Relation to Market Availability Among Tenured and Tenure Track Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
Education	Other Education	-2	LA	Political Science	-1
HHS	Health & Hum Sci	-3	LA	Psychology	-2
LA	English & Literature	-4	LA	Sociology	-2
LA	Philosophy	-1	Urban Aff	Counseling	-1
	Total Disciplines	8		Total Employees	-16

Academic Deans, Chairs, and Search Committees should continue to give particular attention to recruitment and outreach strategies that target women and minorities in the foregoing disciplines, as envisioned in the University's Target of Opportunity Program.

[See Chart 2 at Enclosure 1, Workforce & Availability Comparison for Tenured and Tenure Track Faculty, 2007 – 2008. Chart 2 includes the same information as Chart 1, but includes only tenured and tenure track faculty and excludes visiting, in-residence, and affiliate faculty and lectures. Data in Chart 2 include the number and percentage representation of women and minorities by academic discipline; the estimated availability of women and minorities in the workforce; and the estimated number of employees by which UNLV faculty exceeds or falls below market availability]

Representation of Hispanics among Professional & Classified Staff

Although total minority representation is generally at par with regional labor market availability, the persistent under-representation of Hispanics among UNLV's professional and classified work force continues to present a special area of concern.

For a breakdown of the occupational categories in which Hispanics are currently under-represented in relation to market availability and the number of Hispanic employees we would need to hire in relation to the current size of our workforce to reach parity with labor market availability, please see “Diversity as an Educational Objective” in the following sections of this report.

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.

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 guidelines, thus, emphasize 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)]

UNLV has adopted the following placement goals for women and minorities – representing the labor market availability percentage for women and minorities in those job groups where under-utilization has been identified. These goals commit the university to exercising all good faith efforts to recruit women or minorities in these job groups at rates which are at least equivalent to their availability in the labor market.

See Placement Goals on the following page.

Placement Goals for Women

Percentage Placement Goals for Women for Calendar Year 2008					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
206	Business	32%	244	Philosophy	18%
208	Accounting & Finance	32%	247	Psychology	47%
211	Teacher Education	68%	246	Sociology	41%
212	Other Education	58%	251	Biological Sciences	29%
217	Computer Science	31%	253	Mathematics	28%
221	Fine Arts	38%	290	Other Academic Pgms	47%
222	Architecture	29%	330	Athletics Professionals	33%
227	Health & Human Sci	53%	340	Information Technology	33%
228	Nursing	96%	350	Library Professionals	85%
229	Public Health	61%	360	Scientific & Health	38%
241	English & Literature	57%	710	Public Safety	25%

Placement Goal for Minorities

Percentage Placement Goals for Minorities for Calendar Year 2008					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
110	AVPs & Exec Directors	17%	251	Biological Sciences	23%
212	Other Education	22%	256	Comm & Journalism	13%
227	Health & Human Sci	20%	257	Counseling	24%
244	Philosophy	12%	340	Information Technology	22%
245	Political Science	16%	350	Library Professionals	16%
247	Psychology	47%	600	Skilled Crafts	30%
246	Sociology	20%			

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

Diversity as an Educational Goal – Action Oriented Programs [41 CFR 60-2.17(c)]

Transaction vs. Outcome Measures

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 under-utilization 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; at least not in the half-life of a typical higher education career.

While the OFCCP disclaims 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.

Preference Among Equals and Target of Opportunity Program

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.” 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.

[See Enclosure 3 for Target of Opportunity Program Policy.]

Individual Race & Ethnicity vs. Total Minority Representation

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 natural 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 under-utilization, the university is able to detail workforce and availability data by race/ethnic category, which discloses variation among utilization rates.

See Chart 3 at Enclosure 1, Incumbency v Estimated Availability Detail for Total Employee Population, which shows the break down of total minority work force percentages, availability percentages, and net utilization rates by race/ethnic category for 2008 for each job group. The representation of minorities by race/ethnic category for academic job groups is based on Total Faculty (and is not limited to tenured and tenure track faculty).

Note: It is possible for individual race/ethnic categories to be represented below market availability, even when total minorities are represented at or above market availability in the same job group.

Representation of African Americans

- In 2006, African Americans were under-represented in eight of 45 job groups, totaling 13 employees.
- In 2007, African Americans were under-represented in 11 of 45 job groups, totaling 15 employees.
- In 2008, African Americans are under-represented in 18 of 46 job groups, totaling 27 employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which African Americans are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
206	Business	-2	245	Political Science	-1
208	Accounting & Finance	-1	247	Psychology	-2
211	Teacher Education	-3	246	Sociology	-1
212	Other Education	-1	252	Physical Sciences	-2
216	Engineering	-1	253	Mathematics	-1
222	Architecture	-1	256	Comm & Journalism	-1
227	Health & Human Sci	-1	340	Information Technology	-2
228	Nursing	-1	350	Library Professionals	-1
241	English & Literature	-1	360	Scientific & Health	-4
	Total Job Groups	18		Total Employees	-27

Representation of Hispanics

- In 2006, Hispanics were under-represented in eight of 45 job groups totaling 87 employees.
- In 2007, Hispanics were under-represented in eight of 45 job groups totaling 74 employees.
- In 2008, Hispanics are under-represented in nine of 46 job groups totaling 73 employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which Hispanics are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
227	Health & Human Sci	-1	500	Office & Admin Senior	-8
258	Criminal Justice & SW	-1	600	Skilled Crafts	-8
310	Academic Professionals	-1	700	Service Maintenance	-6
320	Admin Professionals	-12	720	Custodial & Grounds	-32
340	Information Technology	-4			
	Total Job Groups	9		Total Employees	-73

Representation of Asians

- In 2006, Asians were under-represented in two of 45 job groups, totaling three employees.
- In 2007, Asians were under-represented in five of 45 job groups, totaling 10 employees.
- In 2008, Asians are under-represented in four of 46 job groups, totaling seven employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which Asians are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
227	Health & Human Sci	-2	241	English & Literature	-1
235	Law	-2	251	Biological Sciences	-2
	Total Job Groups	4		Total Employees	-7

Representation of American Indians

- In 2005, American Indians were under-represented in three of 45 job groups, totaling five employees.
- In 2006, American Indians were under-represented in two of 45 job groups, totaling two employees.
- In 2008, American Indians are under-represented in eight of 46 job groups, totaling 11 employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which American Indians are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
211	Teacher Education	-1	310	Academic Professionals	-3
212	Other Education	-1	360	Scientific & Health	-1
221	Fine Arts	-1	500	Office & Admin Senior	-1
226	Dental Medicine	-1	510	Office & Admin Supt	-2
	Total Job Groups	8		Total Employees	-11

[See Chart 3 in Enclosure 1, Incumbency v. Estimated Availability Detail, Total Employees, 2008.]

Understanding Under-Utilization – *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 under-utilization 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.

Charts 1 & 2, as referenced previously in this report, provide a historical trend line in the representation of women and minorities by EEO Category and Job Group. Chart 1 includes Total Employees, including visiting, in-residence, and affiliate faculty and lectures for Plan Years 2003 - 2008. Chart 2 includes only Tenured and Tenure Track faculty for 2007 – 2008. Chart 3 shows detailed workforce and availability percentages for Total Employees by race/ethnic category for 2008.

For folks with an affinity for numbers, these charts provide the raw data and percentages on which the University’s availability and utilization analyses are predicated and include the number of women or minorities by which the UNLV work force is above or below labor market availability.

[See Enclosure 1 for Charts 1 – 3.]

Pictures

Second, for individuals who relate more to visual images than numerical formulations, the graphs enclosed at Enclosure 1 of this report show availability and work force percentages for Plan Year 2007 compared to Plan Year 2008 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 | 2007 | Left-most column for each group |
| ▪ Work Force Percentage | 2007 | 2 nd from left column for each group |
| ▪ Availability Percentage | 2008 | 3 rd from left column for each group |
| ▪ Work Force Percentage | 2008 | 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 2007 and 2008 data on the same graph, it becomes readily apparent whether we are making 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 shows 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.

Graphs 1 & 2 profile the representation of women and minorities, respectively, among Total Employees. Graphs 3 & 4, profile the representation of women and minorities among tenured and tenure track faculty only. [See Enclosure 1 for Graphs 1 – 4.]

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), ***“Utilization Observations by Job Group”*** at Enclosure 2 offers a detailed narrative analysis regarding the utilization of women and minorities by EEO 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.

[See Enclosure 2 for Utilization Observations by Job Group.]

ADDITIONAL REQUIRED EEO/AA PROGRAM ELEMENTS

Additional Required Elements [41 CFR 60-2.17]

This section of the University’s EEO/AA Plan 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 other “good faith efforts,”*** and (d) ***internal audit and reporting system***.

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

The University President has assigned institution-wide responsibility to the Vice President for Planning 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. In discharging the functions of the institutional EEO/AA Officer, the Vice president for Planning has direct access to all senior officers, as necessary, to ensure effective program implementation.

The Office of Human Resources is charged with responsibility for ensuring compliance with equal employment opportunity and affirmative action program policies related to recruitment and employment 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.

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

The principle strategy for identifying problem areas is included in the University's annual analysis of workforce percentages and availability percentages for the entire employee population – and the identification of job groups in which women or minorities are under-represented at UNLV in relation to labor market availability.

In addition to analyzing the total employee population, the University undertakes a similar analysis for tenured and tenure track faculty to evaluate whether representation of women and minorities is equitably reflected among the University's core employment constituency. The identification of an academic discipline as being under-represented for women or minorities in relation to labor market availability is a key determining factor in the allocation of Target of Opportunity Program funds to enhance the recruitment of women or minorities in these disciplines.

Beginning with Plan Year 2006, the University further identified appropriate systematic measures to continue an internal program of identifying potential problem areas. Chief among these measures are the following internal adverse impact analyses, conducted annually, using a standard 80/20 analysis. The results of these analyses are published under separate cover and maintained together with EEO/AA Plan records in the Office of Human Resources.

- Hires to Applicants by Job Group
- Transfers & Promotions to Base Job Group Population
- Position Reclassifications to Base Job Group Population
- Involuntary Separations to Base Job Group Population
- Faculty Appointment with Tenure to Tenure Applications

See Appendix G, Additional Required Program Elements, including Adverse Impact Analyses on file with 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.

The Office of the Vice President for Diversity and Inclusion is responsible for developing, implementing, and monitoring the success of action oriented programs designed to enhance the diversity and inclusiveness of the University community including faculty and staff employment, student enrollment, and curricular and co-curricular activities.

The Vice President for Diversity and Inclusion works in collaboration with the Committee for an Inclusive and Just University, other cabinet officers, and academic deans to promote diversity and inclusion at the University – and is responsible for ensuring the diversity issues are addressed in a systematic manner in the University's annual planning and assessment 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 specific components addressed in this section.

1. ***Monitoring records of all personnel activity.*** The Office of Human Resources under the auspices of the University EEO/AA Officer is responsible for preparing the an annual statistical analysis of workforce and labor market availability that undergirds the preparation of the University's EEO/AA Plan, as well as preparing adverse impact analyses used to identify potential problem areas including new hires, transfers & promotions, position reclassifications, involuntary separations, and appointment with tenure.
2. ***Requiring internal reporting on a scheduled basis.*** All EEO/AA related reports and assessment activities noted above are conducted on at least annually on a calendar year basis, culminating in the publication of the University's annual EEO/AA Plan.

The Vice president for Planning, serving as the University's EEO/AA Officer, is responsible for ensuring that Human Resources undertakes the annual assessment of personnel activity (above) and that division, college, and school level annual reports, planning, and assessment processes include an assessment of equal opportunity issues pertaining to employment and student enrollment. The Vice president for Diversity and Inclusion, in collaboration with the Committee for an Inclusive and Just University, is responsible a systematic annual assessment of diversity and inclusion issues on campus pertaining to enrollment, employment, and curricular and co-curricular diversity. Programmatic assessments occur annually on a fiscal year basis in conjunction with the University's annual planning and assessment cycle.

3. ***Reviewing report results with all levels of management.*** As cabinet officers, the Vice President for Planning and the Vice President for Diversity & Inclusion have immediate access to and brief cabinet counterparts and academic deans on report results. In addition, copies of the University's annual EEO/AA Plan are posted the university's website for ready access by all university community members.
4. ***Advising senior officers on program effectiveness and recommending program improvements.*** The Vice President for Planning and the Vice President for Diversity & Inclusion advise senior officers on program effectiveness and recommend program improvements for their respective areas of responsibility.

**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 of selection 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.

Conclusion

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 under-utilization 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.

Prepared by the Office of the Vice President for Planning
With Data Support by the Office of Human Resources

October 1, 2008

ENCLOSURES & APPENDICES

Enclosure 1

Chart 1: Work Force & Availability Comparison, 2005 – 2008, Total Employees

Chart 2: Work Force & Availability Comparison, 2007 – 2008, Tenured & Tenure Track Faculty Only

Chart 3: Incumbency v. Estimated Availability Detail, 2008 Plan Year, Total Employees

Graph 1: Utilization of Women – Availability v. Work Force Percentages, 2007 & 2008, Total Employees

Graph 2: Utilization of Minorities – Availability v. Work Force Percentages, 2007 & 2008, Total Employees

Graph 3: Utilization of Women – Availability v. Work Force Percentages, Tenured & Tenure Track Faculty Only

Graph 4: Utilization of Minorities – Availability v. Work Force Percentages, Tenured & Tenure Track Faculty Only

Enclosure 2

Utilization Observations by Job Group

Enclosure 3

Target of Opportunity Program Policy

Appendices

Note: As a cost saving measure, appendices that are referenced in this text are not published together with the EEO/AA Plan. 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.

- 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

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



ENCLOSURE 1

Chart 1 – Workforce & Availability Comparison, 2005 – 2008, Total Employees

Chart 2 – Workforce & Availability Comparison, 2007 – 2008, Tenured & Tenure Track Faculty

Chart 3 – Incumbency v. Availability, 2008, Total Employees by Race/Ethnicity

Graph 1 – Availability v. Workforce Percentages, Women, 2007 – 2008, Total Employees

Graph 2 – Availability v. Workforce Percentages, Minorities, 2007 – 2008, Total Employees

Graph 3 – Availability v. Workforce Percentages, Women, 2007 – 2008, T/TT Faculty Only

Graph 4 – Availability v. Workforce Percentages, Women, 2007 – 2008, T/TT Faculty Only

**University of Nevada, Las Vegas
Workforce Availability Comparison
2005 To 2008**

JG#	Job Group	2005 Workforce &				Mkt	2006 Workforce &				Mkt	2007 Workforce &				Mkt	2008 Workforce &				Mkt
		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<	
H10 EEO Total	Women	20	35.7%	34.1%	1	26	41.3%	34.3%	5	17	32.1%	33.6%	0	23	41.1%	34.5%	3				
	Minorities	4	7.1%	11.8%	-3	8	12.7%	11.8%	1	5	9.4%	11.8%	0	6	10.7%	14.5%	-2				
	Total	56				63				53				56							
100 Vice Presidents & Deans	Women	8	32.0%	31.3%	0	9	36.0%	31.3%	1	7	29.2%	30.8%	0	9	37.5%	30.9%	1				
	Minorities	1	4.0%	11.7%	-2	1	4.0%	11.7%	-2	2	8.3%	11.8%	0	3	12.5%	11.7%	0				
	Total	25				25				24				24							
110 AVPs & Exec Directors	Women	12	38.7%	35.9%	1	17	44.7%	35.9%	3	10	34.5%	35.5%	0	14	43.8%	36.8%	2				
	Minorities	3	9.7%	11.8%	-1	7	18.4%	11.8%	3	3	10.3%	11.8%	0	3	9.4%	17.4%	-2				
	Total	31				38				29				32							
H20 EEO Total	Women	276	32.3%	44.1%	-26	285	33.7%	43.6%	-14	347	35.5%	47.2%	-36	350	35.8%	48.0%	-33				
	Minorities	172	20.1%	16.3%	45	177	20.9%	16.3%	52	209	21.4%	20.0%	28	214	21.9%	20.7%	31				
	Total	855				846				978				979							
206 Business - Business	Women	7	10.1%	35.1%	-17	15	22.4%	35.1%	-9	12	16.9%	31.5%	-10	7	15.2%	31.5%	-7				
	Minorities	13	18.8%	13.5%	4	18	26.9%	13.5%	9	19	26.8%	20.5%	4	13	28.3%	20.5%	3				
	Total	69				67				71				46							
207 Business -Economics	Women	3	18.8%	17.6%	0	2	12.5%	17.6%	-1	2	13.3%	21.6%	-1	3	18.8%	21.6%	0				
	Minorities	4	25.0%	16.2%	1	4	25.0%	16.2%	1	4	26.7%	19.7%	1	4	25.0%	19.7%	0				
	Total	16				16				15				16							
208 Business - Acct & Finance	Women													5	18.5%	31.5%	-3				
	Minorities													7	25.9%	20.5%	1				
	Total													27							
211 Education -Teacher Education	Women	36	59.0%	64.2%	-3	36	59.0%	64.2%	-3	45	63.4%	68.4%	-3	46	59.0%	68.4%	-7				
	Minorities	14	23.0%	14.3%	5	14	23.0%	14.3%	5	16	22.5%	16.5%	4	15	19.2%	16.5%	2				
	Total	61				61				71				78							
212 Education - Other Education	Women	19	40.4%	53.9%	-6	20	46.5%	53.9%	-3	21	39.6%	58.1%	-9	25	50.0%	58.1%	-4				
	Minorities	7	14.9%	17.3%	-1	7	16.3%	17.3%	0	8	15.1%	22.2%	-3	9	18.0%	22.2%	-2				
	Total	47				43				53				50							
216 Engineering - Engineering	Women	4	8.3%	9.2%	0	5	10.2%	9.2%	0	6	11.3%	8.5%	1	6	10.5%	8.5%	1				
	Minorities	20	41.7%	23.0%	9	20	40.8%	23.0%	9	24	45.3%	29.1%	8	27	47.4%	29.1%	10				
	Total	48				49				53				57							

**University of Nevada, Las Vegas
Workforce Availability Comparison
2005 To 2008**

JG#	Job Group	2005 Workforce &				Mkt	2006 Workforce &				Mkt	2007 Workforce &				Mkt	2008 Workforce &				Mkt
		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<	
217	Engineering - Computer Science																				
	Women	2	12.5%	31.9%	-3	1	6.7%	31.9%	-4	2	13.3%	30.6%	-2	2	14.3%	30.6%	-2				
	Minorities	6	37.5%	13.4%	4	6	40.0%	13.4%	4	6	40.0%	24.0%	2	6	42.9%	24.0%	2				
	Total	16				15				15				14							
221	Fine Arts - Fine Arts																				
	Women	18	26.1%	31.5%	-4	21	29.2%	31.5%	-2	21	27.3%	38.1%	-8	25	32.1%	38.1%	-4				
	Minorities	8	11.6%	10.7%	1	8	11.1%	10.7%	0	11	14.3%	13.7%	0	13	16.7%	13.7%	2				
	Total	69				72				77				78							
222	Architecture Faculty																				
	Women	2	13.3%	15.9%	0	2	14.3%	15.9%	0	3	23.1%	28.8%	0	1	6.3%	28.8%	-3				
	Minorities	3	20.0%	14.6%	1	4	28.6%	14.6%	2	3	23.1%	13.2%	1	2	12.5%	13.2%	0				
	Total	15				14				13				16							
226	HHS - Dental Medicine																				
	Women	6	25.0%	15.9%	2	3	16.7%	15.9%	0	17	37.0%	28.8%	3	15	32.6%	28.8%	1				
	Minorities	4	16.7%	14.6%	0	3	16.7%	14.6%	0	8	17.4%	13.2%	1	9	19.6%	13.2%	2				
	Total	24				18				46				46							
227	HHS - Health & Human Sciences																				
	Women	10	35.7%	50.2%	-4	14	40.0%	50.2%	-4	15	40.5%	53.3%	-4	12	35.3%	53.3%	-6				
	Minorities	2	7.1%	14.5%	-2	4	11.4%	14.5%	-1	2	5.4%	20.3%	-5	2	5.9%	20.3%	-4				
	Total	28				35				37				34							
228	HHS - Nursing																				
	Women	24	96.0%	96.3%	0	19	90.5%	96.3%	-1	26	86.7%	95.8%	-2	28	80.0%	95.8%	-5				
	Minorities	3	12.0%	12.6%	0	3	14.3%	12.6%	0	4	13.3%	11.9%	0	6	17.1%	11.9%	1				
	Total	25				21				30				35							
229	HHS - Public Health																				
	Women	2	20.0%	50.2%	-3	4	33.3%	50.2%	-2	5	35.7%	60.9%	-3	5	35.7%	60.9%	-3				
	Minorities	1	10.0%	14.5%	0	2	16.7%	14.5%	0	3	21.4%	17.1%	0	3	21.4%	17.1%	0				
	Total	10				12				14				14							
230	Hotel Administration																				
	Women	17	31.5%	15.9%	8	19	38.0%	15.9%	11	21	35.0%	28.8%	3	20	34.5%	28.8%	3				
	Minorities	9	16.7%	14.6%	1	9	18.0%	14.6%	2	12	20.0%	13.2%	4	11	19.0%	13.2%	3				
	Total	54				50				60				58							
235	Law																				
	Women	20	52.6%	35.1%	7	19	51.4%	35.1%	6	21	50.0%	38.5%	4	22	51.2%	38.5%	5				
	Minorities	8	21.1%	10.0%	4	7	18.9%	10.0%	3	7	16.7%	15.6%	0	8	18.6%	15.6%	1				
	Total	38				37				42				43							
241	LA - English & Literature																				
	Women	16	42.1%	52.9%	-4	17	40.5%	52.9%	-5	20	46.5%	56.5%	-4	18	46.2%	56.5%	-4				
	Minorities	5	13.2%	11.6%	1	4	9.5%	11.6%	-1	5	11.6%	13.6%	0	5	12.8%	13.6%	0				
	Total	38				42				43				39							
242	LA - Foreign Languages																				
	Women	7	53.8%	53.4%	0	8	57.1%	53.4%	1	11	61.1%	51.2%	1	11	64.7%	51.2%	2				
	Minorities	5	38.5%	32.2%	1	7	50.0%	32.2%	2	9	50.0%	27.1%	4	9	52.9%	27.1%	4				
	Total	13				14				18				17							

**University of Nevada, Las Vegas
Workforce Availability Comparison
2005 To 2008**

JG#	Job Group	2005 Workforce & Mkt				2006 Workforce & Mkt				2007 Workforce & Mkt				2008 Workforce & Mkt			
		Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<
243	LA - History																
	Women	9	40.9%	32.5%	2	9	36.0%	32.5%	1	10	38.5%	29.9%	2	9	34.6%	29.9%	1
	Minorities	4	18.2%	14.9%	1	4	16.0%	14.9%	0	5	19.2%	17.6%	0	6	23.1%	17.6%	1
	Total	22				25				26				26			
244	LA - Philosophy																
	Women	2	28.6%	16.5%	1	0	0.0%	16.5%	-1	2	10.0%	18.4%	-1	1	7.7%	18.4%	-1
	Minorities	0	0.0%	12.8%	-1	0	0.0%	12.8%	-1	1	5.0%	12.4%	-1	0	0.0%	12.4%	-1
	Total	7				7				20				13			
245	LA - Political Science																
	Women	4	25.0%	22.3%	0	3	21.4%	22.3%	0	4	25.0%	21.6%	0	3	18.8%	21.6%	0
	Minorities	2	12.5%	12.8%	0	1	7.1%	12.8%	-1	2	12.5%	15.9%	0	1	6.3%	15.9%	-1
	Total	16				14				16				16			
246	LA - Sociology																
	Women	7	38.9%	38.2%	0	6	35.3%	38.2%	0	6	42.9%	41.1%	0	4	30.8%	41.1%	-1
	Minorities	1	5.6%	13.9%	-2	1	5.9%	13.9%	-1	1	7.1%	20.0%	-1	1	7.7%	20.0%	-1
	Total	18				17				14				13			
247	LA - Psychology																
	Women	5	27.8%	37.8%	-2	6	30.0%	37.8%	-2	6	28.6%	46.9%	-3	8	33.3%	46.9%	-3
	Minorities	1	5.6%	13.5%	-1	2	10.0%	13.5%	-1	1	4.8%	15.9%	-2	1	4.2%	15.9%	-2
	Total	18				20				21				24			
248	LA - Social Sciences																
	Women	10	47.6%	32.4%	3	11	57.9%	32.4%	5	12	60.0%	37.3%	4	13	59.1%	37.3%	4
	Minorities	6	28.6%	16.0%	3	5	26.3%	16.0%	2	6	30.0%	18.9%	2	6	27.3%	18.9%	1
	Total	21				19				20				22			
251	Sciences - Biological Sciences																
	Women	4	14.8%	29.3%	-4	4	14.3%	29.3%	-4	6	19.4%	29.1%	-3	5	20.0%	29.1%	-2
	Minorities	5	18.5%	13.4%	1	5	17.9%	13.4%	1	6	19.4%	23.0%	-1	4	16.0%	23.0%	-1
	Total	27				28				31				25			
252	Sciences - Physical Sciences																
	Women	13	20.0%	14.1%	4	11	16.7%	14.1%	2	15	21.1%	17.2%	2	16	22.9%	17.2%	4
	Minorities	12	18.5%	12.1%	4	15	22.7%	12.1%	7	17	23.9%	18.2%	4	17	24.3%	18.2%	4
	Total	65				66				71				70			
253	Sciences - Mathematics																
	Women	3	9.4%	24.6%	-5	3	9.7%	24.6%	-5	3	9.7%	28.1%	-5	5	16.7%	28.1%	-3
	Minorities	14	43.8%	19.3%	8	13	41.9%	19.3%	7	14	45.2%	24.9%	6	15	50.0%	24.9%	7
	Total	32				31				31				30			
256	UA - Communications & Journalism																
	Women	6	35.3%	32.1%	1	5	35.7%	32.1%	1	6	35.3%	45.0%	-1	12	42.9%	45.0%	0
	Minorities	1	5.9%	12.6%	-1	0	0.0%	12.6%	-2	1	5.9%	13.2%	-1	2	7.1%	13.2%	-1
	Total	17				14				17				28			
257	UA - Counseling																
	Women	2	28.6%	43.4%	-1	3	50.0%	43.4%	0	2	40.0%	41.5%	0	2	50.0%	41.5%	0
	Minorities	2	28.6%	23.0%	0	1	16.7%	23.0%	0	0	0.0%	24.4%	-1	0	0.0%	24.4%	-1
	Total	7				6				5				4			

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2005 To 2008**

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		Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<
258	UA - Criminal Jus & Social Wk																
	Women	12	54.5%	43.4%	2	14	60.9%	43.4%	4	15	60.0%	41.5%	4	16	61.5%	41.5%	5
	Minorities	10	45.5%	23.0%	5	8	34.8%	23.0%	3	9	36.0%	24.4%	2	8	30.8%	24.4%	1
	Total	22				23				25				26			
259	UA - Public Administration																
	Women	3	42.9%	43.4%	0	2	28.6%	43.4%	-1	7	53.8%	47.0%	0	3	42.9%	47.0%	0
	Minorities	0	0.0%	14.4%	-1	0	0.0%	14.4%	-1	1	7.7%	21.4%	-1	2	28.6%	21.4%	0
	Total	7				7				13				7			
290	Other Academic Programs (NEC)																
	Women	3	60.0%	43.4%	1	3	100.0%	43.4%	2	5	50.0%	47.0%	0	2	28.6%	47.0%	-1
	Minorities	2	40.0%	14.4%	1	2	66.7%	14.4%	2	4	40.0%	21.4%	1	2	28.6%	21.4%	0
	Total	5				3				10				7			

**University of Nevada, Las Vegas
Workforce Availability Comparison
2005 To 2008**

JG#	Job Group	2005 Workforce & Mkt				2006 Workforce & Mkt				2007 Workforce & Mkt				2008 Workforce & Mkt			
		Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<
H30 EEO Total	Women	458	54.9%	42.1%	121	480	55.6%	41.2%	137	554	56.2%	41.8%	158	542	54.4%	44.8%	110
	Minorities	202	24.2%	21.5%	29	223	25.8%	21.0%	46	290	29.4%	21.4%	84	302	30.3%	22.5%	84
	Total	835				864				986				996			
310 Academic Support Professionals	Women	95	65.1%	56.0%	13	87	60.8%	54.8%	9	141	65.3%	51.4%	30	122	64.2%	54.8%	17
	Minorities	52	35.6%	26.7%	13	51	35.7%	26.2%	14	92	42.6%	25.1%	37	83	43.7%	27.5%	30
	Total	146				143				216				190			
320 Administrative Professionals	Women	234	59.2%	34.9%	96	260	62.1%	35.0%	113	280	61.3%	35.2%	119	311	61.6%	39.1%	113
	Minorities	81	20.5%	18.7%	7	106	25.3%	18.7%	28	119	26.0%	18.6%	33	145	28.7%	20.1%	43
	Total	395				419				457				505			
330 Athletics Professionals	Women	17	28.8%	28.4%	0	16	27.6%	28.6%	-1	16	25.8%	29.0%	-2	19	28.4%	33.3%	-3
	Minorities	16	27.1%	19.6%	4	13	22.4%	19.5%	2	15	24.2%	19.4%	3	17	25.4%	20.8%	3
	Total	59				58				62				67			
340 Info Tech	Women	32	36.4%	28.3%	7	36	37.9%	28.0%	9	33	33.0%	28.6%	4	16	22.2%	33.4%	-8
	Minorities	19	21.6%	20.6%	1	19	20.0%	20.2%	0	23	23.0%	20.4%	2	12	16.7%	21.7%	-3
	Total	88				95				100				72			
350 Library Professionals	Women	30	71.4%	83.9%	-5	31	73.8%	82.9%	-4	32	72.7%	84.5%	-5	31	68.9%	84.6%	-7
	Minorities	5	11.9%	16.5%	-2	5	11.9%	16.6%	-2	6	13.6%	16.4%	-1	6	13.3%	16.4%	-1
	Total	42				42				44				45			
360 Science & Health Pro.	Women	50	47.6%	38.1%	10	50	46.7%	37.7%	10	52	48.6%	37.3%	12	43	36.8%	38.4%	-2
	Minorities	29	27.6%	22.2%	6	29	27.1%	22.5%	5	35	32.7%	23.2%	10	39	33.3%	22.7%	12
	Total	105				107				107				117			
H40 Tech/Para	Women	183	62.0%	57.8%	12	160	59.0%	55.5%	10	171	61.1%	54.2%	19	179	58.3%	51.4%	21
	Minorities	116	39.3%	28.3%	32	112	41.3%	24.3%	32	114	40.7%	24.0%	46	131	42.7%	23.2%	59
	Total	295				271				280				307			
H50 Office	Women	418	87.3%	78.9%	40	450	86.7%	77.9%	45	464	86.1%	77.0%	48	462	87.2%	76.3%	57
	Minorities	159	33.2%	28.6%	22	176	33.9%	29.1%	24	216	40.1%	30.5%	49	216	40.8%	30.7%	52
	Total	479				519				539				530			
500 Off Senior	Women	205	88.4%	75.7%	29	259	89.0%	75.7%	39	289	87.3%	75.5%	39	313	86.9%	75.5%	41
	Minorities	60	25.9%	28.4%	-6	76	26.1%	29.6%	-10	121	36.6%	31.5%	16	134	37.2%	31.0%	22
	Total	232				291				331				360			
510 Off Supt	Women	213	86.2%	82.0%	10	191	83.8%	80.9%	7	175	84.1%	79.5%	9	149	87.6%	78.2%	16
	Minorities	99	40.1%	28.7%	28	100	43.9%	28.7%	35	95	45.7%	29.4%	33	82	48.2%	30.2%	30
	Total	247				228				208				170			

**University of Nevada, Las Vegas
Workforce Availability Comparison
2005 To 2008**

JG#	Job Group	2005 Workforce & Mkt				2006 Workforce & Mkt				2007 Workforce & Mkt				2008 Workforce & Mkt			
		Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<
600 Sk Crafts	Women	1	1.8%	3.2%	-1	2	3.4%	2.3%	0	1	1.7%	2.3%	0	1	1.6%	2.1%	0
	Minorities	11	20.0%	30.7%	-6	16	27.6%	30.8%	-1	15	25.4%	30.3%	-2	15	23.8%	29.5%	-3
	Total	55				58				59				63			
H70 EEO Total	Women	76	21.8%	23.5%	3	74	21.3%	23.9%	1	69	20.6%	23.6%	-1	85	24.2%	23.6%	10
	Minorities	152	43.6%	46.5%	2	154	44.4%	45.6%	5	151	45.1%	46.3%	6	159	45.3%	46.2%	7
	Total	349				347				335				351			
700 Maintenance	Women	13	12.4%	7.6%	5	11	10.6%	8.0%	3	10	10.8%	6.6%	3	13	13.5%	6.3%	6
	Minorities	32	30.5%	29.0%	2	35	33.7%	29.3%	5	30	32.3%	27.9%	4	30	31.3%	27.8%	3
	Total	105				104				93				96			
710 Safety	Women	10	24.4%	29.5%	-2	11	25.6%	29.0%	-1	8	17.4%	25.3%	-3	9	19.1%	24.9%	-2
	Minorities	12	29.3%	22.4%	3	15	34.9%	22.3%	5	14	30.4%	24.4%	2	16	34.0%	24.5%	4
	Total	41				43				46				47			
720 Cust/Grnds	Women	53	26.1%	26.3%	0	52	26.0%	26.2%	0	51	26.0%	26.7%	-1	63	30.3%	27.0%	6
	Minorities	108	53.2%	54.4%	-2	104	52.0%	54.4%	-5	107	54.6%	54.3%	0	113	54.3%	54.2%	0
	Total	203				200				196				208			
Total Workforce	Women	1432	49.0%			1477	49.8%			1623	50.2%			1642	50.0%		
	Minorities	816	27.9%			866	29.2%			1000	31.0%			1043	31.8%		
	Total	2924				2968				3230				3282			

Classified Staff Subtotals	Women	678	57.6%			686	57.4%			705	58.1%			727	58.1%		
H40 - H70, Inclusive	Minorities	438	37.2%			458	38.3%			496	40.9%			521	41.6%		
For 5-Yr Aggregate Comparison Only	Total	1178				1195				1213				1251			
Not Valid for Labor Market Analysis																	

HR:EP:Last revision 9-15-08

(1) Availability Data for Faculty = 1998 NCES Table 231 Weighted by Current UNLV Workforce Percentages

(2) Availability Data for Faculty = 2003 NCES Table 233 Weighted by Current UNLV Workforce Percentages

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2007 and 2008**

Job Group No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<
H20		Women	230	33.2%	45.5%	-42	241	33.3%	45.5%	-37
		Minorities	150	21.7%	20.0%	20	161	22.2%	20.0%	23
		Total Tenured and Tenure Track Faculty	692				724			
206 Business - Business		Women	6	14.6%	31.5%	-6	6	14.6%	31.5%	-6
		Minorities	13	31.7%	20.5%	4	13	31.7%	20.5%	4
		Total	41				41			
207 Business - Economics		Women	2	14.3%	21.6%	-1	2	16.7%	21.6%	0
		Minorities	3	21.4%	19.7%	0	2	16.7%	19.7%	0
		Total	14				12			
208 Business - Acct & Finance		Women					4	17.4%	21.6%	-3
		Minorities					6	26.1%	19.7%	1
		Total					23			
211 Education -Teacher Education		Women	28	56.0%	68.4%	-6	28	53.8%	68.4%	-7
		Minorities	10	20.0%	16.5%	1	11	21.2%	16.5%	2
		Total	50				52			
212 Education - Other Education		Women	15	44.1%	58.1%	-5	20	51.3%	58.1%	-2
		Minorities	5	14.7%	22.2%	2	6	15.4%	22.2%	-2
		Total	34				39			
216 Engineering - Engineering		Women	4	12.9%	8.5%	1	6	12.8%	8.5%	2
		Minorities	11	35.5%	29.1%	2	21	44.7%	29.1%	7
		Total	31				47			
217 Engineering - Computer Science		Women	3	11.5%	30.6%	-5	1	7.7%	30.6%	-3
		Minorities	12	46.2%	24.0%	5	5	38.5%	24.0%	1
		Total	26				13			
221 Fine Arts - Fine Arts		Women	20	30.3%	38.1%	-6	21	31.8%	38.1%	-4
		Minorities	12	18.2%	13.7%	3	11	16.7%	13.7%	2
		Total	66				66			
222 Architecture Faculty		Women	1	11.1%	28.8%	-1	1	8.3%	28.8%	-2
		Minorities	2	22.2%	13.2%	0	2	16.7%	13.2%	0
		Total	9				12			

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2007 and 2008**

Job Group No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<
226	HHS - Dental Medicine	Women	4	40.0%	28.8%	1	4	50.0%	28.8%	1
		Minorities	2	20.0%	13.2%	0	2	25.0%	13.2%	0
		Total	10				8			
227	HHS - Health & Human Sciences	Women	10	37.0%	53.3%	-4	7	25.9%	53.3%	-7
		Minorities	2	7.4%	20.3%	-3	2	7.4%	20.3%	-3
		Total	27				27			
228	HHS - Nursing	Women	11	91.7%	95.8%	0	14	87.5%	95.8%	-1
		Minorities	2	16.7%	11.9%	0	2	12.5%	11.9%	0
		Total	12				16			
229	HHS - Public Health	Women	5	35.7%	60.9%	-3	5	35.7%	60.9%	-3
		Minorities	3	21.4%	17.1%	0	3	21.4%	17.1%	0
		Total	14				14			
230	Hotel Administration	Women	17	37.8%	28.8%	4	16	38.1%	28.8%	3
		Minorities	10	22.2%	13.2%	4	7	16.7%	13.2%	1
		Total	45				42			
235	Law	Women	14	51.9%	38.5%	-3	16	55.2%	38.5%	4
		Minorities	6	22.2%	15.6%	1	7	24.1%	15.6%	2
		Total	27				29			
241	LA - English & Literature	Women	13	39.4%	56.5%	-5	13	43.3%	56.5%	-4
		Minorities	3	9.1%	13.6%	-1	3	10.0%	13.6%	-1
		Total	33				30			
242	LA - Foreign Languages	Women	6	50.0%	51.2%	0	6	54.5%	51.2%	0
		Minorities	6	50.0%	27.1%	2	6	54.5%	27.1%	3
		Total	12				11			
243	LA - History	Women	10	41.7%	29.9%	2	9	37.5%	29.9%	1
		Minorities	5	20.8%	17.6%	0	6	25.0%	17.6%	1
		Total	24				24			

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2007 and 2008**

Job Group No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<
244 LA - Philosophy		Women	0	0.0%	18.4%	-1	0	0.0%	18.4%	-1
		0 Minorities	0	0.0%	12.4%	0	0	0.0%	12.4%	-1
		0 Total	7				10			
245 LA - Political Science		Women	1	7.7%	21.6%	-1	2	14.3%	21.6%	-1
		Minorities	1	7.7%	15.9%	-1	1	7.1%	15.9%	-1
		Total	13				14			
246 LA - Sociology		Women	5	41.7%	41.1%	0	3	30.0%	41.1%	-1
		Minorities	0	0.0%	20.0%	-2	0	0.0%	20.0%	-2
		Total	12				10			
247 LA - Psychology		Women	5	26.3%	46.9%	-3	6	27.3%	46.9%	-4
		Minorities	1	5.3%	15.9%	-2	1	4.5%	15.9%	-2
		Total	19				22			
248 LA - Social Sciences		Women	10	55.6%	37.3%	3	12	57.1%	37.3%	4
		Minorities	5	27.8%	18.9%	1	6	28.6%	18.9%	2
		Total	18				21			
251 Sciences - Biological Sciences		Women	3	13.0%	29.1%	-3	4	19.0%	29.1%	-2
		Minorities	4	17.4%	23.0%	-1	4	19.0%	23.0%	0
		Total	23				21			
252 Sciences - Physical Sciences		Women	10	16.9%	17.2%	0	8	15.1%	17.2%	-1
		Minorities	13	22.0%	18.2%	2	12	22.6%	18.2%	2
		Total	59				53			
253 Sciences - Mathematics		Women	3	12.0%	28.1%	-4	5	17.2%	28.1%	-3
		Minorities	11	44.0%	24.9%	4	15	51.7%	24.9%	7
		Total	25				29			
256 UA - Communications & Journalism		Women	1	10.0%	45.0%	-3	4	30.8%	45.0%	-1
		Minorities	0	0.0%	13.2%	-1	1	7.7%	13.2%	0
		Total	10				13			

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2007 and 2008**

Job Group No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Market >/<
257 UA - Counseling		Women	3	37.5%	41.5%	0	2	50.0%	41.5%	0
		Minorities	1	12.5%	24.4%	-1	0	0.0%	24.4%	-1
		Total	8				4			
258 UA - Criminal Jus & Social Wk		Women	14	58.3%	41.5%	4	14	58.3%	41.5%	4
		Minorities	8	33.3%	24.4%	2	7	29.2%	24.4%	1
		Total	24				24			
259 UA - Public Administration		Women	6	54.5%	47.0%	1	3	50.0%	47.0%	0
		Minorities	1	9.1%	21.4%	-1	1	16.7%	21.4%	0
		Total	11				6			
290 Other Academic Programs (NEC)		Women	2	100.0%	47.0%	1	1	33.3%	47.0%	0
		Minorities	1	50.0%	21.4%	0	0	0.0%	21.4%	0
		Total	2				3			

(1) Faculty Availability Figures from NCES Table 233 - 2003

Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

02/08/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
100 Vice Presidents & Deans	24	Female	9	37.50	30.90	7.4	1.6	
		Minority	3	12.50	11.68	2.8	0.2	
		Black	3	12.50	0.00	0.0	3.0	
		Hispanic	0	0.00	0.00	0.0	0.0	
		Asian	0	0.00	0.00	0.0	0.0	
		AmIndian	0	0.00	0.00	0.0	0.0	
110 AVPs & Executive Directors	32	Female	14	43.75	36.82	11.8	2.2	
		Minority	3	9.38	17.43	5.6	-2.6	Yes
		Black	1	3.13	0.00	0.0	1.0	
		Hispanic	2	6.25	0.00	0.0	2.0	
		Asian	0	0.00	0.00	0.0	0.0	
		AmIndian	0	0.00	0.00	0.0	0.0	
206 Business - Business	46	Female	7	15.22	31.54	14.5	-7.5	Yes
		Minority	13	28.26	20.54	9.4	3.6	
		Black	0	0.00	4.48	2.1	-2.1	Yes
		Hispanic	1	2.17	2.29	1.1	-0.1	
		Asian	11	23.91	12.15	5.6	5.4	
		AmIndian	1	2.17	1.62	0.7	0.3	
207 Business - Economics	16	Female	3	18.75	21.57	3.5	-0.5	
		Minority	4	25.00	19.69	3.2	0.8	
		Black	1	6.25	3.59	0.6	0.4	
		Hispanic	0	0.00	3.13	0.5	-0.5	
		Asian	3	18.75	12.13	1.9	1.1	
		AmIndian	0	0.00	0.84	0.1	-0.1	
208 Business-Accounting & Finance	27	Female	5	18.52	31.54	8.5	-3.5	Yes
		Minority	7	25.93	20.54	5.5	1.5	
		Black	0	0.00	4.48	1.2	-1.2	Yes
		Hispanic	2	7.41	2.29	0.6	1.4	
		Asian	5	18.52	12.15	3.3	1.7	
		AmIndian	0	0.00	1.62	0.4	-0.4	
211 Education - Teacher Education	78	Female	46	58.97	68.40	53.4	-7.4	Yes
		Minority	15	19.23	16.54	12.9	2.1	
		Black	3	3.85	8.13	6.3	-3.3	Yes
		Hispanic	5	6.41	3.55	2.8	2.2	
		Asian	7	8.97	2.38	1.9	5.1	
		AmIndian	0	0.00	1.35	1.1	-1.1	Yes
212 Education - Other Education	50	Female	25	50.00	58.08	29.0	-4.0	Yes
		Minority	9	18.00	22.23	11.1	-2.1	Yes
		Black	3	6.00	8.13	4.1	-1.1	Yes
		Hispanic	3	6.00	5.34	2.7	0.3	
		Asian	3	6.00	6.10	3.1	0.0	
		AmIndian	0	0.00	2.65	1.3	-1.3	Yes
216 Engineering - Engineering	57	Female	6	10.53	8.54	4.9	1.1	
		Minority	27	47.37	29.11	16.6	10.4	
		Black	2	3.51	5.42	3.1	-1.1	Yes
		Hispanic	1	1.75	2.60	1.5	-0.5	
		Asian	24	42.11	20.12	11.5	12.5	
		AmIndian	0	0.00	0.97	0.6	-0.6	

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule
 Yes indicates Difference <= -1.0

Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

02/08/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?	
217 Engineering - Computer Scienc	14	Female	2	14.29	30.62	4.3	-2.3	Yes	
		Minority	6	42.86	23.95	3.4	2.6		
		Black	0	0.00	3.57	0.5	-0.5		
		Hispanic	0	0.00	3.16	0.4	-0.4		
		Asian	6	42.86	15.55	2.2	3.8		
		AmIndian	0	0.00	1.67	0.2	-0.2		
221 Fine Arts - Fine Arts	78	Female	25	32.05	38.12	29.7	-4.7	Yes	
		Minority	13	16.67	13.65	10.6	2.4		
		Black	6	7.69	6.01	4.7	1.3		
		Hispanic	4	5.13	3.31	2.6	1.4		
		Asian	3	3.85	2.89	2.3	0.7		
		AmIndian	0	0.00	1.43	1.1	-1.1		Yes
222 Architecture Faculty	16	Female	1	6.25	28.80	4.6	-3.6	Yes	
		Minority	2	12.50	13.24	2.1	-0.1		
		Black	0	0.00	6.13	1.0	-1.0		Yes
		Hispanic	2	12.50	3.23	0.5	1.5		
		Asian	0	0.00	1.49	0.2	-0.2		
		AmIndian	0	0.00	2.39	0.4	-0.4		
226 HHS - Dental Medicine	46	Female	15	32.61	28.80	13.2	1.8		
		Minority	9	19.57	13.24	6.1	2.9		
		Black	6	13.04	6.13	2.8	3.2		
		Hispanic	2	4.35	3.23	1.5	0.5		
		Asian	1	2.17	1.49	0.7	0.3		
		AmIndian	0	0.00	2.39	1.1	-1.1		Yes
227 HHS - Health & Human Sciences	34	Female	12	35.29	53.34	18.1	-6.1	Yes	
		Minority	2	5.88	20.27	6.9	-4.9		Yes
		Black	0	0.00	5.00	1.7	-1.7		Yes
		Hispanic	0	0.00	2.96	1.0	-1.0		Yes
		Asian	1	2.94	10.69	3.6	-2.6		Yes
		AmIndian	1	2.94	1.62	0.6	0.4		
228 HHS - Nursing	35	Female	28	80.00	95.79	33.5	-5.5	Yes	
		Minority	6	17.14	11.88	4.2	1.8		
		Black	0	0.00	5.52	1.9	-1.9		Yes
		Hispanic	0	0.00	0.76	0.3	-0.3		
		Asian	6	17.14	3.44	1.2	4.8		
		AmIndian	0	0.00	2.15	0.8	-0.8		
229 HHS - Public Health	14	Female	5	35.71	60.86	8.5	-3.5	Yes	
		Minority	3	21.43	17.06	2.4	0.6		
		Black	1	7.14	5.16	0.7	0.3		
		Hispanic	0	0.00	3.49	0.5	-0.5		
		Asian	1	7.14	7.46	1.0	0.0		
		AmIndian	1	7.14	0.95	0.1	0.9		
230 Hotel Administration	58	Female	20	34.48	28.80	16.7	3.3		
		Minority	11	18.97	13.24	7.7	3.3		
		Black	3	5.17	6.13	3.6	-0.6		
		Hispanic	1	1.72	3.23	1.9	-0.9		
		Asian	7	12.07	1.49	0.9	6.1		
		AmIndian	0	0.00	2.39	1.4	-1.4		Yes

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule
 Yes indicates Difference <= -1.0

Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

02/08/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
235 Law	43	Female	22	51.16	38.50	16.6	5.4	Yes
		Minority	8	18.60	15.63	6.7	1.3	
		Black	3	6.98	7.30	3.1	-0.1	
		Hispanic	5	11.63	3.25	1.4	3.6	
		Asian	0	0.00	4.84	2.1	-2.1	
		AmIndian	0	0.00	0.24	0.1	-0.1	
241 LA - English & Literature	39	Female	18	46.15	56.54	22.1	-4.1	Yes
		Minority	5	12.82	13.63	5.3	-0.3	Yes
		Black	1	2.56	5.02	2.0	-1.0	Yes
		Hispanic	3	7.69	3.18	1.2	1.8	Yes
		Asian	0	0.00	3.54	1.4	-1.4	Yes
		AmIndian	1	2.56	1.89	0.7	0.3	Yes
242 LA - Foreign Languages	17	Female	11	64.71	51.21	8.7	2.3	
		Minority	9	52.94	27.10	4.6	4.4	
		Black	0	0.00	3.64	0.6	-0.6	
		Hispanic	6	35.29	13.44	2.3	3.7	
		Asian	3	17.65	8.48	1.4	1.6	
		AmIndian	0	0.00	1.53	0.3	-0.3	
243 LA - History	26	Female	9	34.62	29.87	7.8	1.2	
		Minority	6	23.08	17.56	4.6	1.4	
		Black	2	7.69	5.13	1.3	0.7	
		Hispanic	1	3.85	3.15	0.8	0.2	
		Asian	2	7.69	8.25	2.1	-0.1	
		AmIndian	1	3.85	1.03	0.3	0.7	
244 LA - Philosophy	13	Female	1	7.69	18.38	2.4	-1.4	Yes
		Minority	0	0.00	12.41	1.6	-1.6	Yes
		Black	0	0.00	2.43	0.3	-0.3	
		Hispanic	0	0.00	2.43	0.3	-0.3	
		Asian	0	0.00	4.58	0.6	-0.6	
		AmIndian	0	0.00	2.96	0.4	-0.4	
245 LA - Political Science	16	Female	3	18.75	21.60	3.5	-0.5	Yes
		Minority	1	6.25	15.90	2.5	-1.5	
		Black	0	0.00	6.00	1.0	-1.0	
		Hispanic	1	6.25	5.30	0.8	0.2	
		Asian	0	0.00	3.20	0.5	-0.5	
		AmIndian	0	0.00	1.40	0.2	-0.2	
246 LA - Sociology	13	Female	4	30.77	41.10	5.3	-1.3	Yes
		Minority	1	7.69	20.00	2.6	-1.6	Yes
		Black	0	0.00	11.90	1.5	-1.5	Yes
		Hispanic	0	0.00	4.40	0.6	-0.6	
		Asian	1	7.69	2.40	0.3	0.7	
		AmIndian	0	0.00	1.30	0.2	-0.2	
247 LA - Psychology	24	Female	8	33.33	46.90	11.3	-3.3	Yes
		Minority	1	4.17	15.90	3.8	-2.8	Yes
		Black	0	0.00	8.40	2.0	-2.0	Yes
		Hispanic	1	4.17	4.30	1.0	0.0	
		Asian	0	0.00	2.40	0.6	-0.6	
		AmIndian	0	0.00	0.80	0.2	-0.2	

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule
 Yes indicates Difference <= -1.0

Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

02/08/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
248 LA - Social Sciences	22	Female	13	59.09	37.30	8.2	4.8	
		Minority	6	27.27	18.90	4.2	1.8	
		Black	1	4.55	7.80	1.7	-0.7	
		Hispanic	3	13.64	4.30	0.9	2.1	
		Asian	2	9.09	5.30	1.2	0.8	
		AmIndian	0	0.00	1.50	0.3	-0.3	
251 Science - Biological Sciences	25	Female	5	20.00	29.06	7.3	-2.3	Yes
		Minority	4	16.00	22.95	5.7	-1.7	Yes
		Black	0	0.00	3.42	0.9	-0.9	
		Hispanic	2	8.00	3.09	0.8	1.2	
		Asian	2	8.00	15.90	4.0	-2.0	Yes
		AmIndian	0	0.00	0.54	0.1	-0.1	
252 Sciences - Physical Sciences	70	Female	16	22.86	17.20	12.0	4.0	
		Minority	17	24.29	18.20	12.7	4.3	
		Black	0	0.00	3.30	2.3	-2.3	Yes
		Hispanic	1	1.43	2.00	1.4	-0.4	
		Asian	16	22.86	12.40	8.7	7.3	
		AmIndian	0	0.00	0.50	0.4	-0.4	
253 Sciences - Mathematics	30	Female	5	16.67	28.10	8.4	-3.4	Yes
		Minority	15	50.00	24.90	7.5	7.5	
		Black	0	0.00	6.40	1.9	-1.9	Yes
		Hispanic	1	3.33	3.50	1.1	-0.1	
		Asian	14	46.67	13.50	4.1	10.0	
		AmIndian	0	0.00	1.50	0.5	-0.5	
256 UA - Communication & Journali	28	Female	12	42.86	44.96	12.6	-0.6	
		Minority	2	7.14	13.17	3.7	-1.7	Yes
		Black	0	0.00	5.29	1.5	-1.5	Yes
		Hispanic	1	3.57	3.37	0.9	0.1	
		Asian	1	3.57	2.48	0.7	0.3	
		AmIndian	0	0.00	2.03	0.6	-0.6	
257 UA - Counseling	4	Female	2	50.00	41.52	1.7	0.3	
		Minority	0	0.00	24.40	1.0	-1.0	Yes
		Black	0	0.00	8.71	0.3	-0.3	
		Hispanic	0	0.00	4.32	0.2	-0.2	
		Asian	0	0.00	8.38	0.3	-0.3	
		AmIndian	0	0.00	2.99	0.1	-0.1	
258 UA - Criminal Jus & Social Wo	26	Female	16	61.54	41.52	10.8	5.2	
		Minority	8	30.77	24.40	6.3	1.7	
		Black	3	11.54	8.71	2.3	0.7	
		Hispanic	0	0.00	4.32	1.1	-1.1	Yes
		Asian	5	19.23	8.38	2.2	2.8	
		AmIndian	0	0.00	2.99	0.8	-0.8	
259 UA - Public Administration	7	Female	3	42.86	46.99	3.3	-0.3	
		Minority	2	28.57	21.35	1.5	0.5	
		Black	0	0.00	9.18	0.6	-0.6	
		Hispanic	0	0.00	2.94	0.2	-0.2	
		Asian	2	28.57	7.92	0.6	1.4	
		AmIndian	0	0.00	1.31	0.1	-0.1	

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule

Yes indicates Difference <= -1.0

Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

02/08/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
290 Other Academic Programs	7	Female	2	28.57	46.99	3.3	-1.3	Yes
		Minority	2	28.57	21.35	1.5	0.5	
		Black	2	28.57	9.18	0.6	1.4	
		Hispanic	0	0.00	2.94	0.2	-0.2	
		Asian	0	0.00	7.92	0.6	-0.6	
		AmIndian	0	0.00	1.31	0.1	-0.1	
310 Acedemic Support Professional	190	Female	122	64.21	54.82	104.1	17.9	Yes
		Minority	83	43.68	27.54	52.3	30.7	
		Black	40	21.05	13.05	24.8	15.2	
		Hispanic	27	14.21	8.68	16.5	10.5	
		Asian	16	8.42	2.77	5.3	10.7	
		AmIndian	0	0.00	1.81	3.4	-3.4	
320 Administrative Professionals	505	Female	311	61.58	39.08	197.3	113.7	Yes
		Minority	145	28.71	20.13	101.7	43.3	
		Black	61	12.08	5.94	30.0	31.0	
		Hispanic	36	7.13	9.59	48.4	-12.4	
		Asian	41	8.12	2.08	10.5	30.5	
		AmIndian	7	1.39	0.77	3.9	3.1	
330 Athletics Professionals	67	Female	19	28.36	33.33	22.3	-3.3	Yes
		Minority	17	25.37	20.77	13.9	3.1	
		Black	9	13.43	9.94	6.7	2.3	
		Hispanic	4	5.97	5.86	3.9	0.1	
		Asian	3	4.48	2.58	1.7	1.3	
		AmIndian	1	1.49	1.08	0.7	0.3	
340 Information Technology	72	Female	16	22.22	33.41	24.1	-8.1	Yes
		Minority	12	16.67	21.67	15.6	-3.6	
		Black	2	2.78	6.60	4.8	-2.8	
		Hispanic	0	0.00	5.65	4.1	-4.1	
		Asian	10	13.89	7.51	5.4	4.6	
		AmIndian	0	0.00	0.73	0.5	-0.5	
350 Library Professionals	45	Female	31	68.89	84.58	38.1	-7.1	Yes
		Minority	6	13.33	16.41	7.4	-1.4	
		Black	1	2.22	5.88	2.6	-1.6	
		Hispanic	2	4.44	4.52	2.0	0.0	
		Asian	3	6.67	3.95	1.8	1.2	
		AmIndian	0	0.00	1.78	0.8	-0.8	
360 Scientific & Health Pro.	117	Female	43	36.75	38.43	45.0	-2.0	Yes
		Minority	39	33.33	22.77	26.6	12.4	
		Black	2	1.71	5.81	6.8	-4.8	
		Hispanic	9	7.69	7.10	8.3	0.7	
		Asian	28	23.93	6.31	7.4	20.6	
		AmIndian	0	0.00	1.08	1.3	-1.3	
400 Office & Admin - Sr/Lead/Supr	360	Female	313	86.94	75.45	271.6	41.4	Yes
		Minority	134	37.22	30.98	111.5	22.5	
		Black	58	16.11	9.00	32.4	25.6	
		Hispanic	36	10.00	12.25	44.1	-8.1	
		Asian	34	9.44	6.44	23.2	10.8	
		AmIndian	6	1.67	2.10	7.6	-1.6	

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule
 Yes indicates Difference <= -1.0

Incumbency v. Estimated Availability Detail

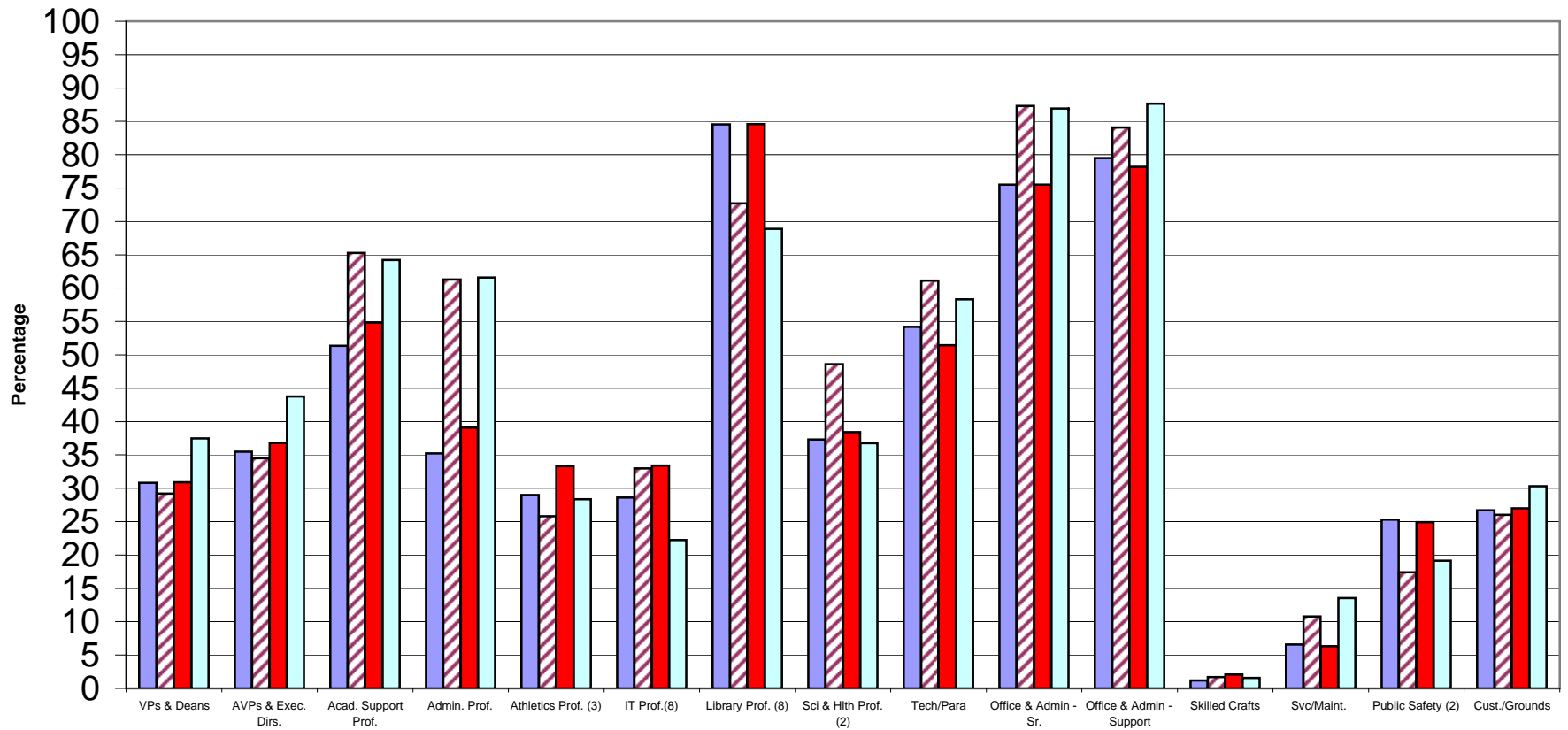
University of Nevada, Las Vegas

02/08/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
410 Office & Admin - Support Leve	170	Female	149	87.65	78.17	132.9	16.1	Yes
		Minority	82	48.24	30.16	51.3	30.7	
		Black	36	21.18	9.60	16.3	19.7	
		Hispanic	31	18.24	12.55	21.3	9.7	
		Asian	15	8.82	5.52	9.4	5.6	
		AmIndian	0	0.00	1.33	2.3	-2.3	
500 Technical/Paraprofessionall	307	Female	179	58.31	51.44	157.9	21.1	
		Minority	131	42.67	23.21	71.3	59.7	
		Black	34	11.07	6.57	20.2	13.8	
		Hispanic	45	14.66	9.31	28.6	16.4	
		Asian	48	15.64	3.64	11.2	36.8	
		AmIndian	4	1.30	1.45	4.5	-0.5	
600 Skills Crafts	63	Female	1	1.59	2.09	1.3	-0.3	Yes
		Minority	15	23.81	29.45	18.6	-3.6	
		Black	9	14.29	3.94	2.5	6.5	Yes
		Hispanic	4	6.35	20.28	12.8	-8.8	
		Asian	2	3.17	2.64	1.7	0.3	
		AmIndian	0	0.00	1.46	0.9	-0.9	
700 Service Maintenance	96	Female	13	13.54	6.32	6.1	6.9	Yes
		Minority	30	31.25	27.77	26.7	3.3	
		Black	11	11.46	5.46	5.2	5.8	
		Hispanic	8	8.33	14.96	14.4	-6.4	
		Asian	8	8.33	2.79	2.7	5.3	
		AmIndian	3	3.13	2.19	2.1	0.9	
710 Public Safety	47	Female	9	19.15	24.92	11.7	-2.7	Yes
		Minority	16	34.04	24.50	11.5	4.5	
		Black	6	12.77	9.53	4.5	1.5	
		Hispanic	6	12.77	8.05	3.8	2.2	
		Asian	4	8.51	5.42	2.5	1.5	
		AmIndian	0	0.00	0.68	0.3	-0.3	
720 Custodial & Grounds	208	Female	63	30.29	26.99	56.1	6.9	Yes
		Minority	113	54.33	54.20	112.7	0.3	
		Black	43	20.67	10.38	21.6	21.4	
		Hispanic	42	20.19	35.56	74.0	-32.0	
		Asian	23	11.06	5.81	12.1	10.9	
		AmIndian	5	2.40	0.94	1.9	3.1	

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule
 Yes indicates Difference <= -1.0

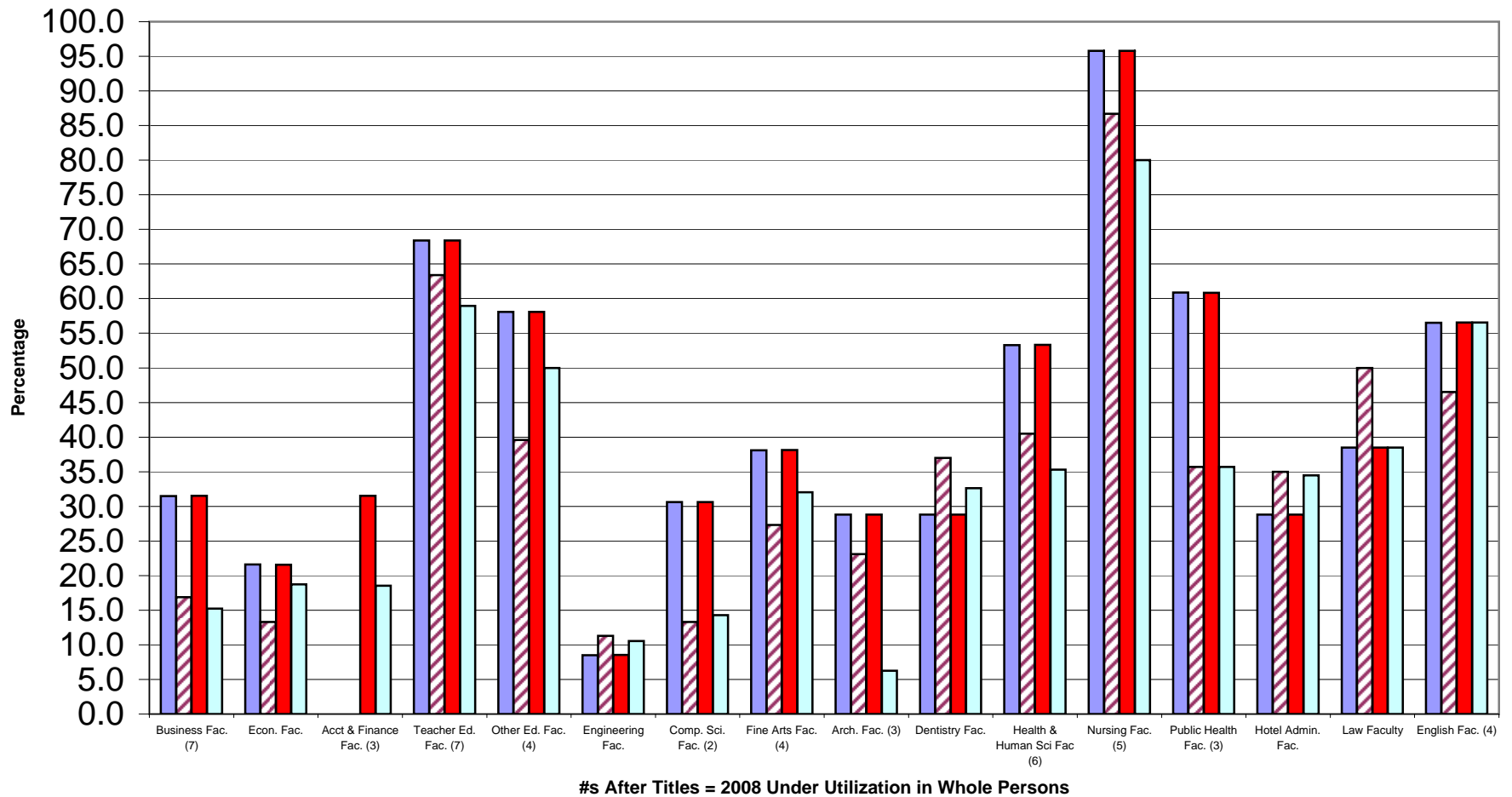
**UNLV - Utilization of Women
Availability v Work Force Percentages, 2007 & 2008**



#s After Titles = 2008 Under Utilization in Whole Persons

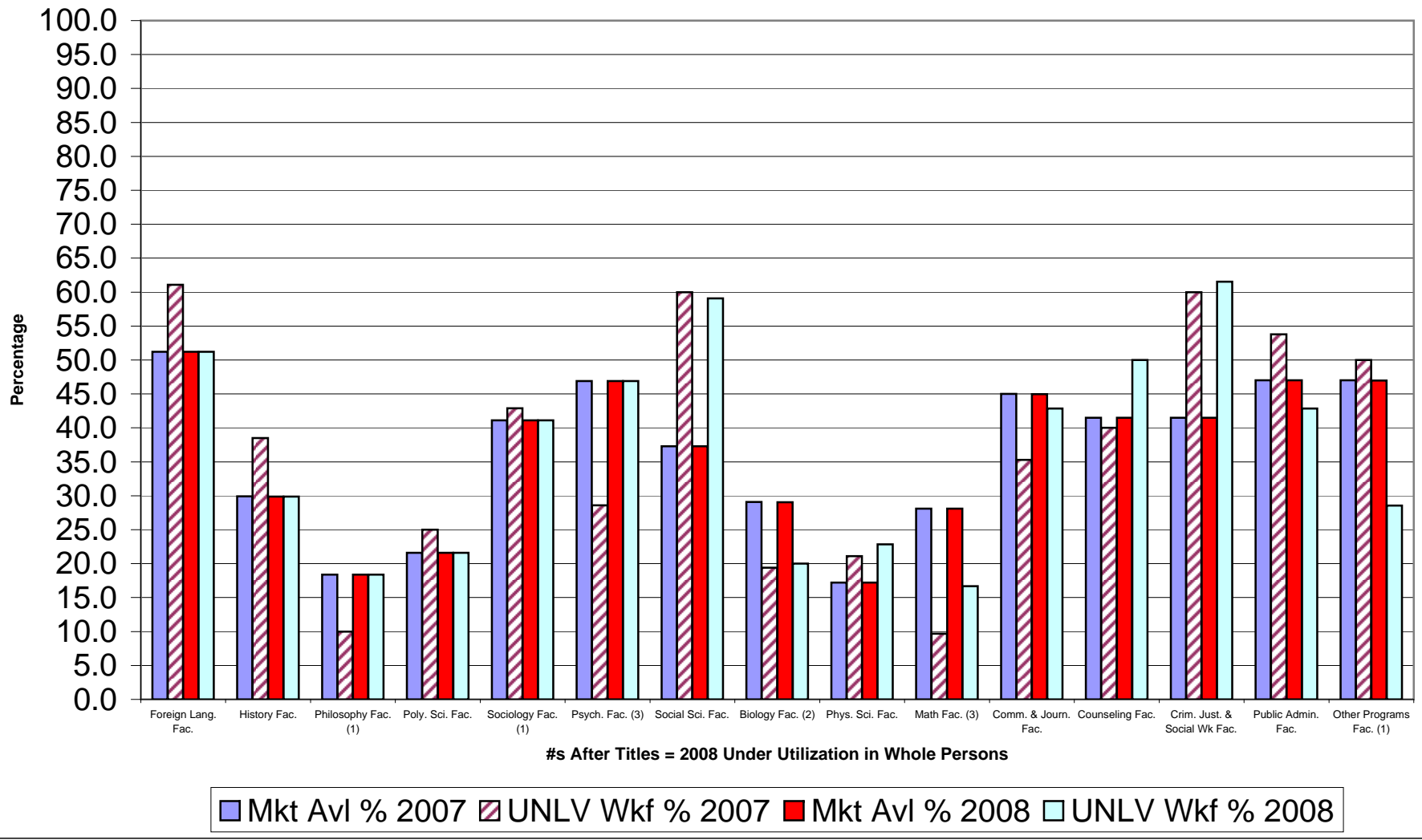


UNLV - Utilization of Women
Availability v Work Force Percentages, 2007 & 2008

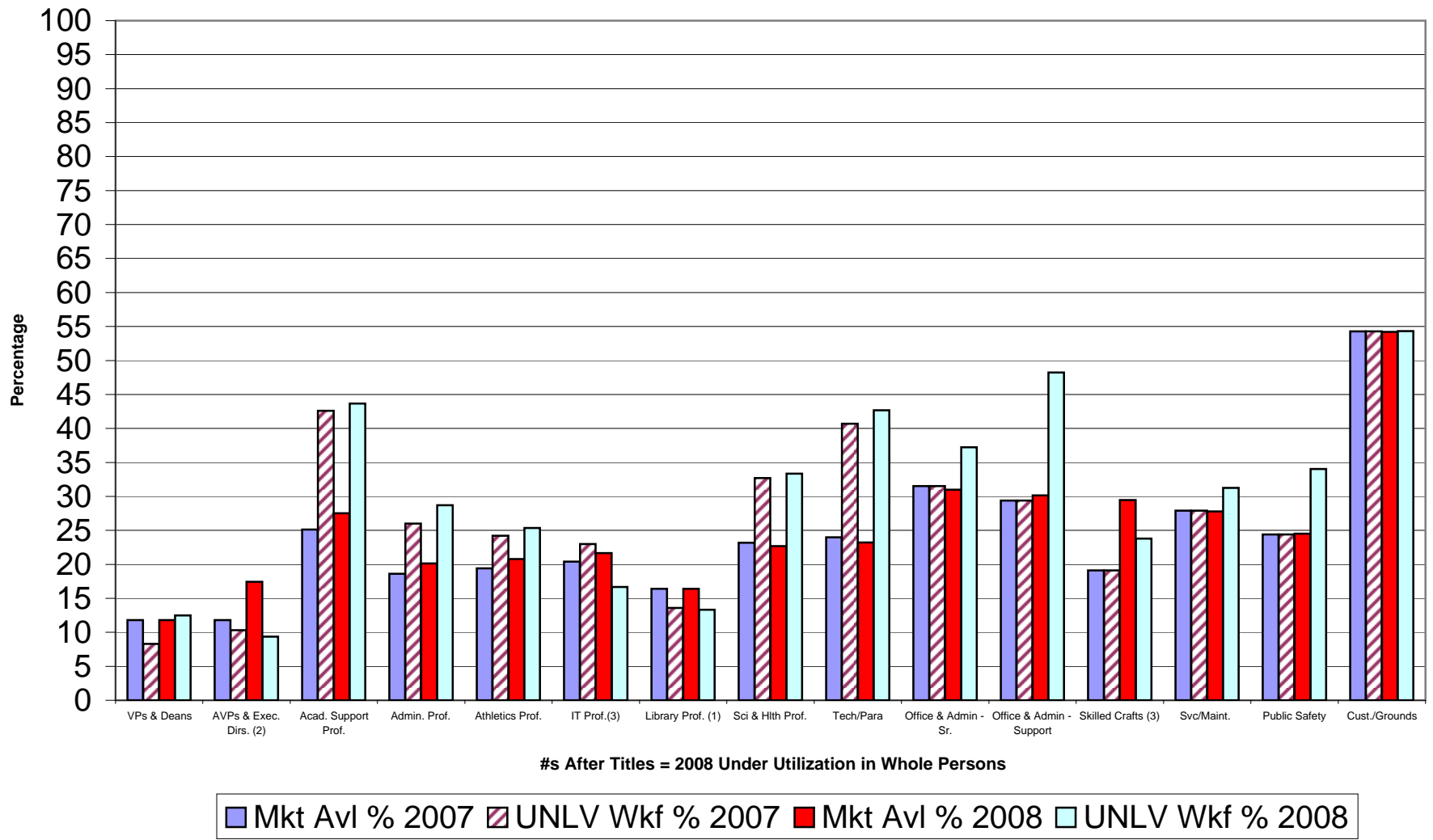


■ Mkt Avl % 2007
 ■ UNLV Wkf % 2007
 ■ Mkt Avl % 2008
 ■ UNLV Wkf % 2008

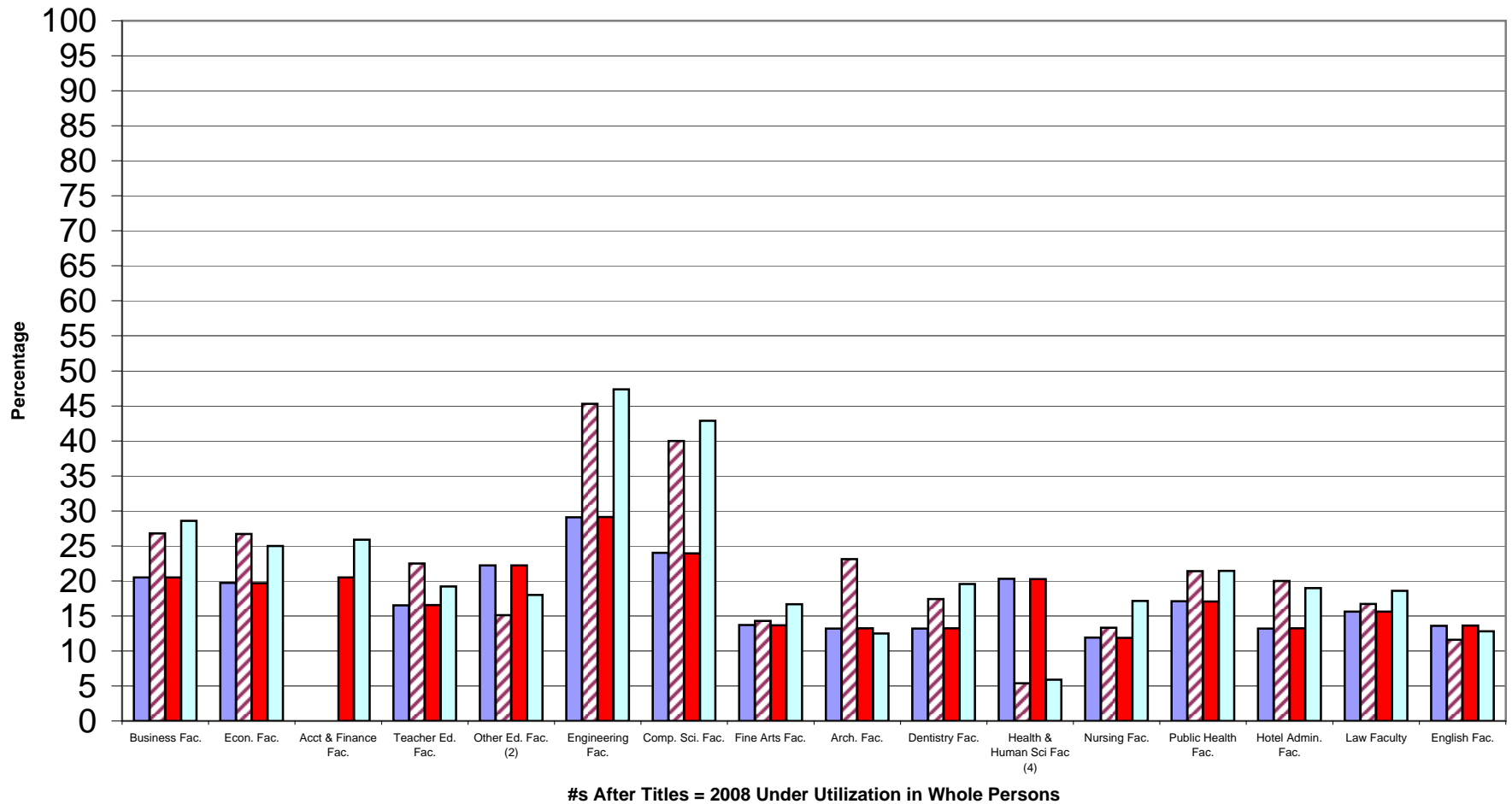
UNLV - Utilization of Women
Availability v Work Force Percentages, 2007 & 2008



UNLV - Utilization of Minorities
Availability v Work Force Percentages, 2007 & 2008

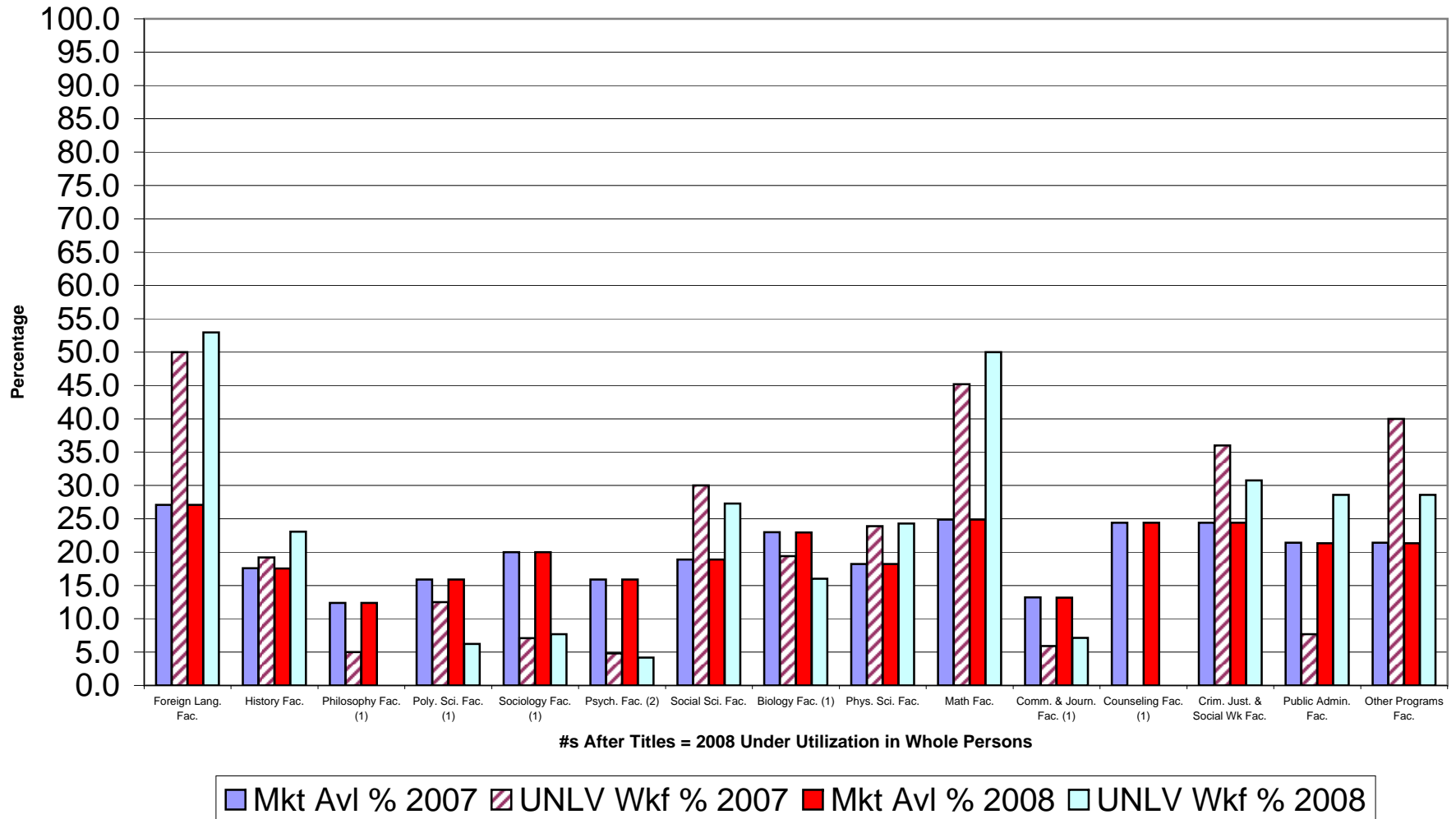


**UNLV - Utilization of Minorities
Availability v Work Force Percentages, 2007 & 2008**

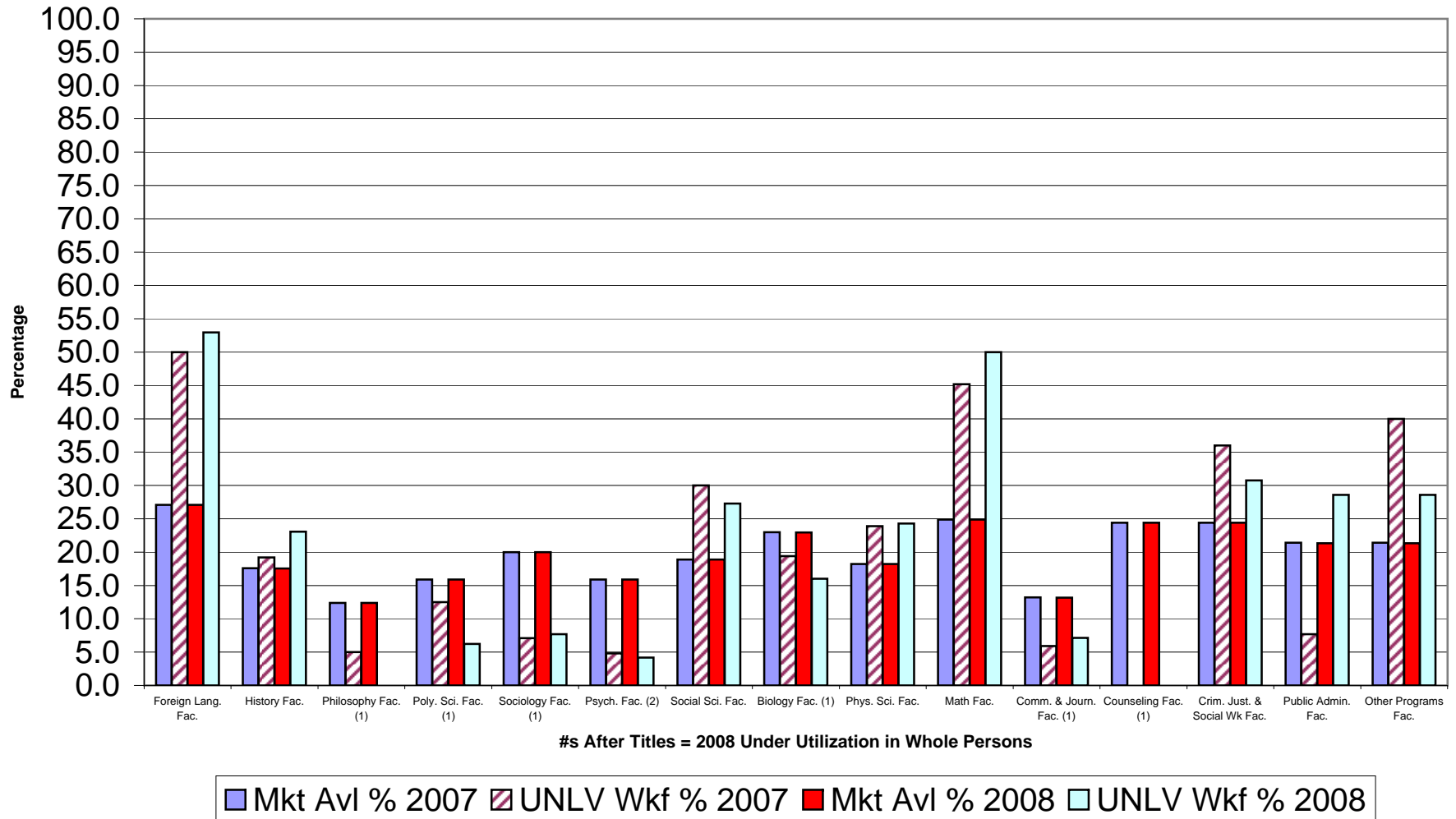


■ Mkt Avl % 2007
 ▨ UNLV Wkf % 2007
 ■ Mkt Avl % 2008
 ■ UNLV Wkf % 2008

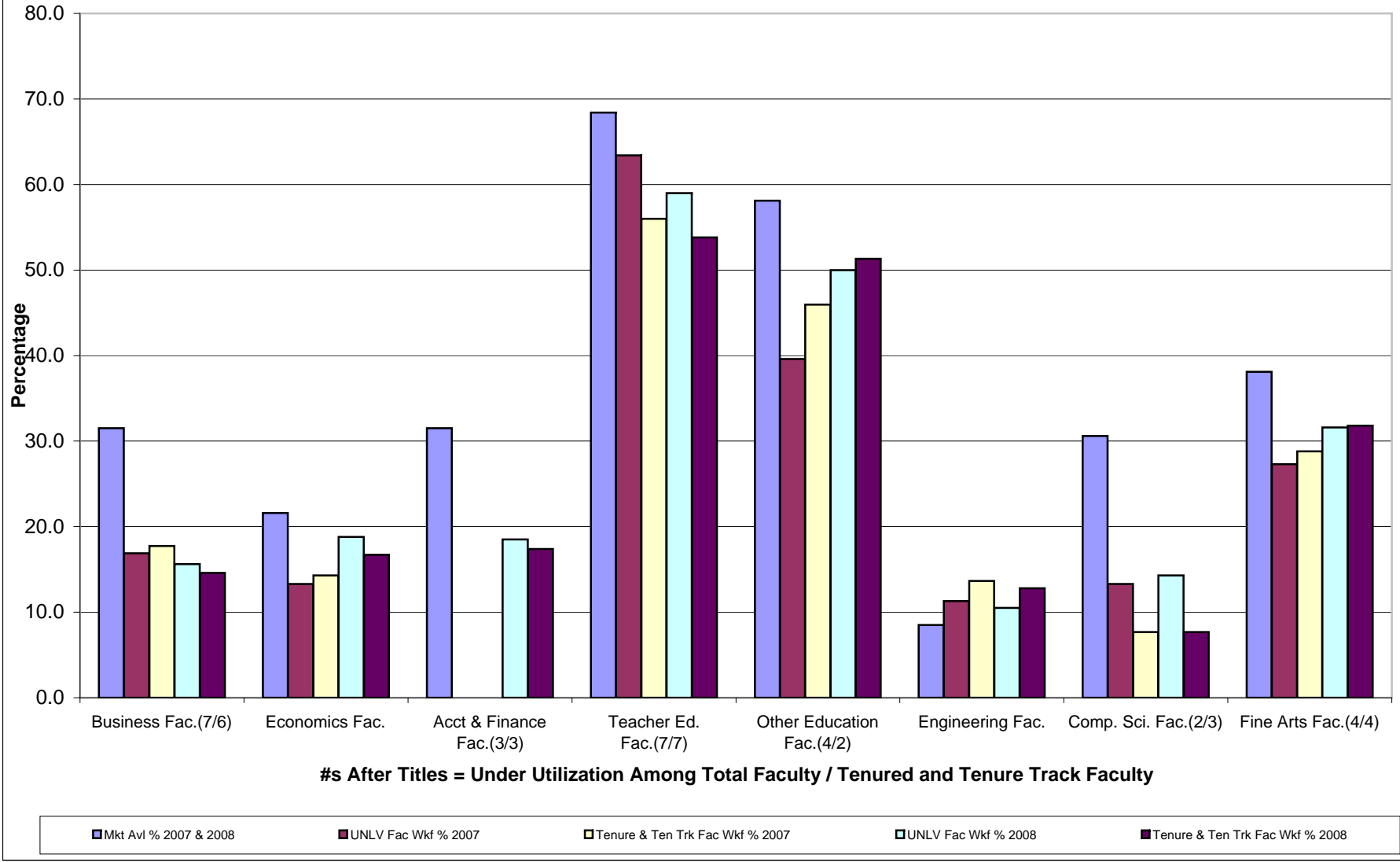
UNLV - Utilization of Minorities
Availability v Work Force Percentages, 2006 & 2007



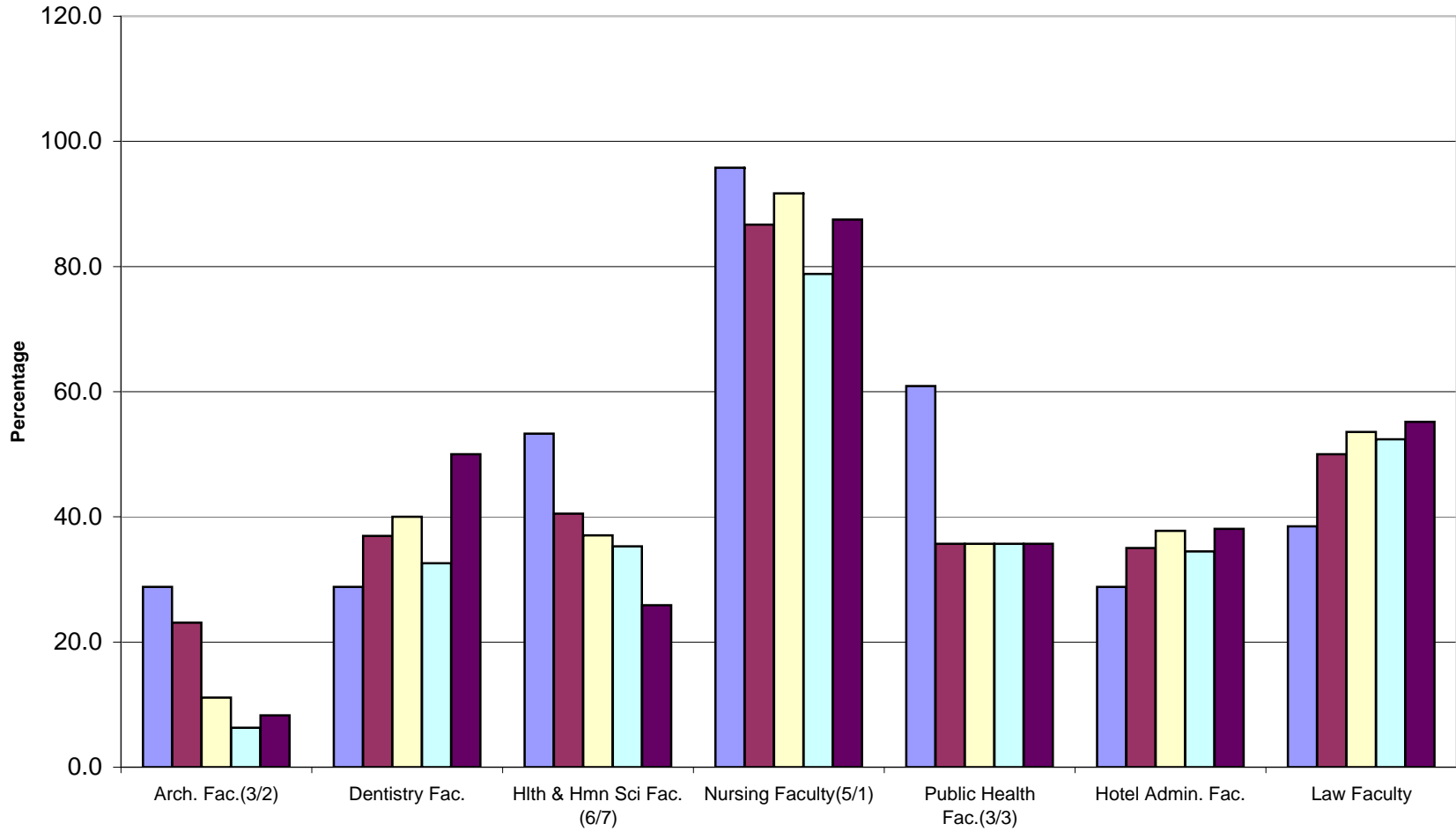
UNLV - Utilization of Minorities
Availability v Work Force Percentages, 2006 & 2007



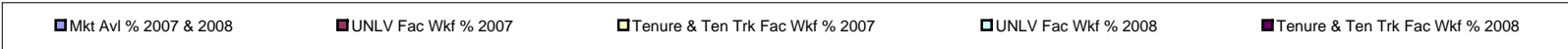
**UNLV - Utilization of Tenured and Tenure Track Women
Availability v Work Force Percentages, 2007 & 2008**



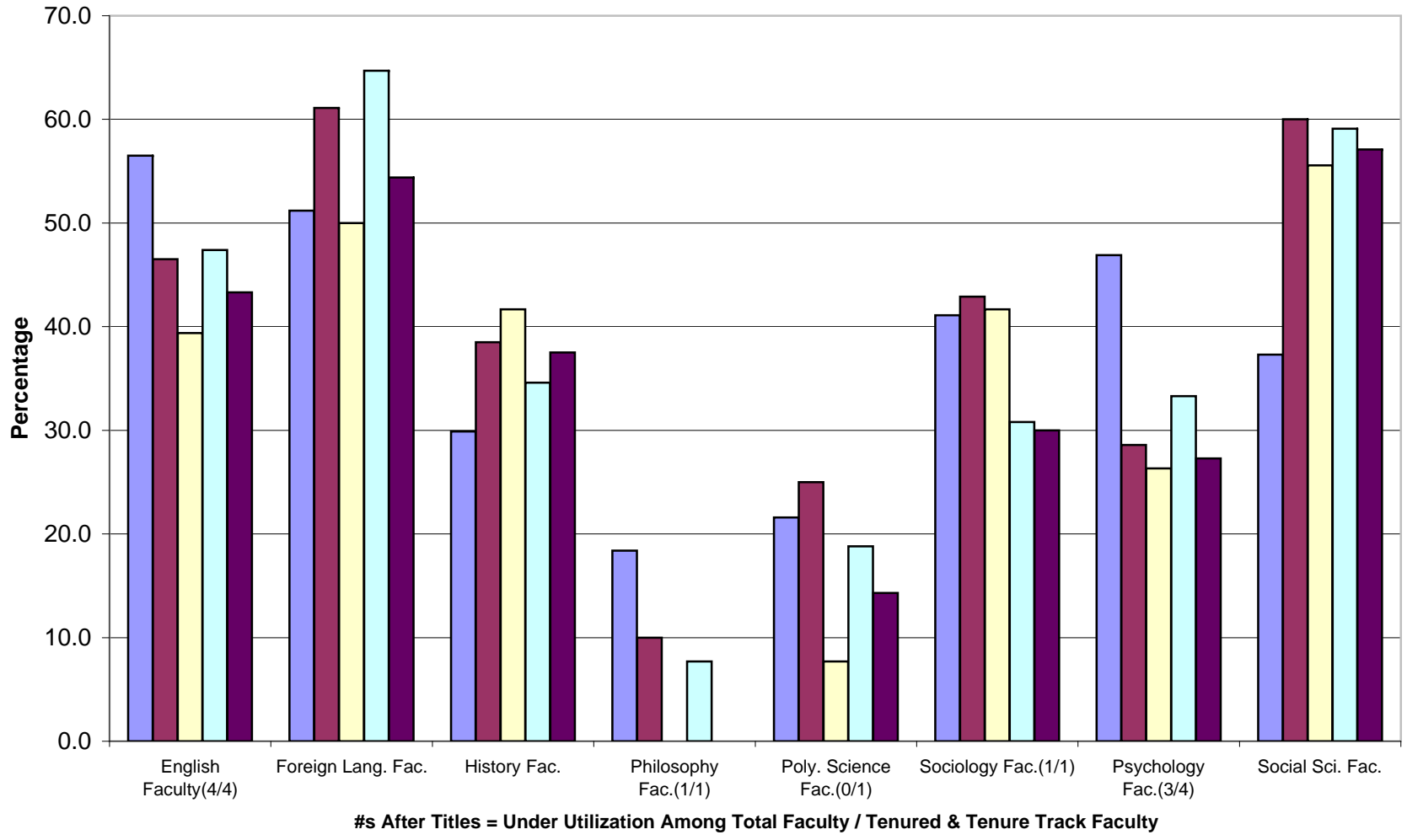
**UNLV - Utilization of Tenured and Tenure Track Women
Availability v Work Force Percentages, 2007 & 2008**



#s After Titles = Under Utilization Among Total Faculty / Tenured & Tenure Track Faculty

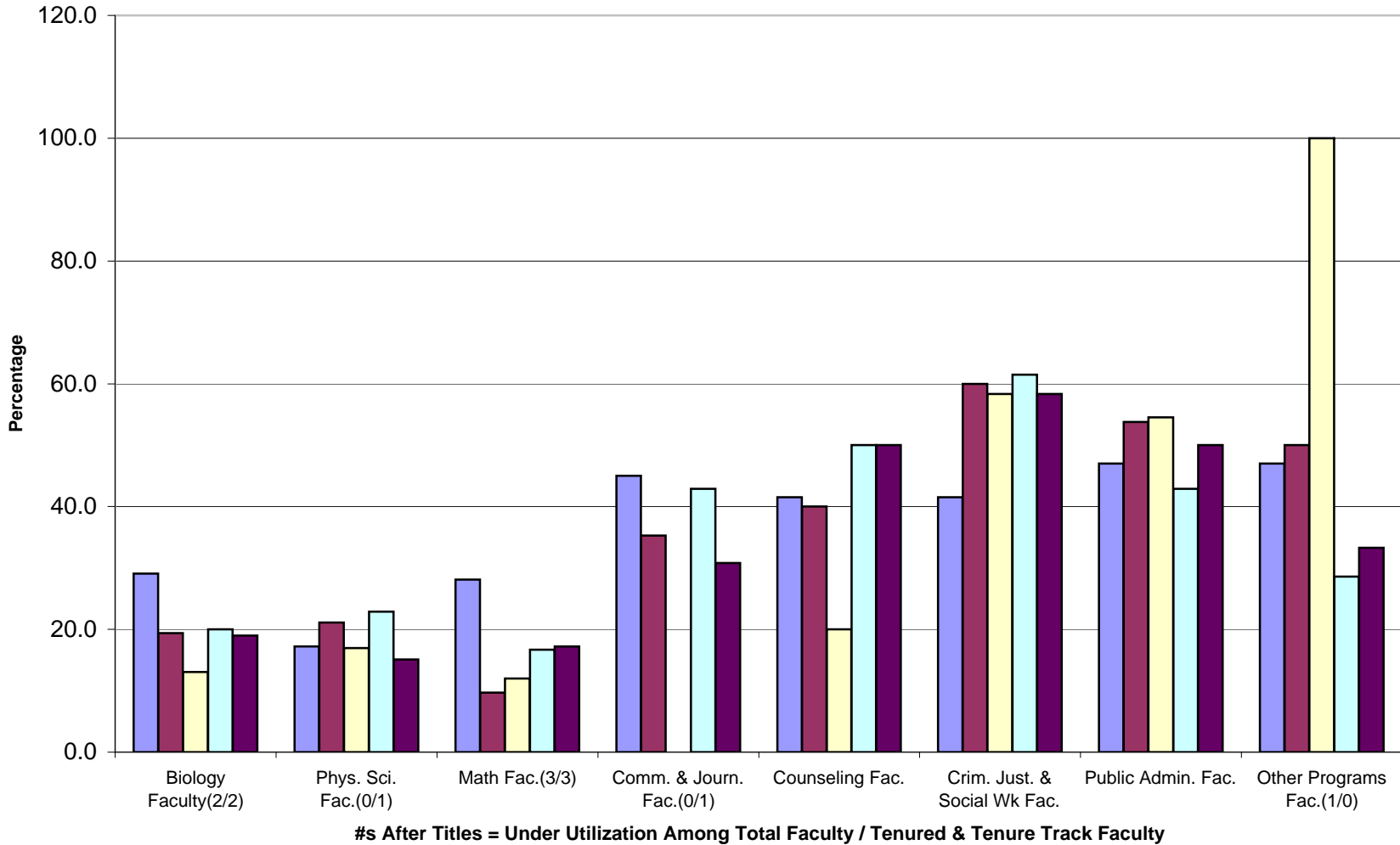


**UNLV - Utilization of Tenured and Tenure Track Women
Availability v Work Force Percentages, 2007 & 2008**



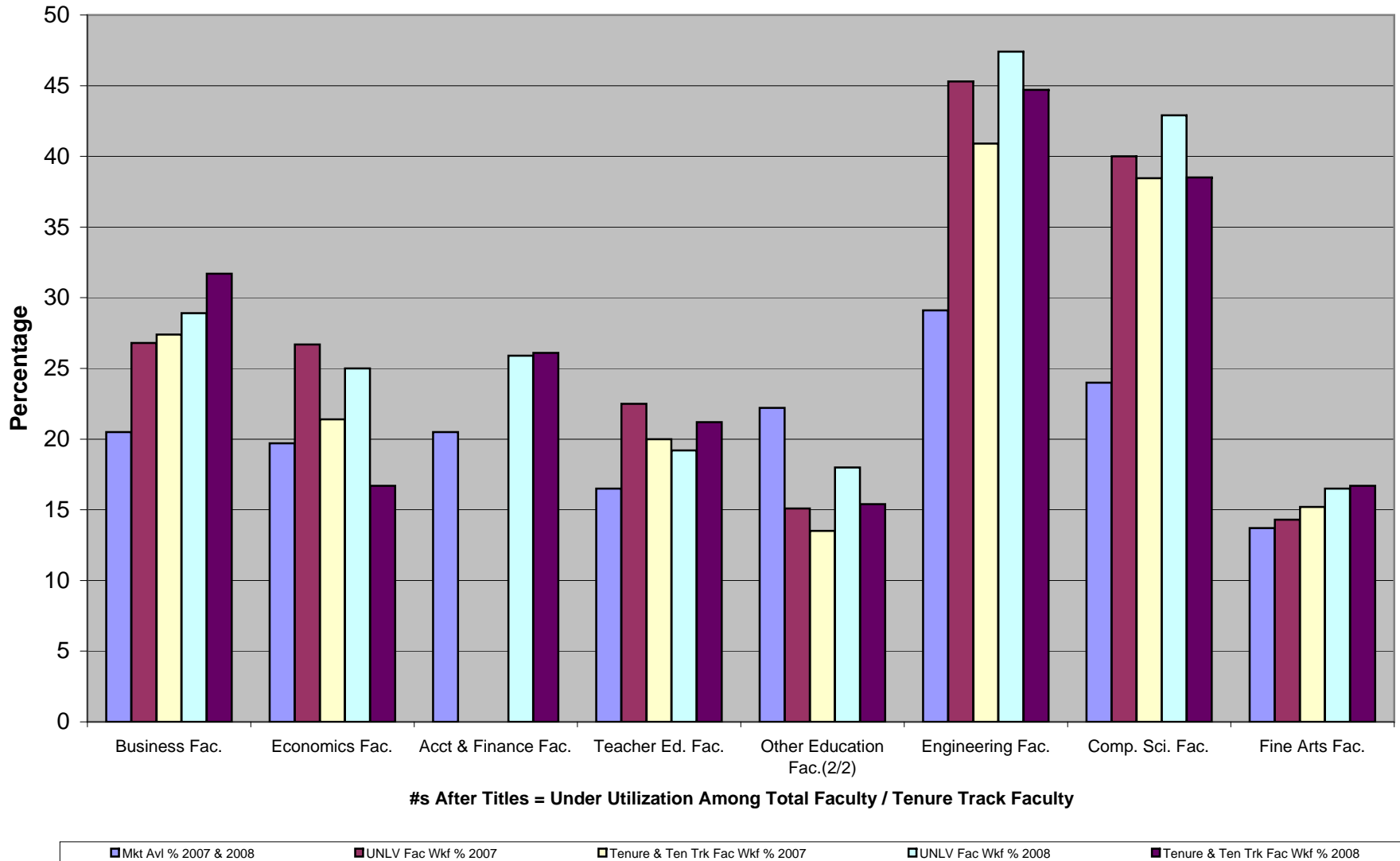
Mkt Avl % 2007 & 2008
 UNLV Fac Wkf % 2007
 Tenure & Ten Trk Fac Wkf % 2007
 UNLV Fac Wkf % 2008
 Tenure & Ten Trk Fac Wkf % 2008

**UNLV - Utilization of Tenured and Tenure Track Women
Availability v Work Force Percentages, 2007 & 2008**

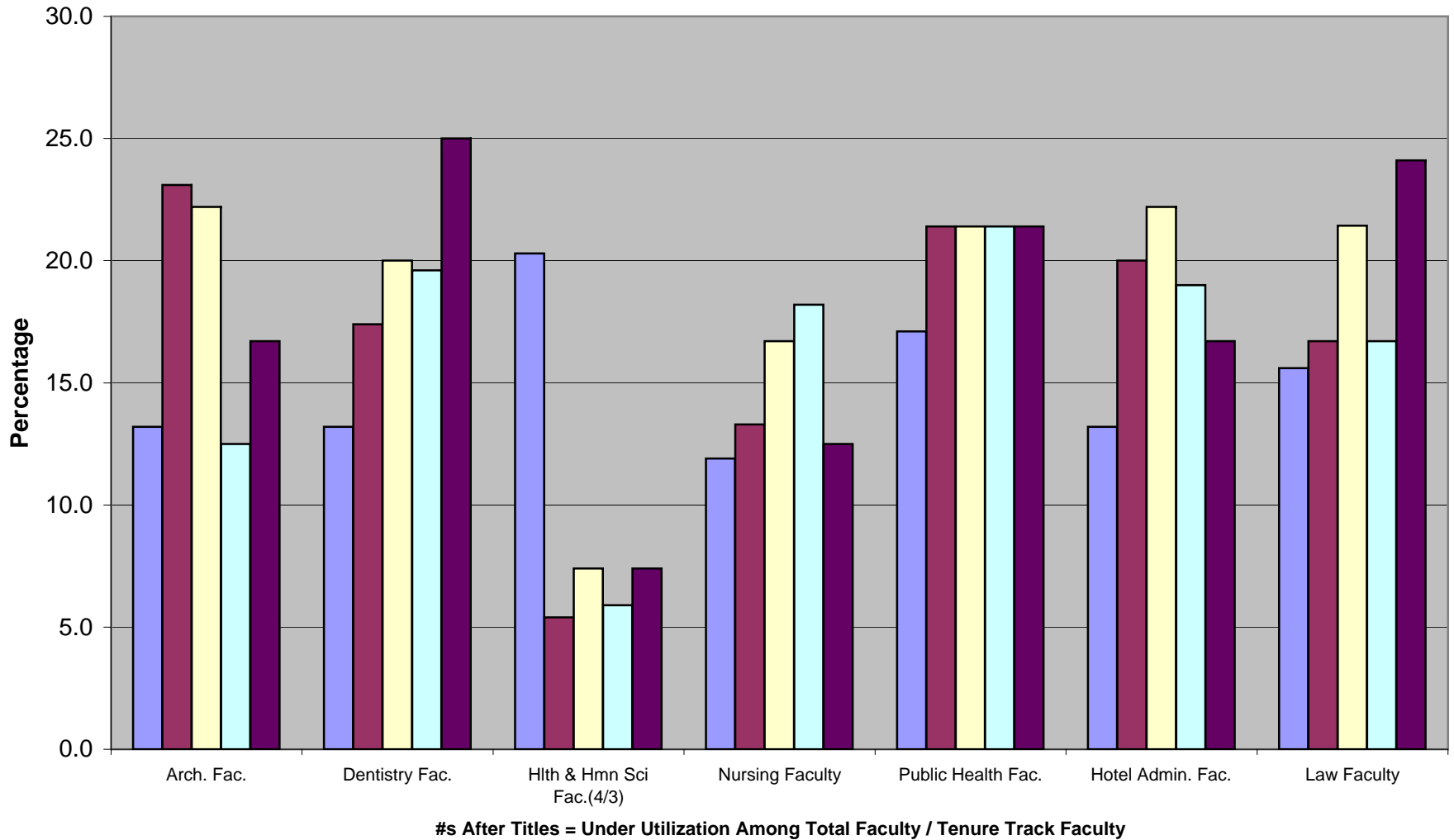


Mkt Avl % 2007 & 2008
 UNLV Fac Wkf % 2007
 Tenure & Ten Trk Fac Wkf % 2007
 UNLV Fac Wkf % 2008
 Tenure & Ten Trk Fac Wkf % 2008

**UNLV - Utilization of Tenured and Tenured Track Minorities
Availability v Work Force Percentages, 2007 & 2008**



UNLV - Utilization of Tenured and Tenured Track Minorities Availability v Work Force Percentages, 2007 & 2008



■ Mkt Avl % 2007 & 2008

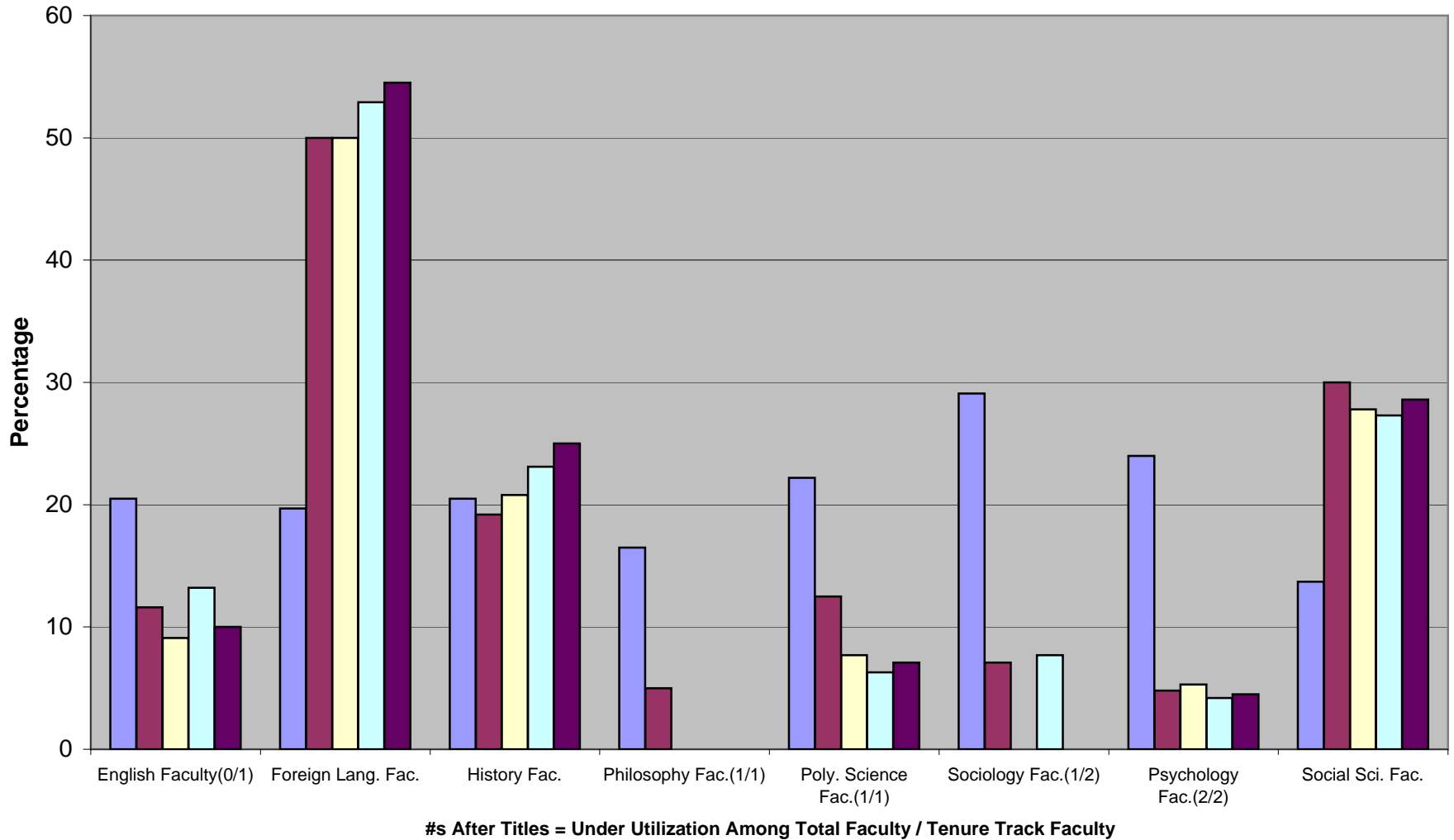
■ UNLV Fac Wkf % 2007

■ Tenure & Ten Trk Fac Wkf % 2007

■ UNLV Fac Wkf % 2008

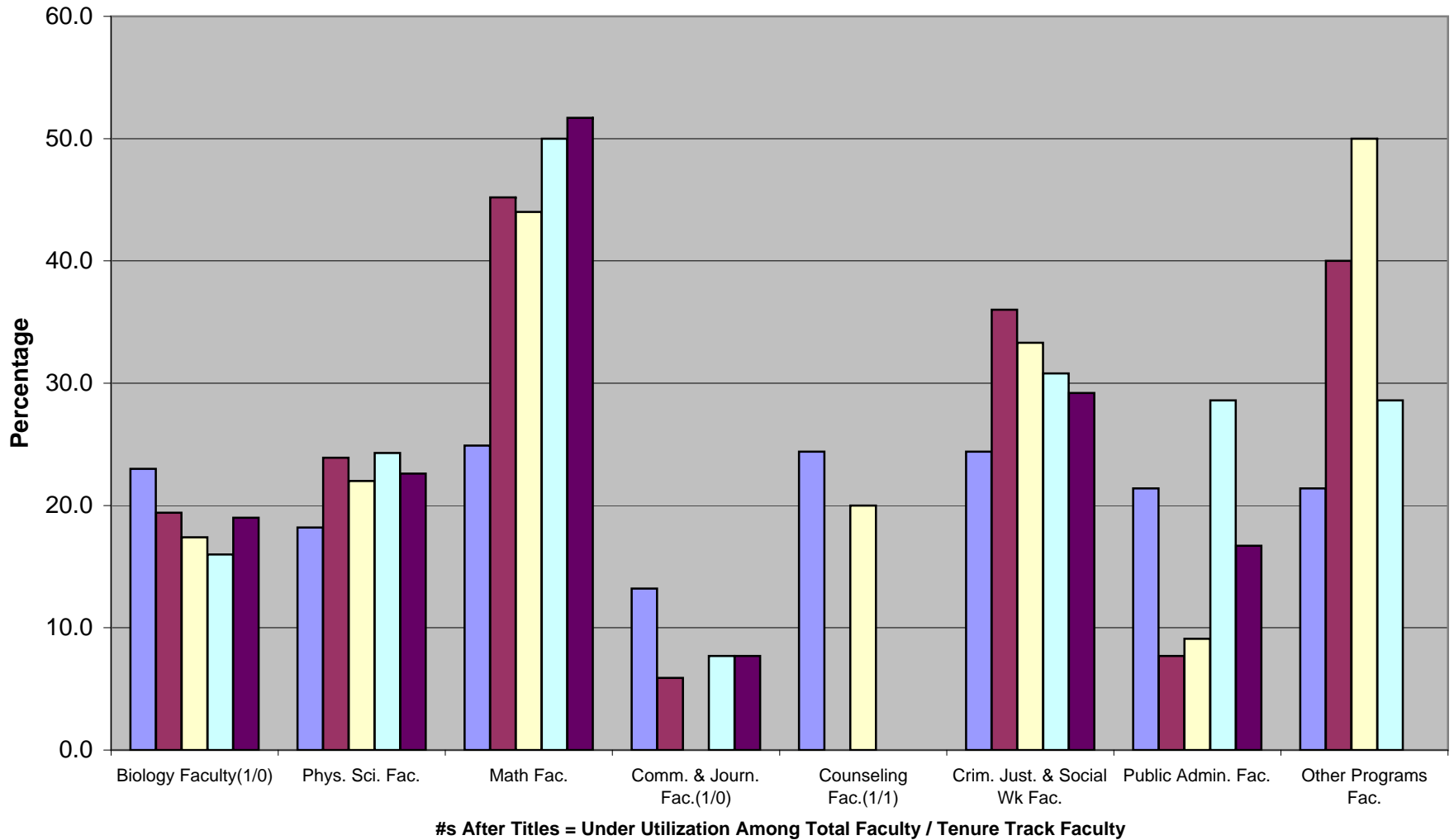
■ Tenure & Ten Trk Fac Wkf % 2008

**UNLV - Utilization of Tenured and Tenured Track Minorities
Availability v Work Force Percentages, 2007 & 2008**



■ Mkt Avl % 2007 & 2008
 ■ UNLV Fac Wkf % 2007
 ■ Tenure & Ten Trk Fac Wkf % 2007
 ■ UNLV Fac Wkf % 2008
 ■ Tenure & Ten Trk Fac Wkf % 2008

UNLV - Utilization of Tenured and Tenured Track Minorities Availability v Work Force Percentages, 2007 & 2008



■ Mkt Avl % 2007 & 2008

■ UNLV Fac Wkf % 2007

■ Tenure & Ten Trk Fac Wkf % 2007

■ UNLV Fac Wkf % 2008

■ Tenure & Ten Trk Fac Wkf % 2008



ENCLOSURE 2

Utilization Observations by EEO Category & Job Group

Page

▪ H10 – Officials & Managers	i
▪ H20 – Faculty	ii
▪ H30 – Professional Non-Faculty	xiv
▪ H40 – Technical & Paraprofessional	xviii
▪ H50 – Office Support	xviii
▪ H60 – Skilled Crafts	xix
▪ H70 – Service, Maintenance, & Trades	xix



2008 EEO/AA PROGRAM UTILIZATION OBSERVATIONS BY JOB GROUP

OFFICIALS & MANAGERS (H10)

The representation of women and minorities among executive officers has increased moderately over the past five years, both in total representation as well as in proportion to total executives. As illustrated in the chart below, the trend represents a healthy **15.1% increase in the percentage representation of women** and a very significant **50.7% increase in the percentage representation of minorities** among executive officers over the past three years.

Profile of Executives, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	253	120	*	41	*
FY 03-04	230	107	*	41	*
CY 2005*	56	20	35.7%	4	7.1%
CY 2006	63	26	41.3%	8	12.7%
CY 2007	53	17	32.1%	5	9.4%
CY 2008	56	23	41.1%	6	10.7%
Percent Change	-77.9%	-80.8%	15.1%	-85.4%	50.7%

* Base Year for Comparison is CY 2005.

Vice Presidents & Deans (100)

In 2006, the Vice Presidents & Deans Job Group consisted of 25 employees, of whom nine were women and one was a minority. In 2007, this job group consisted of 24 employees, of whom seven were women and two were minorities. In 2008, this job group consists of 24 employees, of whom nine were women and three were minorities.

- Within the Vice Presidents & Deans Job Group, the availability of women in the labor market is 30.9%. Among this job group at UNLV, women comprise 37.5%. **Current utilization of women is one above market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.**
- 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 12.5%. **Current utilization of minorities is at par with market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.**

AVPs and Executive Directors (110)

In 2006, the AVPs and Executive Directors Group consisted of 38 employees, of whom 17 were women and seven were minorities. In 2007, this job group consisted of 29 employees, of whom 10 were women and three were minorities. In 2008, this job group consists of 32 employees, of whom 14 are women and three are minorities.

- Within the AVPs and Executive Directors Job Group, the availability of women in the labor market is 36.8%. Among this job group at UNLV, women comprise 43.8%. ***Current utilization of women is two above market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.***
- Within the AVPs and Executive Directors Job Group, the availability of minorities in the labor market is 17.4%. Among this job group at UNLV, minorities comprise 9.4%. ***Current utilization of minorities is two below market availability – representing a net loss of two in the utilization of minorities in this job group compared to the previous year.***

FACULTY (H20)

The representation of women and minorities among the professorate has increased significantly over the past five years, both in total representation as well as in proportion to the total professorate. As illustrated in the chart below, the trend represents an ***11.2% increase in the percentage representation of women*** and a ***16.5% increase in the percentage representation of minorities*** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, and affiliate faculty; and lecturers.

Profile of Faculty, 2003 – 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	739	238	32.20%	139	18.80%
FY 03-04	768	256	33.30%	152	19.80%
CY 2005	855	276	32.30%	172	20.10%
CY 2006	846	285	33.70%	177	20.90%
CY 2007	978	347	35.50%	209	21.40%
CY 2008	979	350	35.80%	214	21.90%
Percent Change	32.5%	47.1%	11.2%	54.0%	16.5%

Business – Business Faculty (206)

In 2006, the Business Faculty Job Group consisted of 67 employees, of whom 15 were women and 18 were minorities. In 2007, the Business Faculty Job Group consisted of 71 employees, of whom 12 were women and 19 were minorities. In 2008, Accounting and Finance faculty were separated into a separate job group (see 208, below). In 2008, the Business Faculty Job Group consists of 46 employees, of whom seven are women and 13 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 15.2%. ***Current utilization of women is seven below market availability.***
- Within this job group, the availability of minorities in the labor market is 20.5%. Among this job group at UNLV, minorities comprise 28.3%. ***Current utilization of minorities is three above market availability.***

Note: Because of the separation of Accounting & Finance Faculty (Job Group 208) from Business Faculty (Job Group 206) in 2008, it is not meaningful to compare year to year utilization rates for these two job groups in 2008. Year to year comparisons in utilization rates will be resumed in 2009.

Business – Economics Faculty (207)

In 2006, the Economics Faculty Job Group consisted of 16 employees, of whom two were women and four were minorities. In 2007, the Economics Faculty Job Group consisted of 15 employees, of whom two were women and four were minorities. In 2008, the Economics Faculty Job Group consisted of 16 employees, of whom three are women and four are minorities.

- Within this job group, the availability of women in the labor market is 21.6%. Among this job group at UNLV, women comprise 18.8%. ***Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 19.7%. Among this job group at UNLV, minorities comprise 25.0%. ***Current utilization of minorities is at par with market availability – representing a net loss of one in the utilization of minorities in this job group compared to the previous year.***

Business – Accounting & Finance Faculty (208)

In 2006 and 2007, Accounting and Finance Faculty were included in Business Faculty (Job Group 206). In 2008, Accounting and Finance Faculty were separated to create a distinct job group. In 2008, the Accounting and Finance Faculty Job Group consists of 27 employees, of whom five are women and seven 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 18.5%. ***Current utilization of women is three below market availability.***
- Within this job group, the availability of minorities in the labor market is 20.5%. Among this job group at UNLV, minorities comprise 25.9%. ***Current utilization of minorities is one above market availability.***

Note: Because of the separation of Accounting & Finance Faculty (Job Group 208) from Business Faculty (Job Group 206) in 2008, it is not meaningful to compare year to year utilization rates for these two job groups in 2008. Year to year comparisons in utilization rates will be resumed in 2009.

Education – Teacher Education (211)

In 2006, the Teacher Education Job Group consisted of 61 employees, of whom 36 were women and 14 were minorities. In 2007, the Teacher Education Job Group consisted of 71 employees, of whom 45 were women and 16 were minorities. In 2008, the Teacher Education Job Group consists of 78 employees, of whom 46 are women and 15 are minorities.

- Within this job group, the availability of women in the labor market is 68.4%. Among this job group at UNLV, women comprise 59.0%. *Current utilization of women is seven below market availability – representing a net loss of four in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 16.5%. Among this job group at UNLV, minorities comprise 19.2%. *Current utilization of minorities is two above market availability – representing a net loss of two in the utilization of minorities in this job group compared to the previous year.*

Education – Other Education (212)

In 2006, the Other Education Job Group consisted of 43 employees, of whom 20 were women and seven were minorities. In 2007, the Other Education Job Group consisted of 53 employees, of whom 21 were women and eight were minorities. In 2008, the Other Education Job Group consists of 50 employees, of whom 25 are women and nine are minorities.

- Within this job group, the availability of women in the labor market is 58.1%. Among this job group at UNLV, women comprise 50.0%. *Current utilization of women is four below market availability – representing a net gain of five in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 22.2%. Among this job group at UNLV, minorities comprise 18.0%. *Current utilization of minorities is two below market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year.*

Engineering – Engineering Faculty (216)

In 2006, the Engineering Faculty Job Group consisted of 49 employees, of whom five were women and 20 were minorities. In 2007, the Engineering Faculty Job Group consisted of 53 employees, of whom six were women and 24 were minorities. In 2008, the Engineering Faculty Job Group consists of 57 employees, of whom six are women and 27 are minorities.

- Within this job group, the availability of women in the labor market is 8.5%. Among this job group at UNLV, women comprise 10.5%. *Current utilization of women is one above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*

- Within this job group, the availability of minorities in the labor market is 29.1%. Among this job group at UNLV, minorities comprise 47.4%. ***Current utilization of minorities is 10 above market availability – representing a net gain of two in the utilization of minorities in this job group compared to the previous year.***

Engineering – Computer Science Faculty (217)

In 2006, the Computer Science Faculty Job Group consisted of 15 employees, of whom one was a woman and six were minorities. In 2007, the Computer Science Faculty Job Group consisted of 15 employees, of whom two were women woman and six were minorities. In 2008, the Computer Science Faculty Job Group consists of 14 employees, of whom two are women woman and six are minorities.

- Within this job group, the availability of women in the labor market is 30.6%. Among this job group at UNLV, women comprise 14.3%. ***Current utilization of women is two below market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 24.0%. Among this job group at UNLV, minorities comprise 42.9%. ***Current utilization of minorities is two above market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Fine Arts – Fine Arts Faculty (221)

In 2006, the Fine Arts Faculty Job Group consisted of 72 employees, of whom 21 were women and eight were minorities. In 2007, the Fine Arts Faculty Job Group consisted of 77 employees, of whom 21 were women and 11 were minorities. In 2008, the Fine Arts Faculty Job Group consists of 78 employees, of whom 25 are women and 13 are minorities.

- Within this job group, the availability of women in the labor market is 38.1%. Among this job group at UNLV, women comprise 32.1%. ***Current utilization of women is four below market availability – representing a net gain of four in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 13.7%. Among this job group at UNLV, minorities comprise 16.7%. ***Current utilization of minorities is two above market availability – representing a net gain of two in the utilization of minorities in this job group compared to the previous year.***

Fine Arts – Architecture Faculty (222)

In 2006, the Architecture Faculty Job Group consisted of 14 employees, of whom two were women and four were minorities. In 2007, the Architecture Faculty Job Group consisted of 13 employees, of whom three were women and three were minorities. In 2008, the Architecture Faculty Job Group consists of 16 employees, of whom one is a woman and two are minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 6.3%. ***Current utilization of women is four below market availability – representing a net loss of four in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 13.2%. Among this job group at UNLV, minorities comprise 12.5%. ***Current utilization of minorities is at par with market availability – representing a net loss of one in the utilization of minorities in this job group compared to the previous year.***

HHS – Dental Medicine Faculty (226)

In 2006, the Dental Medicine Faculty Job Group consisted of 18 employees, of whom three were women and three were minorities. In 2007, the Dental Medicine Faculty Job Group consisted of 46 employees, of whom 17 were women and eight were minorities. In 2008, the Dental Medicine Faculty Job Group consists of 46 employees, of whom 15 are women and nine are minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 32.6%. ***Current utilization of women is one above market availability – representing a net loss of two in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 13.2%. Among this job group at UNLV, minorities comprise 19.6%. ***Current utilization of minorities is two above market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year.***

HHS – Health & Human Sciences Faculty (227)

In 2006, the Health & Human Sciences Faculty Job Group consisted of 35 employees, of whom 14 were women and four were minorities. In 2007, the Health & Human Sciences Faculty Job Group consisted of 37 employees, of whom 15 were women and two were minorities. In 2008, the Health & Human Sciences Faculty Job Group consists of 34 employees, of whom 12 are women and two are minorities.

- Within this job group, the availability of women in the labor market is 53.3%. Among this job group at UNLV, women comprise 35.3%. ***Current utilization of women is six below market availability – representing a net loss of two in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 20.3%. Among this job group at UNLV, minorities comprise 5.9%. ***Current utilization of minorities is four below market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year.***

HHS – Nursing Faculty (228)

In 2006, the Nursing Faculty Job Group consisted of 21 employees, of whom 19 were women and three were minorities. In 2007, the Nursing Faculty Job Group consisted of 30 employees, of whom 26 were women and four were minorities. In 2008, the Nursing Faculty Job Group consists of 35 employees, of whom 28 are women and six are minorities.

- Within this job group, the availability of women in the labor market is 95.8%. Among this job group at UNLV, women comprise 80.0%. *Current utilization of women is five below market availability – representing a net loss of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 11.9%. Among this job group at UNLV, minorities comprise 17.1%. *Current utilization of minorities is one above market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year.*

HHS – Public Health Faculty (229)

In 2006, the Public Health Faculty Job Group consisted of 12 employees, of whom four were women and two were minorities. In 2007, the Public Health Faculty Job Group consisted of 14 employees, of whom five were women and three were minorities. In 2008, the Public Health Faculty Job Group consists of 14 employees, of whom five are women and three are minorities.

- Within this job group, the availability of women in the labor market is 60.9%. Among this job group at UNLV, women comprise 35.7%. *Current utilization of women is three below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 17.1%. Among this job group at UNLV, minorities comprise 21.4%. *Current utilization of minorities is at par with market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.*

Hotel Administration (230)

In 2006, the Hotel Administration Faculty Job Group consisted of 50 employees, of whom 19 were women and nine were minorities. In 2007, the Hotel Administration Faculty Job Group consisted of 60 employees, of whom 21 were women and 12 were minorities. In 2008, the Hotel Administration Faculty Job Group consists of 28 employees, of whom 20 are women and 11 are minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 34.5%. *Current utilization of women is three above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*

- Within this job group, the availability of minorities in the labor market is 13.2%. Among this job group at UNLV, minorities comprise 19.0%. ***Current utilization of minorities is three above market availability – representing a net gain of three in the utilization of minorities in this job group compared to the previous year.***

Law Faculty (235)

In 2006, the Law Faculty Job Group consisted of 37 employees, of whom 19 were women and seven were minorities. In 2007, the Law Faculty Job Group consisted of 42 employees, of whom 21 were women and seven were minorities. In 2008, the Law Faculty Job Group consists of 43 employees, of whom 22 are women and eight are minorities.

- Within this job group, the availability of women in the labor market is 38.5%. Among this job group at UNLV, women comprise 51.20%. ***Current utilization of women is five above market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 15.6%. Among this job group at UNLV, minorities comprise 18.6%. ***Current utilization of minorities is one above market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year.***

Liberal Arts – English & Literature Faculty (241)

In 2006, the English & Literature Faculty Job Group consisted of 42 employees, of whom 17 were women and four were minorities. In 2007, the English & Literature Faculty Job Group consisted of 43 employees, of whom 20 were women and five were minorities. In 2008, the English & Literature Faculty Job Group consists of 43 employees, of whom 22 are women and eight are minorities.

- Within this job group, the availability of women in the labor market is 56.5%. Among this job group at UNLV, women comprise 46.2%. ***Current utilization of women is four below market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 13.6%. Among this job group at UNLV, minorities comprise 12.8%. ***Current utilization of minorities is at par with market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Liberal Arts – Foreign Languages Faculty (242)

In 2006, the Foreign Languages Faculty Job Group consisted of 14 employees, of whom eight were women and seven were minorities. In 2007, the Foreign Languages Faculty Job Group consisted of 18 employees, of whom 11 were women and nine were minorities. In 2008, the Foreign Languages Faculty Job Group consists of 17 employees, of whom 11 are women and nine are minorities.

- Within this job group, the availability of women in the labor market is 51.2%. Among this job group at UNLV, women comprise 64.7%. ***Current utilization of women is two above market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 27.1%. Among this job group at UNLV, minorities comprise 52.9%. ***Current utilization of minorities is four above market availability – representing no net change in the utilization of minorities in this job group compared to the previous year***

Liberal Arts – History Faculty (243)

In 2006, the History Faculty Job Group consisted of 25 employees, of whom nine were women and four were minorities. In 2007, the History Faculty Job Group consisted of 26 employees, of whom ten were women and five were minorities. In 2007, the History Faculty Job Group consists of 26 employees, of whom nine are women and six are minorities.

- Within this job group, the availability of women in the labor market is 29.9%. Among this job group at UNLV, women comprise 34.6%. ***Current utilization of women is one above market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 17.6%. Among this job group at UNLV, minorities comprise 23.1%. ***Current utilization of minorities is one above market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year***

Liberal Arts – Philosophy Faculty (244)

In 2006, the Philosophy Faculty Job Group consisted of seven employees, of whom neither was a woman or a minority. In 2007, the Philosophy Faculty Job Group consisted of 20 employees, of whom two were women and one was a minority. In 2008, the Philosophy Faculty Job Group consists of 13 employees, of whom one is a woman and none is a minority.

- Within this job group, the availability of women in the labor market is 18.4%. Among this job group at UNLV, women comprise 7.7%. ***Current utilization of women is one below market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 12.4%. Among this job group at UNLV, minorities comprise 0.0%. ***Current utilization of minorities is one below market availability – representing no net change in the utilization of minorities in this job group compared to the previous year***

Liberal Arts – Political Science Faculty (245)

In 2006, the Political Science Job Group consisted of 14 employees, of whom three were women and one was a minority. In 2007, the Political Science Job Group consisted of 16 employees, of whom four were women and two were minorities. In 2008, the Political Science Job Group consists of 16 employees, of whom three are women and one is a minority.

- Within this job group, the availability of women in the labor market is 21.6%. Among this job group at UNLV, women comprise 18.8%. ***Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 15.9%. Among this job group at UNLV, minorities comprise 6.3%. ***Current utilization of minorities is one below market availability – representing a net loss of one in the utilization of minorities in this job group compared to the previous year.***

Liberal Arts – Sociology Faculty (246)

In 2006, the Sociology Faculty Job Group consisted of 17 employees, of whom six were women and one was a minority. In 2007, the Sociology Faculty Job Group consisted of 14 employees, of whom six were women and one was a minority. In 2008, the Sociology Faculty Job Group consists of 13 employees, of whom four are women and one is a minority.

- Within this job group, the availability of women in the labor market is 41.1%. Among this job group at UNLV, women comprise 30.8%. ***Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 20.0%. Among this job group at UNLV, minorities comprise 7.7%. ***Current utilization of minorities is one below market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Liberal Arts – Psychology (247)

In 2006, the Psychology Faculty Job Group consisted of 20 employees, of whom six were women and two were minorities. In 2007, the Psychology Faculty Job Group consisted of 21 employees, of whom six were women and one was a minority. In 2008, the Psychology Faculty Job Group consists of 24 employees, of whom eight are women and one is a minority.

- Within this job group, the availability of women in the labor market is 46.9%. Among this job group at UNLV, women comprise 33.3%. ***Current utilization of women is three below market availability – representing no net change in the utilization of women in this job group compared to the previous year.***

- Within this job group, the availability of minorities in the labor market is 15.9%. Among this job group at UNLV, minorities comprise 4.2%. ***Current utilization of minorities is two below market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Liberal Arts – Social Sciences (248)

In 2006, the Social Sciences Faculty Job Group consisted of 19 employees, of whom 11 were women and five were minorities. In 2007, the Social Sciences Faculty Job Group consisted of 20 employees, of whom 12 were women and six were minorities. In 2007, the Social Sciences Faculty Job Group consists of 22 employees, of whom 13 are women and six are minorities.

- Within this job group, the availability of women in the labor market is 37.3%. Among this job group at UNLV, women comprise 59.1%. ***Current utilization of women is four above market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 18.9%. Among this job group at UNLV, minorities comprise 27.3%. ***Current utilization of minorities is one above market availability – representing a net loss of one in the utilization of minorities in this job group compared to the previous year.***

Sciences – Biological Sciences Faculty (251)

In 2006, the Biological Sciences Faculty Job Group consisted of 28 employees, of whom four were women and five were minorities. In 2007, the Biological Sciences Faculty Job Group consisted of 31 employees, of whom six were women and six were minorities. In 2008, the Biological Sciences Faculty Job Group consists of 25 employees, of whom five are women and four are minorities.

- Within this job group, the availability of women in the labor market is 29.1%. Among this job group at UNLV, women comprise 20.0%. ***Current utilization of women is two below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 23.0%. Among this job group at UNLV, minorities comprise 16.0%. ***Current utilization of minorities is one below market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Sciences – Physical Sciences Faculty (252)

In 2006, the Physical Sciences Faculty Job Group consisted of 66 employees, of whom 11 were women and 15 were minorities. In 2007, the Physical Sciences Faculty Job Group consisted of 71 employees, of whom 15 were women and 17 were minorities. In 2008, the Physical Sciences Faculty Job Group consists of 70 employees, of whom 16 are women and 17 are minorities.

- Within this job group, the availability of women in the labor market is 17.2%. Among this job group at UNLV, women comprise 22.9%. ***Current utilization of women is four above market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 18.2%. Among this job group at UNLV, minorities comprise 24.3%. ***Current utilization of minorities is four above market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Sciences – Mathematics Faculty (253)

In 2006, the Mathematics Faculty Job Group consisted of 31 employees, of whom three were women and 13 were minorities. In 2007, the Mathematics Faculty Job Group consisted of 31 employees, of whom three were women and 14 were minorities. In 2008, the Mathematics Faculty Job Group consists of 30 employees, of whom five are women and 15 are minorities.

- Within this job group, the availability of women in the labor market is 28.1%. Among this job group at UNLV, women comprise 16.7%. ***Current utilization of women is three below market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 24.9%. Among this job group at UNLV, minorities comprise 50.0%. ***Current utilization of minorities is seven above market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year.***

Urban Affairs – Communications & Journalism Faculty (256)

In 2006, the Communications & Journalism Faculty Job Group consisted of 14 employees, of whom five were women and none was a minority. In 2007, the Communications & Journalism Faculty Job Group consisted of 17 employees, of whom six were women and one was a minority. In 2008, the Communications & Journalism Faculty Job Group consists of 28 employees, of whom 12 are women and two are minorities.

- Within this job group, the availability of women in the labor market is 45.0%. Among this job group at UNLV, women comprise 42.9%. ***Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 13.2%. Among this job group at UNLV, minorities comprise 7.1%. ***Current utilization of minorities is one below market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Urban Affairs – Counseling Faculty (257)

In 2006, the Counseling Faculty Job Group consisted of six employees, of whom three were women and one was a minority. In 2007, the Counseling Faculty Job Group consisted of five employees, of whom two were women and none was a minority. In 2008, the Counseling Faculty Job Group consists of four employees, of whom two are women and none is a minority.

- Within this job group, the availability of women in the labor market is 41.5%. Among this job group at UNLV, women comprise 50.0%. *Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 24.4%. Among this job group at UNLV, minorities comprise 0.0%. *Current utilization of minorities is one below market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.*

Urban Affairs – Criminal Justice & Social Work (258)

In 2006, the Criminal Justice & Social Work Faculty Job Group consisted of 23 employees, of whom 14 were women and eight were minorities. In 2007, the Criminal Justice & Social Work Faculty Job Group consisted of 25 employees, of whom 15 were women and nine were minorities. In 2008, the Criminal Justice & Social Work Faculty Job Group consists of 26 employees, of whom 16 are women and eight are minorities.

- Within this job group, the availability of women in the labor market is 41.5%. Among this job group at UNLV, women comprise 61.5%. *Current utilization of women is five above market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 24.4%. Among this job group at UNLV, minorities comprise 30.8%. *Current utilization of minorities is one above market availability – representing net loss of one in the utilization of minorities in this job group compared to the previous year.*

Urban Affairs – Public Administration Faculty (259)

In 2006, the Public Administration Faculty Job Group consisted of seven employees, of whom two were women and none was a minority. In 2007, the Public Administration Faculty Job Group consisted of 13 employees, of whom seven were women and one was a minority. In 2008, the Public Administration Faculty Job Group consists of seven employees, of whom three are women and two are minorities.

- Within this job group, the availability of women in the labor market is 47.0%. Among this job group at UNLV, women comprise 42.9%. *Current utilization of women is at par with*

market availability – representing no net change in the utilization of women in this job group compared to the previous year.

- Within this job group, the availability of minorities in the labor market is 21.4%. Among this job group at UNLV, minorities comprise 28.6%. *Current utilization of minorities is at par with market availability – representing a net gain of one in the utilization of minorities in this job group compared to the previous year.*

Other Academic Programs, Not Elsewhere Classified (290)

In 2006, 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 2007, the Other Academic Programs Faculty Job Group consisted of 10 employees, of whom five were women and four were minorities. In 2008, the Other Academic Programs Faculty Job Group consists of seven employees, of whom two are women and two are minorities.

- Within this job group, the availability of women in the labor market is 47.0%. Among this job group at UNLV, women comprise 28.6%. *Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 21.4%. Among this job group at UNLV, minorities comprise 28.6%. *Current utilization of minorities is at par with market availability – representing a net loss of one in the utilization of minorities in this job group compared to the previous year.*

PROFESSIONAL NON-FACULTY (H30)

Reflecting institution-wide trends, the representation of women and minorities increased as well in the professional, non-faculty category. As noted previously, the re-categorization of jobs among EEO occupational categories in 2005 limits trend line comparisons in H10 and H30 to using CY 2005 as the basis year for comparison, yielding a three-year trend line.

Further, it is notable that the representation of women among professional staff already exceeded 50% in the base year of comparison. Consequently, *while the percentage representation of women has decreased slightly by 0.9%, this change is not material.* The trend line reflects a significant *25.2% increase in the percentage representation of minorities* among professional staff over the past three years.

Profile of Professional Staff, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	382	195	*	73	*
FY 03-04	484	253	*	111	*
CY 2005*	835	458	54.90%	202	24.20%
CY 2006	864	480	55.60%	223	25.80%
CY 2007	986	554	56.20%	290	29.40%
CY 2008	996	542	54.40%	302	30.30%
Percent Change	160.7%	177.9%	-0.9%	313.7%	25.2%

* Base Year for Comparison is CY 2005.

Note: Among the following professional, non-faculty job groups, it is possible that the reclassification of positions among job groups may have a statistical, but non-substantive effect on apparent utilization rates. Academic Support (310) shows 36 fewer positions in 2008 than 2007 and Information Technology (340) shows 28 fewer positions, while Administrative Professional (320) shows 48 more positions and Scientific & Health shows 10 more positions. As a result, apparent changes in utilization rates for these job groups from 2007 to 2008 – which essentially offset one another – may represent nothing more than the reclassification of job titles among these job groups.

Academic Support Professionals (310)

In 2006, the Academic Support Professionals Job Group consisted of 143 employees, of whom 87 were women and 51 were minorities. In 2007, the Academic Support Professionals Job Group consisted of 216 employees, of whom 141 were women and 92 were minorities. In 2008, the Academic Support Professionals Job Group consists of 190 employees, of whom 122 are women and 83 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 64.2%. ***Current utilization of women is 18 above market availability. – representing a net loss of 12 in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 25.1%. Among this job group at UNLV, minorities comprise 42.6%. ***Current utilization of minorities is 30 above market availability – representing a net loss of seven in the utilization of minorities in this job group compared to the previous year.***

Administrative Professionals (320)

In 2006, the Administrative Professionals Job Group consisted of 419 employees, of whom 260 were women and 106 were minorities. In 2007, the Administrative Professionals Job Group consisted of 457 employees, of whom 280 were women and 119 were minorities. In 2008, the Administrative Professionals Job Group consists of 505 employees, of whom 311 are women and 145 are minorities.

- Within this job group, the availability of women in the labor market is 39.1%. Among this job group at UNLV, women comprise 61.6%. ***Current utilization of women is 113 above market availability – representing a net loss of six in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 20.1%. Among this job group at UNLV, minorities comprise 28.7%. ***Current utilization of minorities is 43 above market availability – representing a net gain of 10 in the utilization of minorities in this job group compared to the previous year.***

Athletics Professionals (330)

In 2006, the Athletics Professionals Job Group consisted of 58 employees, of whom 16 were women and 13 were minorities. In 2007, the Athletics Professionals Job Group consisted of 62 employees, of whom 16 were women and 15 were minorities. In 2008, the Athletics Professionals Job Group consists of 67 employees, of whom 19 are women and 17 are minorities

- Within this job group, the availability of women in the labor market is 33.3%. Among this job group at UNLV, women comprise 28.4%. ***Current utilization of women is three below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 20.8%. Among this job group at UNLV, minorities comprise 25.4%. ***Current utilization of minorities is three above market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

Information Technology Professionals (340)

In 2006, the Information Technology Professionals Job Group consisted of 95 employees, of whom 36 were women and 19 were minorities. In 2007, the Information Technology Professionals Job Group consisted of 100 employees, of whom 33 were women and 23 were minorities. In 2008, the Information Technology Professionals Job Group consists of 72 employees, of whom 16 are women and 12 are minorities.

- Within this job group, the availability of women in the labor market is 33.4%. Among this job group at UNLV, women comprise 22.2%. ***Current utilization of women is eight below market availability – representing a net loss of 12 in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 21.7%. Among this job group at UNLV, minorities comprise 16.7%. ***Current utilization of minorities is four below market availability – representing a net loss of six in the utilization of minorities in this job group compared to the previous year.***

Library Professionals (350)

In 2006, the Library Professionals Job Group consisted of 42 employees, of whom 31 were women and five were minorities. In 2007, the Library Professionals Job Group consisted of 44 employees, of whom 32 were women and six were minorities. In 2008, the Library Professionals Job Group consists of 45 employees, of whom 31 are women and six are minorities.

- Within this job group, the availability of women in the labor market is 84.5%. Among this job group at UNLV, women comprise 68.9%. *Current utilization of women is seven below market availability – representing a net loss of two in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 16.4%. Among this job group at UNLV, minorities comprise 13.3%. *Current utilization of minorities is one below market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.*

Science & Health Professionals (360)

In 2006, the Science & Health Professionals Job Group consisted of 107 employees, of whom 50 were women and 29 were minorities. In 2007, the Science & Health Professionals Job Group consisted of 107 employees, of whom 52 were women and 35 were minorities. In 2008, the Science & Health Professionals Job Group consists of 117 employees, of whom 43 are women and 39 are minorities.

- Within this job group, the availability of women in the labor market is 38.4%. Among this job group at UNLV, women comprise 36.8%. *Current utilization of women is two below market availability – representing a net loss of 14 in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of minorities in the labor market is 22.8%. Among this job group at UNLV, minorities comprise 33.3%. *Current utilization of minorities is twelve above market availability – representing a net gain of two in the utilization of minorities in this job group compared to the previous year.*

PROFILE OF CLASSIFIED EMPLOYEES (H40 – H70)

Among total classified staff, it is notable that women already comprised substantially more than 50% of classified staff in the base year for comparison. Consequently, percentage growth in the representation of women is understandably moderate (and growth above 60% could pose a future area of concern regarding the representation of males). The representation of minorities among classified staff increased materially. As illustrated in the chart below, the trend represents an appropriately modest *2.7% increase in the percentage representation of women* and a significant *30.8% increase in the percentage representation of minorities* among classified staff over the past five years.

Profile of Classified Staff, 2003 - 2008					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	963	545	56.60%	306	31.80%
FY 03-04	1,008	574	56.90%	340	33.70%
CY 2005	1,178	678	57.60%	438	37.20%
CY 2006	1,195	686	57.40%	458	38.30%
CY 2007	1,213	705	58.10%	496	40.90%
CY 2008	1,251	727	58.10%	521	41.60%
Percent Change	29.9%	33.4%	2.7%	70.3%	30.8%

TECHNICAL/PARAPROFESSIONAL (H40)

Technical/Paraprofessional (400)

In 2006, the Technical/Paraprofessional Job Group consisted of 271 employees, of whom 160 were women and 112 were minorities. In 2007, the Technical/Paraprofessional Job Group consisted of 280 employees, of whom 171 were women and 114 were minorities. In 2008, the Technical/Paraprofessional Job Group consists of 307 employees, of whom 179 are women and 131 are minorities.

- Within this job group, the availability of women in the labor market is 51.4%. Among this job group at UNLV, women comprise 58.3%. ***Current utilization of women is 21 above market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 23.2%. Among this job group at UNLV, minorities comprise 42.7%. ***Current utilization of minorities is 59 above market availability – representing a net gain of 13 in the utilization of minorities in this job group compared to the previous year.***

OFFICE SUPPORT (H50)

Office Support, Senior Level Job Group (500)

In 2006, the Office, Senior Level Job Group consisted of 291 employees, of whom 259 were women and 76 were minorities. In 2007, the Office, Senior Level Job Group consisted of 331 employees, of whom 289 were women and 121 were minorities. In 2008, the Office, Senior Level Job Group consists of 360 employees, of whom 313 are women and 134 are minorities.

- Within this job group, the availability of women in the labor market is 75.5%. Among this job group at UNLV, women comprise 87.0%. ***Current utilization of women is 41 above market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 31.0%. Among this job group at UNLV, minorities comprise 37.2%. ***Current utilization of minorities 22***

above market availability – representing a net gain of six in the utilization of minorities in this job group compared to the previous year.

Office Support, Support Level Job Group (510)

In 2006, the Office, Support Level Job Group consisted of 228 employees, of whom 191 were women and 100 were minorities. In 2007, the Office, Support Level Job Group consisted of 208 employees, of whom 175 were women and 95 were minorities. In 2008, the Office, Support Level Job Group consists of 170 employees, of whom 149 are women and 82 are minorities.

- Within this job group, the availability of women in the labor market is 78.2%. Among this job group at UNLV, women comprise 87.7%. ***Current utilization of women is 16 above market availability – representing a net gain of seven in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 30.2%. Among this job group at UNLV, minorities comprise 48.2%. ***Current utilization of minorities is 30 above market availability – representing a net loss of two in the utilization of minorities in this job group compared to the previous year.***

SKILLED CRAFTS (H60)

Skilled Crafts (600)

In 2006, the Skilled Crafts Job Group consisted of 58 employees, of whom two were women and 16 were minorities. In 2007, the Skilled Crafts Job Group consisted of 59 employees, of whom one was a woman and 15 were minorities. In 2008, the Skilled Crafts Job Group consists of 63 employees, of whom one is a woman and 15 are minorities.

- Within this job group, the availability of women in the labor market is 2.1%. Among this job group at UNLV, women comprise 1.6%. ***Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 29.5%. Among this job group at UNLV, minorities comprise 23.8%. ***Current utilization of minorities is three below market availability – representing a net loss of one in the utilization of minorities in this job group compared to the previous year.***

SERVICE AND MAINTENANCE (H70)

Maintenance Workers (700)

In 2006, the Maintenance Job Group consisted of 104 employees, of whom 11 were women and 35 were minorities. In 2007, the Maintenance Job Group consisted of 93 employees, of whom 10 were women and 30 were minorities. In 2008, the Maintenance Job Group consists of 96 employees, of whom 13 are women and 30 are minorities.

- Within this job group, the availability of women in the labor market is 6.3%. Among this job group at UNLV, women comprise 13.5%. ***Current utilization is of women is six above market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 27.8%. Among this job group at UNLV, minorities comprise 31.3%. ***Current utilization of minorities is three above market availability – representing a net loss of one in the utilization of minorities in this job group compared to the previous year.***

Public Safety Workers (710)

In 2006, the Public Safety Job Group consisted of 43 employees, of whom 11 were women and 15 were minorities. In 2007, the Public Safety Job Group consisted of 46 employees, of whom eight were women and 14 were minorities. In 2008, the Public Safety Job Group consists of 47 employees, of whom nine are women and 16 are minorities.

- Within this job group, the availability of women in the labor market is 24.9%. Among this job group at UNLV, women comprise 19.2%. ***Current utilization of women is two below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 24.5%. Among this job group at UNLV, minorities comprise 34.0%. ***Current utilization of minorities is four above market availability – representing a net gain of two in the utilization of minorities in this job group compared to the previous year.***

Custodial/Grounds (720)

In 2006, the Custodial/Grounds Job Group consisted of 200 employees, of whom 52 were women, and 104 were minorities. In 2007, the Custodial/Grounds Job Group consisted of 196 employees, of whom 51 were women, and 107 were minorities. In 2008, the Custodial/Grounds Job Group consists of 208 employees, of whom 63 are women and 113 are minorities.

- Within this job group, the availability of women in the labor market is 27.0%. Among this job group at UNLV, women comprise 30.3%. ***Current utilization of women is six above market availability – representing a net gain of seven in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of minorities in the labor market is 54.2%. Among this job group at UNLV, minorities comprise 54.3%. ***Current utilization of minorities is at par with market availability – representing no net change in the utilization of minorities in this job group compared to the previous year.***

See Chart 1 at Enclosure 1, Workforce & Availability Comparisons, 2005 – 2008, for source data.



ENCLOSURE 3

Target of Opportunity Program Policy



TARGET OF OPPORTUNITY PROGRAM (TOP) POLICY AND PROCESS

RESPONSIBLE ADMINISTRATOR: VICE PROVOST FOR ACADEMIC AFFAIRS
RESPONSIBLE OFFICES: OFFICE OF THE VICE PROVOST FOR ACADEMIC RESOURCES
OFFICE OF HUMAN RESOURCES & DIVERSITY INITIATIVES
ORIGINALLY ISSUED: OCTOBER 4, 2004
REVISION DATE: JANUARY 3, 2006

POLICY

The purpose of the Target of Opportunity Program (TOP) is to support the University's commitment to increase the diversity of the professorate, with special emphasis on the recruitment of women or minority faculty in academic disciplines where these groups have historically been and continue to be under-represented at UNLV in relation to labor market availability, as documented in the University's annual EEO/AA Plan.

TOP candidates who qualify for senior faculty status are strongly preferred. All candidates must be fully qualified and must be recommended by academic departments, consistent with applicable College, School, or Department Bylaws.

TOP recruitment occurs within the context of the University's overall commitment to provide equal opportunity to all qualified applicants, regardless of personal demographics. As such, it does not represent (and should not be construed as) a set-aside program. Rather, TOP recruitment constitutes a specific EEO/AA Plan, affirmative action program element to identify and recruit fully qualified women and minority faculty. [See explanatory notes on Federal EEO/AA Plan requirements, following this policy.]

Specific measures that may be employed to support TOP recruitment include:

1. Targeted outreach to identify qualified applicants and generate interest in UNLV employment opportunities, concurrent with or in advance of public recruitment.
2. Augmentation of interview pools to provide for the continuing consideration of women or minority candidates that might not otherwise be included in preliminary interview pools, but whose academic qualifications are substantially equal to male or non-minority candidates included in preliminary interview pools.
3. Preference in hiring among substantially equally qualified candidates in departments in which women or minorities have historically been and continue to be under-represented in relation to labor market availability.

4. Augmentation of salary budgets, where necessary, to extend competitive offers to women or minority candidates, when previously budgeted salaries are not sufficient to convey an acceptable employment offer.
5. Special Skills Search Waivers, subject to the approval of the Executive Vice President & Provost, in favor of candidates whose academic qualifications, credentials, or accomplishments are so distinguished in their field as to support a reasonable inference that no better qualified candidate would emerge through a public search process.

PROCEDURES

The Office of the Executive Vice President and Provost allocates faculty positions to academic departments based on student enrollment and other academic and curricular needs. The allocation of faculty positions – including title, rank, tenure status, and minimum qualifications – constitutes the department’s Faculty Recruitment Plan. All faculty recruitment is conducted pursuant to such annual Faculty Recruitment Plans (including TOP recruitment).

1. When special-skills candidates are identified through targeted outreach and recruitment efforts (as provided in Policy Statement 1), Department Chairs may submit a request for a Search Waiver based on special skills, consistent with UNLV Faculty & Professional Staff Recruitment Guidelines.
2. When a preliminary interview pool includes fewer women or minority candidates than their representation in the entire applicant pool (as identified by the University EEO/AA Officer), the Department Chair may request funding to increase the size of the interview pool to include substantially equally qualified women or minority candidates (as provided in Policy Statement 2).
3. UNLV EEO/AA policy (consistent with Federal law and as approved by the President) provides for a preference in hiring in favor of under-represented women or minority candidates (as provided in Policy Statement 3). Where such a preference in hiring results in the recruitment of a woman or minority candidate in an academic department in which women or minorities are under-utilized the Department Chair may request an additional faculty line consistent with overall student enrollment and curricular needs to hire an additional candidate from the same applicant pool. [The University EEO/AA Officer will publish a list of academic disciplines annually in which women and minorities (by race/ethnic category) are under-represented in relation to market availability. These lists shall be incorporated herein by reference as “Appendix A.” These lists provide guidance to academic administrators on where UNLV needs to focus its diversity efforts; however, as specified in the footnote on EEO/AA Planning

Requirements, these goals do not constitute quotas, ceilings, or floors for women or minority representation in any given department.]

4. During “intent to hire” conversations, when it is apparent that budgeted salaries are not sufficient to recruit a first choice candidate, Department Chairs may request augmentation of faculty salaries, subject to the availability of funding identified for this purpose by the Executive Vice President & Provost, to enhance the competitiveness of our employment offers to women or minority candidates, consistent with internal salary equity and rank within the department, school, and college.
5. While search waivers based on special skills are not limited, by policy, to positions with senior faculty status, in reality, the level of academic qualifications, credentials, or accomplishments that is typically required to justify a search waiver makes such waivers less likely at the Assistant Professor level. Consequently, consistent with overall academic and curricular needs of the department, the University reserves the prerogative to adjust the title, rank, and tenure status of any faculty position previously allocated to a department in the Faculty Recruitment Plan. When Department Chairs identify TOP candidates with special skills who would qualify for senior faculty status, Department Chairs may request changes in the Faculty Recruitment Plan pertaining to title, rank, or tenure status concurrent with requesting a Search Wavier (as provided in Policy Statement 5). Modifications to Faculty Recruitment Plans may be requested only in advance of public recruitment. The title, rank, and tenure status of a position may not be modified after a public search is undertaken.
6. Other Procedures.
 - a. Routing of Requests. All requests for TOP recruitment support should be submitted by the Department Chair through the responsible Dean to the Office of the Vice Provost for Academic Resources.
 - b. Documentation Requirements. All requests for TOP recruitment support must be accompanied by a letter from the Department Chair, endorsed by the Dean, which includes the following information:
 - (1) A description of the programmatic needs that will be addressed or enhanced through TOP support including a description of the courses a TOP candidate will teach.
 - (2) A copy of the TOP candidate’s *curriculum vitae*.
 - (3) Identification of the TOP candidate’s race/ethnic category.

- c. Considerations. Recommendations for TOP hires will be evaluated by a committee consisting of the Executive Vice President and Provost, Vice Provost for Academic Affairs, and Vice Provost for Academic Resources. With respect to the allocation of additional salary funds or modification to a department's Faculty Recruitment Plan, consideration will be given to the composition of existing faculty in the department including the extent to which women or minorities (by race/ethnic category) are under-represented in relation to labor-market availability, as well the existing mix among faculty at various ranks and tenure status in the department.
- d. Funding. All TOP recruitment financial support is contingent on the availability of funds and will be allocated in the sole discretion of the Executive Vice President and Provost, consistent with University-wide academic program priorities.
- e. Approvals. Search Waivers require the express prior approval of the Executive Vice President and Provost. Pursuant to Title 2, Chapter 5, §5.2.2 of the NSHE Code, new appointments with tenure require the express prior approval of the President and must be reported to the Board of Regents through the Office of the Chancellor, annually. [Note: Prior approval of the Board of Regents for tenure at hire is no longer required.]
- f. Reporting. In order to evaluate whether the Target of Opportunity Program is effective in enhancing the diversity of the professorate, the Vice Provost for Academic Resources will compile an annual report documenting all requests for TOP recruitment support, the disposition of each request, and the outcome of TOP recruitment efforts. This report will be submitted to the Executive Vice President & Provost and the President for program review and evaluation and will be conveyed to the University EEO/AA Officer for inclusion in the University's inventory of "Good Faith Efforts" in the annual EEO/AA Plan.

EVP&P:bwr:10/19/04; HR&DI:sbc:12-23-05

Federal EEO/AA Plan Requirements

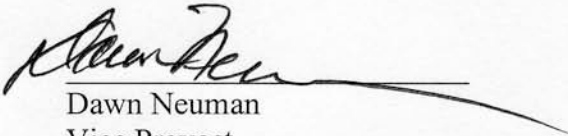
As documented in the UNLV EEO/AA Plan, the University's recruitment goal is for our work force to look just like the labor market – that is for the representation of women and minorities at UNLV to reflect their availability in the labor markets in which we recruit. This goal is consistent with guidance provided by the Office of Federal Contract Compliance Programs which states, "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 (employer) recruits." [41 CFR 60-2.10(a)(1)]

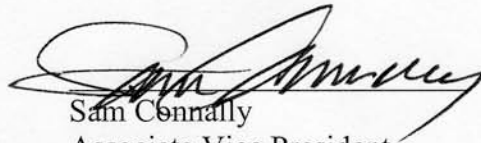
The OFCCP specifically cautions that recruitment goals may not be rigid or inflexible quotas (which are expressly forbidden); may not be considered as either a ceiling or a floor; may not create set-asides for specific groups; and may not be used to "supersede merit selection principles." Current OFCCP 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(e)(2)]

Enclosures

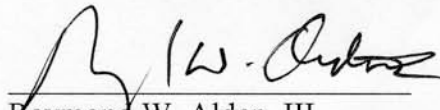
TOP Appendix A.2005

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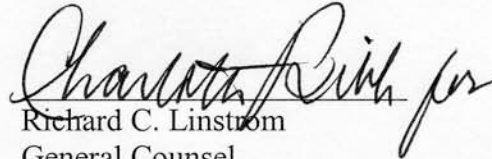

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Effective January 3, 2006