



UNIVERSITY OF NEVADA, LAS VEGAS

**EQUAL EMPLOYMENT
OPPORTUNITY AND
AFFIRMATIVE ACTION PROGRAM
2011**

**COMPILED IN ACCORDANCE REQUIREMENTS FOR
FEDERAL CONTRACTORS PUBLISHED AT 41 CFR 60 BY THE
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS**

PUBLISHED BY THE INSTITUTIONAL EEO/AA COMPLIANCE OFFICER

4505 S. Maryland Pkwy - Box 452019 - Las Vegas, NV 89154-2019 - PH 702-895-3656
UNLV is an Equal Opportunity / Affirmative Action Employer Committed to Achieving Excellence Through Diversity





UNIVERSITY OF NEVADA, LAS VEGAS 2011 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 2011 EEO Plan uses Plan Year 2007 as its base year of comparison – providing a rolling five-year basis for comparison.

Organizational Profile by Occupational Categories

In the last several years, recession has continued to exert a greater hold on Nevada than on any other state in the union, 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, in increasing percentages, larger than that of men at the University, and the total percentage of women is now down three percentage points to that of men.*

The following charts summarize the percentage changes 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, 2007 – 2011

Representation of Women by Occupational Category, 2007 - 2011						
Category	2007	2008	2009	2010	2011	Pct Change
Executives	32.1%	41.1%	35.1%	35.7%	28.6%	-10.9%
Faculty	35.5%	35.8%	35.2%	35.9%	36.2%	9.5%
Professional Staff	56.2%	54.4%	54.2%	54.6%	53.3%	-9.9%
Classified Staff	58.1%	58.1%	57.8%	56.7%	55.4%	-19.0%
Total Employees	50.2%	50.0%	49.7%	49.5%	48.4%	-3.6%

Representation of ethnic and racial groups, 2007 – 2011

Representation of Ethnic / Racial Groups by Occupational Category, 2007 – 2011						
Category	2007	2008	2009	2010	2011	Pct Increase
Executives	9.4%	10.7%	15.8%	14.3%	19.6%	108.2%
Faculty	21.4%	21.9%	22.6%	22.5%	22.5%	5.1%
Professional Staff	29.4%	30.3%	28.6%	29.3%	29.4%	-0.1%
Classified Staff	40.9%	41.6%	42.6%	44.5%	45.8 %	12.1%
Total Employees	31.0%	31.8%	32.0%	32.7%	33.0%	6.5%

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 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 **3.6% decrease in the percentage representation of women** and a moderate **6.5% increase in the percentage representation of ethnic and racial minorities** over the past five years.

Profile of All Employees, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2011	2,890	1,400	48.4%	953	33.0%
Percent Change	-10.5%	-13.7%	-3.6%	-4.7%	6.5%

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 2007, 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 slightly 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 an exceptional increasing trend in ethnic and racial minorities among executive officers over the past five years.

Profile of Executives, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2011	56	16	28.6%	11	19.6%
Percent Change	5.7%	-5.9%	-10.9%	120.0%	108.2%

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

The representation of women and ethnic and racial minorities among the professorate has decreased moderately over the past five years in total representation, however in proportion to the total professorate there has been a slight increase. As illustrated in the chart below, the trend represents a **2.0% increase in the percentage representation of women** and a **5.1% 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.

Profile of Faculty, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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 2010	925	332	35.9%	208	22.5%
CY 2011	868	314	36.2%	195	22.5%
Percent Change	-11.2%	-9.5%	2.0%	-6.7%	5.1%

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

Unlike institution-wide trends in total employment & faculty employment, the representation of ethnic and racial minorities had statistically no change in the professional, non-faculty category. Unfortunately, the trend in percentage of women in professional staff is down as in the Executive and categories.

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 5.1%, this change is shown as a continuing downward trend in this area as the economy has contracted.** There is a statistical flat line reflecting a minute **0.1% decrease in the percentage representation of ethnic and racial minorities** among professional staff over the past five years.

Profile of Professional Staff, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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 2010	963	526	54.6%	282	29.3%
CY 2011	936	499	53.3%	275	29.4%
Percent Change	-5.1%	-9.9%	-5.1%	-5.2%	-0.1%

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 understandably moderate; however, the representation of ethnic and racial minorities among classified staff has increased moderately. As illustrated in the chart below, the trend represents an appropriately modest ***4.6% decrease in the percentage representation of women*** and a ***moderate 12.1% increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years.

Profile of Classified Staff, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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 2010	1,163	660	56.7%	518	44.5%
CY 2011	1,030	571	55.4%	472	44.5%
Percent Change	-15.1%	-19.0%	-4.6%	-4.8%	12.1%

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2007 – 2011, 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 2011, among 94 organizational units in which there is a statistical expectation for women to be represented, women are represented in every department on campus.
- In 2011, among 94 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 the Hank Greenspun School of Journalism & Media.

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.

Beginning with the 2005 Plan, UNLV 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 2005, as illustrated in the following Job Group listing.

Job Groups Beginning 2005

H10 Officials & Managers

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

H20 Faculty

- 206 Business – Business
- 207 Business – Economics
- 208 Business – Acct & Finance *
- 211 Education – Teacher Ed
- 212 Education – Other Ed
- 216 Engineering – Engineering
- 217 Engineering – Computer Science
- 221 Fine Arts – Fine Arts
- 222 Fine Arts – Architecture
- 226 AHS – Dental Medicine
- 227 AHS – Health Physics & Diag
- 228 AHS – Nursing
- 229 AHS – Public Health
- 230 Hotel Administration
- 235 Law
- 241 LA – English & Lit
- 242 LA – Foreign Languages

- 243 LA – History
- 244 LA – Philosophy
- 245 LA – Political Science
- 246 LA – Sociology
- 247 LA – Psychology
- 248 LA – Social Sciences
- 251 Sciences – Biological Sciences
- 252 Sciences – Physical Sciences
- 253 Sciences – Mathematics
- 256 UA – Communications & Journ.
- 257 UA – Counseling
- 258 UA – Criminal Just & Soc Wk
- 259 UA – Public Administration
- 290 Other Academic Programs (NEC)

H30 Professional Non-Faculty

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

H40 Technical/Paraprofessional

- 400 Tech/Paraprofessional

H50 Office Support

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

Skilled Crafts

- 600 Skilled Crafts

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 2007 as the base year for comparison, the 2011 EEO/AA Plan Year continues to provide a 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 is compared to CY 2007 and CY

2012 will be compared to CY 2008. [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, 2007 – 2011, 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 or 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; published as table 356 in 2009]
- 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, 2007 – 2011, 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, or 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 2007 to 2011, 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, 2007 – 2011, 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	13	1	4	3	9	31
ethnic/racial minorities	21	2	2	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 17 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 nine 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 nine areas where under-utilization of ethnic and racial minorities exists, the under-utilization is fairly moderate in eight 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.

Beginning 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 2011 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	11	5	5	1	9	31
ethnic/racial minorities	22	3	3	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 20 areas where under-utilization of women exists, the under-utilization is fairly moderate in 11 of these disciplines – ranging from one to three persons. Ten disciplines reflect under-utilization of women of four or more persons.
- Among the 10 areas where under-utilization of ethnic and racial minorities exists, the under-utilization is moderate in nine – 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	HHS	Hlth Phys & Diagn	-6
Business	Accounting & Finance	-4	HHS	Public Health	-5
Education	Teacher Education	-6	LA	English & Literature	-4
Engineering	Computer Science	-6	Sciences	Mathematics	-4
Fine Arts	Fine Arts	-4			
	Total Disciplines	9		Total Employees	44

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 – 2011.]

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 2011					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
206	Business	31.5%	229	Public Health	60.9%
208	Accounting & Finance	31.5%	244	Philosophy	18.4%
217	Computer Science	30.6%	253	Mathematics	28.1%
227	Health Physics & Diag	53.3%	350	Library Professionals	90.3%

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
227	Health Physic & Diag	20.3%	247	Psychology	15.9%
241	English & Literature	15.2%	251	Biological Sciences	23.0%
246	Sociology	20.0%			

[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 2011 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 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.
- In 2009, Hispanics were under-represented in eight of 46 job groups totaling 61 employees.
- In 2010, Hispanics were under-represented in 19 of 46 job groups totaling 65 employees.
- In 2011, Hispanics are under-represented in 21 of 46 job groups totaling 74 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
208	Accounting & Finance	-1	259	Public Administration	-1
217	Computer Science	-1	290	Other Academic Programs	-1
221	Fine Arts	-1	320	Administrative Professionals	-16
226	Dental Medicine	-1	340	Information Technology	-7
228	Nursing	-1	350	Library Professionals	-1
230	Hotel	-1	360	Scientific & Health Professionals	-4
244	Philosophy	-1	600	Skilled Crafts	-4
246	Sociology	-1	700	Service Maintenance	-7
252	Physical Sciences	-1	720	Custodial & Grounds	-20
253	Mathematical Sciences	-1			
	Total Job Groups	21		Total Employees	74

Representation of African Americans

- 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.
- In 2009, African Americans were under-represented in 14 of 46 job groups, totaling 18 employees.
- In 2010, African Americans were under-represented in 26 of 46 job groups, totaling 41 employees.

In 2011, African Americans are under-represented in 24 of 46 job groups, totaling 37 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	-1	247	Psychology	-2
211	Teacher Education	-1	248	Social Sciences	-1
216	Engineering	-2	251	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
230	Hotel	-3	259	Public Administration	-1
241	English & Literature	-2	330	Athletics	-1
242	Foreign Languages	-1	350	Library Professionals	-2
244	Philosophy	-1	360	Scientific & Health Professionals	-2
	Total Job Groups	24		Total Employees	37

Representation of Asians

- 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.
- In 2009, Asians were under-represented in five of 46 job groups, totaling eight employees.
- In 2010, Asians were under-represented in 15 of 46 job groups, totaling 23 employees.

- In 2011, Asians are under-represented in 15 of 45 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
212	Other Education	-1	245	Political Sciences	-1
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			
	Total Job Groups	15		Total Employees	23

Representation of American Indians

- In 2007, 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.
- In 2009, American Indians were under-represented in eight of 46 job groups, totaling 12 employees.
- In 2010, American Indians were under-represented in 36 of 46 job groups, totaling 51 employees

- In 2011, American Indians are under-represented in 36 of 46 job groups, totaling 49 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
206	Business	-1	248	Social Sciences	-1
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	330	Athletic 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	-4
245	Political Sciences	-1	410	Office & Admin Supt	-3
246	Sociology	-1	600	Skilled Crafts	-1
247	Psychology	-1	710	Public Safety	-1
	Total Job Groups	36		Total Employees	49

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 2007 - 2011. Chart 2 includes only Tenured and Tenure Track faculty for 2007 – 2011. Chart 3 shows detailed workforce and availability percentages for Total Employees by ethnic and racial category for 2011.

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 2010 compared to Plan Year 2011 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 2010 Left-most column for each group
- Work Force Percentage 2010 2nd from left column for each group
- Availability Percentage 2011 3rd from left column for each group
- Work Force Percentage 2011 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 2010 and 2011 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
by the Office of Human Resources
April 1, 2011

ENCLOSURES & APPENDICES

Enclosure 1

Chart 1: Work Force & Availability Comparison, 2007 – 2011, Total Employees
Chart 2: Work Force & Availability Comparison, 2007 – 2011, Tenured & Tenure Track Academics
Chart 3: Comparison Incumbency to Availability Detail, 2011 Plan Year, Total Employees

Graph 1: Utilization of Women – Availability v. Work Force Percentages, 2010 & 2011, Total Employees
Graph 2: Utilization of Ethnic/Racial minorities – Availability v. Work Force Percentages, 2010 & 2011, 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, who serves as the Universities Institutional EEO/AA Officer.

**University of Nevada, Las Vegas
Workforce Availability Comparison
2007 To 2011**

JG#	Job Group		2007 Workforce & Availability Data (1)				Mkt	2008 Workforce & Availability Data (1)				Mkt	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt
			Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
H10	EEO Total	Women	17	32.1%	33.6%		23	41.1%	34.5%		20	35.1%	35.6%		20	35.7%	36.4%		16	28.6%	37.1%						
		Minorities	5	9.4%	11.8%		6	10.7%	14.5%		9	15.8%	16.0%		8	14.3%	16.1%		11	19.6%	15.4%						
		Total	53				56				57				56				56								
100	Vice Presidents & Deans	Women	7	29.2%	30.8%	-	9	37.5%	30.9%	-	9	37.5%	30.7%	-	7	30.4%	30.7%	-1	6	25.0%	35.3%	-3					
		Minorities	2	8.3%	11.8%	-	3	12.5%	11.7%	-	3	12.5%	15.1%	-	2	8.7%	15.1%	-2	4	16.7%	16.2%	0					
		Total	24				24				24				23				24								
110	AVPs & Exec Directors	Women	10	34.5%	35.5%	-	14	43.8%	36.8%	-	11	33.3%	39.5%	-2	13	39.4%	39.5%	-1	10	31.3%	38.1%	-3					
		Minorities	3	10.3%	11.8%	-	3	9.4%	17.4%	-2	6	18.2%	16.4%	-2	6	18.2%	16.4%	-2	7	21.9%	14.9%	0					
		Total	29				32				33				33				32								
H20	EEO Total	Women	347	35.5%	47.2%		350	35.8%	48.0%		327	35.2%	48.2%		332	35.9%	48.1%		314	36.2%	46.8%						
		Minorities	209	21.4%	19.9%		214	21.9%	20.6%		210	22.6%	20.4%		208	22.5%	20.6%		195	22.5%	20.4%						
		Total	978				979				929				925				868								
206	Business - Business	Women	12	16.9%	31.5%	-10	7	15.2%	31.5%	-7	6	14.3%	31.5%	-7	7	16.7%	31.5%	-7	7	17.9%	31.5%	-6					
		Minorities	19	26.8%	20.5%	-	13	28.3%	20.5%	-	12	28.6%	20.5%	-	12	28.6%	20.5%	-	11	28.2%	20.6%	-					
		Total	71				46				42				42				39								
207	Business -Economics	Women	2	13.3%	21.6%	-1	3	18.8%	21.6%	-	2	13.3%	21.6%	-1	2	13.3%	21.6%	-2	2	13.3%	21.5%	-2					
		Minorities	4	26.7%	19.7%	-	4	25.0%	19.7%	-	3	20.0%	19.7%	-	3	20.0%	19.7%	-	3	20.0%	19.6%	-					
		Total	15				16				15				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	3	13.6%	31.5%	-4					
		Minorities					7	25.9%	20.5%	-	6	21.4%	20.5%	-	6	23.1%	20.5%	-	5	22.7%	20.5%	-					
		Total					27				28				26				22								
211	Education -Teacher Education	Women	45	63.4%	68.4%	-3	46	59.0%	68.4%	-7	37	58.7%	68.4%	-6	35	57.4%	68.4%	-7	32	56.1%	65.5%	-6					
		Minorities	16	22.5%	15.5%	-	15	19.2%	15.5%	-	13	20.6%	15.5%	-	11	18.0%	15.5%	-	12	21.1%	14.6%	-					
		Total	71				78				63				61				57								
212	Education - Other Education	Women	21	39.6%	58.1%	-9	25	50.0%	58.1%	-4	23	47.9%	58.1%	-4	22	48.9%	58.1%	-5	20	51.3%	58.1%	-3					
		Minorities	8	15.1%	22.2%	-3	9	18.0%	22.2%	-2	11	22.9%	22.2%	-	11	24.4%	22.2%	-	9	23.1%	22.2%	-					
		Total	53				50				48				45				39								
216	Engineering - Engineering	Women	6	11.3%	8.5%	-	6	10.5%	8.5%	-	4	10.0%	8.5%	-	4	10.3%	8.5%	-	4	10.5%	8.5%	-					
		Minorities	24	45.3%	29.1%	-	27	47.4%	29.1%	-	19	47.5%	29.1%	-	18	46.2%	29.1%	-	17	44.7%	29.1%	-					
		Total	53				57				40				39				38								
217	Engineering - Computer Science	Women	2	13.3%	30.6%	-2	2	14.3%	30.6%	-2	3	10.3%	30.6%	-5	3	10.7%	30.6%	-6	3	12.0%	30.6%	-5					
		Minorities	6	40.0%	24.0%	-	6	42.9%	24.0%	-	16	55.2%	24.0%	-	16	57.1%	24.0%	-	14	56.0%	24.0%	-					
		Total	15				14				29				28				25								

**University of Nevada, Las Vegas
Workforce Availability Comparison
2007 To 2011**

JG#	Job Group		2007 Workforce & Availability Data (1)				Mkt	2008 Workforce & Availability Data (1)				Mkt	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt
			Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
221	Fine Arts - Fine Arts	Women	21	27.3%	38.1%	-8	25	32.1%	38.1%	-4	24	33.3%	38.1%	-3	25	32.9%	38.1%	-4	24	33.3%	38.1%	-4					
		Minorities	11	14.3%	13.7%	-	13	16.7%	13.7%	-	11	15.3%	13.7%	-	12	15.8%	13.7%	-	12	16.7%	13.6%	-					
		Total	77				78				72				76				72								
222	Architecture Faculty	Women	3	23.1%	28.8%	-	1	6.3%	28.8%	-3	2	14.3%	28.8%	-1	3	20.0%	28.8%	-2	3	21.4%	28.8%	-2					
		Minorities	3	23.1%	13.2%	-	2	12.5%	13.2%	-	2	14.3%	13.2%	-	2	13.3%	13.2%	-	2	14.3%	15.0%	-1					
		Total	13				16				14				15				14								
226	HHS - Dental Medicine	Women	17	37.0%	28.8%	-	15	32.6%	28.8%	-	17	34.0%	28.8%	-	15	30.6%	28.8%	-	15	32.6%	28.8%	-					
		Minorities	8	17.4%	13.2%	-	9	19.6%	13.2%	-	10	20.0%	13.2%	-	9	18.4%	13.2%	-	9	19.6%	13.2%	-					
		Total	46				46				50				49				46								
227	HHS - Health Physics & Diagnosti	Women	15	40.5%	53.3%	-4	12	35.3%	53.3%	-6	14	42.4%	53.3%	-3	12	37.5%	53.3%	-6	10	33.3%	53.3%	-6					
		Minorities	2	5.4%	20.3%	-5	2	5.9%	20.3%	-4	3	9.1%	20.3%	-3	3	9.4%	20.3%	-4	2	6.7%	20.3%	-5					
		Total	37				34				33				32				30								
228	HHS - Nursing	Women	26	86.7%	95.8%	-2	28	80.0%	95.8%	-5	29	85.3%	95.8%	-3	30	88.2%	95.8%	-3	26	86.7%	95.8%	-3					
		Minorities	4	13.3%	11.9%	-	6	17.1%	11.9%	-	7	20.6%	11.9%	-	7	20.6%	11.9%	-	7	23.3%	11.8%	-					
		Total	30				35				34				34				30								
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	5	31.3%	60.9%	-5					
		Minorities	3	21.4%	17.1%	-	3	21.4%	17.1%	-	4	28.6%	17.1%	-	4	26.7%	17.1%	-	5	31.3%	17.2%	-					
		Total	14				14				14				15				16								
230	Hotel Administration	Women	21	35.0%	28.8%	-	20	34.5%	28.8%	-	17	30.9%	28.8%	-	18	32.1%	28.8%	-	17	32.7%	28.8%	-					
		Minorities	12	20.0%	13.2%	-	11	19.0%	13.2%	-	9	16.4%	13.2%	-	8	14.3%	13.2%	-	8	15.4%	15.0%	-					
		Total	60				58				55				56				52								
235	Law	Women	21	50.0%	38.5%	-	22	51.2%	38.5%	-	21	56.8%	38.5%	-	23	59.0%	38.5%	-	24	64.9%	38.5%	-					
		Minorities	7	16.7%	15.6%	-	8	18.6%	15.6%	-	9	24.3%	15.6%	-	8	20.5%	15.6%	-	7	18.9%	15.6%	-					
		Total	42				43				37				39				37								
241	LA - English & Literature	Women	20	46.5%	56.5%	-4	18	46.2%	56.5%	-4	16	44.4%	56.5%	-4	19	47.5%	56.5%	-4	15	45.5%	56.5%	-4					
		Minorities	5	11.6%	13.6%	-	5	12.8%	13.6%	-	4	11.1%	13.6%	-	5	12.5%	13.6%	-1	3	9.1%	15.2%	-3					
		Total	43				39				36				40				33								
242	LA - Foreign Languages	Women	11	61.1%	51.2%	-	11	64.7%	51.2%	-	12	70.6%	51.2%	-	11	64.7%	51.2%	-	10	66.7%	51.2%	-					
		Minorities	9	50.0%	27.1%	-	9	52.9%	27.1%	-	9	52.9%	27.1%	-	10	58.8%	27.1%	-	8	53.3%	27.0%	-					
		Total	18				17				17				17				15								
243	LA - History	Women	10	38.5%	29.9%	-	9	34.6%	29.9%	-	9	36.0%	29.9%	-	8	32.0%	29.9%	-	8	30.8%	29.9%	-					
		Minorities	5	19.2%	17.6%	-	6	23.1%	17.6%	-	4	16.0%	17.6%	-	5	20.0%	17.6%	-	5	19.2%	17.6%	-					
		Total	26				26				25				25				26								
244	LA - Philosophy	Women	2	10.0%	18.4%	-1	1	7.7%	18.4%	-1	1	7.7%	18.4%	-1	0	0.0%	18.4%	-3	0	0.0%	18.4%	-2					
		Minorities	1	5.0%	11.1%	-1	0	0.0%	11.1%	-1	0	0.0%	11.1%	-1	0	0.0%	11.1%	-2	0	0.0%	11.1%	-2					
		Total	20				13				13				12				10								

**University of Nevada, Las Vegas
Workforce Availability Comparison
2007 To 2011**

JG#	Job Group	2007 Workforce & Availability Data (1)				Mkt	2008 Workforce & Availability Data (1)				Mkt	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt
		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
245	LA - Political Science	Women	4	25.0%	21.6%	-	3	18.8%	21.6%	-	4	26.7%	21.6%	-	5	33.3%	21.6%	-	5	31.3%	21.6%	-				
		Minorities	2	12.5%	15.9%	-	1	6.3%	15.9%	-1	2	13.3%	15.9%	-	3	20.0%	15.9%	-	3	18.8%	16.0%	-				
		Total	16				16				15				15				16							
246	LA - Sociology	Women	6	42.9%	41.1%	-	4	30.8%	41.1%	-1	4	30.8%	41.1%	-1	4	30.8%	41.1%	-2	4	36.4%	41.1%	-1				
		Minorities	1	7.1%	20.0%	-1	1	7.7%	20.0%	-1	0	0.0%	20.0%	-2	0	0.0%	20.0%	-3	0	0.0%	20.0%	-3				
		Total	14				13				13				13				11							
247	LA - Psychology	Women	6	28.6%	46.9%	-3	8	33.3%	46.9%	-3	10	41.7%	46.9%	-1	11	45.8%	46.9%	-1	10	47.6%	46.9%	-				
		Minorities	1	4.8%	15.9%	-2	1	4.2%	15.9%	-2	2	8.3%	15.9%	-1	1	4.2%	15.9%	-3	1	4.8%	15.9%	-3				
		Total	21				24				24				24				21							
248	LA - Social Sciences	Women	12	60.0%	37.3%	-	13	59.1%	37.3%	-	13	59.1%	37.3%	-	12	63.2%	37.3%	-	11	57.9%	37.3%	-				
		Minorities	6	30.0%	18.9%	-	6	27.3%	18.9%	-	7	31.8%	18.9%	-	4	21.1%	18.9%	-	4	21.1%	18.9%	-				
		Total	20				22				22				19				19							
251	Sciences - Biological Sciences	Women	6	19.4%	29.1%	-3	5	20.0%	29.1%	-2	4	16.0%	29.1%	-3	5	20.0%	29.1%	-3	6	24.0%	29.1%	-2				
		Minorities	6	19.4%	23.0%	-1	4	16.0%	23.0%	-1	3	12.0%	23.0%	-2	3	12.0%	23.0%	-3	3	12.0%	23.0%	-3				
		Total	31				25				25				25				25							
252	Sciences - Physical Sciences	Women	15	21.1%	17.2%	-	16	22.9%	17.2%	-	13	18.6%	17.2%	-	13	19.7%	17.2%	-	13	19.7%	17.2%	-				
		Minorities	17	23.9%	18.2%	-	17	24.3%	18.2%	-	16	22.9%	18.2%	-	15	22.7%	18.2%	-	16	24.2%	18.2%	-				
		Total	71				70				70				66				66							
253	Sciences - Mathematics	Women	3	9.7%	28.1%	-5	5	16.7%	28.1%	-3	5	17.2%	28.1%	-3	5	17.2%	28.1%	-4	5	17.2%	28.1%	-4				
		Minorities	14	45.2%	24.9%	-	15	50.0%	24.9%	-	15	51.7%	24.9%	-	16	55.2%	24.9%	-	16	55.2%	25.1%	-1				
		Total	31				30				29				29				29							
256	UA - Communications & Journalist	Women	6	35.3%	45.0%	-1	12	42.9%	45.0%	-	7	26.9%	45.0%	-4	9	33.3%	45.0%	-4	9	34.6%	45.0%	-3				
		Minorities	1	5.9%	12.2%	-1	2	7.1%	12.2%	-1	2	7.7%	12.2%	-1	2	7.4%	12.2%	-2	2	7.7%	13.2%	-2				
		Total	17				28				26				27				26							
257	UA - Counseling	Women	2	40.0%	41.5%	-	2	50.0%	41.5%	-	1	25.0%	41.5%	-	2	50.0%	41.5%	-	2	50.0%	41.5%	-				
		Minorities	0	0.0%	24.4%	-1	0	0.0%	24.4%	-1	0	0.0%	24.4%	-1	1	25.0%	24.4%	-	1	25.0%	24.4%	-				
		Total	5				4				4				4				4							
258	UA - Criminal Jus & Social Wk	Women	15	60.0%	41.5%	-	16	61.5%	41.5%	-	14	58.3%	41.5%	-	14	58.3%	41.5%	-	15	62.5%	41.5%	-				
		Minorities	9	36.0%	24.4%	-	8	30.8%	24.4%	-	7	29.2%	24.4%	-	8	33.3%	24.4%	-	8	33.3%	24.4%	-				
		Total	25				26				24				24				24							
259	UA - Public Administration	Women	7	53.8%	47.0%	-	3	42.9%	47.0%	-	3	50.0%	47.0%	-	4	57.1%	47.0%	-	3	75.0%	47.7%	-				
		Minorities	1	7.7%	21.4%	-1	2	28.6%	21.4%	-	2	33.3%	21.4%	-	3	42.9%	21.4%	-	1	25.0%	20.7%	-				
		Total	13				7				6				7				4							
290	Other Academic Programs (NEC)	Women	5	50.0%	47.0%	-	2	28.6%	47.0%	-1	3	50.0%	47.0%	-	3	50.0%	47.0%	-	3	42.9%	47.7%	-1				
		Minorities	4	40.0%	21.4%	-	2	28.6%	21.4%	-	2	33.3%	21.4%	-	2	33.3%	21.4%	-	1	14.3%	20.7%	-1				
		Total	10				7				6				6				7							

**University of Nevada, Las Vegas
Workforce Availability Comparison
2007 To 2011**

JG#	Job Group	2007 Workforce & Availability Data (1)				Mkt	2008 Workforce & Availability Data (1)				Mkt	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt
		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
H30	EEO Total	Women	554	56.2%	41.8%		542	54.4%	44.8%		521	54.2%	40.7%	-14	526	54.6%	43.9%		499	53.3%	43.1%					
		Minorities	290	29.4%	21.4%		302	30.3%	22.5%		275	28.6%	20.4%	-	282	29.3%	22.7%		275	29.4%	22.6%					
		Total	986				996				961				963				936							
310	Academic Support Professionals	Women	141	65.3%	51.4%	-	122	64.2%	54.8%	-	116	63.0%	49.9%	-	127	65.1%	52.8%	-	130	66.0%	50.7%	-				
		Minorities	92	42.6%	25.1%	-	83	43.7%	27.5%	-	63	34.2%	24.1%	-	68	34.9%	27.5%	-	72	36.5%	27.1%	-				
		Total	216				190				184				195				197							
320	Administrative Professionals	Women	280	61.3%	35.2%	-	311	61.6%	39.1%	-	298	62.0%	34.5%	-	284	63.0%	40.0%	-	254	62.3%	39.6%	-				
		Minorities	119	26.0%	18.6%	-	145	28.7%	20.1%	-	135	28.1%	18.4%	-	130	28.8%	19.6%	-	121	29.7%	19.5%	-				
		Total	457				505				481				451				408							
330	Athletics Professionals	Women	16	25.8%	29.0%	-2	19	28.4%	33.3%	-3	16	25.8%	28.2%	-1	20	29.9%	24.3%	-	18	24.7%	24.3%	-				
		Minorities	15	24.2%	19.4%	-	17	25.4%	20.8%	-	15	24.2%	19.6%	-	16	23.9%	21.3%	-	14	19.2%	21.2%	-2				
		Total	62				67				62				67				73							
340	Info Tech	Women	33	33.0%	28.6%	-	16	22.2%	33.4%	-8	32	29.1%	33.1%	-4	29	26.6%	29.8%	-4	30	27.3%	30.0%	-4				
		Minorities	23	23.0%	20.4%	-	12	16.7%	21.7%	-3	27	24.5%	20.9%	-	29	26.6%	22.5%	-	31	28.2%	22.4%	-				
		Total	100				72				110				109				110							
350	Library Professionals	Women	32	72.7%	84.5%	-5	31	68.9%	84.6%	-7	27	65.9%	86.4%	-8	30	66.7%	90.3%	-11	28	65.1%	90.3%	-11				
		Minorities	6	13.6%	16.4%	-1	6	13.3%	16.4%	-1	6	14.6%	16.8%	-	6	13.3%	19.6%	-3	6	14.0%	19.6%	-3				
		Total	44				45				41				45				43							
360	Science & Health Pro.	Women	52	48.6%	37.3%	-	43	36.8%	38.4%	-2	32	38.6%	40.4%	-1	36	37.5%	26.8%	-	39	37.1%	25.8%	-				
		Minorities	35	32.7%	23.2%	-	39	33.3%	22.7%	-	29	34.9%	22.5%	-	33	34.4%	19.6%	-	31	29.5%	18.6%	-				
		Total	107				117				83				96				105							

**University of Nevada, Las Vegas
Workforce Availability Comparison
2007 To 2011**

JG#	Job Group		2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (2)			
			Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt
H40	Tech/Para	Women	171	61.1%	54.2%		179	58.3%	51.4%		146	58.6%	51.4%		124	54.1%	50.7%		114	55.1%	54.1%	-
		Minorities	114	40.7%	24.0%		131	42.7%	23.2%		117	47.0%	23.7%		109	47.6%	23.7%		104	50.2%	24.3%	-
		Total	280				307				249				229				207			
H50	Office	Women	464	86.1%	77.0%		462	87.2%	76.3%		467	87.1%	76.0%		446	87.1%	65.7%		371	86.5%	76.0%	
		Minorities	216	40.1%	30.5%		216	40.8%	30.7%		211	39.4%	31.0%		220	43.0%	25.5%		185	43.1%	28.5%	
		Total	539				530				536				512				429			
500	Off Senior	Women	289	87.3%	75.5%	-	313	86.9%	75.5%	-	341	87.7%	75.9%	-	326	87.9%	71.0%	-	262	86.8%	72.9%	-
		Minorities	121	36.6%	31.5%	-	134	37.2%	31.0%	-	135	34.7%	31.3%	-	142	38.3%	25.8%	-	116	38.4%	26.6%	-
		Total	331				360				389				371				302			
510	Off Supt	Women	175	84.1%	79.5%	-	149	87.6%	78.2%	-	126	85.7%	76.3%	-	120	85.1%	51.2%	-	109	85.8%	83.3%	-
		Minorities	95	45.7%	29.4%	-	82	48.2%	30.2%	-	76	51.7%	30.4%	-	78	55.3%	25.0%	-	69	54.3%	31.6%	-
		Total	208				170				147				141				127			
600	Sk Crafts	Women	1	1.7%	2.3%		1	1.6%	2.1%		1	1.5%	1.9%		1	1.6%	1.6%		1	1.7%	1.6%	
		Minorities	15	25.4%	30.3%		15	23.8%	29.5%		17	25.4%	28.6%		17	27.0%	28.2%		18	30.5%	28.0%	
		Total	59				63				67				63				59			

**University of Nevada, Las Vegas
Workforce Availability Comparison
2007 To 2011**

JG#	Job Group		2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (2)			
			Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt
H70	EEO Total	Women	69	20.6%	23.6%		85	24.2%	23.6%		92	24.9%	24.5%		89	24.8%	25.4%		85	25.4%	25.1%	
		Minorities	151	45.1%	46.3%		159	45.3%	46.2%		175	47.4%	46.2%		172	47.9%	46.4%		165	49.3%	46.1%	
		Total	335				351				369				359				335			
700	Maintenance	Women	10	10.8%	6.6%	-	13	13.5%	6.3%	-	12	12.5%	4.7%	-	9	9.2%	5.3%	-	10	10.1%	5.1%	-
		Minorities	30	32.3%	27.9%	-	30	31.3%	27.8%	-	31	32.3%	30.0%	-	31	31.6%	30.1%	-	37	37.4%	35.1%	-
		Total	93				96				96				98				99			
710	Safety	Women	8	17.4%	25.3%	-3	9	19.1%	24.9%	-2	11	21.6%	26.7%	-2	11	27.5%	32.1%	-2	11	26.2%	31.5%	-3
		Minorities	14	30.4%	24.4%	-	16	34.0%	24.5%	-	21	41.2%	24.4%	-	20	50.0%	20.9%	-	20	47.6%	20.9%	-
		Total	46				47				51				40				42			
720	Cust/Grnds	Women	51	26.0%	26.7%	-1	63	30.3%	27.0%	-	69	31.1%	27.6%	-	69	31.2%	27.0%	-	64	33.0%	27.1%	-
		Minorities	107	54.6%	54.3%	-	113	54.3%	54.2%	-	123	55.4%	54.0%	-	121	54.8%	54.8%	-1	108	55.7%	54.5%	-
		Total	196				208				222				221				194			
Total Workforce	Women	1623	50.2%			1642	50.0%			1574	49.7%			1538	49.5%			1400	48.4%			
	Minorities	1000	31.0%			1043	31.8%			1014	32.0%			1016	32.7%			953	33.0%			
	Total	3230				3282				3168				3107				2890				
Classified Staff Subtotals																						
		Women	705	58.1%			727	58.1%			706	57.8%			660	56.7%			571	55.4%		
H40 - H70, Inclusive		Minorities	496	40.9%			521	41.6%			520	42.6%			518	44.5%			472	45.8%		
For 5-Yr Aggregate Comparison Only		Total	1213				1251				1221				1163				1030			
Not Valid for Labor Market Analysis																						
(1) Availability Data for Faculty = 2003 NCES Table 233 Weighted by Current UNLV Workforce Percentages (2) Availability Data for Faculty = 2009 NCES Table 256 Weighted by Current UNLV Workforce Percentages																						

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2007 thru 2011**

			2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)			
Job Grp No	Job Group	Categories	Number of Incumb	Wrkfrc (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl(%)	Mkt <
H20		Women	232	32.9%	45.5%		243	33.0%	45.5%		242	33.6%	45.5%		249	34.3%	45.5%		242	34.8%	45.5%	
		Minorities	153	21.7%	20.0%		163	22.1%	20.0%		162	22.5%	20.0%		163	22.4%	20.0%		159	22.8%	20.0%	
		Total Tenured and Tenure	706				736				720				727				696			
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	6	18.2%	31.5%	-5
		Minorities	13	31.7%	20.6%	-	13	31.7%	20.6%	-	12	32.4%	20.6%	-	12	32.4%	20.6%	-	11	33.3%	20.6%	-
		Total	41				41				37				37				33			
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	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	2	16.7%	19.6%	-1
		Total	14				12				12				12				12			
208	Business - Acct & Finance	Women					4	17.4%	21.7%	-3	3	12.5%	21.7%	-4	3	13.0%	21.7%	-5	3	15.0%	21.7%	-4
		Minorities					6	26.1%	20.6%	-	5	20.8%	20.6%	-	5	21.7%	20.6%	-	5	25.0%	20.6%	-
		Total					23				24				23				20			
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	27	56.3%	65.5%	-6
		Minorities	10	20.0%	15.5%	-	11	21.2%	15.5%	-	11	22.9%	15.5%	-	11	21.6%	15.5%	-	11	22.9%	14.6%	-
		Total	50				52				48				51				48			
212	Education - Other Education	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	18	51.4%	58.1%	-3
		Minorities	5	14.7%	22.2%	-	6	15.4%	22.2%	-2	9	22.0%	22.2%	-	9	24.3%	22.2%	-	9	25.7%	22.2%	-
		Total	34				39				41				37				35			
216	Engineering - Engineering	Women	4	12.9%	8.5%	-	6	12.8%	8.5%	-	4	13.3%	8.5%	-	4	12.9%	8.5%	-	4	12.1%	8.5%	-
		Minorities	11	35.5%	29.1%	-	21	44.7%	29.1%	-	12	40.0%	29.1%	-	12	38.7%	29.1%	-	13	39.4%	29.1%	-
		Total	31				47				30				31				33			
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	2	8.3%	30.6%	-6
		Minorities	12	46.2%	23.9%	-	5	38.5%	23.9%	-	14	53.8%	23.9%	-	14	56.0%	23.9%	-	13	54.2%	24.0%	-
		Total	26				13				26				25				24			

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 2011**

			2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)			
Job Grp No	Job Group	Categories	Number of Incumb	Wrkfrce (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrce (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrce (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrce (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrce (%)	Avl(%)	Mkt <
Fine Arts - Fine																						
221 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	19	32.8%	38.1%	-4
	Minorities		12	18.2%	13.6%	-	11	16.7%	13.6%	-	10	16.4%	13.6%	-	10	16.4%	13.6%	-	9	15.5%	13.6%	-
	Total		66				66				61				61				58			
Architecture																						
222 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	2	20.0%	28.8%	-1
	Minorities		2	22.2%	13.2%	-	2	16.7%	13.2%	-	2	22.2%	13.2%	-	2	16.7%	13.2%	-	2	20.0%	15.0%	-
	Total		9				12				9				12				10			
HHS - Dental																						
226 Medicine	Women		4	40.0%	28.8%	-	4	50.0%	28.8%	-	4	50.0%	28.8%	-	6	37.5%	28.8%	-	6	42.9%	28.8%	-
	Minorities		2	20.0%	13.2%	-	2	25.0%	13.2%	-	2	25.0%	13.2%	-	3	18.8%	13.2%	-	2	14.3%	13.2%	-
	Total		10				8				8				16				14			
HHS - Health Physics &																						
227 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	7	29.2%	53.3%	-6
	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	1	4.2%	20.3%	-4
	Total		27				27				26				26				24			
HHS - Nursing																						
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	13	92.9%	95.8%	-1
	Minorities		2	11.8%	11.8%	-	2	12.5%	11.8%	-	2	12.5%	11.8%	-	2	12.5%	11.8%	-	2	14.3%	11.8%	-
	Total		12				16				16				16				14			
HHS - Public																						
229 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	5	31.3%	60.9%	-5
	Minorities		3	21.4%	17.1%	-	3	21.4%	17.1%	-	4	28.6%	17.1%	-	4	26.7%	17.1%	-	5	31.3%	17.2%	-
	Total		14				14				14				15				16			
Hotel																						
230 Administration	Women		17	37.8%	28.8%	-	16	38.1%	28.8%	-	15	34.9%	28.8%	-	16	36.4%	28.8%	-	15	34.9%	28.8%	-
	Minorities		10	22.2%	13.2%	-	7	16.7%	13.2%	-	7	16.3%	13.2%	-	6	13.6%	13.2%	-	6	14.0%	15.0%	-
	Total		45				42				43				44				43			
Law																						
235 Law	Women		14	51.9%	38.5%	-3	16	55.2%	38.5%	-	17	58.6%	38.5%	-	17	60.7%	38.5%	-	18	66.7%	38.5%	-
	Minorities		6	22.2%	15.6%	-	7	24.1%	15.6%	-	8	27.6%	15.6%	-	7	25.0%	15.6%	-	6	22.2%	15.6%	-
	Total		27				29				29				28				27			
LA - English &																						
241 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	12	42.9%	56.5%	-4
	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	2	7.1%	15.2%	-3
	Total		33				30				31				29				28			

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 2011**

			2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)			
Job Grp No	Job Group	Categories	Number of Incumb	Wrkfrc (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrc (%)	Avl(%)	Mkt <
LA - Foreign																						
242	Languages	Women	6	50.0%	51.2%	-	6	54.5%	51.2%	-	7	70.0%	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%	-	5	50.0%	27.0%	-
		Total	12				11				10				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%	-	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%	-	5	20.0%	17.6%	-
		Total	24				24				24				25				25			
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	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	0	0.0%	11.1%	-1
		Total	7				10				10				10				7			
LA - Political																						
245 Science																						
		Women	1	7.7%	21.6%	-1	2	14.3%	21.6%	-1	3	23.1%	21.6%	-	4	28.6%	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%	-	3	21.4%	16.0%	-
		Total	13				14				13				14				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	4	36.4%	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	0	0.0%	20.0%	-3
		Total	12				10				13				12				11			
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	7	38.9%	46.9%	-2
		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	1	5.6%	15.9%	-2
		Total	19				22				22				20				18			
LA - Social																						
248 Sciences																						
		Women	10	55.6%	37.3%	-	12	57.1%	37.3%	-	11	55.0%	37.3%	-	11	61.1%	37.3%	-	10	55.6%	37.3%	-
		Minorities	5	27.8%	18.9%	-	6	28.6%	18.9%	-	6	30.0%	18.9%	-	4	22.2%	18.9%	-	4	22.2%	18.9%	-
		Total	18				21				20				18				18			
Sciences -																						
251 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	5	22.7%	29.1%	-2
		Minorities	4	17.4%	23.0%	-1	4	19.0%	23.0%	-	3	13.6%	23.0%	-2	3	13.6%	23.0%	-3	3	13.6%	23.0%	-3
		Total	23				21				22				22				22			
Sciences -																						
252 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	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%	-	13	24.5%	18.2%	-
		Total	59				53				54				53				53			

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 2011**

			2007 Workforce & Availability Data (1)				2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)			
Job Grp No	Job Group	Categories	Number of Incumb	Wrkfrnc (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrnc (%)	Avl (%)	Mkt <	Number of Incumb	Wrkfrnc (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrnc (%)	Avl(%)	Mkt <	Number of Incumb	Wrkfrnc (%)	Avl(%)	Mkt <
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	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%	-	16	55.2%	25.1%	-
		Total	25				29				29				29				29			
256 sm	UA-Comm&Journali	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	6	35.3%	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	1	5.9%	13.2%	-2
		Total	10				13				16				18				17			
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%	-	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%	-	1	25.0%	24.4%	-
		Total	8				4				3				4				4			
258 Jus & Social Wk	UA - Criminal	Women	14	58.3%	41.5%	-	14	58.3%	41.5%	-	13	56.5%	41.5%	-	12	54.5%	41.5%	-	13	59.1%	41.5%	-
		Minorities	8	33.3%	24.4%	-	7	29.2%	24.4%	-	7	30.4%	24.4%	-	7	31.8%	24.4%	-	7	31.8%	24.4%	-
		Total	24				24				23				22				22			
259 Administration	UA - Public	Women	6	54.5%	47.0%	-	3	50.0%	47.0%	-	3	75.0%	47.0%	-	3	60.0%	47.0%	-	3	75.0%	47.7%	-
		Minorities	1	9.1%	21.4%	-1	1	16.7%	21.4%	-	1	25.0%	21.4%	-	2	40.0%	21.4%	-	1	25.0%	20.7%	-
		Total	11				6				4				5				4			
290 Programs	Other Academic	Women	2	100.0%	47.0%	-	1	33.3%	47.0%	-	1	50.0%	47.0%	-	1	50.0%	47.0%	-	1	33.3%	47.7%	-1
		Minorities	1	50.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	20.7%	-1
		Total	2				3				2				2				3			

(1) Faculty Availability Figures from NCES Table 245 - 2003; Table 256 in 2009

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 100 - Vice Presidents and Deans

Test: 80% Rule with Whole Person

Total Employees: 24

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	6	4	20	3	0	1	0	0	0
Employees (%)	75.0	25.0	16.7	83.3	12.5	0.0	4.2	0.0	0.0	0.0
Availability (%) Goal	64.7	35.3	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	3	0	4	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.

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 110 - AVPs and Executive Directors

Test: 80% Rule with Whole Person

Total Employees: 32

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	22	10	7	25	2	5	0	0	0	0
Employees (%)	68.8	31.3	21.9	78.1	6.3	15.6	0.0	0.0	0.0	0.0
Availability (%) Goal	61.9	38.1	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	3	0	7	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.

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 206 - Business Business
Test: 80% Rule with Whole Person
Total Employees: 39

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	32	7	11	28	1	1	9	0	0	0
Employees (%)	82.1	17.9	28.2	71.8	2.6	2.6	23.1	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	6	0	3	1	0	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

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

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 208 - Business Accounting and Finance

Test: 80% Rule with Whole Person

Total Employees: 22

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	19	3	5	17	0	0	5	0	0	0
Employees (%)	86.4	13.6	22.7	77.3	0.0	0.0	22.7	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	4	0	1	1	1	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 211 - Education Teacher Education

Test: 80% Rule with Whole Person

Total Employees: 57

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	25	32	12	45	4	3	5	0	0	0
Employees (%)	43.9	56.1	21.1	78.9	7.0	5.3	8.8	0.0	0.0	0.0
Availability (%) Goal	34.5	65.5	14.6	85.4	7.3	3.5	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	6	0	4	1	0	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 212 - Education Other Education

Test: 80% Rule with Whole Person

Total Employees: 39

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	19	20	9	30	4	3	2	0	0	0
Employees (%)	48.7	51.3	23.1	76.9	10.3	7.7	5.1	0.0	0.0	0.0
Availability (%) Goal	41.9	58.1	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	3	0	1	0	0	1	2	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 216 - Engineering Engineering

Test: 80% Rule with Whole Person

Total Employees: 38

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	34	4	17	21	1	2	14	0	0	0
Employees (%)	89.5	10.5	44.7	55.3	2.6	5.3	36.8	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	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	6	2	0	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 217 - Engineering Computer Science

Test: 80% Rule with Whole Person

Total Employees: 25

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	22	3	14	11	0	0	13	0	0	1
Employees (%)	88.0	12.0	56.0	44.0	0.0	0.0	52.0	0.0	0.0	4.0
Availability (%) Goal	69.4	30.6	24.0	76.0	3.6	3.2	15.5	1.7	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	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	8	1	1	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 221 - Fine Arts Fine Arts
Test: 80% Rule with Whole Person
Total Employees: 72

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	48	24	12	60	5	2	4	0	0	1
Employees (%)	66.7	33.3	16.7	83.3	6.9	2.8	5.6	0.0	0.0	1.4
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	3	0	1	0	2	0	0

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 222 - Fine Arts Architecture Faculty

Test: 80% Rule with Whole Person

Total Employees: 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	3	2	12	0	2	0	0	0	0
Employees (%)	78.6	21.4	14.3	85.7	0.0	14.3	0.0	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.0	85.0	6.1	3.2	3.3	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	1	0	1	0	1	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 226 - HHS Dental Medicine
Test: 80% Rule with Whole Person
Total Employees: 46

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	31	15	9	37	5	1	3	0	0	0
Employees (%)	67.4	32.6	19.6	80.4	10.9	2.2	6.5	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 (#)	2	0	0	3	0	1	0	2	0	0

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 227 - HHS Health Physics and Diagnostics

Test: 80% Rule with Whole Person

Total Employees: 30

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	20	10	2	28	0	1	0	1	0	0
Employees (%)	66.7	33.3	6.7	93.3	0.0	3.3	0.0	3.3	0.0	0.0
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	2	2	0	1	0	2	0	0	0
Add'l Needed to Reach Availability (#)	0	6	5	0	2	0	4	0	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 228 - HHS Nursing
Test: 80% Rule with Whole Person
Total Employees: 30

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	26	7	23	0	0	7	0	0	0
Employees (%)	13.3	86.7	23.3	76.7	0.0	0.0	23.3	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	4	2	1	0	1	0	0

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 229 - HHS Public Health
Test: 80% Rule with Whole Person
Total Employees: 16

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	5	5	11	1	1	1	2	0	0
Employees (%)	68.8	31.3	31.3	68.8	6.3	6.3	6.3	12.5	0.0	0.0
Availability (%) Goal	39.1	60.9	17.2	82.8	5.2	3.5	7.5	1.0	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	3	0	0	1	0	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 230 - Hotel Administration
Test: 80% Rule with Whole Person
Total Employees: 52

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	35	17	8	44	1	1	6	0	0	0
Employees (%)	67.3	32.7	15.4	84.6	1.9	1.9	11.5	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.0	85.0	6.1	3.2	3.3	2.4	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 (#)	3	0	0	1	3	1	0	2	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 235 - Law
Test: 80% Rule with Whole Person
Total Employees: 37

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	24	7	30	3	3	0	0	0	1
Employees (%)	35.1	64.9	18.9	81.1	8.1	8.1	0.0	0.0	0.0	2.7
Availability (%) Goal	61.5	38.5	15.6	84.4	7.3	3.2	4.8	0.3	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 (#)	5	0	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	10	0	0	2	0	0	2	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 241 - LA English and Literature

Test: 80% Rule with Whole Person

Total Employees: 33

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	18	15	3	30	0	2	0	1	0	0
Employees (%)	54.5	45.5	9.1	90.9	0.0	6.1	0.0	3.0	0.0	0.0
Availability (%) Goal	43.5	56.5	15.2	84.8	6.6	3.2	3.5	1.9	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	1	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	3	0	3	0	2	0	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 242 - LA Foreign Languages
Test: 80% Rule with Whole Person
Total Employees: 15

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	5	10	8	7	0	5	3	0	0	0
Employees (%)	33.3	66.7	53.3	46.7	0.0	33.3	20.0	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	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	4	1	0	0	1	0	0

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 243 - LA History
Test: 80% Rule with Whole Person
Total Employees: 26

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	8	5	21	2	1	1	1	0	0
Employees (%)	69.2	30.8	19.2	80.8	7.7	3.8	3.8	3.8	0.0	0.0
Availability (%) Goal	70.1	29.9	17.6	82.4	5.1	3.1	8.3	1.1	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

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 244 - LA Philosophy
Test: 80% Rule with Whole Person
Total Employees: 10

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	0	0	10	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	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	2	0	1	1	1	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 245 - LA Political Science
Test: 80% Rule with Whole Person
Total Employees: 16

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	5	3	13	1	2	0	0	0	0
Employees (%)	68.8	31.3	18.8	81.3	6.3	12.5	0.0	0.0	0.0	0.0
Availability (%) Goal	78.4	21.6	16.0	84.0	6.1	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

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 246 - LA Sociology
Test: 80% Rule with Whole Person
Total Employees: 11

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	7	4	0	11	0	0	0	0	0	0
Employees (%)	63.6	36.4	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	1	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	3	0	2	1	1	1	0	0

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 247 - LA Psychology
Test: 80% Rule with Whole Person
Total Employees: 21

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	11	10	1	20	0	1	0	0	0	0
Employees (%)	52.4	47.6	4.8	95.2	0.0	4.8	0.0	0.0	0.0	0.0
Availability (%) Goal	53.1	46.9	15.9	84.1	8.5	4.3	2.3	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	1	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	3	0	2	0	1	1	0	0

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

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 (#)	8	11	4	15	1	1	2	0	0	0
Employees (%)	42.1	57.9	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 (#)	1	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	0	1	1	0	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

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 (#)	19	6	3	22	0	2	1	0	0	0
Employees (%)	76.0	24.0	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	2	3	0	1	0	3	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

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	16	50	0	1	15	0	0	0
Employees (%)	80.3	19.7	24.2	75.8	0.0	1.5	22.7	0.0	0.0	0.0
Availability (%) Goal	82.8	17.2	18.2	81.8	3.2	2.0	12.5	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	4	3	1	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

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	25.1	74.9	6.5	3.5	13.5	1.6	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

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 256 - UA Communication and Journalism

Test: 80% Rule with Whole Person

Total Employees: 26

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	17	9	2	24	0	1	1	0	0	0
Employees (%)	65.4	34.6	7.7	92.3	0.0	3.8	3.8	0.0	0.0	0.0
Availability (%) Goal	55.0	45.0	13.2	86.8	5.3	3.4	2.5	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	3	2	0	2	0	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

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

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

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 (#)	9	15	8	16	3	0	5	0	0	0
Employees (%)	37.5	62.5	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 (#)	2	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	6	0	0	3	0	2	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 259 - UA Public Administration

Test: 80% Rule with Whole Person

Total Employees: 4

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	1	3	1	3	0	0	1	0	0	0
Employees (%)	25.0	75.0	25.0	75.0	0.0	0.0	25.0	0.0	0.0	0.0
Availability (%) Goal	52.3	47.7	20.7	79.3	10.7	3.4	5.2	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	1	1	0	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 290 - Other Academic Programs

Test: 80% Rule with Whole Person

Total Employees: 7

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	3	1	6	1	0	0	0	0	0
Employees (%)	57.1	42.9	14.3	85.7	14.3	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	52.3	47.7	20.7	79.3	10.7	3.4	5.2	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 (#)	0	1	1	0	0	1	1	1	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 310 - Academic Support Professionals

Test: 80% Rule with Whole Person

Total Employees: 197

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	67	130	72	125	29	23	14	2	0	4
Employees (%)	34.0	66.0	36.5	63.5	14.7	11.7	7.1	1.0	0.0	2.0
Availability (%) Goal	49.3	50.7	27.1	72.9	9.7	11.5	2.2	1.6	0.2	2.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	10	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	31	0	0	19	0	0	0	2	1	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 320 - Administrative Professionals

Test: 80% Rule with Whole Person

Total Employees: 408

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	154	254	121	287	43	33	29	4	3	9
Employees (%)	37.7	62.3	29.7	70.3	10.5	8.1	7.1	1.0	0.7	2.2
Availability (%) Goal	60.4	39.6	19.5	80.5	3.0	11.9	1.7	0.7	0.0	2.3
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	43	0	0	0	0	5	0	0	0	0
Add'l Needed to Reach Availability (#)	93	0	0	42	0	16	0	0	0	1

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 330 - Athletics Professionals
Test: 80% Rule with Whole Person
Total Employees: 73

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	55	18	14	59	8	4	2	0	0	0
Employees (%)	75.3	24.7	19.2	80.8	11.0	5.5	2.7	0.0	0.0	0.0
Availability (%) Goal	75.7	24.3	21.2	78.8	12.0	4.6	1.7	1.2	0.0	1.8
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 (#)	1	0	2	0	1	0	0	1	0	2

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 340 - Information Technology

Test: 80% Rule with Whole Person

Total Employees: 110

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	80	30	31	79	6	2	20	0	0	3
Employees (%)	72.7	27.3	28.2	71.8	5.5	1.8	18.2	0.0	0.0	2.7
Availability (%) Goal	70.0	30.0	22.4	77.6	4.7	7.4	7.6	1.1	0.0	1.7
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	7	0	7	0	2	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 350 - Library Professionals
Test: 80% Rule with Whole Person
Total Employees: 43

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	28	6	37	1	2	2	0	0	1
Employees (%)	34.9	65.1	14.0	86.0	2.3	4.7	4.7	0.0	0.0	2.3
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	NO	NO	YES	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	0	1	0	0	1	0	0
Add'l Needed to Reach Availability (#)	0	11	3	0	2	1	1	2	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 360 - Scientific and Health Professional

Test: 80% Rule with Whole Person

Total Employees: 105

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	66	39	31	74	2	6	22	0	1	0
Employees (%)	62.9	37.1	29.5	70.5	1.9	5.7	21.0	0.0	1.0	0.0
Availability (%) Goal	74.2	25.8	18.6	81.4	3.2	8.9	1.4	1.1	0.0	4.0
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	1	0	0	0	3
Add'l Needed to Reach Availability (#)	12	0	0	12	2	4	0	2	0	5

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 400 - Office and Admin Sr Lead Supr

Test: 80% Rule with Whole Person

Total Employees: 302

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	40	262	116	186	50	32	21	3	3	7
Employees (%)	13.2	86.8	38.4	61.6	16.6	10.6	7.0	1.0	1.0	2.3
Availability (%) Goal	27.1	72.9	26.6	73.4	7.4	10.0	5.7	2.2	0.1	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 (#)	25	0	0	0	0	0	0	2	0	0
Add'l Needed to Reach Availability (#)	42	0	0	36	0	0	0	4	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 410 - Office and Admin Support Level

Test: 80% Rule with Whole Person

Total Employees: 127

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	109	69	58	27	27	15	0	0	0
Employees (%)	14.2	85.8	54.3	45.7	21.3	21.3	11.8	0.0	0.0	0.0
Availability (%) Goal	16.7	83.3	31.6	68.4	9.7	12.9	5.3	2.0	0.2	1.4
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	YES	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	11	0	0	0	2	0	1
Add'l Needed to Reach Availability (#)	4	0	0	29	0	0	0	3	1	2

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 500 - Technical or Paraprofessional

Test: 80% Rule with Whole Person

Total Employees: 207

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	93	114	104	103	22	35	33	5	3	6
Employees (%)	44.9	55.1	50.2	49.8	10.6	16.9	15.9	2.4	1.4	2.9
Availability (%) Goal	45.9	54.1	24.3	75.7	7.0	9.7	4.3	1.0	0.2	2.1
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	22	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	54	0	0	0	0	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 600 - Skilled Crafts
Test: 80% Rule with Whole Person
Total Employees: 59

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	58	1	18	41	7	7	2	0	2	0
Employees (%)	98.3	1.7	30.5	69.5	11.9	11.9	3.4	0.0	3.4	0.0
Availability (%) Goal	98.4	1.6	28.0	72.0	4.0	18.5	2.8	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	1	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	2	0	4	0	1	0	1

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 700 - Service Maintenance
Test: 80% Rule with Whole Person
Total Employees: 99

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	89	10	37	62	11	11	9	2	1	3
Employees (%)	89.9	10.1	37.4	62.6	11.1	11.1	9.1	2.0	1.0	3.0
Availability (%) Goal	94.9	5.1	35.1	64.9	7.0	17.5	6.4	1.9	0.4	2.0
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 (#)	5	0	0	3	0	7	0	0	0	0

Appendix E, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 710 - Public Safety
Test: 80% Rule with Whole Person
Total Employees: 42

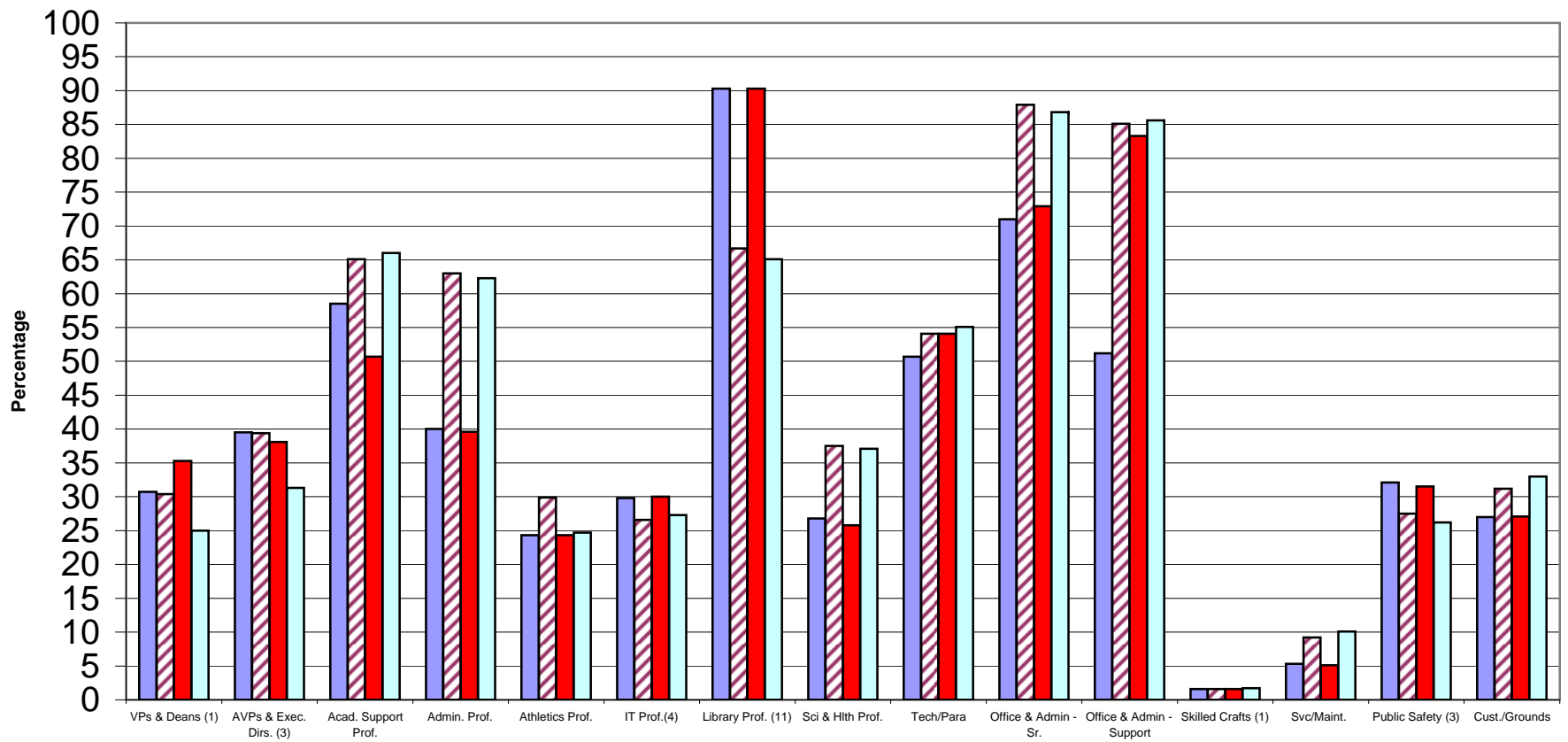
	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	31	11	20	22	7	7	5	0	0	1
Employees (%)	73.8	26.2	47.6	52.4	16.7	16.7	11.9	0.0	0.0	2.4
Availability (%) Goal	68.5	31.5	20.9	79.1	8.4	8.2	2.9	0.6	0.0	0.9
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	12	0	0	0	1	0	0

**University of Nevada Las Vegas - EEO/AA Program 2011
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 720 - Custodial and Grounds
Test: 80% Rule with Whole Person
Total Employees: 194

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	130	64	108	86	35	48	20	2	3	0
Employees (%)	67.0	33.0	55.7	44.3	18.0	24.7	10.3	1.0	1.5	0.0
Availability (%) Goal	72.9	27.1	54.5	45.5	11.1	34.8	5.6	1.0	0.4	1.6
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	6	0	0	0	2
Add'l Needed to Reach Availability (#)	12	0	0	3	0	20	0	0	0	4

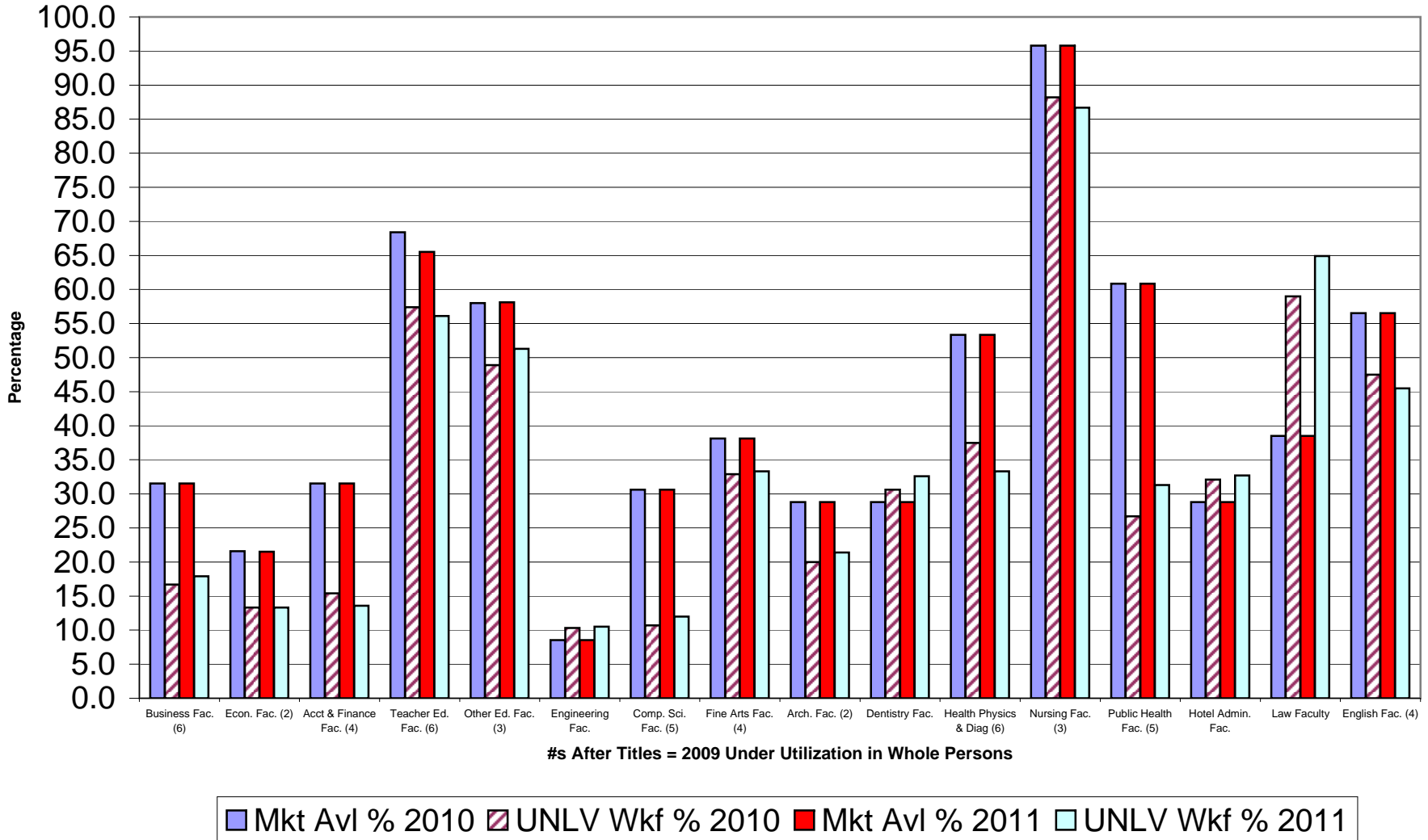
**UNLV - Utilization of Women
Availability v Work Force Percentages, 2010 & 2011**



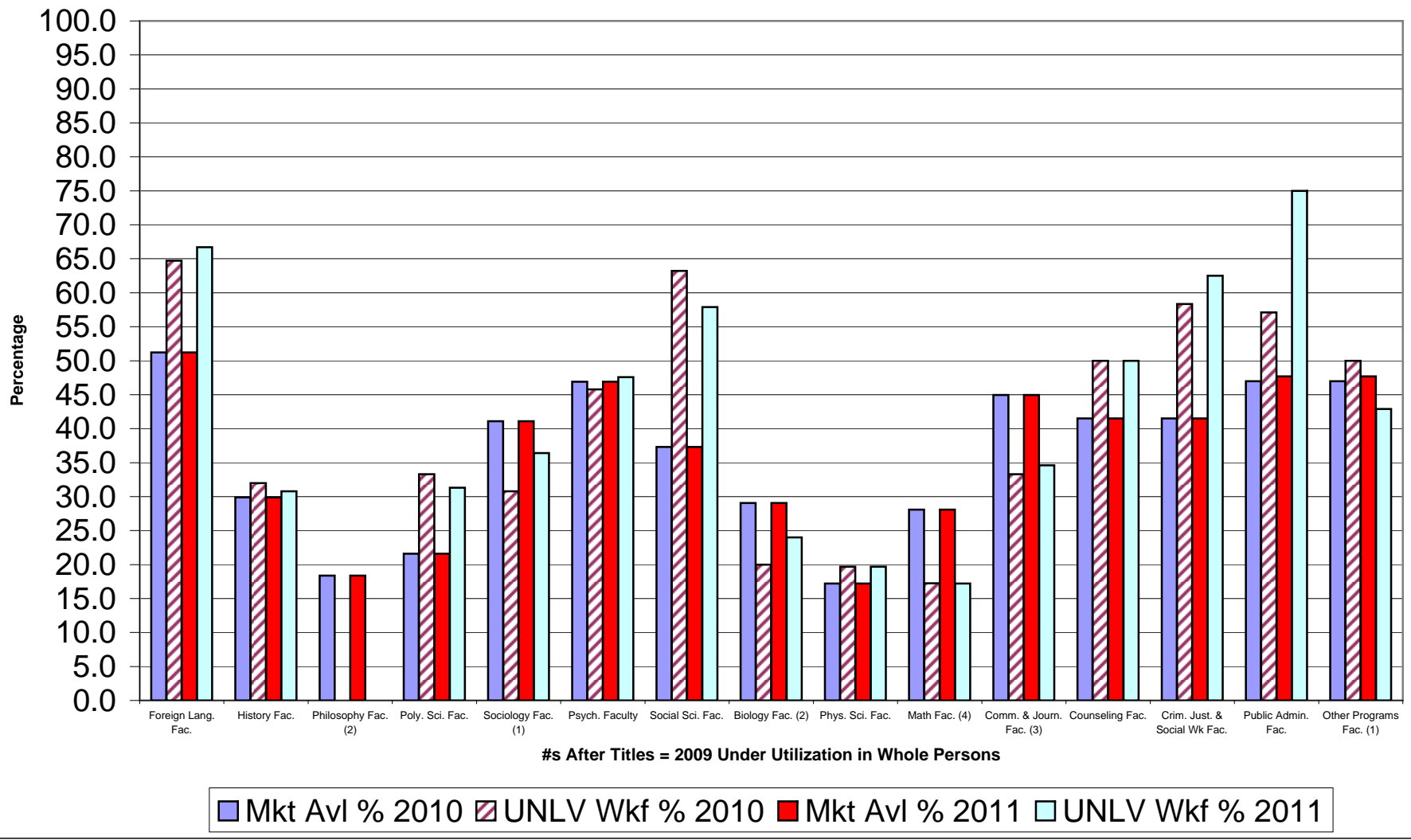
#s After Titles = 2009 Under Utilization in Whole Persons

■ Mkt Avl % 2010
 ■ UNLV Wkf % 2010
 ■ Mkt Avl % 2011
 ■ UNLV Wkf % 2011

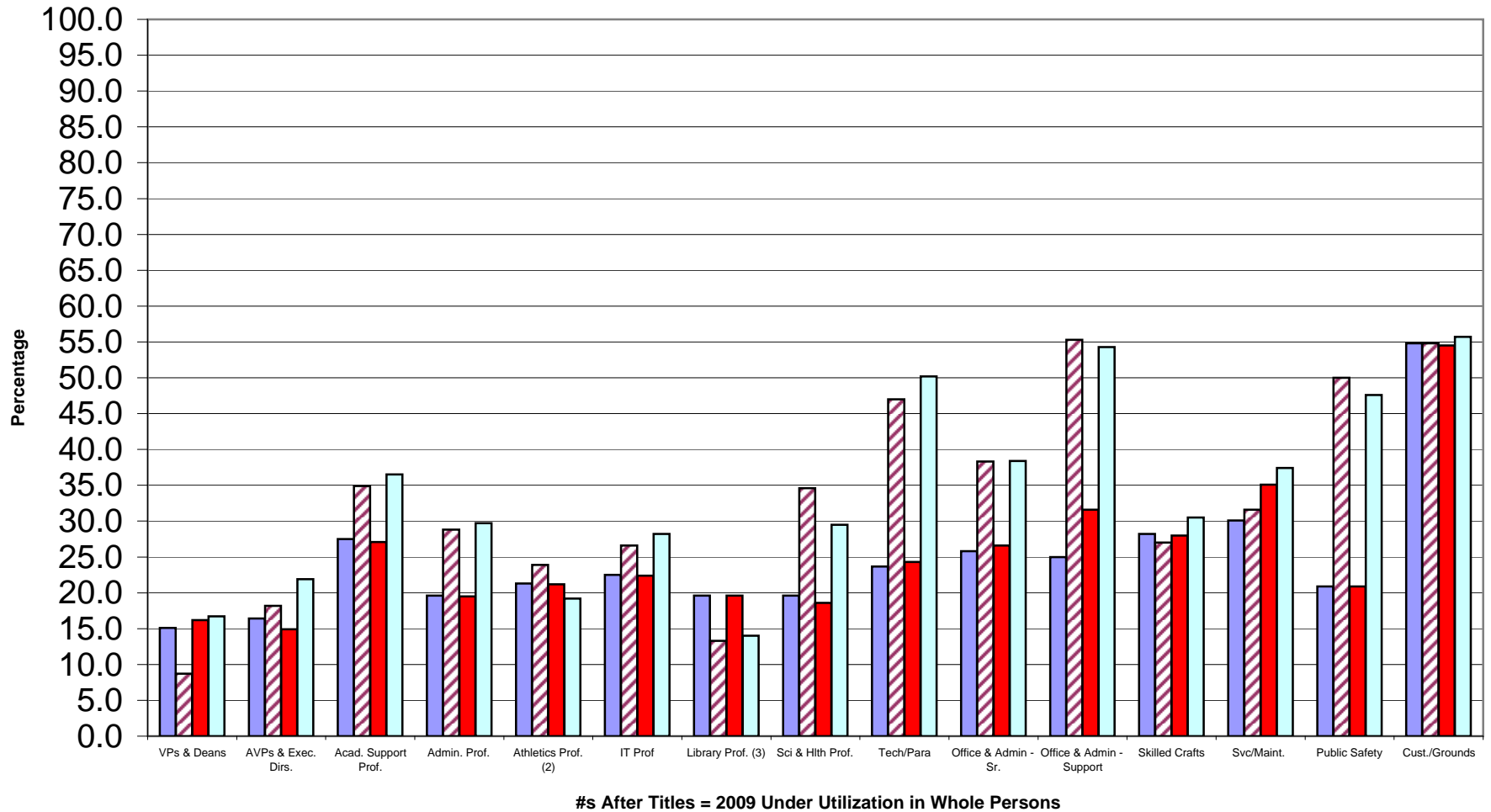
**UNLV - Utilization of Women
Availability v Work Force Percentages, 2010 & 2011**



**UNLV - Utilization of Women
Availability v Work Force Percentages, 2010 & 2011**

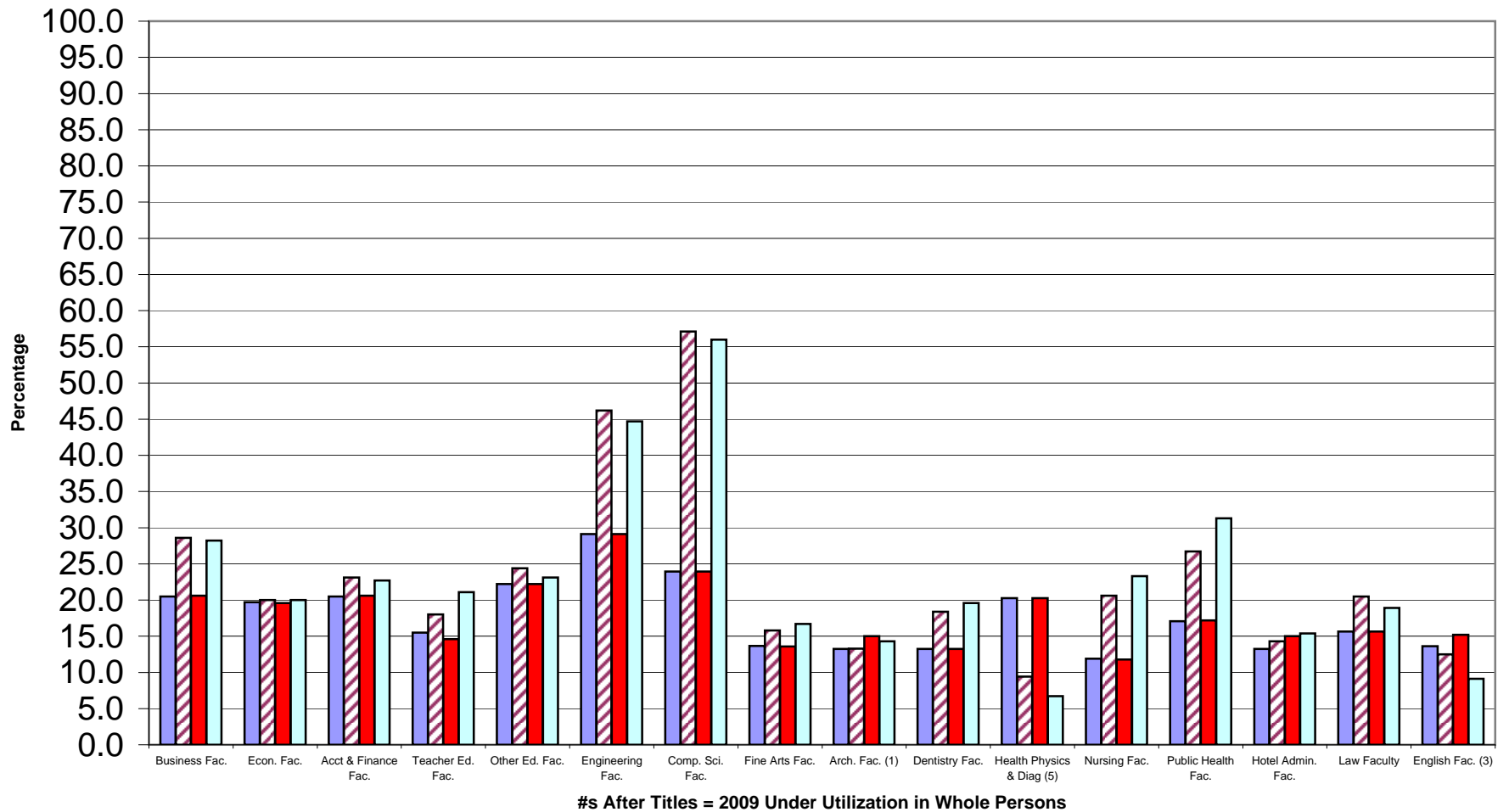


**UNLV - Utilization of Ethnic/Racial Minorities
Availability v Work Force Percentages, 2010 & 2011**



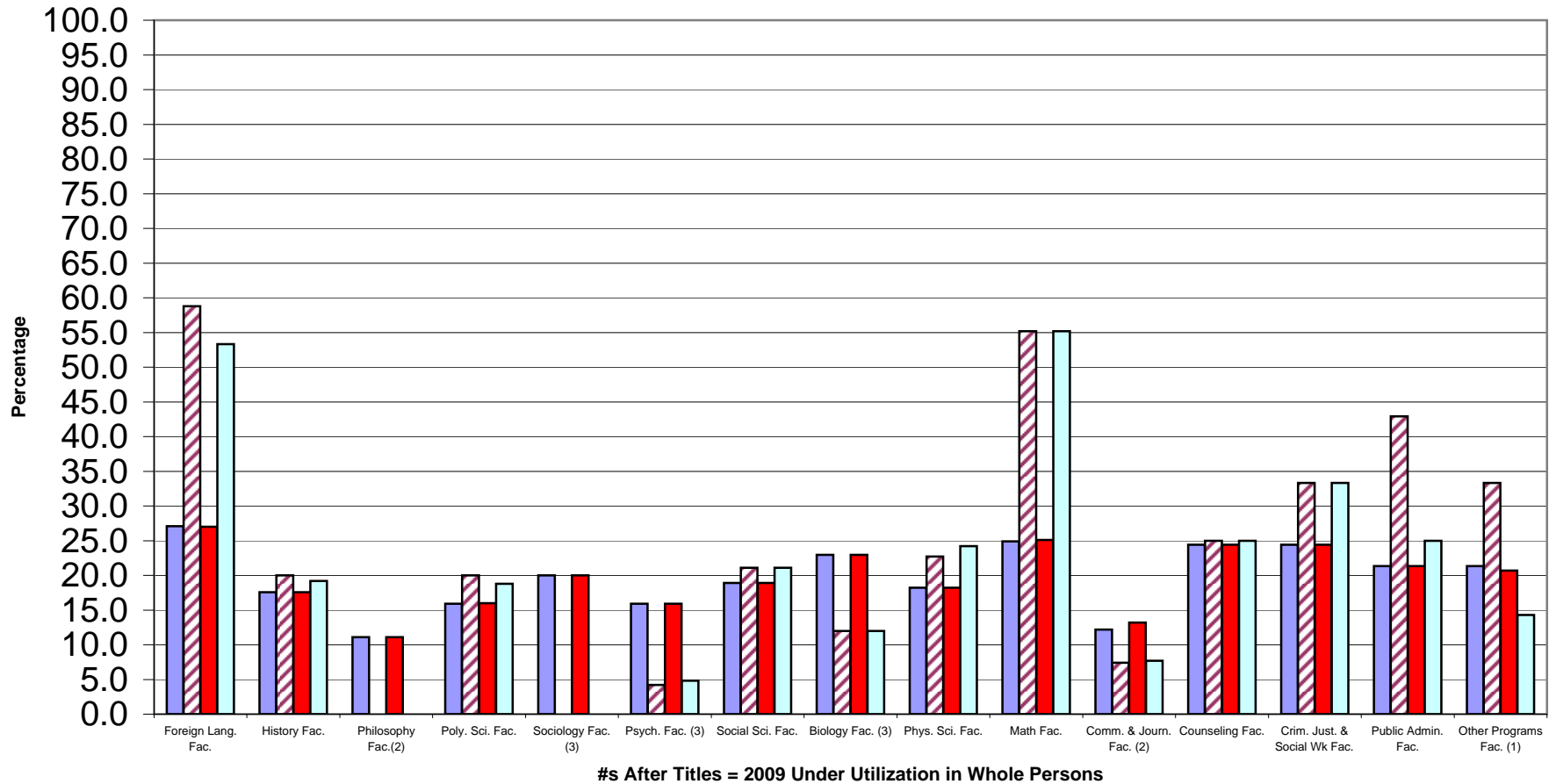
■ Mkt Avl % 2010 ■ UNLV Wkf % 2010 ■ Mkt Avl % 2011 ■ UNLV Wkf % 2011

**UNLV - Utilization of Ethnic/Racial Minorities
Availability v Work Force Percentages, 2010 & 2011**



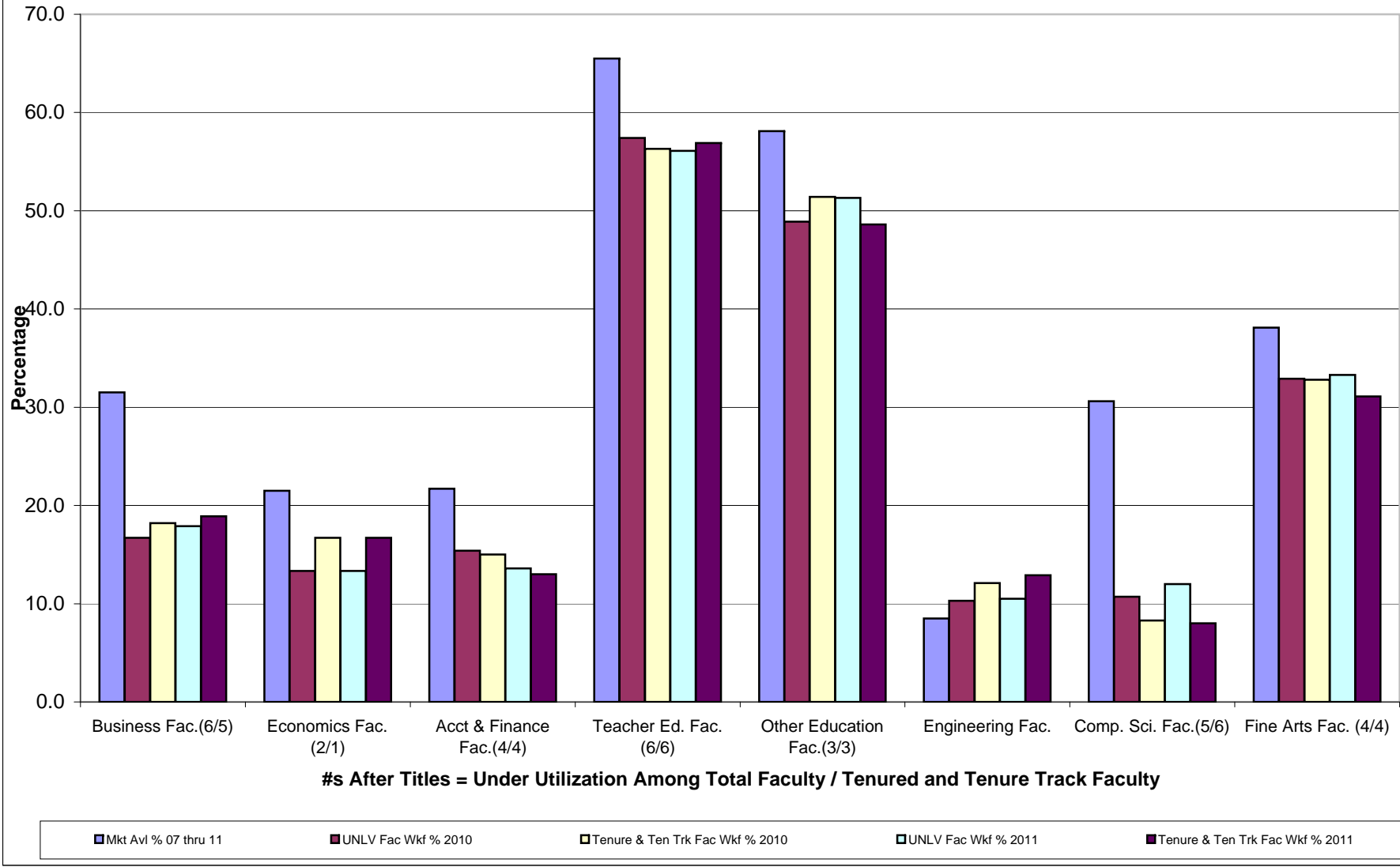
■ Mkt Avl % 2010 ■ UNLV Wkf % 2010 ■ Mkt Avl % 2011 ■ UNLV Wkf % 2011

UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2010 & 2011

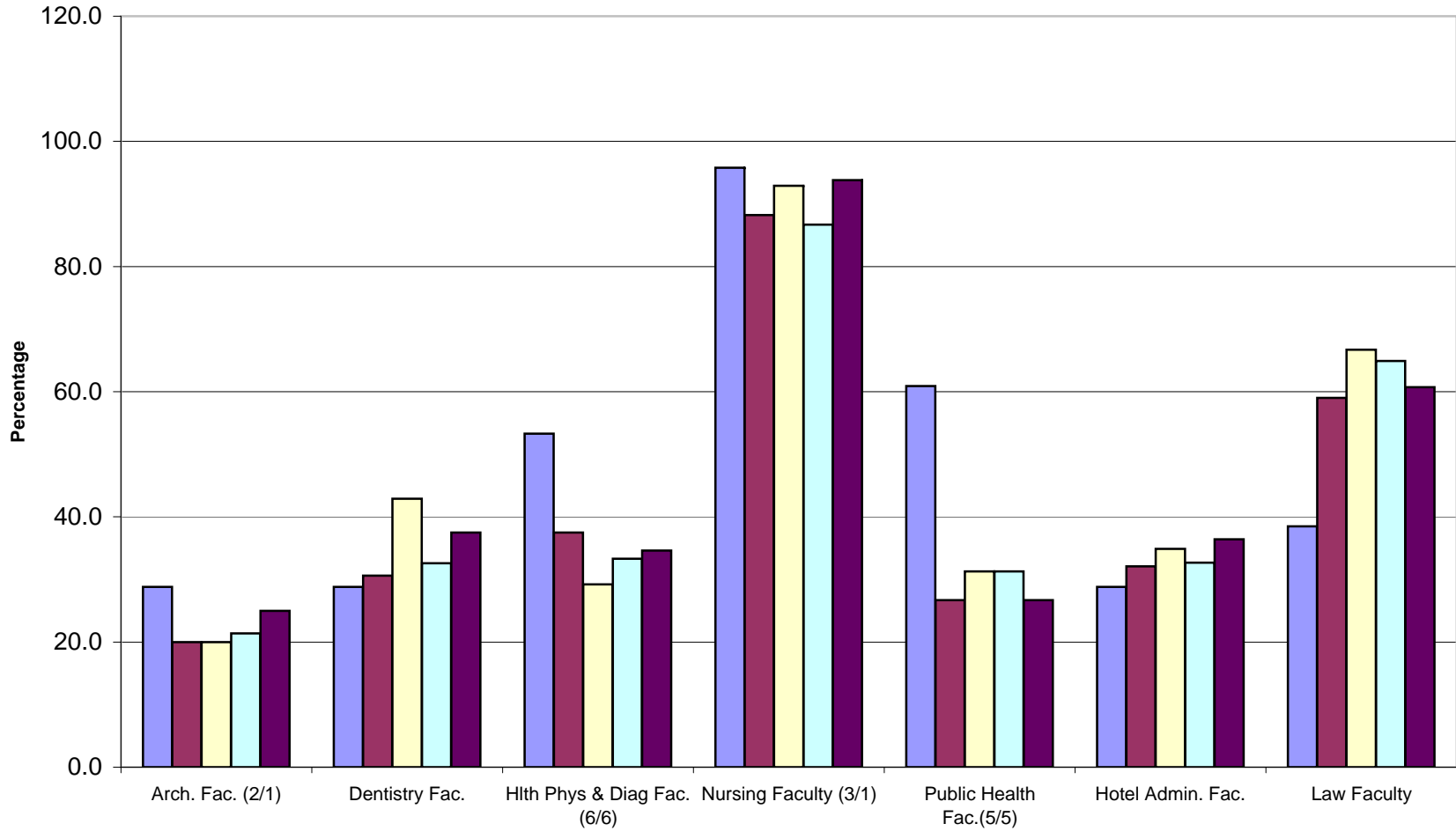


■ Mkt Avl % 2010
 ▨ UNLV Wkf % 2010
 ■ Mkt Avl % 2011
 ■ UNLV Wkf % 2011

UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2010 & 2011



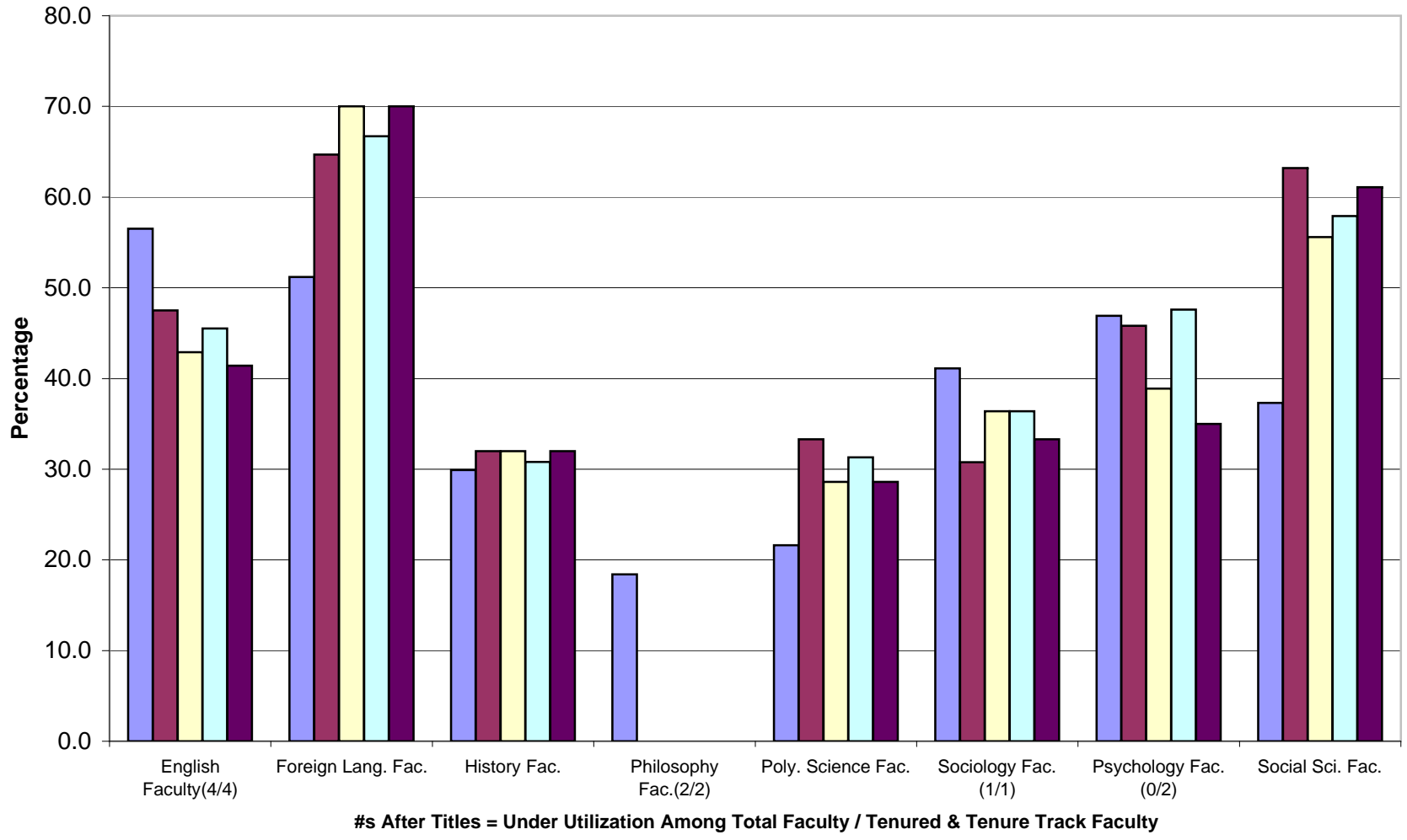
**UNLV - Utilization of Tenured and Tenure Track Women
Availability v Work Force Percentages, 2010 & 2011**



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

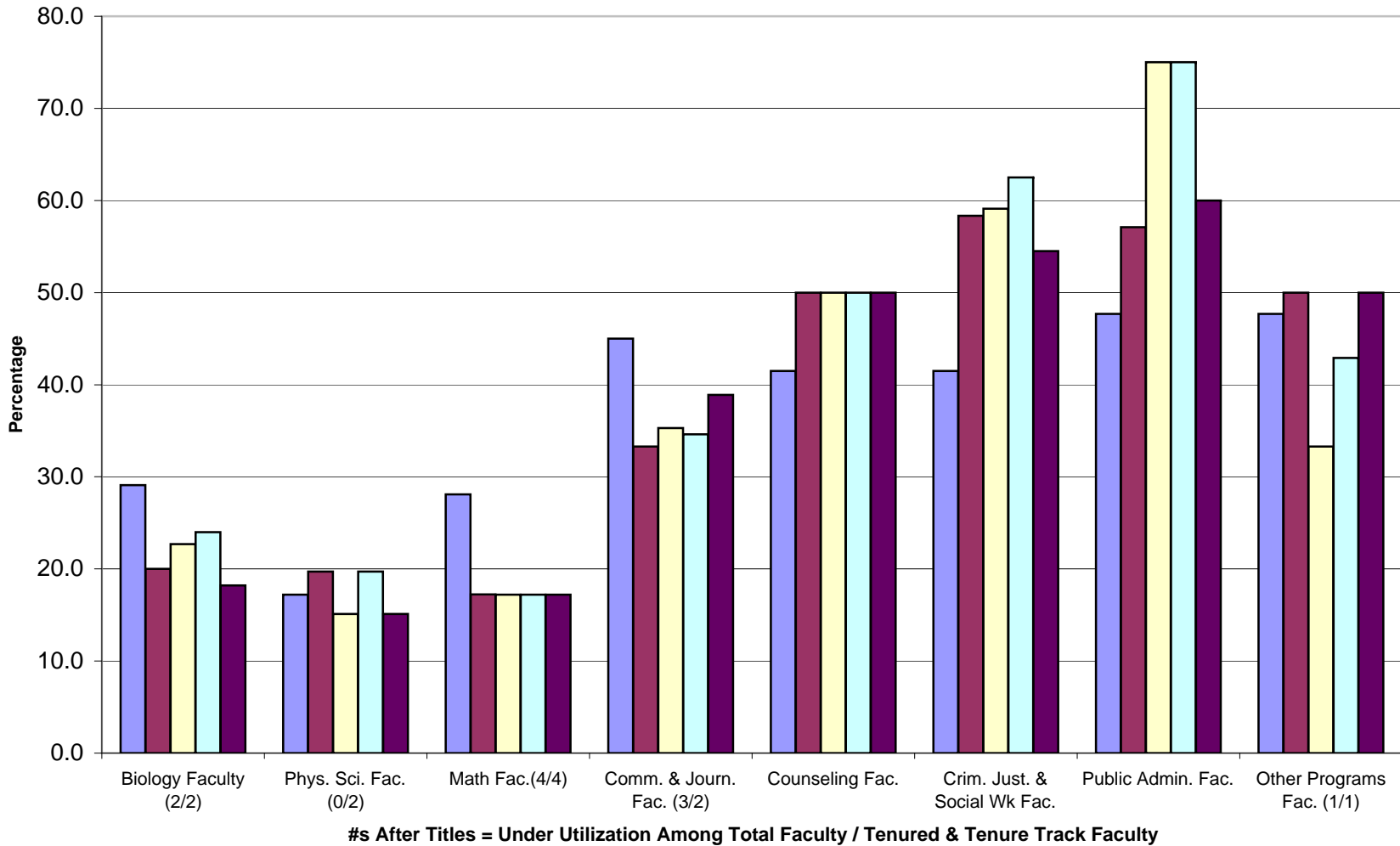


UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2010 & 2011



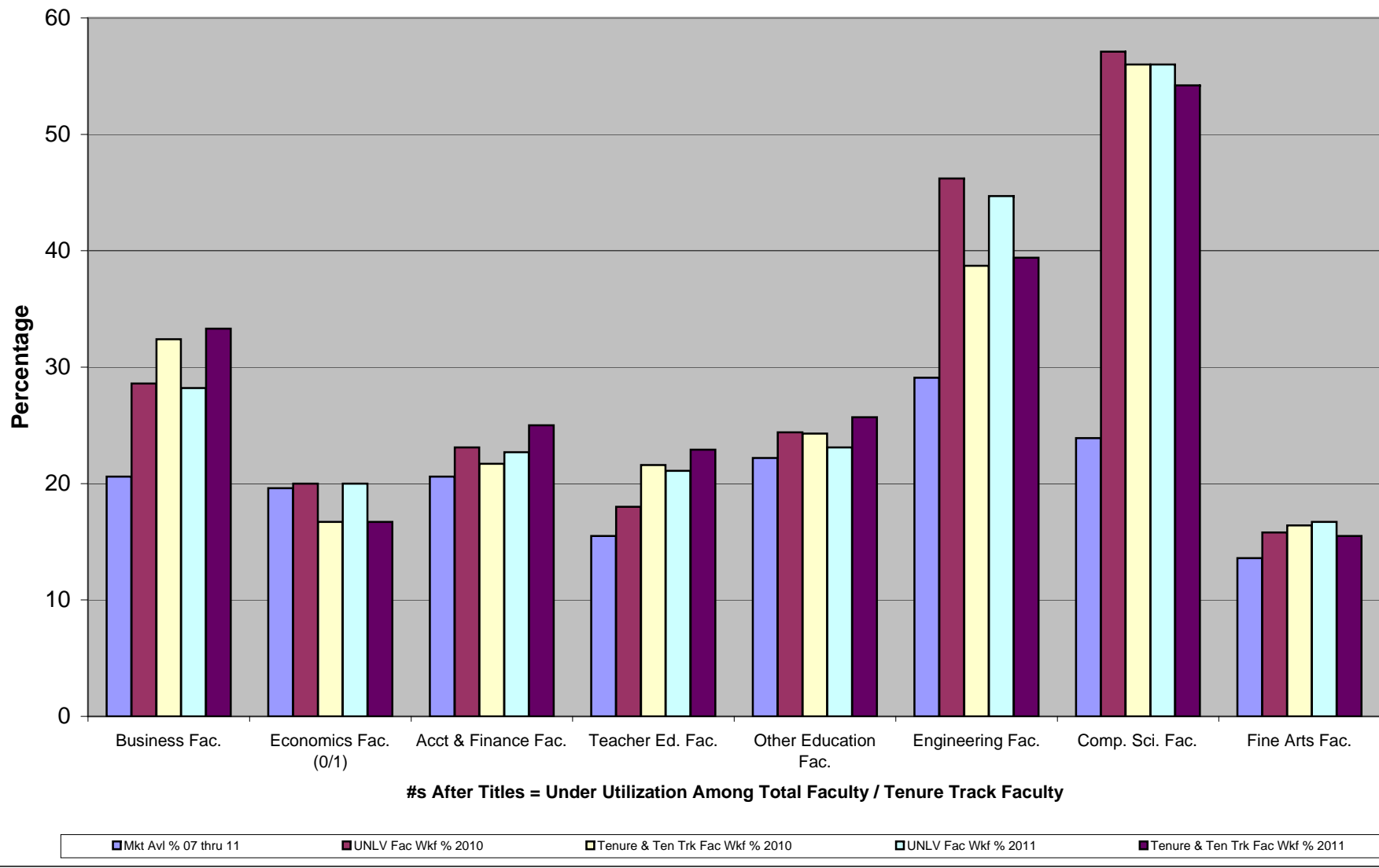
Mkt Avl % 2011
 UNLV Fac Wkf % 2010
 Tenure & Ten Trk Fac Wkf % 2010
 UNLV Fac Wkf % 2011
 Tenure & Ten Trk Fac Wkf % 2011

UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2010 & 2011

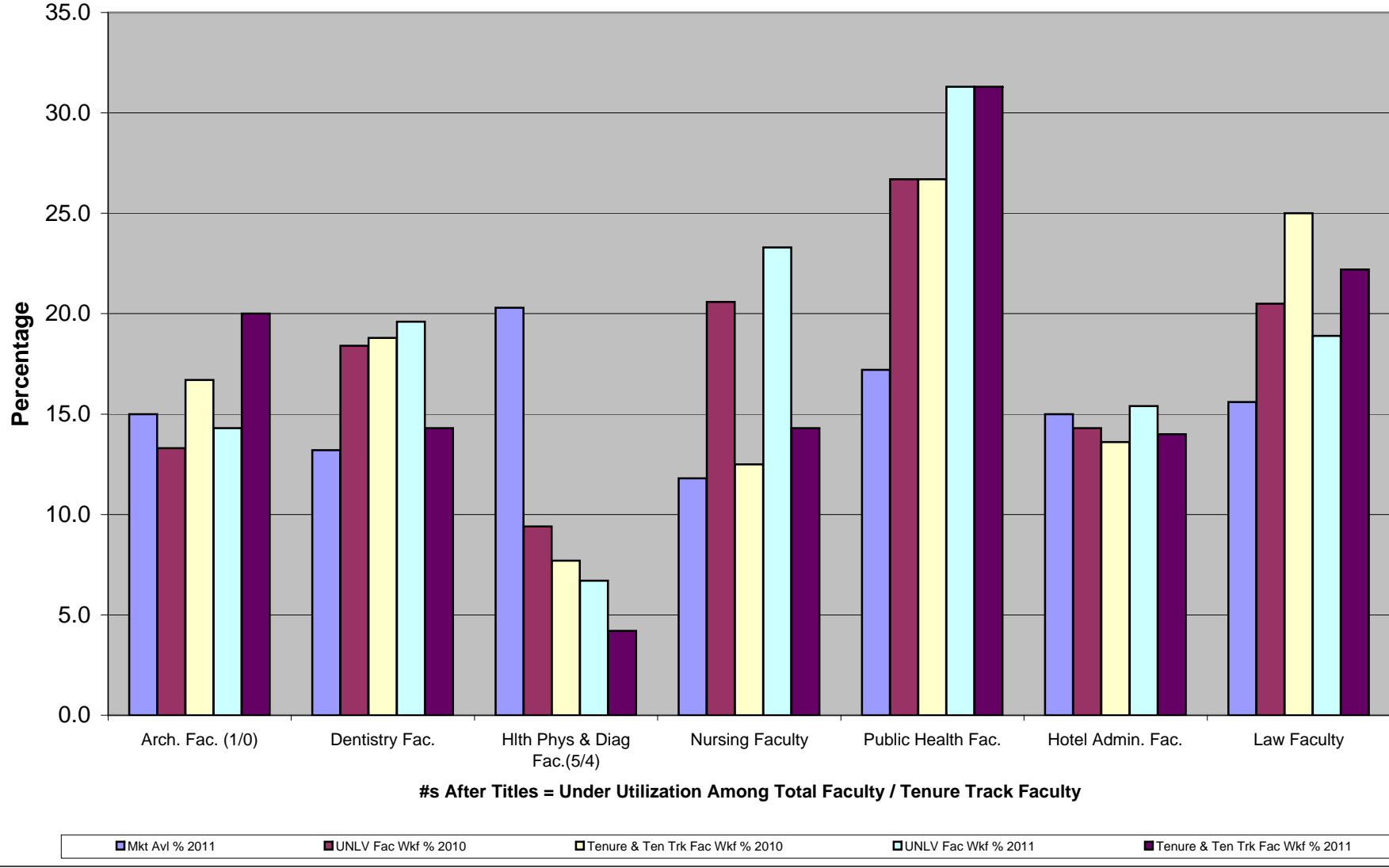


Mkt Avl % 07 thru 11
 UNLV Fac Wkf % 2010
 Tenure & Ten Trk Fac Wkf % 2010
 UNLV Fac Wkf % 2011
 Tenure & Ten Trk Fac Wkf % 2011

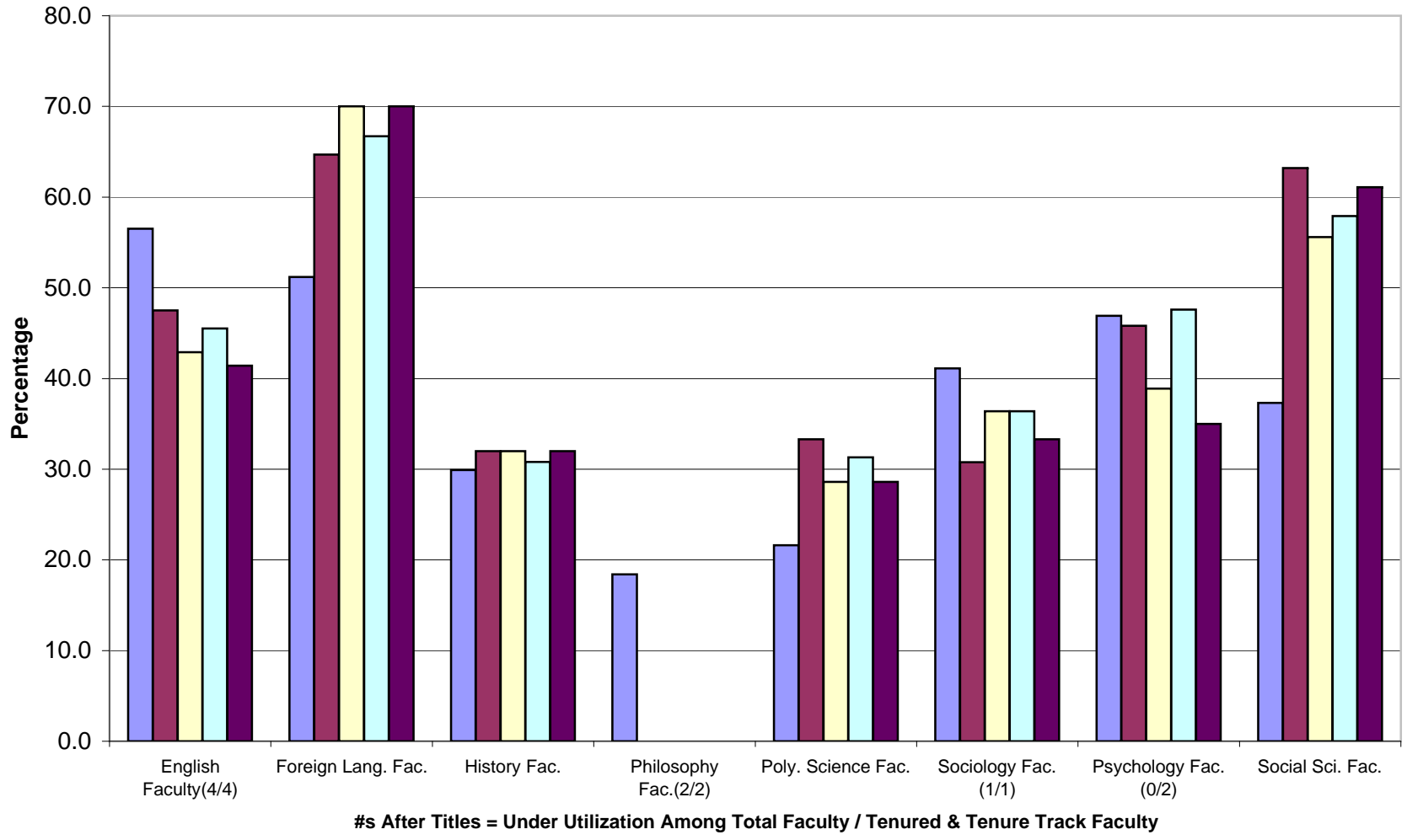
**UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities
Availability v Work Force Percentages, 2010 & 2011**



**UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities
Availability v Work Force Percentages, 2010 & 2011**

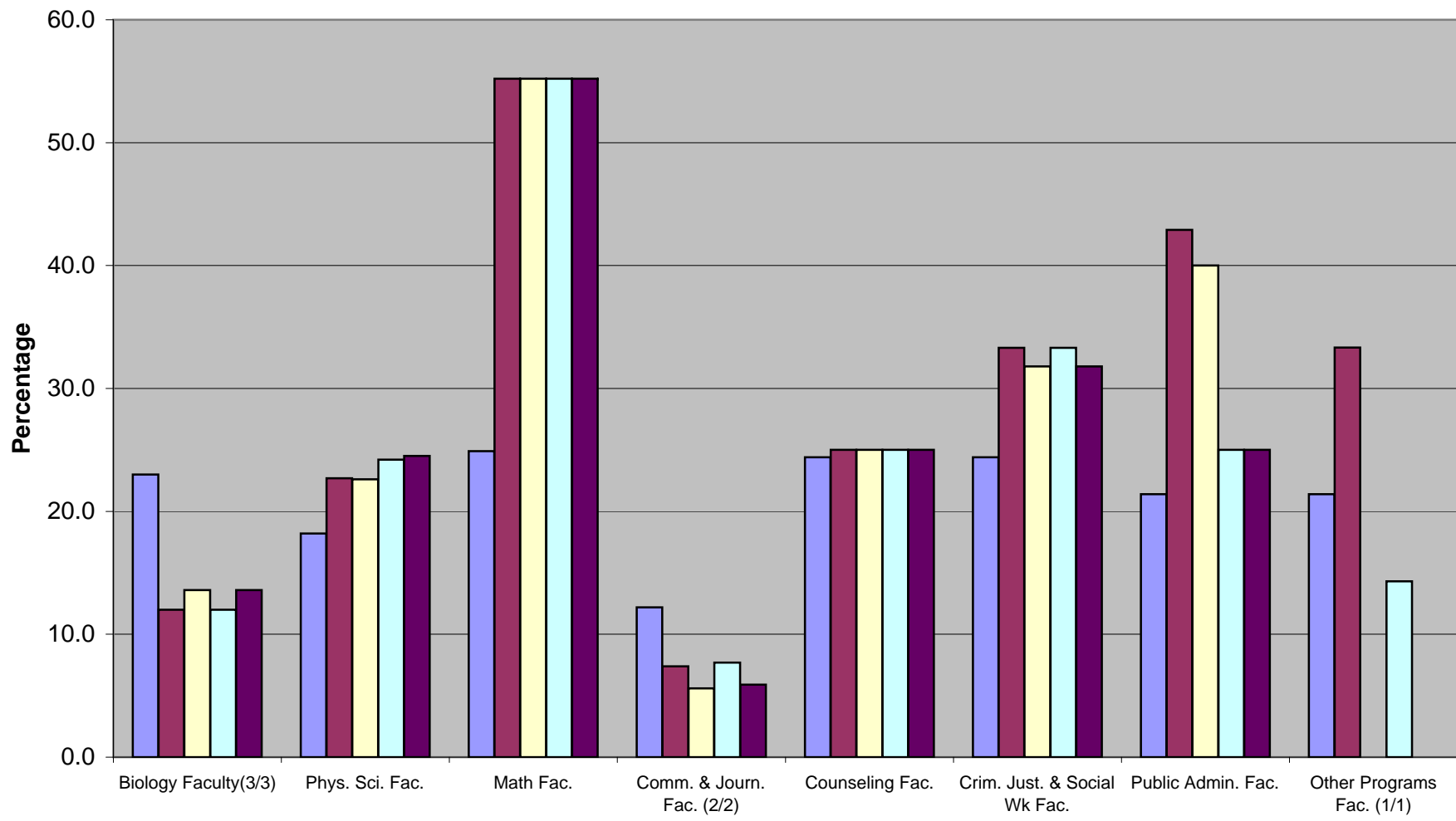


UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2010 & 2011



Mkt Avl % 2011
 UNLV Fac Wkf % 2010
 Tenure & Ten Trk Fac Wkf % 2010
 UNLV Fac Wkf % 2011
 Tenure & Ten Trk Fac Wkf % 2011

**UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities
Availability v Work Force Percentages, 2010 & 2011**



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

Mkt Avl % 07 thru 11
 UNLV Fac Wkf % 2010
 Tenure & Ten Trk Fac Wkf % 2010
 UNLV Fac Wkf % 2011
 Tenure & Ten Trk Fac Wkf % 2011



**2011 EEO/AA PROGRAM
UTILIZATION OBSERVATIONS BY JOB GROUP**

OFFICIALS & MANAGERS (H10)

The representation of women among executive officers has declined a moderate 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 significant increasing trend in ethnic and racial minorities among executive officers over the past five years.

Profile of Executives, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
CY 2011	56	16	28.6%	11	19.6%
Percent Change	5.7%	-5.9%	-10.9%	120.0%	108.2%

Vice Presidents & Deans (100)

In 2007, the Vice Presidents & Deans 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 consisted of 23 employees, of whom seven were women and two were ethnic and racial minorities. In 2011, the job group consists of 24 employees, of whom six are women and four are ethnic and racial minorities.

- Within the Vice Presidents & Deans Job Group, the availability of women in the labor market is 35.3%. Among this job group at UNLV, women comprise 25.0%. ***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 the Vice Presidents & Deans Job Group, the availability of ethnic and racial minorities in the labor market is 16.2%. Among this job group at UNLV, ethnic and racial minorities comprise 16.7%. ***Current utilization of ethnic and racial minorities is at par with market availability – representing a net gain 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 2007, AVPs and Executive Directors 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 consisted of 33 employees, of whom 13 were women and six were ethnic and racial minorities. In 2011, this job group consists of 32 employees, of whom 10 are women and seven are ethnic and racial minorities.

- Within the AVPs and Executive Directors Job Group, the availability of women in the labor market is 38.1%. Among this job group at UNLV, women comprise 31.3%. ***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 the AVPs and Executive Directors Job Group, the availability of ethnic and racial minorities in the labor market is 14.9%. Among this job group at UNLV, ethnic and racial minorities comprise 21.9%. ***Current utilization of ethnic and racial minorities is at par with market availability – representing a net gain of two 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 ***2.0% increase in the percentage representation of women*** and a ***5.1% 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.

Profile of Faculty, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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 2010	925	332	35.9%	208	22.5%
CY 2011	868	314	36.2%	195	22.5%
Percent Change	-11.2%	-9.5%	2.0%	-6.7%	5.1%

Business – Business Faculty (206)

In 2007, 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 consisted of 42 employees, of whom seven were women and 12 were ethnic and racial minorities. In 2011, the Business Faculty Job Group consists of 39 employees, of whom seven are women and 11 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 17.9%. *Current utilization of women is six below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.6%. Among this job group at UNLV, ethnic and racial minorities comprise 28.2%. *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.*

Business – Economics Faculty (207)

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 were women and three were ethnic and racial minorities. In 2011, the Economics Faculty Job Group consists 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 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 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 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 consisted of 26 employees, of whom four were women and six were ethnic and racial minorities. In 2011, the Accounting and Finance Faculty Job Group consists of 22 employees, of whom three are women and five 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 13.6%. *Current utilization of women is four below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.5%. Among this job group at UNLV, ethnic and racial minorities comprise 22.7%. *Current utilization of ethnic and racial minorities is at par with market availability.*

Education – Teacher Education (211)

In 2007, Teacher Education Job 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 consisted of 61 employees, of whom 35 were women and 11 were ethnic and racial minorities. In 2011, the Teacher Education Job Group consists of 57 employees, of whom 32 are women and 12 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 65.5%. Among this job group at UNLV, women comprise 56.1%. *Current utilization of women is six below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.5%. Among this job group at UNLV, ethnic and racial minorities comprise 21.1%. *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.*

Education – Other Education (212)

In 2007, Other Education Job 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 consisted of 45 employees, of whom 22 were women and 11 were

ethnic and racial minorities. In 2011, the Other Education Job Group consists of 39 employees, of whom 20 are women and 9 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 51.3%. ***Current utilization of women is three below market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 22.2%. 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 – 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 2007, the Engineering Faculty Job 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 group consisted of 40 employees, of whom four were women and 19 were ethnic and racial minorities. In 2010, the group consisted of 39 employees, of whom four were women and 18 were ethnic and racial minorities. In 2011, the Engineering Faculty Job Group consists of 38 employees, of whom four are women and 17 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 10.5%. ***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 44.7%. ***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.***

Engineering – Computer Science Faculty (217)

In 2007, the Computer Science Faculty Job 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 group consisted of 29 employees, of whom three were women woman and 16 were ethnic and racial minorities. In 2010, the group consisted of 28 employees, of whom three were women woman and 16 were ethnic and racial minorities. In 2011, the Computer Science Faculty Group consists of 25 employees, of who three are women woman and 14 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 12.0%. ***Current utilization of women is five below***

market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.

- Within this job group, the availability of ethnic and racial minorities in the labor market is 23.9%. Among this job group at UNLV, ethnic and racial minorities comprise 56.0%. *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.*

Fine Arts – Fine Arts Faculty (221)

In 2007, the Fine Arts Faculty Job 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 group consisted of 72 employees, of whom 24 were women and 11 were ethnic and racial minorities. In 2010, the group consisted of 76 employees, of whom 25 were women and 12 were ethnic and racial minorities. In 2011, the Fine Arts Faculty Job Group consists of 72 employees, of whom 24 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 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 13.7%. Among this job group at UNLV, ethnic and racial minorities comprise 16.7%. *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.*

Fine Arts – Architecture Faculty (222)

In 2007, the Architecture Faculty Job 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 group consisted of 14 employees, of whom two were women and two were ethnic and racial minorities. In 2010, the group consisted of 15 employees, of whom three were women and two were ethnic and racial minorities. In 2011, the Architecture Faculty Job Group consists of 14 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 21.4%. *Current utilization of women is two below market availability – representing a no net change in the utilization of women in this job group compared to the previous year.*

- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.0%. Among this job group at UNLV, ethnic and racial minorities comprise 14.3%. *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.*

HHS – Dental Medicine Faculty (226)

In 2007, the Dental Medicine Faculty Job 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 group consisted of 50 employees, of whom 17 were women and 10 were ethnic and racial minorities. In 2010, the group consisted of 49 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2011, the Dental Medicine Faculty Job Group consists of 46 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 32.6%. *Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.2%. Among this job group at UNLV, ethnic and racial minorities comprise 19.6%. *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 – Health Physics & Diagnostics Faculty (227)

In 2007, the Health & Human Sciences Faculty Job 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 group consisted of 32 employees, of whom 12 were women and three were ethnic and racial minorities. In 2011, the Health Physics & Diagnostics Group consists of 30 employees, of whom 10 are women and two 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 33.3%. *Current utilization of women is six 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 20.3%. Among this job group at UNLV, ethnic and racial minorities comprise 6.7%.

Current utilization of ethnic and racial minorities 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.

HHS – Nursing Faculty (228)

In 2007, the Nursing Faculty Job 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 group consisted of 34 employees, of whom 29 were women and seven were ethnic and racial minorities. In 2010, the group consisted of 34 employees, of whom 30 were women and seven were ethnic and racial minorities. In 2011, the Nursing Faculty Job Group consists of 30 employees, of whom 26 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 86.7%. *Current utilization of women is three below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 11.9%. Among this job group at UNLV, ethnic and racial minorities comprise 23.3%. *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.*

HHS – Public Health Faculty (229)

In 2007, the Public Health Faculty Job 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 group consisted of 14 employees, of whom five were women and four were ethnic and racial minorities. In 2010, the group consisted of 15 employees, of whom four were women and four were ethnic and racial minorities. In 2011, the Public Health Faculty Job Group consists of 16 employees, of whom five are women and five 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 31.3%. *Current utilization of women is five below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.1%. Among this job group at UNLV, ethnic and racial minorities comprise 31.3%. *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.*

Hotel Administration (230)

In 2007, the Hotel Administration Faculty Job 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 group consisted of 55 employees, of whom 17 were women and nine were ethnic and racial minorities. In 2010, the group consisted of 56 employees, of whom 18 were women and eight were ethnic and racial minorities. In 2011, the Hotel Administration Faculty Job Group consists of 52 employees, of whom 17 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 32.7%. *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 13.2%. Among this job group at UNLV, ethnic and racial minorities comprise 15.4%. *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.*

Law Faculty (235)

In 2007, the Law Faculty Job 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 group consisted of 37 employees, of whom 21 were women and nine were ethnic and racial minorities. In 2010, the group consisted of 39 employees, of whom 23 were women and eight were ethnic and racial minorities. In 2011, the Law Faculty Job Group consists of 37 employees, of whom 24 are women and seven 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 64.9%. *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 15.6%. Among this job group at UNLV, ethnic and racial minorities comprise 18.9%. *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 2007, the English & Literature Faculty Job 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 group consisted of 36 employees, of whom 16 were women and four were ethnic and racial minorities. In 2010, the group consisted of 40 employees, of whom 19 were women and five were ethnic and racial minorities. In 2011, the English & Literature Faculty Job Group consists of 33 employees, of whom 15 are women and three 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 45.5%. ***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 15.2%. Among this job group at UNLV, ethnic and racial minorities comprise 9.1%. ***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 – Foreign Languages Faculty (242)

In 2007, the Foreign Languages Faculty Job 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 group consisted of 17 employees, of whom 12 were women and nine were ethnic and racial minorities. In 2010, the group consisted of 17 employees, of whom 11 were women and 10 were ethnic and racial minorities. In 2011, the Foreign Languages Faculty Job Group consists of 15 employees, of whom 10 are women and eight 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 66.7%. ***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 27.1%. Among this job group at UNLV, ethnic and racial minorities comprise 53.3%. ***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.***

Liberal Arts – History Faculty (243)

In 2007, the History Faculty Job 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 group consisted of 25 employees, of whom nine were women and four were ethnic and racial minorities. In 2010, the group consisted of 25 employees, of whom eight were women and five were ethnic and racial

minorities. In 2011, the History Faculty Job Group consists of 26 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 30.8%. *Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.6%. Among this job group at UNLV, ethnic and racial minorities comprise 19.2%. *Current utilization of ethnic and racial minorities is above 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 – Philosophy Faculty (244)

In 2007, the Philosophy Faculty Job 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 group consisted of 13 employees, of whom one was a woman and none were minority. In 2010, the group consisted of 12 employees, of who neither was a woman or a minority. In 2011, the Philosophy Faculty Job Group consists of 10 employees, of who 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 two below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of 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 no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year*

Liberal Arts – Political Science Faculty (245)

In 2007, the Political Science Job 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 group consisted of 15 employees, of whom four were women and two were ethnic and racial minorities. In 2010, the group consisted of 15 employees, of whom five were women and three were ethnic and racial minorities. In 2011, the Political Science Job Group consists of 16 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 31.3%. *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 18.8%. *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 – Sociology Faculty (246)

In 2007, the Sociology Faculty Job 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 group consisted of 13 employees, of whom four were women and none were minority. In 2010, the group consisted of 13 employees, of whom four were women and none were minority. In 2011, the Sociology Faculty Job Group consists of 11 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 36.4%. *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 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 no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Liberal Arts – Psychology (247)

In 2007, the Psychology Faculty Job 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 group consisted of 24 employees, of whom 10 were women and two were ethnic and racial minorities. In 2010, the group consisted of 24 employees, of whom 11 were women and one was an ethnic or racial minority. In 2011, the Psychology Faculty Job Group consists of 21 employees, of whom 10 are women and one is an 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 47.6%. *Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.9%. Among this job group at UNLV, ethnic and racial minorities comprise 4.8%. *Current utilization of ethnic and racial minorities is three below 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 – Social Sciences (248)

In 2007, the Social Sciences Faculty Job 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 group consisted of 22 employees, of whom 13 were women and seven were ethnic and racial minorities. In 2010, the group consisted of 19 employees, of whom 12 were women and four were ethnic and racial minorities. In 2011, the Social Sciences Faculty Job Group consists of 19 employees, of whom 11 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 57.9%. *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 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 2007, the Biological Sciences Faculty Job 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 group consisted of 25 employees, of whom four were women and three were ethnic and racial minorities. In 2010, the group consists of 25 employees, of whom five were women and three were ethnic and racial minorities. In 2011, the Biological Sciences Faculty Job Group consists of 25 employees, of whom six 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 24.0%. *Current utilization of women is two below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of 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 no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Sciences – Physical Sciences Faculty (252)

In 2007, the Physical Sciences Faculty Job 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 group consisted of 70 employees, of whom 13 were women and 16 were ethnic and racial minorities. In 2010, the group consisted of 66 employees, of whom 13 were women and 15 were ethnic and racial minorities. In 2011, the Physical Sciences Faculty Job Group consists of 66 employees, of whom 13 are women and 16 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 24.2%. *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.*

Sciences – Mathematics Faculty (253)

In 2007, the Mathematics Faculty Job 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 group consisted of 29 employees, of whom five were women and 15 were ethnic and racial minorities. In 2010, the group consisted of 29 employees, of whom five were women and 15 were ethnic and racial minorities. In 2011, 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 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 24.9%. 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 2007, the Communications & Journalism Faculty Job 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 group consisted of 26 employees, of whom seven were women and two were ethnic and racial minorities. In 2010, the group consisted of 27 employees, of whom nine were women and two were ethnic and racial minorities. In 2011, the Communications & Journalism Faculty Job Group consists of 26 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 34.6%. ***Current utilization of women is three below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 12.2%. Among this job group at UNLV, ethnic and racial minorities comprise 7.7%. ***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.***

Urban Affairs – Counseling Faculty (257)

2007, the Counseling Faculty Job Group consisted of five employees, of whom two were women and none was a minority. In 2008, the group consisted of four employees, of whom two were women and none were minority. In 2009, the group consisted of four employees, of whom one was a woman and none were minority. In 2010, the group consisted of four employees, of whom two were women and one was a minority. In 2011, 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 no net change 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 2007, the Criminal Justice & Social Work Faculty Job 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 group consisted of 24 employees, of whom 14 were women and seven were ethnic and racial minorities. In 2010, the group consisted of 24 employees, of whom 14 were women and eight were ethnic and racial minorities. In 2011, the Criminal Justice & Social Work Faculty Job Group consists of 24 employees, of whom 15 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 62.5%. *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 2007, the Public Administration Faculty Job Group consisted of 13 employees, of whom seven were women and one was a minority. In 2008, the group consisted of seven employees, of whom three were women and two were ethnic and racial minorities. In 2009, the group consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2010, the group consisted of seven employees, of whom four are women and three are ethnic and racial minorities. In 2011, the Public Administration Faculty Job Group consists of four employees, of whom three are women and one is an ethnic or racial minority.

- Within this job group, the availability of women in the labor market is 47.0%. Among this job group at UNLV, women comprise 75.0%. *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 21.4%. Among this job group at UNLV, ethnic and racial minorities comprise 25.0%. *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.*

Other Academic Programs, Not Elsewhere Classified (290)

In 2007, the Other Academic Programs Faculty Job Group – *including the Graduate College and the Honors College* – 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 group consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2010, the group consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2011, the Other Academic Programs Faculty Job Group consists of seven employees, of whom three are women and one is an ethnic or racial minority.

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

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

- Within this job group, the availability of ethnic and racial minorities in the labor market is 21.4%. Among this job group at UNLV, ethnic and racial minorities comprise 14.3%. *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.*

PROFESSIONAL NON-FACULTY (H30)

Reflecting some trends in non-faculty employee pools, the representation of women and ethnic and racial minorities decreased a small portion. The profile below uses CY 2007 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 moderately by a -5.1%, this change is not material.* The trend line reflects no statistical change *in the percentage representation of ethnic and racial minorities* among professional staff over the past five years.

Profile of Professional Staff, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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 2010	963	526	54.6%	282	29.3%
CY 2011	936	499	53.3%	275	29.4%
Percent Change	-5.1%	-9.9%	-5.1%	-5.2%	-0.1%

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, has lost over 275 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 2014 reports.

Academic Support Professionals (310)

In 2007, the Academic Support Professionals Job 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 group consisted of 184 employees, of whom 116 were women and 63 were ethnic and racial minorities. In 2010, the group consisted of 195 employees, of whom 127 were women and 68 were ethnic and

racial minorities. In 2011, the Academic Support Professionals Job Group consists of 197 employees, of whom 130 are women and 72 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 66.0%. *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 27.1%. Among this job group at UNLV, ethnic and racial minorities comprise 36.5%. *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 2007, the Administrative Professionals Job 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 group consisted of 481 employees, of whom 298 were women and 135 were ethnic and racial minorities. In 2010, the group consisted of 451 employees, of whom 284 were women and 130 were ethnic and racial minorities. In 2011, the Administrative Professionals Job Group consists of 408 employees, of whom 254 are women and 121 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 39.6%. Among this job group at UNLV, women comprise 62.3%. *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 19.5%. Among this job group at UNLV, ethnic and racial minorities comprise 29.7%. *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.*

Athletics Professionals (330)

In 2007, the Athletics Professionals Job 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 group consisted of 62 employees, of whom 16 were women and 15 were ethnic and racial minorities. In 2010, the group consisted of 67 employees, of whom 20 were women and 16 were ethnic and racial minorities. In 2011, the Athletics Professionals Job Group consists of 73 employees, of whom 18 are women and 14 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 24.7%. *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 21.2%. Among this job group at UNLV, ethnic and racial minorities comprise 19.2%. *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.*

Information Technology Professionals (340)

In 2007, the Technology Professionals Job 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 group consisted of 110 employees, of whom 32 were women and 27 were ethnic and racial minorities. In 2010, the group consisted of 109 employees, of whom 29 were women and 29 were ethnic and racial minorities. In 2011, the Information Technology Professionals Job Group consists of 110 employees, of whom 30 are women and 31 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30.0%. Among this job group at UNLV, women comprise 27.3%. *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 22.4%. Among this job group at UNLV, ethnic and racial minorities comprise 28.2%. *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.*

Library Professionals (350)

In 2007, the Professionals Job 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 group consisted of 41 employees, of whom 27 were women and six were ethnic and racial minorities. In 2010, the group consisted of 45 employees, of whom 30 were women and six were ethnic and racial minorities. In 2011, the Library Professionals Job Group consists of 43 employees, of whom 28 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 65.1%. *Current utilization of women is 11 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 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 14.0%. *Current utilization of ethnic and racial minorities is three below market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Science & Health Professionals (360)

In 2007, the Science & Health Professionals Job 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 group consisted of 83 employees, of whom 32 were women and 29 were ethnic and racial minorities. In 2010, the group consisted of 96 employees, of whom 36 were women and 33 were ethnic and racial minorities. In 2011, the Science & Health Professionals Job Group consists of 105 employees, of whom 39 are women and 31 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 25.8%. Among this job group at UNLV, women comprise 37.1%. *Current utilization of women is above market availability – representing a no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 18.6%. Among this job group at UNLV, ethnic and racial minorities comprise 29.5%. *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 loss in the representation of women is understandably moderate. 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 4.6% decrease in the percentage representation of women* and a *moderate 12.1% increase in the percentage representation of ethnic and racial minorities* among classified staff over the past five years.

Profile of Classified Staff, 2007 - 2011					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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 2010	1,163	660	56.7%	518	44.5%
CY 2011	1,030	571	55.4%	472	44.5%
Percent Change	-15.1%	-19.0%	-4.6%	-4.8%	12.1%

TECHNICAL/PARAPROFESSIONAL (H40)

Technical/Paraprofessional (400)

In 2007, the Technical/Paraprofessional Job 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 group consisted of 249 employees, of whom 146 were women and 117 were ethnic and racial minorities. In 2010, the group consisted of 229 employees, of whom 124 were women and 109 were ethnic and racial minorities. In 2011, the Technical/Paraprofessional Job Group consists of 207 employees, of whom 114 are women and 104 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 54.1%. Among this job group at UNLV, women comprise 55.1%. ***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 24.3%. Among this job group at UNLV, ethnic and racial minorities comprise 50.2%. ***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.***

OFFICE SUPPORT (H50)

Office Support, Senior Level Job Group (500)

In 2007, the Office, Senior Level Job 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 group consisted of 389 employees, of whom 341 were women and 135 were ethnic and racial minorities. In 2010, the group consisted of 371 employees, of whom 326 were women and 142 were ethnic and racial

minorities. In 2010, the Office, Senior Level Job Group consists of 302 employees, of whom 262 are women and 116 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 72.9%. Among this job group at UNLV, women comprise 86.8%. *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 26.6%. Among this job group at UNLV, ethnic and racial minorities comprise 38.4%. *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 2007, the Office, Support Level Job 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 group consisted of 147 employees, of whom 126 were women and 76 were ethnic and racial minorities. In 2010, the group consisted of 141 employees, of whom 120 were women and 78 were ethnic and racial minorities. In 2011, the Office, Support Level Job Group consists of 127 employees, of whom 109 are women and 69 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 83.3%. Among this job group at UNLV, women comprise 85.8%. *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 31.6%. Among this job group at UNLV, ethnic and racial minorities comprise 54.3%. *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 2007, the Skilled Crafts Job 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 group consisted of 67 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2010, the group consisted of 63 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2011, the Skilled Crafts Job Group consists of 59 employees, of whom one is a woman and 18 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 1.7%. *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 28.0%. Among this job group at UNLV, ethnic and racial minorities comprise 30.5%. *Current utilization of ethnic and racial minorities is above market availability – representing a gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

SERVICE AND MAINTENANCE (H70)

Maintenance Workers (700)

In 2007, the Maintenance Job 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 group consisted of 96 employees, of whom 12 were women and 31 were ethnic and racial minorities. In 2010, the group consisted of 98 employees, of whom 9 were women and 31 were ethnic and racial minorities. In 2011, the Maintenance Job Group consists of 99 employees, of whom 10 are women and 37 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 5.1%. Among this job group at UNLV, women comprise 10.1%. *Current utilization is 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 35.1%. Among this job group at UNLV, ethnic and racial minorities comprise 37.4%. *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.*

Public Safety Workers (710)

In 2007, the Public Safety Job 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 group consisted of 51 employees, of whom 11 were women and 21 were ethnic and racial minorities. In 2010, the group consisted of 40 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2011, the Public Safety Job Group consists of 42 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 31.5%. Among this job group at UNLV, women comprise 26.2%. *Current utilization of women is three below*

market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.

- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.9%. 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.*

Custodial/Grounds (720)

In 2007, the Custodial/Grounds Job 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 group consisted of 222 employees, of whom 69 were women and 123 were ethnic and racial minorities. In 2010, the group consisted of 221 employees, of whom 69 were women and 121 were ethnic and racial minorities. In 2011, the Custodial/Grounds Job Group consists of 194 employees, of whom 64 are women and 108 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 27.1%. Among this job group at UNLV, women comprise 33.0%. *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 54.5%. Among this job group at UNLV, ethnic and racial minorities comprise 55.7%. *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.*



TARGET OF OPPORTUNITY PROGRAM (TOP) POLICY AND PROCESS

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

POLICY

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

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

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

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

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

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

PROCEDURES

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

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

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

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

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

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

Federal EEO/AA Plan Requirements

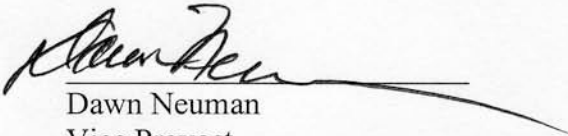
As documented in the UNLV EEO/AA Plan, the University's recruitment goal is for our work force to look just like the labor market – that is for the representation of women and minorities at UNLV to reflect their availability in the labor markets in which we recruit. This goal is consistent with guidance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

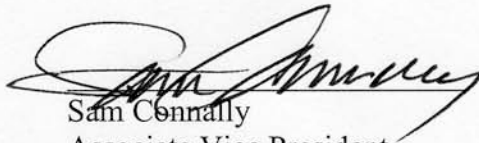
The OFCCP specifically cautions that recruitment goals may not be rigid or inflexible quotas (which are expressly forbidden); may not be considered as either a ceiling or a floor; may not create set-asides for specific groups; and may not be used to "supersede merit selection principles." Current OFCCP guidance, thus, emphasizes that all affirmative action efforts must occur under the over-arching umbrella of equal consideration for every candidate, regardless of personal demographics, noting in particular that, "In all employment decisions, the (employer) must make selections in a nondiscriminatory manner." [41 CFR 60-2.16(e)(2)]

Enclosures

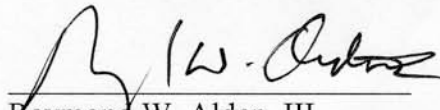
TOP Appendix A.2005

Recommended by:

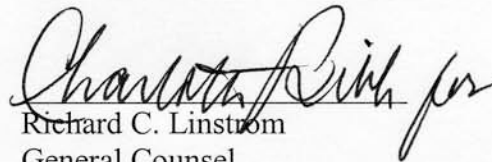

Dawn Neuman
Vice Provost
Academic Resources


Sam Connally
Associate Vice President
Human Resources & Diversity Initiatives

Recommended by:


Raymond W. Alden, III
Executive Vice President & Provost

Approved as to Form & Content:


Richard C. Linstrom
General Counsel

Approved:


Carol C. Harter
President

Effective January 3, 2006