



**UNIVERSITY OF NEVADA, LAS VEGAS**

**EQUAL EMPLOYMENT  
OPPORTUNITY AND  
AFFIRMATIVE ACTION PROGRAM  
2010**

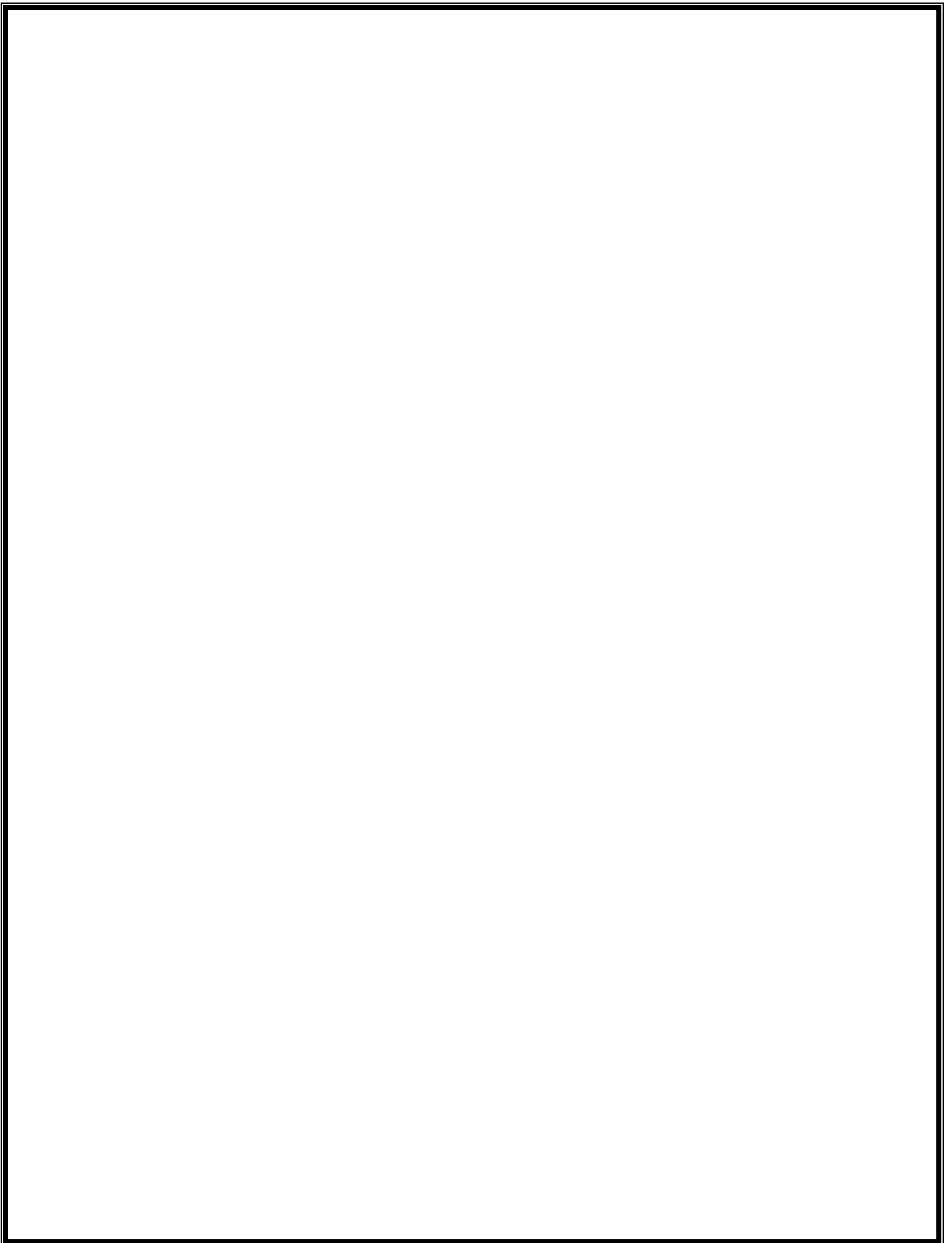
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## UNIVERSITY OF NEVADA, LAS VEGAS 2010 EEO/AA PROGRAM

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 ethnic and racial minorities among its employees in relation to the availability of women and ethnic and racial 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 and ethnic / racial minorities 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 ethnic and racial minorities at UNLV to reflect their labor market availability, job group by job group. While fluctuations in the representation of women and ethnic and racial 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:

- Each fall a data set is extracted from IPEDS, on which a calendar year plan is based, which 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 ethnic and racial 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 ethnic and racial minorities in the aggregate, among various employee complements, and among the departments and divisions of the institution *to identify whether women and ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial minorities by major occupational categories – as well as year-to-year variation by detailed job group. The 2010 EEO Plan uses Plan Year 2006 as its base year of comparison – providing a rolling five-year basis for comparison.

### ***Organizational Profile by Occupational Categories***

In the last few years, during recession, the representation of women at UNLV has decreased in most aggregate percentage areas compared to that of men. *These data suggest that women are feeling the effects of a constrained economy a minute percentage larger than that of men at the University, although total percentage of women is almost exactly equal to men.*

The following charts summarize the percentage increases in the representation of women and ethnic and racial minorities by broad occupational category over a five-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, 2006 – 2010***

<b>Representation of Women by Occupational Category, 2006 - 2010</b>						
Category	2006	2007	2008	2009	2010	Pct Change
Executives	41.3%	32.1%	41.1%	35.1%	35.7%	-13.5%
Faculty	33.7%	35.5%	35.8%	35.2%	35.9%	6.5%
Professional Staff	55.6%	56.2%	54.4%	54.2%	54.6%	-1.7%
Classified Staff	57.4%	58.1%	58.1%	57.8%	56.7%	-0.7%
Total Employees	49.8%	50.2%	50.0%	49.7%	49.5%	-0.5%

***Representation of ethnic and racial groups, 2006 – 2010***

<b>Representation of Ethnic / Racial Groups by Occupational Category, 2006 – 2010</b>						
Category	2006	2007	2008	2009	2010	Pct Increase
Executives	12.7%	9.4%	10.7%	15.8%	14.3%	12.5%
Faculty	20.9%	21.4%	21.9%	22.6%	22.5%	7.5%
Professional Staff	25.8%	29.4%	30.3%	28.6%	29.3%	13.5%
Classified Staff	38.3%	40.9%	41.6%	42.6%	44.5%	16.2%
Total Employees	29.2%	31.0%	31.8%	32.0%	32.7%	12.1%

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 ethnic and racial minorities by occupational category.

***Representation of Women and Ethnic and racial minorities among Total Employees***

As the University’s workforce has decreased over the past five years, the representation of women and ethnic and racial minorities has maintained pace within the confines of a contracting employee count.

As illustrated in the chart below, the trend represents a minute **0.5% decrease in the percentage representation of women** and a moderate **12.1% increase in the percentage representation of ethnic and racial minorities** over the past five years.

<b>Profile of All Employees, 2006 – 2010</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2010	3,107	1,538	49.5%	1,016	32.7%
Percent Change	4.7%	4.1%	-0.5%	17.3%	12.1%

***Representation of women and ethnic and racial 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. The base year for comparison for trend line analysis is now CY 2006, yielding a five-year trend line.

[Note: The same limitation applies to Professional, Non-Faculty (H30).]

The representation of women among executive officers has declined over the past five years, both in total representation as well as in proportion to total executives. However, illustrated in the chart below, there is a moderate increasing trend in ethnic and racial minorities among executive officers over the past five years.

<b>Profile of Executives, 2006 - 2010</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2010	56	20	35.7%	8	14.3%

***Representation of women and ethnic and racial minorities among Faculty (H20)***

The representation of women and ethnic and racial minorities among the professorate has increased moderately 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 **6.5% increase in the percentage representation of women** and a **7.5% increase in the percentage representation of ethnic and racial minorities** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, affiliate faculty, and lecturers.

<b>Profile of Faculty, 2006 - 2010</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2009	925	332	35.9%	208	22.5%
Percent Change	9.3%	16.5%	6.5%	17.5%	7.5%

***Representation of women and ethnic and racial minorities among Professional Staff (H30)***

Reflecting institution-wide trends in total employment & faculty employment, the representation ethnic and racial minorities increased as well in the professional, non-faculty category. Unfortunately, the trend in percentage of women in professional staff is down as in the Executive category.

It is notable that the representation of women among professional staff has exceeded 50% since the base year of comparison. **However, the percentage representation of women has decreased slightly by 1.7%, this change is shown as a continuing downward trend in this area as the economy has contracted.** However, there is a continued positive trend line reflecting a moderate **13.5% increase in the percentage representation of ethnic and racial minorities** among professional staff over the past five years.

<b>Profile of Professional Staff, 2006 - 2010</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2009	963	526	54.6%	282	29.3%
Percent Change	11.5%	9.6%	-1.7%	26.5%	13.5%



***Representation of women and ethnic and racial 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, a percentage decrease in the representation of women is an understandably moderate; however, the representation of ethnic and racial minorities among classified staff has increased materially. As illustrated in the chart below, the trend represents an appropriately modest ***1.1% decrease in the percentage representation of women*** and a ***significant 16.2% increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years.

<b>Profile of Classified Staff, 2006 - 2010</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2009	1,163	660	56.7%	518	44.5%
Percent Change	-2.7%	-3.8%	-1.1%	13.1%	16.2%

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2006 – 2010, for total representation of women and ethnic and racial 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 ethnic and racial 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 ethnic and racial minorities, provided the units are of sufficient size to create a statistical expectation of the representation of women or ethnic and racial 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 ethnic and racial minorities.

- In 2010, among 77 organizational units in which there is a statistical expectation for women to be represented, women are represented in every department on campus.
- In 2010, among 77 organizational units in which there is a statistical expectation for ethnic and racial minorities to be represented, ethnic and racial minorities are represented in every department on campus – with the exception of Accounting, Journalism,

Kinesiology & Nutrition, and the Office of Information Technology (which represents the main administrative level).

The chairs or directors of departments that are void of the representation of women or ethnic and racial 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, Workforce Analysis Summary by Organizational 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 ethnic and racial minorities within the organization is *to divide the work force into job groups within occupational categories across organizational lines*. Job groups are defined *on the basis of similarity of job content, salary range, and opportunity for progression* within the organization.

At UNLV, the definition of job groups has undergone a significant refinement over the past five years. During EEO/AA Program years up to and including 2002-03, the university relied on seven broad EEO-6 occupational categories to define its work force. During an OFCCP audit of the University's compliance with 41 CFR 60 in 2002-2003, it was determined that the job titles allocated within some of these occupational categories were not sufficiently similar in job content, salary range, and opportunity to provide meaningful analysis. Thus, the University refined its definition of job groups during 2003-04 to provide more discrete analysis, increasing the number of job groups from seven to 17, as illustrated in the following "EEO/AA cross-walk."

**Job Groups Through 2002-03**

**H10 Officials & Managers**

**H20 Faculty**

**H30 Professional Non-Faculty**

**H40 Technical/Paraprofessional**

**H50 Office Support**

**Job Groups Beginning 2003-04**

**H10 Officials & Managers**

- 100 Executives
- 110 Directors & Managers

**H20 Faculty**

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

**H30 Professional Non-Faculty**

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

**H40 Technical/Paraprofessional**

- 400 Tech/Paraprofessional

**H50 Office Support**

500 Office, Senior Level  
510 Office, Support Level

**H60 Skilled Crafts**

**H60 Skilled Crafts**

600 Skilled Crafts

**H70 Service/Maintenance**

**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 ethnic and racial 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**

**Job Groups Beginning 2005**

**H10 Officials & Managers**

100 Executives  
110 Directors & Managers

**H10 Officials & Managers**

100 Vice Presidents & Deans  
110 AVPs & Exec Directors

**H20 Faculty**

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

**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 & Athletics
- 320 Scientific & Health
- 330 Administrative
- 340 IT Professionals

**H30 Professional Non-Faculty**

- 310 Academic Support
- 320 Administrative Professionals
- 330 Athletics Professionals
- 340 Information Technology
- 350 Library Professionals
- 360 Science & Health Professionals

**H40 Technical/Paraprofessional**

- 400 Tech/Paraprofessional

**H40 Technical/Paraprofessional**

- 400 Tech/Paraprofessional

**H50 Office Support**

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

**H50 Office Support**

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

**H60 Skilled Crafts**

- 600 Skilled Crafts

**H60 Skilled Crafts**

- 600 Skilled Crafts

**H70 Service/Maintenance**

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

**H70 Service/Maintenance**

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

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

The more discrete definition of job groups among faculty and professional staff enables senior academic and administrative officers to have a clearer picture of where women and ethnic and

racial 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 2006 as the base year for comparison, the 2010 EEO/AA Plan Year provides our first set of complete five-year trend lines using the restructured job groups. In future years, the University will maintain a rolling five-year trend line comparison; for example, CY 2011 will be compared to CY 2007 and CY 2012 will be compared to CY 2008.

[Note: Beginning in 2011, five year trend lines will use CY2007 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 Group Analysis Detail by Job Title 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 ethnic and racial 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, 2006 – 2010, 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 ethnic and racial 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 ethnic and racial minorities is displayed under the column heading WKF%.]

[Appendix C, Job Group Analysis Summary, 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 ethnic and racial 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 AutoAAP software and planning process is ***to form a valid basis for comparison*** to determine whether the representation of women and ethnic and racial 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 ethnic and racial 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 ethnic and racial minorities with the requisite skills in the reasonable recruitment area.
- The percentage of women or ethnic and racial 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 MSA known as Arizona / 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 AutoAAP 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 ethnic and racial 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 AutoAAP 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 ethnic and racial 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, 2006 – 2010, for a summary of the availability estimates for women and ethnic and racial minorities by Occupational Category and Job Group. For each year in the comparison, the chart shows the estimated percentages of women and ethnic and racial 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 ethnic and racial minorities more open access to University employment.

More critically, weighting availability by the percent of women or ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 AutoAAP process, commonly referred to as utilization analysis, is *to compare the work force percentages to the availability percentages to determine whether women and ethnic and racial minorities at UNLV are represented in proportion to their availability in the labor market.* Under-utilization of women or ethnic and racial 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 80% test with Whole Persons Test – to guide our affirmative action planning. The 80% test documents whenever the representation of women or ethnic and racial 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 ethnic and racial 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 another section of this report titled “Utilization Observations by Job Group” at Enclosure 2. This section of the report also compares representation data from 2006 to 2010, marking progress toward the full utilization of women and ethnic and racial minorities, as well as noting areas where continued progress needs to be realized.

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2006 – 2010, 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 ethnic and racial minorities by which the UNLV workforce falls below market availability in each EEO Category and Job Group under the column heading MKT <. Negative numbers represent the number of women or ethnic and racial minorities the University would need to recruit in the specific job group to achieve parity with labor market availability.]

[See Utilization Observations by Job Group at Enclosure 2 for a narrative analysis of incumbency vs availability.]

[Appendix E, Comparison Incumbency to Availability 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial minorities are represented below market availability.

Number of Disciplines Reflecting Utilization of women and ethnic/racial minorities Compared to Market Availability among Total Faculty						
Nbr of Units	At or > Mkt	1 < Mkt	2 < Mkt	3 < Mkt	4-7 < Mkt	Total
women	7	4	4	3	13	31
ethnic/racial minorities	20	3	3	4	1	31

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

- Women are represented below market availability in 24 areas where under-utilization of women exist, the under-utilization is fairly moderate in eight of these disciplines – ranging from one to three persons. This leaves 13 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.
- Ethnic and racial minorities are represented below availability in 11 areas where under-utilization of ethnic and racial minorities exist, the under-utilization is fairly moderate in 10 of these disciplines, ranging from one to three persons. This shows one academic discipline 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.

***Representation of women and ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 2010 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 ethnic and racial 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 ethnic and racial 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 ethnic/racial minorities Compared to Market Availability among Tenured & Tenure Track Faculty						
Nbr of Units	At or > Mkt	1 < Mkt	2 < Mkt	3 < Mkt	4-7 < Mkt	Total
women	12	4	3	2	10	31
ethnic/racial minorities	23	2	2	3	1	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 ethnic and racial minorities among tenured and tenure-track faculty:

- Among the 19 areas where under-utilization of women exists, the under-utilization is fairly moderate in nine of these disciplines – ranging from one to three persons. Ten disciplines reflect under-utilization of women of four or more persons.
- Among the eight areas where under-utilization of ethnic and racial minorities exists, the under-utilization is moderate in seven – ranging from one to three persons. One discipline reflects under-utilization of ethnic and racial minorities of four or more persons.

Academic disciplines in which women or ethnic and racial 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 > 4 - 7 in Relation to Market Availability Among Tenured and Tenure Track Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
Business	Business	-5	Fine Arts	Fine Arts	-5
Business	Accounting & Finance	-5	HHS	Hlth Phys & Diagn	-5
Education	Teacher Education	-6	HHS	Public Health	-6
Education	Other Education	-4	LA	English & Literature	-5
Engineering	Computer Science	-6	Sciences	Mathematics	-4
	Total Disciplines	10		Total Employees	51

Academic Disciplines in which ethnic/racial minorities are Under-Represented > 4 - 7 in Relation to Market Availability Among Tenured and Tenure Track Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
HHS	Hlth Phys & Diagn	-4			
	Total Disciplines	1		Total Employees	4

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

[See Chart 2 at Enclosure 1, Workforce & Availability Comparison for Tenured and Tenure Track Faculty, 2007 – 2010.]

***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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial minorities – representing the labor market availability percentage for women and ethnic and racial 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 ethnic and racial 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 2010					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
100	Vice Presidents & Deans	30.7%	229	Public Health	60.9%
110	AVPs & Executive Directors	39.5%	241	English & Literature	56.5%
206	Business	31.5%	244	Philosophy	18.4%
207	Economics	21.6%	246	Sociology	41.1%
208	Accounting & Finance	31.5%	247	Psychology	46.9%
211	Teacher Education	68.4%	251	Biological Sciences	29.1%
212	Other Education	58.1%	253	Mathematics	28.1%
217	Computer Science	30.6%	256	Communication & Journalism	45%
221	Fine Arts	38.1%	340	Information Systems	29.8%
222	Architecture	28.8%	350	Library Professionals	90.3%
227	Health Physics & Diag	53.3%	600	Skilled Crafts	1.6%
228	Nursing	95.8%	710	Public Safety	32.1%

**Placement Goal for Ethnic and Racial minorities**

Percentage Placement Goals for ethnic/racial minorities for Calendar Year 2010					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
110	AVPs & Executive Directors	16.4%	251	Biological Sciences	23%
227	Health Physic & Diag	20.3%	256	Communication & Journalism	12.2%
241	English & Literature	13.6%	350	Library Professionals	19.6%
244	Philosophy	11.1%	600	Skilled Crafts	28.2%
246	Sociology	20%	720	Custodial and Grounds	54.8%
247	Psychology	15.9%			

[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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial 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 ethnic and racial minority candidates in those academic disciplines or departments in which women or ethnic and racial 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 Ethnicity and Race 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 ethnic and racial 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, Comparison of Incumbency to 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 2010 for each job group. The representation of ethnic and racial minorities by 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 ethnic/racial categories to be represented below market availability, even when total ethnic and racial minorities are represented at or above market availability in the same job group.

***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.
- In 2010, Hispanics are under-represented in 19 of 46 job groups totaling 65 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
207	Economics	-1	258	Criminal Justice & Social Work	-2
217	Computer Science	-1	259	Public Administration	-1
228	Nursing	-1	290	Other Academic Programs	-1
229	Public Health	-1	320	Administrative Prof	-18
230	Hotel	-1	340	Information Technology	-7
245	Philosophy	-1	350	Library Professionals	-1
246	Sociology	-1	600	Skilled Crafts	-5
247	Psychology	-1	700	Service Maintenance	-8
252	Physical Sciences	-1	720	Custodial & Grounds	-12
253	Mathematical Sciences	-1			
	Total Job Groups	19		Total Employees	65

***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.

- In 2010, African Americans are under-represented in 26 of 46 job groups, totaling 41 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	-2
208	Accounting & Finance	-2	247	Psychology	-3
211	Teacher Education	-2	248	Social Sciences	-1
216	Engineering	-2	252	Biological Sciences	-1
217	Computer Science	-1	252	Physical Sciences	-3
222	Architecture	-1	253	Mathematical Sciences	-1
227	Health Physics & Diag	-2	256	Communication & Journalism	-2
228	Nursing	-2	257	Counseling	-1
229	Public Health	-1	259	Public Administration	-1
230	Hotel	-2	330	Athletics	-2
241	English & Literature	-1	340	Information Technology	-1
242	Foreign Languages	-1	350	Library Professionals	-2
245	Philosophy	-1	360	Scientific & Health Professionals	-2
	Total Job Groups	26		Total Employees	41

### *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.



- In 2010, Asians are under-represented in 15 of 46 job groups, totaling 23 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
222	Architecture	-1	246	Sociology	-1
227	Health Physics & Diag	-4	247	Psychology	-1
229	Public Health	-1	251	Biological Sciences	-3
235	Law	-2	257	Counseling	-1
241	English & Literature	-2	290	Other Academic Programs	-1
243	History	-2	350	Library Professionals	-1
244	Philosophy	-1	600	Skilled Crafts	-1
245	Political Sciences	-1			
	Total Job Groups	15		Total Employees	23

### ***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.

- In 2010, American Indians are under-represented in 36 of 46 job groups, totaling 51 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
207	Economics	-1	251	Biological Sciences	-1
208	Accounting and Finance	-1	252	Physical Sciences	-1
211	Teacher Education	-1	253	Mathematical Sciences	-1
212	Other Educations	-2	256	Communication & Journalism	-1
216	Engineering	-1	257	Counseling	-1
217	Computer Science	-1	258	Criminal Justice & Social Work	-1
221	Fine Arts	-2	259	Public Administration	-1
222	Architecture	-1	290	Other Academic Programs	-1
226	Dental Medicine	-2	310	Academic Support Professionals	-2
228	Nursing	-1	320	Administrative Professionals	-1
230	Hotel	-2	340	Information Technology	-2
235	Law	-1	350	Library Professionals	-2
242	Foreign Languages	-1	360	Scientific & Health Professionals	-2
244	Philosophy	-1	400	Office & Admin Senior	-6
245	Political Sciences	-1	410	Office & Admin Supt	-3
246	Sociology	-1	600	Skilled Crafts	-1
247	Psychology	-1	700	Service Maintenance	-1
248	Social Sciences	-1	710	Public Safety	-1
	Total Job Groups	36		Total Employees	51

### **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 ethnic and racial 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 ethnic and racial 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 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 ethnic and racial minorities by EEO Category and Job Group. Chart 1 includes Total Employees, including visiting, in-residence, and affiliate faculty and lectures for Plan Years 2006 - 2010. Chart 2 includes only Tenured and Tenure Track faculty for 2007 – 2010. Chart 3 shows detailed workforce and availability percentages for Total Employees by ethnic and racial category for 2010.

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 ethnic and racial minorities by which the UNLV work force is at par or below labor market availability.

***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 2009 compared to Plan Year 2010 in vertical bar charts, by occupational category – first for women, then for ethnic and racial minorities. Reading from left to right (within each job group) the vertical bars display:

- Availability Percentage      2009              Left-most column for each group
- Work Force Percentage      2009              2<sup>nd</sup> from left column for each group
- Availability Percentage      2010              3<sup>rd</sup> from left column for each group
- Work Force Percentage      2010              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 2009 and 2010 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 ethnic and racial 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 ethnic and racial minorities, respectively, among Total Employees. Graphs 3 & 4, profile the representation of women and ethnic and racial 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 ethnic and racial minorities by EEO categories and by job groups. Changes in representation among occupational categories are noted, as well as whether women and ethnic and racial 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 Student Affairs 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 Student Affairs 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 ethnic and racial 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 ethnic and racial minorities is equitably reflected among the University’s core employment constituency. The identification of an academic discipline as being under-represented for women or ethnic and racial 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 ethnic and racial 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
- 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 other employee committees, 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 Institutional EEO/AA Compliance Officer, is responsible for preparing the annual statistical analysis of workforce and labor market availability that undergirds the preparation of the University’s EEO/AA Program, as well as the narrative program analysis, including the preparation of the adverse impact reports used to identify potential problem areas including new hires, transfers & promotions, and 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 Student Affairs, serving as the University's Institutional 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 appropriate employee committees, is responsible for the 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 Student Affairs 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 Student Affairs 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 ethnic and racial 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 Student Affairs  
Support by the Office of Human Resources  
April 1, 2010

## ENCLOSURES & APPENDICES

### Enclosure 1

Chart 1: Work Force & Availability Comparison, 2006 – 2010, Total Employees  
Chart 2: Work Force & Availability Comparison, 2007 – 2010, Tenured & Tenure Track Academics  
Chart 3: Comparison Incumbency to Availability Detail, 2010 Plan Year, Total Employees

Graph 1: Utilization of Women – Availability v. Work Force Percentages, 2009 & 2010, Total Employees  
Graph 2: Utilization of Ethnic/Racial minorities – Availability v. Work Force Percentages, 2009 & 2010, Total  
Graph 3: Utilization of Women–Availability v. Work Force Percentages, Tenured & Tenure Track Academics  
Graph 4: Utilization of Ethnic/Racial minorities–Availability v. Work Force Percentages, Tenured & Tenure Track

### 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. Please contact Elora M. Paik, MBA, HR Systems Manager at 895-2664 to obtain access to documentation.*

- A. Work Force Profile
- B. Job Group Detail by Job Title
- 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 Student Affairs, at 702-895-4952 or [juanita.fain@unlv.edu](mailto:juanita.fain@unlv.edu), who serves as the Universities Institutional EEO/AA Officer.*



**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2006 To 2010**

JG#	Job Group		2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)				2010 Workforce & Availability Data (2)			
			Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<
<b>H10</b>	<b>EEO Total</b>	<b>Women</b>	<b>26</b>	<b>41.3%</b>	<b>34.3%</b>		<b>17</b>	<b>32.1%</b>	<b>33.6%</b>		<b>23</b>	<b>41.1%</b>	<b>34.5%</b>		<b>20</b>	<b>35.1%</b>	<b>35.6%</b>		<b>20</b>	<b>35.7%</b>	<b>36.4%</b>	
		<b>Minorities</b>	<b>8</b>	<b>12.7%</b>	<b>11.8%</b>		<b>5</b>	<b>9.4%</b>	<b>11.8%</b>		<b>6</b>	<b>10.7%</b>	<b>14.5%</b>		<b>9</b>	<b>15.8%</b>	<b>16.0%</b>		<b>8</b>	<b>14.3%</b>	<b>16.1%</b>	
		<b>Total</b>	<b>63</b>				<b>53</b>				<b>56</b>				<b>57</b>				<b>56</b>			
100	Vice Presidents & Deans	Women	9	36.0%	31.3%	-	7	29.2%	30.8%	-	9	37.5%	30.9%	-	9	37.5%	30.7%	-	7	30.4%	30.7%	-1
		Minorities	1	4.0%	11.7%	-2	2	8.3%	11.8%	-	3	12.5%	11.7%	-	3	12.5%	15.1%	-	2	8.7%	15.1%	-2
		Total	25				24				24				24				23			
110	AVPs & Exec Directors	Women	17	44.7%	35.9%	-	10	34.5%	35.5%	-	14	43.8%	36.8%	-	11	33.3%	39.5%	-2	13	39.4%	39.5%	-1
		Minorities	7	18.4%	11.8%	-	3	10.3%	11.8%	-	3	9.4%	17.4%	-2	6	18.2%	16.4%	-2	6	18.2%	16.4%	-2
		Total	38				29				32				33				33			
<b>H20</b>	<b>EEO Total</b>	<b>Women</b>	<b>285</b>	<b>33.7%</b>	<b>43.6%</b>		<b>347</b>	<b>35.5%</b>	<b>47.2%</b>		<b>350</b>	<b>35.8%</b>	<b>48.0%</b>		<b>327</b>	<b>35.2%</b>	<b>48.2%</b>		<b>332</b>	<b>35.9%</b>	<b>48.1%</b>	
		<b>Minorities</b>	<b>177</b>	<b>20.9%</b>	<b>16.4%</b>		<b>209</b>	<b>21.4%</b>	<b>19.9%</b>		<b>214</b>	<b>21.9%</b>	<b>20.6%</b>		<b>210</b>	<b>22.6%</b>	<b>20.4%</b>		<b>208</b>	<b>22.5%</b>	<b>20.6%</b>	
		<b>Total</b>	<b>846</b>				<b>978</b>				<b>979</b>				<b>929</b>				<b>925</b>			
206	Business - Business	Women	15	22.4%	35.1%	-9	12	16.9%	31.5%	-10	7	15.2%	31.5%	-7	6	14.3%	31.5%	-7	7	16.7%	31.5%	-7
		Minorities	18	26.9%	13.5%	-	19	26.8%	20.5%	-	13	28.3%	20.5%	-	12	28.6%	20.5%	-	12	28.6%	20.5%	-
		Total	67				71				46				42				42			
207	Business -Economics	Women	2	12.5%	17.6%	-1	2	13.3%	21.6%	-1	3	18.8%	21.6%	-	2	13.3%	21.6%	-1	2	13.3%	21.6%	-2
		Minorities	4	25.0%	16.2%	-	4	26.7%	19.7%	-	4	25.0%	19.7%	-	3	20.0%	19.7%	-	3	20.0%	19.7%	-
		Total	16				15				16				15				15			
208	Business - Acct & Finance	Women								5	18.5%	31.5%	-3	4	14.3%	31.5%	-4	4	15.4%	31.5%	-5	
		Minorities								7	25.9%	20.5%	-	6	21.4%	20.5%	-	6	23.1%	20.5%	-	
		Total								27				28				26				
211	Education -Teacher Education	Women	36	59.0%	64.2%	-3	45	63.4%	68.4%	-3	46	59.0%	68.4%	-7	37	58.7%	68.4%	-6	35	57.4%	68.4%	-7
		Minorities	14	23.0%	15.5%	-	16	22.5%	15.5%	-	15	19.2%	15.5%	-	13	20.6%	15.5%	-	11	18.0%	15.5%	-
		Total	61				71				78				63				61			
212	Education - Other Education	Women	20	46.5%	53.9%	-3	21	39.6%	58.1%	-9	25	50.0%	58.1%	-4	23	47.9%	58.1%	-4	22	48.9%	58.1%	-5
		Minorities	7	16.3%	17.3%	-	8	15.1%	22.2%	-3	9	18.0%	22.2%	-2	11	22.9%	22.2%	-	11	24.4%	22.2%	-
		Total	43				53				50				48				45			
216	Engineering - Engineering	Women	5	10.2%	9.2%	-	6	11.3%	8.5%	-	6	10.5%	8.5%	-	4	10.0%	8.5%	-	4	10.3%	8.5%	-
		Minorities	20	40.8%	23.0%	-	24	45.3%	29.1%	-	27	47.4%	29.1%	-	19	47.5%	29.1%	-	18	46.2%	29.1%	-
		Total	49				53				57				40				39			
217	Engineering - Computer Science	Women	1	6.7%	31.9%	-4	2	13.3%	30.6%	-2	2	14.3%	30.6%	-2	3	10.3%	30.6%	-5	3	10.7%	30.6%	-6
		Minorities	6	40.0%	13.4%	-	6	40.0%	24.0%	-	6	42.9%	24.0%	-	16	55.2%	24.0%	-	16	57.1%	24.0%	-
		Total	15				15				14				29				28			

**University of Nevada, Las Vegas  
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JG#	Job Group	2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)				2010 Workforce & Availability Data (2)				
		Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	
221	Fine Arts - Fine Arts	Women	21	29.2%	31.5%	-2	21	27.3%	38.1%	-8	25	32.1%	38.1%	-4	24	33.3%	38.1%	-3	25	32.9%	38.1%	-4
		Minorities	8	11.1%	10.7%	-	11	14.3%	13.7%	-	13	16.7%	13.7%	-	11	15.3%	13.7%	-	12	15.8%	13.7%	-
		Total	72				77				78				72				76			
222	Architecture Faculty	Women	2	14.3%	15.9%	-	3	23.1%	28.8%	-	1	6.3%	28.8%	-3	2	14.3%	28.8%	-1	3	20.0%	28.8%	-2
		Minorities	4	28.6%	14.6%	-	3	23.1%	13.2%	-	2	12.5%	13.2%	-	2	14.3%	13.2%	-	2	13.3%	13.2%	-
		Total	14				13				16				14				15			
226	HHS - Dental Medicine	Women	3	16.7%	15.9%	-	17	37.0%	28.8%	-	15	32.6%	28.8%	-	17	34.0%	28.8%	-	15	30.6%	28.8%	-
		Minorities	3	16.7%	14.6%	-	8	17.4%	13.2%	-	9	19.6%	13.2%	-	10	20.0%	13.2%	-	9	18.4%	13.2%	-
		Total	18				46				46				50				49			
227	HHS - Health Physics & Diagnosti	Women	14	40.0%	50.2%	-4	15	40.5%	53.3%	-4	12	35.3%	53.3%	-6	14	42.4%	53.3%	-3	12	37.5%	53.3%	-6
		Minorities	4	11.4%	14.5%	-1	2	5.4%	20.3%	-5	2	5.9%	20.3%	-4	3	9.1%	20.3%	-3	3	9.4%	20.3%	-4
		Total	35				37				34				33				32			
228	HHS - Nursing	Women	19	90.5%	96.3%	-1	26	86.7%	95.8%	-2	28	80.0%	95.8%	-5	29	85.3%	95.8%	-3	30	88.2%	95.8%	-3
		Minorities	3	14.3%	12.6%	-	4	13.3%	11.9%	-	6	17.1%	11.9%	-	7	20.6%	11.9%	-	7	20.6%	11.9%	-
		Total	21				30				35				34				34			
229	HHS - Public Health	Women	4	33.3%	50.2%	-2	5	35.7%	60.9%	-3	5	35.7%	60.9%	-3	5	35.7%	60.9%	-3	4	26.7%	60.9%	-6
		Minorities	2	16.7%	14.5%	-	3	21.4%	17.1%	-	3	21.4%	17.1%	-	4	28.6%	17.1%	-	4	26.7%	17.1%	-
		Total	12				14				14				14				15			
230	Hotel Administration	Women	19	38.0%	15.9%	-	21	35.0%	28.8%	-	20	34.5%	28.8%	-	17	30.9%	28.8%	-	18	32.1%	28.8%	-
		Minorities	9	18.0%	14.6%	-	12	20.0%	13.2%	-	11	19.0%	13.2%	-	9	16.4%	13.2%	-	8	14.3%	13.2%	-
		Total	50				60				58				55				56			
235	Law	Women	19	51.4%	35.1%	-	21	50.0%	38.5%	-	22	51.2%	38.5%	-	21	56.8%	38.5%	-	23	59.0%	38.5%	-
		Minorities	7	18.9%	10.0%	-	7	16.7%	15.6%	-	8	18.6%	15.6%	-	9	24.3%	15.6%	-	8	20.5%	15.6%	-
		Total	37				42				43				37				39			
241	LA - English & Literature	Women	17	40.5%	52.9%	-5	20	46.5%	56.5%	-4	18	46.2%	56.5%	-4	16	44.4%	56.5%	-4	19	47.5%	56.5%	-4
		Minorities	4	9.5%	11.6%	-1	5	11.6%	13.6%	-	5	12.8%	13.6%	-	4	11.1%	13.6%	-	5	12.5%	13.6%	-1
		Total	42				43				39				36				40			
242	LA - Foreign Languages	Women	8	57.1%	53.4%	-	11	61.1%	51.2%	-	11	64.7%	51.2%	-	12	70.6%	51.2%	-	11	64.7%	51.2%	-
		Minorities	7	50.0%	32.2%	-	9	50.0%	27.1%	-	9	52.9%	27.1%	-	9	52.9%	27.1%	-	10	58.8%	27.1%	-
		Total	14				18				17				17				17			
243	LA - History	Women	9	36.0%	32.5%	-	10	38.5%	29.9%	-	9	34.6%	29.9%	-	9	36.0%	29.9%	-	8	32.0%	29.9%	-
		Minorities	4	16.0%	14.9%	-	5	19.2%	17.6%	-	6	23.1%	17.6%	-	4	16.0%	17.6%	-	5	20.0%	17.6%	-
		Total	25				26				26				25				25			
244	LA - Philosophy	Women	0	0.0%	16.5%	-1	2	10.0%	18.4%	-1	1	7.7%	18.4%	-1	1	7.7%	18.4%	-1	0	0.0%	18.4%	-3
		Minorities	0	0.0%	11.1%	-1	1	5.0%	11.1%	-1	0	0.0%	11.1%	-1	0	0.0%	11.1%	-1	0	0.0%	11.1%	-2
		Total	7				20				13				13				12			

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		Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	
245	LA - Political Science	Women	3	21.4%	22.3%	-	4	25.0%	21.6%	-	3	18.8%	21.6%	-	4	26.7%	21.6%	-	5	33.3%	21.6%	-
		Minorities	1	7.1%	12.8%	-1	2	12.5%	15.9%	-	1	6.3%	15.9%	-1	2	13.3%	15.9%	-	3	20.0%	15.9%	-
		Total	14				16				16				15				15			
246	LA - Sociology	Women	6	35.3%	38.2%	-	6	42.9%	41.1%	-	4	30.8%	41.1%	-1	4	30.8%	41.1%	-1	4	30.8%	41.1%	-2
		Minorities	1	5.9%	13.9%	-1	1	7.1%	20.0%	-1	1	7.7%	20.0%	-1	0	0.0%	20.0%	-2	0	0.0%	20.0%	-3
		Total	17				14				13				13				13			
247	LA - Psychology	Women	6	30.0%	37.8%	-2	6	28.6%	46.9%	-3	8	33.3%	46.9%	-3	10	41.7%	46.9%	-1	11	45.8%	46.9%	-1
		Minorities	2	10.0%	13.5%	-1	1	4.8%	15.9%	-2	1	4.2%	15.9%	-2	2	8.3%	15.9%	-1	1	4.2%	15.9%	-3
		Total	20				21				24				24				24			
248	LA - Social Sciences	Women	11	57.9%	32.4%	-	12	60.0%	37.3%	-	13	59.1%	37.3%	-	13	59.1%	37.3%	-	12	63.2%	37.3%	-
		Minorities	5	26.3%	16.0%	-	6	30.0%	18.9%	-	6	27.3%	18.9%	-	7	31.8%	18.9%	-	4	21.1%	18.9%	-
		Total	19				20				22				22				19			
251	Sciences - Biological Sciences	Women	4	14.3%	29.3%	-4	6	19.4%	29.1%	-3	5	20.0%	29.1%	-2	4	16.0%	29.1%	-3	5	20.0%	29.1%	-3
		Minorities	5	17.9%	13.4%	-	6	19.4%	23.0%	-1	4	16.0%	23.0%	-1	3	12.0%	23.0%	-2	3	12.0%	23.0%	-3
		Total	28				31				25				25				25			
252	Sciences - Physical Sciences	Women	11	16.7%	14.1%	-	15	21.1%	17.2%	-	16	22.9%	17.2%	-	13	18.6%	17.2%	-	13	19.7%	17.2%	-
		Minorities	15	22.7%	12.1%	-	17	23.9%	18.2%	-	17	24.3%	18.2%	-	16	22.9%	18.2%	-	15	22.7%	18.2%	-
		Total	66				71				70				70				66			
253	Sciences - Mathematics	Women	3	9.7%	24.6%	-5	3	9.7%	28.1%	-5	5	16.7%	28.1%	-3	5	17.2%	28.1%	-3	5	17.2%	28.1%	-4
		Minorities	13	41.9%	19.3%	-	14	45.2%	24.9%	-	15	50.0%	24.9%	-	15	51.7%	24.9%	-	16	55.2%	24.9%	-
		Total	31				31				30				29				29			
256	UA - Communications & Journalist	Women	5	35.7%	32.1%	-	6	35.3%	45.0%	-1	12	42.9%	45.0%	-	7	26.9%	45.0%	-4	9	33.3%	45.0%	-4
		Minorities	0	0.0%	12.2%	-2	1	5.9%	12.2%	-1	2	7.1%	12.2%	-1	2	7.7%	12.2%	-1	2	7.4%	12.2%	-2
		Total	14				17				28				26				27			
257	UA - Counseling	Women	3	50.0%	43.4%	-	2	40.0%	41.5%	-	2	50.0%	41.5%	-	1	25.0%	41.5%	-	2	50.0%	41.5%	-
		Minorities	1	16.7%	23.0%	-	0	0.0%	24.4%	-1	0	0.0%	24.4%	-1	0	0.0%	24.4%	-1	1	25.0%	24.4%	-
		Total	6				5				4				4				4			
258	UA - Criminal Jus & Social Wk	Women	14	60.9%	43.4%	-	15	60.0%	41.5%	-	16	61.5%	41.5%	-	14	58.3%	41.5%	-	14	58.3%	41.5%	-
		Minorities	8	34.8%	23.0%	-	9	36.0%	24.4%	-	8	30.8%	24.4%	-	7	29.2%	24.4%	-	8	33.3%	24.4%	-
		Total	23				25				26				24				24			
259	UA - Public Administration	Women	2	28.6%	43.4%	-1	7	53.8%	47.0%	-	3	42.9%	47.0%	-	3	50.0%	47.0%	-	4	57.1%	47.0%	-
		Minorities	0	0.0%	14.4%	-1	1	7.7%	21.4%	-1	2	28.6%	21.4%	-	2	33.3%	21.4%	-	3	42.9%	21.4%	-
		Total	7				13				7				6				7			
290	Other Academic Programs (NEC)	Women	3	100.0%	43.4%	-	5	50.0%	47.0%	-	2	28.6%	47.0%	-1	3	50.0%	47.0%	-	3	50.0%	47.0%	-
		Minorities	2	66.7%	14.4%	-	4	40.0%	21.4%	-	2	28.6%	21.4%	-	2	33.3%	21.4%	-	2	33.3%	21.4%	-
		Total	3				10				7				6				6			

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2006 To 2010**

JG#	Job Group		2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)				2010 Workforce & Availability Data (2)			
			Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<
H30	EEO Total	Women	480	55.6%	41.2%		554	56.2%	41.8%		542	54.4%	44.8%		521	54.2%	40.7%	-14	526	54.6%	43.9%	
		Minorities	223	25.8%	21.0%		290	29.4%	21.4%		302	30.3%	22.5%		275	28.6%	20.4%	-	282	29.3%	22.7%	
		Total	864				986				996				961				963			
310	Academic Support Professionals	Women	87	60.8%	54.8%	-	141	65.3%	51.4%	-	122	64.2%	54.8%	-	116	63.0%	49.9%	-	127	65.1%	52.8%	-
		Minorities	51	35.7%	26.2%	-	92	42.6%	25.1%	-	83	43.7%	27.5%	-	63	34.2%	24.1%	-	68	34.9%	27.5%	-
		Total	143				216				190				184				195			
320	Administrative Professionals	Women	260	62.1%	35.0%	-	280	61.3%	35.2%	-	311	61.6%	39.1%	-	298	62.0%	34.5%	-	284	63.0%	40.0%	-
		Minorities	106	25.3%	18.7%	-	119	26.0%	18.6%	-	145	28.7%	20.1%	-	135	28.1%	18.4%	-	130	28.8%	19.6%	-
		Total	419				457				505				481				451			
330	Athletics Professionals	Women	16	27.6%	28.6%	-1	16	25.8%	29.0%	-2	19	28.4%	33.3%	-3	16	25.8%	28.2%	-1	20	29.9%	24.3%	-
		Minorities	13	22.4%	19.5%	-	15	24.2%	19.4%	-	17	25.4%	20.8%	-	15	24.2%	19.6%	-	16	23.9%	21.3%	-
		Total	58				62				67				62				67			
340	Info Tech	Women	36	37.9%	28.0%	-	33	33.0%	28.6%	-	16	22.2%	33.4%	-8	32	29.1%	33.1%	-4	29	26.6%	29.8%	-4
		Minorities	19	20.0%	20.2%	-	23	23.0%	20.4%	-	12	16.7%	21.7%	-3	27	24.5%	20.9%	-	29	26.6%	22.5%	-
		Total	95				100				72				110				109			
350	Library Professionals	Women	31	73.8%	82.9%	-4	32	72.7%	84.5%	-5	31	68.9%	84.6%	-7	27	65.9%	86.4%	-8	30	66.7%	90.3%	-11
		Minorities	5	11.9%	16.6%	-2	6	13.6%	16.4%	-1	6	13.3%	16.4%	-1	6	14.6%	16.8%	-	6	13.3%	19.6%	-3
		Total	42				44				45				41				45			
360	Science & Health Pro.	Women	50	46.7%	37.7%	-	52	48.6%	37.3%	-	43	36.8%	38.4%	-2	32	38.6%	40.4%	-1	36	37.5%	26.8%	-
		Minorities	29	27.1%	22.5%	-	35	32.7%	23.2%	-	39	33.3%	22.7%	-	29	34.9%	22.5%	-	33	34.4%	19.6%	-
		Total	107				107				117				83				96			

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2006 To 2010**

JG#	Job Group		2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)				2010 Workforce & Availability Data (2)			
			Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<
H40	Tech/Para	Women	160	59.0%	55.5%		171	61.1%	54.2%		179	58.3%	51.4%		146	58.6%	51.4%		124	54.1%	50.7%	
		Minorities	112	41.3%	24.3%		114	40.7%	24.0%		131	42.7%	23.2%		117	47.0%	23.7%		109	47.6%	23.7%	
		<b>Total</b>	<b>271</b>				<b>280</b>				<b>307</b>				<b>249</b>				<b>229</b>			
H50	Office	Women	450	86.7%	77.9%		464	86.1%	77.0%		462	87.2%	76.3%		467	87.1%	76.0%		446	87.1%	65.7%	
		Minorities	176	33.9%	29.1%		216	40.1%	30.5%		216	40.8%	30.7%		211	39.4%	31.0%		220	43.0%	25.5%	
		<b>Total</b>	<b>519</b>				<b>539</b>				<b>530</b>				<b>536</b>				<b>512</b>			
500	Off Senior	Women	259	89.0%	75.7%	-	289	87.3%	75.5%	-	313	86.9%	75.5%	-	341	87.7%	75.9%	-	326	87.9%	71.0%	-
		Minorities	76	26.1%	29.6%	-10	121	36.6%	31.5%	-	134	37.2%	31.0%	-	135	34.7%	31.3%	-	142	38.3%	25.8%	-
		<b>Total</b>	<b>291</b>				<b>331</b>				<b>360</b>				<b>389</b>				<b>371</b>			
510	Off Supt	Women	191	83.8%	80.9%	-	175	84.1%	79.5%	-	149	87.6%	78.2%	-	126	85.7%	76.3%	-	120	85.1%	51.2%	-
		Minorities	100	43.9%	28.7%	-	95	45.7%	29.4%	-	82	48.2%	30.2%	-	76	51.7%	30.4%	-	78	55.3%	25.0%	-
		<b>Total</b>	<b>228</b>				<b>208</b>				<b>170</b>				<b>147</b>				<b>141</b>			
600	Sk Crafts	Women	2	3.4%	2.3%		1	1.7%	2.3%		1	1.6%	2.1%		1	1.5%	1.9%		1	1.6%	1.6%	
		Minorities	16	27.6%	30.8%		15	25.4%	30.3%		15	23.8%	29.5%		17	25.4%	28.6%		17	27.0%	28.2%	
		<b>Total</b>	<b>58</b>				<b>59</b>				<b>63</b>				<b>67</b>				<b>63</b>			

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
2006 To 2010**

JG#	Job Group		2006 Workforce & Availability Data (1)				2007 Workforce & Availability Data (2)				2008 Workforce & Availability Data (2)				2009 Workforce & Availability Data (2)				2010 Workforce & Availability Data (2)			
			Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<
H70	EEO Total	Women	74	21.3%	23.9%		69	20.6%	23.6%		85	24.2%	23.6%		92	24.9%	24.5%		89	24.8%	25.4%	
		Minorities	154	44.4%	45.6%		151	45.1%	46.3%		159	45.3%	46.2%		175	47.4%	46.2%		172	47.9%	46.4%	
		<b>Total</b>	<b>347</b>				<b>335</b>				<b>351</b>				<b>369</b>				<b>359</b>			
700	Maintenance	Women	11	10.6%	8.0%	-	10	10.8%	6.6%	-	13	13.5%	6.3%	-	12	12.5%	4.7%	-	9	9.2%	5.3%	-
		Minorities	35	33.7%	29.3%	-	30	32.3%	27.9%	-	30	31.3%	27.8%	-	31	32.3%	30.0%	-	31	31.6%	30.1%	-
		<b>Total</b>	<b>104</b>				<b>93</b>				<b>96</b>				<b>96</b>				<b>98</b>			
710	Safety	Women	11	25.6%	29.0%	-1	8	17.4%	25.3%	-3	9	19.1%	24.9%	-2	11	21.6%	26.7%	-2	11	27.5%	32.1%	-2
		Minorities	15	34.9%	22.3%	-	14	30.4%	24.4%	-	16	34.0%	24.5%	-	21	41.2%	24.4%	-	20	50.0%	20.9%	-
		<b>Total</b>	<b>43</b>				<b>46</b>				<b>47</b>				<b>51</b>				<b>40</b>			
720	Cust/Grnds	Women	52	26.0%	26.2%	-	51	26.0%	26.7%	-1	63	30.3%	27.0%	-	69	31.1%	27.6%	-	69	31.2%	27.0%	-
		Minorities	104	52.0%	54.4%	-5	107	54.6%	54.3%	-	113	54.3%	54.2%	-	123	55.4%	54.0%	-	121	54.8%	54.8%	-1
		<b>Total</b>	<b>200</b>				<b>196</b>				<b>208</b>				<b>222</b>				<b>221</b>			
<b>Total Workforce</b>	<b>Women</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>1538</b>	<b>49.5%</b>			
	<b>Minorities</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>1016</b>	<b>32.7%</b>			
	<b>Total</b>	<b>2968</b>				<b>3230</b>				<b>3282</b>				<b>3168</b>				<b>3107</b>				
<b>Classified Staff Subtotals</b>		<b>Women</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>			<b>660</b>	<b>56.7%</b>			
H40 - H70, Inclusive		<b>Minorities</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>			<b>518</b>	<b>44.5%</b>			
For 5-Yr Aggregate Comparison Only		<b>Total</b>	<b>1195</b>			<b>1213</b>				<b>1251</b>				<b>1221</b>				<b>1163</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 2010**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)			
			Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <
H20		Women	230	33.2%	45.5%	-6	241	33.3%	45.5%	-6	240	33.9%	45.5%	-5	247	34.5%	45.5%	-5
		Minorities	150	21.7%	20.0%	-	161	22.2%	20.0%	-	160	22.6%	20.0%	-	161	22.5%	20.0%	-
		<b>Total Tenured and Tenure Track Faculty</b>	<b>692</b>				<b>724</b>				<b>708</b>				<b>715</b>			
206	Business - Business	Women	6	14.6%	31.5%	-6	6	14.6%	31.5%	-6	6	16.2%	31.5%	-5	7	18.9%	31.5%	-5
		Minorities	13	31.7%	20.6%	-	13	31.7%	20.6%	-	12	32.4%	20.6%	-	12	32.4%	20.6%	-
		<b>Total</b>	<b>41</b>				<b>41</b>				<b>37</b>				<b>37</b>			
207	Business - Economics	Women	2	14.3%	21.6%	-1	2	16.7%	21.6%	-	2	16.7%	21.6%	-	2	16.7%	21.5%	-1
		Minorities	3	21.4%	19.6%	-	2	16.7%	19.6%	-	2	16.7%	19.6%	-	2	16.7%	19.6%	-1
		<b>Total</b>	<b>14</b>				<b>12</b>				<b>12</b>				<b>12</b>			
208	Business - Acct & Finance	Women					4	17.4%	21.7%	-3	3	12.5%	21.7%	-4	3	13.0%	21.7%	-5
		Minorities					6	26.1%	20.6%	-	5	20.8%	20.6%	-	5	21.7%	20.6%	-
		<b>Total</b>					<b>23</b>				<b>24</b>				<b>23</b>			
211	Education -Teacher	Women	28	56.0%	68.4%	-6	28	53.8%	68.4%	-7	26	54.2%	68.4%	-6	29	56.9%	68.4%	-6
		Minorities	10	20.0%	15.5%	-	11	21.2%	15.5%	-	11	22.9%	15.5%	-	11	21.6%	15.5%	-
		<b>Total</b>	<b>50</b>				<b>52</b>				<b>48</b>				<b>51</b>			
212	Education - Other	Women	15	44.1%	58.0%	-5	20	51.3%	58.0%	-2	20	48.8%	58.0%	-3	18	48.6%	58.0%	-4
		Minorities	5	14.7%	22.2%	-	6	15.4%	22.2%	-2	9	22.0%	22.2%	-	9	24.3%	22.2%	-
		<b>Total</b>	<b>34</b>				<b>39</b>				<b>41</b>				<b>37</b>			
216	Engineering - Engineering	Women	4	12.9%	8.5%	-	6	12.8%	8.5%	-	4	13.3%	8.5%	-	4	12.9%	8.5%	-
		Minorities	11	35.5%	29.1%	-	21	44.7%	29.1%	-	12	40.0%	29.1%	-	12	38.7%	29.1%	-
		<b>Total</b>	<b>31</b>				<b>47</b>				<b>30</b>				<b>31</b>			
217	Engineering - Computer Sc	Women	3	11.5%	30.6%	-5	1	7.7%	30.6%	-3	2	7.7%	30.6%	-6	2	8.0%	30.6%	-6
		Minorities	12	46.2%	23.9%	-	5	38.5%	23.9%	-	14	53.8%	23.9%	-	14	56.0%	23.9%	-
		<b>Total</b>	<b>26</b>				<b>13</b>				<b>26</b>				<b>25</b>			
221	Fine Arts - Fine Arts	Women	20	30.3%	38.1%	-6	21	31.8%	38.1%	-4	20	32.8%	38.1%	-3	19	31.1%	38.1%	-5
		Minorities	12	18.2%	13.6%	-	11	16.7%	13.6%	-	10	16.4%	13.6%	-	10	16.4%	13.6%	-
		<b>Total</b>	<b>66</b>				<b>66</b>				<b>61</b>				<b>61</b>			
222	Architecture Faculty	Women	1	11.1%	28.8%	-1	1	8.3%	28.8%	-2	2	22.2%	28.8%	-	3	25.0%	28.8%	-1
		Minorities	2	22.2%	13.2%	-	2	16.7%	13.2%	-	2	22.2%	13.2%	-	2	16.7%	13.2%	-
		<b>Total</b>	<b>9</b>				<b>12</b>				<b>9</b>				<b>12</b>			

Chart 2, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
For Tenured and Tenure Track Faculty 2007 thru 2010**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)			
			Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <
226	HHS - Dental Medicine	Women	4	40.0%	28.8%	-	4	50.0%	28.8%	-	4	50.0%	28.8%	-	6	37.5%	28.8%	-
		Minorities	2	20.0%	13.2%	-	2	25.0%	13.2%	-	2	25.0%	13.2%	-	3	18.8%	13.2%	-
		Total	10				8				8				16			
227	HHS - Health Physics & Diagnostics	Women	10	37.0%	53.3%	-4	7	25.9%	53.3%	-7	9	34.6%	53.3%	-4	9	34.6%	53.3%	-5
		Minorities	2	7.4%	20.3%	-3	2	7.4%	20.3%	-3	2	7.7%	20.3%	-3	2	7.7%	20.3%	-4
		Total	27				27				26				26			
228	HHS - Nursing	Women	11	91.7%	95.8%	-	14	87.5%	95.8%	-1	15	93.8%	95.8%	-	15	93.8%	95.8%	-1
		Minorities	2	11.8%	11.8%	-	2	12.5%	11.8%	-	2	12.5%	11.8%	-	2	12.5%	11.8%	-
		Total	12				16				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	4	26.7%	60.9%	-6
		Minorities	3	21.4%	17.1%	-	3	21.4%	17.1%	-	4	28.6%	17.1%	-	4	26.7%	17.1%	-
		Total	14				14				14				15			
230	Hotel Administration	Women	17	37.8%	28.8%	-	16	38.1%	28.8%	-	15	34.9%	28.8%	-	16	36.4%	28.8%	-
		Minorities	10	22.2%	13.2%	-	7	16.7%	13.2%	-	7	16.3%	13.2%	-	6	13.6%	13.2%	-
		Total	45				42				43				44			
235	Law	Women	14	51.9%	38.5%	-3	16	55.2%	38.5%	-	17	58.6%	38.5%	-	17	60.7%	38.5%	-
		Minorities	6	22.2%	15.6%	-	7	24.1%	15.6%	-	8	27.6%	15.6%	-	7	25.0%	15.6%	-
		Total	27				29				29				28			
241	LA - English & Literature	Women	13	39.4%	56.5%	-5	13	43.3%	56.5%	-4	12	38.7%	56.5%	-5	12	41.4%	56.5%	-5
		Minorities	3	9.1%	13.6%	-1	3	10.0%	13.6%	-1	3	9.7%	13.6%	-1	2	6.9%	13.6%	-2
		Total	33				30				31				29			
242	LA - Foreign Languages	Women	6	50.0%	51.2%	-	6	54.5%	51.2%	-	7	70.0%	51.2%	-	7	70.0%	51.2%	-
		Minorities	6	50.0%	27.0%	-	6	54.5%	27.0%	-	5	50.0%	27.0%	-	5	50.0%	27.0%	-
		Total	12				11				10				10			
243	LA - History	Women	10	41.7%	29.9%	-	9	37.5%	29.9%	-	8	33.3%	29.9%	-	8	32.0%	29.9%	-
		Minorities	5	20.8%	17.6%	-	6	25.0%	17.6%	-	4	16.7%	17.6%	-	5	20.0%	17.6%	-
		Total	24				24				24				25			



**University of Nevada, Las Vegas  
Workforce Availability Comparison  
For Tenured and Tenure Track Faculty 2007 thru 2010**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)			
			Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <
244 LA - Philosophy		Women	0	0.0%	18.4%	-1	0	0.0%	18.4%	-1	0	0.0%	18.4%	-1	0	0.0%	18.4%	-2
		Minorities	0	0.0%	11.1%	-	0	0.0%	11.1%	-1	0	0.0%	11.1%	-1	0	0.0%	11.1%	-1
		Total	7				10				10				10			
245 LA - Political Science		Women	1	7.7%	21.6%	-1	2	14.3%	21.6%	-1	3	23.1%	21.6%	-	4	28.6%	21.6%	-
		Minorities	1	7.7%	15.9%	-1	1	7.1%	15.9%	-1	2	15.4%	15.9%	-	3	21.4%	15.9%	-
		Total	13				14				13				14			
246 LA - Sociology		Women	5	41.7%	41.1%	-	3	30.0%	41.1%	-1	4	30.8%	41.1%	-1	4	33.3%	41.1%	-1
		Minorities	0	0.0%	20.0%	-2	0	0.0%	20.0%	-2	0	0.0%	20.0%	-2	0	0.0%	20.0%	-3
		Total	12				10				13				12			
247 LA - Psychology		Women	5	26.3%	46.9%	-3	6	27.3%	46.9%	-4	8	36.4%	46.9%	-2	7	35.0%	46.9%	-3
		Minorities	1	5.3%	15.9%	-2	1	4.5%	15.9%	-2	1	4.5%	15.9%	-2	1	5.0%	15.9%	-3
		Total	19				22				22				20			
248 LA - Social Sciences		Women	10	55.6%	37.3%	-	12	57.1%	37.3%	-	11	55.0%	37.3%	-	11	61.1%	37.3%	-
		Minorities	5	27.8%	18.9%	-	6	28.6%	18.9%	-	6	30.0%	18.9%	-	4	22.2%	18.9%	-
		Total	18				21				20				18			
251 Sciences - Biological		Women	3	13.0%	29.1%	-3	4	19.0%	29.1%	-2	3	13.6%	29.1%	-3	4	18.2%	29.1%	-3
		Minorities	4	17.4%	23.0%	-1	4	19.0%	23.0%	-	3	13.6%	23.0%	-2	3	13.6%	23.0%	-3
		Total	23				21				22				22			
252 Sciences - Physical		Women	10	16.9%	17.2%	-	8	15.1%	17.2%	-1	7	13.0%	17.2%	-2	8	15.1%	17.2%	-2
		Minorities	13	22.0%	18.2%	-	12	22.6%	18.2%	-	12	22.2%	18.2%	-	12	22.6%	18.2%	-
		Total	59				53				54				53			
253 Sciences - Math		Women	3	12.0%	28.1%	-4	5	17.2%	28.1%	-3	5	17.2%	28.1%	-3	5	17.2%	28.1%	-4
		Minorities	11	44.0%	24.9%	-	15	51.7%	24.9%	-	15	51.7%	24.9%	7	16	55.2%	24.9%	-
		Total	25				29				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	7	38.9%	45.0%	-2
		Minorities	0	0.0%	12.2%	-1	1	7.7%	12.2%	-	1	6.3%	12.2%	-1	1	5.6%	12.2%	-2
		Total	10				13				16				18			

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
For Tenured and Tenure Track Faculty 2007 thru 2010**

Job Grp No	Job Group	Categories	2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)			
			Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <	Number of Incumb	Workforce Percentage (%)	Availability Perc (%)	Mkt <
257	UA - Counseling	Women	3	37.5%	41.5%	0	2	50.0%	41.5%	-	1	33.3%	41.5%	-	2	50.0%	41.5%	-
		Minorities	1	12.5%	24.4%	-1	0	0.0%	24.4%	-1	0	0.0%	24.4%	-	1	25.0%	24.4%	-
		Total	8				4				3				4			
258	Wk UA - Criminal Jus & Social	Women	14	58.3%	41.5%	-	14	58.3%	41.5%	-	13	56.5%	41.5%	-	12	54.5%	41.5%	-
		Minorities	8	33.3%	24.4%	-	7	29.2%	24.4%	-	7	30.4%	24.4%	-	7	31.8%	24.4%	-
		Total	24				24				23				22			
259	UA - Public Administration	Women	6	54.5%	47.0%	-	3	50.0%	47.0%	-	3	75.0%	47.0%	-	3	60.0%	47.0%	-
		Minorities	1	9.1%	21.4%	-1	1	16.7%	21.4%	-	1	25.0%	21.4%	-	2	40.0%	21.4%	-
		Total	11				6				4				5			
290	Other Academic Programs	Women	2	100.0%	47.0%	-	1	33.3%	47.0%	-	1	50.0%	47.0%	-	1	50.0%	47.0%	-
		Minorities	1	50.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	21.4%	-
		Total	2				3				2				2			

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

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 100 - Vice Presidents and Deans  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 23

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	7	2	21	2	0	0	0	0	0
Employees (%)	69.6	30.4	8.7	91.3	8.7	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	69.3	30.7	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	2	0	0	0	0	0	0

Note: The CUPA HR data utilized to generate availability percentages do not publish separate statistics for ethnic and/or racial categories.

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 110 - AVPs and Executive Directors

**Test:** 80% Rule with Whole Person

**Total Employees:** 33

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	20	13	6	27	2	4	0	0	0	0
Employees (%)	60.6	39.4	18.2	81.8	6.1	12.1	0.0	0.0	0.0	0.0
Availability (%) Goal	60.5	39.5	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	6	0	0	0	0	0	0

Note: The CUPA HR data utilized to generate availability percentages do not publish separate statistics for ethnic and/or racial categories.

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 206 - Business Business  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 42

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	35	7	12	30	1	1	9	1	0	0
Employees (%)	83.3	16.7	28.6	71.4	2.4	2.4	21.4	2.4	0.0	0.0
Availability (%) Goal	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	7	0	4	1	0	0	0	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 207 - Business Economics  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 15

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	2	3	12	1	0	2	0	0	0
Employees (%)	86.7	13.3	20.0	80.0	6.7	0.0	13.3	0.0	0.0	0.0
Availability (%) Goal	78.5	21.5	19.6	80.4	3.6	3.1	12.1	0.8	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	0	1	0	1	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 208 - Business Accounting and Finance

**Test:** 80% Rule with Whole Person

**Total Employees:** 26

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	22	4	6	20	0	1	5	0	0	0
Employees (%)	84.6	15.4	23.1	76.9	0.0	3.8	19.2	0.0	0.0	0.0
Availability (%) Goal	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	1	2	0	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 211 - Education Teacher Education

**Test:** 80% Rule with Whole Person

**Total Employees:** 61

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	26	35	11	50	3	3	5	0	0	0
Employees (%)	42.6	57.4	18.0	82.0	4.9	4.9	8.2	0.0	0.0	0.0
Availability (%) Goal	31.6	68.4	15.5	84.5	8.1	3.6	2.4	1.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	7	0	2	2	0	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**



**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 212 - Education Other Education

**Test:** 80% Rule with Whole Person

**Total Employees:** 45

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	23	22	11	34	5	3	3	0	0	0
Employees (%)	51.1	48.9	24.4	75.6	11.1	6.7	6.7	0.0	0.0	0.0
Availability (%) Goal	42.0	58.0	22.2	77.8	8.1	5.3	6.1	2.7	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	2	0	0	0	2	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 216 - Engineering Engineering  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 39

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	35	4	18	21	1	2	15	0	0	0
Employees (%)	89.7	10.3	46.2	53.8	2.6	5.1	38.5	0.0	0.0	0.0
Availability (%) Goal	91.5	8.5	29.1	70.9	5.4	2.6	20.1	1.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	7	2	0	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 217 - Engineering Computer Science

**Test:** 80% Rule with Whole Person

**Total Employees:** 28

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	25	3	16	12	1	0	14	0	0	1
Employees (%)	89.3	10.7	57.1	42.9	3.6	0.0	50.0	0.0	0.0	3.6
Availability (%) Goal	69.4	30.6	23.9	76.1	3.6	3.2	15.6	1.5	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	5	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	10	1	1	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 221 - Fine Arts Fine Arts  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 76

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	51	25	12	64	6	3	3	0	0	0
Employees (%)	67.1	32.9	15.8	84.2	7.9	3.9	3.9	0.0	0.0	0.0
Availability (%) Goal	61.9	38.1	13.6	86.4	6.0	3.3	2.9	1.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	2	0	0	0	2	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 222 - Fine Arts Architecture Faculty

**Test:** 80% Rule with Whole Person

**Total Employees:** 15

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	3	2	13	0	2	0	0	0	0
Employees (%)	80.0	20.0	13.3	86.7	0.0	13.3	0.0	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	13.2	86.8	6.1	3.2	1.5	2.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	0	1	1	0	1	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 226 - HHS Dental Medicine  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 49

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	34	15	9	40	5	2	2	0	0	0
Employees (%)	69.4	30.6	18.4	81.6	10.2	4.1	4.1	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	13.2	86.8	6.1	3.2	1.5	2.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	3	0	0	0	2	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 227 - HHS Health Physics and Diagnostics

**Test:** 80% Rule with Whole Person

**Total Employees:** 32

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	20	12	3	29	0	1	0	1	0	1
Employees (%)	62.5	37.5	9.4	90.6	0.0	3.1	0.0	3.1	0.0	3.1
Availability (%) Goal	46.7	53.3	20.3	79.7	5.0	3.0	10.7	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	YES	NO	YES	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	2	0	1	0	2	0	0	0
Add'l Needed to Reach Availability (#)	0	6	4	0	2	0	4	0	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 228 - HHS Nursing  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 34

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	30	7	27	0	0	7	0	0	0
Employees (%)	11.8	88.2	20.6	79.4	0.0	0.0	20.6	0.0	0.0	0.0
Availability (%) Goal	4.2	95.8	11.8	88.2	5.5	0.7	3.4	2.2	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	3	2	1	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**



**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 229 - HHS Public Health  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 15

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	4	4	11	1	0	1	2	0	0
Employees (%)	73.3	26.7	26.7	73.3	6.7	0.0	6.7	13.3	0.0	0.0
Availability (%) Goal	39.1	60.9	17.0	83.0	5.2	3.5	7.4	0.9	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	2	0	1	1	0	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 230 - Hotel Administration  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 56

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	38	18	8	48	2	1	5	0	0	0
Employees (%)	67.9	32.1	14.3	85.7	3.6	1.8	8.9	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	13.2	86.8	6.1	3.2	1.5	2.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	2	0	0	1	2	1	0	2	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 235 - Law  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 39

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	23	8	31	3	4	0	0	0	1
Employees (%)	41.0	59.0	20.5	79.5	7.7	10.3	0.0	0.0	0.0	2.6
Availability (%) Goal	61.5	38.5	15.6	84.4	7.3	3.3	4.8	0.2	0.0	0.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	3	0	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	8	0	0	2	0	0	2	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 241 - LA English and Literature  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 40

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	21	19	5	35	1	3	0	1	0	0
Employees (%)	52.5	47.5	12.5	87.5	2.5	7.5	0.0	2.5	0.0	0.0
Availability (%) Goal	43.5	56.5	13.6	86.4	5.0	3.2	3.5	1.9	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	0	4	1	0	1	0	2	0	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 242 - LA Foreign Languages  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 17

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	6	11	10	7	0	5	5	0	0	0
Employees (%)	35.3	64.7	58.8	41.2	0.0	29.4	29.4	0.0	0.0	0.0
Availability (%) Goal	48.8	51.2	27.0	73.0	3.6	13.4	8.5	1.5	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	2	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	6	1	0	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 243 - LA History  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 25

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	17	8	5	20	2	1	1	1	0	0
Employees (%)	68.0	32.0	20.0	80.0	8.0	4.0	4.0	4.0	0.0	0.0
Availability (%) Goal	70.1	29.9	17.6	82.4	5.1	3.2	8.3	1.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	1	0	0	2	0	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 244 - LA Philosophy  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 12

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	0	0	12	0	0	0	0	0	0
Employees (%)	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	81.6	18.4	11.1	88.9	2.4	1.1	4.6	3.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	YES	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	1	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	2	0	1	1	1	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 245 - LA Political Science  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 15

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	5	3	12	1	2	0	0	0	0
Employees (%)	66.7	33.3	20.0	80.0	6.7	13.3	0.0	0.0	0.0	0.0
Availability (%) Goal	78.4	21.6	15.9	84.1	6.0	5.3	3.2	1.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	2	0	0	1	0	0	1	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**



**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 246 - LA Sociology  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 13

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	4	0	13	0	0	0	0	0	0
Employees (%)	69.2	30.8	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	58.9	41.1	20.0	80.0	11.9	4.4	2.4	1.3	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	YES	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	2	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	3	0	2	1	1	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 247 - LA Psychology  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 24

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	11	1	23	0	1	0	0	0	0
Employees (%)	54.2	45.8	4.2	95.8	0.0	4.2	0.0	0.0	0.0	0.0
Availability (%) Goal	53.1	46.9	15.9	84.1	8.4	4.3	2.4	0.8	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	YES	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	2	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	3	0	3	1	1	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 248 - LA Social Science  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 19

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	7	12	4	15	1	1	2	0	0	0
Employees (%)	36.8	63.2	21.1	78.9	5.3	5.3	10.5	0.0	0.0	0.0
Availability (%) Goal	62.7	37.3	18.9	81.1	7.8	4.3	5.3	1.5	0.0	0.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	2	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	5	0	0	1	1	0	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 251 - Science Biological Sciences

**Test:** 80% Rule with Whole Person

**Total Employees:** 25

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	20	5	3	22	0	2	1	0	0	0
Employees (%)	80.0	20.0	12.0	88.0	0.0	8.0	4.0	0.0	0.0	0.0
Availability (%) Goal	70.9	29.1	23.0	77.0	3.4	3.1	15.9	0.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	YES	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	2	0	0	0
Add'l Needed to Reach Availability (#)	0	3	3	0	1	0	3	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 252 - Sciences Physical Sciences

**Test:** 80% Rule with Whole Person

**Total Employees:** 66

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	53	13	15	51	0	1	14	0	0	0
Employees (%)	80.3	19.7	22.7	77.3	0.0	1.5	21.2	0.0	0.0	0.0
Availability (%) Goal	82.8	17.2	18.2	81.8	3.3	2.0	12.4	0.5	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	2	0	0	3	3	1	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 253 - Sciences Mathematics  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 29

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	24	5	16	13	1	1	14	0	0	0
Employees (%)	82.8	17.2	55.2	44.8	3.4	3.4	48.3	0.0	0.0	0.0
Availability (%) Goal	71.9	28.1	24.9	75.1	6.4	3.5	13.5	1.5	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	9	1	1	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 256 - UA Communication and Journalism

**Test:** 80% Rule with Whole Person

**Total Employees:** 27

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	9	2	25	0	1	1	0	0	0
Employees (%)	66.7	33.3	7.4	92.6	0.0	3.7	3.7	0.0	0.0	0.0
Availability (%) Goal	55.0	45.0	12.2	87.8	5.3	3.4	1.5	2.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	2	0	2	0	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 257 - UA Counseling  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 4

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	2	2	1	3	0	1	0	0	0	0
Employees (%)	50.0	50.0	25.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0
Availability (%) Goal	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	1	1	0	1	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**



**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 258 - UA Criminal Jus and Social Work

**Test:** 80% Rule with Whole Person

**Total Employees:** 24

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	14	8	16	3	0	5	0	0	0
Employees (%)	41.7	58.3	33.3	66.7	12.5	0.0	20.8	0.0	0.0	0.0
Availability (%) Goal	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	1	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	5	0	0	3	0	2	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 259 - UA Public Administration

**Test:** 80% Rule with Whole Person

**Total Employees:** 7

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	3	4	3	4	0	0	3	0	0	0
Employees (%)	42.9	57.1	42.9	57.1	0.0	0.0	42.9	0.0	0.0	0.0
Availability (%) Goal	53.0	47.0	21.4	78.6	9.2	2.9	7.9	1.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	2	1	1	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 290 - Other Academic Programs

**Test:** 80% Rule with Whole Person

**Total Employees:** 6

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	3	3	2	4	2	0	0	0	0	0
Employees (%)	50.0	50.0	33.3	66.7	33.3	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	53.0	47.0	21.4	78.6	9.2	2.9	7.9	1.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	1	0	1	1	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 310 - Academic Support Professionals

**Test:** 80% Rule with Whole Person

**Total Employees:** 195

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	68	127	68	127	27	23	13	2	0	3
Employees (%)	34.9	65.1	34.9	65.1	13.8	11.8	6.7	1.0	0.0	1.5
Availability (%) Goal	47.2	52.8	27.5	72.5	10.1	11.2	2.4	1.6	0.2	1.9
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	5	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	25	0	0	15	0	0	0	2	1	1

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 320 - Administrative Professionals

**Test:** 80% Rule with Whole Person

**Total Employees:** 451

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	167	284	130	321	46	36	35	3	2	8
Employees (%)	37.0	63.0	28.8	71.2	10.2	8.0	7.8	0.7	0.4	1.8
Availability (%) Goal	60.0	40.0	19.6	80.4	3.1	11.8	1.8	0.7	0.0	2.2
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	49	0	0	0	0	6	0	0	0	0
Add'l Needed to Reach Availability (#)	104	0	0	42	0	18	0	1	0	2

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 330 - Athletics Professionals  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 67

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	47	20	16	51	7	4	3	1	1	0
Employees (%)	70.1	29.9	23.9	76.1	10.4	6.0	4.5	1.5	1.5	0.0
Availability (%) Goal	75.7	24.3	21.3	78.7	12.2	4.5	1.7	1.2	0.0	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	0	2	2	0	0	0	0	2

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 340 - Information Technology

**Test:** 80% Rule with Whole Person

**Total Employees:** 109

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	80	29	29	80	5	2	20	0	0	2
Employees (%)	73.4	26.6	26.6	73.4	4.6	1.8	18.3	0.0	0.0	1.8
Availability (%) Goal	70.2	29.8	22.5	77.5	4.6	7.6	7.4	1.1	0.0	1.8
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	4	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	5	1	7	0	2	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 350 - Library Professionals  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 45

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	30	6	39	1	2	2	0	0	1
Employees (%)	33.3	66.7	13.3	86.7	2.2	4.4	4.4	0.0	0.0	2.2
Availability (%) Goal	9.7	90.3	19.6	80.4	6.0	6.0	4.8	3.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	YES	NO	YES	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	1	0	1	0	0	1	0	0
Add'l Needed to Reach Availability (#)	0	11	3	0	2	1	1	2	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**



**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 360 - Scientific and Health Professional

**Test:** 80% Rule with Whole Person

**Total Employees:** 96

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	60	36	33	63	2	9	20	0	1	1
Employees (%)	62.5	37.5	34.4	65.6	2.1	9.4	20.8	0.0	1.0	1.0
Availability (%) Goal	73.2	26.8	19.6	80.4	3.3	8.6	2.8	1.0	0.0	3.8
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	1
Add'l Needed to Reach Availability (#)	11	0	0	15	2	0	0	2	0	3

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 400 - Office and Admin Sr Lead Supr

**Test:** 80% Rule with Whole Person

**Total Employees:** 371

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	45	326	142	229	60	41	26	2	4	9
Employees (%)	12.1	87.9	38.3	61.7	16.2	11.1	7.0	0.5	1.1	2.4
Availability (%) Goal	29.0	71.0	25.8	74.2	7.5	9.7	5.3	2.1	0.2	1.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	40	0	0	0	0	0	0	4	0	0
Add'l Needed to Reach Availability (#)	63	0	0	47	0	0	0	6	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 410 - Office and Admin Support Level

**Test:** 80% Rule with Whole Person

**Total Employees:** 141

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	21	120	78	63	30	30	16	1	0	1
Employees (%)	14.9	85.1	55.3	44.7	21.3	21.3	11.3	0.7	0.0	0.7
Availability (%) Goal	17.2	82.8	33.0	67.0	10.4	13.5	5.3	2.1	0.2	1.5
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	12	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	4	0	0	32	0	0	0	3	1	2

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 500 - Technical or Paraprofessional

**Test:** 80% Rule with Whole Person

**Total Employees:** 229

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	105	124	109	120	23	38	37	3	4	4
Employees (%)	45.9	54.1	47.6	52.4	10.0	16.6	16.2	1.3	1.7	1.7
Availability (%) Goal	49.3	50.7	23.7	76.3	6.7	9.4	4.1	0.9	0.2	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	19	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	9	0	0	55	0	0	0	0	0	2

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 600 - Skilled Crafts  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 63

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	62	1	17	46	8	7	1	0	1	0
Employees (%)	98.4	1.6	27.0	73.0	12.7	11.1	1.6	0.0	1.6	0.0
Availability (%) Goal	98.4	1.6	28.2	71.8	4.0	18.8	2.7	1.5	0.0	1.2
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	2	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	1	0	0	5	1	1	0	1

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 700 - Service Maintenance  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 98

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	89	9	31	67	10	7	9	2	1	2
Employees (%)	90.8	9.2	31.6	68.4	10.2	7.1	9.2	2.0	1.0	2.0
Availability (%) Goal	94.7	5.3	30.1	69.9	6.3	14.8	4.0	2.3	0.3	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	4	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	0	2	0	8	0	1	0	1

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

**Job Group:** 710 - Public Safety  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 40

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	29	11	20	20	7	7	5	0	0	1
Employees (%)	72.5	27.5	50.0	50.0	17.5	17.5	12.5	0.0	0.0	2.5
Availability (%) Goal	67.9	32.1	20.9	79.1	8.4	8.2	2.9	0.6	0.0	0.9
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	5	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	0	12	0	0	0	1	0	0

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**University of Nevada Las Vegas**  
**EEO/AA Program 2010**  
**Comparison of Incumbency to Availability**

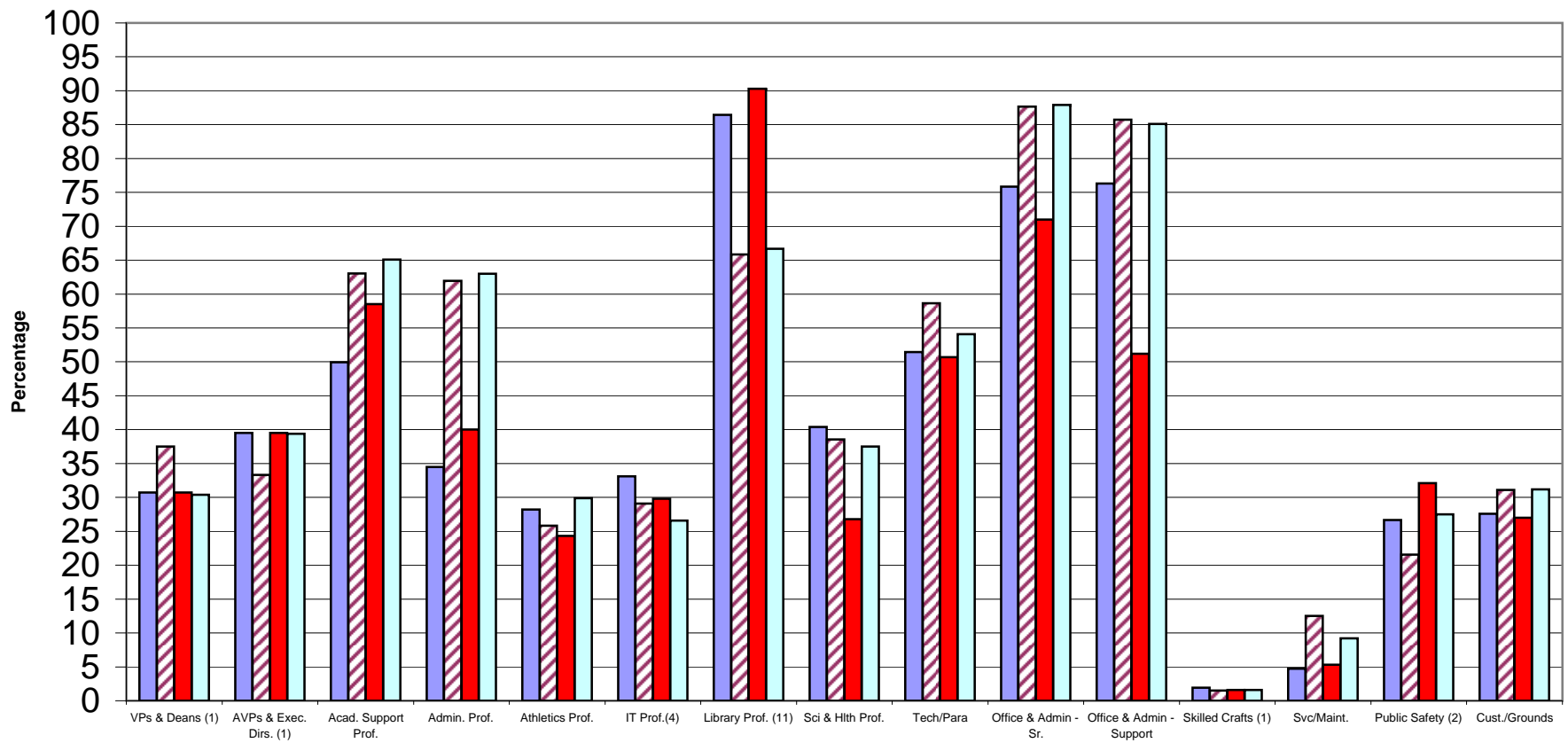
**Job Group:** 720 - Custodial and Grounds  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 221

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	152	69	121	100	39	51	23	4	3	1
Employees (%)	68.8	31.2	54.8	45.2	17.6	23.1	10.4	1.8	1.4	0.5
Availability (%) Goal	73.0	27.0	54.8	45.2	10.5	35.9	5.4	1.0	0.5	1.5
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	12	0	0	0	1
Add'l Needed to Reach Availability (#)	10	0	1	0	0	29	0	0	0	3

**Chart 3, Enclosure 1, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**



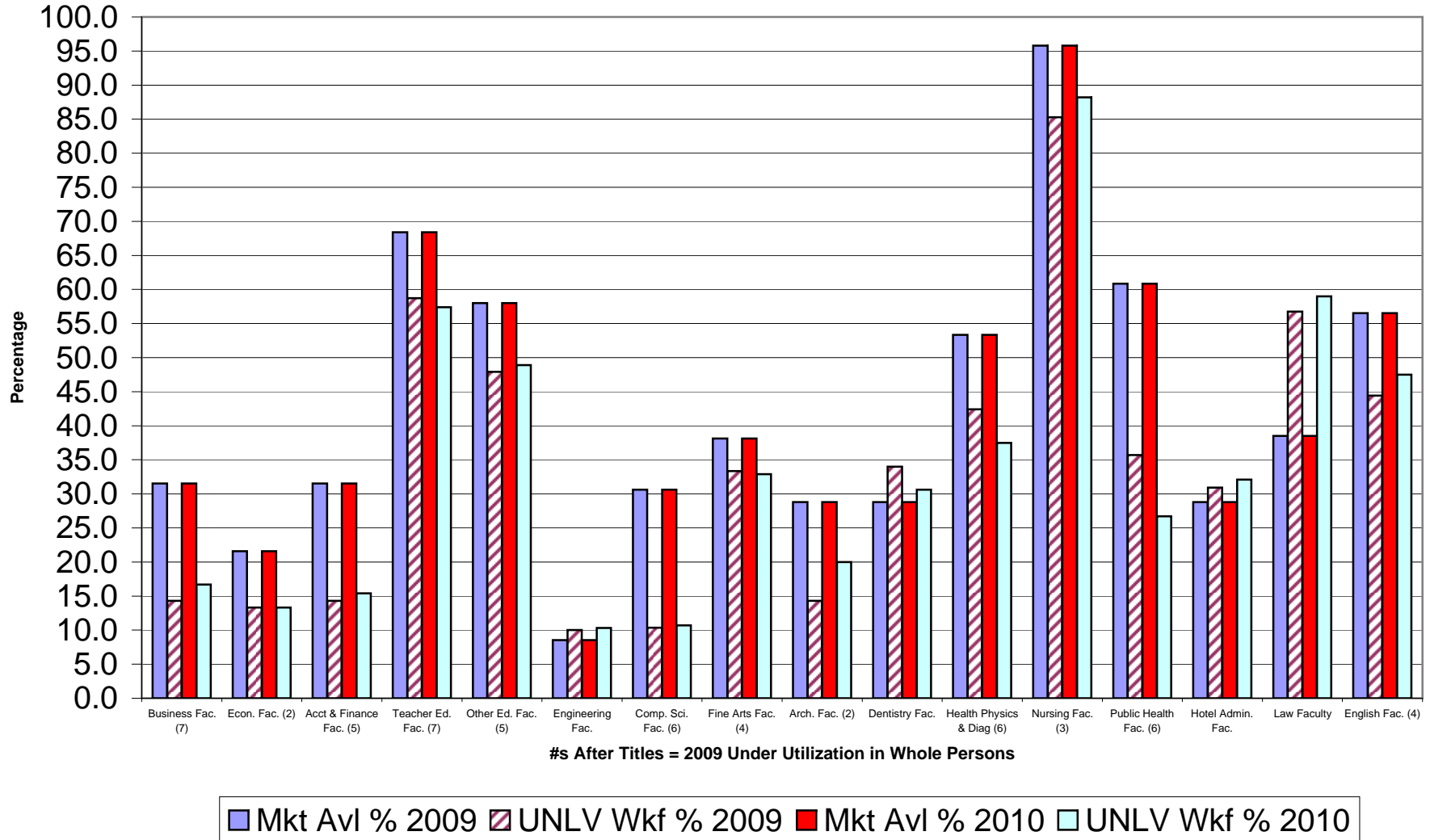
**UNLV - Utilization of Women  
Availability v Work Force Percentages, 2009 & 2010**



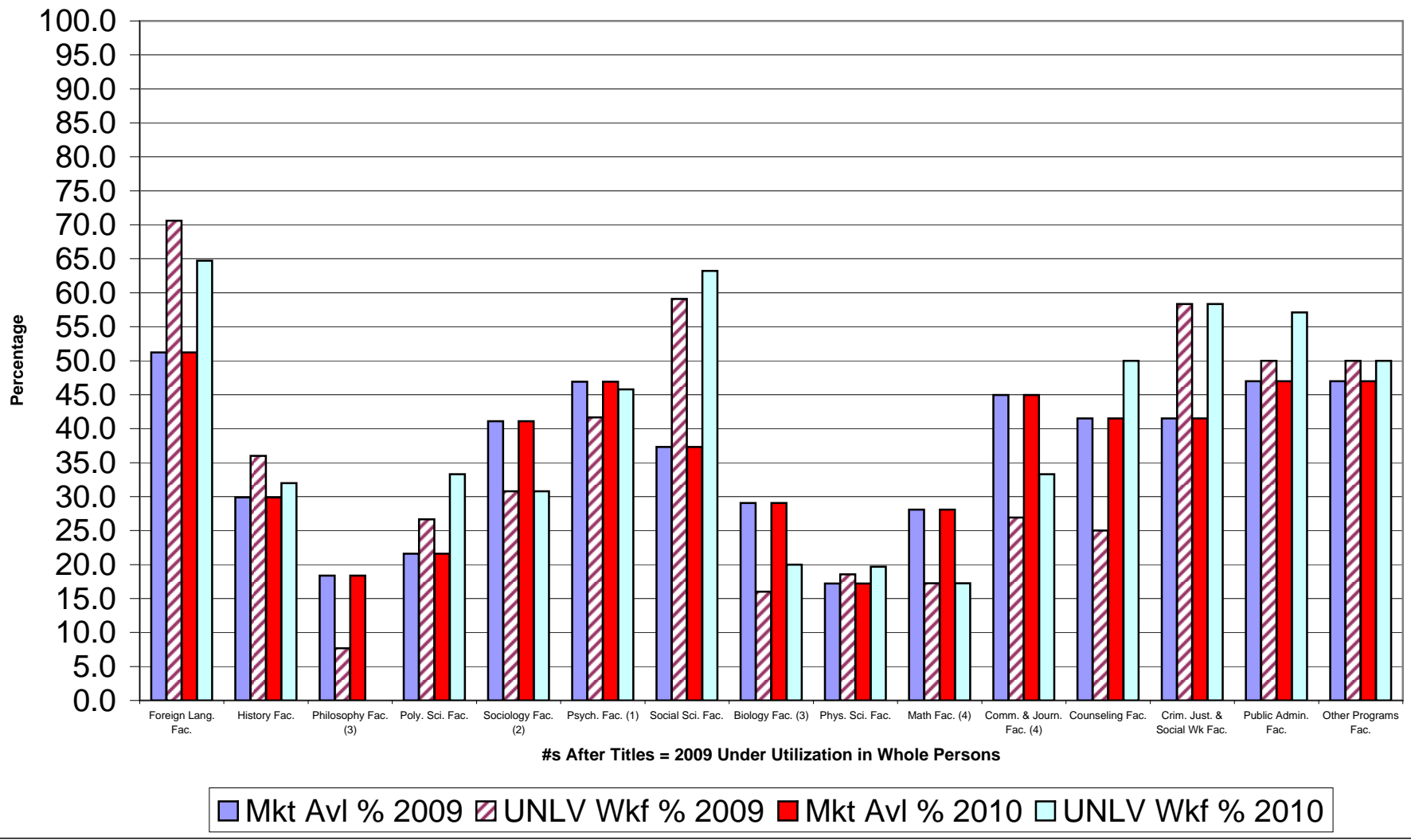
#s After Titles = 2009 Under Utilization in Whole Persons



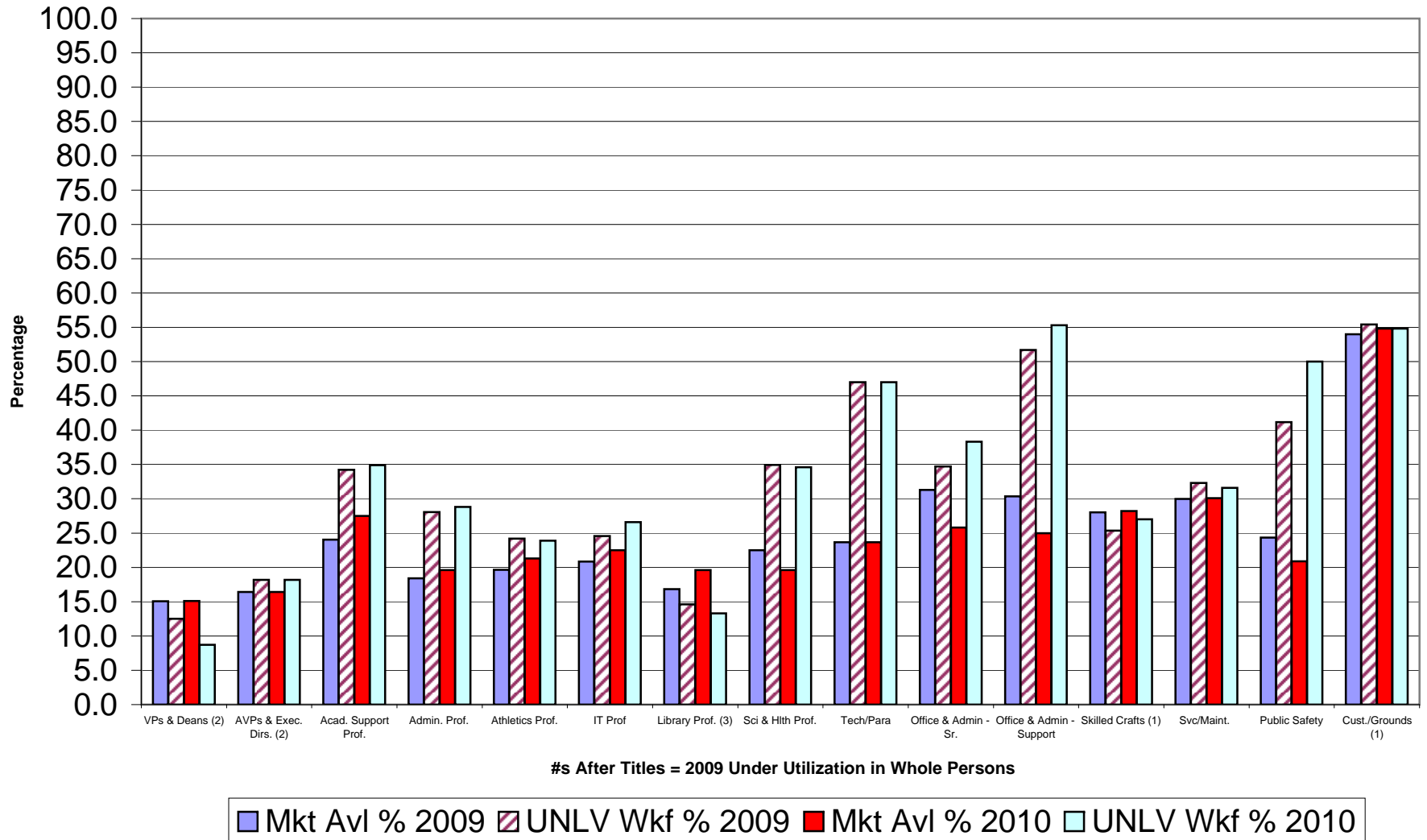
**UNLV - Utilization of Women  
Availability v Work Force Percentages, 2009 & 2010**



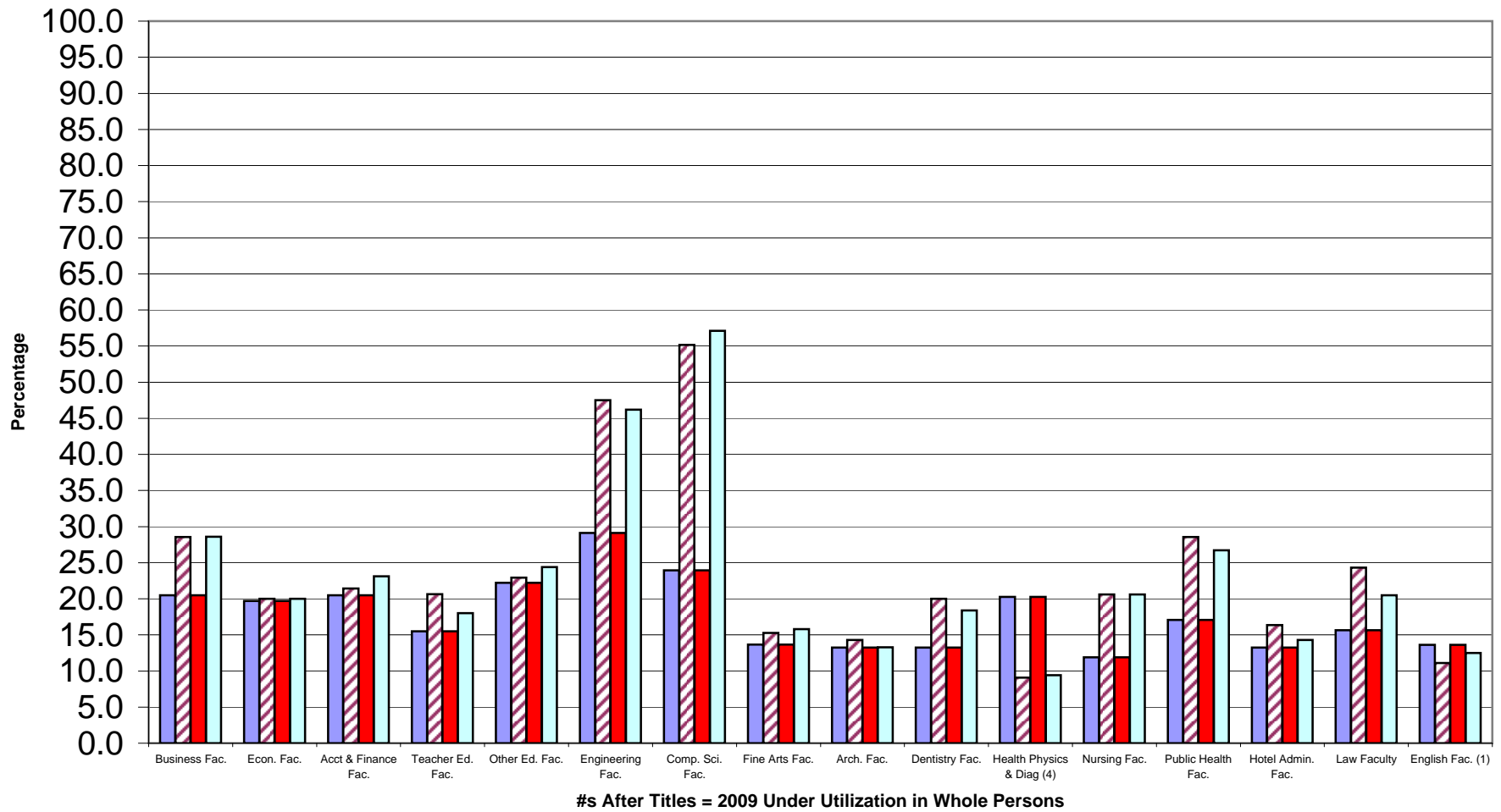
**UNLV - Utilization of Women  
Availability v Work Force Percentages, 2009 & 2010**



**UNLV - Utilization of Ethnic/Racial Minorities  
Availability v Work Force Percentages, 2009 & 2010**

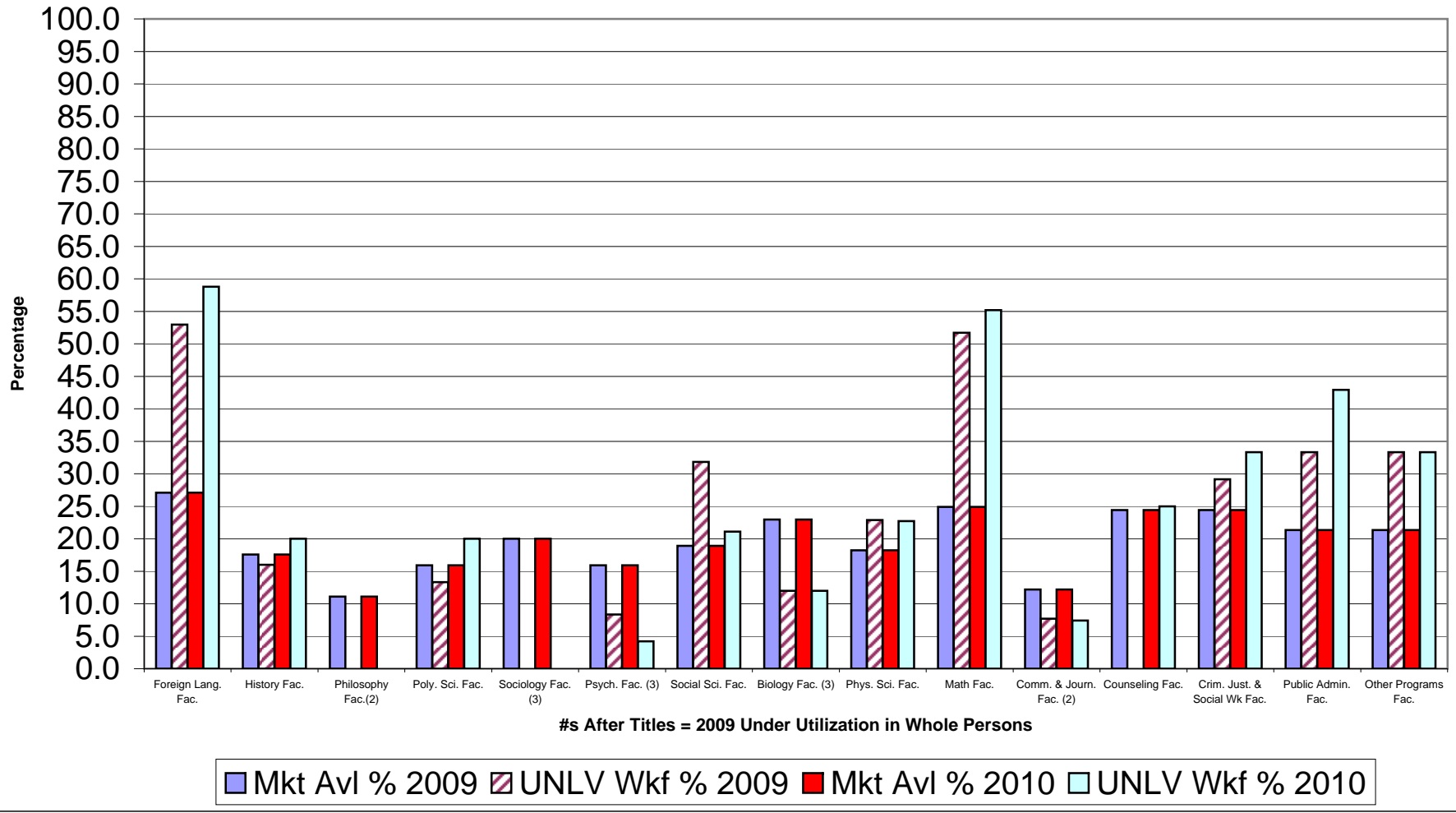


**UNLV - Utilization of Ethnic/Racial Minorities  
Availability v Work Force Percentages, 2009 & 2010**

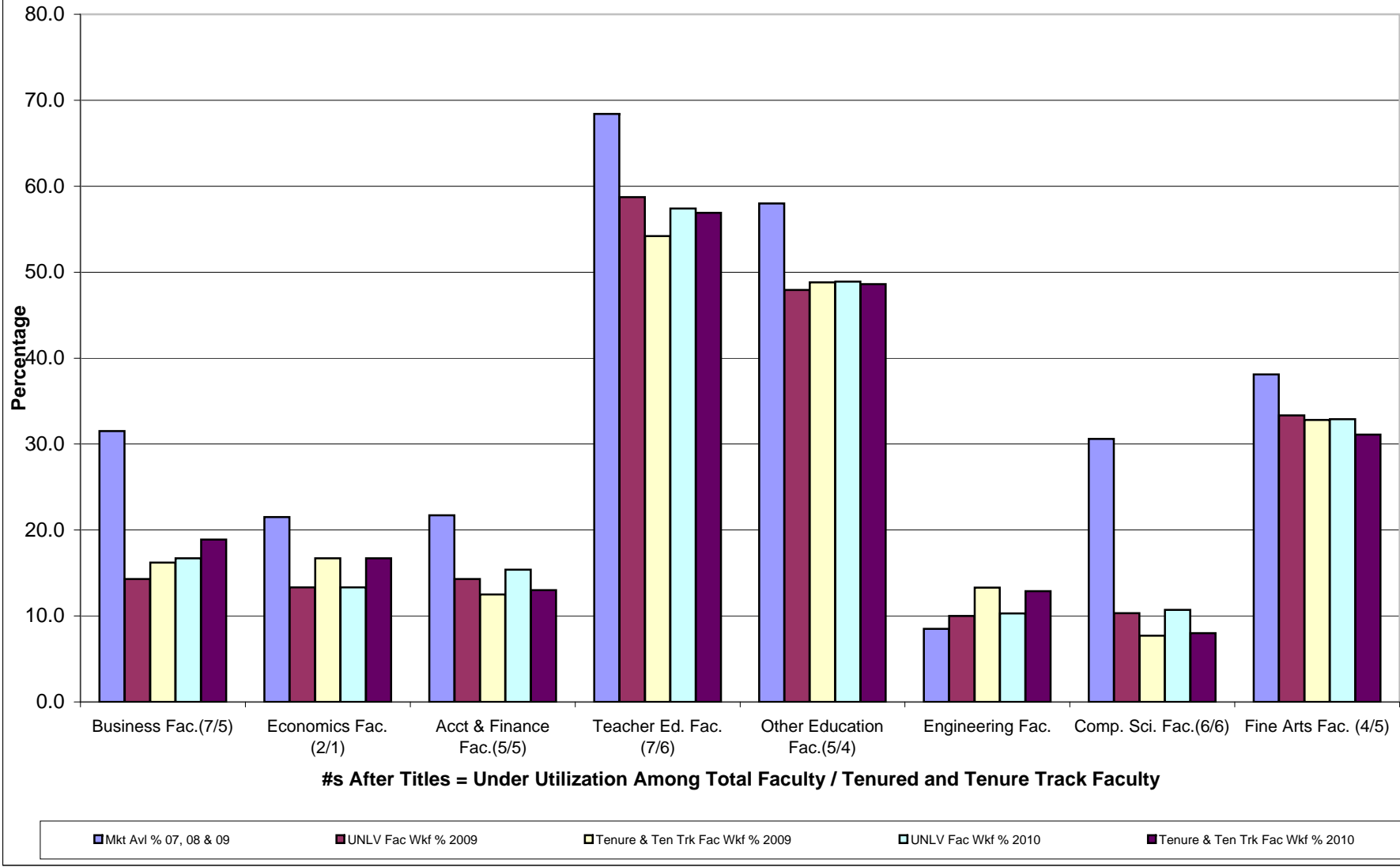


■ Mkt Avl % 2009 
 ■ UNLV Wkf % 2009 
 ■ Mkt Avl % 2010 
 ■ UNLV Wkf % 2010

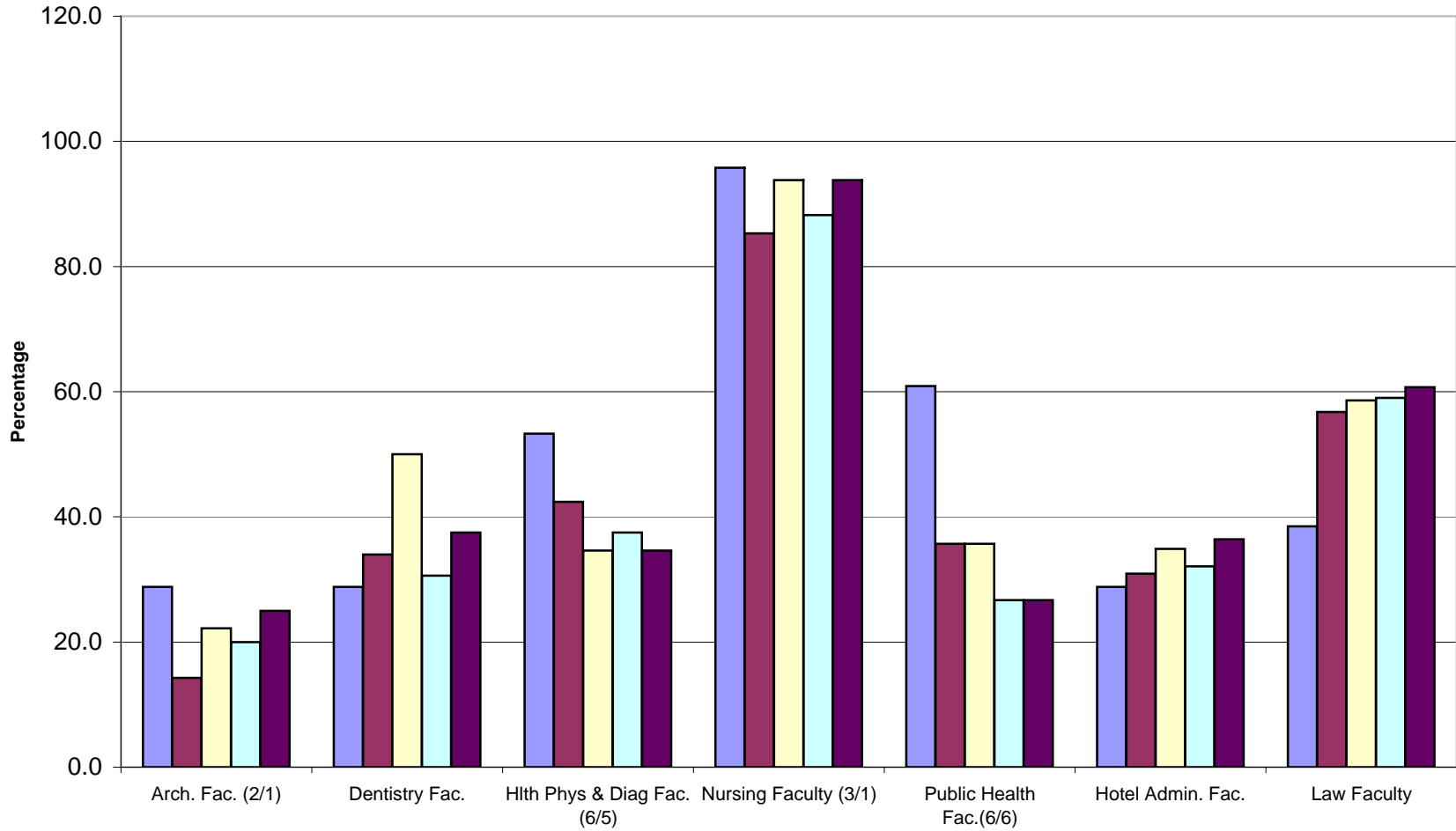
## UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2009 & 2010



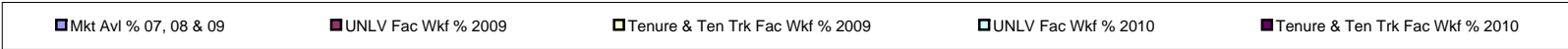
### UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2009 & 2010



**UNLV - Utilization of Tenured and Tenure Track Women  
Availability v Work Force Percentages, 2009 & 2010**

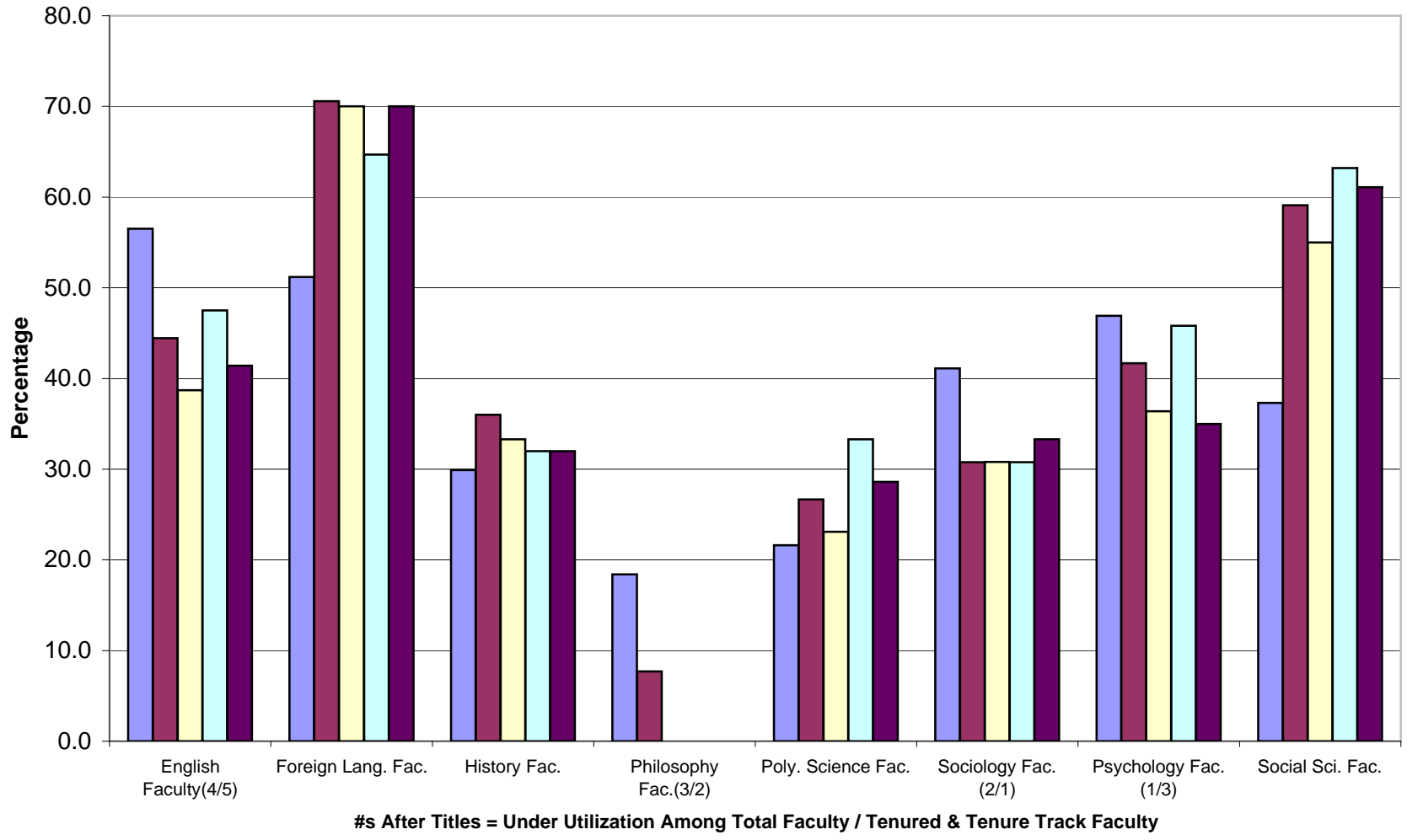


**#s After Titles = Under Utilization Among Total Faculty / Tenured & Tenure Track Faculty**



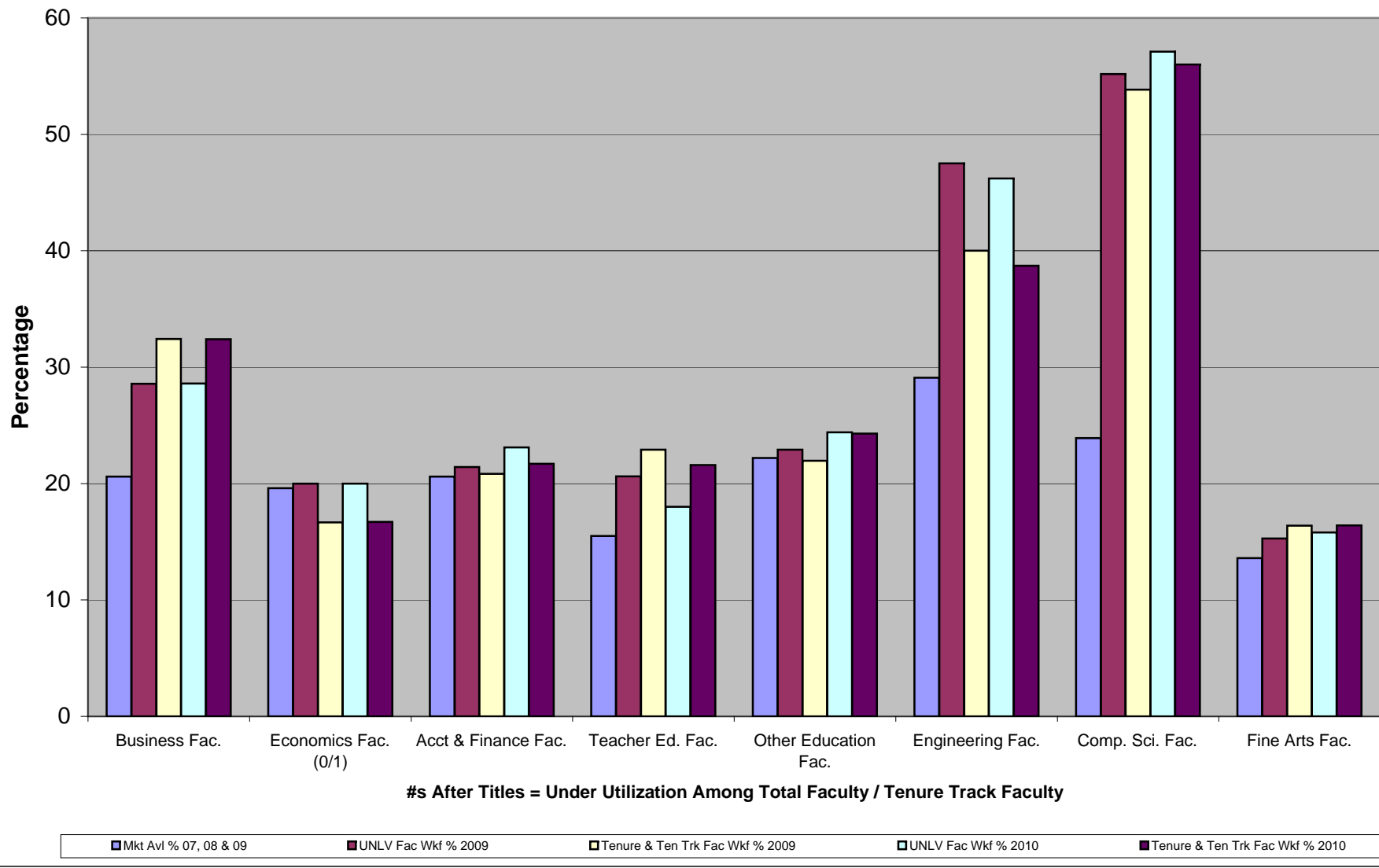


**UNLV - Utilization of Tenured and Tenure Track Women  
Availability v Work Force Percentages, 2009 & 2010**

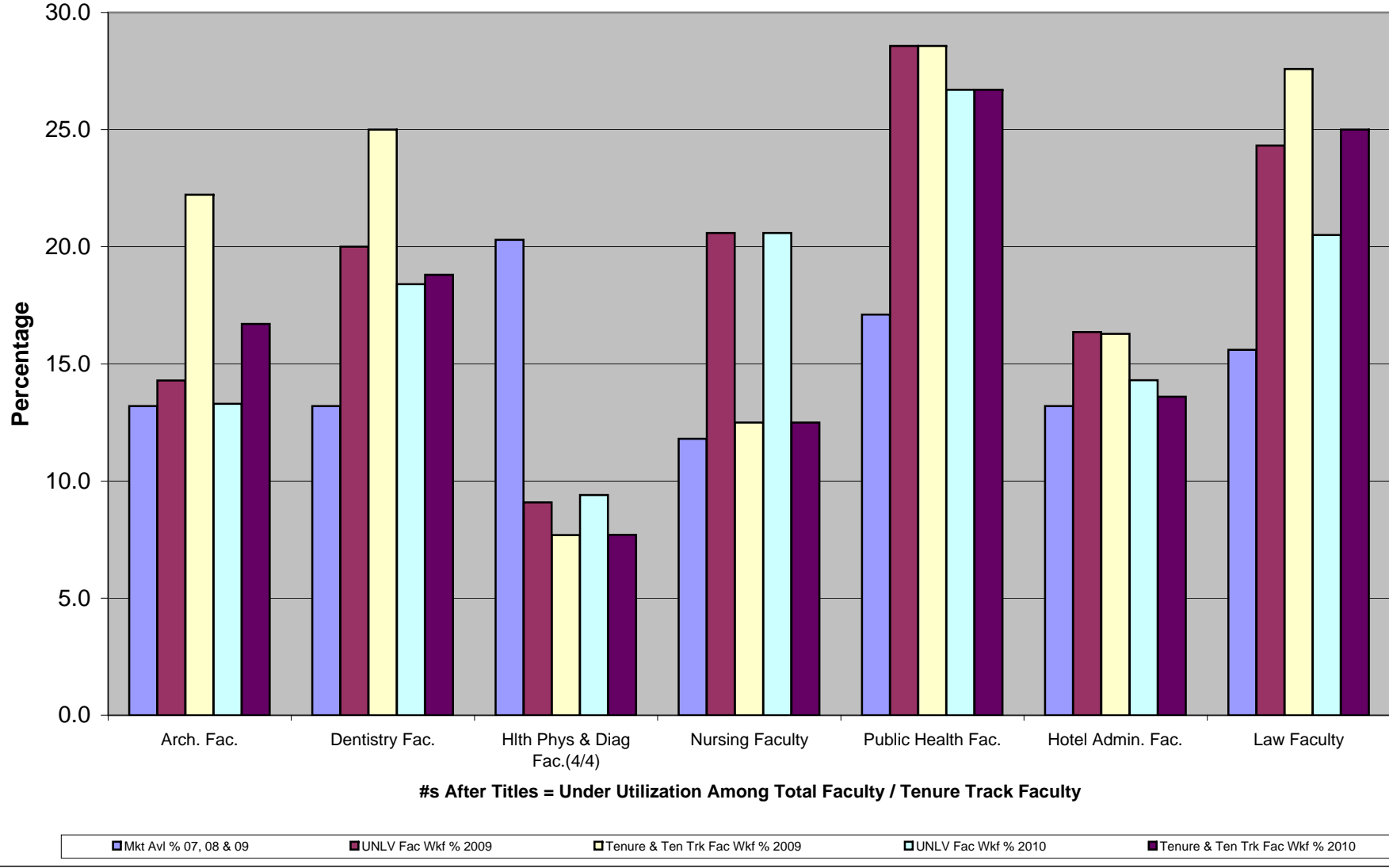


Mkt Avl % 07, 08 & 09
  UNLV Fac Wkf % 2009
  Tenure & Ten Trk Fac Wkf % 2009
  UNLV Fac Wkf % 2010
  Tenure & Ten Trk Fac Wkf % 2010

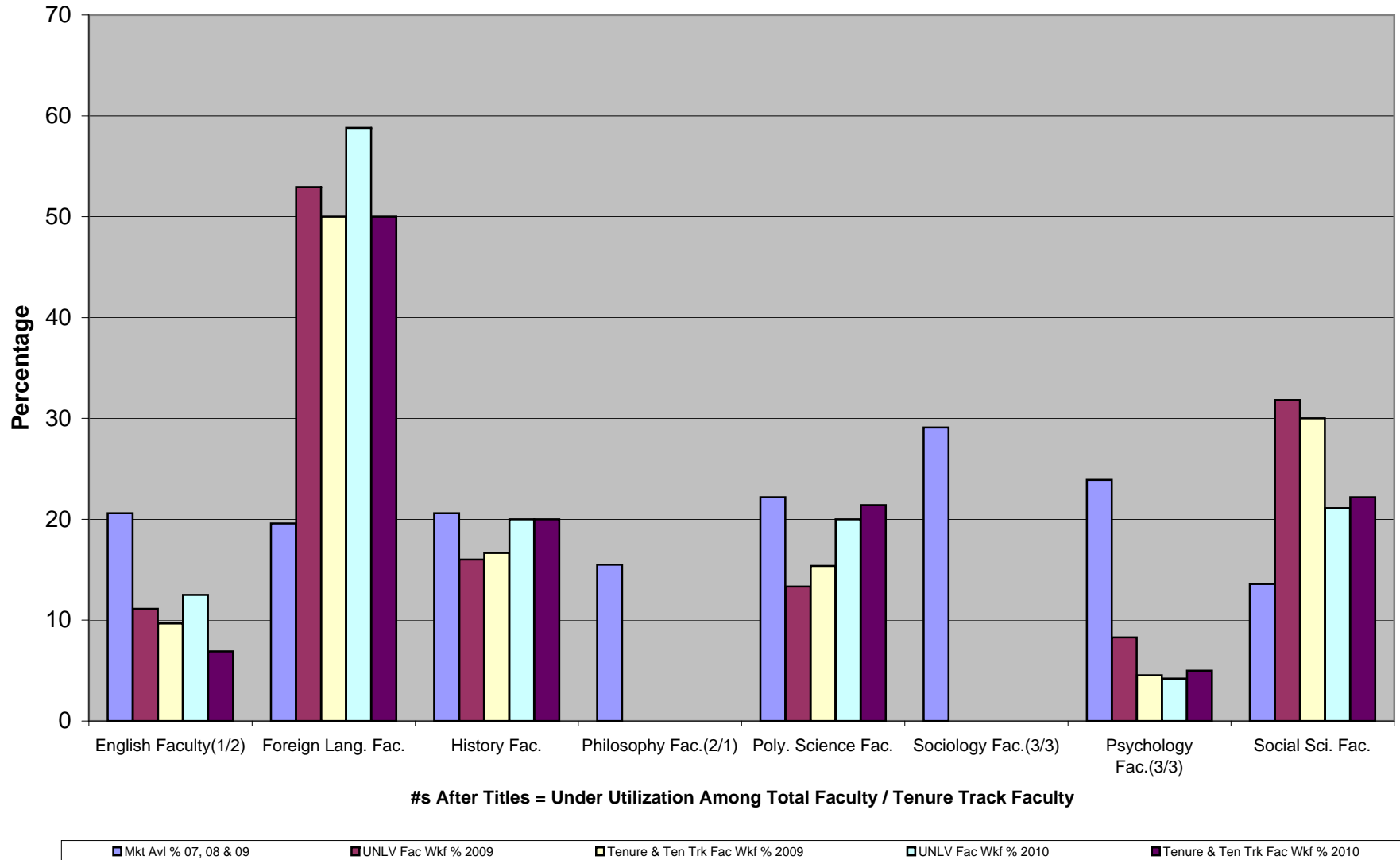
**UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities  
Availability v Work Force Percentages, 2009 & 2010**



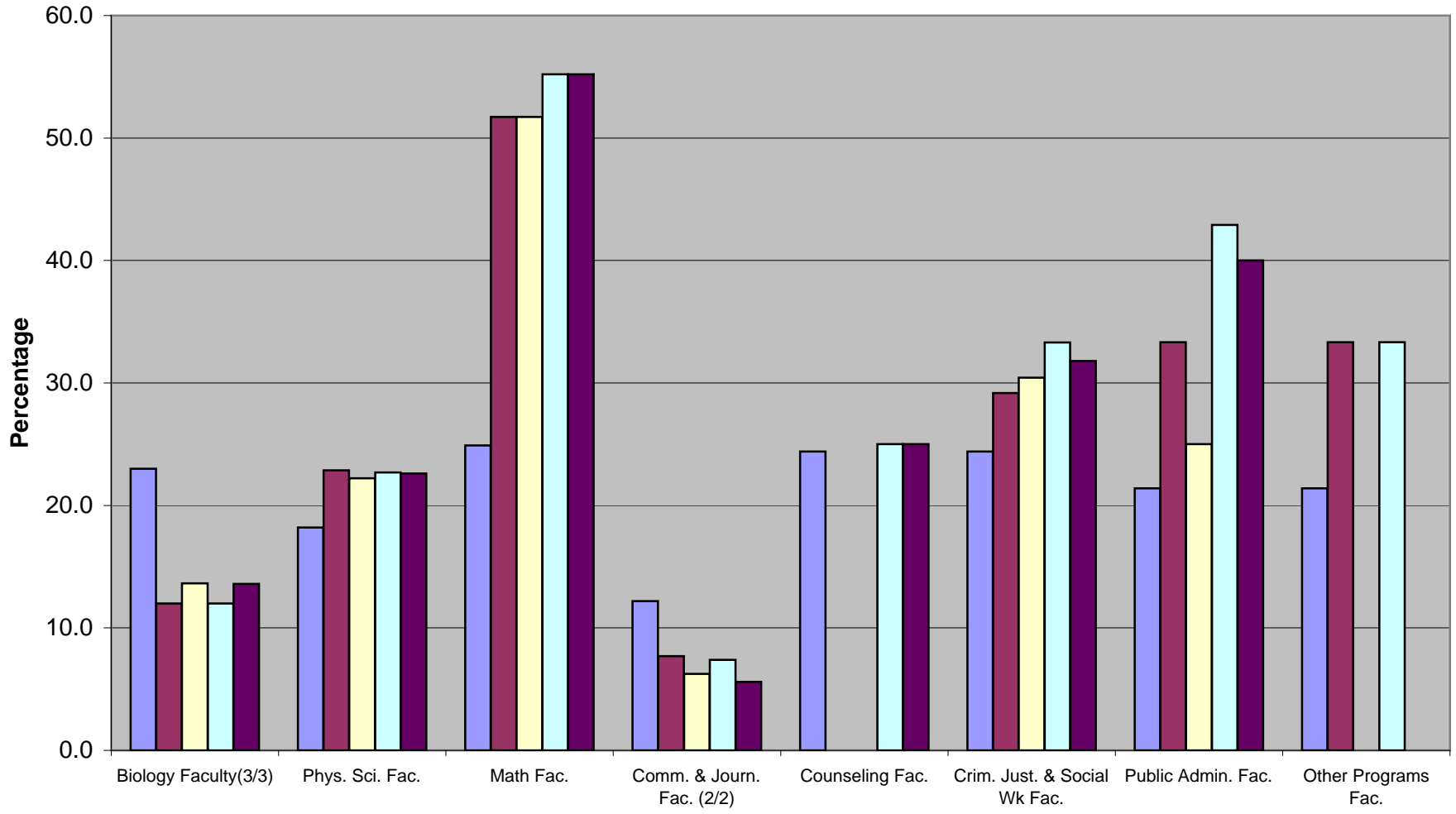
**UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities  
Availability v Work Force Percentages, 2009 & 2010**



### UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities Availability v Work Force Percentages, 2009 & 2010



**UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities  
Availability v Work Force Percentages, 2009 & 2010**



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

Mkt Avl % 07, 08 & 09
  UNLV Fac Wkf % 2009
  Tenure & Ten Trk Fac Wkf % 2009
  UNLV Fac Wkf % 2010
  Tenure & Ten Trk Fac Wkf % 2010



**2010 EEO/AA PROGRAM  
UTILIZATION OBSERVATIONS BY JOB GROUP**

***OFFICIALS & MANAGERS (H10)***

The representation of women among executive officers has declined a minute amount over the past five years, both in total representation as well as in proportion to total executives. However, illustrated in the chart below, there is a moderate increasing trend in ethnic and racial minorities among executive officers over the past five years.

Profile of Executives, 2006 - 2010					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2010	56	20	35.7%	8	14.3%

**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 ethnic and racial minorities. In 2008, this job group consisted of 24 employees, of whom nine are women and three were ethnic and racial minorities. In 2009, this job group consisted of 24 employees, of whom nine were women and three were ethnic and racial minorities. In 2010, this job group consists of 23 employees, of whom seven are women and two are ethnic and racial 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 30.4%. ***Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within the Vice Presidents & Deans Job Group, the availability of ethnic and racial minorities in the labor market is 15.1%. Among this job group at UNLV, ethnic and racial minorities comprise 8.7%. ***Current utilization of ethnic and racial minorities is two below***

*market availability – representing a net loss of two in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, this job group consisted of 29 employees, of whom 10 were women and three were ethnic and racial minorities. In 2008, this job group consisted of 32 employees, of whom 14 were women and three were ethnic and racial minorities. In 2009, this job group consisted of 33 employees, of whom 11 were women and six were ethnic and racial minorities. In 2010, this job group consists of 33 employees, of whom 13 are women and six are ethnic and racial 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 39.4%. *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 the AVPs and Executive Directors Job Group, the availability of ethnic and racial minorities in the labor market is 16.4%. Among this job group at UNLV, ethnic and racial minorities comprise 18.2%. *Current utilization of ethnic and racial minorities is two below market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

**FACULTY (H20)**

The representation of women and ethnic and racial minorities among the professorate has increased 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 **6.5% increase in the percentage representation of women** and a **7.5% increase in the percentage representation of ethnic and racial minorities** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, and affiliate faculty; and lecturers.

<b>Profile of Faculty, 2006 – 2010</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2009	925	332	35.9%	208	22.5%
Percent Change	9.3%	16.5%	6.5%	17.5%	7.5%

### **Business – Business Faculty (206)**

In 2006, the Business Faculty Job Group consisted of 67 employees, of whom 15 were women and 18 were ethnic and racial minorities. In 2007, the Business Faculty Job Group consisted of 71 employees, of whom 12 were women and 19 were ethnic and racial 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 ethnic and racial minorities. In 2009, the Business Faculty Job Group consisted of 42 employees, of whom six were women and 12 were ethnic and racial minorities. In 2010, the Business Faculty Job Group consists of 42 employees, of whom seven are women and 12 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31.5%. Among this job group at UNLV, women comprise 16.7%. ***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 ethnic and racial minorities in the labor market is 20.6%. Among this job group at UNLV, ethnic and racial minorities comprise 28.6%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the Economics Faculty Job Group consisted of 15 employees, of whom two were women and four were ethnic and racial minorities. In 2008, the Economics Faculty Job Group consisted of 16 employees, of whom three were women and four were ethnic and racial minorities. In 2009, the Economics Faculty Job Group consisted of 15 employees, of whom two were women and three were ethnic and racial minorities. In 2010, the Economics Faculty Job Group consisted of 15 employees, of whom two are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 21.5%. Among this job group at UNLV, women comprise 13.3%. ***Current utilization of women is two 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 ethnic and racial minorities in the labor market is 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 20.0%. ***Current utilization of ethnic and racial minorities is at par with market availability –***



*representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2009, the Accounting and Finance Faculty Job Group consisted of 28 employees, of whom four were women and six were ethnic and racial minorities. In 2010, the Accounting and Finance Faculty Job Group consists of 26 employees, of whom four are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31.5%. Among this job group at UNLV, women comprise 15.4%. *Current utilization of women is five 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 ethnic and racial minorities in the labor market is 20.6%. Among this job group at UNLV, ethnic and racial minorities comprise 23.1%. *Current utilization of ethnic and racial minorities is at par with market availability.*

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

### **Education – Teacher Education (211)**

In 2006, the Teacher Education Job Group consisted of 61 employees, of whom 36 were women and 14 were ethnic and racial minorities. In 2007, the group consisted of 71 employees, of whom 45 were women and 16 were ethnic and racial minorities. In 2008, the group consisted of 78 employees, of whom 46 were women and 15 were ethnic and racial minorities. In 2009, the Teacher Education Job Group consisted of 63 employees, of whom 37 were women and 13 were ethnic and racial minorities. In 2010, the Teacher Education Job Group consists of 61 employees, of whom 35 are women and 11 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 68.4%. Among this job group at UNLV, women comprise 57.4%. *Current utilization of women is seven below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.5%. Among this job group at UNLV, ethnic and racial minorities comprise 18.0%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 53 employees, of whom 21 were women and eight were ethnic and racial minorities. In 2008, the group consisted of 50 employees, of whom 25 were women and nine are ethnic and racial minorities. In 2009, the Other Education Job Group consisted of 48 employees, of whom 23 were women and 11 were ethnic and racial minorities. In 2010, the Other Education Job Group consists of 45 employees, of whom 22 are women and 11 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 58.0%. Among this job group at UNLV, women comprise 48.9%. *Current utilization of women is five below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 22.2%. Among this job group at UNLV, ethnic and racial minorities comprise 24.4%. *Current utilization of ethnic and racial minorities is at par with market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 53 employees, of whom six were women and 24 were ethnic and racial minorities. In 2008, the group consisted of 57 employees, of whom six were women and 27 were ethnic and racial minorities. In 2009, the Engineering Faculty Job Group consisted of 40 employees, of whom four were women and 19 were ethnic and racial minorities. In 2010, the Engineering Faculty Job Group consists of 39 employees, of whom four are women and 18 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 8.5%. Among this job group at UNLV, women comprise 10.3%. *Current utilization of women is at par with market availability.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 29.1%. Among this job group at UNLV, ethnic and racial minorities comprise 46.2%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 15 employees, of whom two were women woman and six were ethnic and racial minorities. In 2008, the group

consisted of 14 employees, of whom two were women woman and six were ethnic and racial minorities. In 2009, the Computer Science Faculty Group consisted of 29 employees, of whom three were women woman and 16 were ethnic and racial minorities. In 2010, the Computer Science Faculty Group consists of 28 employees, of whom three are women woman and 16 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30.6%. Among this job group at UNLV, women comprise 10.7%. ***Current utilization of women is six 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 ethnic and racial minorities in the labor market is 23.9%. Among this job group at UNLV, ethnic and racial minorities comprise 57.1%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 77 employees, of whom 21 were women and 11 were ethnic and racial minorities. In 2008, the group consisted of 78 employees, of whom 25 were women and 13 were ethnic and racial minorities. In 2009, the Fine Arts Faculty Job Group consisted of 72 employees, of whom 24 were women and 11 were ethnic and racial minorities. In 2010, the Fine Arts Faculty Job Group consists of 76 employees, of whom 25 are women and 12 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 38.1%. Among this job group at UNLV, women comprise 32.9%. ***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 ethnic and racial minorities in the labor market is 13.6%. Among this job group at UNLV, ethnic and racial minorities comprise 15.8%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 13 employees, of whom three were women and three were ethnic and racial minorities. In 2008, the group consisted of 16 employees, of whom one was a woman and two were ethnic and racial minorities. In 2009, the Architecture Faculty Job Group consisted of 14 employees, of whom two were women and two

were ethnic and racial minorities. In 2010, the Architecture Faculty Job Group consists of 15 employees, of whom three are women and two are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 30.6%. *Current utilization of women is two 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 ethnic and racial minorities in the labor market is 13.2%. Among this job group at UNLV, ethnic and racial minorities comprise 13.3%. *Current utilization of ethnic and racial minorities is at par with market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 46 employees, of whom 17 were women and eight were ethnic and racial minorities. In 2008, the group consisted of 46 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2009, the Dental Medicine Faculty Job Group consisted of 50 employees, of whom 17 were women and 10 were ethnic and racial minorities. In 2010, the Dental Medicine Faculty Job Group consists of 49 employees, of whom 15 are women and nine are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 30.6%. *Current utilization of women is at par with market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.2%. Among this job group at UNLV, ethnic and racial minorities comprise 18.4%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 37 employees, of whom 15 were women and two were ethnic and racial minorities. In 2008, the group consisted of 34 employees, of whom 12 were women and two were ethnic and racial minorities. In 2009, the groups change names with a reorganization of some academic programs and is now called Health Physics & Diagnostics Group of which it consisted of 33 employees, of whom 14 were women and three were ethnic and racial minorities. In 2010, the Health Physics & Diagnostics Group of which consists of 32 employees, of whom 12 are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 53.3%. Among this job group at UNLV, women comprise 37.5%. *Current utilization of women is six 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 ethnic and racial minorities in the labor market is 20.3%. Among this job group at UNLV, ethnic and racial minorities comprise 9.4%. *Current utilization of ethnic and racial minorities is four below market availability – representing a net loss of one in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 30 employees, of whom 26 were women and four were ethnic and racial minorities. In 2008, the group consisted of 35 employees, of whom 28 were women and six were ethnic and racial minorities. In 2009, the Nursing Faculty Job Group consisted of 34 employees, of whom 29 were women and seven were ethnic and racial minorities. In 2010, the Nursing Faculty Job Group consists of 34 employees, of whom 30 are women and seven are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 95.8%. Among this job group at UNLV, women comprise 88.2%. *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 ethnic and racial minorities in the labor market is 11.8%. Among this job group at UNLV, ethnic and racial minorities comprise 20.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 14 employees, of whom five were women and three were ethnic and racial minorities. In 2008, the group consisted of 14 employees, of whom five were women and three were ethnic and racial minorities. In 2009, the Public Health Faculty Job Group consisted of 14 employees, of whom five were women and four were ethnic and racial minorities. In 2010, the Public Health Faculty Job Group consists of 15 employees, of whom four are women and four are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 60.9%. Among this job group at UNLV, women comprise 26.7%. *Current utilization of women is six 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 ethnic and racial minorities in the labor market is 17.0%. Among this job group at UNLV, ethnic and racial minorities comprise 28.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 60 employees, of whom 21 were women and 12 were ethnic and racial minorities. In 2008, the group consisted of 58 employees, of whom 20 were women and 11 were ethnic and racial minorities. In 2009, the Hotel Administration Faculty Job Group consisted of 55 employees, of whom 17 were women and nine were ethnic and racial minorities. In 2010, the Hotel Administration Faculty Job Group consists of 56 employees, of whom 18 are women and eight are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 32.1%. *Current utilization of women is at par with market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.2%. Among this job group at UNLV, ethnic and racial minorities comprise 14.3%. *Current utilization of ethnic and racial minorities is at par with market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 42 employees, of whom 21 were women and seven were ethnic and racial minorities. In 2008, the group consisted of 43 employees, of whom 22 were women and eight were ethnic and racial minorities. In 2009, the Law Faculty Job Group consisted of 37 employees, of whom 21 were women and nine were ethnic and racial minorities. In 2010, the Law Faculty Job Group consists of 39 employees, of whom 23 are women and eight are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 38.5%. Among this job group at UNLV, women comprise 59.0%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 15.6%. Among this job group at UNLV, ethnic and racial minorities comprise 20.5%. *Current utilization of ethnic and racial minorities is at par with market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 43 employees, of whom 20 were women and five were ethnic and racial minorities. In 2008, the group consisted of 43 employees, of whom 22 were women and eight were ethnic and racial minorities. In 2009, the English & Literature Faculty Job Group consisted of 36 employees, of whom 16 were women and four were ethnic and racial minorities. In 2010, the English & Literature Faculty Job Group consists of 40 employees, of whom 19 are women and five are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 56.5%. Among this job group at UNLV, women comprise 47.5%. *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 ethnic and racial minorities in the labor market is 12.5%. Among this job group at UNLV, ethnic and racial minorities comprise 11.1%. *Current utilization of ethnic and racial minorities is one below market availability – representing a net loss of one in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 18 employees, of whom 11 were women and nine were ethnic and racial minorities. In 2008, the group consisted of 17 employees, of whom 11 were women and nine were ethnic and racial minorities. In 2009, the Foreign Languages Faculty Job Group consisted of 17 employees, of whom 12 were women and nine were ethnic and racial minorities. In 2010, the Foreign Languages Faculty Job Group consists of 17 employees, of whom 11 are women and 10 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 51.2%. Among this job group at UNLV, women comprise 64.7%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 27.0%. Among this job group at UNLV, ethnic and racial minorities comprise 58.8%. *Current utilization of ethnic and racial minorities is above market availability –*

*representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 26 employees, of whom ten were women and five were ethnic and racial minorities. In 2008, the group consisted of 26 employees, of whom nine were women and six were ethnic and racial minorities. In 2009, the History Faculty Job Group consisted of 25 employees, of whom nine were women and four were ethnic and racial minorities. In 2010, the History Faculty Job Group consists of 25 employees, of whom eight are women and five are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29.9%. Among this job group at UNLV, women comprise 32.0%. *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 ethnic and racial minorities in the labor market is 17.6%. Among this job group at UNLV, ethnic and racial minorities comprise 20.0%. *Current utilization of ethnic and racial minorities is above with market availability – representing a net gain of one in the utilization of ethnic and racial 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 consisted of 13 employees, of whom one was a woman and none were minority. In 2010, the Philosophy Faculty Job Group consists of 12 employees, of whom neither is a woman or a minority.

- Within this job group, the availability of women in the labor market is 18.4%. Among this job group at UNLV, women comprise **0.00%**. *Current utilization of women is three below market availability – representing a net loss of two in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 11.4%. Among this job group at UNLV, ethnic and racial minorities comprise **0.0%**. *Current utilization of ethnic and racial minorities is two below market availability – representing a net loss of one in the utilization of ethnic and racial 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 ethnic and racial 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 consisted of 15 employees, of whom four were women and two were ethnic and racial minorities. In 2010, the Political Science Job Group consists of 15 employees, of whom five are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 21.6%. Among this job group at UNLV, women comprise 33.3%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 15.9%. Among this job group at UNLV, ethnic and racial minorities comprise 20.0%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 consisted of 13 employees, of whom four were women and none were minority. In 2010, 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 two 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 ethnic and racial minorities in the labor market is 20.0%. Among this job group at UNLV, ethnic and racial minorities comprise **0.0%**. *Current utilization of ethnic and racial minorities is three below market availability – representing a net loss of one in the utilization of ethnic and racial 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 ethnic and racial 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 consisted of 24 employees, of whom 10 were women and two were ethnic and racial minorities. In 2010, the Psychology Faculty Job Group consists of 24 employees, of whom 11 are women and one ethnic or racial minority.

- Within this job group, the availability of women in the labor market is 46.9%. Among this job group at UNLV, women comprise 45.8%. ***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 ethnic and racial minorities in the labor market is 15.9%. Among this job group at UNLV, ethnic and racial minorities comprise 4.2%. ***Current utilization of ethnic and racial minorities is three below market availability – representing a net loss of two in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 20 employees, of whom 12 were women and six were ethnic and racial minorities. In 2008, the group consisted of 22 employees, of whom 13 were women and six were ethnic and racial minorities. In 2009, the Social Sciences Faculty Job Group consisted of 22 employees, of whom 13 were women and seven were ethnic and racial minorities. In 2010, the Social Sciences Faculty Job Group consists of 19 employees, of whom 12 are women and four are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 37.3%. Among this job group at UNLV, women comprise 63.2%. ***Current utilization of women is 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 ethnic and racial minorities in the labor market is 18.9%. Among this job group at UNLV, ethnic and racial minorities comprise 21.1%. ***Current utilization of ethnic and racial minorities is at par with market availability.***

### **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 ethnic and racial minorities. In 2007, the group consisted of 31 employees, of whom six were women and six were ethnic and racial minorities. In 2008, the group consisted of 25 employees, of whom five were women and four were ethnic and racial minorities. In 2009, the Biological Sciences Faculty Job Group consisted of 25 employees, of whom four were women and three were ethnic and racial minorities. In 2010, the Biological Sciences Faculty Job Group consists of 25 employees, of whom five are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29.1%. Among this job group at UNLV, women comprise 20.0%. ***Current utilization of women is 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 ethnic and racial minorities in the labor market is 23.0%. Among this job group at UNLV, ethnic and racial minorities comprise 12.0%. ***Current utilization of ethnic and racial minorities is three below market availability – representing a net loss of one in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 71 employees, of whom 15 were women and 17 were ethnic and racial minorities. In 2008, the group consisted of 70 employees, of whom 16 were women and 17 were ethnic and racial minorities. In 2009, the Physical Sciences Faculty Job Group consisted of 70 employees, of whom 13 were women and 16 were ethnic and racial minorities. In 2010, the Physical Sciences Faculty Job Group consists of 66 employees, of whom 13 are women and 15 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 17.2%. Among this job group at UNLV, women comprise 19.7%. ***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 ethnic and racial minorities in the labor market is 18.2%. Among this job group at UNLV, ethnic and racial minorities comprise 22.7%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 31 employees, of whom three were women and 14 were ethnic and racial minorities. In 2008, the group consisted of 30 employees, of whom five were women and 15 were ethnic and racial minorities. In 2009, the Mathematics Faculty Job Group consisted of 29 employees, of whom five were women and 15 were ethnic and racial minorities. In 2010, the Mathematics Faculty Job Group consists of 29 employees, of whom five are women and 16 are ethnic and racial 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 four below market availability – representing a no loss of one in the utilization of women in this job group compared to the previous year.***

- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.9%. Among this job group at UNLV, ethnic and racial minorities comprise 55.2%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2009, the Communications & Journalism Faculty Job Group consisted of 26 employees, of whom seven were women and two were ethnic and racial minorities. In 2010, the Communications & Journalism Faculty Job Group consists of 27 employees, of whom nine are women and two are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 45.0%. Among this job group at UNLV, women comprise 33.3%. *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 ethnic and racial minorities in the labor market is 12.2%. Among this job group at UNLV, ethnic and racial minorities comprise 7.4%. *Current utilization of ethnic and racial minorities is two below market availability – representing a net loss of one in the utilization of ethnic and racial 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 consisted of four employees, of whom one was a woman and none were minority. In 2010, the Counseling Faculty Job Group consists of four employees, of whom two are women and one is a minority.

- Within this job group, the availability of women in the labor market is 41.5%. Among this job group at UNLV, women comprise 50.0%. *Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 25.0%. *Current utilization of ethnic and racial minorities is at par with market availability –*

*representing a net gain of one in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 25 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2008, the group consisted of 26 employees, of whom 16 were women and eight were ethnic and racial minorities. In 2009, the Criminal Justice & Social Work Faculty Job Group consisted of 24 employees, of whom 14 were women and seven were ethnic and racial minorities. In 2010, the Criminal Justice & Social Work Faculty Job Group consists of 24 employees, of whom 14 are women and eight are ethnic and racial 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 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 ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 33.3%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2009, the Public Administration Faculty Job Group consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2010, the Public Administration Faculty Job Group consists of seven employees, of whom four are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 47.0%. Among this job group at UNLV, women comprise 57.1%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 21.4%. Among this job group at UNLV, ethnic and racial minorities comprise 42.9%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 10 employees, of whom five were women and four were ethnic and racial minorities. In 2008, the group consisted of seven employees, of whom two were women and two were ethnic and racial minorities. In 2009, the Other Academic Programs Faculty Job Group consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2010, the Other Academic Programs Faculty Job Group consists of six employees, of whom three are women and two are ethnic and racial 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 ethnic and racial minorities in the labor market is 21.4%. Among this job group at UNLV, ethnic and racial minorities comprise 33.3%. *Current utilization of ethnic and racial minorities is at par with market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **PROFESSIONAL NON-FACULTY (H30)**

Reflecting institution-wide trends, the representation of women and ethnic and racial 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. Now, using CY 2006 as the basis year for comparison yields a five-year trend line.

It is notable that the representation of women among professional staff exceeded 50% in every year of comparison. **While the percentage representation of women has decreased slightly by a -1.7%, this change is not material.** The trend line reflects a moderate **13.5% increase in the percentage representation of ethnic and racial minorities** among professional staff over the past five years.

<b>Profile of Professional Staff, 2006 - 2010</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2009	963	526	54.6%	282	29.3%
Percent Change	11.5%	9.6%	-1.7%	26.5%	13.5%

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. However, the university, as a whole, lost approximately 175 individuals in the previous two years due to budget cuts and attrition which has caused a slight downward trend in the percentage change that will carry through to at least 2013 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 ethnic and racial minorities. In 2007, the group consisted of 216 employees, of whom 141 were women and 92 were ethnic and racial minorities. In 2008, the group consisted of 190 employees, of whom 122 were women and 83 were ethnic and racial minorities. In 2009, the Academic Support Professionals Job Group consisted of 184 employees, of whom 116 were women and 63 were ethnic and racial minorities. In 2010, the Academic Support Professionals Job Group consists of 195 employees, of whom 127 are women and 68 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 52.8%. Among this job group at UNLV, women comprise 65.1%. **Current utilization of women is 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 ethnic and racial minorities in the labor market is 27.5%. Among this job group at UNLV, ethnic and racial minorities comprise 34.9%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 457 employees, of whom 280 were women and 119 were ethnic and racial minorities. In 2008, the group consisted of 505 employees, of whom 311 were women and 145 were ethnic and racial minorities. In 2009, the Administrative Professionals Job Group consisted of 481 employees, of whom 298 were women and 135 were ethnic and racial minorities. In 2010, the Administrative Professionals Job Group consists of 451 employees, of whom 284 are women and 130 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 40.0%. Among this job group at UNLV, women comprise 63.0%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 28.8%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 62 employees, of whom 16 were women and 15 were ethnic and racial minorities. In 2008, the group consisted of 67 employees, of whom 19 were women and 17 were ethnic and racial minorities. In 2009, the Athletics Professionals Job Group consisted of 62 employees, of whom 16 were women and 15 were ethnic and racial minorities. In 2010, the Athletics Professionals Job Group consists of 67 employees, of whom 20 are women and 16 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 24.3%. Among this job group at UNLV, women comprise 29.9%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 21.3%. Among this job group at UNLV, ethnic and racial minorities comprise 23.9%. *Current utilization of ethnic and racial minorities is above market availability –*



*representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 100 employees, of whom 33 were women and 23 were ethnic and racial minorities. In 2008, the group consisted of 72 employees, of whom 16 were women and 12 were ethnic and racial minorities. In 2009, the Information Technology Professionals Job Group consisted of 110 employees, of whom 32 were women and 27 were ethnic and racial minorities. In 2010, the Information Technology Professionals Job Group consists of 109 employees, of whom 29 are women and 29 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29.8%. Among this job group at UNLV, women comprise 26.6%. *Current utilization of women 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 ethnic and racial minorities in the labor market is 22.5%. Among this job group at UNLV, ethnic and racial minorities comprise 26.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 44 employees, of whom 32 were women and six were ethnic and racial minorities. In 2008, the group consisted of 45 employees, of whom 31 were women and six were ethnic and racial minorities. In 2009, the Library Professionals Job Group consisted of 41 employees, of whom 27 were women and six were ethnic and racial minorities. In 2010, the Library Professionals Job Group consists of 45 employees, of whom 30 are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 90.3%. Among this job group at UNLV, women comprise 66.7%. *Current utilization of women is 11 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 ethnic and racial minorities in the labor market is 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 13.3%. *Current utilization of ethnic and racial minorities is three below market availability – representing a net loss of three in the utilization of women 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 ethnic and racial minorities. In 2007, the group consisted of 107 employees, of whom 52 were women and 35 were ethnic and racial minorities. In 2008, the group consisted of 117 employees, of whom 43 were women and 39 were ethnic and racial minorities. In 2009, the Science & Health Professionals Job Group consisted of 83 employees, of whom 32 were women and 29 were ethnic and racial minorities. In 2010, the Science & Health Professionals Job Group consists of 96 employees, of whom 36 are women and 33 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 26.8%. Among this job group at UNLV, women comprise 37.5%. ***Current utilization of women is 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 ethnic and racial minorities in the labor market is 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 34.4%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 comprise substantially more than 50% of classified staff in every year of the 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 ethnic and racial minorities among classified staff increased moderately. As illustrated in the chart below, the trend represents an appropriately modest ***negative 1.1% decrease in the percentage representation of women*** and a ***moderate 16.2% increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years.

Profile of Classified Staff, 2006 - 2010					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2009	1,163	660	56.7%	518	44.5%
Percent Change	-2.7%	-3.8%	-1.1%	13.1%	16.2%

## **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 ethnic and racial minorities. In 2007, the group consisted of 280 employees, of whom 171 were women and 114 were ethnic and racial minorities. In 2008, the group consisted of 307 employees, of whom 179 were women and 131 were ethnic and racial minorities. In 2009, the Technical/Paraprofessional Job Group consisted of 249 employees, of whom 146 were women and 117 were ethnic and racial minorities. In 2010, the Technical/Paraprofessional Job Group consists of 229 employees, of whom 124 are women and 109 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 50.7%. Among this job group at UNLV, women comprise 54.1%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 23.7%. Among this job group at UNLV, ethnic and racial minorities comprise 47.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 331 employees, of whom 289 were women and 121 were ethnic and racial minorities. In 2008, the group consisted of 360 employees, of whom 313 were women and 134 were ethnic and racial minorities. In 2009, the Office, Senior Level Job Group consisted of 389 employees, of whom 341 were women and 135 were ethnic and racial minorities. In 2010, the Office, Senior Level Job Group consists of 371 employees, of whom 326 are women and 142 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 71.0%. Among this job group at UNLV, women comprise 87.9%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 25.8%. Among this job group at UNLV, ethnic and racial minorities comprise 38.3%. *Current utilization of ethnic and racial minorities above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 208 employees, of whom 175 were women and 95 were ethnic and racial minorities. In 2008, the group consisted of 170 employees, of whom 149 were women and 82 were ethnic and racial minorities. In 2009, the Office, Support Level Job Group consisted of 147 employees, of whom 126 were women and 76 were ethnic and racial minorities. In 2010, the Office, Support Level Job Group consists of 141 employees, of whom 120 are women and 78 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 82.8%. Among this job group at UNLV, women comprise 85.1%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 33.0%. Among this job group at UNLV, ethnic and racial minorities comprise 55.3%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 59 employees, of whom one was a woman and 15 were ethnic and racial minorities. In 2008, the group consisted of 63 employees, of whom one was a woman and 15 were ethnic and racial minorities. In 2009, the Skilled Crafts Job Group consisted of 67 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2010, the Skilled Crafts Job Group consists of 63 employees, of whom one is a woman and 17 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 1.6%. Among this job group at UNLV, women comprise 1.6%. *Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 28.2%. Among this job group at UNLV, ethnic and racial minorities comprise 27.0%. *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.*

## **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 ethnic and racial minorities. In 2007, the group consisted of 93 employees, of whom 10 were women and 30 were ethnic and racial minorities. In 2008, the group consisted of 96 employees, of whom 13 were women and 30 were ethnic and racial minorities. In 2009, the Maintenance Job Group consisted of 96 employees, of whom 12 were women and 31 were ethnic and racial minorities. In 2010, the Maintenance Job Group consists of 98 employees, of whom 9 are women and 31 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 5.3%. Among this job group at UNLV, women comprise 9.2%. *Current utilization of women is 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 ethnic and racial minorities in the labor market is 30.1%. Among this job group at UNLV, ethnic and racial minorities comprise 31.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial 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 ethnic and racial minorities. In 2007, the group consisted of 46 employees, of whom eight were women and 14 were ethnic and racial minorities. In 2008, the group consisted of 47 employees, of whom nine were women and 16 were ethnic and racial minorities. In 2009, the Public Safety Job Group consisted of 51 employees, of whom 11 were women and 21 were ethnic and racial minorities. In 2010, the Public Safety Job Group consists of 40 employees, of whom 11 are women and 20 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 32.1%. Among this job group at UNLV, women comprise 27.5%. *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 ethnic and racial minorities in the labor market is 20.9%. Among this job group at UNLV, ethnic and racial minorities comprise 50.0%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Note: Upon review of the census codes represented in the Maintenance and Public Safety Workers Job Groups, it was determined that 9 employees in the parking enforcement services should be moved out of Public Safety and into Maintenance. This movement, however, did not materially affect the workforce availability comparison within these categories.

## **Custodial/Grounds (720)**

In 2006, the Custodial/Grounds Job Group consisted of 200 employees, of whom 52 were women, and 104 were ethnic and racial minorities. In 2007, the group consisted of 196 employees, of whom 51 were women, and 107 were ethnic and racial minorities. In 2008, the group consisted of 208 employees, of whom 63 were women and 113 were ethnic and racial minorities. In 2009, the Custodial/Grounds Job Group consisted of 222 employees, of whom 69 were women and 123 were ethnic and racial minorities. In 2010, the Custodial/Grounds Job Group consists of 221 employees, of whom 69 are women and 121 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 27.0%. Among this job group at UNLV, women comprise 31.2%. *Current utilization of women is above market availability - representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*
  
- Within this job group, the availability of ethnic and racial minorities in the labor market is 54.8%. Among this job group at UNLV, ethnic and racial minorities comprise 54.8%. *Current utilization of ethnic and racial minorities is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*