



UNIVERSITY OF NEVADA, LAS VEGAS

**EQUAL EMPLOYMENT
OPPORTUNITY
AND
AFFIRMATIVE ACTION
(EEO/AA) PROGRAM
2012**

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UNIVERSITY OF NEVADA, LAS VEGAS 2012 EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION (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 Program Year

Prior to 2002, the University adopted an EEO/AA Program 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 Program into immediate compliance with 41 CFR 60 during the audit period. UNLV filed two fiscal year (FY) programs for FY 02-03 and FY 03-04.

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

- Each fall a data set is extracted from the annual submittal of the Integrated Post-Secondary Education Data Survey (IPEDS), on which a calendar year program 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 Program 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 program, 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 calendar year (CY) 2005. Additionally, beginning in 2006, the University adopted a “data effective date” for its annual EEO/AA Program 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 2012 EEO/AA Program uses Program Year 2008 as its base year of comparison – providing a rolling five-year basis for comparison.

Organizational Profile by Occupational Categories

Over the previous five years, as recession has continued a greater hold on Nevada than any other state in the union, *total employee counts of have decreased a significant 16.5%.*

Even though the percentage of representation of women is lower in most employee groups, there have been moderate increases of ethnic and racial minority percentage of representation in most of the employee groups.

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, academic faculty, administrative (non-academic) faculty, classified staff, and total employees.

Representation of Women by Occupational Category, 2008 - 2012						
Category	2008	2009	2010	2011	2012	Pct Change
Executives	41.1%	35.1%	35.7%	28.6%	29.1%	-29.1%
Academic Faculty	35.8%	35.2%	35.9%	36.2%	36.7%	2.7%
Administrative Faculty	54.4%	54.2%	54.6%	53.3%	54.1%	-0.5%
Classified Staff	58.1%	57.8%	56.7%	55.4%	55.0%	-5.3%
Total Employees	50.0%	49.7%	49.5%	48.4%	48.8%	-2.5%

Representation of Ethnic / Racial Groups by Occupational Category, 2008 – 2012						
Category	2008	2009	2010	2011	2012	Pct Increase
Executives	10.7%	15.8%	14.3%	19.6%	20.0%	86.7%
Academic Faculty	21.9%	22.6%	22.5%	22.5%	24.2%	10.7%
Administrative Faculty	30.3%	28.6%	29.3%	29.4%	30.1%	-0.6%
Classified Staff	41.6%	42.6%	44.5%	45.8%	45.0%	8.0%
Total Employees	31.8%	32.0%	32.7%	33.0%	33.7%	5.9%

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 minute **2.5% decrease in the percentage representation of women** and a moderate **5.9% increase in the percentage representation of ethnic and racial minorities** over the past five years.

Profile of All Employees, 2008 - 2012					
EEO/AA Program Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	3,282	1,642	50.0%	1,043	31.8%
2009	3,168	1,574	49.7%	1,014	32.0%
2010	3,107	1,538	49.5%	1,016	32.7%
2011	2,890	1,400	48.4%	953	33.0%
2012	2,742	1,338	48.8%	923	33.7%
Percent Change	-16.5%	-18.5%	-2.5%	-11.5%	5.9%

Representation of women and ethnic and racial minorities among Executive Officers (H10)

Beginning with the 2005 EEO/AA Program Year, the University reorganized the categories of 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 2008, yielding a five-year trend line.

The representation of women among executive officers has declined over the past five years, both in total representation as well as in proportion to total executives. However, as 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, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	56	23	41.1%	6	10.7%
2009	57	20	35.1%	9	15.8%
2010	56	20	35.7%	8	14.3%
2011	56	16	28.6%	11	19.6%
2012	55	16	29.1%	11	20.0%
Percent Change	-1.8%	-30.4%	-29.1%	83.3%	86.7%

Representation of women and ethnic and racial minorities among Academic 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 **2.7% increase in the percentage representation of women** and a **10.7% 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 Academic Faculty, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	979	350	35.8%	214	21.9%
2009	929	327	35.2%	210	22.6%
2010	925	332	35.9%	208	22.5%
2011	868	314	36.2%	195	22.5%
2012	809	297	36.7%	196	24.2%
Percent Change	-17.4%	-15.1%	2.7%	-8.4%	10.7%

Representation of women and ethnic and racial minorities among Administrative (Non-Academic) Faculty (H30)

Just like institutional trends in total employment & faculty employment, the representation women and ethnic and racial minorities had statistical decreases in the administrative, non-academic, faculty category.

It is notable that the representation of women among administrative faculty has exceeded 50% since the base year of comparison. There is a **minute decrease, by 0.5% and 0.7%, in the percentage representation of women and ethnic and racial minorities** among administrative faculty over the past five years.

Profile of Administrative Faculty, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	996	542	54.4%	302	30.3%
2009	961	521	54.2%	275	28.6%
2010	963	526	54.6%	282	29.3%
2011	936	499	53.3%	275	29.4%
2012	870	471	54.1%	262	30.1%
Percent Change	-12.7%	-13.1%	-0.5%	-13.2%	-0.7%

Representation of women and ethnic and racial minorities among Classified Staff (H40 – H70)

In similar fashion among classified staff, given that women already comprised substantially more than 50% of classified staff in the base year for comparison, a percentage decrease in the representation of women is an understandably moderate; however, the representation of ethnic and racial minorities among classified staff has increased moderately.

As illustrated in the chart below, the trend represents an appropriately ***modest 5.3% decrease in the percentage representation of women*** and a ***moderate 8.0% increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years.

Profile of Classified Staff, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	1,251	727	58.1%	521	41.6%
2009	1,221	706	57.8%	520	42.6%
2010	1,163	660	56.7%	518	44.5%
2011	1,030	571	55.4%	472	45.8%
2012	1,007	554	55.0%	453	45.0%
Percent Change	-19.5%	-23.8%	-5.3%	-13.1%	8.0%

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2008 – 2012, 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 2012, among 95 organizational units in which there is a statistical expectation for women to be represented, women are represented in every department on campus – with the single ***exception of the Lee School of Business ~ Department of Finance***.
- In 2012, among 95 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 single *exception of the Lee School of Business ~ Department of Accounting.*

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 Program, 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. Cumulatively, the University expanded its EEO/AA Program from seven job groups by EEO category in 2003 to 46 job groups by academic discipline or occupational specialty in 2008, as illustrated in the following Job Group listing.

Job Groups

H10 Officials & Managers

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

H20 Academic 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 Administrative (Non-Academic) 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

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 the 2008 EEO/AA Program as the base year for comparison, the 2012 EEO/AA Program 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, 2013 will be compared to the 2009 program.

[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, 2008 – 2012, for a summary of the work force counts and percentages by Occupational Category and Job Group. For each year in the comparison, the chart shows the number of women and ethnic and racial minorities and the total number of employees in each EEO Category and Job Group under the column heading NBR. The percentage representation of women and ethnic and racial minorities is displayed under the column heading WKF%.]

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

Availability Analysis – *Estimating Labor Market Availability* [41 CFR 60-2.14]

Availability is ***an estimate of the number of qualified women and ethnic and racial minorities available for employment*** in a given job group, expressed as a percentage of all qualified persons available for employment. Commonly referred to as availability or labor market analysis, the purpose of this step in AutoAAP software and planning process is ***to form a valid basis for comparison*** to determine whether the representation of women and ethnic and racial minorities within the University reflects the diversity of the labor markets in which we recruit. The University must consider the following two factors in determining the availability of women and ethnic and racial minorities, on a job group by job group basis, but remains at liberty to assign appropriate weights to each factor.

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

Factor 1: Availability in Reasonable Recruitment Areas

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

Once the typical recruitment pattern is determined for each job group (as above) with job searches resulting from open and competitive recruitment, it is necessary to identify the actual labor market in which the university recruits and determine an appropriate data source

documenting the availability of women or ethnic and racial minorities in the relevant labor market. UNLV has identified three distinct, national data sets that it believes are the most reliable for the various occupational categories, as indicated below.

- Executives (H10) are recruited nationally among the higher education labor market. Availability of women and ethnic and racial minorities among all public and private educational institutions, nation-wide, is surveyed annually by the College and University Professional Association for Human Resources (CUPA-HR).
- Faculty (H20) are recruited nationally among the higher education labor market. Availability of women and ethnic and racial minorities among all four-year educational institutions by academic discipline cluster are surveyed every five years by the U.S. Department of Education, National Center for Education Statistics. [Published as Table 231 in 1998; published as Table 245 in 2003; published as table 256 in 2009, and 266 in 2010.]
- 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. The Biddle Consulting Group estimates that it will be calendar year 2013 before the AutoAAP software is updated with the 2010 census data.

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, 2008 – 2012, for a summary of the availability estimates for women and ethnic and racial minorities by Occupational Category and Job Group. For each year in the

comparison, the chart shows the estimated percentages of women and ethnic and racial minorities available in the labor market in each EEO Category and Job Group under the column heading AVL%.]

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

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

Some job groups rely more heavily than others on internal promotions – including officials & managers and senior faculty. However most job groups are characterized by open and competitive recruitment in which internal candidates are evaluated on an equal footing with external candidates. This openness helps UNLV attract the best qualified candidates in a dynamic Las Vegas labor market and should afford both women and ethnic and racial minorities more open access to University employment.

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

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

For these reasons, beginning with the 2005 EEO/AA Program, 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% with Whole Persons Test” – to guide our affirmative action planning. This 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 2008 to 2012, 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, 2008 – 2012, 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	6	3	3	6	31
ethnic/racial minorities	21	4	3	3	0	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 **18** areas where under-utilization of women exist, the under-utilization is fairly moderate in 12 of these disciplines – ranging from one to three persons. This leaves ***six 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 **10** areas where under-utilization of ethnic and racial minorities exist, the under-utilization is fairly moderate in eight of these disciplines, ranging from one to three persons. This table shows that there are ***currently no academic disciplines in which ethnic and racial minorities under-utilized by four or more persons.***

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 2012 Program 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	6	4	4	6	31
ethnic/racial minorities	20	5	3	3	0	31

Given that tenured and tenure track faculty represent the substantial majority of total faculty, it is understandable that variation between the representation of women and minority faculty between total faculty and tenured/tenure-track faculty is fairly moderate and exhibits a slight central limit tendency. The following observations summarize the representation of women and 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 14 of these disciplines** – ranging from one to three persons. Six disciplines reflect under-utilization of women of four or more persons.
- Among the **11 areas** where under-utilization of ethnic and racial minorities exists, the under-utilization is **moderate in all 11 of these disciplines** – ranging from one to three 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	AHS	Health Physics & Diag	-5
Education	Teacher Education	-9	AHS	Public Health	-4
Engineering	Computer Science	-5	LA	English & Literature	-4
	Total Disciplines	6		Total Employees	32

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
	Total Disciplines	0		Total Employees	0

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, 2008 – 2012.]

Representation of Hispanics among Administrative Faculty & Classified Staff

Although total minority representation is generally at par with regional labor market availability, the persistent under-representation of Hispanics among UNLV’s administrative faculty and classified staff 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 Goal” 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 2012					
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%
211	Teacher Education	65.5%	253	Mathematics	28.1%
217	Computer Science	30.6%	350	Library Professionals	89.0%

Placement Goal for Ethnic and Racial minorities

Percentage Placement Goals for ethnic/racial minorities for Calendar Year 2012					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
246	Sociology	18.7%	251	Biological Sciences	23%
247	Psychology	15.8%			

[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 gender 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 gender.

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 gender 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 ethnic and racial minority 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 2012 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 and racial minority 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 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 were under-represented in 21 of 46 job groups totaling 74 employees
- In 2012, Hispanics are under-represented in 19 job groups totaling 68 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	290	Other Academic Programs	-1
208	Accounting & Finance	-1	320	Admin Professionals	-13
217	Computer Science	-1	330	Athletics	-1
226	Dental Medicine	-1	340	Information Technology	-4
228	Nursing	-1	350	Library Professionals	-1
230	Hotel	-2	360	Scientific & Health Professionals	-3
244	Philosophy	-1	600	Skilled Crafts	-4
246	Sociology	-1	700	Service Maintenance	-5
252	Physical Sciences	-1	720	Custodial & Grounds	-25
258	Criminal Justice & SW	-1			
	Total Job Groups	19		Total Employees	-68

Representation of African Americans

- 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 were under-represented in 24 of 46 job groups, totaling 37 employees.
- In 2012, African Americans are under-represented in 24 of 46 job groups, totaling 35 employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which African Americans are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
206	Business	-1	246	Sociology	-2
208	Accounting & Finance	-2	247	Psychology	-2
212	Other Education	-1	248	Social Sciences	-1
216	Engineering	-1	251	Biological Science	-1
217	Computer Science	-1	252	Physical Sciences	-3
222	Architecture	-1	253	Mathematical Sciences	-1
227	Health Physics & Diagnostic	-1	256	Communication & Journalism	-2
228	Nursing	-1	257	Counseling	-1
230	Hotel	-2	258	Criminal Justice and Social Work	-1
241	English & Literature	-2	259	Public Administration	-2
242	Foreign Languages	-1	350	Library Professionals	-2
244	Philosophy	-1	360	Scientific & Health	-2
	Total Job Groups	24		Total Employees	-35

Representation of Asians

- 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 were under-represented in 15 of 46 job groups, totaling 23 employees.
- In 2012, Asians are under-represented in 13 of 46 job groups, totaling 19 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	246	Sociology	-1
227	Hlth Phys & Diagn	-3	247	Psychology	-1
235	Law	-2	251	Biological Science	-3
241	English & Literature	-2	290	Other Academic Programs	-1
243	History	-1	350	Library Professionals	-1
244	Philosophy	-1	600	Skilled Crafts	-1
245	Political Science	-1			
	Total Job Groups	13		Total Employees	-19

Representation of American Indians

- 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 were under-represented in 36 of 46 job groups, totaling 49 employees
- In 2012, American Indians are under-represented in 32 of 45 job groups, totaling 40 employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which American Indians are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
207	Economics	-1	251	Biological Science	-1
208	Accounting & Finance	-1	252	Physical Sciences	-1
211	Teacher Education	-1	253	Mathematical Sciences	-1
212	Other Education	-1	256	Comm & Journalism	-1
216	Engineering	-1	257	Counseling	-1
217	Computer Science	-1	258	Criminal Justice and Social Work	-1
221	Fine Arts	-1	259	Public Administration	-1
222	Architecture	-1	290	Other Academic Programs	-1
226	Dental Medicine	-2	310	Academic Professionals	-2
228	Nursing	-1	340	Information Technology	-2
230	Hotel	-2	350	Library Professionals	-2
235	Law	-1	360	Scientific & Health Professionals	-1
242	Foreign Languages	-1	400	Office & Admin Senior	-4
244	Philosophy	-1	410	Office & Admin Supt	-1
247	Psychology	-1	600	Skilled Crafts	-1
248	Social Sciences	-1	710	Public Safety	-1
	Total Job Groups	32		Total Employees	-40

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 Program 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 program 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 Program Years 2008 through 2012. Chart 2 includes only Tenured and Tenure Track faculty for 2008 through 2012. Chart 3 shows detailed workforce and availability percentages for all employees by ethnic and racial categories for 2012.

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 Program Year 2011 compared to Program Year 2012 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 | 2011 | Left-most column for each group |
| ▪ Work Force Percentage | 2011 | 2 nd from left column for each group |
| ▪ Availability Percentage | 2012 | 3 rd from left column for each group |
| ▪ Work Force Percentage | 2012 | 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 2011 and 2012 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 Program 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 professional (academic, administrative and executive faculty) 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 Program 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 Program 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 Diversity Initiatives 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 Interim Vice President for Diversity, Inclusion and Government Affairs 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 Program.

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 Interim Vice President for Diversity, Inclusion and Government Affairs, 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 Interim Vice President for Diversity, Inclusion and Government Affairs have immediate access to and brief cabinet counterparts and academic deans on report results. In addition, copies of the University's annual EEO/AA Program 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 Interim Vice President for Diversity, Inclusion and Government Affairs 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, 2012

ENCLOSURES & APPENDICES

Enclosure 1

Chart 1: Work Force & Availability Comparison, 2008 – 2012, Total Employees

Chart 2: Work Force & Availability Comparison, 2008 – 2012, Tenured & Tenure Track Academics

Chart 3: Comparison Incumbency to Availability Detail, 2012 Program Year, Total Employees

Graph 1: Utilization of Women – Availability v. Work Force Percentages, 2011 & 2012, Total Employees

Graph 2: Utilization of Ethnic/Racial minorities – Availability v. Work Force Percentages, 2011 & 2012, 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 Program. 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, 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.

**EEO/AA Program 2012 - University of Nevada, Las Vegas
Workforce Availability Comparison
2008 through 2012**

JG#	Job Group		2008 Workforce & Availability Data (1)				Mkt	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt	2012 Workforce & Availability Data (3)				Mkt
			Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	
H10	EEO Total	Women	23	41.1%	34.5%		20	35.1%	35.6%		20	35.7%	36.4%		16	28.6%	37.1%		16	29.1%	34.8%						
		Minorities	6	10.7%	14.5%		9	15.8%	16.0%		8	14.3%	16.1%		11	19.6%	15.4%		11	20.0%	17.8%						
		Total	56				57				56				56				55								
100	Vice Presidents & Deans	Women	9	37.5%	30.9%	-	9	37.5%	30.7%	-	7	30.4%	30.7%	-1	6	25.0%	35.3%	-3	6	25.0%	34.3%	-3					
		Minorities	3	12.5%	11.7%	-	3	12.5%	15.1%	-	2	8.7%	15.1%	-2	4	16.7%	16.2%	-	4	16.7%	19.2%	-					
		Total	24				24				23				24				24								
110	AVPs & Exec Directors	Women	14	43.8%	36.8%	-	11	33.3%	39.5%	-2	13	39.4%	39.5%	-1	10	31.3%	38.1%	-3	10	32.3%	35.1%	-1					
		Minorities	3	9.4%	17.4%	-2	6	18.2%	16.4%	-2	6	18.2%	16.4%	-2	7	21.9%	14.9%	-	7	22.6%	17.0%	-					
		Total	32				33				33				32				31								
H20	EEO Total	Women	350	35.8%	48.0%		327	35.2%	48.2%		332	35.9%	48.1%		314	36.2%	46.8%		297	36.7%	46.1%						
		Minorities	214	21.9%	20.6%		210	22.6%	20.4%		208	22.5%	20.6%		195	22.5%	20.4%		197	24.3%	20.4%						
		Total	979				929				925				868				810								
206	Business - Business	Women	7	15.2%	31.5%	-7	6	14.3%	31.5%	-7	7	16.7%	31.5%	-7	7	17.9%	31.5%	-6	5	14.7%	31.5%	-6					
		Minorities	13	28.3%	20.5%	-	12	28.6%	20.5%	-	12	28.6%	20.5%	-	11	28.2%	20.6%	-	12	35.3%	20.6%	-					
		Total	46				42				42				39				34								
207	Business -Economics	Women	3	18.8%	21.6%	-	2	13.3%	21.6%	-1	2	13.3%	21.6%	-2	2	13.3%	21.5%	-2	2	14.3%	21.0%	-1					
		Minorities	4	25.0%	19.7%	-	3	20.0%	19.7%	-	3	20.0%	19.7%	-	3	20.0%	19.6%	-	4	28.6%	19.6%	-					
		Total	16				15				15				15				14								
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	3	13.0%	31.5%	-5					
		Minorities	7	25.9%	20.5%	-	6	21.4%	20.5%	-	6	23.1%	20.5%	-	5	22.7%	20.5%	-	6	26.1%	20.6%	-					
		Total	27				28				26				22				23								
211	Education -Teacher Education	Women	46	59.0%	68.4%	-7	37	58.7%	68.4%	-6	35	57.4%	68.4%	-7	32	56.1%	65.5%	-6	24	49.0%	65.5%	-9					
		Minorities	15	19.2%	15.5%	-	13	20.6%	15.5%	-	11	18.0%	15.5%	-	12	21.1%	14.6%	-	10	20.4%	14.6%	-					
		Total	78				63				61				57				49								
212	Education - Other Education	Women	25	50.0%	58.1%	-4	23	47.9%	58.1%	-4	22	48.9%	58.1%	-5	20	51.3%	58.1%	-3	13	61.9%	58.1%	-					
		Minorities	9	18.0%	22.2%	-2	11	22.9%	22.2%	-	11	24.4%	22.2%	-	9	23.1%	22.2%	-	4	19.0%	22.2%	-1					
		Total	50				48				45				39				21								
216	Engineering - Engineering	Women	6	10.5%	8.5%	-	4	10.0%	8.5%	-	4	10.3%	8.5%	-	4	10.5%	8.5%	-	2	6.1%	8.5%	-1					
		Minorities	27	47.4%	29.1%	-	19	47.5%	29.1%	-	18	46.2%	29.1%	-	17	44.7%	29.1%	-	14	42.4%	29.1%	-					
		Total	57				40				39				38				33								
217	Engineering - Computer Science	Women	2	14.3%	30.6%	-2	3	10.3%	30.6%	-5	3	10.7%	30.6%	-6	3	12.0%	30.6%	-5	4	14.8%	30.6%	-5					
		Minorities	6	42.9%	24.0%	-	16	55.2%	24.0%	-	16	57.1%	24.0%	-	14	56.0%	24.0%	-	15	55.6%	24.0%	-					
		Total	14				29				28				25				27								

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			Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
221	Fine Arts - Fine Arts	Women	25	32.1%	38.1%	-4	24	33.3%	38.1%	-3	25	32.9%	38.1%	-4	24	33.3%	38.1%	-4	25	36.8%	38.1%	-1					
		Minorities	13	16.7%	13.7%	-	11	15.3%	13.7%	-	12	15.8%	13.7%	-	12	16.7%	13.6%	-	14	20.6%	13.6%	-					
		Total	78				72				76				72				68								
222	Architecture Faculty	Women	1	6.3%	28.8%	-3	2	14.3%	28.8%	-1	3	20.0%	28.8%	-2	3	21.4%	28.8%	-2	3	20.0%	28.8%	-2					
		Minorities	2	12.5%	13.2%	-	2	14.3%	13.2%	-	2	13.3%	13.2%	-	2	14.3%	15.0%	-1	3	20.0%	15.1%	-					
		Total	16				14				15				14				15								
226	AHS - Dental Medicine	Women	15	32.6%	28.8%	-	17	34.0%	28.8%	-	15	30.6%	28.8%	-	15	32.6%	28.8%	-	17	36.2%	28.8%	-					
		Minorities	9	19.6%	13.2%	-	10	20.0%	13.2%	-	9	18.4%	13.2%	-	9	19.6%	13.2%	-	8	17.0%	15.1%	-					
		Total	46				50				49				46				47								
227	AHS - Health Physics & Diagnostic	Women	12	35.3%	53.3%	-6	14	42.4%	53.3%	-3	12	37.5%	53.3%	-6	10	33.3%	53.3%	-6	12	42.9%	53.3%	-3					
		Minorities	2	5.9%	20.3%	-4	3	9.1%	20.3%	-3	3	9.4%	20.3%	-4	2	6.7%	20.3%	-5	4	14.3%	20.3%	-2					
		Total	34				33				32				30				28								
228	AHS - Nursing	Women	28	80.0%	95.8%	-5	29	85.3%	95.8%	-3	30	88.2%	95.8%	-3	26	86.7%	95.8%	-3	23	82.1%	96.4%	-4					
		Minorities	6	17.1%	11.9%	-	7	20.6%	11.9%	-	7	20.6%	11.9%	-	7	23.3%	11.8%	-	8	28.6%	11.3%	-					
		Total	35				34				34				30				28								
229	AHS - Public Health	Women	5	35.7%	60.9%	-3	5	35.7%	60.9%	-3	4	26.7%	60.9%	-6	5	31.3%	60.9%	-5	5	35.7%	60.9%	-4					
		Minorities	3	21.4%	17.1%	-	4	28.6%	17.1%	-	4	26.7%	17.1%	-	5	31.3%	17.2%	-	6	42.9%	17.2%	-					
		Total	14				14				15				16				14								
230	Hotel Administration	Women	20	34.5%	28.8%	-	17	30.9%	28.8%	-	18	32.1%	28.8%	-	17	32.7%	28.8%	-	13	30.2%	28.8%	-					
		Minorities	11	19.0%	13.2%	-	9	16.4%	13.2%	-	8	14.3%	13.2%	-	8	15.4%	15.0%	-	5	11.6%	15.1%	-2					
		Total	58				55				56				52				43								
235	Law	Women	22	51.2%	38.5%	-	21	56.8%	38.5%	-	23	59.0%	38.5%	-	24	64.9%	38.5%	-	27	65.9%	38.5%	-					
		Minorities	8	18.6%	15.6%	-	9	24.3%	15.6%	-	8	20.5%	15.6%	-	7	18.9%	15.6%	-	8	19.5%	15.6%	-					
		Total	43				37				39				37				41								
241	LA - English & Literature	Women	18	46.2%	56.5%	-4	16	44.4%	56.5%	-4	19	47.5%	56.5%	-4	15	45.5%	56.5%	-4	14	46.7%	56.5%	-3					
		Minorities	5	12.8%	13.6%	-	4	11.1%	13.6%	-	5	12.5%	13.6%	-1	3	9.1%	15.2%	-3	3	10.0%	15.2%	-2					
		Total	39				36				40				33				30								
242	LA - Foreign Languages	Women	11	64.7%	51.2%	-	12	70.6%	51.2%	-	11	64.7%	51.2%	-	10	66.7%	51.2%	-	10	66.7%	51.2%	-					
		Minorities	9	52.9%	27.1%	-	9	52.9%	27.1%	-	10	58.8%	27.1%	-	8	53.3%	27.0%	-	9	60.0%	27.0%	-					
		Total	17				17				17				15				15								
243	LA - History	Women	9	34.6%	29.9%	-	9	36.0%	29.9%	-	8	32.0%	29.9%	-	8	30.8%	29.9%	-	8	34.8%	29.0%	-					
		Minorities	6	23.1%	17.6%	-	4	16.0%	17.6%	-	5	20.0%	17.6%	-	5	19.2%	17.6%	-	5	21.7%	17.6%	-					
		Total	26				25				25				26				23								
244	LA - Philosophy	Women	1	7.7%	18.4%	-1	1	7.7%	18.4%	-1	0	0.0%	18.4%	-3	0	0.0%	18.4%	-2	0	0.0%	18.4%	-2					
		Minorities	0	0.0%	11.1%	-1	0	0.0%	11.1%	-1	0	0.0%	11.1%	-2	0	0.0%	11.1%	-2	0	0.0%	11.1%	-1					
		Total	13				13				12				10				8								

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			Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
245	LA - Political Science	Women	3	18.8%	21.6%	-	4	26.7%	21.6%	-	5	33.3%	21.6%	-	5	31.3%	21.6%	-	4	28.6%	20.6%	-					
		Minorities	1	6.3%	15.9%	-1	2	13.3%	15.9%	-	3	20.0%	15.9%	-	3	18.8%	16.0%	-	3	21.4%	14.1%	-					
		Total	16				15				15				16				14								
246	LA - Sociology	Women	4	30.8%	41.1%	-1	4	30.8%	41.1%	-1	4	30.8%	41.1%	-2	4	36.4%	41.1%	-1	4	36.4%	40.7%	-1					
		Minorities	1	7.7%	20.0%	-1	0	0.0%	20.0%	-2	0	0.0%	20.0%	-3	0	0.0%	20.0%	-3	0	0.0%	18.7%	-3					
		Total	13				13				13				11				11								
247	LA - Psychology	Women	8	33.3%	46.9%	-3	10	41.7%	46.9%	-1	11	45.8%	46.9%	-1	10	47.6%	46.9%	-	10	45.5%	46.6%	-1					
		Minorities	1	4.2%	15.9%	-2	2	8.3%	15.9%	-1	1	4.2%	15.9%	-3	1	4.8%	15.9%	-3	1	4.5%	15.8%	-3					
		Total	24				24				24				21				22								
248	LA - Social Sciences	Women	13	59.1%	37.3%	-	13	59.1%	37.3%	-	12	63.2%	37.3%	-	11	57.9%	37.3%	-	10	55.6%	37.2%	-					
		Minorities	6	27.3%	18.9%	-	7	31.8%	18.9%	-	4	21.1%	18.9%	-	4	21.1%	18.9%	-	3	16.7%	18.9%	-1					
		Total	22				22				19				19				18								
251	Sciences - Biological Sciences	Women	5	20.0%	29.1%	-2	4	16.0%	29.1%	-3	5	20.0%	29.1%	-3	6	24.0%	29.1%	-2	5	21.7%	29.1%	-2					
		Minorities	4	16.0%	23.0%	-1	3	12.0%	23.0%	-2	3	12.0%	23.0%	-3	3	12.0%	23.0%	-3	3	13.0%	23.0%	-3					
		Total	25				25				25				25				23								
252	Sciences - Physical Sciences	Women	16	22.9%	17.2%	-	13	18.6%	17.2%	-	13	19.7%	17.2%	-	13	19.7%	17.2%	-	13	19.7%	17.2%	-					
		Minorities	17	24.3%	18.2%	-	16	22.9%	18.2%	-	15	22.7%	18.2%	-	16	24.2%	18.2%	-	18	27.3%	18.2%	-					
		Total	70				70				66				66				66								
253	Sciences - Mathematics	Women	5	16.7%	28.1%	-3	5	17.2%	28.1%	-3	5	17.2%	28.1%	-4	5	17.2%	28.1%	-4	5	17.9%	28.1%	-3					
		Minorities	15	50.0%	24.9%	-	15	51.7%	24.9%	-	16	55.2%	24.9%	-	16	55.2%	25.1%	-1	16	57.1%	25.1%	-					
		Total	30				29				29				29				28								
256	UA - Communications & Journalist	Women	12	42.9%	45.0%	-	7	26.9%	45.0%	-4	9	33.3%	45.0%	-4	9	34.6%	45.0%	-3	8	40.0%	45.0%	-1					
		Minorities	2	7.1%	12.2%	-1	2	7.7%	12.2%	-1	2	7.4%	12.2%	-2	2	7.7%	13.2%	-2	2	10.0%	13.2%	-1					
		Total	28				26				27				26				20								
257	UA - Counseling	Women	2	50.0%	41.5%	-	1	25.0%	41.5%	-	2	50.0%	41.5%	-	2	50.0%	41.5%	-	3	60.0%	41.5%	-					
		Minorities	0	0.0%	24.4%	-1	0	0.0%	24.4%	-1	1	25.0%	24.4%	-	1	25.0%	24.4%	-	2	40.0%	24.4%	-					
		Total	4				4				4				4				5								
258	UA - Criminal Jus & Social Wk	Women	16	61.5%	41.5%	-	14	58.3%	41.5%	-	14	58.3%	41.5%	-	15	62.5%	41.5%	-	12	57.1%	41.5%	-					
		Minorities	8	30.8%	24.4%	-	7	29.2%	24.4%	-	8	33.3%	24.4%	-	8	33.3%	24.4%	-	6	28.6%	24.4%	-					
		Total	26				24				24				24				21								
259	UA - Public Administration	Women	3	42.9%	47.0%	-	3	50.0%	47.0%	-	4	57.1%	47.0%	-	3	75.0%	47.7%	-	9	69.2%	47.7%	-					
		Minorities	2	28.6%	21.4%	-	2	33.3%	21.4%	-	3	42.9%	21.4%	-	1	25.0%	20.7%	-	3	23.1%	20.7%	-					
		Total	7				6				7				4				13								
290	Other Academic Programs (NEC)	Women	2	28.6%	47.0%	-1	3	50.0%	47.0%	-	3	50.0%	47.0%	-	3	42.9%	47.7%	-1	4	50.0%	47.7%	-					
		Minorities	2	28.6%	21.4%	-	2	33.3%	21.4%	-	2	33.3%	21.4%	-	1	14.3%	20.7%	-1	2	25.0%	20.7%	-					
		Total	7				6				6				7				8								

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			Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	
H30	EEO Total	Women	542	54.4%	44.8%		521	54.2%	40.7%	-14	526	54.6%	43.9%		499	53.3%	43.1%		471	54.1%	43.8%						
		Minorities	302	30.3%	22.5%		275	28.6%	20.4%	-	282	29.3%	22.7%		275	29.4%	22.6%		262	30.1%	21.7%						
		Total	996				961				963				936				870								
310	Academic Support Professionals	Women	122	64.2%	54.8%	-	116	63.0%	49.9%	-	127	65.1%	52.8%	-	130	66.0%	50.7%	-	113	66.5%	46.0%	-					
		Minorities	83	43.7%	27.5%	-	63	34.2%	24.1%	-	68	34.9%	27.5%	-	72	36.5%	27.1%	-	62	36.5%	25.5%	-					
		Total	190				184				195				197				170								
320	Administrative Professionals	Women	311	61.6%	39.1%	-	298	62.0%	34.5%	-	284	63.0%	40.0%	-	254	62.3%	39.6%	-	251	62.9%	42.2%	-					
		Minorities	145	28.7%	20.1%	-	135	28.1%	18.4%	-	130	28.8%	19.6%	-	121	29.7%	19.5%	-	119	29.8%	20.6%	-					
		Total	505				481				451				408				399								
330	Athletics Professionals	Women	19	28.4%	33.3%	-3	16	25.8%	28.2%	-1	20	29.9%	24.3%	-	18	24.7%	24.3%	-	17	24.3%	24.3%	-1					
		Minorities	17	25.4%	20.8%	-	15	24.2%	19.6%	-	16	23.9%	21.3%	-	14	19.2%	21.2%	-2	17	24.3%	21.3%	-					
		Total	67				62				67				73				70								
340	Info Tech	Women	16	22.2%	33.4%	-8	32	29.1%	33.1%	-4	29	26.6%	29.8%	-4	30	27.3%	30.0%	-4	29	29.9%	31.7%	-2					
		Minorities	12	16.7%	21.7%	-3	27	24.5%	20.9%	-	29	26.6%	22.5%	-	31	28.2%	22.4%	-	28	28.9%	21.7%	-					
		Total	72				110				109				110				97								
350	Library Professionals	Women	31	68.9%	84.6%	-7	27	65.9%	86.4%	-8	30	66.7%	90.3%	-11	28	65.1%	90.3%	-11	30	66.7%	89.0%	-11					
		Minorities	6	13.3%	16.4%	-1	6	14.6%	16.8%	-	6	13.3%	19.6%	-3	6	14.0%	19.6%	-3	6	13.3%	19.2%	-3					
		Total	45				41				45				43				45								
360	Science & Health Pro.	Women	43	36.8%	38.4%	-2	32	38.6%	40.4%	-1	36	37.5%	26.8%	-	39	37.1%	25.8%	-	31	34.8%	26.5%	-					
		Minorities	39	33.3%	22.7%	-	29	34.9%	22.5%	-	33	34.4%	19.6%	-	31	29.5%	18.6%	-	30	33.7%	18.6%	-					
		Total	117				83				96				105				89								

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			Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt	Nbr	Wkf %	Avl %	Mkt
H40	Tech/Para	Women	179	58.3%	51.4%		146	58.6%	51.4%		124	54.1%	50.7%		114	55.1%	54.1%	-	124	54.9%	51.8%	-
		Minorities	131	42.7%	23.2%		117	47.0%	23.7%		109	47.6%	23.7%		104	50.2%	24.3%	-	105	46.5%	23.7%	-
		Total	307				249				229				207				226			
H50	Office	Women	462	87.2%	76.3%		467	87.1%	76.0%		446	87.1%	65.7%		371	86.5%	76.0%		348	86.8%	79.8%	-
		Minorities	216	40.8%	30.7%		211	39.4%	31.0%		220	43.0%	25.5%		185	43.1%	28.5%		175	43.6%	25.6%	-
		Total	530				536				512				429				401			
500	Off Senior	Women	313	86.9%	75.5%	-	341	87.7%	75.9%	-	326	87.9%	71.0%	-	262	86.8%	72.9%	-	251	86.6%	76.5%	-
		Minorities	134	37.2%	31.0%	-	135	34.7%	31.3%	-	142	38.3%	25.8%	-	116	38.4%	26.6%	-	114	39.3%	26.6%	-
		Total	360				389				371				302				290			
510	Off Supt	Women	149	87.6%	78.2%	-	126	85.7%	76.3%	-	120	85.1%	51.2%	-	109	85.8%	83.3%	-	97	87.4%	88.3%	-1
		Minorities	82	48.2%	30.2%	-	76	51.7%	30.4%	-	78	55.3%	25.0%	-	69	54.3%	31.6%	-	61	55.0%	23.7%	-
		Total	170				147				141				127				111			
600	Sk Crafts	Women	1	1.6%	2.1%		1	1.5%	1.9%		1	1.6%	1.6%		1	1.7%	1.6%		1	1.7%	1.5%	-
		Minorities	15	23.8%	29.5%		17	25.4%	28.6%		17	27.0%	28.2%		18	30.5%	28.0%		17	28.8%	27.6%	-
		Total	63				67				63				59				59			

**EEO/AA Program 2012 - University of Nevada, Las Vegas
Workforce Availability Comparison
2008 through 2012**

JG#	Job Group		2008 Workforce & Availability Data (1)				Mkt	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt	2012 Workforce & Availability Data (3)				Mkt
			Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	Nbr	Wkf %	Avl %	<	
H70	EEO Total	Women	85	24.2%	23.6%		92	24.9%	24.5%		89	24.8%	25.4%		85	25.4%	25.1%		81	25.2%	25.7%						
		Minorities	159	45.3%	46.2%		175	47.4%	46.2%		172	47.9%	46.4%		165	49.3%	46.1%		156	48.6%	45.6%						
		Total	351				369				359				335				321								
700	Maintenance	Women	13	13.5%	6.3%	-	12	12.5%	4.7%	-	9	9.2%	5.3%	-	10	10.1%	5.1%	-	9	11.4%	10.2%	-					
		Minorities	30	31.3%	27.8%	-	31	32.3%	30.0%	-	31	31.6%	30.1%	-	37	37.4%	35.1%	-	28	35.4%	31.4%	-					
		Total	96				96				98				99				79								
710	Safety	Women	9	19.1%	24.9%	-2	11	21.6%	26.7%	-2	11	27.5%	32.1%	-2	11	26.2%	31.5%	-3	11	26.2%	30.1%	-2					
		Minorities	16	34.0%	24.5%	-	21	41.2%	24.4%	-	20	50.0%	20.9%	-	20	47.6%	20.9%	-	20	47.6%	20.3%	-					
		Total	47				51				40				42				42								
720	Cust/Grnds	Women	63	30.3%	27.0%	-	69	31.1%	27.6%	-	69	31.2%	27.0%	-	64	33.0%	27.1%	-	61	30.5%	27.2%	-					
		Minorities	113	54.3%	54.2%	-	123	55.4%	54.0%	-	121	54.8%	54.8%	-1	108	55.7%	54.5%	-	108	54.0%	54.0%	-1					
		Total	208				222				221				194				200								
Total Workforce		Women	1642	50.0%		1574	49.7%			1538	49.5%			1400	48.4%			1338	48.8%								
		Minorities	1043	31.8%		1014	32.0%			1016	32.7%			953	33.0%			923	33.7%								
		Total	3282			3168				3107				2890				2742									
Classified Staff Subtotals		Women	727	58.1%		706	57.8%			660	56.7%			571	55.4%			554	55.0%								
H40 - H70, Inclusive		Minorities	521	41.6%		520	42.6%			518	44.5%			472	45.8%			453	45.0%								
For 5-Yr Aggregate Comparison Only		Total	1251			1221				1163				1030				1007									
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

(3) Availability Data for Faculty = 2010 NCES Table 266 Weighted by Current UNLV Workforce Percentages

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2008 thru 2012**

			2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)				2012 Workforce & Availability Data (3)			
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	243	33.0%	45.5%		242	33.6%	45.5%		249	34.3%	45.5%		242	34.8%	45.5%		215	33.3%	45.5%	
		Minorities	163	22.1%	20.0%		162	22.5%	20.0%		163	22.4%	20.0%		159	22.8%	20.0%		160	24.8%	20.0%	
		Total Tenured and Tenure	736				720				727				696				646			
206	Business - Business	Women Minorities Total	6 13 41	14.6% 31.7%	31.5% 20.6%	-6 -	6 12 37	16.2% 32.4%	31.5% 20.6%	-5 -	7 12 37	18.9% 32.4%	31.5% 20.6%	-5 -	6 11 33	18.2% 33.3%	31.5% 20.6%	-5 -	5 12 31	16.1% 38.7%	31.5% 20.6%	-5 -
207	Business - Economics	Women Minorities Total	2 2 12	16.7% 16.7%	21.6% 19.6%	- -	2 2 12	16.7% 16.7%	21.6% 19.6%	- -	2 2 12	16.7% 16.7%	21.5% 19.6%	-1 -1	2 2 12	16.7% 16.7%	21.5% 19.6%	-1 -1	2 3 13	15.4% 23.1%	21.0% 19.6%	-1 -
208 & Finance	Business - Acct	Women Minorities Total	4 6 23	17.4% 26.1%	21.7% 20.6%	-3 -	3 5 24	12.5% 20.8%	21.7% 20.6%	-4 -	3 5 23	13.0% 21.7%	21.7% 20.6%	-5 -	3 5 20	15.0% 25.0%	21.7% 20.6%	-4 -	3 6 19	15.8% 31.6%	31.5% 20.6%	-3 -
211	Education - Teacher	Women Minorities Total	28 11 52	53.8% 21.2%	68.4% 15.5%	-7 -	26 11 48	54.2% 22.9%	68.4% 15.5%	-6 -	29 11 51	56.9% 21.6%	68.4% 15.5%	-6 -	27 11 48	56.3% 22.9%	65.5% 14.6%	-6 -	18 9 40	45.0% 22.5%	65.5% 14.6%	-9 -
212	Education - Other Education	Women Minorities Total	20 6 39	51.3% 15.4%	58.0% 22.2%	-2 -2	20 9 41	48.8% 22.0%	58.0% 22.2%	-3 -	18 9 37	48.6% 24.3%	58.0% 22.2%	-4 -	18 9 35	51.4% 25.7%	58.1% 22.2%	-3 -	12 4 20	60.0% 20.0%	58.1% 22.2%	- -1
216	Engineering - Engineering	Women Minorities Total	6 21 47	12.8% 44.7%	8.5% 29.1%	- -	4 12 30	13.3% 40.0%	8.5% 29.1%	- -	4 12 31	12.9% 38.7%	8.5% 29.1%	- -	4 13 33	12.1% 39.4%	8.5% 29.1%	- -	2 12 30	6.7% 40.0%	8.5% 29.1%	-1 -
217	Engineering - Computer Sc	Women Minorities Total	1 5 13	7.7% 38.5%	30.6% 23.9%	-3 -	2 14 26	7.7% 53.8%	30.6% 23.9%	-6 -	2 14 25	8.0% 56.0%	30.6% 23.9%	-6 -	2 13 24	8.3% 54.2%	30.6% 24.0%	-6 -	3 14 25	12.0% 56.0%	30.6% 24.0%	-5 -

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 2008 thru 2012

			2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)				2012 Workforce & Availability Data (3)			
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 <
Fine Arts - Fine																						
221 Arts	Women		21	31.8%	38.1%	-4	20	32.8%	38.1%	-3	19	31.1%	38.1%	-5	19	32.8%	38.1%	-4	20	34.5%	38.1%	-3
	Minorities		11	16.7%	13.6%	-	10	16.4%	13.6%	-	10	16.4%	13.6%	-	9	15.5%	13.6%	-	11	19.0%	13.6%	-
	Total		66				61				61				58				58			
Architecture																						
222 Faculty	Women		1	8.3%	28.8%	-2	2	22.2%	28.8%	-	3	25.0%	28.8%	-1	2	20.0%	28.8%	-1	3	23.1%	28.8%	-1
	Minorities		2	16.7%	13.2%	-	2	22.2%	13.2%	-	2	16.7%	13.2%	-	2	20.0%	15.0%	-	3	23.1%	15.1%	-
	Total		12				9				12				10				13			
HHS - Dental																						
226 Medicine	Women		4	50.0%	28.8%	-	4	50.0%	28.8%	-	6	37.5%	28.8%	-	6	42.9%	28.8%	-	5	38.5%	28.8%	-
	Minorities		2	25.0%	13.2%	-	2	25.0%	13.2%	-	3	18.8%	13.2%	-	2	14.3%	13.2%	-	2	15.4%	15.1%	-
	Total		8				8				16				14				13			
HHS - Health Physics &																						
227 Diagnostics	Women		7	25.9%	53.3%	-7	9	34.6%	53.3%	-4	9	34.6%	53.3%	-5	7	29.2%	53.3%	-6	5	27.8%	53.3%	-5
	Minorities		2	7.4%	20.3%	-3	2	7.7%	20.3%	-3	2	7.7%	20.3%	-4	1	4.2%	20.3%	-4	2	11.1%	20.3%	-2
	Total		27				26				26				24				18			
HHS - Nursing																						
228 HHS - Nursing	Women		14	87.5%	95.8%	-1	15	93.8%	95.8%	-	15	93.8%	95.8%	-1	13	92.9%	95.8%	-1	9	90.0%	96.4%	-1
	Minorities		2	12.5%	11.8%	-	2	12.5%	11.8%	-	2	12.5%	11.8%	-	2	14.3%	11.8%	-	3	30.0%	11.3%	-
	Total		16				16				16				14				10			
HHS - Public																						
229 Health	Women		5	35.7%	60.9%	-3	5	35.7%	60.9%	-3	4	26.7%	60.9%	-6	5	31.3%	60.9%	-5	5	35.7%	60.9%	-4
	Minorities		3	21.4%	17.1%	-	4	28.6%	17.1%	-	4	26.7%	17.1%	-	5	31.3%	17.2%	-	6	42.9%	17.2%	-
	Total		14				14				15				16				14			
Hotel																						
230 Administration	Women		16	38.1%	28.8%	-	15	34.9%	28.8%	-	16	36.4%	28.8%	-	15	34.9%	28.8%	-	11	32.4%	28.8%	-
	Minorities		7	16.7%	13.2%	-	7	16.3%	13.2%	-	6	13.6%	13.2%	-	6	14.0%	15.0%	-	4	11.8%	15.1%	-2
	Total		42				43				44				43				34			
Law																						
235 Law	Women		16	55.2%	38.5%	-	17	58.6%	38.5%	-	17	60.7%	38.5%	-	18	66.7%	38.5%	-	21	65.6%	38.5%	-
	Minorities		7	24.1%	15.6%	-	8	27.6%	15.6%	-	7	25.0%	15.6%	-	6	22.2%	15.6%	-	7	21.9%	15.6%	-
	Total		29				29				28				27				32			
LA - English &																						
241 Literature	Women		13	43.3%	56.5%	-4	12	38.7%	56.5%	-5	12	41.4%	56.5%	-5	12	42.9%	56.5%	-4	12	44.4%	56.5%	-4
	Minorities		3	10.0%	13.6%	-1	3	9.7%	13.6%	-1	2	6.9%	13.6%	-2	2	7.1%	15.2%	-3	2	7.4%	15.2%	-3
	Total		30				31				29				28				27			

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 2008 thru 2012**

			2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)				2012 Workforce & Availability Data (3)			
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	54.5%	51.2%	-	7	70.0%	51.2%	-	7	70.0%	51.2%	-	7	70.0%	51.2%	-	7	70.0%	51.2%	-
		Minorities	6	54.5%	27.0%	-	5	50.0%	27.0%	-	5	50.0%	27.0%	-	5	50.0%	27.0%	-	5	50.0%	27.0%	-
		Total	11				10				10				10				10			
243 LA - History																						
		Women	9	37.5%	29.9%	-	8	33.3%	29.9%	-	8	32.0%	29.9%	-	8	32.0%	29.9%	-	8	34.8%	29.0%	-
		Minorities	6	25.0%	17.6%	-	4	16.7%	17.6%	-	5	20.0%	17.6%	-	5	20.0%	17.6%	-	5	21.7%	17.6%	-
		Total	24				24				25				25				23			
244 LA - Philosophy																						
		Women	0	0.0%	18.4%	-1	0	0.0%	18.4%	-1	0	0.0%	18.4%	-2	0	0.0%	18.4%	-2	0	0.0%	18.4%	-2
		Minorities	0	0.0%	11.1%	-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	10				10				10				7				7			
LA - Political																						
245 Science																						
		Women	2	14.3%	21.6%	-1	3	23.1%	21.6%	-	4	28.6%	21.6%	-	4	28.6%	21.6%	-	3	25.0%	20.6%	-
		Minorities	1	7.1%	15.9%	-1	2	15.4%	15.9%	-	3	21.4%	15.9%	-	3	21.4%	16.0%	-	2	16.7%	14.1%	-
		Total	14				13				14				14				12			
246 LA - Sociology																						
		Women	3	30.0%	41.1%	-1	4	30.8%	41.1%	-1	4	33.3%	41.1%	-1	4	36.4%	41.1%	-1	4	36.4%	40.7%	-1
		Minorities	0	0.0%	20.0%	-2	0	0.0%	20.0%	-2	0	0.0%	20.0%	-3	0	0.0%	20.0%	-3	0	0.0%	18.7%	-3
		Total	10				13				12				11				11			
247 LA - Psychology																						
		Women	6	27.3%	46.9%	-4	8	36.4%	46.9%	-2	7	35.0%	46.9%	-3	7	38.9%	46.9%	-2	7	36.8%	46.6%	-2
		Minorities	1	4.5%	15.9%	-2	1	4.5%	15.9%	-2	1	5.0%	15.9%	-3	1	5.6%	15.9%	-2	1	5.3%	15.8%	-3
		Total	22				22				20				18				19			
LA - Social																						
248 Sciences																						
		Women	12	57.1%	37.3%	-	11	55.0%	37.3%	-	11	61.1%	37.3%	-	10	55.6%	37.3%	-	8	50.0%	37.2%	-
		Minorities	6	28.6%	18.9%	-	6	30.0%	18.9%	-	4	22.2%	18.9%	-	4	22.2%	18.9%	-	3	18.8%	18.9%	-1
		Total	21				20				18				18				16			
Sciences -																						
251 Biological																						
		Women	4	19.0%	29.1%	-2	3	13.6%	29.1%	-3	4	18.2%	29.1%	-3	5	22.7%	29.1%	-2	4	20.0%	15.0%	-2
		Minorities	4	19.0%	23.0%	-	3	13.6%	23.0%	-2	3	13.6%	23.0%	-3	3	13.6%	23.0%	-3	3	15.0%	23.0%	-2
		Total	21				22				22				22				20			
Sciences -																						
252 Physical																						
		Women	8	15.1%	17.2%	-1	7	13.0%	17.2%	-2	8	15.1%	17.2%	-2	8	15.1%	17.2%	-2	6	12.0%	17.2%	-3
		Minorities	12	22.6%	18.2%	-	12	22.2%	18.2%	-	12	22.6%	18.2%	-	13	24.5%	18.2%	-	13	26.0%	18.2%	-
		Total	53				54				53				53				50			

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 2008 thru 2012

			2008 Workforce & Availability Data (1)				2009 Workforce & Availability Data (1)				2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (1)				2012 Workforce & Availability Data (3)			
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 <
253 Sciences - Math	Women		5	17.2%	28.1%	-3	5	17.2%	28.1%	-3	5	17.2%	28.1%	-4	5	17.2%	28.1%	-4	5	17.9%	28.1%	-3
		Minorities	15	51.7%	24.9%	-	15	51.7%	24.9%	7	16	55.2%	24.9%	-	16	55.2%	25.1%	-	16	57.1%	25.1%	-
		Total	29				29				29				29				28			
256 sm	UA-Comm&Journali	Women	4	30.8%	45.0%	-1	6	37.5%	45.0%	-1	7	38.9%	45.0%	-2	6	35.3%	45.0%	-2	4	33.3%	45.0%	-2
		Minorities	1	7.7%	12.2%	-	1	6.3%	12.2%	-1	1	5.6%	12.2%	-2	1	5.9%	13.2%	-2	1	8.3%	13.2%	-1
		Total	13				16				18				17				12			
257 UA - Counseling	Women		2	50.0%	41.5%	-	1	33.3%	41.5%	-	2	50.0%	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	25.0%	24.4%	-	1	25.0%	24.4%	-	1	25.0%	24.4%	-
		Total	4				3				4				4				4			
258 Jus & Social Wk	UA - Criminal	Women	14	58.3%	41.5%	-	13	56.5%	41.5%	-	12	54.5%	41.5%	-	13	59.1%	41.5%	-	10	52.6%	41.5%	-
		Minorities	7	29.2%	24.4%	-	7	30.4%	24.4%	-	7	31.8%	24.4%	-	7	31.8%	24.4%	-	6	31.6%	24.4%	-
		Total	24				23				22				22				19			
259 Administration	UA - Public	Women	3	50.0%	47.0%	-	3	75.0%	47.0%	-	3	60.0%	47.0%	-	3	75.0%	47.7%	-	9	69.2%	47.7%	-
		Minorities	1	16.7%	21.4%	-	1	25.0%	21.4%	-	2	40.0%	21.4%	-	1	25.0%	20.7%	-	3	23.1%	20.7%	-
		Total	6				4				5				4				13			
290 Programs	Other Academic	Women	1	33.3%	47.0%	-	1	50.0%	47.0%	-	1	50.0%	47.0%	-	1	33.3%	47.7%	-1	2	40.0%	47.7%	-1
		Minorities	0	0.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	20.7%	-1	1	20.0%	20.7%	-1
		Total	3				2				2				3				5			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	2	1	1	0	0	0
Employees (%)	75.0	25.0	16.7	83.3	8.3	4.2	4.2	0.0	0.0	0.0
Availability (%) Goal	65.7	34.3	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

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 110 - AVPs and Executive Directors

Test: 80% Rule with Whole Person

Total Employees: 31

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	21	10	7	24	3	4	0	0	0	0
Employees (%)	67.7	32.3	22.6	77.4	9.7	12.9	0.0	0.0	0.0	0.0
Availability (%) Goal	64.9	35.1	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	1	0	7	0	0	0	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 206 - Business Business
Test: 80% Rule with Whole Person
Total Employees: 34

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	29	5	12	22	1	1	9	1	0	0
Employees (%)	85.3	14.7	35.3	64.7	2.9	2.9	26.5	2.9	0.0	0.0
Availability (%) Goal	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	5	1	0	0	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 207 - Business Economics
Test: 80% Rule with Whole Person
Total Employees: 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	2	4	10	1	0	3	0	0	0
Employees (%)	85.7	14.3	28.6	71.4	7.1	0.0	21.4	0.0	0.0	0.0
Availability (%) Goal	79.0	21.0	19.6	80.4	3.5	3.1	12.1	0.9	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	2	0	1	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 208 - Business Accounting and Finance

Test: 80% Rule with Whole Person

Total Employees: 23

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	20	3	6	17	0	0	6	0	0	0
Employees (%)	87.0	13.0	26.1	73.9	0.0	0.0	26.1	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	5	0	2	2	1	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 211 - Education Teacher Education

Test: 80% Rule with Whole Person

Total Employees: 49

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	25	24	10	39	4	2	4	0	0	0
Employees (%)	51.0	49.0	20.4	79.6	8.2	4.1	8.2	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	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	9	0	3	0	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 212 - Education Other Education

Test: 80% Rule with Whole Person

Total Employees: 21

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	8	13	4	17	1	2	1	0	0	0
Employees (%)	38.1	61.9	19.0	81.0	4.8	9.5	4.8	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 (#)	1	0	1	0	1	0	1	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 216 - Engineering Engineering

Test: 80% Rule with Whole Person

Total Employees: 33

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	31	2	14	19	1	2	11	0	0	0
Employees (%)	93.9	6.1	42.4	57.6	3.0	6.1	33.3	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 (#)	0	1	0	5	1	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 217 - Engineering Computer Science

Test: 80% Rule with Whole Person

Total Employees: 27

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	23	4	15	12	0	0	13	0	0	2
Employees (%)	85.2	14.8	55.6	44.4	0.0	0.0	48.1	0.0	0.0	7.4
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	2	0	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	9	1	1	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 221 - Fine Arts Fine Arts
Test: 80% Rule with Whole Person
Total Employees: 68

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	43	25	14	54	5	3	5	0	0	1
Employees (%)	63.2	36.8	20.6	79.4	7.4	4.4	7.4	0.0	0.0	1.5
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	1	0	5	0	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 222 - Fine Arts Architecture Faculty

Test: 80% Rule with Whole Person

Total Employees: 15

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	12	3	3	12	0	2	1	0	0	0
Employees (%)	80.0	20.0	20.0	80.0	0.0	13.3	6.7	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.1	84.9	6.2	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	0	1	1	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 226 - HHS Dental Medicine
Test: 80% Rule with Whole Person
Total Employees: 47

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	30	17	8	39	4	1	3	0	0	0
Employees (%)	63.8	36.2	17.0	83.0	8.5	2.1	6.4	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.1	84.9	6.2	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 (#)	4	0	0	1	0	1	0	2	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 227 - HHS Health Physics and Diagnostics

Test: 80% Rule with Whole Person

Total Employees: 28

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	12	4	24	1	2	0	1	0	0
Employees (%)	57.1	42.9	14.3	85.7	3.6	7.1	0.0	3.6	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	NO	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	2	0	0	0
Add'l Needed to Reach Availability (#)	0	3	2	0	1	0	3	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 228 - HHS Nursing
Test: 80% Rule with Whole Person
Total Employees: 28

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	5	23	8	20	1	0	7	0	0	0
Employees (%)	17.9	82.1	28.6	71.4	3.6	0.0	25.0	0.0	0.0	0.0
Availability (%) Goal	3.6	96.4	11.3	88.7	5.3	0.7	3.4	1.9	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	5	1	1	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 229 - HHS Public Health
Test: 80% Rule with Whole Person
Total Employees: 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	9	5	6	8	1	1	2	2	0	0
Employees (%)	64.3	35.7	42.9	57.1	7.1	7.1	14.3	14.3	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	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	4	0	0	0	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 230 - Hotel Administration
Test: 80% Rule with Whole Person
Total Employees: 43

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	30	13	5	38	1	0	4	0	0	0
Employees (%)	69.8	30.2	11.6	88.4	2.3	0.0	9.3	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	1	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	2	0	2	2	0	2	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 235 - Law
Test: 80% Rule with Whole Person
Total Employees: 41

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	27	8	33	3	4	0	0	0	1
Employees (%)	34.1	65.9	19.5	80.5	7.3	9.8	0.0	0.0	0.0	2.4
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 (#)	6	0	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	12	0	0	2	0	0	2	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 241 - LA English and Literature
Test: 80% Rule with Whole Person
Total Employees: 30

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	16	14	3	27	0	2	0	1	0	0
Employees (%)	53.3	46.7	10.0	90.0	0.0	6.7	0.0	3.3	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	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	2	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	9	6	0	6	3	0	0	0
Employees (%)	33.3	66.7	60.0	40.0	0.0	40.0	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	2	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	5	1	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 243 - LA History
Test: 80% Rule with Whole Person
Total Employees: 23

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	8	5	18	2	1	1	1	0	0
Employees (%)	65.2	34.8	21.7	78.3	8.7	4.3	4.3	4.3	0.0	0.0
Availability (%) Goal	71.0	29.0	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 (#)	2	0	0	1	0	0	1	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 244 - LA Philosophy
Test: 80% Rule with Whole Person
Total Employees: 8

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	8	0	0	8	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	1	0	1	1	1	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 245 - LA Political Science
Test: 80% Rule with Whole Person
Total Employees: 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	4	3	11	1	2	0	0	0	0
Employees (%)	71.4	28.6	21.4	78.6	7.1	14.3	0.0	0.0	0.0	0.0
Availability (%) Goal	79.4	20.6	14.1	85.9	6.1	5.1	2.9	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 (#)	2	0	0	2	0	0	1	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	59.3	40.7	18.7	81.3	11.9	4.4	2.4	0.0	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	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 247 - LA Psychology
Test: 80% Rule with Whole Person
Total Employees: 22

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	10	1	21	0	1	0	0	0	0
Employees (%)	54.5	45.5	4.5	95.5	0.0	4.5	0.0	0.0	0.0	0.0
Availability (%) Goal	53.4	46.6	15.8	84.2	8.5	4.3	2.3	0.7	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	0	1	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 248 - LA Social Science
Test: 80% Rule with Whole Person
Total Employees: 18

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	8	10	3	15	1	1	1	0	0	0
Employees (%)	44.4	55.6	16.7	83.3	5.6	5.6	5.6	0.0	0.0	0.0
Availability (%) Goal	62.8	37.2	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	1	0	1	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 251 - Science Biological Sciences

Test: 80% Rule with Whole Person

Total Employees: 23

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	5	3	20	0	2	1	0	0	0
Employees (%)	78.3	21.7	13.0	87.0	0.0	8.7	4.3	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	1	0	0	0
Add'l Needed to Reach Availability (#)	0	2	3	0	1	0	3	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	18	48	0	1	17	0	0	0
Employees (%)	80.3	19.7	27.3	72.7	0.0	1.5	25.8	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	6	3	1	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 253 - Sciences Mathematics
Test: 80% Rule with Whole Person
Total Employees: 28

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	23	5	16	12	1	1	14	0	0	0
Employees (%)	82.1	17.9	57.1	42.9	3.6	3.6	50.0	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	3	0	9	1	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 256 - UA Communication and Journalism

Test: 80% Rule with Whole Person

Total Employees: 20

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	12	8	2	18	0	1	1	0	0	0
Employees (%)	60.0	40.0	10.0	90.0	0.0	5.0	5.0	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	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	2	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 257 - UA Counseling
Test: 80% Rule with Whole Person
Total Employees: 5

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	2	3	2	3	0	1	1	0	0	0
Employees (%)	40.0	60.0	40.0	60.0	0.0	20.0	20.0	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	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 258 - UA Criminal Jus and Social Work

Test: 80% Rule with Whole Person

Total Employees: 21

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	12	6	15	1	0	5	0	0	0
Employees (%)	42.9	57.1	28.6	71.4	4.8	0.0	23.8	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	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	0	1	1	1	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 259 - UA Public Administration

Test: 80% Rule with Whole Person

Total Employees: 13

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	4	9	3	10	0	1	2	0	0	0
Employees (%)	30.8	69.2	23.1	76.9	0.0	7.7	15.4	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	YES	NO	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	1	0	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	1	2	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 290 - Other Academic Programs

Test: 80% Rule with Whole Person

Total Employees: 8

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	4	4	2	6	2	0	0	0	0	0
Employees (%)	50.0	50.0	25.0	75.0	25.0	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 (#)	1	0	0	1	0	1	1	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 310 - Academic Support Professionals

Test: 80% Rule with Whole Person

Total Employees: 170

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	57	113	62	108	24	22	13	1	0	2
Employees (%)	33.5	66.5	36.5	63.5	14.1	12.9	7.6	0.6	0.0	1.2
Availability (%) Goal	54.0	46.0	25.5	74.5	8.3	11.7	1.8	1.5	0.1	2.1
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	16	0	0	0	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	35	0	0	19	0	0	0	2	1	2

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 320 - Administrative Professionals

Test: 80% Rule with Whole Person

Total Employees: 399

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	148	251	119	280	38	34	31	4	4	8
Employees (%)	37.1	62.9	29.8	70.2	9.5	8.5	7.8	1.0	1.0	2.0
Availability (%) Goal	57.8	42.2	20.6	79.4	4.0	11.6	2.0	0.8	0.1	2.2
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	36	0	0	0	0	3	0	0	0	0
Add'l Needed to Reach Availability (#)	83	0	0	37	0	13	0	0	0	1

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 330 - Athletics Professionals
Test: 80% Rule with Whole Person
Total Employees: 70

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	53	17	17	53	9	3	3	1	0	1
Employees (%)	75.7	24.3	24.3	75.7	12.9	4.3	4.3	1.4	0.0	1.4
Availability (%) Goal	75.7	24.3	21.3	78.7	12.2	4.5	1.7	1.2	0.0	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	3	0	1	0	0	0	1

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 340 - Information Technology
Test: 80% Rule with Whole Person
Total Employees: 97

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	68	29	28	69	5	3	15	0	1	4
Employees (%)	70.1	29.9	28.9	71.1	5.2	3.1	15.5	0.0	1.0	4.1
Availability (%) Goal	68.3	31.7	21.7	78.3	4.8	6.6	7.0	1.4	0.6	1.4
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	2	0	1	0	0
Add'l Needed to Reach Availability (#)	0	2	0	7	0	4	0	2	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

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

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	15	30	6	39	1	2	2	0	0	1
Employees (%)	33.3	66.7	13.3	86.7	2.2	4.4	4.4	0.0	0.0	2.2
Availability (%) Goal	11.0	89.0	19.2	80.8	5.8	5.8	4.7	2.9	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	2	0	0	1	0	0	1	0	0
Add'l Needed to Reach Availability (#)	0	11	3	0	2	1	1	2	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 360 - Scientific and Health Professional
Test: 80% Rule with Whole Person
Total Employees: 89

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	58	31	30	59	1	5	23	0	1	0
Employees (%)	65.2	34.8	33.7	66.3	1.1	5.6	25.8	0.0	1.1	0.0
Availability (%) Goal	73.5	26.5	18.6	81.4	3.2	8.8	1.4	1.1	0.0	4.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	1	0	0	0	2
Add'l Needed to Reach Availability (#)	8	0	0	14	2	3	0	1	0	4

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 400 - Office and Admin Sr Lead Supr

Test: 80% Rule with Whole Person

Total Employees: 290

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	39	251	114	176	50	31	20	3	2	8
Employees (%)	13.4	86.6	39.3	60.7	17.2	10.7	6.9	1.0	0.7	2.8
Availability (%) Goal	23.5	76.5	26.6	73.4	7.2	10.6	5.5	2.3	0.2	1.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	15	0	0	0	0	0	0	2	0	0
Add'l Needed to Reach Availability (#)	30	0	0	37	0	0	0	4	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 410 - Office and Admin Support Level

Test: 80% Rule with Whole Person

Total Employees: 111

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	97	61	50	24	22	13	1	0	1
Employees (%)	12.6	87.4	55.0	45.0	21.6	19.8	11.7	0.9	0.0	0.9
Availability (%) Goal	11.7	88.3	23.7	76.3	6.0	11.1	4.1	1.2	0.2	1.1
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	17	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	35	0	0	0	1	1	1

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 500 - Technical or Paraprofessional

Test: 80% Rule with Whole Person

Total Employees: 226

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	102	124	105	121	22	35	32	5	4	7
Employees (%)	45.1	54.9	46.5	53.5	9.7	15.5	14.2	2.2	1.8	3.1
Availability (%) Goal	48.2	51.8	23.7	76.3	6.8	9.5	4.0	1.0	0.2	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	16	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	7	0	0	52	0	0	0	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	17	42	7	7	1	0	2	0
Employees (%)	98.3	1.7	28.8	71.2	11.9	11.9	1.7	0.0	3.4	0.0
Availability (%) Goal	98.5	1.5	27.6	72.4	4.1	18.1	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	1	0	4	1	1	0	1

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 700 - Service Maintenance and Repair

Test: 80% Rule with Whole Person

Total Employees: 79

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	70	9	28	51	8	8	6	2	1	3
Employees (%)	88.6	11.4	35.4	64.6	10.1	10.1	7.6	2.5	1.3	3.8
Availability (%) Goal	89.8	10.2	31.4	68.6	6.8	15.6	4.3	2.1	0.3	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	1	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	4	0	5	0	0	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	69.9	30.1	20.3	79.7	7.8	8.4	2.5	1.0	0.0	0.7
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	2	0	12	0	0	0	1	0	0

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 720 - Custodial and Grounds
Test: 80% Rule with Whole Person
Total Employees: 200

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	139	61	108	92	34	46	24	2	1	1
Employees (%)	69.5	30.5	54.0	46.0	17.0	23.0	12.0	1.0	0.5	0.5
Availability (%) Goal	72.8	27.2	54.0	46.0	10.5	35.2	5.4	0.9	0.4	1.5
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	10	0	0	0	1
Add'l Needed to Reach Availability (#)	7	0	1	0	0	25	0	0	0	3

Chart 3, Enclosure 1, Comparison of Incumbency to Availability Detail, Prepared by Elora M. Paik, HR Systems Manager, 895-2664



**2012 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 moderate increase in the proportion of ethnic and racial minorities among executive officers over the past five years.

Profile of Executives, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	56	23	41.1%	6	10.7%
2009	57	20	35.1%	9	15.8%
2010	56	20	35.7%	8	14.3%
2011	56	16	28.6%	11	19.6%
2012	55	16	29.1%	11	20.0%
Percent Change	-1.8%	-30.4%	-29.1%	83.3%	86.7%

Vice Presidents & Deans (100)

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 consisted of 24 employees, of whom six were women and four were ethnic and racial minorities. In 2012, 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 34.3%. Among this job group at UNLV, women comprise 25.0%. ***Current utilization of women is three below market availability – representing no net change in the utilization of women in this job group compared to the previous year.***

- Within the Vice Presidents & Deans Job Group, the availability of ethnic and racial minorities in the labor market is 19.2%. 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 no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

AVPs and Executive Directors (110)

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 consisted of 32 employees, of whom 10 were women and seven were ethnic and racial minorities. In 2012, this job group consists of 31 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 35.1%. Among this job group at UNLV, women comprise 32.3%. ***Current utilization of women is one below market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.***
- Within the AVPs and Executive Directors Job Group, the availability of ethnic and racial minorities in the labor market is 17.0%. Among this job group at UNLV, ethnic and racial minorities comprise 22.6%. ***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.***

ACADEMIC FACULTY (H20)

The representation of women and ethnic and racial minorities among the professorate has increased over the past five years in proportion to the total professorate. As illustrated in the chart below, the trend represents a **2.7% increase in the percentage representation of women** and a **10.7% 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 Academic Faculty, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	979	350	35.8%	214	21.9%
2009	929	327	35.2%	210	22.6%
2010	925	332	35.9%	208	22.5%
2011	868	314	36.2%	195	22.5%
2012	809	297	36.7%	196	24.2%
Percent Change	-17.4%	-15.1%	2.7%	-8.4%	10.7%

Business – Business Faculty (206)

In 2008, the Business 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 consisted of 39 employees, of whom seven were women and 11 were ethnic and racial minorities. In 2012, the Business Faculty Job Group consists of 34 employees, of whom five are women and 12 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31.5%. Among this job group at UNLV, women comprise 14.7%. **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 20.6%. Among this job group at UNLV, ethnic and racial minorities comprise 35.3%. **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.**

Business – Economics Faculty (207)

In 2008, the Economics 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 consisted of 15 employees, of whom two were women and three were ethnic and racial minorities. In 2012, the Economics Faculty Job Group consists of 14 employees, of whom two are women and four are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 21.0%. Among this job group at UNLV, women comprise 14.3%. ***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 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 28.6%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

Business – Accounting & Finance Faculty (208)

In 2008, the Accounting and Finance 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 consisted of 22 employees, of whom three were women and five were ethnic and racial minorities. In 2012, the Accounting and Finance Faculty Job Group consists of 23 employees, of whom three are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31.5%. Among this job group at UNLV, women comprise 13.0%. ***Current utilization of women is five below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.6%. Among this job group at UNLV, ethnic and racial minorities comprise 26.1%. ***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 – Teacher Education (211)

In 2008, the Teacher Education job 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 consisted of 57 employees, of whom 32 were women and 12 were ethnic and racial minorities. In 2012, the Teacher Education Job Group consists of 49 employees, of whom 24 are women and 10 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 49.0%. *Current utilization of women is nine below market availability – representing a net loss of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 14.6%. Among this job group at UNLV, ethnic and racial minorities comprise 20.4%. *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.*

Education – Other Education (212)

In 2008, the Other Education job 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 consisted of 39 employees, of whom 20 were women and 9 were ethnic and racial minorities. In 2012, the Other Education Job Group consists of 21 employees, of whom 13 are women and four are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 58.1%. Among this job group at UNLV, women comprise 61.9%. *Current utilization of women is at par with market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 22.2%. Among this job group at UNLV, ethnic and racial minorities comprise 19.0%. *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.*

Engineering – Engineering Faculty (216)

In 2008, the Engineering job 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 consisted of 38 employees, of whom four were women and 17 were ethnic and racial minorities. In 2012, the Engineering Faculty Job Group consists of 32 employees, of whom two are women and 13 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 6.3%. ***Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 29.1%. Among this job group at UNLV, ethnic and racial minorities comprise 40.6%. ***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.***

Engineering – Computer Science Faculty (217)

In 2008, the Computer Science job group consisted of 14 employees, of whom two were women and six were ethnic and racial minorities. In 2009, the group consisted of 29 employees, of whom three were women and 16 were ethnic and racial minorities. In 2010, the group consisted of 28 employees, of whom three were women and 16 were ethnic and racial minorities. In 2011, the Computer Science Faculty Group consisted of 25 employees, of whom three were women and 14 were ethnic and racial minorities. In 2012, the Computer Science Faculty Group consists of 27 employees, of whom four are women and 15 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 14.8%. ***Current utilization of women is five 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 24.0%. Among this job group at UNLV, ethnic and racial minorities comprise 55.6%. ***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.***

Fine Arts – Fine Arts Faculty (221)

In 2008, the Fine Arts job 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 consisted of 72 employees, of whom 24 were women and 12 were ethnic and racial minorities. In 2012, the Fine Arts Faculty Job Group consists of 68 employees, of whom 25 are women and 14 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 36.8%. *Current utilization of women is one below market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.6%. Among this job group at UNLV, ethnic and racial minorities comprise 20.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Fine Arts – Architecture Faculty (222)

2008, the Architecture job 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 consisted of 14 employees, of whom three were women and two were ethnic and racial minorities. In 2012, the Architecture Faculty Job Group consisted of 15 employees, of whom three are women and three 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 20.0%. *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 15.1%. Among this job group at UNLV, ethnic and racial minorities comprise 20.0%. *Current utilization of ethnic and racial minorities is above market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

AHS – Dental Medicine Faculty (226)

In 2008, the Dental Medicine job 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 consisted of 46 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2012, the Dental Medicine Faculty Job Group consists of 47 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 36.2%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.1%. Among this job group at UNLV, ethnic and racial minorities comprise 17.0%. *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.*

AHS – Health Physics & Diagnostics Faculty (227)

In 2008, the Health Physics & Diagnostics job 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 consisted of 30 employees, of whom 10 were women and two were ethnic and racial minorities. In 2012, the Health Physics & Diagnostics Group consists of 28 employees, of whom 12 are women and four are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 53.3%. Among this job group at UNLV, women comprise 42.9%. *Current utilization of women is three below market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.3%. Among this job group at UNLV, ethnic and racial minorities comprise 14.3%. *Current utilization of ethnic and racial minorities is two below market availability – representing a net gain of three in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

AHS – Nursing Faculty (228)

In 2008, the Nursing job 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 consisted of 30 employees, of whom 26 were women and seven were ethnic and racial minorities. In 2012, the Nursing Faculty Job Group consists of 28 employees, of whom 23 are women and eight are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 96.4%. Among this job group at UNLV, women comprise 82.1%. *Current utilization of women is four below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 11.3%. Among this job group at UNLV, ethnic and racial minorities comprise 28.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

AHS – Public Health Faculty (229)

In 2008, the Public Health job 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 consisted of 16 employees, of whom five were women and five were ethnic and racial minorities. In 2012, the Public Health Faculty Job Group consists of 14 employees, of whom five are women and six 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 35.7%. *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 17.2%. Among this job group at UNLV, ethnic and racial minorities comprise 42.9%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Hotel Administration (230)

In 2008, the Hotel Administration job 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 consisted of 52 employees, of whom 17 were women and eight were ethnic and racial minorities. In 2012, the Hotel Administration Faculty Job Group consists of 43 employees, of whom 13 are women and five are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 30.2%. *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 15.1%. Among this job group at UNLV, ethnic and racial minorities comprise 11.6%. *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.*

Law Faculty (235)

In 2008, the Law job 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 consisted of 37 employees, of whom 24 were women and seven were ethnic and racial minorities. In 2012, the Law Faculty Job Group consists of 41 employees, of whom 27 are women and eight are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 38.5%. Among this job group at UNLV, women comprise 65.9%. *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 19.5%. *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.*

Liberal Arts – English & Literature Faculty (241)

In 2008, the English & Literature job 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 consisted of 33 employees, of whom 15 were women and three were ethnic and racial minorities. In 2012, the English & Literature Faculty Job Group consists of 30 employees, of whom 14 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 46.7%. *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 15.2%. Among this job group at UNLV, ethnic and racial minorities comprise 10.0%. *Current utilization of ethnic and racial minorities is two below market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Liberal Arts – Foreign Languages Faculty (242)

In 2008, the Foreign Languages job 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 consisted of 15 employees, of whom 10 were women and eight were ethnic and racial minorities. In 2012, the Foreign Languages Faculty Job Group consists of 15 employees, of whom 10 are women and nine 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 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 27.0%. Among this job group at UNLV, ethnic and racial minorities comprise 60.0%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Liberal Arts – History Faculty (243)

In 2008, the History job 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 consisted of 26 employees, of whom eight were women and five were ethnic and racial minorities. In 2012, the History Faculty Job Group consists of 23 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 29.0%. Among this job group at UNLV, women comprise 34.8%. *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 21.7%. *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 2008, the Philosophy job 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 consisted of 10 employees, of who neither was a woman or minority. In 2012, the Philosophy Faculty Job Group consists of 8 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 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 11.1%. Among this job group at UNLV, ethnic and racial minorities comprise *0.0%*. *Current utilization of ethnic and racial minorities is one below market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year*

Liberal Arts – Political Science Faculty (245)

In 2008, the Political Sciences job 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 consisted of 16 employees, of whom five were women and three were ethnic and racial minorities. In 2012, the Political Science Job Group consists of 14 employees, of whom four are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 20.6%. Among this job group at UNLV, women comprise 28.6%. *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 14.1%. Among this job group at UNLV, ethnic and racial minorities comprise 21.4%. *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.*

Liberal Arts – Sociology Faculty (246)

In 2008, the Sociology job 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 consisted of 11 employees, of whom four were women and none were minority. In 2012, 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 40.7%. Among this job group at UNLV, women comprise 36.4%. *Current utilization of women is one below market availability – representing a no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 18.7%. 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 2008, the Psychology job 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 consisted of 21 employees, of whom 10 were women and one was an ethnic or racial minority. In 2012, the Psychology Faculty Job Group consists of 22 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 46.6%. Among this job group at UNLV, women comprise 45.5%. ***Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.8%. Among this job group at UNLV, ethnic and racial minorities comprise 4.5%. ***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 2008, the Social Sciences job 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 consisted of 19 employees, of whom 11 were women and four were ethnic and racial minorities. In 2012, the Social Sciences Faculty Job Group consists of 18 employees, of whom 10 are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 37.2%. Among this job group at UNLV, women comprise 55.6%. ***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 16.7%. ***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.***

Sciences – Biological Sciences Faculty (251)

In 2008, the Biological Sciences job 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 consisted of 25 employees, of whom six were women and three were ethnic and racial minorities. In 2012, the Biological Sciences Faculty Job Group consisted of 23 employees, of whom five are women and three are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29.1%. Among this job group at UNLV, women comprise 21.7%. *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 23.0%. Among this job group at UNLV, ethnic and racial minorities comprise 13.0%. *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 2008, the Physical Sciences job 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 consisted of 66 employees, of whom 13 were women and 16 were ethnic and racial minorities. In 2012, the Physical Sciences Faculty Job Group consists of 66 employees, of whom 13 are women and 18 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 27.3%. *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.*

Sciences – Mathematics Faculty (253)

In 2008, the Mathematics job 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 consisted of 29 employees, of whom five were women and 16 were ethnic and racial minorities. In 2012, the Mathematics Faculty Job Group consists of 28 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 17.9%. *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 25.1%. Among this job group at UNLV, ethnic and racial minorities comprise 57.1%. *Current utilization of ethnic and racial minorities is above market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Urban Affairs – Communications & Journalism Faculty (256)

In 2008, the Communications and Journalism job 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 consisted of 26 employees, of whom nine were women and two were ethnic and racial minorities. In 2012, the Communications & Journalism Faculty Job Group consists of 20 employees, of whom eight 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 40.0%. *Current utilization of women is one below market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.2%. Among this job group at UNLV, ethnic and racial minorities comprise 10.0%. *Current utilization of ethnic and racial minorities is one below market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Urban Affairs – Counseling Faculty (257)

In 2008, the Counseling job 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 consisted of four employees, of whom two were women and one was a minority. In 2012, the Counseling Faculty Job Group consists of five 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 41.5%. Among this job group at UNLV, women comprise 60.0%. *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 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 40.0%. *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.*

Urban Affairs – Criminal Justice & Social Work (258)

In 2008, the Criminal Justice & Social Work job 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 consisted of 24 employees, of whom 15 were women and eight were ethnic and racial minorities. In 2012, the Criminal Justice & Social Work Faculty Job Group consists of 21 employees, of whom 12 are women and six 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 57.1%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 28.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Urban Affairs – Public Administration Faculty (259)

In 2008, the Public Administration job 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 consisted of four employees, of whom three were women and one was an ethnic or racial minority. In 2012, the Public Administration Faculty Job Group consists of 13 employees, of whom nine are women and three are ethnic or racial minorities.

- Within this job group, the availability of women in the labor market is 47.7%. Among this job group at UNLV, women comprise 69.2%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.7%. Among this job group at UNLV, ethnic and racial minorities comprise 23.1%. *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.*

Other Academic Programs, Not Elsewhere Classified (290)

In 2008, the Other Academic Program job group – *including the Graduate College, the Honors College, and the Lincy Institute and Brookings Mountain West* - 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 consisted of seven employees, of whom three were women and one was an ethnic or racial minority. In 2012, the Other Academic Programs Faculty Job Group consists of eight employees, of whom four are women and two are ethnic or racial minorities.

- Within this job group, the availability of women in the labor market is 47.7%. 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 20.7%. Among this job group at UNLV, ethnic and racial minorities comprise 25.0%. *Current utilization of ethnic and racial minorities is at par with market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

ADMINISTRATIVE (NON-ACADEMIC) FACULTY (H30)

Reflecting the same trend in non-academic employee pools, the representation of women and ethnic and racial minorities decreased a small portion. The profile below uses 2008 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 a minute decrease of 0.5%, this change is not material.* The trend line also reflects *a minute decrease of 0.7% in the percentage representation of ethnic and racial minorities* among professional staff over the past five years.

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 540 individuals** in the previous five years due to budget cuts and attrition which has caused a slight downward trend in the percentage change that will likely carry through to at least 2013 reports.

Profile of Administrative Faculty, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	996	542	54.4%	302	30.3%
2009	961	521	54.2%	275	28.6%
2010	963	526	54.6%	282	29.3%
2011	936	499	53.3%	275	29.4%
2012	870	471	54.1%	262	30.1%
Percent Change	-12.7%	-13.1%	-0.5%	-13.2%	-0.7%

Academic Support Professionals (310)

In 2008, the Academic Support Professionals job 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 group consisted of 197 employees, of whom 130 were women and 72 were ethnic and racial minorities. In 2012, the Academic Support Professionals Job Group consists of 170 employees, of whom 113 are women and 62 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 46.0%. Among this job group at UNLV, women comprise 66.5%. *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 25.5%. 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)

2008, the Administrative Professionals job 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 consisted of 408 employees, of whom 254 were women and 121 were ethnic and racial minorities. In 2012, the Administrative Professionals job group consists of 399 employees, of whom 251 are women and 119 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 42.2%. Among this job group at UNLV, women comprise 62.9%. *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 20.6%. Among this job group at UNLV, ethnic and racial minorities comprise 29.8%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Athletics Professionals (330)

In 2008, the Athletics Professionals job 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 consisted of 73 employees, of whom 18 were women and 14 were ethnic and racial minorities. In 2012, the Athletics Professionals Job Group consists of 70 employees, of whom 17 are women and 17 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 24.3%. *Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 21.3%. Among this job group at UNLV, ethnic and racial minorities comprise 24.3%. *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.*

Information Technology Professionals (340)

In 2008, the Technology Professionals job 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 consisted of 110 employees, of whom 30 were women and 31 were ethnic and racial minorities. In 2012, the Information Technology Professionals Job Group consists of 97 employees, of whom 29 are women and 28 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31.7%. Among this job group at UNLV, women comprise 29.9%. *Current utilization of women is two 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 21.7%. Among this job group at UNLV, ethnic and racial minorities comprise 28.9%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Library Professionals (350)

In 2008, the Library Professionals job 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 consisted of 43 employees, of whom 28 were women and six were ethnic and racial minorities. In 2012, the Library Professionals job group consists of 45 employees, of whom 30 are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 89.0%. Among this job group at UNLV, women comprise 66.7%. *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 13.3%. *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 2008, the Science & Health Professionals job 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 consisted of 105 employees, of whom 39 were women and 31 were ethnic and racial minorities. In 2012, the Science & Health Professionals job group consists of 89 employees, of whom 31 are women and 30 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 26.5%. Among this job group at UNLV, women comprise 34.8%. ***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 33.7%. ***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.***

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 5.3% decrease in the percentage representation of women*** and a ***moderate 8.0% increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years.

Profile of Classified Staff, 2008 - 2012					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2008	1,251	727	58.1%	521	41.6%
2009	1,221	706	57.8%	520	42.6%
2010	1,163	660	56.7%	518	44.5%
2011	1,030	571	55.4%	472	45.8%
2012	1,007	554	55.0%	453	45.0%
Percent Change	-19.5%	-23.8%	-5.3%	-13.1%	8.0%

TECHNICAL/PARAPROFESSIONAL (H40)

Technical/Paraprofessional (400)

In 2008, the Technical/Paraprofessional job 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 consisted of 207 employees, of whom 114 were women and 104 were ethnic and racial minorities. In 2012, the Technical/Paraprofessional job group consists of 226 employees, of whom 124 are women and 105 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 51.8%. Among this job group at UNLV, women comprise 54.9%. *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 23.7%. Among this job group at UNLV, ethnic and racial minorities comprise 46.5%. *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.*

OFFICE SUPPORT (H50)

Office Support, Senior Level Job Group (500)

In 2008, the Office, Senior Level job 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 2011, the Office, Senior Level Job Group consisted of 302 employees, of whom 262 were women and 116 were ethnic and racial minorities. In 2012, the Office, Senior Level Job Group consists of 290 employees, of whom 251 are women and 114 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 76.5%. Among this job group at UNLV, women comprise 86.6%. *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 39.3%. *Current utilization of ethnic and racial minorities above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Office Support, Support Level Job Group (510)

In 2008, the Office, Support Level job 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 consisted of 127 employees, of whom 109 were women and 69 were ethnic and racial minorities. In 2012, the Office, Support Level Job Group consists of 111 employees, of whom 97 are women and 61 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 88.3%. Among this job group at UNLV, women comprise 87.4%. *Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 23.7%. Among this job group at UNLV, ethnic and racial minorities comprise 55.0%. *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.*

SKILLED CRAFTS (H60)

Skilled Crafts (600)

In 2008, the Skilled Crafts job 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 consisted of 59 employees, of whom one was a woman and 18 were ethnic and racial minorities. In 2012, the Skilled Crafts Job Group consists of 59 employees, of whom one is a woman and 17 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 1.5%. 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 27.6%. Among this job group at UNLV, ethnic and racial minorities comprise 28.8%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

SERVICE AND MAINTENANCE (H70)

Maintenance Workers (700)

In 2008, the Maintenance job 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 consisted of 99 employees, of whom 10 were women and 37 were ethnic and racial minorities. In 2012, the Maintenance job group consists of 79 employees, of whom nine are women and 28 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 10.2%. Among this job group at UNLV, women comprise 11.4%. ***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 31.4%. Among this job group at UNLV, ethnic and racial minorities comprise 35.4%. ***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 2008, the Public Safety job 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 consisted of 42 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2012, 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 30.1%. Among this job group at UNLV, women comprise 26.2%. ***Current utilization of women is two below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.3%. 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 2008, the Custodial/Grounds job 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 group consisted of 194 employees, of whom 64 were women and 108 were ethnic and racial minorities. In 2012, the Custodial/Grounds job group consists of 200 employees, of whom 61 are women and 108 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 27.2%. Among this job group at UNLV, women comprise 30.5%. *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 54.0%. Among this job group at UNLV, ethnic and racial minorities comprise 54.0%. *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.*

**EEO/AA Program 2012 - University of Nevada Las Vegas
Workforce Analysis Summary**

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
ACADEMIC AND RESEARCH SPACE	3	1	2	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0
ACADEMIC SUCCESS CENTER	19	9	10	8	5	1	1	2	0	0	0	6	2	1	1	0	0	0
ACCOUNTING	14	10	4	0	10	0	0	0	0	0	0	4	0	0	0	0	0	0
ACCOUNTS PAYABLE	7	1	6	4	0	0	0	0	0	1	0	3	2	0	0	0	0	1
ADMISSIONS AND RECRUITMENT	25	6	19	11	2	0	2	1	0	0	1	12	2	3	1	0	0	1
ALUMNI AND EXTERNAL RELATIONS	5	3	2	2	1	0	1	1	0	0	0	2	0	0	0	0	0	0
ANTHROPOLOGY	17	8	9	3	7	1	0	0	0	0	0	7	1	0	1	0	0	0
ART	13	6	7	2	5	0	0	1	0	0	0	6	0	1	0	0	0	0
AUXILIARY FINANCIAL SERVICES	9	2	7	5	1	0	1	0	0	0	0	3	2	1	1	0	0	0
AVP ENROLLMENT AND STUDENT SRVCS	5	3	2	3	2	0	0	0	0	0	1	0	1	0	0	0	1	0
BLACK MOUNTAIN INSTITUTE	4	1	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0
BUDGET OFFICE	5	0	5	1	0	0	0	0	0	0	0	4	0	0	1	0	0	0
CAMPUS AUDIT	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CAMPUS CARD SERVICES	4	3	1	1	2	1	0	0	0	0	0	1	0	0	0	0	0	0
CAMPUS HOUSING FACILITIES	13	10	3	8	4	1	4	1	0	0	0	1	1	1	0	0	0	0
CAMPUS LIFE	11	1	10	3	1	0	0	0	0	0	0	7	1	0	2	0	0	0
CAMPUS LIFE FACs AND OPERATIONS	21	17	4	6	13	0	3	1	0	0	0	2	1	1	0	0	0	0
CANNON SURVEY CENTER	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
CENTER FOR BUS AND ECON RESEARCH	5	4	1	2	2	1	0	0	1	0	0	1	0	0	0	0	0	0
CHEMISTRY	35	26	9	12	17	0	1	8	0	0	0	6	0	1	2	0	0	0
CIVIC ENGAGEMENT AND DIVERSITY	9	3	6	1	3	0	0	0	0	0	0	5	1	0	0	0	0	0
CIVIL AND ENVR ENGINEERING	18	15	3	7	9	1	1	4	0	0	0	2	0	1	0	0	0	0
CNT HEALTH INFORMATION ANALYS	7	5	2	2	4	0	0	1	0	0	0	1	0	1	0	0	0	0
COLL OF ENGR ADVISING CENTER	3	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Workforce Analysis Summary**

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
COLLEGE OF EDUCATION	13	3	10	5	2	0	0	1	0	0	0	6	1	2	1	0	0	0
COLLEGE OF ENGINEERING	8	4	4	5	1	0	0	2	0	0	1	2	0	1	1	0	0	0
COLLEGE OF FINE ARTS	10	3	7	2	2	1	0	0	0	0	0	6	0	1	0	0	0	0
COLLEGE OF LIBERAL ARTS	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0
COLLEGE OF SCIENCES	9	1	8	4	1	0	0	0	0	0	0	4	2	1	1	0	0	0
COMMUNICATION STUDIES	10	4	6	2	4	0	0	0	0	0	0	4	0	1	1	0	0	0
CONSTRUCTION MANAGEMENT	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
CONTINUING EDUCATION	10	3	7	3	1	0	0	1	0	0	1	6	1	0	0	0	0	0
CONTROLLERS OFFICE	13	4	9	8	1	1	2	0	0	0	0	4	0	1	4	0	0	0
CRIMINAL JUSTICE	13	6	7	2	5	0	0	1	0	0	0	6	0	0	1	0	0	0
CTR ACAD ENRICHMENT AND OUTREACH	56	17	39	43	3	10	2	1	1	0	0	10	18	8	3	0	0	0
CUSTODIAL SERVICES	119	72	47	67	30	13	15	13	1	0	0	22	7	12	5	1	0	0
DANCE	8	3	5	1	3	0	0	0	0	0	0	4	1	0	0	0	0	0
DELIVERY SERVICES	3	2	1	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0
DEPRTMENT OF AEROSPACE STUDIES	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
DISABILITY RESOURCE CENTER	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
ECONOMICS	15	12	3	4	9	1	0	2	0	0	0	2	0	0	1	0	0	0
ED RESEARCH COGNITION AND DEVEL	21	8	13	4	7	0	1	0	0	0	0	10	1	1	1	0	0	0
EDUCATIONAL AND CLINICAL STUDIES	23	10	13	6	8	2	0	0	0	0	0	9	2	2	0	0	0	0
ELECTRICAL AND COMPUTER ENGR	16	13	3	9	5	0	0	7	0	0	1	2	0	0	1	0	0	0
ENGLISH	35	15	20	3	14	0	1	0	0	0	0	18	1	0	0	1	0	0
ENGLISH LANGUAGE CENTER	4	1	3	2	1	0	0	0	0	0	0	1	0	1	1	0	0	0
ENROLLMENT AND STUDENT SERVICES	5	3	2	2	2	0	0	0	0	0	1	1	1	0	0	0	0	0
ENVIRONMENTAL AND PUBLIC AFFAIRS	17	6	11	4	5	0	0	1	0	0	0	8	0	1	2	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Workforce Analysis Summary**

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
ENVR AND OCC HEALTH	12	5	7	4	5	0	0	0	0	0	0	3	0	2	0	2	0	0
FACILITIES MAINTENANCE SVCS	88	81	7	29	54	10	11	3	1	0	2	5	1	1	0	0	0	0
FACILITIES MANAGEMENT	15	9	6	6	7	1	0	0	0	1	0	2	3	0	1	0	0	0
FACULTY SENATE	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
FEDERAL AGENCY INITIATIVES	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
FILM	11	9	2	2	7	1	1	0	0	0	0	2	0	0	0	0	0	0
FINANCE	9	9	0	5	4	0	0	5	0	0	0	0	0	0	0	0	0	0
FINANCIAL AID AND SCHOLARSHIPS	23	8	15	8	5	0	2	0	0	0	1	10	3	2	0	0	0	0
FOREIGN LANGUAGES	18	6	12	10	3	0	3	0	0	0	0	5	0	4	3	0	0	0
GEOSCIENCE	26	17	9	6	13	0	0	4	0	0	0	7	0	1	1	0	0	0
GERONTOLOGY	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
GOVERNMENT RELATIONS	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
GRADUATE COLLEGE	14	2	12	6	2	0	0	0	0	0	0	6	1	1	2	0	1	1
GREENSPUN COLL URBAN AFFAIRS	5	1	4	3	1	0	0	0	0	0	0	1	2	0	0	0	0	1
HANK GREENSPUN SCH JRNL MEDIA	13	10	3	1	9	0	0	0	0	1	0	3	0	0	0	0	0	0
HARRAH COLLEGE OF HOTEL ADMIN	14	4	10	3	3	0	1	0	0	0	0	8	1	1	0	0	0	0
HARRY REID CENTER	39	25	14	5	21	0	1	3	0	0	0	13	1	0	0	0	0	0
HEALTH CARE ADMIN AND POLICY	4	4	0	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0
HEALTH PHYSICS AND DIAGNOSTIC SC	10	6	4	2	5	0	0	0	1	0	0	3	1	0	0	0	0	0
HISTORY	25	15	10	5	12	2	0	0	1	0	0	8	0	1	1	0	0	0
HONORS COLLEGE	4	2	2	2	2	0	0	0	0	0	0	0	1	1	0	0	0	0
HOTEL COLLEGE ADVISING CENTER	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
HOTEL COLLEGE FANDB CATERING	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
HOTEL COLLEGE INSTRUCTION	49	33	16	7	29	1	0	3	0	0	0	13	0	1	2	0	0	0

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**EEO/AA Program 2012 - University of Nevada Las Vegas
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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
HUMAN RESOURCES	18	2	16	10	1	0	1	0	0	0	0	7	1	3	4	0	0	1
INST ANALYSIS AND PLANNING	7	2	5	0	2	0	0	0	0	0	0	5	0	0	0	0	0	0
INTERCOLLEGIATE ATHLETICS	98	71	27	31	49	10	4	5	2	0	1	18	5	3	0	0	0	1
INTERDISCIPLINARY DEGREES	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
INTERNATIONAL GAMING INSTITUTE	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
INTERNATIONAL PROGRAMS	4	1	3	3	0	0	1	0	0	0	0	1	1	1	0	0	0	0
INTL STUDENTS AND SCHOLARS	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
INVENTORY CONTROL	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
JEAN NIDETCH WOMENS CENTER	2	0	2	2	0	0	0	0	0	0	0	0	0	1	0	0	0	1
KINESIOLOGY AND NUTRITION SCIENC	17	7	10	2	7	0	0	0	0	0	0	8	1	1	0	0	0	0
LANDSCAPE GROUNDS AND ARBORETUM	42	39	3	18	22	6	9	0	1	0	1	2	0	0	1	0	0	0
LEE BUSINESS SCHOOL	22	8	14	6	6	0	0	2	0	0	0	10	2	2	0	0	0	0
LEE SCHOOL OF BUSINESS	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
LIBRARY	101	39	62	28	28	3	2	4	1	1	0	45	5	1	8	1	0	2
LIED INST REAL ESTATE STUDIES	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
LINCY INST AND BROOKINGS MTN WST	7	2	5	2	2	0	0	0	0	0	0	3	2	0	0	0	0	0
MAIL SERVICES	4	3	1	2	1	2	0	0	0	0	0	1	0	0	0	0	0	0
MANAGEMENT	14	12	2	7	7	0	1	4	0	0	0	0	1	0	1	0	0	0
MANAGEMENT INFORMATION SYSTEMS	9	8	1	3	5	0	0	2	1	0	0	1	0	0	0	0	0	0
MARKETING	9	5	4	1	5	0	0	0	0	0	0	3	0	0	1	0	0	0
MARKETING AND PUBLIC RELATIONS	12	5	7	2	4	0	0	0	0	0	1	6	0	1	0	0	0	0
MARR FAMILY COUPLE COUNSELING	6	2	4	2	2	0	0	0	0	0	0	2	0	1	1	0	0	0
MATH	31	23	8	18	8	1	1	13	0	0	0	5	0	1	1	0	0	1
MECHANICAL ENGINEERING	22	20	2	6	14	0	0	6	0	0	0	2	0	0	0	0	0	0

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Workforce Analysis Summary**

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
MEDIA RELATIONS	4	2	2	2	1	1	0	0	0	0	0	1	0	0	1	0	0	0
MULTICULTURAL ENGINEERING PRG	2	1	1	2	0	0	0	1	0	0	0	0	1	0	0	0	0	0
MUSIC	38	24	14	8	21	1	1	1	0	0	0	9	0	0	4	0	0	1
NV INSTITUTE FOR CHILDREN	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
NV SMALL BUSINESS DEV CENTER	4	2	2	2	2	0	0	0	0	0	0	0	1	0	0	0	1	0
OFFICE OF DIVERSITY INITIATIVE	4	2	2	4	0	0	2	0	0	0	0	0	2	0	0	0	0	0
OFFICE OF GENERAL COUNSEL	7	2	5	3	2	0	0	0	0	0	0	2	1	2	0	0	0	0
OFFICE OF INFO TECHNOLOGY	80	54	26	23	41	6	3	4	0	0	0	16	0	2	6	0	0	2
OFFICE OF ONLINE EDUCATION	17	12	5	6	7	0	0	3	0	0	2	4	0	1	0	0	0	0
OFFICE OF RESEARCH INTEGRITY	6	1	5	3	1	0	0	0	0	0	0	2	0	2	1	0	0	0
OFFICE OF STUDENT CONDUCT	4	2	2	2	1	0	0	0	1	0	0	1	0	1	0	0	0	0
PARKING AND TRANSPORTATION SVCS	9	6	3	1	5	0	0	0	0	0	1	3	0	0	0	0	0	0
PAYROLL	5	1	4	3	0	0	1	0	0	0	0	2	1	1	0	0	0	0
PERFORMING ARTS CENTER	7	5	2	2	4	0	0	1	0	0	0	1	0	0	1	0	0	0
PHILOSOPHY	9	8	1	1	8	0	0	0	0	0	0	0	0	1	0	0	0	0
PHYSICAL THERAPY	7	3	4	2	2	0	1	0	0	0	0	3	0	1	0	0	0	0
PHYSICS AND ASTRONOMY	39	30	9	15	17	0	0	12	0	0	1	7	1	0	1	0	0	0
PLANNING AND CONSTRUCTION SVCS	13	8	5	3	7	0	1	0	0	0	0	3	0	1	1	0	0	0
POLICE SERVICES	53	38	15	26	17	6	7	7	0	0	1	10	3	2	0	0	0	0
POLITICAL SCIENCE	16	10	6	3	8	0	2	0	0	0	0	5	1	0	0	0	0	0
PRESIDENTS OFFICE	7	2	5	1	2	0	0	0	0	0	0	4	0	1	0	0	0	0
PROGRAM IN HEALTH PROMOTION	2	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0
PROVOST	4	1	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0
PROVOST ACADEMIC RESOURCES	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Workforce Analysis Summary**

Organizational Unit	Total				Male								Female					
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
PSYCHOLOGY	24	13	11	1	13	0	0	0	0	0	0	10	0	1	0	0	0	0
PUBLIC LANDS INSTITUTE	10	3	7	4	2	0	0	1	0	0	0	4	3	0	0	0	0	0
PURCHASING	15	4	11	5	1	1	2	0	0	0	0	9	0	0	2	0	0	0
RADIO STATION	5	2	3	1	2	0	0	0	0	0	0	2	1	0	0	0	0	0
REAL ESTATE MANAGEMENT	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
RECEIVING SHIPPING	5	5	0	2	3	1	1	0	0	0	0	0	0	0	0	0	0	0
REGISTRAR	28	4	24	14	1	0	2	1	0	0	0	13	5	2	3	1	0	0
REPROGRAPHICS DESIGN SERVICES	14	11	3	3	8	2	0	1	0	0	0	3	0	0	0	0	0	0
RESIDENTIAL LIFE	11	5	6	1	4	0	1	0	0	0	0	6	0	0	0	0	0	0
RISK MANAGEMENT AND SAFETY	19	16	3	6	12	1	3	0	0	0	0	1	1	0	1	0	0	0
SAM BOYD STADIUM	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
SCH ALLIED HEALTH SCIENCES	5	2	3	1	1	1	0	0	0	0	0	3	0	0	0	0	0	0
SCHOOL COMMUNITY HEALTH SCIENC	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
SCHOOL OF ARCHITECTURE	18	13	5	3	11	0	2	0	0	0	0	4	0	0	1	0	0	0
SCHOOL OF COMPUTER SCIENCE	15	13	2	7	8	0	1	4	0	0	0	0	0	0	1	0	0	1
SCHOOL OF DENTAL MEDICINE	172	56	116	84	45	2	4	5	0	0	0	43	17	30	17	3	2	4
SCHOOL OF LIFE SCIENCES	51	33	18	13	26	1	2	3	0	0	1	12	1	0	4	0	0	1
SCHOOL OF NURSING	45	7	38	12	4	0	0	3	0	0	0	29	3	0	5	0	1	0
SCHOOL OF SOCIAL WORK	18	4	14	6	3	0	0	1	0	0	0	9	3	0	2	0	0	0
SCI AND ENGINEERING BLDG SUPPORT	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
SOCIOLOGY	13	7	6	1	7	0	0	0	0	0	0	5	0	1	0	0	0	0
SPONSORED PROGRAMS	13	2	11	5	1	1	0	0	0	0	0	7	0	1	2	1	0	0
SRWC FAC AND RECREATION SVCS	16	8	8	6	6	1	0	1	0	0	0	4	1	2	1	0	0	0
STDT COUNSELING AND PSYCH SVCS	10	3	7	7	0	0	1	1	0	1	0	3	1	1	2	0	0	0

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Workforce Analysis Summary**

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
STUDENT ACCOUNTS AND CASHING	14	1	13	5	1	0	0	0	0	0	0	8	0	4	1	0	0	0
STUDENT AFFAIRS ADMINISTRATION	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
STUDENT GOVERNMENT	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
STUDENT HEALTH CENTER	13	1	12	6	0	0	1	0	0	0	0	7	2	1	2	0	0	0
STUDENT UNION AND EVENT SERVICES	22	8	14	8	5	1	1	1	0	0	0	9	2	0	2	0	1	0
STUDENT WELLNESS	11	2	9	5	1	0	0	1	0	0	0	5	3	0	1	0	0	0
SUMMER TERM	6	1	5	1	1	0	0	0	0	0	0	4	0	0	0	1	0	0
SUPERCOMPUTER CENTER	5	4	1	2	3	0	0	0	1	0	0	0	0	1	0	0	0	0
TEACHING AND LEARNING	31	15	16	8	10	1	1	3	0	0	0	13	0	1	2	0	0	0
TELECOMMUNICATIONS	8	4	4	1	4	0	0	0	0	0	0	3	0	1	0	0	0	0
THEATRE	16	9	7	4	8	1	0	0	0	0	0	4	2	1	0	0	0	0
THOMAS AND MACK CENTER	64	43	21	16	33	3	3	2	0	2	0	15	2	3	1	0	0	0
TRANSPORTATION RESEARCH CENTER	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
UNIVERSITY PRESCHOOL	8	0	8	3	0	0	0	0	0	0	0	5	0	1	2	0	0	0
UNLV FOUNDATION	34	8	26	8	7	1	0	0	0	0	0	19	2	1	3	0	1	0
URBAN AFFAIRS ADVISING CENTER	2	1	1	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0
VICE PRES FOR STUDENT AFFAIRS	4	0	4	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0
VICE PRESIDENT RSCH AND GRAD ST	7	3	4	0	3	0	0	0	0	0	0	4	0	0	0	0	0	0
VICE PROVOST EDUC OUTREACH	14	3	11	7	1	0	1	0	1	0	0	6	2	1	1	0	0	1
VICE PROVOST ACAD AFFAIRS	9	3	6	1	3	0	0	0	0	0	0	5	1	0	0	0	0	0
VP ADVANCEMENT	5	2	3	0	2	0	0	0	0	0	0	3	0	0	0	0	0	0
VP FINANCE AND BUSINESS	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
WELLNESS PROMOTION	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
WILLIAM S BOYD SCHOOL OF LAW	83	26	57	26	18	2	4	2	0	0	0	39	7	4	6	0	0	1

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
WILSON ADVISING CENTER	8	2	6	3	1	0	0	1	0	0	0	4	1	0	1	0	0	0
WOMENS RSCH INST OF NV	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
WOMENS STUDIES	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
WRITING CENTER	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Total (#)	2,742	1,404	1,338	923	970	105	122	166	14	8	19	849	162	148	138	11	8	22
Total (%)		51.2	48.8	33.7	35.4	3.8	4.4	6.1	0.5	0.3	0.7	31.0	5.9	5.4	5.0	0.4	0.3	0.8

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 100 - Vice Presidents and Deans

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
15100L	CHIEF OF STAFF	1	1	0	0	1	0	0	0	0	0	0
16700J10	DEAN ACADEMIC SUCCESS CENTER	1	0	1	0	1	0	0	0	0	0	0
16700J7	DEAN COLLEGE OF EDUCATION	1	1	0	0	1	0	0	0	0	0	0
16700J6	DEAN COLLEGE OF ENGINEERING	1	1	0	1	0	0	0	1	0	0	0
16700J9	DEAN COLLEGE OF FINE ARTS	1	1	0	0	1	0	0	0	0	0	0
16700J5	DEAN COLLEGE OF LIBERAL ARTS	1	1	0	0	1	0	0	0	0	0	0
16700J14	DEAN COLLEGE OF SCIENCES	1	1	0	0	1	0	0	0	0	0	0
16700J8	DEAN GREENSPUN COLLEGE URBAN AFFAIRS	1	1	0	0	1	0	0	0	0	0	0
16700J15	DEAN HOTEL COLLEGE	1	1	0	0	1	0	0	0	0	0	0
16700J13	DEAN LEE SCHOOL OF BUSINESS	1	1	0	0	1	0	0	0	0	0	0
16700J2	DEAN OF HONORS COLLEGE	1	1	0	0	1	0	0	0	0	0	0
16700J1	DEAN OF LIBRARIES	1	0	1	0	1	0	0	0	0	0	0
16700J3	DEAN OF NURSING AND ALLIED HEALTH SCIENCES	1	0	1	0	1	0	0	0	0	0	0
16700J11	DEAN SCHOOL OF DENTAL MEDICINE	1	0	1	0	1	0	0	0	0	0	0
16700J12	DEAN WILLIAM S BOYD SCHOOL OF LAW	1	1	0	1	0	1	0	0	0	0	0
15110K	DIRECTOR OF ATHLETICS	1	1	0	0	1	0	0	0	0	0	0
15110E	EXECUTIVE VICE PRESIDENT AND PROVOST	1	1	0	0	1	0	0	0	0	0	0
16700J4	FOUNDING DEAN	1	0	1	0	1	0	0	0	0	0	0
15110J2	SENIOR VICE PRESIDENT OF FINANCE AND BUSINESS	1	1	0	0	1	0	0	0	0	0	0
15110J3	VICE PRESIDENT AND GENERAL COUNSEL	1	1	0	0	1	0	0	0	0	0	0
15110J4	VICE PRESIDENT FOR ADVANCEMENT	1	1	0	0	1	0	0	0	0	0	0
15110J6	VICE PRESIDENT FOR DIVERSITY INCLUSION AND GOV RELATION	1	1	0	1	0	0	1	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 100 - Vice Presidents and Deans

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
15110J1	VICE PRESIDENT FOR RESEARCH AND GRADUATE STUDIES	1	1	0	0	1	0	0	0	0	0	0
15110J5	VICE PRESIDENT FOR STUDENT AFFAIRS	1	0	1	1	0	1	0	0	0	0	0
Total (#)		24	18	6	4	20	2	1	1	0	0	0
Total (%)			75.0	25.0	16.7	83.3	8.3	4.2	4.2	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 110 - AVPs and Executive Directors

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
15110M6	ASSISTANT VICE PRESIDENT FOR DIVERSITY	1	0	1	1	0	1	0	0	0	0	0
15110M2	ASSISTANT VICE PRESIDENT FOR DIVERSITY AND INCLUSION	1	1	0	1	0	0	1	0	0	0	0
15110M3	ASSISTANT VICE PROVOST INST ANALYSIS AND PLANNING	1	0	1	0	1	0	0	0	0	0	0
15110M4	ASSISTANT VP FOR STUDENT WELLNESS	1	1	0	0	1	0	0	0	0	0	0
15110L6	ASSOC VP TMC ICA BUS SVCS AUX FIN SVCS AND AUDIT	1	1	0	0	1	0	0	0	0	0	0
15110L4	ASSOC VP FOR ADMINISTRATION	1	1	0	0	1	0	0	0	0	0	0
15110L13	ASSOCIATE VICE PRESIDENT DEVELOPMENT OPERATIONS	1	1	0	0	1	0	0	0	0	0	0
15110L5	ASSOCIATE VICE PRESIDENT FOR COMMUNITY RELATIONS	1	0	1	0	1	0	0	0	0	0	0
15110L10	ASSOCIATE VICE PRESIDENT FOR RESEARCH	1	1	0	0	1	0	0	0	0	0	0
15110M5	ASSOCIATE VICE PROVOST FOR ACADEMIC PROGRAMS	1	1	0	0	1	0	0	0	0	0	0
15110L1	ASSOCIATE VP FOR FEDERAL AGENCY INITIATIVES	1	1	0	0	1	0	0	0	0	0	0
15110L3	ASSOCIATE VP FOR STUDENT AFFAIRS	1	0	1	0	1	0	0	0	0	0	0
15110L2	ASSOCIATE VP RETENTION AND OUTREACH	1	1	0	1	0	1	0	0	0	0	0
15120J	CHIEF HUMAN RESOURCES OFFICER	1	1	0	0	1	0	0	0	0	0	0
16200J	CONTROLLER	1	1	0	1	0	0	1	0	0	0	0
16100J2	DIR PUBLIC SAFETY	1	1	0	1	0	0	1	0	0	0	0
16100JAVP	DIRECTOR ATHLETIC AVP LEVEL	1	1	0	0	1	0	0	0	0	0	0
16100A1	EXECUTIVE BUDGET DIRECTOR	1	0	1	0	1	0	0	0	0	0	0
16100A9ERROR	EXECUTIVE DIRECTOR ATHLETICS ORIGINALLY CODED 700	1	1	0	0	1	0	0	0	0	0	0
16100A7	EXECUTIVE DIRECTOR OF ADMISSIONS AND RECRUITMENT	1	1	0	0	1	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 110 - AVPs and Executive Directors

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
16100A3	EXECUTIVE DIRECTOR OF FACILITIES MANAGEMENT	1	1	0	1	0	1	0	0	0	0	0
16100A2	EXECUTIVE DIRECTOR OF PLANNING AND CONSTRUCTION	1	1	0	0	1	0	0	0	0	0	0
16100A8ERROR	EXECUTIVE DIRECTOR OF SINGAPORE ORIGINALLY CODED 320	1	1	0	1	0	0	1	0	0	0	0
16100A6	EXECUTIVE DIRECTOR OF SPONSORED PROGRAMS	1	1	0	0	1	0	0	0	0	0	0
16100A4	EXECUTIVE DIRECTOR RESEARCH PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
16100A5	EXECUTIVE DIRECTOR RISK MANAGEMENT AND SAFETY	1	1	0	0	1	0	0	0	0	0	0
15110M1	EXECUTIVE FINANCIAL OFFICER	1	0	1	0	1	0	0	0	0	0	0
15105H	PRESIDENT EMERITA	1	0	1	0	1	0	0	0	0	0	0
15110L8	SR ASSOC VP DEVELOPMENT EXEC DIR UNLV FOUNDATION	1	0	1	0	1	0	0	0	0	0	0
15110L9	VICE PROVOST EDUCATIONAL OUTREACH	1	0	1	0	1	0	0	0	0	0	0
15110L7	VICE PROVOST FOR INFORMATION TECHNOLOGY	1	0	1	0	1	0	0	0	0	0	0
Total (#)		31	21	10	7	24	3	4	0	0	0	0
Total (%)			67.7	32.3	22.6	77.4	9.7	12.9	0.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 206 - Business Business

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JBB	ASSISTANT PROFESSOR	7	4	3	4	3	1	0	3	0	0	0
16700LAA	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JBB	ASSOCIATE PROFESSOR	12	10	2	4	8	0	0	4	0	0	0
18710GBB	CHAIR ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700GBB	CHAIR PROFESSOR	1	1	0	1	0	0	0	1	0	0	0
18740JBB	LECTURER	1	1	0	0	1	0	0	0	0	0	0
18700JBB	PROFESSOR	7	7	0	2	5	0	1	0	1	0	0
16105JBB	PROFESSOR AND DIRECTOR OF ACADEMIC PROGRAMS	1	1	0	1	0	0	0	1	0	0	0
16100JDII	PROFESSOR DIRECTOR OF INTERNATIONAL INTIATIVES	1	1	0	0	1	0	0	0	0	0	0
18742RBB	VISITING LECTURER	2	2	0	0	2	0	0	0	0	0	0
Total (#)		34	29	5	12	22	1	1	9	1	0	0
Total (%)			85.3	14.7	35.3	64.7	2.9	2.9	26.5	2.9	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 207 - Business Economics

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JBE	ASSISTANT PROFESSOR	3	3	0	1	2	0	0	1	0	0	0
18710JBE	ASSOCIATE PROFESSOR	1	1	0	1	0	1	0	0	0	0	0
18700GBE	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
16100JDLI	DIRECTOR LIED INSTITUTE REAL ESTATE STUDIES	1	1	0	0	1	0	0	0	0	0	0
18740JBE	LECTURER	1	1	0	1	0	0	0	1	0	0	0
18700JBE	PROFESSOR	7	5	2	1	6	0	0	1	0	0	0
Total (#)		14	12	2	4	10	1	0	3	0	0	0
Total (%)			85.7	14.3	28.6	71.4	7.1	0.0	21.4	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 208 - Business Accounting and Finance

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JBAF	ASSISTANT PROFESSOR	5	4	1	2	3	0	0	2	0	0	0
16700LBE	ASSOCIATE DEAN	1	1	0	1	0	0	0	1	0	0	0
18710JBAF	ASSOCIATE PROFESSOR	4	3	1	1	3	0	0	1	0	0	0
18710GBAF	CHAIR ASSOCIATE PROFESSOR	1	0	1	0	1	0	0	0	0	0	0
18700GBAF	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18740JBAF	LECTURER	2	2	0	0	2	0	0	0	0	0	0
18700JBAF	PROFESSOR	7	7	0	2	5	0	0	2	0	0	0
18742RBAF	VISITING LECTURER	2	2	0	0	2	0	0	0	0	0	0
Total (#)		23	20	3	6	17	0	0	6	0	0	0
Total (%)			87.0	13.0	26.1	73.9	0.0	0.0	26.1	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 211 - Education Teacher Education

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JED	ASSISTANT PROFESSOR	7	3	4	1	6	0	0	1	0	0	0
18717JED	ASSOC PROFESSOR IN RESIDENCE	2	1	1	0	2	0	0	0	0	0	0
18710GED	ASSOCIATE PROFESSOR	1	1	0	1	0	1	0	0	0	0	0
18710JED	ASSOCIATE PROFESSOR	10	6	4	3	7	0	1	2	0	0	0
18700GED	CHAIR PROFESSOR	2	2	0	0	2	0	0	0	0	0	0
18740JED	LECTURER	2	0	2	0	2	0	0	0	0	0	0
18700JED	PROFESSOR	20	10	10	4	16	2	1	1	0	0	0
18742RED	VISITING LECTURER	4	1	3	1	3	1	0	0	0	0	0
18702RED	VISITING PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
Total (#)		49	25	24	10	39	4	2	4	0	0	0
Total (%)			51.0	49.0	20.4	79.6	8.2	4.1	8.2	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 212 - Education Other Education

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JEO	ASSISTANT PROFESSOR	1	0	1	0	1	0	0	0	0	0	0
16700LEO	ASSOCIATE DEAN	1	0	1	0	1	0	0	0	0	0	0
18710JEO	ASSOCIATE PROFESSOR	7	2	5	2	5	1	1	0	0	0	0
18700GEO	CHAIR PROFESSOR	1	0	1	0	1	0	0	0	0	0	0
18700JEO	PROFESSOR	10	6	4	2	8	0	1	1	0	0	0
18722REO	VISITING ASSISTANT PROFESSOR	1	0	1	0	1	0	0	0	0	0	0
Total (#)		21	8	13	4	17	1	2	1	0	0	0
Total (%)			38.1	61.9	19.0	81.0	4.8	9.5	4.8	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 216 - Engineering Engineering

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JEG	ASSISTANT PROFESSOR	5	5	0	4	1	0	1	3	0	0	0
18720JEGERROR	ASSISTANT PROFESSOR ORIGINALLY CODED 360	1	1	0	1	0	0	0	1	0	0	0
18725JEG	ASSISTANT RESEARCH PROFESSOR	1	1	0	1	0	0	0	1	0	0	0
18717JEG	ASSOC PROFESSOR IN RESIDENCE	1	1	0	0	1	0	0	0	0	0	0
16700LEG	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JEG	ASSOCIATE PROFESSOR	8	7	1	5	3	1	1	3	0	0	0
18715JEG	ASSOCIATE RESEARCH PROFESSOR	1	1	0	1	0	0	0	1	0	0	0
18700GEG	CHAIR PROFESSOR	2	2	0	1	1	0	0	1	0	0	0
18700JEG	PROFESSOR	13	12	1	1	12	0	0	1	0	0	0
Total (#)		33	31	2	14	19	1	2	11	0	0	0
Total (%)			93.9	6.1	42.4	57.6	3.0	6.1	33.3	0.0	0.0	0.0

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 217 - Engineering Computer Science

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JEGC	ASSISTANT PROFESSOR	1	1	0	1	0	0	0	0	0	0	1
16700LEGC	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JEGC	ASSOCIATE PROFESSOR	9	6	3	6	3	0	0	6	0	0	0
18700GEGC	CHAIR PROFESSOR	1	1	0	1	0	0	0	1	0	0	0
18740JEGC	LECTURER	1	0	1	1	0	0	0	0	0	0	1
18700JEGC	PROFESSOR	13	13	0	6	7	0	0	6	0	0	0
18742REGC	VISITING LECTURER	1	1	0	0	1	0	0	0	0	0	0
Total (#)		27	23	4	15	12	0	0	13	0	0	2
Total (%)			85.2	14.8	55.6	44.4	0.0	0.0	48.1	0.0	0.0	7.4

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 221 - Fine Arts Fine Arts

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18711JFI	AFFILIATE ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18720JFI	ASSISTANT PROFESSOR	15	8	7	5	10	0	1	3	0	0	1
16700LFI	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JFI	ASSOCIATE PROFESSOR	23	14	9	2	21	2	0	0	0	0	0
18710GFI	CHAIR ASSOCIATE PROFESSOR	2	1	1	1	1	0	1	0	0	0	0
18700GFI	CHAIR PROFESSOR	3	3	0	1	2	0	1	0	0	0	0
18740JFI	LECTURER	2	1	1	0	2	0	0	0	0	0	0
18700JFI	PROFESSOR	13	10	3	2	11	2	0	0	0	0	0
16100JDAS	PROFESSOR DIR ARNOLD SHAW CENTER	1	1	0	0	1	0	0	0	0	0	0
18722RFI	VISITING ASSISTANT PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18742RFI	VISITING LECTURER	6	2	4	3	3	1	0	2	0	0	0
Total (#)		68	43	25	14	54	5	3	5	0	0	1
Total (%)			63.2	36.8	20.6	79.4	7.4	4.4	7.4	0.0	0.0	1.5

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 222 - Fine Arts Architecture Faculty

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JFIA	ASSISTANT PROFESSOR	6	4	2	1	5	0	0	1	0	0	0
18710JFIA	ASSOCIATE PROFESSOR	5	4	1	2	3	0	2	0	0	0	0
16100JDSA	DIRECTOR	1	1	0	0	1	0	0	0	0	0	0
18740JFIA	LECTURER	1	1	0	0	1	0	0	0	0	0	0
18700JFIA	PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18742RFIA	VISITING LECTURER	1	1	0	0	1	0	0	0	0	0	0
Total (#)		15	12	3	3	12	0	2	1	0	0	0
Total (%)			80.0	20.0	20.0	80.0	0.0	13.3	6.7	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 226 - HHS Dental Medicine

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
16700MDE	ASSISTANT DEAN	1	0	1	0	1	0	0	0	0	0	0
18720JDE	ASSISTANT PROFESSOR	2	0	2	1	1	0	1	0	0	0	0
18717JDE	ASSOC PROFESSOR IN RESIDENCE	9	6	3	2	7	1	0	1	0	0	0
16700LDE	ASSOCIATE DEAN	6	4	2	0	6	0	0	0	0	0	0
18710JDE	ASSOCIATE PROFESSOR	2	1	1	1	1	0	0	1	0	0	0
18727JDE	ASST PROFESSOR IN RESIDENCE	13	8	5	4	9	3	0	1	0	0	0
18727JERROR	ASST PROFESSOR IN RESIDENCE ORIGINALLY CODED 320	1	0	1	0	1	0	0	0	0	0	0
18700GDE	CHAIR PROFESSOR	2	1	1	0	2	0	0	0	0	0	0
16105JDE	DIVISION CHIEF PRECLINICAL SCIENCES	1	1	0	0	1	0	0	0	0	0	0
18700JDE	PROFESSOR	3	3	0	0	3	0	0	0	0	0	0
18707JDE	PROFESSOR IN RESIDENCE	3	3	0	0	3	0	0	0	0	0	0
18722RDE	VISITING ASSISTANT PROFESSOR	4	3	1	0	4	0	0	0	0	0	0
Total (#)		47	30	17	8	39	4	1	3	0	0	0
Total (%)			63.8	36.2	17.0	83.0	8.5	2.1	6.4	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 227 - HHS Health Physics and Diagnostics

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JHPD	ASSISTANT PROFESSOR	6	5	1	1	5	0	1	0	0	0	0
16700LHPD	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JHPD	ASSOCIATE PROFESSOR	4	2	2	0	4	0	0	0	0	0	0
18727JHPD	ASST PROFESSOR IN RESIDENCE	2	0	2	0	2	0	0	0	0	0	0
18710GHPD	CHAIR ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700GHPD	CHAIR PROFESSOR	2	2	0	0	2	0	0	0	0	0	0
18740JHPD	LECTURER	5	2	3	0	5	0	0	0	0	0	0
18700JHPD	PROFESSOR	4	2	2	1	3	0	1	0	0	0	0
16120JHPD	PROGRAM DIRECTOR ASSISTANT IN RESIDENCE	1	1	0	1	0	0	0	0	1	0	0
18742RHPD	VISITING LECTURER	2	0	2	1	1	1	0	0	0	0	0
Total (#)		28	16	12	4	24	1	2	0	1	0	0
Total (%)			57.1	42.9	14.3	85.7	3.6	7.1	0.0	3.6	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 228 - HHS Nursing

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JNU	ASSISTANT PROFESSOR	1	0	1	1	0	0	0	1	0	0	0
16700LNU	ASSOCIATE DEAN	2	0	2	0	2	0	0	0	0	0	0
18710JNU	ASSOCIATE PROFESSOR	2	0	2	0	2	0	0	0	0	0	0
18727JNU	ASST PROFESSOR IN RESIDENCE	3	1	2	1	2	0	0	1	0	0	0
18710GNU	CHAIR ASSOCIATE PROFESSOR	1	0	1	0	1	0	0	0	0	0	0
18710JGNU	CHAIR ASSOCIATE PROFESSOR	1	0	1	1	0	0	0	1	0	0	0
18730JNU	INSTRUCTOR	1	0	1	0	1	0	0	0	0	0	0
18740JNU	LECTURER	12	2	10	2	10	0	0	2	0	0	0
18700JNU	PROFESSOR	2	1	1	1	1	0	0	1	0	0	0
18722RNU	VISITING ASSISTANT PROFESSOR	1	0	1	1	0	0	0	1	0	0	0
18742RNU	VISITING LECTURER	2	1	1	1	1	1	0	0	0	0	0
Total (#)		28	5	23	8	20	1	0	7	0	0	0
Total (%)			17.9	82.1	28.6	71.4	3.6	0.0	25.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 229 - HHS Public Health

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JPH	ASSISTANT PROFESSOR	5	3	2	2	3	0	0	1	1	0	0
16700LPH	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JPH	ASSOCIATE PROFESSOR	8	5	3	4	4	1	1	1	1	0	0
Total (#)		14	9	5	6	8	1	1	2	2	0	0
Total (%)			64.3	35.7	42.9	57.1	7.1	7.1	14.3	14.3	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 230 - Hotel Administration

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
16700MHO	ASSISTANT DEAN	4	2	2	1	3	0	0	1	0	0	0
18720JHO	ASSISTANT PROFESSOR	4	0	4	2	2	0	0	2	0	0	0
18717JHO	ASSOC PROFESSOR IN RESIDENCE	2	2	0	1	1	1	0	0	0	0	0
16700LHO	ASSOCIATE DEAN	3	2	1	0	3	0	0	0	0	0	0
18710JHO	ASSOCIATE PROFESSOR	14	11	3	0	14	0	0	0	0	0	0
18727JHO	ASST PROFESSOR IN RESIDENCE	1	0	1	0	1	0	0	0	0	0	0
18740JHO	LECTURER	4	4	0	0	4	0	0	0	0	0	0
18700JHO	PROFESSOR	9	8	1	1	8	0	0	1	0	0	0
18707JHO	PROFESSOR IN RESIDENCE	1	0	1	0	1	0	0	0	0	0	0
18742RHO	VISITING LECTURER	1	1	0	0	1	0	0	0	0	0	0
Total (#)		43	30	13	5	38	1	0	4	0	0	0
Total (%)			69.8	30.2	11.6	88.4	2.3	0.0	9.3	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 235 - Law

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
16700MLW	ASSISTANT DEAN	1	1	0	1	0	0	1	0	0	0	0
18717JLW	ASSOC PROFESSOR IN RESIDENCE	1	1	0	0	1	0	0	0	0	0	0
16700LLW	ASSOCIATE DEAN	2	1	1	0	2	0	0	0	0	0	0
18710JLW	ASSOCIATE PROFESSOR	11	3	8	3	8	1	1	0	0	0	1
18727JLW	ASST PROFESSOR IN RESIDENCE	6	1	5	0	6	0	0	0	0	0	0
18700JLW	PROFESSOR	20	7	13	4	16	2	2	0	0	0	0
Total (#)		41	14	27	8	33	3	4	0	0	0	1
Total (%)			34.1	65.9	19.5	80.5	7.3	9.8	0.0	0.0	0.0	2.4

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 241 - LA English and Literature

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JEL	ASSISTANT PROFESSOR	2	0	2	0	2	0	0	0	0	0	0
18717JEL	ASSOC PROFESSOR IN RESIDENCE	1	0	1	1	0	0	1	0	0	0	0
18710JEL	ASSOCIATE PROFESSOR	11	6	5	1	10	0	1	0	0	0	0
18700GEL	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JEL	PROFESSOR	13	8	5	1	12	0	0	0	1	0	0
18742REL	VISITING LECTURER	2	1	1	0	2	0	0	0	0	0	0
Total (#)		30	16	14	3	27	0	2	0	1	0	0
Total (%)			53.3	46.7	10.0	90.0	0.0	6.7	0.0	3.3	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 242 - LA Foreign Languages

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JFL	ASSISTANT PROFESSOR	2	0	2	2	0	0	1	1	0	0	0
18710JFL	ASSOCIATE PROFESSOR	5	2	3	3	2	0	2	1	0	0	0
18710GFL	CHAIR ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JFL	PROFESSOR	2	0	2	0	2	0	0	0	0	0	0
18722RFL	VISITING ASSISTANT PROFESSOR	1	1	0	1	0	0	1	0	0	0	0
18742RFL	VISITING LECTURER	4	1	3	3	1	0	2	1	0	0	0
Total (#)		15	5	10	9	6	0	6	3	0	0	0
Total (%)			33.3	66.7	60.0	40.0	0.0	40.0	20.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 243 - LA History

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JHI	ASSISTANT PROFESSOR	4	2	2	2	2	2	0	0	0	0	0
18710JHI	ASSOCIATE PROFESSOR	10	5	5	2	8	0	1	0	1	0	0
18700GHI	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JHI	PROFESSOR	8	7	1	1	7	0	0	1	0	0	0
Total (#)		23	15	8	5	18	2	1	1	1	0	0
Total (%)			65.2	34.8	21.7	78.3	8.7	4.3	4.3	4.3	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 244 - LA Philosophy

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JLPH	ASSISTANT PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18710JLPH	ASSOCIATE PROFESSOR	4	4	0	0	4	0	0	0	0	0	0
18710GLPH	CHAIR ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JLPH	PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18742RLPH	VISITING LECTURER	1	1	0	0	1	0	0	0	0	0	0
Total (#)		8	8	0	0	8	0	0	0	0	0	0
Total (%)			100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 245 - LA Political Science

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JPO	ASSISTANT PROFESSOR	4	2	2	2	2	1	1	0	0	0	0
18710JPO	ASSOCIATE PROFESSOR	6	5	1	1	5	0	1	0	0	0	0
18710GPO	CHAIR ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JPO	PROFESSOR	2	2	0	0	2	0	0	0	0	0	0
18722RPO	VISITING ASSISTANT PROFESSOR	1	0	1	0	1	0	0	0	0	0	0
Total (#)		14	10	4	3	11	1	2	0	0	0	0
Total (%)			71.4	28.6	21.4	78.6	7.1	14.3	0.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 246 - LA Sociology

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JSO	ASSISTANT PROFESSOR	3	1	2	0	3	0	0	0	0	0	0
18710JSO	ASSOCIATE PROFESSOR	3	2	1	0	3	0	0	0	0	0	0
18700GJSO	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JSO	PROFESSOR	4	3	1	0	4	0	0	0	0	0	0
Total (#)		11	7	4	0	11	0	0	0	0	0	0
Total (%)			63.6	36.4	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 247 - LA Psychology

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JPY	ASSISTANT PROFESSOR	8	4	4	0	8	0	0	0	0	0	0
16700LPY	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JPY	ASSOCIATE PROFESSOR	4	2	2	0	4	0	0	0	0	0	0
18727JPY	ASST PROFESSOR IN RESIDENCE	1	0	1	0	1	0	0	0	0	0	0
18700GPY	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JPY	PROFESSOR	5	4	1	1	4	0	1	0	0	0	0
18722RPY	VISITING ASSISTANT PROFESSOR	2	0	2	0	2	0	0	0	0	0	0
	Total (#)	22	12	10	1	21	0	1	0	0	0	0
	Total (%)		54.5	45.5	4.5	95.5	0.0	4.5	0.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 248 - LA Social Science

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JSS	ASSISTANT PROFESSOR	4	2	2	0	4	0	0	0	0	0	0
18710JSS	ASSOCIATE PROFESSOR	6	3	3	1	5	0	1	0	0	0	0
18700GSS	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JSS	PROFESSOR	5	2	3	2	3	1	0	1	0	0	0
18722RSS	VISITING ASSISTANT PROFESSOR	2	0	2	0	2	0	0	0	0	0	0
Total (#)		18	8	10	3	15	1	1	1	0	0	0
Total (%)			44.4	55.6	16.7	83.3	5.6	5.6	5.6	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 251 - Science Biological Sciences

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JSCB	ASSISTANT PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
16700LSCB	ASSOCIATE DEAN	1	1	0	1	0	0	1	0	0	0	0
18710JSCB	ASSOCIATE PROFESSOR	13	10	3	2	11	0	1	1	0	0	0
18727JSCB	ASST PROFESSOR IN RESIDENCE	3	2	1	0	3	0	0	0	0	0	0
18700JSCB	PROFESSOR	4	3	1	0	4	0	0	0	0	0	0
16105JSCB	PROFESSOR DIRECTOR LIFE SCIENCES	1	1	0	0	1	0	0	0	0	0	0
Total (#)		23	18	5	3	20	0	2	1	0	0	0
Total (%)			78.3	21.7	13.0	87.0	0.0	8.7	4.3	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 252 - Sciences Physical Sciences

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JSPS	ASSISTANT PROFESSOR	4	3	1	0	4	0	0	0	0	0	0
18725JSCP	ASSISTANT RESEARCH PROFESSOR	6	3	3	2	4	0	0	2	0	0	0
18710JSCP	ASSOCIATE PROFESSOR	15	13	2	3	12	0	1	2	0	0	0
18710JSPS	ASSOCIATE PROFESSOR	3	3	0	2	1	0	0	2	0	0	0
18715JSCP	ASSOCIATE RESEARCH PROFESSOR	5	4	1	2	3	0	0	2	0	0	0
18727JSCP	ASST PROFESSOR IN RESIDENCE	1	1	0	0	1	0	0	0	0	0	0
18700GPS	CHAIR PROFESSOR	2	2	0	0	2	0	0	0	0	0	0
18700GSCP	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JSCP	PROFESSOR	25	22	3	8	17	0	0	8	0	0	0
18722RSPS	VISITING ASSISTANT PROFESSOR	3	1	2	1	2	0	0	1	0	0	0
18742RSCP	VISITING LECTURER	1	0	1	0	1	0	0	0	0	0	0
Total (#)		66	53	13	18	48	0	1	17	0	0	0
Total (%)			80.3	19.7	27.3	72.7	0.0	1.5	25.8	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 253 - Sciences Mathematics

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JSCM	ASSISTANT PROFESSOR	4	2	2	3	1	0	0	3	0	0	0
18710JSCM	ASSOCIATE PROFESSOR	11	8	3	4	7	0	0	4	0	0	0
18710GSCM	CHAIR ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JSCM	PROFESSOR	12	12	0	9	3	1	1	7	0	0	0
Total (#)		28	23	5	16	12	1	1	14	0	0	0
Total (%)			82.1	17.9	57.1	42.9	3.6	3.6	50.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 256 - UA Communication and Journalism

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18711JCOMJ	AFFILIATE ASSOCIATE PROFESSOR	2	1	1	0	2	0	0	0	0	0	0
18720JCOMJ	ASSISTANT PROFESSOR	2	1	1	0	2	0	0	0	0	0	0
18717JCOMJ	ASSOC PROFESSOR IN RESIDENCE	1	1	0	0	1	0	0	0	0	0	0
16700LCOMJ	ASSOCIATE DEAN	1	0	1	0	1	0	0	0	0	0	0
18710JCOMJ	ASSOCIATE PROFESSOR	6	4	2	1	5	0	0	1	0	0	0
18727JCOMJ	ASST PROFESSOR IN RESIDENCE	1	1	0	0	1	0	0	0	0	0	0
18700GCOMJ	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
16100JCOMJ	DIRECTOR	1	1	0	0	1	0	0	0	0	0	0
18700JCOMJ	PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18742RCOMJ	VISITING LECTURER	4	1	3	1	3	0	1	0	0	0	0
Total (#)		20	12	8	2	18	0	1	1	0	0	0
Total (%)			60.0	40.0	10.0	90.0	0.0	5.0	5.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 257 - UA Counseling

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JCO	ASSISTANT PROFESSOR	1	0	1	1	0	0	1	0	0	0	0
18710JCO	ASSOCIATE PROFESSOR	2	1	1	0	2	0	0	0	0	0	0
18700JCO	PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18742RCO	VISITING LECTURER	1	0	1	1	0	0	0	1	0	0	0
Total (#)		5	2	3	2	3	0	1	1	0	0	0
Total (%)			40.0	60.0	40.0	60.0	0.0	20.0	20.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 258 - UA Criminal Jus and Social Work

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JCJS	ASSISTANT PROFESSOR	4	2	2	1	3	0	0	1	0	0	0
18710JCJS	ASSOCIATE PROFESSOR	5	1	4	2	3	1	0	1	0	0	0
18700GCJS	CHAIR PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
16100JCJS	DIRECTOR	1	0	1	0	1	0	0	0	0	0	0
18700JCJS	PROFESSOR	8	5	3	3	5	0	0	3	0	0	0
18742RCJS	VISITING LECTURER	2	0	2	0	2	0	0	0	0	0	0
Total (#)		21	9	12	6	15	1	0	5	0	0	0
Total (%)			42.9	57.1	28.6	71.4	4.8	0.0	23.8	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 259 - UA Public Administration

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18720JPA	ASSISTANT PROFESSOR	4	0	4	2	2	0	0	2	0	0	0
16700LPA	ASSOCIATE DEAN	1	0	1	0	1	0	0	0	0	0	0
18710JPA	ASSOCIATE PROFESSOR	5	2	3	1	4	0	1	0	0	0	0
18700JPA	PROFESSOR	3	2	1	0	3	0	0	0	0	0	0
Total (#)		13	4	9	3	10	0	1	2	0	0	0
Total (%)			30.8	69.2	23.1	76.9	0.0	7.7	15.4	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 290 - Other Academic Programs

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
16700MAC	ASSISTANT DEAN	1	1	0	0	1	0	0	0	0	0	0
18722ROAC	ASSISTANT PROFESSOR	2	1	1	0	2	0	0	0	0	0	0
18710JOAC	ASSOCIATE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
18700JLBI	PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
19750OAC	SCHOLAR	3	0	3	2	1	2	0	0	0	0	0
Total (#)		8	4	4	2	6	2	0	0	0	0	0
Total (%)			50.0	50.0	25.0	75.0	25.0	0.0	0.0	0.0	0.0	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 310 - Academic Support Professionals

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
19510J	ACADEMIC ADVISOR COUNSELOR	38	20	18	20	18	8	8	3	0	0	1
18700JACF	ACADEMIC AFFAIRS FELLOW PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
19705J	ACADEMIC COORDINATOR	3	0	3	0	3	0	0	0	0	0	0
19515J	ADVISOR COUNSELOR	24	6	18	14	10	4	8	1	0	0	1
16100MAC	ASSISTANT DIRECTOR ACADEMIC	19	2	17	8	11	4	2	2	0	0	0
16500M	ASSISTANT REGISTRAR	2	0	2	1	1	0	0	1	0	0	0
16700LOT	ASSOCIATE DEAN	1	0	1	0	1	0	0	0	0	0	0
16100LAC	ASSOCIATE DIRECTOR ACADEMIC	9	4	5	3	6	3	0	0	0	0	0
16500L	ASSOCIATE REGISTRAR	1	0	1	0	1	0	0	0	0	0	0
19515M	ASST ADVISOR COUNSELOR	1	1	0	0	1	0	0	0	0	0	0
16120MAC	ASST PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0
19105JAC	COORDINATOR ACADEMIC	5	2	3	3	2	2	1	0	0	0	0
19710J	CURATOR	2	0	2	0	2	0	0	0	0	0	0
16100JAC	DIRECTOR ACADEMIC	20	10	10	5	15	1	1	2	1	0	0
16100AAC	EXEC DIRECTOR HOUSING RES LIFE AND REBELCARD SVCS	1	1	0	0	1	0	0	0	0	0	0
16105JAC	EXTERNSHIP DIRECTOR	1	1	0	0	1	0	0	0	0	0	0
07649AC	PROGRAM OFFICER 1	1	0	1	0	1	0	0	0	0	0	0
07647AC	PROGRAM OFFICER 2	1	0	1	0	1	0	0	0	0	0	0
19104JAC	PROGRAM PROJECT COORDINATOR ACADEMIC	4	1	3	0	4	0	0	0	0	0	0
16120JAC1	PROGRAM PROJECT DIRECTOR ACADEMIC	1	1	0	0	1	0	0	0	0	0	0
16120JAC2	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	1	0	0	1	0	0	0	0
16120JAC3	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 310 - Academic Support Professionals

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
16120JAC4	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0
16120JAC5	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0
16120JAC6	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0
16120JAC7	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0
16120JAC8	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0
16120JAC9	PROGRAM PROJECT DIRECTOR ACADEMIC	1	0	1	0	1	0	0	0	0	0	0
16500J	REGISTRAR	1	1	0	1	0	0	0	1	0	0	0
21310JAC	REPRESENTATIVE	1	0	1	0	1	0	0	0	0	0	0
19115JAC	SPECIALIST ACADEMIC	4	1	3	2	2	1	0	1	0	0	0
19510E	SR ACADEMIC ADVISOR COUNSELOR	2	1	1	1	1	0	0	1	0	0	0
19505JAC	STUDENT SERVICES COORDINATOR ACADEMIC	14	4	10	1	13	1	0	0	0	0	0
19755J	TEACHER	4	0	4	2	2	0	1	1	0	0	0
Total (#)		170	57	113	62	108	24	22	13	1	0	2
Total (%)			33.5	66.5	36.5	63.5	14.1	12.9	7.6	0.6	0.0	1.2

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 320 - Administrative Professionals

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
19210J	ACCOUNTANT	9	2	7	7	2	1	2	4	0	0	0
18727JAD	ADMINISTRATIVE ASST PROFESSOR IN RESIDENCE KUNV	1	1	0	0	1	0	0	0	0	0	0
17150JAD	ADMINISTRATIVE COORDINATOR	7	2	5	4	3	1	3	0	0	0	0
18700JAD	ADMINISTRATIVE PROFESSOR	1	1	0	0	1	0	0	0	0	0	0
20005J	ADMINISTRATIVE SUPPORT MANAGER	9	0	9	1	8	1	0	0	0	0	0
19415JAD	ANALYST	3	2	1	1	2	0	0	0	0	0	1
19415JADERROR	ANALYST ORIGINALLY CODED 400	1	0	1	1	0	0	0	1	0	0	0
19610J	ARCHITECT	3	2	1	1	2	0	1	0	0	0	0
16200M	ASSISTANT CONTROLLER	2	1	1	1	1	1	0	0	0	0	0
16100MAD	ASSISTANT DIRECTOR ADMINISTRATIVE	36	22	14	5	31	1	2	1	0	0	1
15110L14	ASSOC VICE PRESIDENT AND ASSOCIATE GENERAL COUNSEL	1	0	1	1	0	0	1	0	0	0	0
15110L16	ASSOC VICE PRESIDENT UNIVERSITY COMMUNICATIONS	1	1	0	1	0	1	0	0	0	0	0
16200L	ASSOCIATE CONTROLLER	1	0	1	0	1	0	0	0	0	0	0
16100LAD	ASSOCIATE DIRECTOR ADMINISTRATIVE	9	3	6	1	8	0	0	1	0	0	0
15110L15	ASSOCIATE VICE PRESIDENT ALUMNI RELATIONS	1	1	0	1	0	0	0	1	0	0	0
15110L17	ASSOCIATE VP FOR INTERDISCIPLINARY RESEARCH	1	1	0	0	1	0	0	0	0	0	0
19305J	AUXILIARY SERVICES COORDINATOR	4	2	2	1	3	1	0	0	0	0	0
19215J	BUDGET OFFICER	2	0	2	0	2	0	0	0	0	0	0
07631	BUDGET TECHNICIAN	3	0	3	1	2	0	0	1	0	0	0
07318	BUYER 1	1	0	1	0	1	0	0	0	0	0	0
07310	BUYER 2	5	1	4	2	3	0	0	2	0	0	0
06760	CONSTRUCTION PROJECT COORD 1	1	1	0	0	1	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 320 - Administrative Professionals

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
06758	CONSTRUCTION PROJECT COORD 2	1	1	0	0	1	0	0	0	0	0	0
06750	CONSTRUCTION PROJECT COORD 3	1	1	0	0	1	0	0	0	0	0	0
19105JAD	COORDINATOR ADMINISTRATIVE	43	11	32	22	21	12	3	4	1	0	2
19105JADERROR	COORDINATOR ADMINISTRATIVE ORIGINALLY CODED 110	1	1	0	0	1	0	0	0	0	0	0
16100JAD	DIRECTOR ADMINISTRATIVE	61	27	34	12	49	6	1	4	1	0	0
16100AAD	EXECUTIVE DIRECTOR ADMINISTRATIVE	4	2	2	1	3	0	0	0	0	0	1
11506	FIRE AND LIFE SAFETY INSPECTOR 1	1	1	0	1	0	0	1	0	0	0	0
11510	FIRE AND LIFE SAFETY INSPECTOR 2	1	1	0	0	1	0	0	0	0	0	0
07776	FISCAL BUSINESS PROF TRAINEE	1	0	1	0	1	0	0	0	0	0	0
19213J	INTERNAL AUDITOR	2	1	1	1	1	0	0	1	0	0	0
17100JAD	MANAGER ADMINISTRATIVE	46	10	36	14	32	3	4	5	0	1	1
07527	PERSONNEL ANALYST 1	1	0	1	1	0	1	0	0	0	0	0
07521	PERSONNEL ANALYST 2	2	0	2	2	0	0	1	1	0	0	0
22110J	PROGRAM ASSISTANT	2	1	1	1	1	1	0	0	0	0	0
07649	PROGRAM OFFICER 1	31	6	25	9	22	2	4	2	0	0	1
07647	PROGRAM OFFICER 2	7	4	3	2	5	0	1	0	0	1	0
19104JAD	PROGRAM PROJECT COORDINATOR ADMINISTRATIVE	22	4	18	8	14	1	5	1	0	1	0
16120JAD	PROGRAM PROJECT DIRECTOR ADMINISTRATIVE	16	5	11	0	16	0	0	0	0	0	0
17110JAD	PROGRAM PROJECT MANAGER ADMINISTRATIVE	20	9	11	6	14	3	1	1	1	0	0
07817	PUBLICATIONS WRITER	1	1	0	0	1	0	0	0	0	0	0
19420J	PURCHASING AGENT	3	1	2	1	2	1	0	0	0	0	0
07829	SALES AND PROMOTION REP 1	1	0	1	0	1	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 320 - Administrative Professionals

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
19750JAD	SCHOLAR	1	0	1	0	1	0	0	0	0	0	0
19210E	SENIOR ACCOUNTANT	1	0	1	0	1	0	0	0	0	0	0
19415E	SENIOR ANALYST	1	1	0	0	1	0	0	0	0	0	0
19420E	SENIOR PURCHASING AGENT	2	2	0	2	0	0	2	0	0	0	0
24100JAD	SERVICE MAINTENANCE DIRECTOR	1	1	0	0	1	0	0	0	0	0	0
19115JAD	SPECIALIST ADMINISTRATIVE	12	7	5	2	10	0	0	1	1	0	0
21825J	SPECIALIST DEVELOPMENT	9	6	3	3	6	1	1	0	0	0	1
19505JAD	STUDENT SERVICES COORDINATOR	1	1	0	1	0	0	1	0	0	0	0
19210C	SUPERVISORY ACCOUNTANT	1	0	1	1	0	0	0	0	0	1	0
Total (#)		399	148	251	119	280	38	34	31	4	4	8
Total (%)			37.1	62.9	29.8	70.2	9.5	8.5	7.8	1.0	1.0	2.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 330 - Athletics Professionals

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
19310MAT	ASSISTANT COACH	28	21	7	10	18	7	1	1	1	0	0
19120MAT	ASSISTANT TRAINER	2	1	1	1	1	0	1	0	0	0	0
19310LAT	ASSOCIATE COACH	2	2	0	2	0	0	0	1	0	0	1
16100LAT	ASSOCIATE DIRECTOR ATHLETICS	6	5	1	1	5	0	1	0	0	0	0
16100MAT	ASSOCIATE DIRECTOR ATHLETICS	4	4	0	1	3	1	0	0	0	0	0
19105JAT	COORDINATOR ATHLETICS	2	2	0	1	1	0	0	1	0	0	0
16100JAT330	DIRECTOR ATHLETICS	6	5	1	0	6	0	0	0	0	0	0
19310BAT	HEAD COACH	14	9	5	1	13	1	0	0	0	0	0
17100JAT	MANAGER ATHLETICS	1	1	0	0	1	0	0	0	0	0	0
21310JAT	REPRESENTATIVE ATHLETICS	3	1	2	0	3	0	0	0	0	0	0
19120JAT	TRAINER	2	2	0	0	2	0	0	0	0	0	0
Total (#)		70	53	17	17	53	9	3	3	1	0	1
Total (%)			75.7	24.3	24.3	75.7	12.9	4.3	4.3	1.4	0.0	1.4

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 340 - Information Technology

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
19415JIT	ANALYST	2	0	2	2	0	0	2	0	0	0	0
19440J	DATABASE ADMINISTRATOR	4	3	1	2	2	0	0	1	0	0	1
19440JERROR	DATABASE ADMINISTRATOR ORIGINALLY CODED 500	1	1	0	0	1	0	0	0	0	0	0
16100JIT	DIRECTOR IT	2	1	1	1	1	0	0	1	0	0	0
07926	IT PROFESSIONAL 2	3	3	0	1	2	1	0	0	0	0	0
07925	IT PROFESSIONAL 3	2	2	0	0	2	0	0	0	0	0	0
07927	IT TECHNICIAN SUPERVISOR	1	1	0	1	0	1	0	0	0	0	0
17100JIT	MANAGER IT	3	2	1	0	3	0	0	0	0	0	0
19104JIT	PROGRAM PROJECT COORDINATOR IT	3	0	3	2	1	0	1	1	0	0	0
17110JIT	PROGRAM PROJECT MANAGER IT	3	2	1	1	2	0	0	1	0	0	0
21430J	PROGRAMMER	4	4	0	1	3	0	0	1	0	0	0
19435J	PROGRAMMER ANALYST	16	11	5	3	13	1	0	2	0	0	0
19440E	SENIOR DATABASE ADMINISTRATOR	4	2	2	1	3	0	0	1	0	0	0
19435E	SENIOR PROGRAMMER ANALYST	8	4	4	4	4	0	0	3	0	0	1
19430E	SENIOR SYSTEMS ANALYST	5	5	0	2	3	1	0	0	0	0	1
21115JIT	SPECIALIST COMPUTER	7	4	3	0	7	0	0	0	0	0	0
06228	STAFF 2 ASSOCIATE ENGINEER	1	1	0	0	1	0	0	0	0	0	0
19435C	SUPERVISORY PROGRAMMER ANALYST	1	1	0	0	1	0	0	0	0	0	0
19430C	SUPERVISORY SYSTEMS ANALYST	3	3	0	0	3	0	0	0	0	0	0
19430J	SYSTEMS ANALYST	22	16	6	7	15	1	0	4	0	1	1
19430JERROR	SYSTEMS ANALYST ORIGINALLY CODED 500	1	1	0	0	1	0	0	0	0	0	0
19730JIT	TECHNOLOGIST	1	1	0	0	1	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 340 - Information Technology

Total												
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Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
		Total (#)	97	68	29	28	69	5	3	15	0	1	4
		Total (%)		70.1	29.9	28.9	71.1	5.2	3.1	15.5	0.0	1.0	4.1

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 350 - Library Professionals

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
04225	ARCHIVIST 2	1	0	1	0	1	0	0	0	0	0	0
16700LLB	ASSOCIATE DEAN	1	1	0	0	1	0	0	0	0	0	0
18710JLB	ASSOCIATE PROFESSOR LIBRARY	1	0	1	0	1	0	0	0	0	0	0
16900J	DIVISION DIRECTOR LIBRARY	5	2	3	0	5	0	0	0	0	0	0
19910B	HEAD LIBRARIAN	5	1	4	0	5	0	0	0	0	0	0
19910J	LIBRARIAN	31	11	20	6	25	1	2	2	0	0	1
17100JLB	MANAGER LIBRARY	1	0	1	0	1	0	0	0	0	0	0
Total (#)		45	15	30	6	39	1	2	2	0	0	1
Total (%)			33.3	66.7	13.3	86.7	2.2	4.4	4.4	0.0	0.0	2.2

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 360 - Scientific and Health Professional

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
18725J	ASSISTANT RESEARCH PROFESSOR	3	2	1	1	2	0	0	1	0	0	0
18715J	ASSOCIATE RESEARCH PROFESSOR	5	4	1	1	4	0	0	1	0	0	0
18727JSHP	ASST PROFESSOR IN RESIDENCE	1	1	0	0	1	0	0	0	0	0	0
19105JSHP	COORDINATOR	1	1	0	0	1	0	0	0	0	0	0
18756J	DENTAL RESIDENT	7	6	1	3	4	0	0	3	0	0	0
19715J	ENGINEER	2	2	0	0	2	0	0	0	0	0	0
22131C	LABORATORY SUPERVISOR	1	1	0	1	0	0	0	1	0	0	0
19520J	MEDICAL DOCTOR	2	2	0	1	1	0	1	0	0	0	0
19525J	NURSE PRACTITIONER	1	0	1	1	0	0	0	1	0	0	0
19523J	PHARMACIST	1	0	1	0	1	0	0	0	0	0	0
18755J	POSTDOCTORAL SCHOLAR	31	24	7	16	15	0	3	13	0	0	0
19527J	PROFESSIONAL REGISTERED NURSE	3	0	3	1	2	1	0	0	0	0	0
19530J	PSYCHOLOGIST	5	2	3	2	3	0	1	0	0	1	0
22720J	RESEARCH ASSISTANT	1	0	1	0	1	0	0	0	0	0	0
19720J	RESEARCH ASSOCIATE	6	1	5	0	6	0	0	0	0	0	0
19715Q	RESEARCH ENGINEER	3	3	0	0	3	0	0	0	0	0	0
18705J	RESEARCH PROFESSOR	2	2	0	0	2	0	0	0	0	0	0
19730Q	RESEARCH TECHNOLOGIST SCIENTIFIC	3	2	1	0	3	0	0	0	0	0	0
19725J	SCIENTIST	2	2	0	1	1	0	0	1	0	0	0
10772	STAFF RESEARCH ASSOCIATE 1	2	0	2	1	1	0	0	1	0	0	0
10771	STAFF RESEARCH ASSOCIATE 2	3	1	2	0	3	0	0	0	0	0	0
10770	STAFF RESEARCH ASSOCIATE 3	2	1	1	0	2	0	0	0	0	0	0
10769	STAFF RESEARCH ASSOCIATE 4	2	1	1	1	1	0	0	1	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 360 - Scientific and Health Professional

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	Total (#)	89	58	31	30	59	1	5	23	0	1	0
	Total (%)		65.2	34.8	33.7	66.3	1.1	5.6	25.8	0.0	1.1	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 400 - Office and Admin Sr Lead Supr

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
02301	ACCOUNTING ASSISTANT 3	16	2	14	6	10	3	1	1	0	0	1
02300	ACCOUNTING ASSISTANT 4	1	0	1	0	1	0	0	0	0	0	0
02211	ADMINISTRATIVE ASSISTANT 3	119	12	107	52	67	26	17	7	1	0	1
02211ERROR	ADMINISTRATIVE ASSISTANT 3	1	0	1	1	0	1	0	0	0	0	0
02210	ADMINISTRATIVE ASSISTANT 4	70	5	65	24	46	9	9	2	1	0	3
02226	ADMISSIONS AND RECORDS ASST 3	13	2	11	6	7	2	1	1	0	1	1
02225	ADMISSIONS AND RECORDS ASST 4	4	1	3	1	3	0	1	0	0	0	0
02209	EXECUTIVE ASSISTANT	7	0	7	4	3	1	1	1	0	0	1
20110J	EXECUTIVE ASSISTANT	9	0	9	3	6	3	0	0	0	0	0
02156	LEGAL SECRETARY 1	3	0	3	2	1	1	0	1	0	0	0
04122	LIBRARY TECHNICIAN 1	17	5	12	7	10	3	0	2	0	1	1
04117	LIBRARY TECHNICIAN 2	17	6	11	7	10	0	1	5	1	0	0
04116	LIBRARY TECHNICIAN 3	4	1	3	0	4	0	0	0	0	0	0
19104J	PROGRAM PROJECT COORDINATOR	4	0	4	0	4	0	0	0	0	0	0
02824	SUPPLY TECHNICIAN 2	4	4	0	0	4	0	0	0	0	0	0
02819	SUPPLY TECHNICIAN 3	1	1	0	1	0	1	0	0	0	0	0
Total (#)		290	39	251	114	176	50	31	20	3	2	8
Total (%)			13.4	86.6	39.3	60.7	17.2	10.7	6.9	1.0	0.7	2.8

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 410 - Office and Admin Support Level

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
02306	ACCOUNTING ASSISTANT 1	3	0	3	1	2	0	0	1	0	0	0
02303	ACCOUNTING ASSISTANT 2	12	1	11	7	5	1	2	4	0	0	0
02221	ADMINISTRATIVE AID	5	1	4	3	2	0	1	1	1	0	0
02213	ADMINISTRATIVE ASSISTANT 1	13	2	11	7	6	4	3	0	0	0	0
02212	ADMINISTRATIVE ASSISTANT 2	53	2	51	30	23	11	13	6	0	0	0
02228	ADMISSIONS AND RECORDS ASST 1	1	0	1	0	1	0	0	0	0	0	0
02227	ADMISSIONS AND RECORDS ASST 2	8	1	7	5	3	3	1	1	0	0	0
02222	CLERICAL TRAINEE	4	0	4	2	2	1	0	0	0	0	1
02129	MAIL SERVICE CLERK 2	1	1	0	1	0	1	0	0	0	0	0
02126	MAIL SERVICE TECHNICIAN	1	1	0	1	0	1	0	0	0	0	0
02126ERROR	MAIL SERVICE TECHNICIAN ORIGINALLY CODED 400	1	0	1	0	1	0	0	0	0	0	0
07319	PURCHASING TECHNICIAN 2	1	0	1	0	1	0	0	0	0	0	0
02827ERROR	SUPPLY ASSISTANT ORIGINALLY CODED 720	1	1	0	0	1	0	0	0	0	0	0
02836	SUPPLY TECHNICIAN 1	6	4	2	3	3	1	2	0	0	0	0
02836ERROR	SUPPLY TECHNICIAN 1 ORIGINALLY CODED 720	1	0	1	1	0	1	0	0	0	0	0
Total (#)		111	14	97	61	50	24	22	13	1	0	1
Total (%)			12.6	87.4	55.0	45.0	21.6	19.8	11.7	0.9	0.0	0.9

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 500 - Technical or Paraprofessional

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
07143	ACCOUNTANT TECHNICIAN 1	8	2	6	5	3	1	2	0	1	1	0
07141	ACCOUNTANT TECHNICIAN 2	2	1	1	2	0	1	1	0	0	0	0
21110JTP	ARTIST DESIGNER	8	8	0	4	4	1	0	1	0	0	2
06977	COMMUNICATIONS SYS SPECIAL 2	1	1	0	0	1	0	0	0	0	0	0
10264	DENTAL ASSISTANT 1	9	1	8	8	1	1	5	1	0	0	1
10263	DENTAL ASSISTANT 2	39	2	37	29	10	4	15	7	1	1	1
10262	DENTAL ASSISTANT 3	15	1	14	11	4	0	5	4	0	1	1
10260	DENTAL CLINIC SUPERVISOR	1	0	1	1	0	0	0	1	0	0	0
10265	DENTAL EQUIPMENT TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
10261	DENTAL PROSTHETICS TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
06967	DIGITAL TELECOM SPEC 1	1	1	0	0	1	0	0	0	0	0	0
06981	ELECTRONICS TECHNICIAN 2	3	3	0	0	3	0	0	0	0	0	0
06987	ELECTRONICS TECHNICIAN 3	1	1	0	0	1	0	0	0	0	0	0
10234	HEALTH INFORMATION COORD 1	1	0	1	0	1	0	0	0	0	0	0
07941	IT TECHNICAIN 2	1	1	0	0	1	0	0	0	0	0	0
07935	IT TECHNICIAN 4	3	3	0	0	3	0	0	0	0	0	0
07931	IT TECHNICIAN 5	8	6	2	1	7	0	0	1	0	0	0
07928	IT TECHNICIAN 6	5	2	3	2	3	1	0	0	1	0	0
22131JTP	LABORATORY ASSISTANT	1	1	0	0	1	0	0	0	0	0	0
22131CTP	LABORATORY SUPERVISOR	8	5	3	2	6	0	0	2	0	0	0
21131JTP	LABORATORY TECHNICIAN	4	0	4	2	2	0	0	0	0	1	1
04118	LIBRARY ASSISTANT 3	3	1	2	3	0	3	0	0	0	0	0
07536	PERSONNEL TECHNICIAN 1	1	1	0	0	1	0	0	0	0	0	0
07535	PERSONNEL TECHNICIAN 2	3	0	3	0	3	0	0	0	0	0	0
07532	PERSONNEL TECHNICIAN 3	6	0	6	2	4	0	0	2	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 500 - Technical or Paraprofessional

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
09402	PIANO TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
19104JTP	PROGRAM PROJECT COORDINATOR ED OUTREACH	1	1	0	0	1	0	0	0	0	0	0
17110JTP	PROGRAM PROJECT MANAGER IT	2	1	1	0	2	0	0	0	0	0	0
07665	PUBLIC SERVICE INTERN 1	2	0	2	2	0	1	1	0	0	0	0
07653	PUBLIC SERVICE INTERN 2	2	1	1	1	1	1	0	0	0	0	0
07853	RADIO BROADCASTER PRODT ASST	1	0	1	1	0	1	0	0	0	0	0
21130QTP	RESEARCH TECHNICIAN	7	2	5	2	5	0	0	2	0	0	0
19730QTP	RESEARCH TECHNOLOGIST TECHNICAL	1	0	1	0	1	0	0	0	0	0	0
11523	SAFETY ASSOCIATE	1	1	0	0	1	0	0	0	0	0	0
11522	SAFETY REPRESENTATIVE	1	1	0	0	1	0	0	0	0	0	0
11263	SECURITY OFFICER	3	2	1	1	2	0	1	0	0	0	0
11260	SECURITY OFFICER SUPERVISOR	1	1	0	0	1	0	0	0	0	0	0
06978	SENIOR DEVELOPMENT TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
19430ETP	SENIOR SYSTEMS ANALYST	1	1	0	0	1	0	0	0	0	0	0
21130ETP	SENIOR TECHNICIAN	3	3	0	0	3	0	0	0	0	0	0
19730ETP	SENIOR TECHNOLOGIST	1	1	0	0	1	0	0	0	0	0	0
21115JTP	SPECIALIST COMPUTER	33	25	8	14	19	4	4	5	0	0	1
21116JTP	SPECIALIST INFORMATION	13	7	6	4	9	1	0	2	1	0	0
07745	STATISTICIAN 2	1	0	1	0	1	0	0	0	0	0	0
21130CTP	SUPERVISORY TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
21000JTP	TECHNICAL DIRECTOR	2	2	0	1	1	0	0	1	0	0	0
21005JTP	TECHNICAL MANAGER	3	2	1	1	2	0	0	1	0	0	0
21130JTP	TECHNICIAN	6	3	3	4	2	2	0	1	1	0	0
19730JTP	TECHNOLOGIST	4	2	2	2	2	0	1	1	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 500 - Technical or Paraprofessional

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	Total (#)	226	102	124	105	121	22	35	32	5	4	7
	Total (%)		45.1	54.9	46.5	53.5	9.7	15.5	14.2	2.2	1.8	3.1

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 600 - Skilled Crafts

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
09423	CARPENTER 1	2	2	0	0	2	0	0	0	0	0	0
09424	CARPENTER 2	1	1	0	1	0	1	0	0	0	0	0
09426	ELECTRICIAN 1	9	9	0	4	5	1	2	0	0	1	0
09447	ELECTRICIAN 2	1	1	0	0	1	0	0	0	0	0	0
09448	ELECTRICIAN 3	1	1	0	0	1	0	0	0	0	0	0
09333	EQUIPMENT MECHANIC 1	1	1	0	1	0	0	1	0	0	0	0
09331	EQUIPMENT MECHANIC 2	2	2	0	0	2	0	0	0	0	0	0
09323	EQUIPMENT MECHANIC 3	1	1	0	0	1	0	0	0	0	0	0
09420	HEAT PLANT SPECIALIST 2	1	1	0	0	1	0	0	0	0	0	0
09421	HVACR SPECIALIST 1	13	13	0	5	8	2	2	1	0	0	0
09408	HVACR SPECIALIST 2	6	6	0	2	4	0	1	0	0	1	0
09413	HVACR SPECIALIST 3	4	4	0	1	3	1	0	0	0	0	0
09404	HVACR SPECIALIST 4	3	3	0	0	3	0	0	0	0	0	0
09418	LOCKSMITH 1	2	2	0	0	2	0	0	0	0	0	0
09431	LOCKSMITH 2	1	1	0	0	1	0	0	0	0	0	0
09429	PAINTER 1	1	1	0	0	1	0	0	0	0	0	0
09459	PAINTER 2	1	1	0	0	1	0	0	0	0	0	0
09460	PAINTER 3	1	1	0	1	0	1	0	0	0	0	0
09432	PLUMBER 1	5	4	1	1	4	0	1	0	0	0	0
09462	PLUMBER 2	1	1	0	0	1	0	0	0	0	0	0
09463	PLUMBER 3	1	1	0	0	1	0	0	0	0	0	0
09417	WELDER 1	1	1	0	1	0	1	0	0	0	0	0
Total (#)		59	58	1	17	42	7	7	1	0	2	0
Total (%)			98.3	1.7	28.8	71.2	11.9	11.9	1.7	0.0	3.4	0.0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 700 - Service Maintenance and Repair

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
09707	DUPLICATING MACHINE OPR 2	1	1	0	1	0	0	0	1	0	0	0
09708	DUPLICATING MACHINE OPR 3	3	2	1	1	2	1	0	0	0	0	0
09437	EVENTS CENTER TECHNICIAN 1	1	1	0	0	1	0	0	0	0	0	0
09434	EVENTS CNTR TECHNICIAN 2	3	3	0	0	3	0	0	0	0	0	0
09637	FACILITY ATTENDANT	1	1	0	0	1	0	0	0	0	0	0
09603	FACILITY MANAGER	2	2	0	1	1	0	0	0	1	0	0
09612	FACILITY SUPVR 1	1	1	0	1	0	0	1	0	0	0	0
09609	FACILITY SUPVR 2	6	5	1	2	4	0	1	0	1	0	0
09606	FACILITY SUPVR 3	1	1	0	0	1	0	0	0	0	0	0
03110	FOOD SERVICE MANAGER 1	1	1	0	1	0	0	0	1	0	0	0
09441	MAINT REPAIR SPECIALIST 1	5	5	0	3	2	1	0	1	0	0	1
09445	MAINT REPAIR SPECIALIST 2	4	4	0	0	4	0	0	0	0	0	0
09487	MAINTENANCE REPAIR WORKER 2	7	7	0	3	4	1	1	1	0	0	0
09486	MAINTENANCE REPAIR WORKER 3	14	14	0	7	7	2	4	0	0	0	1
09485	MAINTENANCE REPAIR WORKER 4	1	1	0	0	1	0	0	0	0	0	0
09712	OFFSET MACHINE OPERATOR 2	2	2	0	0	2	0	0	0	0	0	0
09731	OFFSET MACHINE OPERATOR 3	1	1	0	1	0	1	0	0	0	0	0
24110D	SERVICE MAINTENANCE COORD	5	4	1	1	4	0	0	1	0	0	0
24105J	SERVICE MAINTENANCE MANAGER	12	8	4	4	8	1	1	1	0	1	0
24110J	SERVICE MAINTENANCE SPECIALIST	2	0	2	1	1	1	0	0	0	0	0
24110C	SERVICE MAINTENANCE SUPERVISOR	1	1	0	0	1	0	0	0	0	0	0
09471	THEATER TECHNICIAN 2	2	2	0	0	2	0	0	0	0	0	0
11271	UNIVERSITY PARKING ENF OFF 2	3	3	0	1	2	0	0	0	0	0	1

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 700 - Service Maintenance and Repair

		Total										
Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	Total (#)	79	70	9	28	51	8	8	6	2	1	3
	Total (%)		88.6	11.4	35.4	64.6	10.1	10.1	7.6	2.5	1.3	3.8

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 710 - Public Safety

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
11122	PUBLIC SAFETY DISPATCHER 3	8	3	5	5	3	2	1	1	0	0	1
11120	PUBLIC SAFETY DISPATCHER 4	1	0	1	0	1	0	0	0	0	0	0
13217	UNIVERSITY POLICE DETECTIVE	5	5	0	4	1	3	1	0	0	0	0
13215	UNIVERSITY POLICE LIEUTENANT	2	2	0	1	1	1	0	0	0	0	0
13222	UNIVERSITY POLICE OFFICER 2	20	16	4	9	11	1	4	4	0	0	0
13221	UNIVERSITY POLICE SERGEANT	6	5	1	1	5	0	1	0	0	0	0
Total (#)		42	31	11	20	22	7	7	5	0	0	1
Total (%)			73.8	26.2	47.6	52.4	16.7	16.7	11.9	0.0	0.0	2.4

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Detail**

Job Group: 720 - Custodial and Grounds

Job Code	Job Title	Total										
		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
09625	CUSTODIAL SUPERVISOR 1	18	14	4	8	10	5	1	2	0	0	0
09623	CUSTODIAL SUPERVISOR 2	2	2	0	2	0	1	1	0	0	0	0
09617	CUSTODIAL SUPERVISOR 3	1	1	0	0	1	0	0	0	0	0	0
09616	CUSTODIAL SUPERVISOR 4	1	1	0	1	0	1	0	0	0	0	0
09634	CUSTODIAL WORKER 1	93	54	39	55	38	15	22	16	2	0	0
09631	CUSTODIAL WORKER 2	43	28	15	24	19	5	14	4	0	1	0
09204	GROUND S EQUIPMENT OPERATOR 1	4	4	0	1	3	0	1	0	0	0	0
09209	GROUND S EQUIPMENT OPERATOR 2	2	2	0	1	1	0	0	0	0	0	1
09641	GROUND S MAINTENANCE WORKER 1	3	3	0	2	1	2	0	0	0	0	0
09639	GROUND S MAINTENANCE WORKER 2	16	15	1	8	8	3	3	2	0	0	0
09633	GROUND S MAINTENANCE WORKER 4	4	4	0	2	2	1	1	0	0	0	0
09630	GROUND S MAINTENANCE WORKER 5	8	7	1	3	5	0	3	0	0	0	0
09627	GROUND S SUPERVISOR 1	1	1	0	0	1	0	0	0	0	0	0
09620	GROUND S SUPERVISOR 2	2	1	1	0	2	0	0	0	0	0	0
09610	GROUND S SUPERVISOR 3	2	2	0	1	1	1	0	0	0	0	0
Total (#)		200	139	61	108	92	34	46	24	2	1	1
Total (%)			69.5	30.5	54.0	46.0	17.0	23.0	12.0	1.0	0.5	0.5

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Summary**

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
100 - Vice Presidents and Deans	24	18	6	4	20	2	1	1	0	0	0
110 - AVPs and Executive Directors	31	21	10	7	24	3	4	0	0	0	0
206 - Business Business	34	29	5	12	22	1	1	9	1	0	0
207 - Business Economics	14	12	2	4	10	1	0	3	0	0	0
208 - Business Accounting and Finance	23	20	3	6	17	0	0	6	0	0	0
211 - Education Teacher Education	49	25	24	10	39	4	2	4	0	0	0
212 - Education Other Education	21	8	13	4	17	1	2	1	0	0	0
216 - Engineering Engineering	33	31	2	14	19	1	2	11	0	0	0
217 - Engineering Computer Science	27	23	4	15	12	0	0	13	0	0	2
221 - Fine Arts Fine Arts	68	43	25	14	54	5	3	5	0	0	1
222 - Fine Arts Architecture Faculty	15	12	3	3	12	0	2	1	0	0	0
226 - HHS Dental Medicine	47	30	17	8	39	4	1	3	0	0	0
227 - HHS Health Physics and Diagnostics	28	16	12	4	24	1	2	0	1	0	0
228 - HHS Nursing	28	5	23	8	20	1	0	7	0	0	0
229 - HHS Public Health	14	9	5	6	8	1	1	2	2	0	0
230 - Hotel Administration	43	30	13	5	38	1	0	4	0	0	0
235 - Law	41	14	27	8	33	3	4	0	0	0	1
241 - LA English and Literature	30	16	14	3	27	0	2	0	1	0	0
242 - LA Foreign Languages	15	5	10	9	6	0	6	3	0	0	0
243 - LA History	23	15	8	5	18	2	1	1	1	0	0
244 - LA Philosophy	8	8	0	0	8	0	0	0	0	0	0
245 - LA Political Science	14	10	4	3	11	1	2	0	0	0	0
246 - LA Sociology	11	7	4	0	11	0	0	0	0	0	0
247 - LA Psychology	22	12	10	1	21	0	1	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Job Group Analysis Summary**

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
248 - LA Social Science	18	8	10	3	15	1	1	1	0	0	0
251 - Science Biological Sciences	23	18	5	3	20	0	2	1	0	0	0
252 - Sciences Physical Sciences	66	53	13	18	48	0	1	17	0	0	0
253 - Sciences Mathematics	28	23	5	16	12	1	1	14	0	0	0
256 - UA Communication and Journalism	20	12	8	2	18	0	1	1	0	0	0
257 - UA Counseling	5	2	3	2	3	0	1	1	0	0	0
258 - UA Criminal Jus and Social Work	21	9	12	6	15	1	0	5	0	0	0
259 - UA Public Administration	13	4	9	3	10	0	1	2	0	0	0
290 - Other Academic Programs	8	4	4	2	6	2	0	0	0	0	0
310 - Academic Support Professionals	170	57	113	62	108	24	22	13	1	0	2
320 - Administrative Professionals	399	148	251	119	280	38	34	31	4	4	8
330 - Athletics Professionals	70	53	17	17	53	9	3	3	1	0	1
340 - Information Technology	97	68	29	28	69	5	3	15	0	1	4
350 - Library Professionals	45	15	30	6	39	1	2	2	0	0	1
360 - Scientific and Health Professional	89	58	31	30	59	1	5	23	0	1	0
400 - Office and Admin Sr Lead Supr	290	39	251	114	176	50	31	20	3	2	8
410 - Office and Admin Support Level	111	14	97	61	50	24	22	13	1	0	1
500 - Technical or Paraprofessional	226	102	124	105	121	22	35	32	5	4	7
600 - Skilled Crafts	59	58	1	17	42	7	7	1	0	2	0
700 - Service Maintenance and Repair	79	70	9	28	51	8	8	6	2	1	3
710 - Public Safety	42	31	11	20	22	7	7	5	0	0	1
720 - Custodial and Grounds	200	139	61	108	92	34	46	24	2	1	1
Total (#)	2,742	1,404	1,338	923	1,819	267	270	304	25	16	41
Total (%)		51.2	48.8	33.7	66.3	9.7	9.8	11.1	0.9	0.6	1.5

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 100 - Vice Presidents and Deans

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
100 - Vice Presidents and Deans	65.7	34.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	65.7	34.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100 - VPs and Deans - 100%		
Reasonable	81.2	18.8	10.5	89.5	2.4	3.1	3.9	0.5	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	65.7	34.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 110 - AVPs and Executive Directors

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
110 - AVPs and Executive Directors	64.9	35.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	64.9	35.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	110 - AVPs and Executive Directors - 100%	
Reasonable	59.4	40.6	17.9	82.1	7.5	5.8	2.9	0.9	0.1	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)											100.0	64.9	35.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 206 - Business Business

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
206 and 208 - Business Business Reasonable	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0	100.0	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0	206 and 208 - 100%		
	53.3	46.7	20.1	79.9	5.9	4.5	7.9	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 207 - Business Economics

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
207 - Business Economics	79.0	21.0	19.6	80.4	3.5	3.1	12.1	0.9	0.0	0.0	100.0		79.0	21.0	19.6	80.4	3.5	3.1	12.1	0.9	0.0	0.0	207 - Business Economics - 100%	
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)											100.0		79.0	21.0	19.6	80.4	3.5	3.1	12.1	0.9	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 208 - Business Accounting and Finance

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
206 and 208 - Business Business Reasonable	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0	100.0	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0	206 and 208 - 100%		
	53.1	46.9	20.1	79.9	6.0	4.5	7.8	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 211 - Education Teacher Education

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
211 - Education Teacher Education	34.5	65.5	14.6	85.4	7.3	3.5	2.4	1.4	0.0	0.0	100.0	34.5	65.5	14.6	85.4	7.3	3.5	2.4	1.4	0.0	0.0	211 - Education Teacher Ed - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	34.5	65.5	14.6	85.4	7.3	3.5	2.4	1.4	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 212 - Education Other Education

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
212 - Education Other Education	41.9	58.1	22.2	77.8	8.1	5.3	6.1	2.7	0.0	0.0	100.0	41.9	58.1	22.2	77.8	8.1	5.3	6.1	2.7	0.0	0.0	212 - Education Other Education - 100%		
Reasonable	53.1	46.9	20.1	79.9	6.0	4.5	7.8	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	41.9	58.1	22.2	77.8	8.1	5.3	6.1	2.7	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 216 - Engineering Engineering

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
216 - Engineering Engineering	91.5	8.5	29.1	70.9	5.4	2.6	20.1	1.0	0.0	0.0	100.0		91.5	8.5	29.1	70.9	5.4	2.6	20.1	1.0	0.0	0.0	216 - Engineering Engineering - 100%	
Reasonable	53.3	46.7	20.1	79.9	5.9	4.5	7.9	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)											100.0		91.5	8.5	29.1	70.9	5.4	2.6	20.1	1.0	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 217 - Engineering Computer Science

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
217 - Engineering Computer Science	69.4	30.6	24.0	76.0	3.6	3.2	15.5	1.7	0.0	0.0	100.0	69.4	30.6	24.0	76.0	3.6	3.2	15.5	1.7	0.0	0.0	217 - Engineering Computer Science - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	69.4	30.6	24.0	76.0	3.6	3.2	15.5	1.7	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 221 - Fine Arts Fine Arts

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
221 - Fine Arts	61.9	38.1	13.6	86.4	6.0	3.3	2.9	1.4	0.0	0.0	100.0		61.9	38.1	13.6	86.4	6.0	3.3	2.9	1.4	0.0	0.0	221 - Fine Arts Fine Arts -	
Fine Arts																							100%	
Reasonable	53.5	46.5	20.1	79.9	5.8	4.5	8.0	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)													100.0	61.9	38.1	13.6	86.4	6.0	3.3	2.9	1.4	0.0	0.0	

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 222 - Fine Arts Architecture Faculty

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
222 226 230 - Architecture, Dental, Hotel - Other Occupational Programs Reasonable	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0	100.0	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0	222 226 230 - Other Occupational Programs - 100%		
	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 226 - HHS Dental Medicine

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
222 226 230 - Architecture, Dental, Hotel - Other Occupational Programs Reasonable	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0	100.0	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0	222 226 230 - Other Occupational Programs - 100%		
	51.6	48.4	20.3	79.7	6.7	4.7	7.2	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 227 - HHS Health Physics and Diagnostics

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
227 Health Physics & Diagnostics - Health Sciences	46.7	53.3	20.3	79.7	5.0	3.0	10.7	1.6	0.0	0.0	100.0	46.7	53.3	20.3	79.7	5.0	3.0	10.7	1.6	0.0	0.0	227 Health Physics & Diagnostics - Health Sciences - 100%		
Reasonable	53.2	46.8	20.1	79.9	6.0	4.5	7.8	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	46.7	53.3	20.3	79.7	5.0	3.0	10.7	1.6	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 228 - HHS Nursing

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
228 Nursing	3.6	96.4	11.3	88.7	5.3	0.7	3.4	1.9	0.0	0.0	100.0	3.6	96.4	11.3	88.7	5.3	0.7	3.4	1.9	0.0	0.0	228 Nursing - 100%		
Reasonable	52.7	47.3	20.2	79.8	6.2	4.6	7.6	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	3.6	96.4	11.3	88.7	5.3	0.7	3.4	1.9	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 229 - HHS Public Health

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
229 Public Health - Other Health Sciences	39.1	60.9	17.2	82.8	5.2	3.5	7.5	1.0	0.0	0.0	100.0	39.1	60.9	17.2	82.8	5.2	3.5	7.5	1.0	0.0	0.0	229 Public Health - Other Health Sciences - 100%		
Reasonable	52.7	47.3	20.2	79.8	6.2	4.6	7.6	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	39.1	60.9	17.2	82.8	5.2	3.5	7.5	1.0	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 230 - Hotel Administration

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
222 226 230 - Architecture, Dental, Hotel - Other Occupational Programs Reasonable	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0	100.0	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0	222 226 230 - Other Occupational Programs - 100%		
	52.7	47.3	20.2	79.8	6.2	4.6	7.6	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 235 - Law

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors																								
235 - Law	61.5	38.5	15.6	84.4	7.3	3.2	4.8	0.3	0.0	0.0	100.0	61.5	38.5	15.6	84.4	7.3	3.2	4.8	0.3	0.0	0.0	235 - Law - 100%		
Reasonable	53.0	47.0	20.1	79.9	6.0	4.5	7.8	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	61.5	38.5	15.6	84.4	7.3	3.2	4.8	0.3	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 241 - LA English and Literature

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
241 - English and Literature	43.5	56.5	15.2	84.8	6.6	3.2	3.5	1.9	0.0	0.0	100.0		43.5	56.5	15.2	84.8	6.6	3.2	3.5	1.9	0.0	0.0	241 - English and Literature - 100%	
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)											100.0		43.5	56.5	15.2	84.8	6.6	3.2	3.5	1.9	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 242 - LA Foreign Languages

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
242 - Foreign Languages Reasonable	48.8	51.2	27.0	73.0	3.6	13.4	8.5	1.5	0.0	0.0	100.0	48.8	51.2	27.0	73.0	3.6	13.4	8.5	1.5	0.0	0.0	242 - Foreign Languages - 100%		
	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	48.8	51.2	27.0	73.0	3.6	13.4	8.5	1.5	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 243 - LA History

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
243 - History	71.0	29.0	17.6	82.4	5.1	3.1	8.3	1.1	0.0	0.0	100.0	71.0	29.0	17.6	82.4	5.1	3.1	8.3	1.1	0.0	0.0	243 - History - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	71.0	29.0	17.6	82.4	5.1	3.1	8.3	1.1	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 244 - LA Philosophy

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
244 - Philosophy	81.6	18.4	11.1	88.9	2.4	1.1	4.6	3.0	0.0	0.0	100.0	81.6	18.4	11.1	88.9	2.4	1.1	4.6	3.0	0.0	0.0	244 - Philosophy - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	81.6	18.4	11.1	88.9	2.4	1.1	4.6	3.0	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 245 - LA Political Science

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
245 - Political Science	79.4	20.6	14.1	85.9	6.1	5.1	2.9	0.0	0.0	0.0	100.0	79.4	20.6	14.1	85.9	6.1	5.1	2.9	0.0	0.0	0.0	245 - Political Science - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	79.4	20.6	14.1	85.9	6.1	5.1	2.9	0.0	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 246 - LA Sociology

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
246 - Sociology	59.3	40.7	18.7	81.3	11.9	4.4	2.4	0.0	0.0	0.0	100.0	59.3	40.7	18.7	81.3	11.9	4.4	2.4	0.0	0.0	0.0	246 - Sociology - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	59.3	40.7	18.7	81.3	11.9	4.4	2.4	0.0	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 247 - LA Psychology

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
247 - Psychology	53.4	46.6	15.8	84.2	8.5	4.3	2.3	0.7	0.0	0.0	100.0	53.4	46.6	15.8	84.2	8.5	4.3	2.3	0.7	0.0	0.0	247 - Psychology - 100%		
Reasonable	53.1	46.9	20.1	79.9	6.0	4.5	7.8	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	53.4	46.6	15.8	84.2	8.5	4.3	2.3	0.7	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 248 - LA Social Science

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
248 - Social Science	62.8	37.2	18.9	81.1	7.8	4.3	5.3	1.5	0.0	0.0	100.0		62.8	37.2	18.9	81.1	7.8	4.3	5.3	1.5	0.0	0.0	248 - Social Science -	
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100% National	
Final Availability (%)											100.0		62.8	37.2	18.9	81.1	7.8	4.3	5.3	1.5	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 251 - Science Biological Sciences

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
251 - Biological Sciences	70.9	29.1	23.0	77.0	3.4	3.1	15.9	0.6	0.0	0.0	100.0		70.9	29.1	23.0	77.0	3.4	3.1	15.9	0.6	0.0	0.0	251 - Biological Sciences	
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	- 100% National	
Final Availability (%)											100.0		70.9	29.1	23.0	77.0	3.4	3.1	15.9	0.6	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 252 - Sciences Physical Sciences

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
252 - Physical Sciences	82.8	17.2	18.2	81.8	3.2	2.0	12.5	0.5	0.0	0.0	100.0		82.8	17.2	18.2	81.8	3.2	2.0	12.5	0.5	0.0	0.0	252 - Physical Sciences - 100%	
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)											100.0		82.8	17.2	18.2	81.8	3.2	2.0	12.5	0.5	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 253 - Sciences Mathematics

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
253 - Mathematics Reasonable	71.9	28.1	25.1	74.9	6.5	3.5	13.5	1.6	0.0	0.0	100.0	71.9	28.1	25.1	74.9	6.5	3.5	13.5	1.6	0.0	0.0	253 - Mathematics - 100%		
	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	71.9	28.1	25.1	74.9	6.5	3.5	13.5	1.6	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 256 - UA Communication and Journalism

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
256 - Communication s and Journalism Reasonable	55.0	45.0	13.2	86.8	5.3	3.4	2.5	2.0	0.0	0.0	100.0	55.0	45.0	13.2	86.8	5.3	3.4	2.5	2.0	0.0	0.0	256 - Communications and Journalism - 100%		
	53.0	47.0	20.1	79.9	6.1	4.5	7.8	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	55.0	45.0	13.2	86.8	5.3	3.4	2.5	2.0	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 257 - UA Counseling

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
257 and 258 - Counseling, Criminal Justice, Social Work	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0	100.0	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0	257 - Counseling - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 258 - UA Criminal Jus and Social Work

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
257 and 258 - Counseling, Criminal Justice, Social Work	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0	100.0	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0	257 - Counseling - 100%		
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National		
Final Availability (%)											100.0	58.5	41.5	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0			

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 259 - UA Public Administration

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
259 - Public Administration	52.3	47.7	20.7	79.3	10.7	3.4	5.2	1.4	0.0	0.0	100.0		52.3	47.7	20.7	79.3	10.7	3.4	5.2	1.4	0.0	0.0	259 - Public Administration - 100%	
Reasonable	52.6	47.4	20.2	79.8	6.2	4.6	7.6	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)											100.0		52.3	47.7	20.7	79.3	10.7	3.4	5.2	1.4	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 290 - Other Academic Programs

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
290 - Other Academic Programs	52.3	47.7	20.7	79.3	10.7	3.4	5.2	1.4	0.0	0.0	100.0		52.3	47.7	20.7	79.3	10.7	3.4	5.2	1.4	0.0	0.0	290 - Other Academic Programs - 100%	
Reasonable	53.7	46.3	20.0	80.0	5.7	4.5	8.0	0.8	0.1	0.9	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	National	
Final Availability (%)											100.0		52.3	47.7	20.7	79.3	10.7	3.4	5.2	1.4	0.0	0.0		

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 310 - Academic Support Professionals

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	54.0	46.0	25.5	74.5	8.3	11.7	1.8	1.5	0.1	2.1	100.0	54.0	46.0	25.5	74.5	8.3	11.7	1.8	1.5	0.1	2.1	Local		
Final Availability (%)											100.0	54.0	46.0	25.5	74.5	8.3	11.7	1.8	1.5	0.1	2.1			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 320 - Administrative Professionals

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	57.8	42.2	20.6	79.4	4.0	11.6	2.0	0.8	0.1	2.2	100.0	57.8	42.2	20.6	79.4	4.0	11.6	2.0	0.8	0.1	2.2	Local		
Final Availability (%)											100.0	57.8	42.2	20.6	79.4	4.0	11.6	2.0	0.8	0.1	2.2			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 330 - Athletics Professionals

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	75.7	24.3	21.3	78.7	12.2	4.5	1.7	1.2	0.0	1.7	100.0	75.7	24.3	21.3	78.7	12.2	4.5	1.7	1.2	0.0	1.7	Local		
Final Availability (%)											100.0	75.7	24.3	21.3	78.7	12.2	4.5	1.7	1.2	0.0	1.7			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 340 - Information Technology

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	68.3	31.7	21.7	78.3	4.8	6.6	7.0	1.4	0.6	1.4	100.0	68.3	31.7	21.7	78.3	4.8	6.6	7.0	1.4	0.6	1.4	Local		
Final Availability (%)											100.0	68.3	31.7	21.7	78.3	4.8	6.6	7.0	1.4	0.6	1.4			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 350 - Library Professionals

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	11.0	89.0	19.2	80.8	5.8	5.8	4.7	2.9	0.0	0.0	100.0	11.0	89.0	19.2	80.8	5.8	5.8	4.7	2.9	0.0	0.0	Local		
Final Availability (%)											100.0	11.0	89.0	19.2	80.8	5.8	5.8	4.7	2.9	0.0	0.0			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 360 - Scientific and Health Professional

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	73.5	26.5	18.6	81.4	3.2	8.8	1.4	1.1	0.0	4.0	100.0	73.5	26.5	18.6	81.4	3.2	8.8	1.4	1.1	0.0	4.0	Local		
Final Availability (%)											100.0	73.5	26.5	18.6	81.4	3.2	8.8	1.4	1.1	0.0	4.0			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 400 - Office and Admin Sr Lead Supr

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	23.5	76.5	26.6	73.4	7.2	10.6	5.5	2.3	0.2	1.0	100.0	23.5	76.5	26.6	73.4	7.2	10.6	5.5	2.3	0.2	1.0	Local		
Final Availability (%)											100.0	23.5	76.5	26.6	73.4	7.2	10.6	5.5	2.3	0.2	1.0			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 410 - Office and Admin Support Level

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	11.7	88.3	23.7	76.3	6.0	11.1	4.1	1.2	0.2	1.1	100.0	11.7	88.3	23.7	76.3	6.0	11.1	4.1	1.2	0.2	1.1	Local		
Final Availability (%)											100.0	11.7	88.3	23.7	76.3	6.0	11.1	4.1	1.2	0.2	1.1			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 500 - Technical or Paraprofessional

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	48.2	51.8	23.7	76.3	6.8	9.5	4.0	1.0	0.2	2.3	100.0	48.2	51.8	23.7	76.3	6.8	9.5	4.0	1.0	0.2	2.3	Local		
Final Availability (%)											100.0	48.2	51.8	23.7	76.3	6.8	9.5	4.0	1.0	0.2	2.3			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 600 - Skilled Crafts

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	98.5	1.5	27.6	72.4	4.1	18.1	2.8	1.5	0.0	1.2	100.0	98.5	1.5	27.6	72.4	4.1	18.1	2.8	1.5	0.0	1.2	Local		
Final Availability (%)											100.0	98.5	1.5	27.6	72.4	4.1	18.1	2.8	1.5	0.0	1.2			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 700 - Service Maintenance and Repair

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	89.8	10.2	31.4	68.6	6.8	15.6	4.3	2.1	0.3	2.3	100.0	89.8	10.2	31.4	68.6	6.8	15.6	4.3	2.1	0.3	2.3	Local		
Final Availability (%)											100.0	89.8	10.2	31.4	68.6	6.8	15.6	4.3	2.1	0.3	2.3			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 710 - Public Safety

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	69.9	30.1	20.3	79.7	7.8	8.4	2.5	1.0	0.0	0.7	100.0	69.9	30.1	20.3	79.7	7.8	8.4	2.5	1.0	0.0	0.7	Local		
Final Availability (%)											100.0	69.9	30.1	20.3	79.7	7.8	8.4	2.5	1.0	0.0	0.7			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Availability Analysis**

Job Group: 720 - Custodial and Grounds

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+			
External Factors																								
Reasonable	72.8	27.2	54.0	46.0	10.5	35.2	5.4	0.9	0.4	1.5	100.0	72.8	27.2	54.0	46.0	10.5	35.2	5.4	0.9	0.4	1.5	Local		
Final Availability (%)											100.0	72.8	27.2	54.0	46.0	10.5	35.2	5.4	0.9	0.4	1.5			

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**EEO/AA Program 2012 - University of Nevada Las Vegas
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	2	1	1	0	0	0
Employees (%)	75.0	25.0	16.7	83.3	8.3	4.2	4.2	0.0	0.0	0.0
Availability (%) Goal	65.7	34.3	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

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 110 - AVPs and Executive Directors

Test: 80% Rule with Whole Person

Total Employees: 31

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	21	10	7	24	3	4	0	0	0	0
Employees (%)	67.7	32.3	22.6	77.4	9.7	12.9	0.0	0.0	0.0	0.0
Availability (%) Goal	64.9	35.1	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	1	0	7	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 206 - Business Business
Test: 80% Rule with Whole Person
Total Employees: 34

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	29	5	12	22	1	1	9	1	0	0
Employees (%)	85.3	14.7	35.3	64.7	2.9	2.9	26.5	2.9	0.0	0.0
Availability (%) Goal	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	5	1	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 207 - Business Economics
Test: 80% Rule with Whole Person
Total Employees: 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	2	4	10	1	0	3	0	0	0
Employees (%)	85.7	14.3	28.6	71.4	7.1	0.0	21.4	0.0	0.0	0.0
Availability (%) Goal	79.0	21.0	19.6	80.4	3.5	3.1	12.1	0.9	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	2	0	1	0	1	0	0

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 208 - Business Accounting and Finance

Test: 80% Rule with Whole Person

Total Employees: 23

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	20	3	6	17	0	0	6	0	0	0
Employees (%)	87.0	13.0	26.1	73.9	0.0	0.0	26.1	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	5	0	2	2	1	0	1	0	0

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 211 - Education Teacher Education

Test: 80% Rule with Whole Person

Total Employees: 49

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	25	24	10	39	4	2	4	0	0	0
Employees (%)	51.0	49.0	20.4	79.6	8.2	4.1	8.2	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	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	9	0	3	0	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 212 - Education Other Education

Test: 80% Rule with Whole Person

Total Employees: 21

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	8	13	4	17	1	2	1	0	0	0
Employees (%)	38.1	61.9	19.0	81.0	4.8	9.5	4.8	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 (#)	1	0	1	0	1	0	1	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 216 - Engineering Engineering

Test: 80% Rule with Whole Person

Total Employees: 33

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	31	2	14	19	1	2	11	0	0	0
Employees (%)	93.9	6.1	42.4	57.6	3.0	6.1	33.3	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 (#)	0	1	0	5	1	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 217 - Engineering Computer Science

Test: 80% Rule with Whole Person

Total Employees: 27

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	23	4	15	12	0	0	13	0	0	2
Employees (%)	85.2	14.8	55.6	44.4	0.0	0.0	48.1	0.0	0.0	7.4
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	2	0	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	9	1	1	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 221 - Fine Arts Fine Arts
Test: 80% Rule with Whole Person
Total Employees: 68

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	43	25	14	54	5	3	5	0	0	1
Employees (%)	63.2	36.8	20.6	79.4	7.4	4.4	7.4	0.0	0.0	1.5
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	1	0	5	0	0	0	1	0	0

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 222 - Fine Arts Architecture Faculty

Test: 80% Rule with Whole Person

Total Employees: 15

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	3	3	12	0	2	1	0	0	0
Employees (%)	80.0	20.0	20.0	80.0	0.0	13.3	6.7	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.1	84.9	6.2	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	0	1	1	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 226 - HHS Dental Medicine
Test: 80% Rule with Whole Person
Total Employees: 47

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	30	17	8	39	4	1	3	0	0	0
Employees (%)	63.8	36.2	17.0	83.0	8.5	2.1	6.4	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.1	84.9	6.2	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 (#)	4	0	0	1	0	1	0	2	0	0

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 227 - HHS Health Physics and Diagnostics

Test: 80% Rule with Whole Person

Total Employees: 28

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	12	4	24	1	2	0	1	0	0
Employees (%)	57.1	42.9	14.3	85.7	3.6	7.1	0.0	3.6	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	NO	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	2	0	0	0
Add'l Needed to Reach Availability (#)	0	3	2	0	1	0	3	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 228 - HHS Nursing
Test: 80% Rule with Whole Person
Total Employees: 28

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	5	23	8	20	1	0	7	0	0	0
Employees (%)	17.9	82.1	28.6	71.4	3.6	0.0	25.0	0.0	0.0	0.0
Availability (%) Goal	3.6	96.4	11.3	88.7	5.3	0.7	3.4	1.9	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	5	1	1	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 229 - HHS Public Health
Test: 80% Rule with Whole Person
Total Employees: 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	5	6	8	1	1	2	2	0	0
Employees (%)	64.3	35.7	42.9	57.1	7.1	7.1	14.3	14.3	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	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	4	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 230 - Hotel Administration
Test: 80% Rule with Whole Person
Total Employees: 43

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	30	13	5	38	1	0	4	0	0	0
Employees (%)	69.8	30.2	11.6	88.4	2.3	0.0	9.3	0.0	0.0	0.0
Availability (%) Goal	71.2	28.8	15.1	84.9	6.2	3.2	3.3	2.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	1	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	2	0	2	2	0	2	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 235 - Law
Test: 80% Rule with Whole Person
Total Employees: 41

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	27	8	33	3	4	0	0	0	1
Employees (%)	34.1	65.9	19.5	80.5	7.3	9.8	0.0	0.0	0.0	2.4
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 (#)	6	0	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	12	0	0	2	0	0	2	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 241 - LA English and Literature

Test: 80% Rule with Whole Person

Total Employees: 30

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	14	3	27	0	2	0	1	0	0
Employees (%)	53.3	46.7	10.0	90.0	0.0	6.7	0.0	3.3	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	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	2	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	9	6	0	6	3	0	0	0
Employees (%)	33.3	66.7	60.0	40.0	0.0	40.0	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	2	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	5	1	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 243 - LA History
Test: 80% Rule with Whole Person
Total Employees: 23

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	8	5	18	2	1	1	1	0	0
Employees (%)	65.2	34.8	21.7	78.3	8.7	4.3	4.3	4.3	0.0	0.0
Availability (%) Goal	71.0	29.0	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 (#)	2	0	0	1	0	0	1	0	0	0

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 244 - LA Philosophy
Test: 80% Rule with Whole Person
Total Employees: 8

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	8	0	0	8	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	1	0	1	1	1	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 245 - LA Political Science
Test: 80% Rule with Whole Person
Total Employees: 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	4	3	11	1	2	0	0	0	0
Employees (%)	71.4	28.6	21.4	78.6	7.1	14.3	0.0	0.0	0.0	0.0
Availability (%) Goal	79.4	20.6	14.1	85.9	6.1	5.1	2.9	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 (#)	2	0	0	2	0	0	1	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	59.3	40.7	18.7	81.3	11.9	4.4	2.4	0.0	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	0	0	0

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 247 - LA Psychology
Test: 80% Rule with Whole Person
Total Employees: 22

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	12	10	1	21	0	1	0	0	0	0
Employees (%)	54.5	45.5	4.5	95.5	0.0	4.5	0.0	0.0	0.0	0.0
Availability (%) Goal	53.4	46.6	15.8	84.2	8.5	4.3	2.3	0.7	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	0	1	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 248 - LA Social Science
Test: 80% Rule with Whole Person
Total Employees: 18

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	8	10	3	15	1	1	1	0	0	0
Employees (%)	44.4	55.6	16.7	83.3	5.6	5.6	5.6	0.0	0.0	0.0
Availability (%) Goal	62.8	37.2	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	1	0	1	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 251 - Science Biological Sciences

Test: 80% Rule with Whole Person

Total Employees: 23

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	5	3	20	0	2	1	0	0	0
Employees (%)	78.3	21.7	13.0	87.0	0.0	8.7	4.3	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	1	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

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	18	48	0	1	17	0	0	0
Employees (%)	80.3	19.7	27.3	72.7	0.0	1.5	25.8	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	6	3	1	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 253 - Sciences Mathematics
Test: 80% Rule with Whole Person
Total Employees: 28

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	23	5	16	12	1	1	14	0	0	0
Employees (%)	82.1	17.9	57.1	42.9	3.6	3.6	50.0	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	3	0	9	1	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 256 - UA Communication and Journalism

Test: 80% Rule with Whole Person

Total Employees: 20

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	12	8	2	18	0	1	1	0	0	0
Employees (%)	60.0	40.0	10.0	90.0	0.0	5.0	5.0	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	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	2	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 257 - UA Counseling
Test: 80% Rule with Whole Person
Total Employees: 5

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	2	3	2	3	0	1	1	0	0	0
Employees (%)	40.0	60.0	40.0	60.0	0.0	20.0	20.0	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	0	1	0	0

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 258 - UA Criminal Jus and Social Work

Test: 80% Rule with Whole Person

Total Employees: 21

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	12	6	15	1	0	5	0	0	0
Employees (%)	42.9	57.1	28.6	71.4	4.8	0.0	23.8	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	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	0	1	1	1	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 259 - UA Public Administration

Test: 80% Rule with Whole Person

Total Employees: 13

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	9	3	10	0	1	2	0	0	0
Employees (%)	30.8	69.2	23.1	76.9	0.0	7.7	15.4	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	YES	NO	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	1	0	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	1	2	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 290 - Other Academic Programs

Test: 80% Rule with Whole Person

Total Employees: 8

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	4	2	6	2	0	0	0	0	0
Employees (%)	50.0	50.0	25.0	75.0	25.0	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 (#)	1	0	0	1	0	1	1	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 310 - Academic Support Professionals

Test: 80% Rule with Whole Person

Total Employees: 170

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	57	113	62	108	24	22	13	1	0	2
Employees (%)	33.5	66.5	36.5	63.5	14.1	12.9	7.6	0.6	0.0	1.2
Availability (%) Goal	54.0	46.0	25.5	74.5	8.3	11.7	1.8	1.5	0.1	2.1
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	16	0	0	0	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	35	0	0	19	0	0	0	2	1	2

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 320 - Administrative Professionals

Test: 80% Rule with Whole Person

Total Employees: 399

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	148	251	119	280	38	34	31	4	4	8
Employees (%)	37.1	62.9	29.8	70.2	9.5	8.5	7.8	1.0	1.0	2.0
Availability (%) Goal	57.8	42.2	20.6	79.4	4.0	11.6	2.0	0.8	0.1	2.2
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	36	0	0	0	0	3	0	0	0	0
Add'l Needed to Reach Availability (#)	83	0	0	37	0	13	0	0	0	1

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 330 - Athletics Professionals
Test: 80% Rule with Whole Person
Total Employees: 70

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	53	17	17	53	9	3	3	1	0	1
Employees (%)	75.7	24.3	24.3	75.7	12.9	4.3	4.3	1.4	0.0	1.4
Availability (%) Goal	75.7	24.3	21.3	78.7	12.2	4.5	1.7	1.2	0.0	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	3	0	1	0	0	0	1

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 340 - Information Technology

Test: 80% Rule with Whole Person

Total Employees: 97

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	68	29	28	69	5	3	15	0	1	4
Employees (%)	70.1	29.9	28.9	71.1	5.2	3.1	15.5	0.0	1.0	4.1
Availability (%) Goal	68.3	31.7	21.7	78.3	4.8	6.6	7.0	1.4	0.6	1.4
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	2	0	1	0	0
Add'l Needed to Reach Availability (#)	0	2	0	7	0	4	0	2	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

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

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	30	6	39	1	2	2	0	0	1
Employees (%)	33.3	66.7	13.3	86.7	2.2	4.4	4.4	0.0	0.0	2.2
Availability (%) Goal	11.0	89.0	19.2	80.8	5.8	5.8	4.7	2.9	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	2	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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 360 - Scientific and Health Professional

Test: 80% Rule with Whole Person

Total Employees: 89

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	58	31	30	59	1	5	23	0	1	0
Employees (%)	65.2	34.8	33.7	66.3	1.1	5.6	25.8	0.0	1.1	0.0
Availability (%) Goal	73.5	26.5	18.6	81.4	3.2	8.8	1.4	1.1	0.0	4.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	1	0	0	0	2
Add'l Needed to Reach Availability (#)	8	0	0	14	2	3	0	1	0	4

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 400 - Office and Admin Sr Lead Supr

Test: 80% Rule with Whole Person

Total Employees: 290

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	39	251	114	176	50	31	20	3	2	8
Employees (%)	13.4	86.6	39.3	60.7	17.2	10.7	6.9	1.0	0.7	2.8
Availability (%) Goal	23.5	76.5	26.6	73.4	7.2	10.6	5.5	2.3	0.2	1.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	15	0	0	0	0	0	0	2	0	0
Add'l Needed to Reach Availability (#)	30	0	0	37	0	0	0	4	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 410 - Office and Admin Support Level

Test: 80% Rule with Whole Person

Total Employees: 111

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	97	61	50	24	22	13	1	0	1
Employees (%)	12.6	87.4	55.0	45.0	21.6	19.8	11.7	0.9	0.0	0.9
Availability (%) Goal	11.7	88.3	23.7	76.3	6.0	11.1	4.1	1.2	0.2	1.1
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	17	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	35	0	0	0	1	1	1

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 500 - Technical or Paraprofessional

Test: 80% Rule with Whole Person

Total Employees: 226

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	102	124	105	121	22	35	32	5	4	7
Employees (%)	45.1	54.9	46.5	53.5	9.7	15.5	14.2	2.2	1.8	3.1
Availability (%) Goal	48.2	51.8	23.7	76.3	6.8	9.5	4.0	1.0	0.2	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	16	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	7	0	0	52	0	0	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	17	42	7	7	1	0	2	0
Employees (%)	98.3	1.7	28.8	71.2	11.9	11.9	1.7	0.0	3.4	0.0
Availability (%) Goal	98.5	1.5	27.6	72.4	4.1	18.1	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	1	0	4	1	1	0	1

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 700 - Service Maintenance and Repair

Test: 80% Rule with Whole Person

Total Employees: 79

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	70	9	28	51	8	8	6	2	1	3
Employees (%)	88.6	11.4	35.4	64.6	10.1	10.1	7.6	2.5	1.3	3.8
Availability (%) Goal	89.8	10.2	31.4	68.6	6.8	15.6	4.3	2.1	0.3	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	1	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	4	0	5	0	0	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
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	69.9	30.1	20.3	79.7	7.8	8.4	2.5	1.0	0.0	0.7
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	2	0	12	0	0	0	1	0	0

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Comparison of Incumbency to Availability - Utilization Analysis**

Job Group: 720 - Custodial and Grounds
Test: 80% Rule with Whole Person
Total Employees: 200

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	139	61	108	92	34	46	24	2	1	1
Employees (%)	69.5	30.5	54.0	46.0	17.0	23.0	12.0	1.0	0.5	0.5
Availability (%) Goal	72.8	27.2	54.0	46.0	10.5	35.2	5.4	0.9	0.4	1.5
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	10	0	0	0	1
Add'l Needed to Reach Availability (#)	7	0	1	0	0	25	0	0	0	3

**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
100 - Vice Presidents and Deans <i>Total Employees: 24</i>	Females	6	25.00%	34.30%	NO	3	0
	Minority	4	16.67%	0.00%	NO	0	0
	Afr. Amer.	2	8.33%	0.00%	NO	0	0
	Hispanic	1	4.17%	0.00%	NO	0	0
	Asian	1	4.17%	0.00%	NO	0	0
	Nat. Amer.	0	0.00%	0.00%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
110 - AVPs and Executive Directors <i>Total Employees: 31</i>	Females	10	32.26%	35.10%	NO	1	0
	Minority	7	22.58%	0.00%	NO	0	0
	Afr. Amer.	3	9.68%	0.00%	NO	0	0
	Hispanic	4	12.90%	0.00%	NO	0	0
	Asian	0	0.00%	0.00%	NO	0	0
	Nat. Amer.	0	0.00%	0.00%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
206 - Business Business <i>Total Employees: 34</i>	Females	5	14.71%	31.50%	YES	6	3
	Minority	12	35.29%	20.60%	NO	0	0
	Afr. Amer.	1	2.94%	4.50%	NO	1	0
	Hispanic	1	2.94%	2.30%	NO	0	0
	Asian	9	26.47%	12.20%	NO	0	0
	Nat. Amer.	1	2.94%	1.60%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
207 - Business Economics <i>Total Employees: 14</i>	Females	2	14.29%	21.00%	NO	1	0
	Minority	4	28.57%	19.60%	NO	0	0
	Afr. Amer.	1	7.14%	3.50%	NO	0	0
	Hispanic	0	0.00%	3.10%	NO	1	0
	Asian	3	21.43%	12.10%	NO	0	0
	Nat. Amer.	0	0.00%	0.90%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
208 - Business Accounting and Finance <i>Total Employees: 23</i>	Females	3	13.04%	31.50%	YES	5	2
	Minority	6	26.09%	20.60%	NO	0	0
	Afr. Amer.	0	0.00%	4.50%	NO	2	0
	Hispanic	0	0.00%	2.30%	NO	1	0
	Asian	6	26.09%	12.20%	NO	0	0
	Nat. Amer.	0	0.00%	1.60%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
211 - Education Teacher Education <i>Total Employees: 49</i>	Females	24	48.98%	65.50%	YES	9	1
	Minority	10	20.41%	14.60%	NO	0	0
	Afr. Amer.	4	8.16%	7.30%	NO	0	0
	Hispanic	2	4.08%	3.50%	NO	0	0
	Asian	4	8.16%	2.40%	NO	0	0
	Nat. Amer.	0	0.00%	1.40%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
212 - Education Other Education <i>Total Employees: 21</i>	Females	13	61.90%	58.10%	NO	0	0
	Minority	4	19.05%	22.20%	NO	1	0
	Afr. Amer.	1	4.76%	8.10%	NO	1	0
	Hispanic	2	9.52%	5.30%	NO	0	0
	Asian	1	4.76%	6.10%	NO	1	0
	Nat. Amer.	0	0.00%	2.70%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
216 - Engineering Engineering <i>Total Employees: 33</i>	Females	2	6.06%	8.50%	NO	1	0
	Minority	14	42.42%	29.10%	NO	0	0
	Afr. Amer.	1	3.03%	5.40%	NO	1	0
	Hispanic	2	6.06%	2.60%	NO	0	0
	Asian	11	33.33%	20.10%	NO	0	0
	Nat. Amer.	0	0.00%	1.00%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
217 - Engineering Computer Science <i>Total Employees: 27</i>	Females	4	14.81%	30.60%	YES	5	2
	Minority	15	55.56%	24.00%	NO	0	0
	Afr. Amer.	0	0.00%	3.60%	NO	1	0
	Hispanic	0	0.00%	3.20%	NO	1	0
	Asian	13	48.15%	15.50%	NO	0	0
	Nat. Amer.	0	0.00%	1.70%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	2	7.41%	0.00%	NO	0	0
221 - Fine Arts Fine Arts <i>Total Employees: 68</i>	Females	25	36.76%	38.10%	NO	1	0
	Minority	14	20.59%	13.60%	NO	0	0
	Afr. Amer.	5	7.35%	6.00%	NO	0	0
	Hispanic	3	4.41%	3.30%	NO	0	0
	Asian	5	7.35%	2.90%	NO	0	0
	Nat. Amer.	0	0.00%	1.40%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	1	1.47%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
222 - Fine Arts Architecture Faculty <i>Total Employees: 15</i>	Females	3	20.00%	28.80%	NO	2	0
	Minority	3	20.00%	15.10%	NO	0	0
	Afr. Amer.	0	0.00%	6.20%	NO	1	0
	Hispanic	2	13.33%	3.20%	NO	0	0
	Asian	1	6.67%	3.30%	NO	0	0
	Nat. Amer.	0	0.00%	2.40%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
226 - HHS Dental Medicine <i>Total Employees: 47</i>	Females	17	36.17%	28.80%	NO	0	0
	Minority	8	17.02%	15.10%	NO	0	0
	Afr. Amer.	4	8.51%	6.20%	NO	0	0
	Hispanic	1	2.13%	3.20%	NO	1	0
	Asian	3	6.38%	3.30%	NO	0	0
	Nat. Amer.	0	0.00%	2.40%	NO	2	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
227 - HHS Health Physics and Diagnostics <i>Total Employees: 28</i>	Females	12	42.86%	53.30%	NO	3	0
	Minority	4	14.29%	20.30%	NO	2	0
	Afr. Amer.	1	3.57%	5.00%	NO	1	0
	Hispanic	2	7.14%	3.00%	NO	0	0
	Asian	0	0.00%	10.70%	YES	3	2
	Nat. Amer.	1	3.57%	1.60%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
228 - HHS Nursing <i>Total Employees: 28</i>	Females	23	82.14%	96.40%	NO	4	0
	Minority	8	28.57%	11.30%	NO	0	0
	Afr. Amer.	1	3.57%	5.30%	NO	1	0
	Hispanic	0	0.00%	0.70%	NO	1	0
	Asian	7	25.00%	3.40%	NO	0	0
	Nat. Amer.	0	0.00%	1.90%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
229 - HHS Public Health <i>Total Employees: 14</i>	Females	5	35.71%	60.90%	YES	4	1
	Minority	6	42.86%	17.20%	NO	0	0
	Afr. Amer.	1	7.14%	5.20%	NO	0	0
	Hispanic	1	7.14%	3.50%	NO	0	0
	Asian	2	14.29%	7.50%	NO	0	0
	Nat. Amer.	2	14.29%	1.00%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
230 - Hotel Administration <i>Total Employees: 43</i>	Females	13	30.23%	28.80%	NO	0	0
	Minority	5	11.63%	15.10%	NO	2	0
	Afr. Amer.	1	2.33%	6.20%	YES	2	1
	Hispanic	0	0.00%	3.20%	YES	2	1
	Asian	4	9.30%	3.30%	NO	0	0
	Nat. Amer.	0	0.00%	2.40%	NO	2	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
235 - Law <i>Total Employees: 41</i>	Females	27	65.85%	38.50%	NO	0	0
	Minority	8	19.51%	15.60%	NO	0	0
	Afr. Amer.	3	7.32%	7.30%	NO	0	0
	Hispanic	4	9.76%	3.20%	NO	0	0
	Asian	0	0.00%	4.80%	YES	2	1
	Nat. Amer.	0	0.00%	0.30%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	1	2.44%	0.00%	NO	0	0
241 - LA English and Literature <i>Total Employees: 30</i>	Females	14	46.67%	56.50%	NO	3	0
	Minority	3	10.00%	15.20%	NO	2	0
	Afr. Amer.	0	0.00%	6.60%	YES	2	1
	Hispanic	2	6.67%	3.20%	NO	0	0
	Asian	0	0.00%	3.50%	NO	2	0
	Nat. Amer.	1	3.33%	1.90%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
242 - LA Foreign Languages <i>Total Employees: 15</i>	Females	10	66.67%	51.20%	NO	0	0
	Minority	9	60.00%	27.00%	NO	0	0
	Afr. Amer.	0	0.00%	3.60%	NO	1	0
	Hispanic	6	40.00%	13.40%	NO	0	0
	Asian	3	20.00%	8.50%	NO	0	0
	Nat. Amer.	0	0.00%	1.50%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
243 - LA History <i>Total Employees: 23</i>	Females	8	34.78%	29.00%	NO	0	0
	Minority	5	21.74%	17.60%	NO	0	0
	Afr. Amer.	2	8.70%	5.10%	NO	0	0
	Hispanic	1	4.35%	3.10%	NO	0	0
	Asian	1	4.35%	8.30%	NO	1	0
	Nat. Amer.	1	4.35%	1.10%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
244 - LA Philosophy <i>Total Employees: 8</i>	Females	0	0.00%	18.40%	YES	2	1
	Minority	0	0.00%	11.10%	NO	1	0
	Afr. Amer.	0	0.00%	2.40%	NO	1	0
	Hispanic	0	0.00%	1.10%	NO	1	0
	Asian	0	0.00%	4.60%	NO	1	0
	Nat. Amer.	0	0.00%	3.00%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
245 - LA Political Science <i>Total Employees: 14</i>	Females	4	28.57%	20.60%	NO	0	0
	Minority	3	21.43%	14.10%	NO	0	0
	Afr. Amer.	1	7.14%	6.10%	NO	0	0
	Hispanic	2	14.29%	5.10%	NO	0	0
	Asian	0	0.00%	2.90%	NO	1	0
	Nat. Amer.	0	0.00%	0.00%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
246 - LA Sociology <i>Total Employees: 11</i>	Females	4	36.36%	40.70%	NO	1	0
	Minority	0	0.00%	18.70%	YES	3	1
	Afr. Amer.	0	0.00%	11.90%	YES	2	1
	Hispanic	0	0.00%	4.40%	NO	1	0
	Asian	0	0.00%	2.40%	NO	1	0
	Nat. Amer.	0	0.00%	0.00%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
247 - LA Psychology <i>Total Employees: 22</i>	Females	10	45.45%	46.60%	NO	1	0
	Minority	1	4.55%	15.80%	YES	3	1
	Afr. Amer.	0	0.00%	8.50%	YES	2	1
	Hispanic	1	4.55%	4.30%	NO	0	0
	Asian	0	0.00%	2.30%	NO	1	0
	Nat. Amer.	0	0.00%	0.70%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
248 - LA Social Science <i>Total Employees: 18</i>	Females	10	55.56%	37.20%	NO	0	0
	Minority	3	16.67%	18.90%	NO	1	0
	Afr. Amer.	1	5.56%	7.80%	NO	1	0
	Hispanic	1	5.56%	4.30%	NO	0	0
	Asian	1	5.56%	5.30%	NO	0	0
	Nat. Amer.	0	0.00%	1.50%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
251 - Science Biological Sciences <i>Total Employees: 23</i>	Females	5	21.74%	29.10%	NO	2	0
	Minority	3	13.04%	23.00%	YES	3	1
	Afr. Amer.	0	0.00%	3.40%	NO	1	0
	Hispanic	2	8.70%	3.10%	NO	0	0
	Asian	1	4.35%	15.90%	YES	3	1
	Nat. Amer.	0	0.00%	0.60%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
252 - Sciences Physical Sciences <i>Total Employees: 66</i>	Females	13	19.70%	17.20%	NO	0	0
	Minority	18	27.27%	18.20%	NO	0	0
	Afr. Amer.	0	0.00%	3.20%	YES	3	1
	Hispanic	1	1.52%	2.00%	NO	1	0
	Asian	17	25.76%	12.50%	NO	0	0
	Nat. Amer.	0	0.00%	0.50%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
253 - Sciences Mathematics <i>Total Employees: 28</i>	Females	5	17.86%	28.10%	YES	3	1
	Minority	16	57.14%	25.10%	NO	0	0
	Afr. Amer.	1	3.57%	6.50%	NO	1	0
	Hispanic	1	3.57%	3.50%	NO	0	0
	Asian	14	50.00%	13.50%	NO	0	0
	Nat. Amer.	0	0.00%	1.60%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

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Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
256 - UA Communication and Journalism <i>Total Employees: 20</i>	Females	8	40.00%	45.00%	NO	1	0
	Minority	2	10.00%	13.20%	NO	1	0
	Afr. Amer.	0	0.00%	5.30%	NO	2	0
	Hispanic	1	5.00%	3.40%	NO	0	0
	Asian	1	5.00%	2.50%	NO	0	0
	Nat. Amer.	0	0.00%	2.00%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
257 - UA Counseling <i>Total Employees: 5</i>	Females	3	60.00%	41.50%	NO	0	0
	Minority	2	40.00%	24.40%	NO	0	0
	Afr. Amer.	0	0.00%	8.70%	NO	1	0
	Hispanic	1	20.00%	4.30%	NO	0	0
	Asian	1	20.00%	8.40%	NO	0	0
	Nat. Amer.	0	0.00%	3.00%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
258 - UA Criminal Jus and Social Work <i>Total Employees: 21</i>	Females	12	57.14%	41.50%	NO	0	0
	Minority	6	28.57%	24.40%	NO	0	0
	Afr. Amer.	1	4.76%	8.70%	NO	1	0
	Hispanic	0	0.00%	4.30%	NO	1	0
	Asian	5	23.81%	8.40%	NO	0	0
	Nat. Amer.	0	0.00%	3.00%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
259 - UA Public Administration <i>Total Employees: 13</i>	Females	9	69.23%	47.70%	NO	0	0
	Minority	3	23.08%	20.70%	NO	0	0
	Afr. Amer.	0	0.00%	10.70%	YES	2	1
	Hispanic	1	7.69%	3.40%	NO	0	0
	Asian	2	15.38%	5.20%	NO	0	0
	Nat. Amer.	0	0.00%	1.40%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0

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Placement Goals Summary**

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
290 - Other Academic Programs <i>Total Employees: 8</i>	Females	4	50.00%	47.70%	NO	0	0
	Minority	2	25.00%	20.70%	NO	0	0
	Afr. Amer.	2	25.00%	10.70%	NO	0	0
	Hispanic	0	0.00%	3.40%	NO	1	0
	Asian	0	0.00%	5.20%	NO	1	0
	Nat. Amer.	0	0.00%	1.40%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	0	0.00%	0.00%	NO	0	0
310 - Academic Support Professionals <i>Total Employees: 170</i>	Females	113	66.47%	46.00%	NO	0	0
	Minority	62	36.47%	25.50%	NO	0	0
	Afr. Amer.	24	14.12%	8.30%	NO	0	0
	Hispanic	22	12.94%	11.70%	NO	0	0
	Asian	13	7.65%	1.80%	NO	0	0
	Nat. Amer.	1	0.59%	1.50%	YES	2	1
	NHOPI	0	0.00%	0.10%	NO	1	0
	Two or More	2	1.18%	2.10%	NO	2	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
320 - Administrative Professionals <i>Total Employees: 399</i>	Females	251	62.91%	42.20%	NO	0	0
	Minority	119	29.82%	20.60%	NO	0	0
	Afr. Amer.	38	9.52%	4.00%	NO	0	0
	Hispanic	34	8.52%	11.60%	YES	13	3
	Asian	31	7.77%	2.00%	NO	0	0
	Nat. Amer.	4	1.00%	0.80%	NO	0	0
	NHOPI	4	1.00%	0.10%	NO	0	0
	Two or More	8	2.01%	2.20%	NO	1	0
330 - Athletics Professionals <i>Total Employees: 70</i>	Females	17	24.29%	24.30%	NO	1	0
	Minority	17	24.29%	21.30%	NO	0	0
	Afr. Amer.	9	12.86%	12.20%	NO	0	0
	Hispanic	3	4.29%	4.50%	NO	1	0
	Asian	3	4.29%	1.70%	NO	0	0
	Nat. Amer.	1	1.43%	1.20%	NO	0	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	1	1.43%	1.70%	NO	1	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
340 - Information Technology <i>Total Employees: 97</i>	Females	29	29.90%	31.70%	NO	2	0
	Minority	28	28.87%	21.70%	NO	0	0
	Afr. Amer.	5	5.15%	4.80%	NO	0	0
	Hispanic	3	3.09%	6.60%	YES	4	2
	Asian	15	15.46%	7.00%	NO	0	0
	Nat. Amer.	0	0.00%	1.40%	YES	2	1
	NHOPI	1	1.03%	0.60%	NO	0	0
	Two or More	4	4.12%	1.40%	NO	0	0
350 - Library Professionals <i>Total Employees: 45</i>	Females	30	66.67%	89.00%	YES	11	2
	Minority	6	13.33%	19.20%	NO	3	0
	Afr. Amer.	1	2.22%	5.80%	YES	2	1
	Hispanic	2	4.44%	5.80%	NO	1	0
	Asian	2	4.44%	4.70%	NO	1	0
	Nat. Amer.	0	0.00%	2.90%	YES	2	1
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	1	2.22%	0.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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

**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
360 - Scientific and Health Professional <i>Total Employees: 89</i>	Females	31	34.83%	26.50%	NO	0	0
	Minority	30	33.71%	18.60%	NO	0	0
	Afr. Amer.	1	1.12%	3.20%	YES	2	1
	Hispanic	5	5.62%	8.80%	YES	3	1
	Asian	23	25.84%	1.40%	NO	0	0
	Nat. Amer.	0	0.00%	1.10%	NO	1	0
	NHOPI	1	1.12%	0.00%	NO	0	0
	Two or More	0	0.00%	4.00%	YES	4	2
400 - Office and Admin Sr Lead Supr <i>Total Employees: 290</i>	Females	251	86.55%	76.50%	NO	0	0
	Minority	114	39.31%	26.60%	NO	0	0
	Afr. Amer.	50	17.24%	7.20%	NO	0	0
	Hispanic	31	10.69%	10.60%	NO	0	0
	Asian	20	6.90%	5.50%	NO	0	0
	Nat. Amer.	3	1.03%	2.30%	YES	4	2
	NHOPI	2	0.69%	0.20%	NO	0	0
	Two or More	8	2.76%	1.00%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
410 - Office and Admin Support Level <i>Total Employees: 111</i>	Females	97	87.39%	88.30%	NO	1	0
	Minority	61	54.95%	23.70%	NO	0	0
	Afr. Amer.	24	21.62%	6.00%	NO	0	0
	Hispanic	22	19.82%	11.10%	NO	0	0
	Asian	13	11.71%	4.10%	NO	0	0
	Nat. Amer.	1	0.90%	1.20%	NO	1	0
	NHOPI	0	0.00%	0.20%	NO	1	0
	Two or More	1	0.90%	1.10%	NO	1	0
500 - Technical or Paraprofessional <i>Total Employees: 226</i>	Females	124	54.87%	51.80%	NO	0	0
	Minority	105	46.46%	23.70%	NO	0	0
	Afr. Amer.	22	9.73%	6.80%	NO	0	0
	Hispanic	35	15.49%	9.50%	NO	0	0
	Asian	32	14.16%	4.00%	NO	0	0
	Nat. Amer.	5	2.21%	1.00%	NO	0	0
	NHOPI	4	1.77%	0.20%	NO	0	0
	Two or More	7	3.10%	2.30%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
600 - Skilled Crafts <i>Total Employees: 59</i>	Females	1	1.69%	1.50%	NO	0	0
	Minority	17	28.81%	27.60%	NO	0	0
	Afr. Amer.	7	11.86%	4.10%	NO	0	0
	Hispanic	7	11.86%	18.10%	YES	4	1
	Asian	1	1.69%	2.80%	NO	1	0
	Nat. Amer.	0	0.00%	1.50%	NO	1	0
	NHOPI	2	3.39%	0.00%	NO	0	0
	Two or More	0	0.00%	1.20%	NO	1	0
700 - Service Maintenance and Repair <i>Total Employees: 79</i>	Females	9	11.39%	10.20%	NO	0	0
	Minority	28	35.44%	31.40%	NO	0	0
	Afr. Amer.	8	10.13%	6.80%	NO	0	0
	Hispanic	8	10.13%	15.60%	YES	5	1
	Asian	6	7.59%	4.30%	NO	0	0
	Nat. Amer.	2	2.53%	2.10%	NO	0	0
	NHOPI	1	1.27%	0.30%	NO	0	0
	Two or More	3	3.80%	2.30%	NO	0	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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**EEO/AA Program 2012 - University of Nevada Las Vegas
Placement Goals Summary**

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Placement Goal #	Utilization Test #
710 - Public Safety <i>Total Employees: 42</i>	Females	11	26.19%	30.10%	NO	2	0
	Minority	20	47.62%	20.30%	NO	0	0
	Afr. Amer.	7	16.67%	7.80%	NO	0	0
	Hispanic	7	16.67%	8.40%	NO	0	0
	Asian	5	11.90%	2.50%	NO	0	0
	Nat. Amer.	0	0.00%	1.00%	NO	1	0
	NHOPI	0	0.00%	0.00%	NO	0	0
	Two or More	1	2.38%	0.70%	NO	0	0
720 - Custodial and Grounds <i>Total Employees: 200</i>	Females	61	30.50%	27.20%	NO	0	0
	Minority	108	54.00%	54.00%	NO	1	0
	Afr. Amer.	34	17.00%	10.50%	NO	0	0
	Hispanic	46	23.00%	35.20%	YES	25	10
	Asian	24	12.00%	5.40%	NO	0	0
	Nat. Amer.	2	1.00%	0.90%	NO	0	0
	NHOPI	1	0.50%	0.40%	NO	0	0
	Two or More	1	0.50%	1.50%	YES	3	1

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person. Placement Goal # indicates the number needed to reach Availability.

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