



**UNIVERSITY OF NEVADA, LAS VEGAS**

**EQUAL EMPLOYMENT  
OPPORTUNITY AND  
AFFIRMATIVE ACTION PROGRAM  
2009**

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## UNIVERSITY OF NEVADA, LAS VEGAS 2009 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. The 2009 EEO Plan uses Plan Year 2004-05 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, 2004 – 2009***

Representation of Women by Occupational Category, 2004 - 2009							
Category	FY04	2005	2006	2007	2008	2009	Pct Increase
Executives	*	35.7%	41.3%	32.1%	41.1%	35.1%	-1.8%
Faculty	33.3%	32.3%	33.7%	35.5%	35.8%	35.2%	9.0%
Professional Staff	*	54.9%	55.6%	56.2%	54.4%	54.2%	-1.2%
Classified Staff	56.9%	57.6%	57.4%	58.1%	58.1%	57.8%	0.5%
Total Employees	47.8%	49.0%	49.8%	50.2%	50.0%	49.7%	9.9%

***Representation of Minorities, 2004 – 2009***

Representation of Minorities by Occupational Category, 2004 – 2009							
Category	FY04	2005	2006	2007	2008	2009	Pct Increase
Executives	*	7.1%	12.7%	9.4%	10.7%	15.8%	121.1%
Faculty	19.8%	20.1%	20.9%	21.4%	21.9%	22.6%	12.4%
Professional Staff	*	24.2%	25.8%	29.4%	30.3%	28.6%	18.3%
Classified Staff	33.7%	37.2%	38.3%	40.9%	41.6%	42.6%	14.5%
Total Employees	25.9%	27.9%	29.2%	31.0%	31.8%	32.0%	14.7%

\* Due to restructuring of UNLV's EEO/AA Plan in CY 2005, historical comparisons to FY04 data for Executives and Professional Staff are not statistically valid. Base Year for comparison of each category is therefore CY 2005.

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 **1.5% increase in the percentage representation of women** and a significant **14.7% increase in the percentage representation of minorities** over the past five years.

Profile of All Employees, 2003 - 2009					
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%
CY 2009	3,168	1,574	49.7%	1,014	32.0%
Percent Change	8.3%	9.9%	1.5%	24.3%	14.7%

\* Base Year for Comparison is CY 2005.

***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 among executive officers has increased moderately over the past five years, both in total representation as well as in proportion to total executives. However, illustrated in the chart below, the trend represents a very significant **121.0% increase in the percentage representation of minorities** among executive officers over the past three years.

Profile of Executives, 2003 - 2009					
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%
CY 2009	57	20	35.1%	9	15.8%
Percent Change	1.8%	0.0%	-1.8%	125.0%	121.1%

\* 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 a **9.0% increase in the percentage representation of women** and a **12.4% increase in the percentage representation of minorities** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, affiliate faculty, and lecturers.

Profile of Faculty, 2003 - 2009					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	739	238	32.2%	139	18.8%
FY 03-04	768	256	33.3%	152	19.8%
CY 2005*	855	276	32.3%	172	20.1%
CY 2006	846	285	33.7%	177	20.9%
CY 2007	978	347	35.5%	209	21.4%
CY 2008	979	350	35.8%	214	21.9%
CY 2009	929	327	35.2%	210	22.6%
Percent Change	8.7%	18.5%	9.0%	22.1%	12.4%

\* Base Year for Comparison is CY 2005.

### ***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 1.2%, this change is not material.* The trend line reflects a significant *18.3% increase in the percentage representation of minorities* among professional staff over the past three years.

Profile of Professional Staff, 2003 - 2009					
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	54.9%	202	24.2%
CY 2006	864	480	55.6%	223	25.8%
CY 2007	986	554	56.2%	290	29.4%
CY 2008	996	542	54.4%	302	30.3%
CY 2009	961	521	54.2%	275	28.6%
Percent Change	15.1%	13.8%	-1.2%	36.1%	18.3%

\* 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 *0.5% increase in the percentage representation of women* and a significant *14.5% increase in the percentage representation of minorities* among classified staff over the past five years.

Profile of Classified Staff, 2003 - 2009					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	963	545	56.6%	306	31.8%
FY 03-04	1,008	574	56.9%	340	33.7%
CY 2005*	1,178	678	57.6%	438	37.2%
CY 2006	1,195	686	57.4%	458	38.3%
CY 2007	1,213	705	58.1%	496	40.9%
CY 2008	1,251	727	58.1%	521	41.6%
CY 2009	1,221	706	57.8%	520	42.6%
Percent Change	3.7%	4.1%	0.5%	18.7%	14.5%

\* Base Year for Comparison is CY 2005.

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2005 – 2009, 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 2009, among 118 organizational units in which there is a statistical expectation for women to be represented, women are represented in every department on campus. Delivery Services, which was void of the representation of women in 2008, includes the representation of women in 2009.
- In 2009, among 118 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 Accounting, Journalism, Physical Therapy, and the Vice Provost of Academic Resources. Kinesiology which was void of the representation of minorities in 2008, include the representation of minorities in 2009.

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**

#### **H60 Skilled Crafts**

#### **H70 Service/Maintenance**

### **Job Groups Beginning 2003-04**

#### **H10 Officials & Managers**

- 100 Executives
- 110 Directors & Managers

#### **H20 Faculty**

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

#### **H30 Professional Non-Faculty**

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

#### **H40 Technical/Paraprofessional**

- 400 Tech/Paraprofessional

#### **H50 Office Support**

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

#### **H60 Skilled Crafts**

- 600 Skilled Crafts

#### **H70 Service/Maintenance**

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

While the allocation of faculty into job groups by tenure status and rank (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

#### **H30 Professional Non-Faculty**

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

### **Job Groups Beginning 2005**

#### **H10 Officials & Managers**

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

#### **H20 Faculty**

- 206 Business – Business
- 207 Business – Economics
- 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 Physics & Diag
- 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 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 – 2009, 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 245 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 – 2009, 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 a dynamic Las Vegas labor market 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 2008 to 2009, 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 – 2009, 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	8	5	5	0	6	7	31
Minorities	15	9	4	2	1	0	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 13 out of 31 academic discipline areas. Among 18 areas where under-utilization of women exists, the under-utilization is fairly moderate in 11 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	Engineering	Comp Sci	-5
Business	Acct&Finance	-4	Liberal Arts	English & Literature	-4
Education	Teacher Ed	-6	Urban Affairs	Comm & Jour	-4
Education	Other Ed	-4			

- Minorities are represented at or above labor market availability in 24 out of 31 academic discipline areas. Among seven areas where under-utilization of minorities exists, the under-utilization is fairly moderate in six of these disciplines, ranging from one to three 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 4<sup>th</sup> 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, 2005 - 2009.]

### ***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 2009 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	8	7	3	2	5	6	31
Minorities	13	11	3	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 15 out of 31 academic discipline areas (compared to 13 areas for total faculty). Among 16 areas where under-utilization of women exists, the under-utilization is fairly moderate in 10 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 (compared to 23 areas for total faculty). Among all seven 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	-5	LA	English & Literature	-5
Business	Acct & Finance	-4	LA	Philosophy	-1
Education	Teacher Education	-6	LA	Sociology	-1
Education	Other Education	-3	LA	Psychology	-2
Engineering	Computer Science	-6	Sciences	Biological Science	-3
Fine Arts	Fine Arts	-3	Sciences	Physical Sciences	-2
HHS	Hlth Phys & Diagn	-4	Sciences	Mathematics	-3
HHS	Public Health	-3	Urban Aff	Comm & Journalism	-1
	Total Disciplines	16		Total Employees	52

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
HHS	Hlth Phys & Diagn	-3	LA	Psychology	-2
LA	English & Literature	-1	Sciences	Biological Science	-2
LA	Philosophy	-1	Urban Aff	Comm & Journalism	-1
LA	Sociology	-2			
	Total Disciplines	7		Total Employees	12

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, 2008 – 2009. 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.

***Placement Goals for Women***

Percentage Placement Goals for Women for Calendar Year 2009					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
110	AVP & Exec Dir	40%	241	English & Literature	57%
206	Business	32%	244	Philosophy	18%
207	Economics	22%	247	Sociology	41%
208	Accounting & Finance	32%	246	Psychology	47%
211	Teacher Education	68%	251	Biological Sciences	29%
212	Other Education	58%	253	Mathematics	28%
217	Computer Science	31%	290	Comm & Journalism	45%
221	Fine Arts	38%	330	Athletics Professionals	28%
222	Architecture	22%	340	Information Technology	33%
227	Hlth Phys & Diagn	53%	350	Library Professionals	86%
228	Nursing	96%	360	Scientific & Health	40%
229	Public Health	61%	710	Public Safety	27%

***Placement Goal for Minorities***

Percentage Placement Goals for Minorities for Calendar Year 2009					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
227	Hlth Phys & Diagn	20%	251	Biological Sciences	23%
244	Philosophy	12%	256	Comm & Journalism	13%
246	Sociology	20%	257	Counseling	24%
247	Psychology	16%	600	Skilled Crafts	29%

[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 2009 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 were under-represented in 18 of 46 job groups, totaling 27 employees, as listed below with the number of persons below presumptive labor market availability.
- In 2009, African Americans are under-represented in 14 of 46 job groups, totaling 18 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	-1	246	Sociology	-1
208	Accounting & Finance	-1	247	Psychology	-2
211	Teacher Education	-1	252	Physical Sciences	-2
216	Engineering	-1	256	Comm & Journalism	-1
228	Nursing	-1	340	Information Technology	-2
230	Hotel	-1	350	Library Professionals	-1
241	English & Literature	-1	360	Scientific & Health	-2
	Total Job Groups	14		Total Employees	18

### *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 were under-represented in nine of 46 job groups totaling 73 employees, as listed below with the number of persons below presumptive labor market availability.
- In 2009, Hispanics are under-represented in eight of 46 job groups totaling 61 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	Hlth Phys & Diagn	-1	400	Office & Admin Senior	-5
258	Criminal Justice & SW	-1	600	Skilled Crafts	-7
320	Admin Professionals	-8	700	Service Maintenance	-8
340	Information Technology	-4	720	Custodial & Grounds	-27
	Total Job Groups	8		Total Employees	61

### *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 were under-represented in four of 46 job groups, totaling seven employees, as listed below with the number of persons below presumptive labor market availability.

- In 2009, Asians are under-represented in five of 46 job groups, totaling eight 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	Hlth Phys & Diagn	-2	243	History	-1
235	Law	-1	251	Biological Sciences	-3
241	English & Literature	-1			
	Total Job Groups	5		Total Employees	8

### ***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 were under-represented in eight of 46 job groups, totaling 11 employees, as listed below with the number of persons below presumptive labor market availability.
- In 2009, American Indians are under-represented in eight of 46 job groups, totaling 12 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
212	Other Education	-1	310	Academic Professionals	-1
221	Fine Arts	-1	400	Office & Admin Senior	-5
226	Dental Medicine	-1	410	Office & Admin Supt	-1
230	Hotel	-1	600	Skilled Crafts	-1
	Total Job Groups	8		Total Employees	12

[See Chart 3 in Enclosure 1, Incumbency v. Estimated Availability Detail, Total Employees, 2009.]

### **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 2005 - 2009. Chart 2 includes only Tenured and Tenure Track faculty for 2008 – 2009. Chart 3 shows detailed workforce and availability percentages for Total Employees by race/ethnic category for 2009.

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 2008 compared to Plan Year 2009 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 | 2008 | Left-most column for each group                 |
| ▪ Work Force Percentage   | 2008 | 2 <sup>nd</sup> from left column for each group |
| ▪ Availability Percentage | 2009 | 3 <sup>rd</sup> from left column for each group |
| ▪ Work Force Percentage   | 2009 | 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 2008 and 2009 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

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.
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 for the Office of the Vice President for Planning  
Support by the Office of Human Resources

April 1, 2009

## ENCLOSURES & APPENDICES

### Enclosure 1

Chart 1: Work Force & Availability Comparison, 2005 – 2009, Total Employees

Chart 2: Work Force & Availability Comparison, 2007 – 2009, 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, 2008 & 2009, Total Employees

Graph 2: Utilization of Minorities – Availability v. Work Force Percentages, 2008 & 2009, 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](mailto:juanita.fain@unlv.edu), who serves as the University EEO/AA Officer.*

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**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2005 To 2009**

JG#	Job Group	2005 Workforce & Availability Data (1)				Mkt	2006 Workforce & Availability Data (1)				Mkt	2007 Workforce & Availability Data (2)				Mkt	2008 Workforce & Availability Data (2)				Mkt	2009 Workforce & Availability Data (2)				Mkt
		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<	
<b>H10 EEO Total</b>	<b>Women</b>	<b>20</b>	<b>35.7%</b>	<b>34.1%</b>	<b>1</b>	<b>26</b>	<b>41.3%</b>	<b>34.3%</b>	<b>5</b>	<b>17</b>	<b>32.1%</b>	<b>33.6%</b>	<b>0</b>	<b>23</b>	<b>41.1%</b>	<b>34.5%</b>	<b>3</b>	<b>20</b>	<b>35.1%</b>	<b>35.6%</b>	<b>-1</b>					
	<b>Minorities</b>	<b>4</b>	<b>7.1%</b>	<b>11.8%</b>	<b>-3</b>	<b>8</b>	<b>12.7%</b>	<b>11.8%</b>	<b>1</b>	<b>5</b>	<b>9.4%</b>	<b>11.8%</b>	<b>0</b>	<b>6</b>	<b>10.7%</b>	<b>14.5%</b>	<b>-2</b>	<b>9</b>	<b>15.8%</b>	<b>16.0%</b>	<b>-2</b>					
	<b>Total</b>	<b>56</b>				<b>63</b>				<b>53</b>				<b>56</b>				<b>57</b>								
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	9	37.5%	30.7%	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	3	12.5%	15.1%	0					
	Total	25				25				24				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	11	33.3%	39.5%	-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	6	18.2%	16.4%	-2					
	Total	31				38				29				32				33								
<b>H20 EEO Total</b>	<b>Women</b>	<b>276</b>	<b>32.3%</b>	<b>44.1%</b>	<b>-26</b>	<b>285</b>	<b>33.7%</b>	<b>43.6%</b>	<b>-14</b>	<b>347</b>	<b>35.5%</b>	<b>47.2%</b>	<b>-36</b>	<b>350</b>	<b>35.8%</b>	<b>48.0%</b>	<b>-33</b>	<b>327</b>	<b>35.2%</b>	<b>48.2%</b>	<b>-35</b>					
	<b>Minorities</b>	<b>172</b>	<b>20.1%</b>	<b>16.3%</b>	<b>45</b>	<b>177</b>	<b>20.9%</b>	<b>16.3%</b>	<b>52</b>	<b>209</b>	<b>21.4%</b>	<b>20.0%</b>	<b>28</b>	<b>214</b>	<b>21.9%</b>	<b>20.7%</b>	<b>31</b>	<b>210</b>	<b>22.6%</b>	<b>20.5%</b>	<b>39</b>					
	<b>Total</b>	<b>855</b>				<b>846</b>				<b>978</b>				<b>979</b>				<b>929</b>								
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	6	14.3%	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	12	28.6%	20.5%	3					
	Total	69				67				71				46				42								
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	2	13.3%	21.6%	-1					
	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	3	20.0%	19.7%	0					
	Total	16				16				15				16				15								
208 Business - Acct & Finance	Women													5	18.5%	31.5%	-3	4	14.3%	31.5%	-4					
	Minorities													7	25.9%	20.5%	1	6	21.4%	20.5%	0					
	Total													27				28								
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	37	58.7%	68.4%	-6					
	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	13	20.6%	16.5%	2					
	Total	61				61				71				78				63								
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	23	47.9%	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	11	22.9%	22.2%	0					
	Total	47				43				53				50				48								
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	4	10.0%	8.5%	0					
	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	19	47.5%	29.1%	7					
	Total	48				49				53				57				40								
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	3	10.3%	30.6%	-5					
	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	16	55.2%	24.0%	9					
	Total	16				15				15				14				29								



**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2005 To 2009**

JG#	Job Group	2005 Workforce & Availability Data (1)				Mkt	2006 Workforce & Availability Data (1)				Mkt	2007 Workforce & Availability Data (2)				Mkt	2008 Workforce & Availability Data (2)				Mkt	2009 Workforce & Availability Data (2)				Mkt
		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<	
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	24	33.3%	38.1%	-3				
	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	11	15.3%	13.7%	1					
	Total	69				72					77				78				72							
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	2	14.3%	28.8%	-1				
	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	2	14.3%	13.2%	0					
	Total	15				14					13				16				14							
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	17	34.0%	28.8%	2				
	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	10	20.0%	13.2%	3					
	Total	24				18				46				46				50								
227	HHS - Health Physics & Diagnostics	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	14	42.4%	53.3%	-3				
	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	3	9.1%	20.3%	-3					
	Total	28				35				37				34				33								
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	29	85.3%	95.8%	-3				
	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	7	20.6%	11.9%	3					
	Total	25				21				30				35				34								
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	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	4	28.6%	17.1%	1					
	Total	10				12				14				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	17	30.9%	28.8%	1				
	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	9	16.4%	13.2%	1					
	Total	54				50				60				58				55								
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	21	56.8%	38.5%	6				
	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	9	24.3%	15.6%	3					
	Total	38				37				42				43				37								
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	16	44.4%	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	4	11.1%	13.6%	0					
	Total	38				42				43				39				36								
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	12	70.6%	51.2%	3				
	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	9	52.9%	27.1%	4					
	Total	13				14				18				17				17								
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	9	36.0%	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	4	16.0%	17.6%	0					
	Total	22				25				26				26				25								
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	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	0	0.0%	12.4%	-1					
	Total	7				7				20				13				13								

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		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<		Nbr	Wkf %	Avl %	>/<	
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	4	26.7%	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	2	13.3%	15.9%	0					
	Total	16				14				16				16				15								
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	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	0	0.0%	20.0%	-2					
	Total	18				17				14				13				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	10	41.7%	46.9%	-1					
	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	2	8.3%	15.9%	-1					
	Total	18				20				21				24				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	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	7	31.8%	18.9%	2					
	Total	21				19				20				22				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	4	16.0%	29.1%	-3					
	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	3	12.0%	23.0%	-2					
	Total	27				28				31				25				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	13	18.6%	17.2%	1					
	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	16	22.9%	18.2%	3					
	Total	65				66				71				70				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	5	17.2%	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	15	51.7%	24.9%	7					
	Total	32				31				31				30				29								
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	7	26.9%	45.0%	-4					
	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	2	7.7%	13.2%	-1					
	Total	17				14				17				28				26								
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	1	25.0%	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	0	0.0%	24.4%	-1					
	Total	7				6				5				4				4								
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	14	58.3%	41.5%	4					
	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	7	29.2%	24.4%	1					
	Total	22				23				25				26				24								
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	3	50.0%	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	2	33.3%	21.4%	0					
	Total	7				7				13				7				6								
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	3	50.0%	47.0%	0					
	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	2	33.3%	21.4%	0					
	Total	5				3				10				7				6								

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2005 To 2009**

JG#	Job Group	2005 Workforce & Availability Data (1)				2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)			
		Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<
<b>H30 EEO Total</b>	<b>Women</b>	<b>458</b>	<b>54.9%</b>	<b>42.1%</b>	<b>121</b>	<b>480</b>	<b>55.6%</b>	<b>41.2%</b>	<b>137</b>	<b>554</b>	<b>56.2%</b>	<b>41.8%</b>	<b>158</b>	<b>542</b>	<b>54.4%</b>	<b>44.8%</b>	<b>110</b>	<b>521</b>	<b>54.2%</b>	<b>40.7%</b>	<b>142</b>
	<b>Minorities</b>	<b>202</b>	<b>24.2%</b>	<b>21.5%</b>	<b>29</b>	<b>223</b>	<b>25.8%</b>	<b>21.0%</b>	<b>46</b>	<b>290</b>	<b>29.4%</b>	<b>21.4%</b>	<b>84</b>	<b>302</b>	<b>30.3%</b>	<b>22.5%</b>	<b>84</b>	<b>275</b>	<b>28.6%</b>	<b>20.4%</b>	<b>80</b>
	<b>Total</b>	<b>835</b>				<b>864</b>				<b>986</b>				<b>996</b>				<b>961</b>			
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	116	63.0%	49.9%	24
	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	63	34.2%	24.1%	18
	Total	146				143				216				190				184			
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	298	62.0%	34.5%	132
	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	135	28.1%	18.4%	46
	Total	395				419				457				505				481			
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	16	25.8%	28.2%	-1
	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	15	24.2%	19.6%	2
	Total	59				58				62				67				62			
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	32	29.1%	33.1%	-4
	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	27	24.5%	20.9%	4
	Total	88				95				100				72				110			
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	27	65.9%	86.4%	-8
	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	6	14.6%	16.8%	0
	Total	42				42				44				45				41			
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	32	38.6%	40.4%	-1
	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	29	34.9%	22.5%	10
	Total	105				107				107				117				83			

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2005 To 2009**

JG#	Job Group	2005 Workforce & Availability Data (1)				2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)			
		Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<
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	146	58.6%	51.4%	18
	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	117	47.0%	23.7%	58
	<b>Total</b>	<b>295</b>				<b>271</b>				<b>280</b>				<b>307</b>				<b>249</b>			
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	467	87.1%	76.0%	58
	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	211	39.4%	31.0%	44
	<b>Total</b>	<b>479</b>				<b>519</b>				<b>539</b>				<b>530</b>				<b>536</b>			
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	341	87.7%	75.9%	45
	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	135	34.7%	31.3%	13
	<b>Total</b>	<b>232</b>				<b>291</b>				<b>331</b>				<b>360</b>				<b>389</b>			
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	126	85.7%	76.3%	13
	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	76	51.7%	30.4%	31
	<b>Total</b>	<b>247</b>				<b>228</b>				<b>208</b>				<b>170</b>				<b>147</b>			
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	1	1.5%	1.9%	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	17	25.4%	28.6%	-2
	<b>Total</b>	<b>55</b>				<b>58</b>				<b>59</b>				<b>63</b>				<b>67</b>			

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2005 To 2009**

JG#	Job Group	2005 Workforce & Availability Data (1)				2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)			
		Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<	Nbr	Wkf %	Avl %	>/<
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	92	24.9%	24.5%	12
	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	175	47.4%	46.2%	13
	<b>Total</b>	<b>349</b>				<b>347</b>				<b>335</b>				<b>351</b>				<b>369</b>			
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	12	12.5%	4.7%	7
	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	31	32.3%	30.0%	2
	<b>Total</b>	<b>105</b>				<b>104</b>				<b>93</b>				<b>96</b>				<b>96</b>			
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	11	21.6%	26.7%	-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	21	41.2%	24.4%	8
	<b>Total</b>	<b>41</b>				<b>43</b>				<b>46</b>				<b>47</b>				<b>51</b>			
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	69	31.1%	27.6%	7
	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	123	55.4%	54.0%	3
	<b>Total</b>	<b>203</b>				<b>200</b>				<b>196</b>				<b>208</b>				<b>222</b>			
<b>Total Workforce</b>	<b>Women</b>	<b>1432</b>	<b>49.0%</b>			<b>1477</b>	<b>49.8%</b>			<b>1623</b>	<b>50.2%</b>			<b>1642</b>	<b>50.0%</b>			<b>1574</b>	<b>49.7%</b>		
	<b>Minorities</b>	<b>816</b>	<b>27.9%</b>			<b>866</b>	<b>29.2%</b>			<b>1000</b>	<b>31.0%</b>			<b>1043</b>	<b>31.8%</b>			<b>1014</b>	<b>32.0%</b>		
	<b>Total</b>	<b>2924</b>				<b>2968</b>				<b>3230</b>				<b>3282</b>				<b>3168</b>			
<b>Classified Staff Subtotals</b>		<b>Women</b>	<b>678</b>	<b>57.6%</b>		<b>686</b>	<b>57.4%</b>			<b>705</b>	<b>58.1%</b>			<b>727</b>	<b>58.1%</b>			<b>706</b>	<b>57.8%</b>		
H40 - H70, Inclusive		<b>Minorities</b>	<b>438</b>	<b>37.2%</b>		<b>458</b>	<b>38.3%</b>			<b>496</b>	<b>40.9%</b>			<b>521</b>	<b>41.6%</b>			<b>520</b>	<b>42.6%</b>		
For 5-Yr Aggregate Comparison Only		<b>Total</b>	<b>1178</b>			<b>1195</b>				<b>1213</b>				<b>1251</b>				<b>1221</b>			
Not Valid for Labor Market Analysis																					

(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 thru 2009**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<
H20		Women	230	33.2%	45.5%	-42	241	33.3%	45.5%	-37	240	33.9%	45.5%	-35
		Minorities	150	21.7%	20.0%	20	161	22.2%	20.0%	23	160	22.6%	20.0%	25
		<b>Total Tenured and Tenure Track Faculty</b>	<b>692</b>				<b>724</b>				<b>708</b>			
206	Business - Business	Women	6	14.6%	31.5%	-6	6	14.6%	31.5%	-6	6	16.2%	31.5%	-5
		Minorities	13	31.7%	20.5%	4	13	31.7%	20.5%	4	12	32.4%	20.5%	4
		Total	41				41				37			
207	Business - Economics	Women	2	14.3%	21.6%	-1	2	16.7%	21.6%	0	2	16.7%	21.6%	0
		Minorities	3	21.4%	19.7%	0	2	16.7%	19.7%	0	2	16.7%	19.7%	0
		Total	14				12				12			
208	Business - Acct & Finance	Women					4	17.4%	21.6%	-3	3	12.5%	21.6%	-4
		Minorities					6	26.1%	19.7%	1	5	20.8%	19.7%	0
		Total					23				24			
211	Education -Teacher Education	Women	28	56.0%	68.4%	-6	28	53.8%	68.4%	-7	26	54.2%	68.4%	-6
		Minorities	10	20.0%	16.5%	1	11	21.2%	16.5%	2	11	22.9%	16.5%	3
		Total	50				52				48			
212	Education - Other Education	Women	15	44.1%	58.1%	-5	20	51.3%	58.1%	-2	20	48.8%	58.1%	-3
		Minorities	5	14.7%	22.2%	2	6	15.4%	22.2%	-2	9	22.0%	22.2%	0
		Total	34				39				41			
216	Engineering - Engineering	Women	4	12.9%	8.5%	1	6	12.8%	8.5%	2	4	13.3%	8.5%	1
		Minorities	11	35.5%	29.1%	2	21	44.7%	29.1%	7	12	40.0%	29.1%	3
		Total	31				47				30			
217	Engineering - Computer Sc	Women	3	11.5%	30.6%	-5	1	7.7%	30.6%	-3	2	7.7%	30.6%	-6
		Minorities	12	46.2%	24.0%	5	5	38.5%	24.0%	1	14	53.8%	24.0%	7
		Total	26				13				26			
221	Fine Arts - Fine Arts	Women	20	30.3%	38.1%	-6	21	31.8%	38.1%	-4	20	32.8%	38.1%	-3
		Minorities	12	18.2%	13.7%	3	11	16.7%	13.7%	2	10	16.4%	13.7%	1
		Total	66				66				61			
222	Architecture Faculty	Women	1	11.1%	28.8%	-1	1	8.3%	28.8%	-2	2	22.2%	28.8%	0
		Minorities	2	22.2%	13.2%	0	2	16.7%	13.2%	0	2	22.2%	13.2%	0
		Total	9				12				9			

**University of Nevada, Las Vegas**  
**Workforce Availability Comparison**  
**For Tenured and Tenure Track Faculty 2007 thru 2009**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<
226	HHS - Dental Medicine	Women	4	40.0%	28.8%	1	4	50.0%	28.8%	1	4	50.0%	28.8%	1
		Minorities	2	20.0%	13.2%	0	2	25.0%	13.2%	0	2	25.0%	13.2%	0
		Total	10				8				8			
227	HHS - Health Physics & Diagnos	Women	10	37.0%	53.3%	-4	7	25.9%	53.3%	-7	9	34.6%	53.3%	-4
		Minorities	2	7.4%	20.3%	-3	2	7.4%	20.3%	-3	2	7.7%	20.3%	-3
		Total	27				27				26			
228	HHS - Nursing	Women	11	91.7%	95.8%	0	14	87.5%	95.8%	-1	15	93.8%	95.8%	0
		Minorities	2	16.7%	11.9%	0	2	12.5%	11.9%	0	2	12.5%	11.9%	0
		Total	12				16				16			
229	HHS - Public Health	Women	5	35.7%	60.9%	-3	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	4	28.6%	17.1%	1
		Total	14				14				14			
230	Hotel Administration	Women	17	37.8%	28.8%	4	16	38.1%	28.8%	3	15	34.9%	28.8%	2
		Minorities	10	22.2%	13.2%	4	7	16.7%	13.2%	1	7	16.3%	13.2%	1
		Total	45				42				43			
235	Law	Women	14	51.9%	38.5%	-3	16	55.2%	38.5%	4	17	58.6%	38.5%	5
		Minorities	6	22.2%	15.6%	1	7	24.1%	15.6%	2	8	27.6%	15.6%	3
		Total	27				29				29			
241	LA - English & Literature	Women	13	39.4%	56.5%	-5	13	43.3%	56.5%	-4	12	38.7%	56.5%	-5
		Minorities	3	9.1%	13.6%	-1	3	10.0%	13.6%	-1	3	9.7%	13.6%	-1
		Total	33				30				31			
242	LA - Foreign Languages	Women	6	50.0%	51.2%	0	6	54.5%	51.2%	0	7	70.0%	51.2%	1
		Minorities	6	50.0%	27.1%	2	6	54.5%	27.1%	3	5	50.0%	27.1%	2
		Total	12				11				10			
243	LA - History	Women	10	41.7%	29.9%	2	9	37.5%	29.9%	1	8	33.3%	29.9%	0
		Minorities	5	20.8%	17.6%	0	6	25.0%	17.6%	1	4	16.7%	17.6%	0
		Total	24				24				24			

**University of Nevada, Las Vegas**  
**Workforce Availability Comparison**  
**For Tenured and Tenure Track Faculty 2007 thru 2009**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<
244 LA - Philosophy		Women	0	0.0%	18.4%	-1	0	0.0%	18.4%	-1	0	0.0%	18.4%	-1
		Minorities	0	0.0%	12.4%	0	0	0.0%	12.4%	-1	0	0.0%	12.4%	-1
		Total	7				10				10			
245 LA - Political Science		Women	1	7.7%	21.6%	-1	2	14.3%	21.6%	-1	3	23.1%	21.6%	0
		Minorities	1	7.7%	15.9%	-1	1	7.1%	15.9%	-1	2	15.4%	15.9%	0
		Total	13				14				13			
246 LA - Sociology		Women	5	41.7%	41.1%	0	3	30.0%	41.1%	-1	4	30.8%	41.1%	-1
		Minorities	0	0.0%	20.0%	-2	0	0.0%	20.0%	-2	0	0.0%	20.0%	-2
		Total	12				10				13			
247 LA - Psychology		Women	5	26.3%	46.9%	-3	6	27.3%	46.9%	-4	8	36.4%	46.9%	-2
		Minorities	1	5.3%	15.9%	-2	1	4.5%	15.9%	-2	1	4.5%	15.9%	-2
		Total	19				22				22			
248 LA - Social Sciences		Women	10	55.6%	37.3%	3	12	57.1%	37.3%	4	11	55.0%	37.3%	3
		Minorities	5	27.8%	18.9%	1	6	28.6%	18.9%	2	6	30.0%	18.9%	2
		Total	18				21				20			
251 Sciences - Biological Sc		Women	3	13.0%	29.1%	-3	4	19.0%	29.1%	-2	3	13.6%	29.1%	-3
		Minorities	4	17.4%	23.0%	-1	4	19.0%	23.0%	0	3	13.6%	23.0%	-2
		Total	23				21				22			
252 Sciences - Physical Sc		Women	10	16.9%	17.2%	0	8	15.1%	17.2%	-1	7	13.0%	17.2%	-2
		Minorities	13	22.0%	18.2%	2	12	22.6%	18.2%	2	12	22.2%	18.2%	2
		Total	59				53				54			
253 Sciences - Mathematics		Women	3	12.0%	28.1%	-4	5	17.2%	28.1%	-3	5	17.2%	28.1%	-3
		Minorities	11	44.0%	24.9%	4	15	51.7%	24.9%	7	15	51.7%	24.9%	7
		Total	25				29				29			
256 UA - Comm & Journalism		Women	1	10.0%	45.0%	-3	4	30.8%	45.0%	-1	6	37.5%	45.0%	-1
		Minorities	0	0.0%	13.2%	-1	1	7.7%	13.2%	0	1	6.3%	13.2%	-1
		Total	10				13				16			



**University of Nevada, Las Vegas**  
**Workforce Availability Comparison**  
**For Tenured and Tenure Track Faculty 2007 thru 2009**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)			
			Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<	Number of Incumbents	Workforce Percentage (%)	Availability Percentage (%)	Mrket >/<
257 UA - Counseling		Women	3	37.5%	41.5%	0	2	50.0%	41.5%	0	1	33.3%	41.5%	0
		Minorities	1	12.5%	24.4%	-1	0	0.0%	24.4%	-1	0	0.0%	24.4%	0
		Total	8				4				3			
258 UA - Criminal Jus & Social Wk		Women	14	58.3%	41.5%	4	14	58.3%	41.5%	4	13	56.5%	41.5%	3
		Minorities	8	33.3%	24.4%	2	7	29.2%	24.4%	1	7	30.4%	24.4%	1
		Total	24				24				23			
259 UA - Public Administration		Women	6	54.5%	47.0%	1	3	50.0%	47.0%	0	3	75.0%	47.0%	1
		Minorities	1	9.1%	21.4%	-1	1	16.7%	21.4%	0	1	25.0%	21.4%	0
		Total	11				6				4			
290 Other Academic Programs		Women	2	100.0%	47.0%	1	1	33.3%	47.0%	0	1	50.0%	47.0%	0
		Minorities	1	50.0%	21.4%	0	0	0.0%	21.4%	0	0	0.0%	21.4%	0
		Total	2				3				2			

(1) Faculty Availability Figures from NCES Table 245 - 2003

# Incumbency v. Estimated Availability Detail

UNLV - All Employees  
02/06/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
100 Vice Presidents & Deans	24	Female	9	37.50	30.74	7.4	1.6	
		Minority	3	12.50	15.08	3.6	-0.6	
		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	33	Female	11	33.33	39.50	13.0	-2.0	Yes
		Minority	6	18.18	16.40	5.4	0.6	
		Black	2	6.06	0.00	0.0	2.0	
		Hispanic	4	12.12	0.00	0.0	4.0	
		Asian	0	0.00	0.00	0.0	0.0	
		AmIndian	0	0.00	0.00	0.0	0.0	
206 Business - Business	42	Female	6	14.29	31.54	13.2	-7.2	Yes
		Minority	12	28.57	20.54	8.6	3.4	
		Black	0	0.00	4.48	1.9	-1.9	Yes
		Hispanic	1	2.38	2.29	1.0	0.0	
		Asian	10	23.81	12.15	5.1	4.9	
		AmIndian	1	2.38	1.62	0.7	0.3	
207 Business - Economics	15	Female	2	13.33	21.57	3.2	-1.2	Yes
		Minority	3	20.00	19.69	3.0	0.0	
		Black	1	6.67	3.59	0.5	0.5	
		Hispanic	0	0.00	3.13	0.5	-0.5	
		Asian	2	13.33	12.13	1.8	0.2	
		AmIndian	0	0.00	0.84	0.1	-0.1	
208 Business - Accounting & Financ	28	Female	4	14.29	31.54	8.8	-4.8	Yes
		Minority	6	21.43	20.54	5.8	0.2	
		Black	0	0.00	4.48	1.3	-1.3	Yes
		Hispanic	1	3.57	2.29	0.6	0.4	
		Asian	5	17.86	12.15	3.4	1.6	
		AmIndian	0	0.00	1.62	0.5	-0.5	
211 Education - Teacher Education	63	Female	37	58.73	68.40	43.1	-6.1	Yes
		Minority	13	20.63	16.54	10.4	2.6	
		Black	4	6.35	8.13	5.1	-1.1	Yes
		Hispanic	4	6.35	3.55	2.2	1.8	
		Asian	5	7.94	2.38	1.5	3.5	
		AmIndian	0	0.00	1.35	0.9	-0.9	
212 Education - Other Education	48	Female	23	47.92	58.08	27.9	-4.9	Yes
		Minority	11	22.92	22.23	10.7	0.3	
		Black	5	10.42	8.13	3.9	1.1	
		Hispanic	3	6.25	5.34	2.6	0.4	
		Asian	3	6.25	6.10	2.9	0.1	
		AmIndian	0	0.00	2.65	1.3	-1.3	Yes
216 Engineering - Engineering	40	Female	4	10.00	8.54	3.4	0.6	
		Minority	19	47.50	29.11	11.6	7.4	
		Black	1	2.50	5.42	2.2	-1.2	Yes
		Hispanic	2	5.00	2.60	1.0	1.0	
		Asian	16	40.00	20.12	8.0	8.0	
		AmIndian	0	0.00	0.97	0.4	-0.4	

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

UNLV - All Employees  
02/06/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
217 Engineering - Computer Scienc	29	Female	3	10.34	30.62	8.9	-5.9	Yes
		Minority	16	55.17	23.95	6.9	9.1	
		Black	1	3.45	3.57	1.0	0.0	
		Hispanic	0	0.00	3.16	0.9	-0.9	
		Asian	15	51.72	15.55	4.5	10.5	
		AmIndian	0	0.00	1.67	0.5	-0.5	
221 Fine Arts - Fine Arts	72	Female	24	33.33	38.12	27.4	-3.4	Yes
		Minority	11	15.28	13.65	9.8	1.2	
		Black	6	8.33	6.01	4.3	1.7	
		Hispanic	3	4.17	3.31	2.4	0.6	
		Asian	2	2.78	2.89	2.1	-0.1	
		AmIndian	0	0.00	1.43	1.0	-1.0	
222 Architecture Faculty	14	Female	2	14.29	22.80	3.2	-1.2	Yes
		Minority	2	14.29	13.24	1.9	0.1	
		Black	0	0.00	6.13	0.9	-0.9	
		Hispanic	2	14.29	3.23	0.5	1.5	
		Asian	0	0.00	1.49	0.2	-0.2	
		AmIndian	0	0.00	2.39	0.3	-0.3	
226 HHS - Dental Medicine	50	Female	17	34.00	28.80	14.4	2.6	Yes
		Minority	10	20.00	13.24	6.6	3.4	
		Black	6	12.00	6.13	3.1	2.9	
		Hispanic	2	4.00	3.23	1.6	0.4	
		Asian	2	4.00	1.49	0.7	1.3	
		AmIndian	0	0.00	2.39	1.2	-1.2	
227 HHS - Health Physics & Diagno	33	Female	14	42.42	53.34	17.6	-3.6	Yes
		Minority	3	9.09	20.27	6.7	-3.7	
		Black	1	3.03	5.00	1.7	-0.6	
		Hispanic	0	0.00	2.96	1.0	-1.0	
		Asian	1	3.03	10.69	3.5	-2.5	
		AmIndian	1	3.03	1.62	0.5	0.5	
228 HHS - Nursing	34	Female	29	85.29	95.79	32.6	-3.6	Yes
		Minority	7	20.59	11.88	4.0	3.0	
		Black	0	0.00	5.52	1.9	-1.9	
		Hispanic	0	0.00	0.76	0.3	-0.3	
		Asian	7	20.59	3.44	1.2	5.8	
		AmIndian	0	0.00	2.15	0.7	-0.7	
229 HHS - Public Health	14	Female	5	35.71	60.86	8.5	-3.5	Yes
		Minority	4	28.57	17.06	2.4	1.6	
		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	2	14.29	0.95	0.1	1.9	
230 Hotel Administration	55	Female	17	30.91	28.80	15.8	1.2	Yes
		Minority	9	16.36	13.24	7.3	1.7	
		Black	2	3.64	6.13	3.4	-1.4	
		Hispanic	1	1.82	3.23	1.8	-0.8	
		Asian	6	10.91	1.49	0.8	5.2	
		AmIndian	0	0.00	2.39	1.3	-1.3	

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Yes indicates Difference <= -1.0

# Incumbency v. Estimated Availability Detail

UNLV - All Employees  
02/06/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
235 Law	37	Female	21	56.76	38.50	14.2	6.8	Yes
		Minority	9	24.32	15.63	5.8	3.2	
		Black	4	10.81	7.30	2.7	1.3	
		Hispanic	5	13.51	3.25	1.2	3.8	
		Asian	0	0.00	4.84	1.8	-1.8	
		AmIndian	0	0.00	0.24	0.1	-0.1	
241 LA - English & Literature	36	Female	16	44.44	56.54	20.4	-4.4	Yes
		Minority	4	11.11	13.63	4.9	-0.9	Yes
		Black	0	0.00	5.02	1.8	-1.8	Yes
		Hispanic	3	8.33	3.18	1.1	1.9	Yes
		Asian	0	0.00	3.54	1.3	-1.3	Yes
		AmIndian	1	2.78	1.89	0.7	0.3	Yes
242 LA - Foreign Languages	17	Female	12	70.59	51.21	8.7	3.3	
		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	25	Female	9	36.00	29.87	7.5	1.5	Yes
		Minority	4	16.00	17.56	4.4	-0.4	
		Black	2	8.00	5.13	1.3	0.7	
		Hispanic	1	4.00	3.15	0.8	0.2	
		Asian	1	4.00	8.25	2.1	-1.1	
		AmIndian	0	0.00	1.03	0.3	-0.3	
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	15	Female	4	26.67	21.60	3.2	0.8	
		Minority	2	13.33	15.90	2.4	-0.4	
		Black	1	6.67	6.00	0.9	0.1	
		Hispanic	1	6.67	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	0	0.00	20.00	2.6	-2.6	Yes
		Black	0	0.00	11.90	1.5	-1.5	Yes
		Hispanic	0	0.00	4.40	0.6	-0.6	
		Asian	0	0.00	2.40	0.3	-0.3	
		AmIndian	0	0.00	1.30	0.2	-0.2	
247 LA - Psychology	24	Female	10	41.67	46.90	11.3	-1.3	Yes
		Minority	2	8.33	15.90	3.8	-1.8	Yes
		Black	0	0.00	8.40	2.0	-2.0	Yes
		Hispanic	1	4.17	4.30	1.0	0.0	
		Asian	1	4.17	2.40	0.6	0.4	
		AmIndian	0	0.00	0.80	0.2	-0.2	

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Yes indicates Difference <= -1.0

# Incumbency v. Estimated Availability Detail

UNLV - All Employees  
02/06/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
248 LA - Social Science	22	Female	13	59.09	37.30	8.2	4.8	
		Minority	7	31.82	18.90	4.2	2.8	
		Black	2	9.09	7.80	1.7	0.3	
		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	4	16.00	29.06	7.3	-3.3	Yes
		Minority	3	12.00	22.95	5.7	-2.7	Yes
		Black	0	0.00	3.42	0.9	-0.9	
		Hispanic	2	8.00	3.09	0.8	1.2	
		Asian	1	4.00	15.90	4.0	-3.0	Yes
		AmIndian	0	0.00	0.54	0.1	-0.1	
252 Sciences - Physical Science	70	Female	13	18.57	17.20	12.0	1.0	
		Minority	16	22.86	18.20	12.7	3.3	
		Black	0	0.00	3.30	2.3	-2.3	Yes
		Hispanic	1	1.43	2.00	1.4	-0.4	
		Asian	15	21.43	12.40	8.7	6.3	
		AmIndian	0	0.00	0.50	0.4	-0.4	
253 Sciences - Mathematics	29	Female	5	17.24	28.10	8.1	-3.1	Yes
		Minority	15	51.72	24.90	7.2	7.8	
		Black	1	3.45	6.40	1.9	-0.9	
		Hispanic	1	3.45	3.50	1.0	0.0	
		Asian	13	44.83	13.50	3.9	9.1	
		AmIndian	0	0.00	1.50	0.4	-0.4	
256 UA - Communication & Journali	26	Female	7	26.92	44.96	11.7	-4.7	Yes
		Minority	2	7.69	13.17	3.4	-1.4	Yes
		Black	0	0.00	5.29	1.4	-1.4	Yes
		Hispanic	1	3.85	3.37	0.9	0.1	
		Asian	1	3.85	1.48	0.4	0.6	
		AmIndian	0	0.00	2.03	0.5	-0.5	
257 UA - Counseling	4	Female	1	25.00	41.52	1.7	-0.7	
		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	24	Female	14	58.33	41.52	10.0	4.0	
		Minority	7	29.17	24.40	5.9	1.1	
		Black	2	8.33	8.71	2.1	-0.1	
		Hispanic	0	0.00	4.32	1.0	-1.0	Yes
		Asian	5	20.83	8.38	2.0	3.0	
		AmIndian	0	0.00	2.99	0.7	-0.7	
259 UA - Public Administration	6	Female	3	50.00	46.99	2.8	0.2	
		Minority	2	33.33	21.35	1.3	0.7	
		Black	0	0.00	9.18	0.6	-0.6	
		Hispanic	0	0.00	2.94	0.2	-0.2	
		Asian	2	33.33	7.92	0.5	1.5	
		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

UNLV - All Employees  
02/06/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
290 Other Academic Programs	6	Female	3	50.00	46.99	2.8	0.2	
		Minority	2	33.33	21.35	1.3	0.7	
		Black	2	33.33	9.18	0.6	1.4	
		Hispanic	0	0.00	2.94	0.2	-0.2	
		Asian	0	0.00	7.92	0.5	-0.5	
		AmIndian	0	0.00	1.31	0.1	-0.1	
310 Acedemic Support Professional	184	Female	116	63.04	49.92	91.9	24.1	
		Minority	63	34.24	24.06	44.3	18.7	
		Black	26	14.13	9.67	17.8	8.2	
		Hispanic	22	11.96	8.84	16.3	5.7	
		Asian	14	7.61	2.79	5.1	8.9	
		AmIndian	1	0.54	1.31	2.4	-1.4	Yes
320 Administrative Professionals	481	Female	298	61.95	34.49	165.9	132.1	
		Minority	135	28.07	18.41	88.5	46.5	
		Black	53	11.02	4.10	19.7	33.3	
		Hispanic	41	8.52	10.20	49.1	-8.1	Yes
		Asian	36	7.48	1.65	7.9	28.1	
		AmIndian	5	1.04	0.49	2.4	2.6	
330 Athletics Professionals	62	Female	16	25.81	28.22	17.5	-1.5	Yes
		Minority	15	24.19	19.64	12.2	2.8	
		Black	7	11.29	9.78	6.1	0.9	
		Hispanic	4	6.45	5.21	3.2	0.8	
		Asian	3	4.84	2.34	1.5	1.5	
		AmIndian	1	1.61	0.98	0.6	0.4	
340 Information Technology	110	Female	32	29.09	33.09	36.4	-4.4	Yes
		Minority	27	24.55	20.85	22.9	4.1	
		Black	5	4.55	6.64	7.3	-2.3	Yes
		Hispanic	2	1.82	5.82	6.4	-4.4	Yes
		Asian	19	17.27	6.36	7.0	12.0	
		AmIndian	1	0.91	0.69	0.8	0.2	
350 Library Professionals	41	Female	27	65.85	86.42	35.4	-8.4	Yes
		Minority	6	14.63	16.84	6.9	-0.9	
		Black	1	2.44	6.02	2.5	-1.5	Yes
		Hispanic	2	4.88	4.65	1.9	0.1	
		Asian	3	7.32	4.07	1.7	1.3	
		AmIndian	0	0.00	1.83	0.8	-0.8	
360 Scientific & Health Pro.	83	Female	32	38.55	40.40	33.5	-1.5	Yes
		Minority	29	34.94	22.50	18.7	10.3	
		Black	2	2.41	5.57	4.6	-2.6	Yes
		Hispanic	8	9.64	6.84	5.7	2.3	
		Asian	19	22.89	6.70	5.6	13.4	
		AmIndian	0	0.00	1.02	0.8	-0.8	
400 Office & Admin - Sr/Lead/Supr	389	Female	341	87.66	75.85	295.1	45.9	
		Minority	135	34.70	31.30	121.7	13.3	
		Black	57	14.65	9.10	35.4	21.6	
		Hispanic	42	10.80	12.28	47.8	-5.8	Yes
		Asian	33	8.48	6.59	25.6	7.4	
		AmIndian	3	0.77	2.17	8.4	-5.4	Yes

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

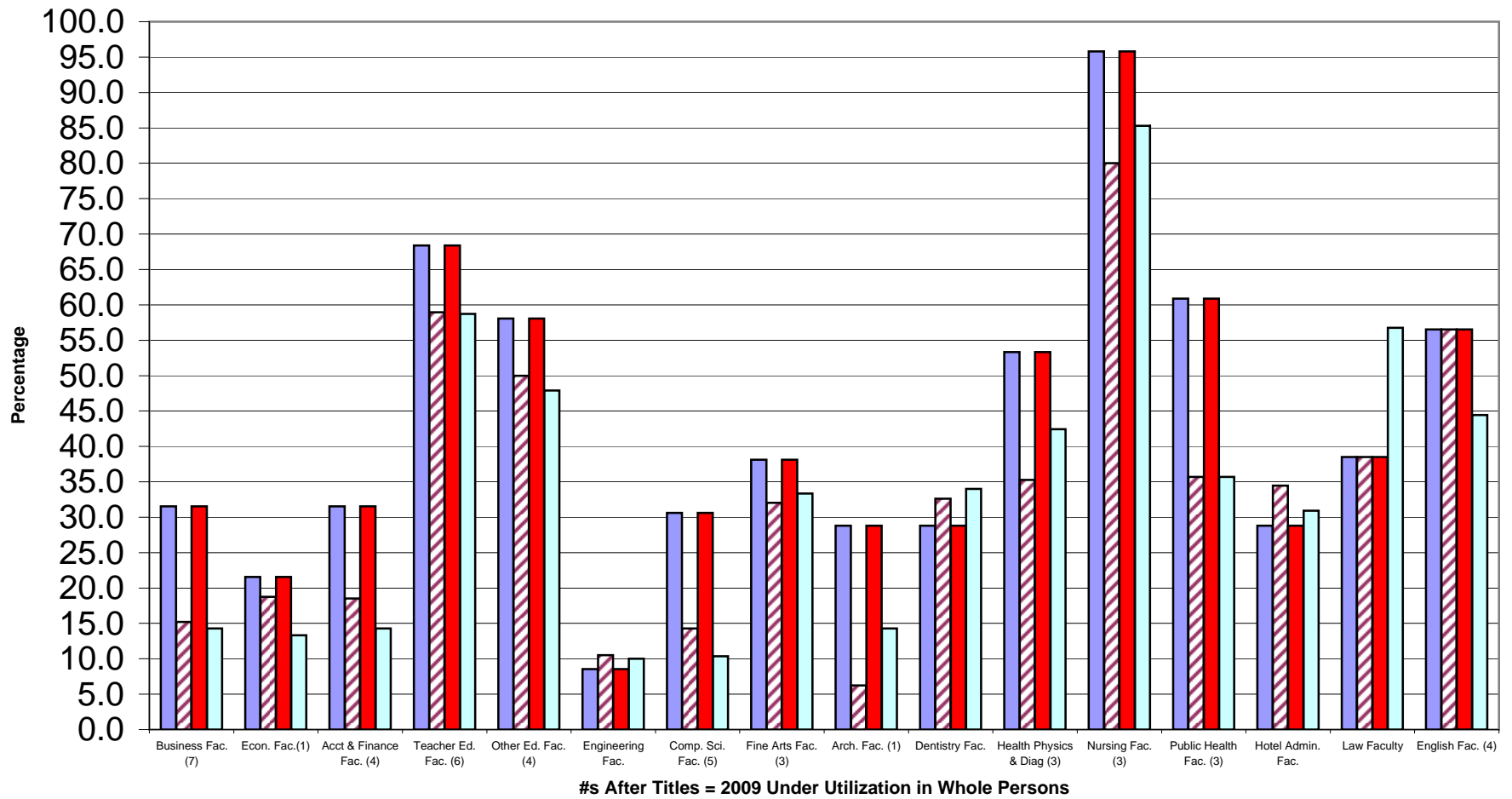
# Incumbency v. Estimated Availability Detail

UNLV - All Employees  
02/06/2009

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Disparity?
410 Office & Admin - Support Leve	147	Female	126	85.71	76.32	112.2	13.8	Yes
		Minority	76	51.70	30.36	44.6	31.4	
		Black	32	21.77	9.61	14.1	17.9	
		Hispanic	28	19.05	12.76	18.8	9.2	
		Asian	15	10.20	5.46	8.0	7.0	
		AmIndian	1	0.68	1.33	2.0	-1.0	
500 Technical/Paraprofessional	249	Female	146	58.63	51.40	128.0	18.0	
		Minority	117	46.99	23.66	58.9	58.1	
		Black	33	13.25	6.60	16.4	16.6	
		Hispanic	39	15.66	10.06	25.0	14.0	
		Asian	43	17.27	3.75	9.3	33.7	
		AmIndian	2	0.80	1.01	2.5	-0.5	
600 Skilled Crafts	67	Female	1	1.49	1.92	1.3	-0.3	Yes
		Minority	17	25.37	28.62	19.2	-2.2	
		Black	10	14.93	4.02	2.7	7.3	
		Hispanic	5	7.46	19.24	12.9	-7.9	
		Asian	2	2.99	2.72	1.8	0.2	
		AmIndian	0	0.00	1.46	1.0	-1.0	
700 Service Maintenance	96	Female	12	12.50	4.73	4.5	7.5	Yes
		Minority	31	32.29	29.96	28.8	2.2	
		Black	12	12.50	5.58	5.4	6.6	
		Hispanic	7	7.29	15.88	15.2	-8.2	
		Asian	10	10.42	3.33	3.2	6.8	
		AmIndian	2	2.08	2.54	2.4	-0.4	
710 Public Safety	51	Female	11	21.57	26.68	13.6	-2.6	Yes
		Minority	21	41.18	24.35	12.4	8.6	
		Black	8	15.69	9.44	4.8	3.2	
		Hispanic	7	13.73	8.15	4.2	2.8	
		Asian	6	11.76	5.27	2.7	3.3	
		AmIndian	0	0.00	0.67	0.3	-0.3	
720 Custodial & Grounds	222	Female	69	31.08	27.57	61.2	7.8	Yes
		Minority	123	55.41	54.00	119.9	3.1	
		Black	42	18.92	10.63	23.6	18.4	
		Hispanic	50	22.52	34.99	77.7	-27.7	
		Asian	27	12.16	5.91	13.1	13.9	
		AmIndian	4	1.80	0.93	2.1	1.9	

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

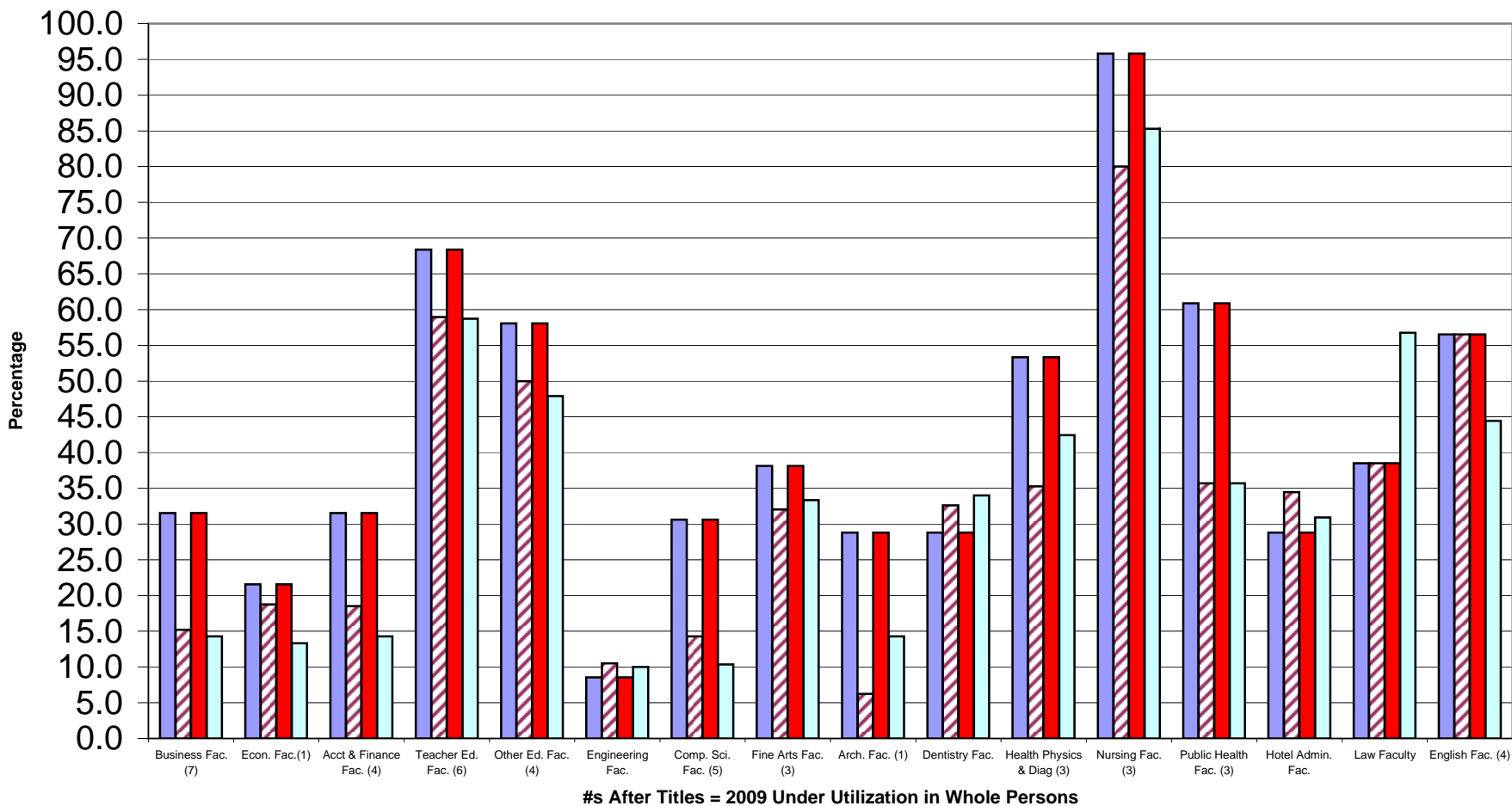
**UNLV - Utilization of Women**  
**Availability v Work Force Percentages, 2008 & 2009**



■ Mkt Avl % 2008  
 ■ UNLV Wkf % 2008  
 ■ Mkt Avl % 2009  
 ■ UNLV Wkf % 2009

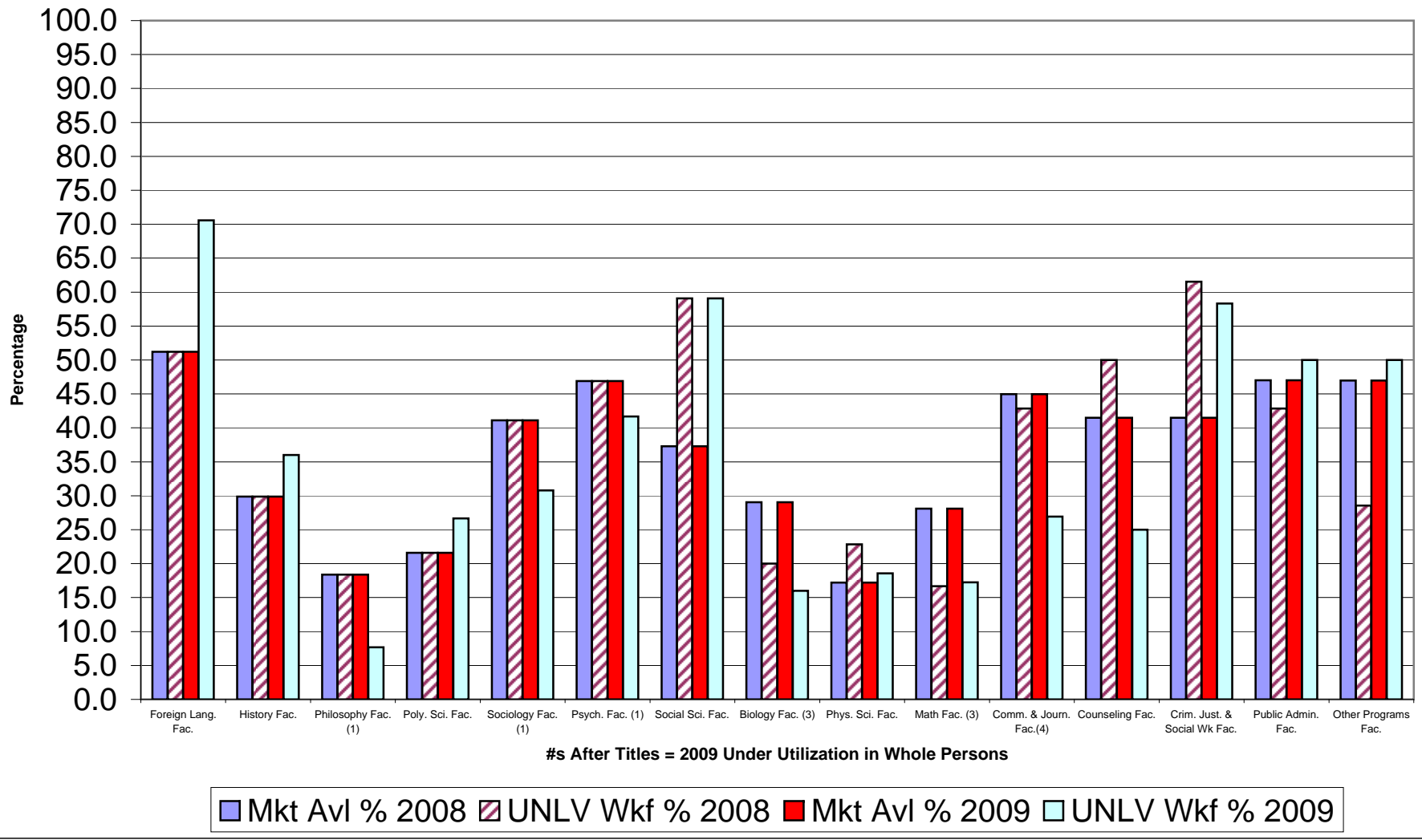


**UNLV - Utilization of Women**  
**Availability v Work Force Percentages, 2008 & 2009**

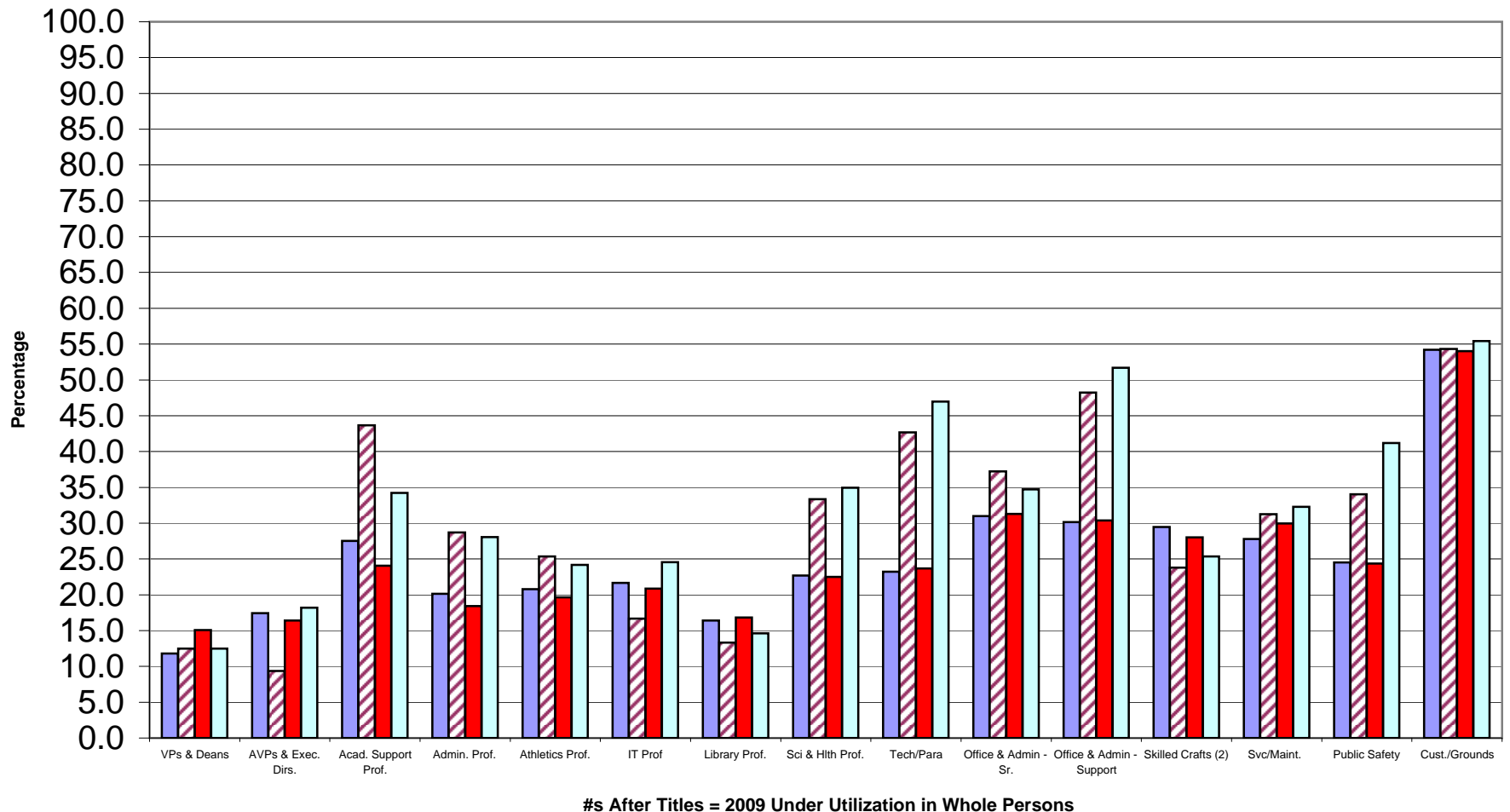


■ Mkt Avl % 2008  
 ▨ UNLV Wkf % 2008  
 ■ Mkt Avl % 2009  
 ■ UNLV Wkf % 2009

**UNLV - Utilization of Women  
Availability v Work Force Percentages, 2008 & 2009**

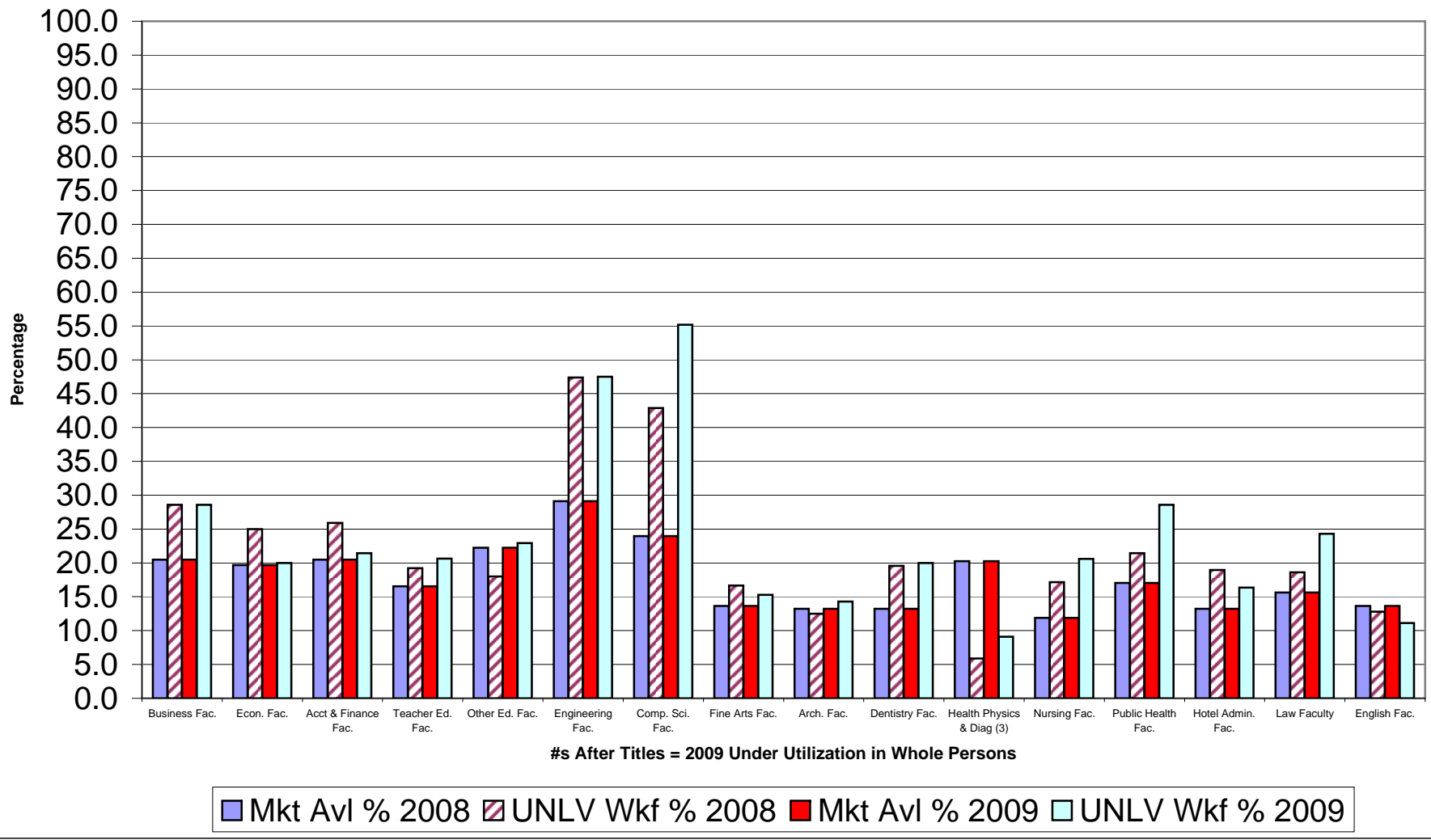


**UNLV - Utilization of Minorities**  
**Availability v Work Force Percentages, 2008 & 2009**

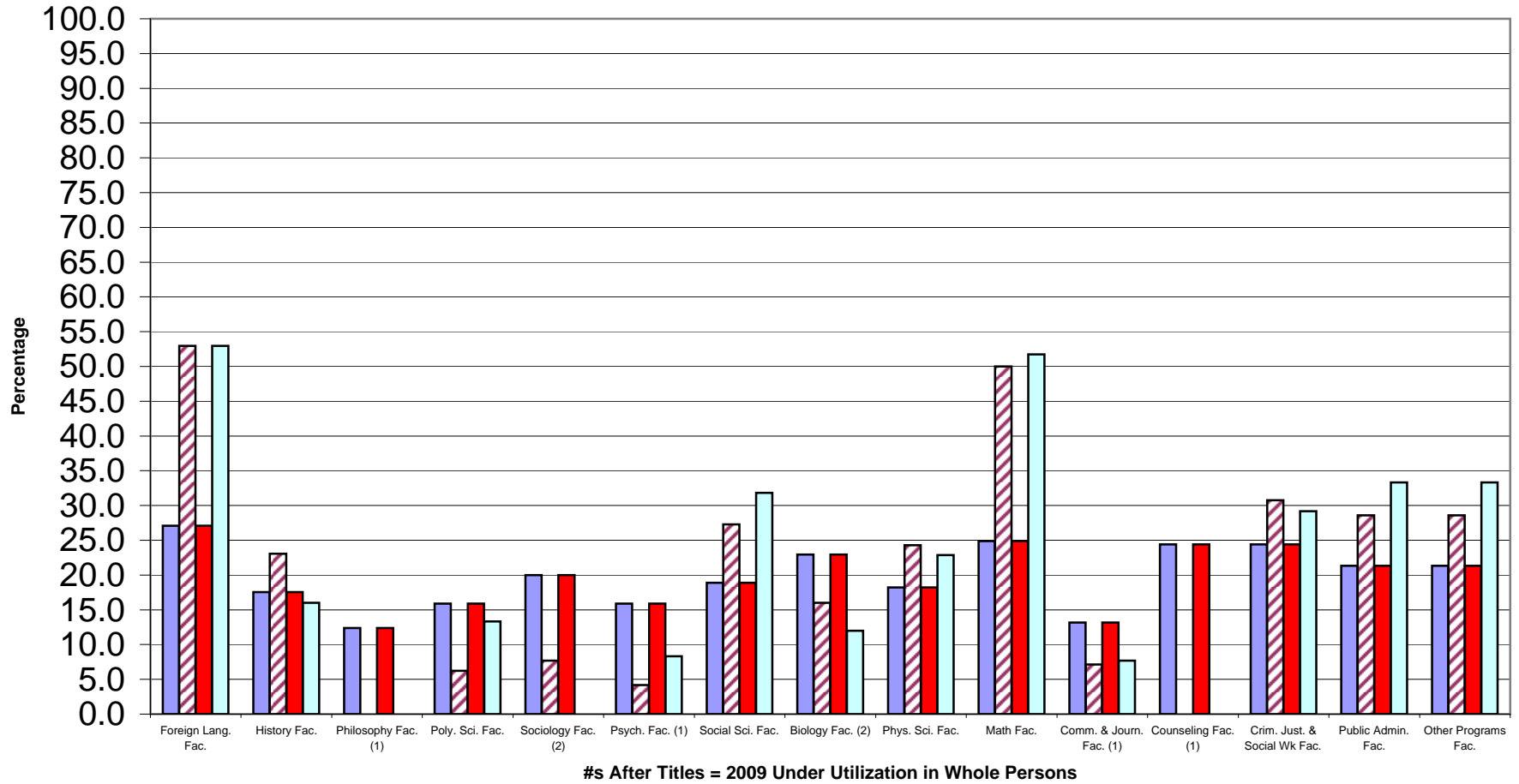


■ Mkt Avl % 2008  
 ■ UNLV Wkf % 2008  
 ■ Mkt Avl % 2009  
 ■ UNLV Wkf % 2009

**UNLV - Utilization of Minorities  
Availability v Work Force Percentages, 2008 & 2009**

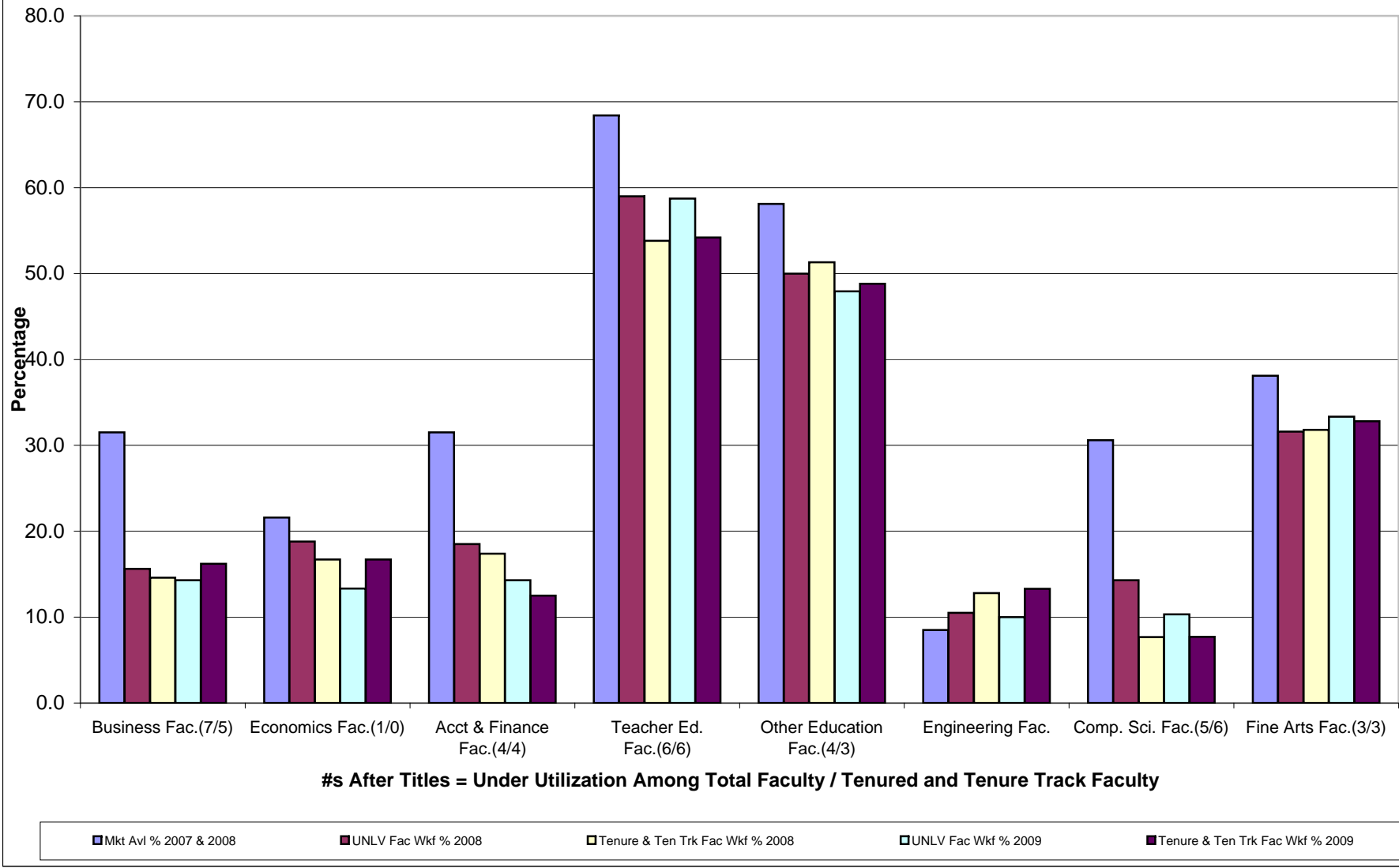


**UNLV - Utilization of Minorities**  
**Availability v Work Force Percentages, 2008 & 2009**

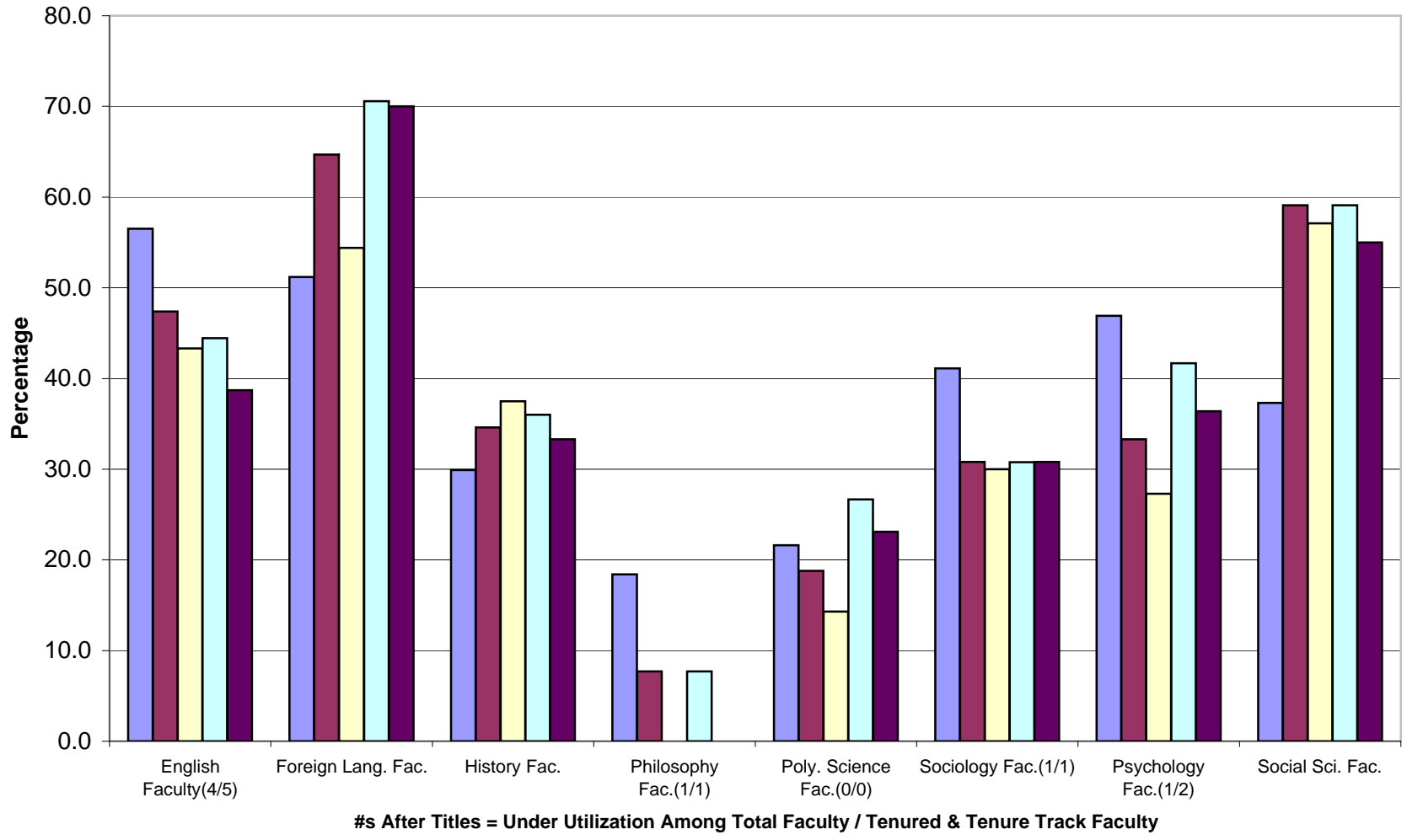


■ Mkt Avl % 2008  
 ▨ UNLV Wkf % 2008  
 ■ Mkt Avl % 2009  
 ■ UNLV Wkf % 2009

### UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2008 & 2009

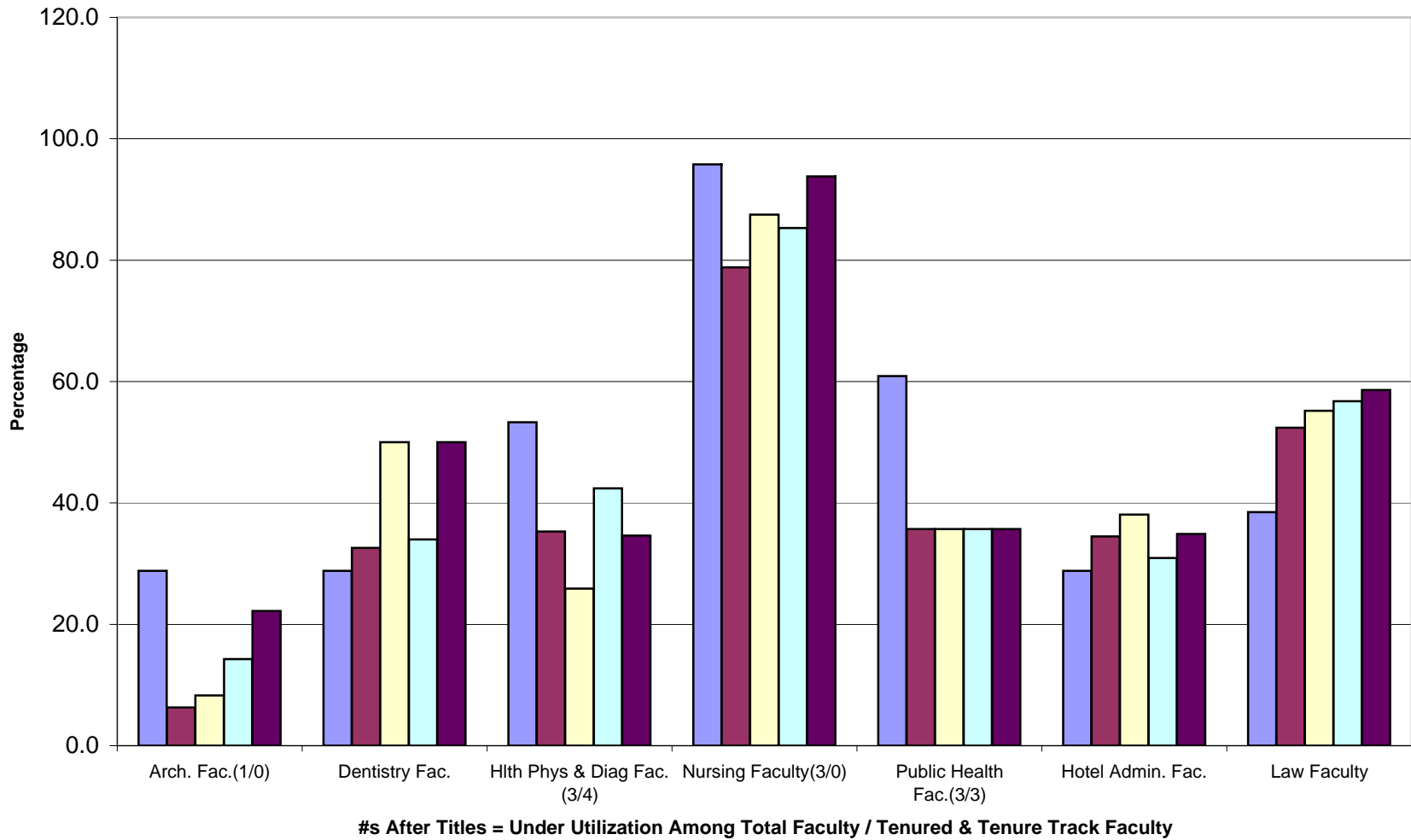


### UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2008 & 2009



Mkt Avl % 2007 & 2008
  UNLV Fac Wkf % 2008
  Tenure & Ten Trk Fac Wkf % 2008
  UNLV Fac Wkf % 2009
  Tenure & Ten Trk Fac Wkf % 2009

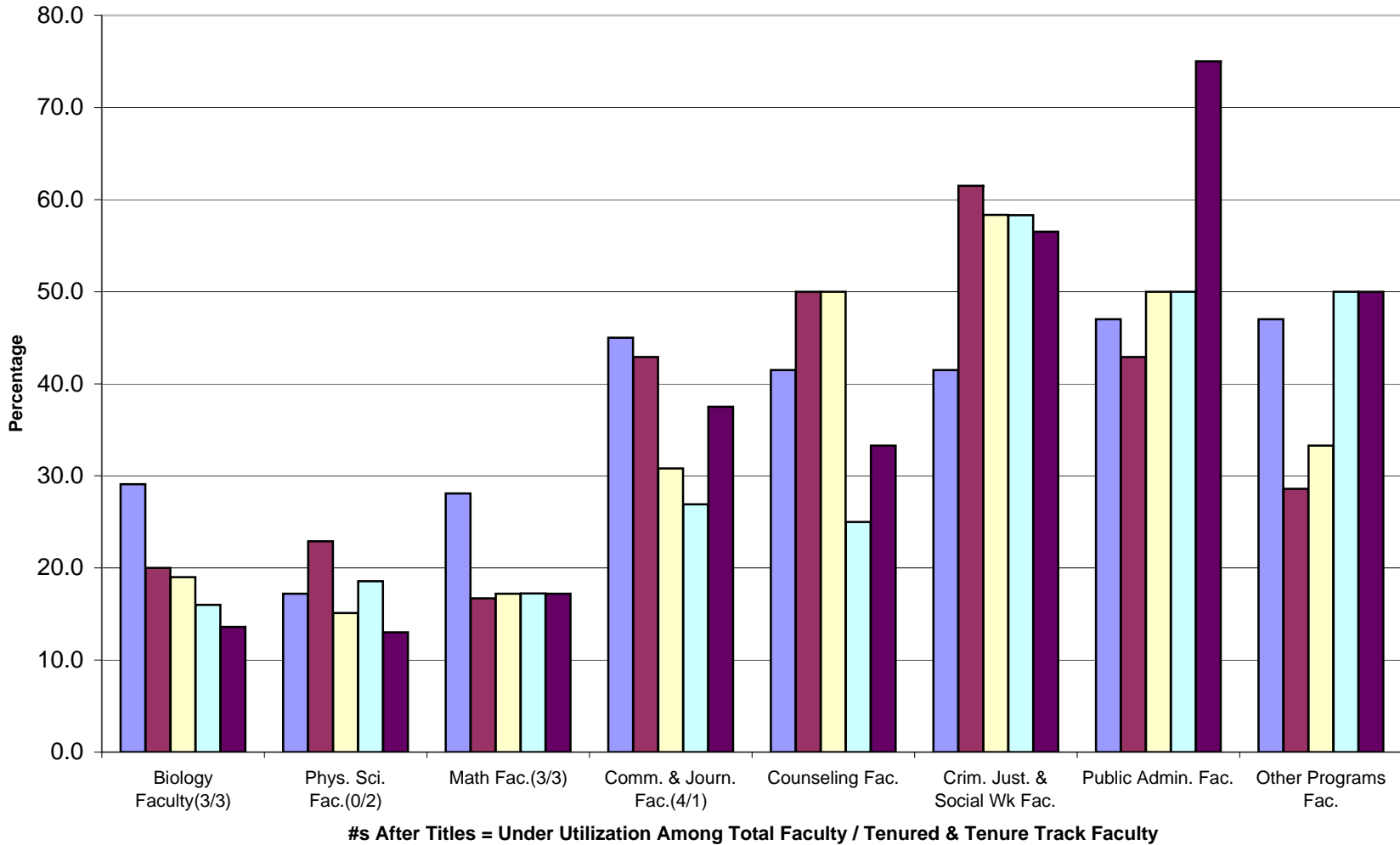
**UNLV - Utilization of Tenured and Tenure Track Women  
Availability v Work Force Percentages, 2008 & 2009**



■ Mkt Avl % 2007 & 2008    
 ■ UNLV Fac Wkf % 2008    
 ■ Tenure & Ten Trk Fac Wkf % 2008    
 ■ UNLV Fac Wkf % 2009    
 ■ Tenure & Ten Trk Fac Wkf % 2009

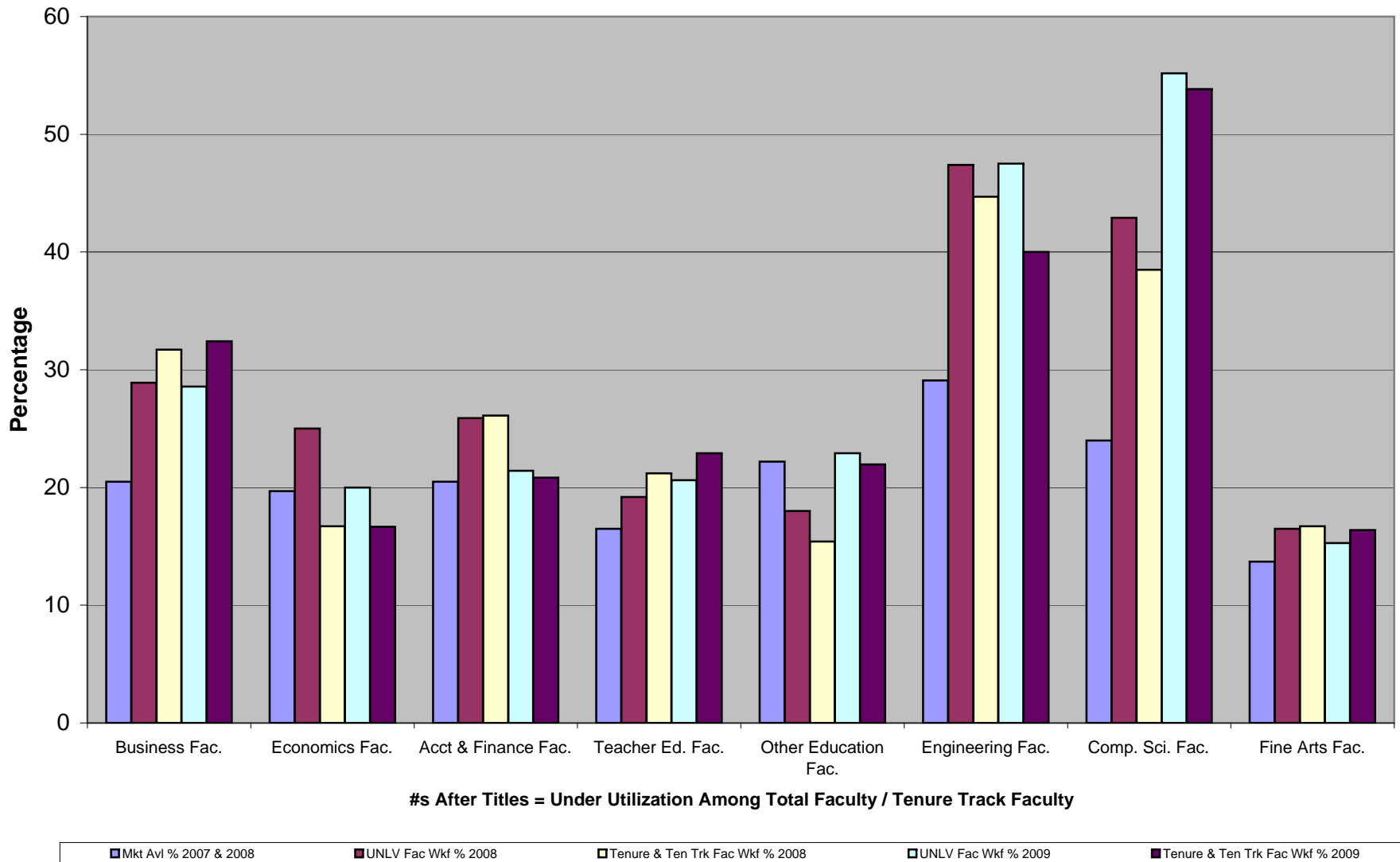


**UNLV - Utilization of Tenured and Tenure Track Women  
Availability v Work Force Percentages, 2007 & 2008**

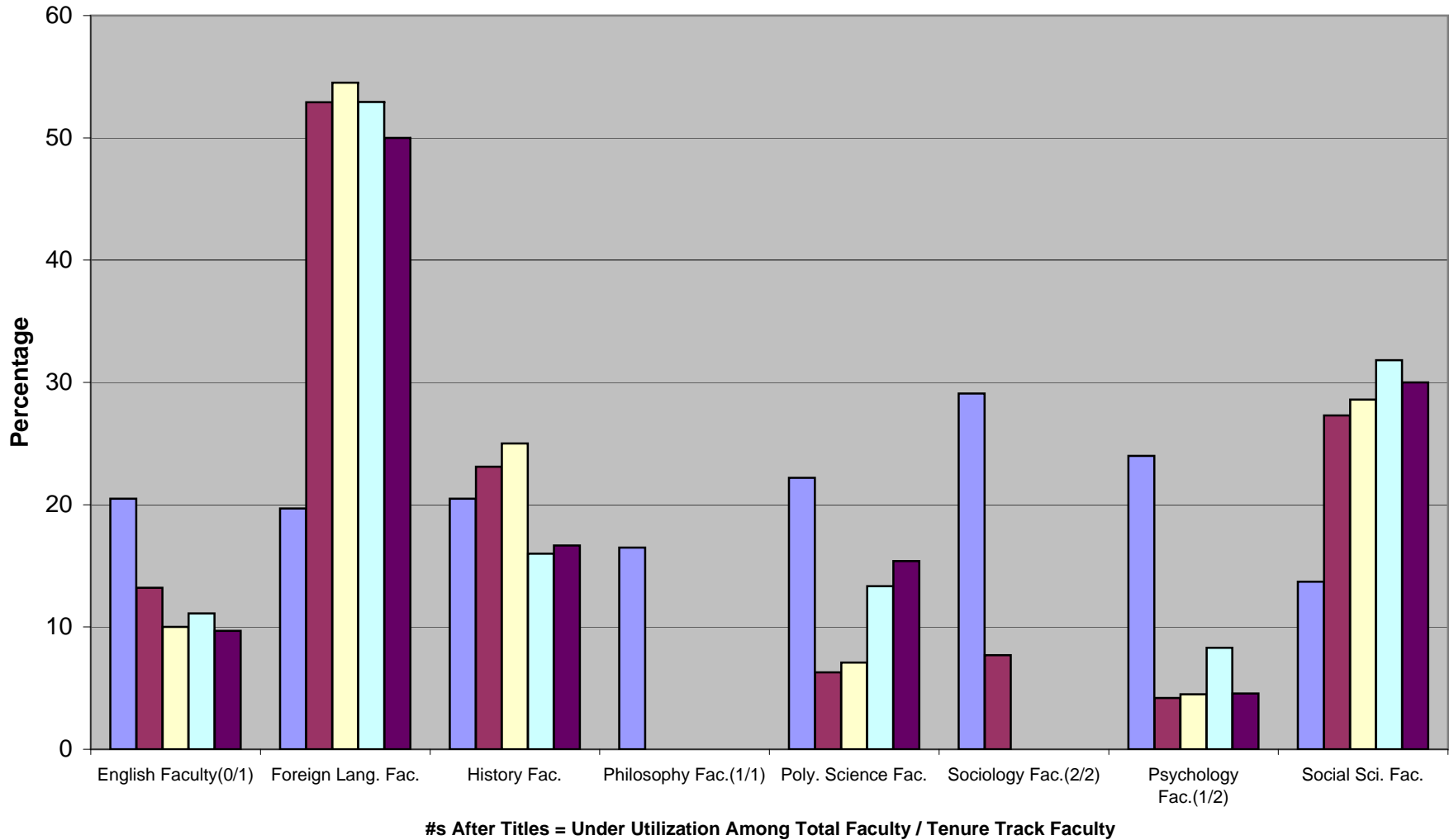


Mkt Avl % 2007 & 2008
  UNLV Fac Wkf % 2008
  Tenure & Ten Trk Fac Wkf % 2008
  UNLV Fac Wkf % 2009
  Tenure & Ten Trk Fac Wkf % 2009

### UNLV - Utilization of Tenured and Tenured Track Minorities Availability v Work Force Percentages, 2008 & 2009



**UNLV - Utilization of Tenured and Tenured Track Minorities  
Availability v Work Force Percentages, 2008 & 2009**



■ Mkt Avl % 2007 & 2008

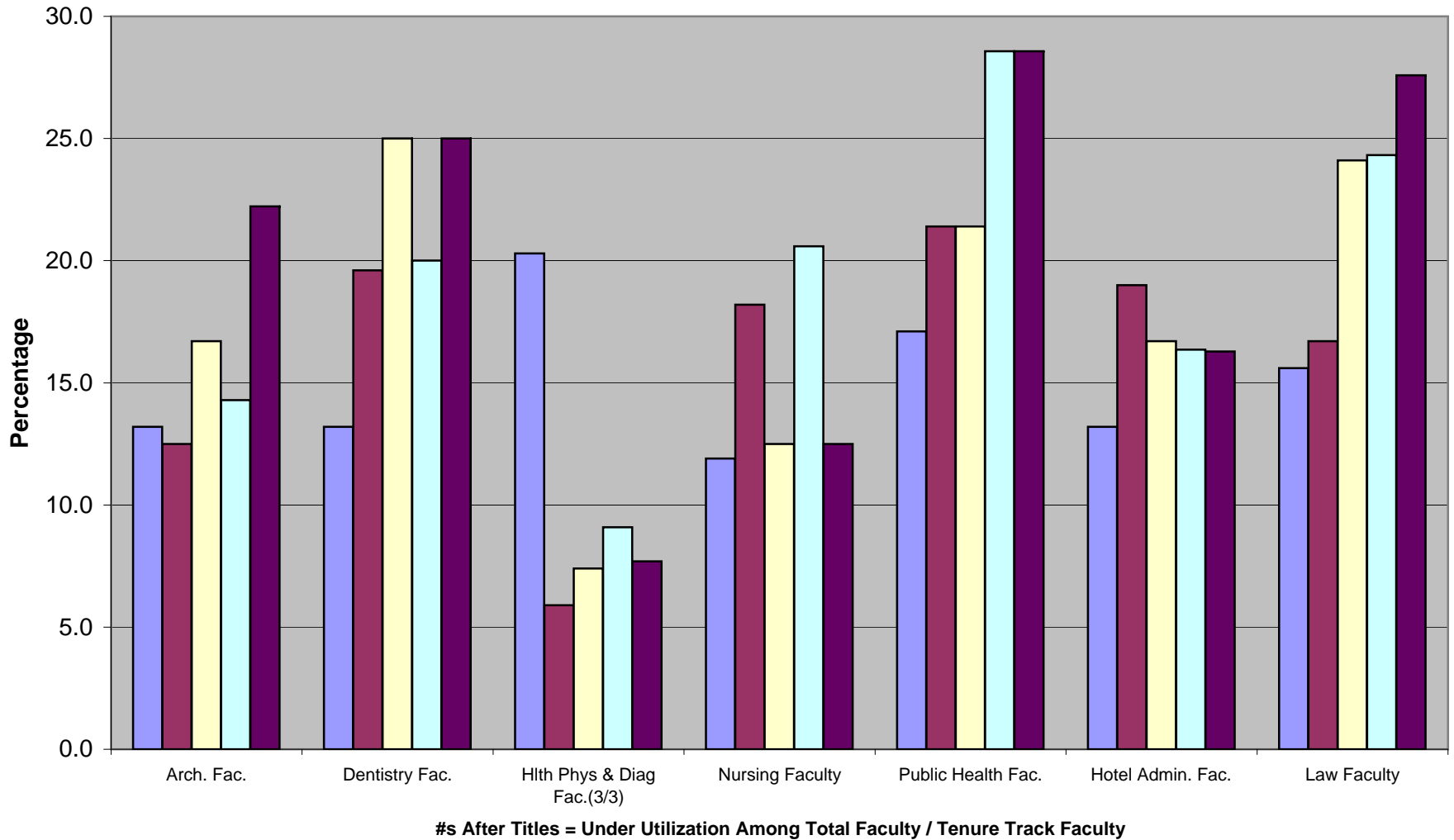
■ UNLV Fac Wkf % 2008

■ Tenure & Ten Trk Fac Wkf % 2008

■ UNLV Fac Wkf % 2009

■ Tenure & Ten Trk Fac Wkf % 2009

**UNLV - Utilization of Tenured and Tenured Track Minorities  
Availability v Work Force Percentages, 2008 & 2009**



■ Mkt Avl % 2007 & 2008

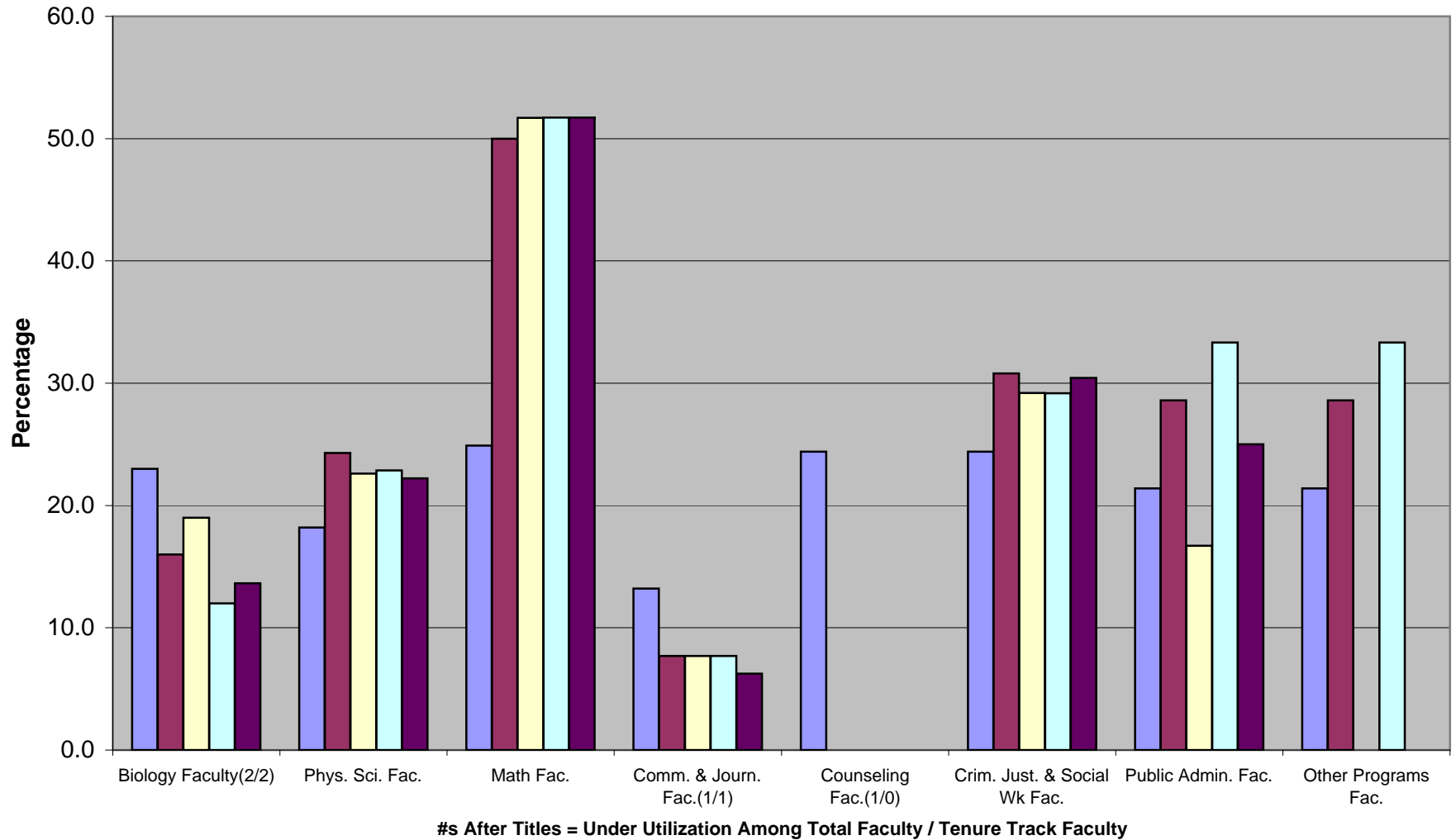
■ UNLV Fac Wkf % 2008

■ Tenure & Ten Trk Fac Wkf % 2008

■ UNLV Fac Wkf % 2009

■ Tenure & Ten Trk Fac Wkf % 2009

### UNLV - Utilization of Tenured and Tenured Track Minorities Availability v Work Force Percentages, 2008 & 2009



■ Mkt Avl % 2007 & 2008

■ UNLV Fac Wkf % 2008

■ Tenure & Ten Trk Fac Wkf % 2008

■ UNLV Fac Wkf % 2009

■ Tenure & Ten Trk Fac Wkf % 2009



## 2009 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 **very significant 121.1% increase in the percentage representation of minorities** among executive officers over the past three years.

Profile of Executives, 2003 - 2009					
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%
CY 2009	57	20	35.1%	9	15.8%
Percent Change	1.8%	0.0%	-1.8%	125.0%	121.1%

\* 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 consisted of 24 employees, of whom nine are women and three were minorities. In 2009, this job group consists of 24 employees, of whom nine are women and three were minorities.

- Within the Vice Presidents & Deans Job Group, the availability of women in the labor market is 30.7%. Among this job group at UNLV, women comprise 37.5%. **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 the Vice Presidents & Deans Job Group, the availability of minorities in the labor market is 15.1%. 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 consisted of 32 employees, of whom 14 were women and three were minorities. In 2009, this job group consists of 33 employees, of whom 11 are women and six are minorities.

- Within the AVPs and Executive Directors Job Group, the availability of women in the labor market is 39.5%. Among this job group at UNLV, women comprise 33.3%. ***Current utilization of women is two below market availability – representing a net loss 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 16.4%. Among this job group at UNLV, minorities comprise 18.2%. ***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.***

**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 a ***9.3% increase in the percentage representation of women*** and a ***20.2% 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 - 2009					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	739	238	32.2%	139	18.8%
FY 03-04	768	256	33.3%	152	19.8%
CY 2005	855	276	32.3%	172	20.1%
CY 2006	846	285	33.7%	177	20.9%
CY 2007	978	347	35.5%	209	21.4%
CY 2008	979	350	35.8%	214	21.9%
CY 2009	929	327	35.2%	210	22.6%
Percent Change	25.7%	37.4%	9.3%	51.1%	20.2%

### **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 consisted of 46 employees, of whom seven were women and 13 were minorities. In 2009, the Business Faculty Job Group consists of 42 employees, of whom six are women and 12 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 14.3%. ***Current utilization of women is seven 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 20.5%. Among this job group at UNLV, minorities comprise 28.6%. ***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.***

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 were women and four were minorities. In 2009, the Economics Faculty Job Group consisted of 15 employees, of whom two are women and three 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 13.3%. ***Current utilization of women is one below with 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 19.7%. Among this job group at UNLV, minorities comprise 20.0%. ***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.***

### **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 consisted of 27 employees, of whom five



were women and seven were minorities. In 2009, the Accounting and Finance Faculty Job Group consists of 28 employees, of whom four are women and six 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 14.3%. ***Current utilization of women is four 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 20.5%. Among this job group at UNLV, minorities comprise 21.4%. ***Current utilization of minorities is at par with market availability – representing net loss of one in the utilization of minorities in this job group compared to the previous year.***

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 group consisted of 71 employees, of whom 45 were women and 16 were minorities. In 2008, the group consisted of 78 employees, of whom 46 were women and 15 were minorities. In 2009, the Teacher Education Job Group consists of 63 employees, of whom 37 are women and 13 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 58.7%. ***Current utilization of women is six 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 16.5%. Among this job group at UNLV, minorities comprise 20.6%. ***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.***

### **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 group consisted of 53 employees, of whom 21 were women and eight were minorities. In 2008, the group consisted of 50 employees, of whom 25 were women and nine are minorities. In 2009, the Other Education Job Group consisted of 48 employees, of whom 23 are women and 11 were minorities.

- Within this job group, the availability of women in the labor market is 58.1%. Among this job group at UNLV, women comprise 47.9%. ***Current utilization of women is four below market availability.***

- Within this job group, the availability of minorities in the labor market is 22.2%. Among this job group at UNLV, minorities comprise 22.9%. ***Current utilization of minorities is at par with market availability – representing a net gain of two 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 group consisted of 53 employees, of whom six were women and 24 were minorities. In 2008, the group consisted of 57 employees, of whom six were women and 27 were minorities. In 2009, the Engineering Faculty Job Group consists of 40 employees, of whom four are women and 19 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%. ***Current utilization of women is at par with 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 29.1%. Among this job group at UNLV, minorities comprise 47.5%. ***Current utilization of minorities is seven above market availability – representing a net loss of three 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 group consisted of 15 employees, of whom two were women woman and six were minorities. In 2008, the group consisted of 14 employees, of whom two were women woman and six were minorities. In 2009, the Computer Science Faculty Group consists of 29 employees, of whom three are women woman and 16 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 10.3%. ***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 24.0%. Among this job group at UNLV, minorities comprise 55.2%. ***Current utilization of minorities is nine above market availability – representing a net gain of seven 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 group consisted of 77 employees, of whom 21 were women and

11 were minorities. In 2008, the group consisted of 78 employees, of whom 25 were women and 13 were minorities. In 2009, the Fine Arts Faculty Job Group consists of 72 employees, of whom 24 are women and 11 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 33.3%. ***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 13.7%. Among this job group at UNLV, minorities comprise 15.3%. ***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.***

### **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 group consisted of 13 employees, of whom three were women and three were minorities. In 2008, the group consisted of 16 employees, of whom one was a woman and two were minorities. In 2009, the Architecture Faculty Job Group consists of 14 employees, of whom two are women 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 14.3%. ***Current utilization of women is one 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 13.2%. Among this job group at UNLV, minorities comprise 14.3%. ***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.***

### **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 group consisted of 46 employees, of whom 17 were women and eight were minorities. In 2008, the group consisted of 46 employees, of whom 15 were women and nine were minorities. In 2009, the Dental Medicine Faculty Job Group consists of 50 employees, of whom 17 are women and 10 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 34.0%. ***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 13.2%. Among this job group at UNLV, minorities comprise 20.0%. *Current utilization of minorities is three 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 Physics & Diagnostics 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 group consisted of 37 employees, of whom 15 were women and two were minorities. In 2008, the group consisted of 34 employees, of whom 12 were women and two were minorities. In 2009, the groups change names with a reorganization of some academic programs and is now called Health Physics & Diagnostics Group of which the consists of 33 employees, of whom 14 are women and three 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 42.4%. *Current utilization of women is three below 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 20.3%. Among this job group at UNLV, minorities comprise 9.1%. *Current utilization of minorities is three 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 group consisted of 30 employees, of whom 26 were women and four were minorities. In 2008, the group consisted of 35 employees, of whom 28 were women and six were minorities. In 2009, the Nursing Faculty Job Group consists of 34 employees, of whom 29 are women and seven 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 85.3%. *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 11.9%. Among this job group at UNLV, minorities comprise 20.6%. *Current utilization of minorities is three above market availability – representing a net gain of two 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 group consisted of 14 employees, of whom five

were women and three were minorities. In 2008, the group consisted of 14 employees, of whom five were women and three were minorities. In 2009, the Public Health Faculty Job Group consists of 14 employees, of whom five are women and four 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 28.6%. ***Current utilization of minorities is one above market availability – representing net gain of one 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 group consisted of 60 employees, of whom 21 were women and 12 were minorities. In 2008, the group consisted of 58 employees, of whom 20 were women and 11 were minorities. In 2009, the Hotel Administration Faculty Job Group consists of 55 employees, of whom 17 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 30.9%. ***Current utilization of women is one above market availability.***
- Within this job group, the availability of minorities in the labor market is 13.2%. Among this job group at UNLV, minorities comprise 16.4%. ***Current utilization of minorities is one above market availability – representing a net loss of two 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 group consisted of 42 employees, of whom 21 were women and seven were minorities. In 2008, the group consisted of 43 employees, of whom 22 were women and eight were minorities. In 2009, the Law Faculty Job Group consists of 37 employees, of whom 21 are women and nine 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 56.8%. ***Current utilization of women is six 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 24.3%. ***Current utilization of minorities is***

***three above market availability – representing a net gain of two 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 group consisted of 43 employees, of whom 20 were women and five were minorities. In 2008, the group consisted of 43 employees, of whom 22 were women and eight were minorities. In 2009, the English & Literature Faculty Job Group consists of 36 employees, of whom 16 are women and four 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 44.4%. ***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 11.1%. ***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 group consisted of 18 employees, of whom 11 were women and nine were minorities. In 2008, the group consisted of 17 employees, of whom 11 were women and nine were minorities. In 2009, the Foreign Languages Faculty Job Group consists of 17 employees, of whom 12 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 70.6%. ***Current utilization of women is three 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 group consisted of 26 employees, of whom ten were women and five were minorities. In 2008, the group consisted of 26 employees, of whom nine were women and

six were minorities. In 2009, the History Faculty Job Group consists of 25 employees, of whom nine are women and four are minorities.

- Within this job group, the availability of women in the labor market is 29.9%. Among this job group at UNLV, women comprise 36.0%. *Current utilization of women is one above market availability – representing a 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 17.6%. Among this job group at UNLV, minorities comprise 16.0%. *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*

#### **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 group consisted of 20 employees, of whom two were women and one was a minority. In 2008, the group consisted of 13 employees, of whom one was a woman and none were minority. In 2009, the Philosophy Faculty Job Group consists of 13 employees, of whom one is a woman and none are 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 group consisted of 16 employees, of whom four were women and two were minorities. In 2008, the group consisted of 16 employees, of whom three were women and one was a minority. In 2009, the Political Science Job Group consists of 15 employees, of whom four are women and two 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 26.7%. *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 13.3%. ***Current utilization of minorities is at par market availability – representing a net gain 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 group consisted of 14 employees, of whom six were women and one was a minority. In 2008, the group consisted of 13 employees, of whom four were women and one was a minority. In 2009, the Sociology Faculty Job Group consists of 13 employees, of whom four are women and none are 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 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 20.0%. Among this job group at UNLV, minorities comprise 0.0%. ***Current utilization of minorities is two 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 – 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 group consisted of 21 employees, of whom six were women and one was a minority. In 2008, the group consisted of 24 employees, of whom eight were women and one was a minority. In 2009, the Psychology Faculty Job Group consists of 24 employees, of whom 10 are women and two are minorities.

- Within this job group, the availability of women in the labor market is 46.9%. Among this job group at UNLV, women comprise 41.7%. ***Current utilization of women is one 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 15.9%. Among this job group at UNLV, minorities comprise 8.3%. ***Current utilization of minorities is one below market availability – representing a net gain of one 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 group consisted of 20 employees, of whom 12 were women and six were minorities. In 2008, the group consisted of 22 employees, of whom 13 were



women and six were minorities. In 2009, the Social Sciences Faculty Job Group consists of 22 employees, of whom 13 are women and seven 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 31.8%. *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.*

### **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 group consisted of 31 employees, of whom six were women and six were minorities. In 2008, the group consisted of 25 employees, of whom five were women and four were minorities. In 2009, the Biological Sciences Faculty Job Group consists of 25 employees, of whom four are women and three 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 16.0%. *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 23.0%. Among this job group at UNLV, minorities comprise 12.0%. *Current utilization of minorities is two below market availability – representing a net loss of one 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 group consisted of 71 employees, of whom 15 were women and 17 were minorities. In 2008, the group consisted of 70 employees, of whom 16 were women and 17 were minorities. In 2009, the Physical Sciences Faculty Job Group consists of 70 employees, of whom 13 are women and 16 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 18.6%. *Current utilization of women is one above 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 18.2%. Among this job group at UNLV, minorities comprise 22.9%. *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.***

### **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 group consisted of 31 employees, of whom three were women and 14 were minorities. In 2008, the group consisted of 30 employees, of whom five were women and 15 were minorities. In 2009, the Mathematics Faculty Job Group consists of 29 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 17.2%. ***Current utilization of women is three below market availability – representing a 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 24.9%. Among this job group at UNLV, minorities comprise 51.7%. ***Current utilization of minorities is seven above market availability – representing no net change 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 group consisted of 17 employees, of whom six were women and one was a minority. In 2008, the group consisted of 28 employees, of whom 12 were women and two were minorities. In 2009, the Communications & Journalism Faculty Job Group consists of 26 employees, of whom seven 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 26.9%. ***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 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.***

### **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 group consisted of five employees, of whom two were women and none was a minority. In 2008, the Counseling Faculty Job Group consisted of four employees,

of whom two were women and none were minority. In 2009, the Counseling Faculty Job Group consists of four employees, of whom one is a women and none are minority.

- Within this job group, the availability of women in the labor market is 41.5%. Among this job group at UNLV, women comprise 25.0%. *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 group consisted of 25 employees, of whom 15 were women and nine were minorities. In 2008, the group consisted of 26 employees, of whom 16 were women and eight were minorities. In 2009, the Criminal Justice & Social Work Faculty Job Group consists of 24 employees, of whom 14 are women and seven 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 58.3%. *Current utilization of women is four 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 24.4%. Among this job group at UNLV, minorities comprise 29.2%. *Current utilization of minorities is one above market availability – representing no net change 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 group consisted of 13 employees, of whom seven were women and one was a minority. In 2008, the Public Administration Faculty Job Group consisted of seven employees, of whom three were women and two were minorities. In 2009, the Public Administration Faculty Job Group consists of six 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 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 21.4%. Among this job group at UNLV, minorities comprise 33.3%. ***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.***

### **Other Academic Programs, Not Elsewhere Classified (290)**

In 2006, the Other Academic Programs Faculty Job Group – *including the Graduate College and the Honors College* – consisted of five employees, of whom three were women and two were minorities. In 2007, the group consisted of 10 employees, of whom five were women and four were minorities. In 2008, the group consisted of seven employees, of whom two were women and two were minorities. In 2009, the Other Academic Programs Faculty Job Group consists of six 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 50.0%. ***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 21.4%. Among this job group at UNLV, minorities comprise 33.3%. ***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.***

### **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. ***While the percentage representation of women has decreased slightly by 1.2%, this change is not material.*** The trend line reflects a significant ***18.3% increase in the percentage representation of minorities*** among professional staff over the past three years.

Profile of Professional Staff, 2003 - 2009					
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	54.9%	202	24.2%
CY 2006	864	480	55.6%	223	25.8%
CY 2007	986	554	56.2%	290	29.4%
CY 2008	996	542	54.4%	302	30.3%
CY 2009	961	521	54.2%	275	28.6%
Percent Change	15.1%	13.8%	-1.2%	36.1%	18.3%

\* 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 6 fewer positions in 2009 than 2008 and Information Technology (340) shows 38 greater positions, while Administrative Professional (320) shows 34 fewer positions. As a result, apparent changes in utilization rates for these job groups from 2008 to 2009 – was essentially offset one another – may represent nothing more than the reclassification of job titles among these job groups. However, the university, as a whole, lost approximately 125 individuals this year due to budget cuts and attrition this has caused a slight downward trend in the percentage change that will carry through at least 2010 – 2012 reports.

### 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 group consisted of 216 employees, of whom 141 were women and 92 were minorities. In 2008, the group consisted of 190 employees, of whom 122 were women and 83 were minorities. In 2009, the Academic Support Professionals Job Group consists of 184 employees, of whom 116 are women and 63 are minorities.

- Within this job group, the availability of women in the labor market is 49.9%. Among this job group at UNLV, women comprise 63.0%. ***Current utilization of women is 24 above market availability. – representing a net gain 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 24.1%. Among this job group at UNLV, minorities comprise 34.2%. ***Current utilization of minorities is 18 above market availability – representing a net loss of 12 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 group consisted of 457 employees, of whom

280 were women and 119 were minorities. In 2008, the group consisted of 505 employees, of whom 311 were women and 145 were minorities. In 2009, the Administrative Professionals Job Group consists of 481 employees, of whom 298 are women and 135 are minorities.

- Within this job group, the availability of women in the labor market is 34.5%. Among this job group at UNLV, women comprise 62.0%. ***Current utilization of women is 132 above market availability – representing a net gain of 19 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 18.4%. Among this job group at UNLV, minorities comprise 28.1%. ***Current utilization of minorities is 46 above market availability – representing a net gain of three 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 group consisted of 62 employees, of whom 16 were women and 15 were minorities. In 2008, the group consisted of 67 employees, of whom 19 were women and 17 were minorities. In 2009, the Athletics Professionals Job Group consists of 62 employees, of whom 16 are women and 15 are minorities

- Within this job group, the availability of women in the labor market is 28.2%. Among this job group at UNLV, women comprise 25.8%. ***Current utilization of women is one 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 19.6%. Among this job group at UNLV, minorities comprise 24.2%. ***Current utilization of minorities is two above market availability – representing net loss of one 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 group consisted of 100 employees, of whom 33 were women and 23 were minorities. In 2008, the group consisted of 72 employees, of whom 16 were women and 12 were minorities. In 2009, the Information Technology Professionals Job Group consists of 110 employees, of whom 32 are women and 27 are minorities.

- Within this job group, the availability of women in the labor market is 33.1%. Among this job group at UNLV, women comprise 29.1%. ***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 20.9%. Among this job group at UNLV, minorities comprise 24.5%. ***Current utilization of minorities is four above market availability – representing a net gain of seven 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 group consisted of 44 employees, of whom 32 were women and six were minorities. In 2008, the group consisted of 45 employees, of whom 31 were women and six were minorities. In 2009, the Library Professionals Job Group consists of 41 employees, of whom 27 are women and six are minorities.

- Within this job group, the availability of women in the labor market is 86.4%. Among this job group at UNLV, women comprise 65.9%. ***Current utilization of women is eight 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 16.8%. Among this job group at UNLV, minorities comprise 14.6%. ***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.***

### **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 group consisted of 107 employees, of whom 52 were women and 35 were minorities. In 2008, the group consisted of 117 employees, of whom 43 were women and 39 were minorities. In 2009, the Science & Health Professionals Job Group consists of 83 employees, of whom 32 are women and 29 are minorities.

- Within this job group, the availability of women in the labor market is 40.4%. Among this job group at UNLV, women comprise 38.6%. ***Current utilization of women is one 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 22.5%. Among this job group at UNLV, minorities comprise 34.9%. ***Current utilization of minorities is ten above market availability – representing a net loss 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 **2.2% increase in the percentage representation of women** and a **significant 34.0% increase in the percentage representation of minorities** among classified staff over the past five years.

Profile of Classified Staff, 2003 - 2009					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Minorities	Percent Minorities
FY 02-03	963	545	56.6%	306	31.8%
FY 03-04	1,008	574	56.9%	340	33.7%
CY 2005	1,178	678	57.6%	438	37.2%
CY 2006	1,195	686	57.4%	458	38.3%
CY 2007	1,213	705	58.1%	496	40.9%
CY 2008	1,251	727	58.1%	521	41.6%
CY 2009	1,221	706	57.8%	520	42.6%
Percent Change	26.8%	29.5%	2.2%	69.9%	34.0%

**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 group consisted of 280 employees, of whom 171 were women and 114 were minorities. In 2008, the group consisted of 307 employees, of whom 179 were women and 131 were minorities. In 2009, the Technical/Paraprofessional Job Group consists of 249 employees, of whom 146 are women and 117 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 58.6%. ***Current utilization of women is 18 above 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 23.7%. Among this job group at UNLV, minorities comprise 47.0%. ***Current utilization of minorities is 58 above market availability – representing a net loss of one 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 group consisted of 331 employees, of whom 289 were women and 121 were minorities. In 2008, the group consisted of 360 employees, of whom 313 were women and 134 were minorities. In 2009, the Office, Senior Level Job Group consists of 389 employees, of whom 341 are women and 135 are minorities.

- Within this job group, the availability of women in the labor market is 75.9%. Among this job group at UNLV, women comprise 87.7%. ***Current utilization of women is 45 above 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 31.3%. Among this job group at UNLV, minorities comprise 34.7%. ***Current utilization of minorities is 13 above market availability – representing a net loss of nine 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 group consisted of 208 employees, of whom 175 were women and 95 were minorities. In 2008, the group consisted of 170 employees, of whom 149 were women and 82 were minorities. In 2009, the Office, Support Level Job Group consists of 147 employees, of whom 126 are women and 76 are minorities.

- Within this job group, the availability of women in the labor market is 76.3%. Among this job group at UNLV, women comprise 85.7%. ***Current utilization of women is 13 above 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 30.4%. Among this job group at UNLV, minorities comprise 51.7%. ***Current utilization of minorities is 31 above market availability – representing a net gain of one 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 group consisted of 59 employees, of whom one was a woman and 15 were minorities. In 2008, the group consisted of 63 employees, of whom one was a woman and 15

were minorities. In 2009, the Skilled Crafts Job Group consists of 67 employees, of whom one is a woman and 17 are minorities.

- Within this job group, the availability of women in the labor market is 1.9%. Among this job group at UNLV, women comprise 1.5%. *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 28.6%. Among this job group at UNLV, minorities comprise 25.4%. *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.*

## **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 group consisted of 93 employees, of whom 10 were women and 30 were minorities. In 2008, the group consisted of 96 employees, of whom 13 were women and 30 were minorities. In 2009, the Maintenance Job Group consists of 96 employees, of whom 12 are women and 31 are minorities.

- Within this job group, the availability of women in the labor market is 4.7%. Among this job group at UNLV, women comprise 12.5%. *Current utilization of women is seven 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 30.0%. Among this job group at UNLV, minorities comprise 32.3%. *Current utilization of minorities is two 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 group consisted of 46 employees, of whom eight were women and 14 were minorities. In 2008, the group consisted of 47 employees, of whom nine were women and 16 were minorities. In 2009, the Public Safety Job Group consists of 51 employees, of whom 11 are women and 21 are minorities.

- Within this job group, the availability of women in the labor market is 26.7%. Among this job group at UNLV, women comprise 21.6%. *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 24.4%. Among this job group at UNLV, minorities comprise 41.2%. *Current utilization of minorities is eight above market availability – representing a net gain of four 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 group consisted of 196 employees, of whom 51 were women, and 107 were minorities. In 2008, the group consisted of 208 employees, of whom 63 were women and 113 were minorities. In 2009, the Custodial/Grounds Job Group consists of 222 employees, of whom 69 are women and 123 are minorities.

- Within this job group, the availability of women in the labor market is 27.6%. Among this job group at UNLV, women comprise 31.1%. *Current utilization of women is seven 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 54.0%. Among this job group at UNLV, minorities comprise 55.4%. *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.*

See Chart 1 at Enclosure 1, Workforce & Availability Comparisons, 2005 – 2009, for source data.



## **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

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### **POLICY**

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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.

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## **PROCEDURES**

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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**

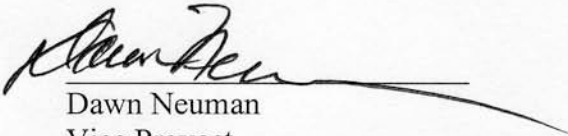
As documented in the UNLV EEO/AA Plan, the University's recruitment goal is for our work force to look just like the labor market – that is for the representation of women and minorities at UNLV to reflect their availability in the labor markets in which we recruit. This goal is consistent with guidance 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)]

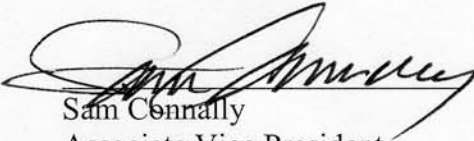
The OFCCP specifically cautions that recruitment goals may not be rigid or inflexible quotas (which are expressly forbidden); may not be considered as either a ceiling or a floor; may not create set-asides for specific groups; and may not be used to "supersede merit selection principles." Current OFCCP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

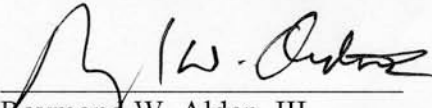
**TOP Appendix A.2005**

**Recommended by:**

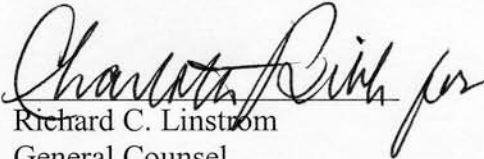
  
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**Effective January 3, 2006**