



**UNIVERSITY OF NEVADA, LAS VEGAS**

**EQUAL EMPLOYMENT  
OPPORTUNITY  
AND  
AFFIRMATIVE ACTION  
(EEO/AA) PROGRAM  
2013**

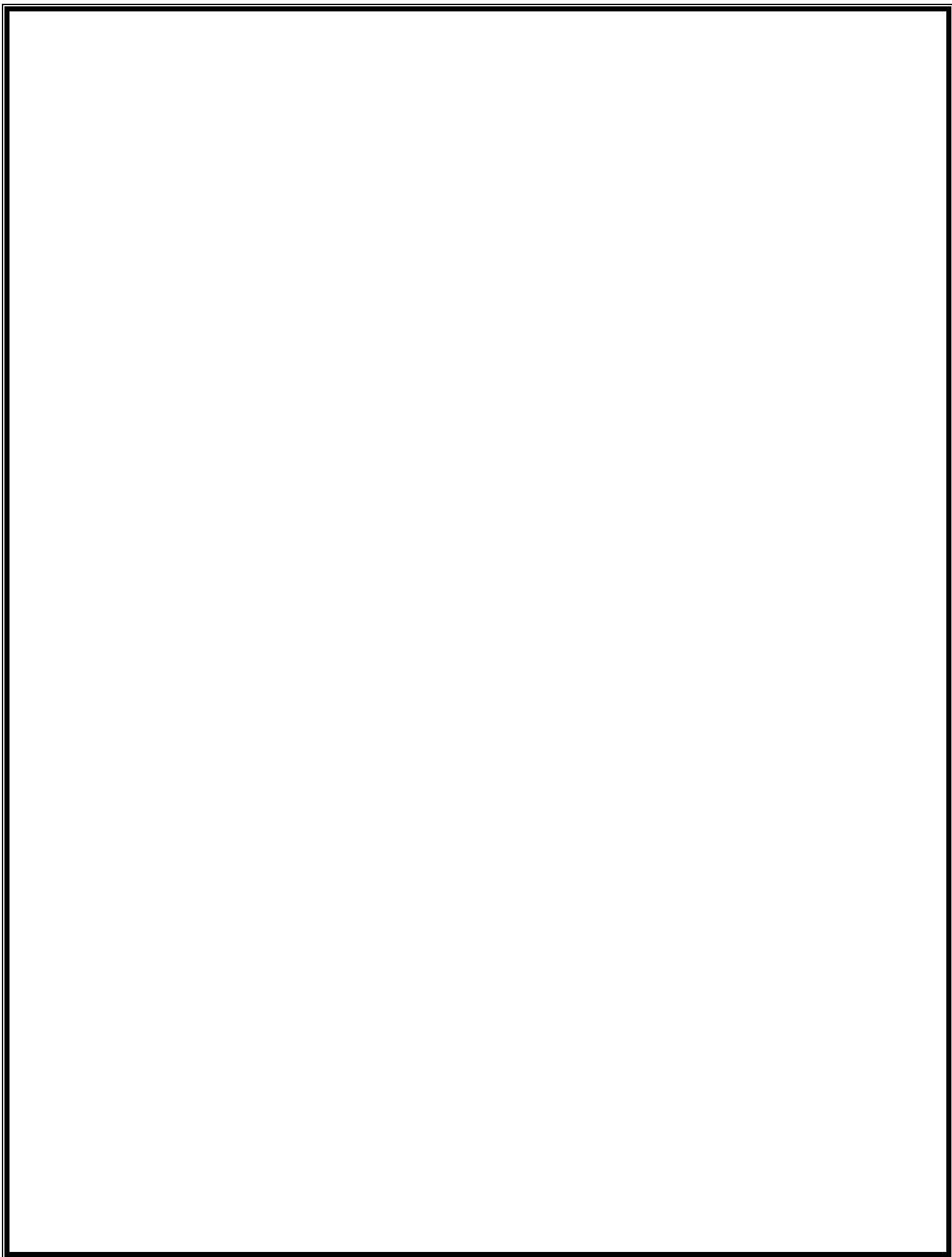
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## UNIVERSITY OF NEVADA, LAS VEGAS 2013 EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION (EEO/AA) PROGRAM

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 2013 EEO/AA Program uses Program Year 2009 as its base year of comparison – providing a rolling five-year basis for comparison.

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

As the Great Recession begins to abate for most of the country, UNLV is also beginning to see small gains from six years of lower employment counts. However, high unemployment rates

continue to have a greater hold on Nevada than any other state in the union, which is reflected in a *total employee count decrease of 10.1% compared to 2009*.

Even though a statistically insignificant decrease occurred in the representation of women in employee categories below, there continue to be significant increases of ethnic and racial minority percentage of representation in every employee group.

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.

<b>Representation of Women by Occupational Category, 2009 - 2013</b>						
Category	2009	2010	2011	2012	2013	Pct Change
Executives	35.1%	35.7%	28.6%	29.1%	34.4%	-1.9%
Academic Faculty	35.2%	35.9%	36.2%	36.7%	36.5%	3.7%
Administrative Faculty	54.2%	54.6%	53.3%	54.1%	53.8%	-0.7%
Classified Staff	57.8%	56.7%	55.4%	55.0%	57.8%	0.0%
Total Employees	49.7%	49.5%	48.4%	48.8%	49.5%	-0.4%

<b>Representation of Ethnic / Racial Groups by Occupational Category, 2009 – 2013</b>						
Category	2009	2010	2011	2012	3013	Pct Increase
Executives	15.8%	14.3%	19.6%	20.0%	24.6%	55.7%
Academic Faculty	22.6%	22.5%	22.5%	24.2%	25.6%	13.2%
Administrative Faculty	28.6%	29.3%	29.4%	30.1%	32.5%	13.6%
Classified Staff	42.6%	44.5%	45.8%	45.0%	46.7%	9.6%
Total Employees	32.0%	32.7%	33.0%	33.7%	34.9%	9.0%

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***

The University’s overall workforce decreased for the five year previous to this recent calendar year of 2012, however, the representation of ethnic and racial minorities has maintained pace within the confines of a contracting employee population.

As illustrated in the chart below, the trend represents a minute **0.4% decrease in the percentage representation of women** and a moderate **9.0% increase in the percentage representation of ethnic and racial minorities** over the past five years.

<b>Profile of All Employees, 2009 - 2013</b>					
EEO/AA Program Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
2013	2,847	1,409	49.5%	993	34.9%
Percent Change	-10.1%	-10.5%	-0.4%	-2.1%	9.0%

***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 2009, yielding a five-year trend line.

The representation of women among executive officers increased this program year after a few years of declined. 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.

<b>Profile of Executives, 2009 - 2013</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
2013	61	21	34.4%	15	24.6%
Percent Change	7.0%	5.0%	-1.9%	66.7%	55.7%

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

The representation of women 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 **3.7% increase in the percentage representation of women** and a **13.2% increase in the percentage representation of ethnic and racial minorities** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, affiliate faculty, and lecturers.

<b>Profile of Academic Faculty, 2009 - 2013</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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	810	297	36.7%	197	24.3%
2013	860	314	36.5%	220	25.6%
Percent Change	-7.4%	-4.0%	3.7%	4.8%	13.2%

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

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 0.7% in the representation of women**. However, as the chart show, there continue to be moderate gains, to **13.6%, in the representation ethnic and racial minorities** among administrative faculty over the past five years.

<b>Profile of Administrative Faculty, 2009 - 2013</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
2013	994	535	53.8%	323	32.5%
Percent Change	3.4%	2.7%	-0.7%	17.5%	13.6%



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

Our classified staff employee counts have suffered the greatest decrease of any employee category over the previous five years.

Among classified staff, women continue to comprise substantially more than 50% since the base year for comparison, therefore a significant decrease 23.7% isn't surprising. Similarly, the representation of ethnic and racial minorities among classified staff ***has also decreased a moderate 16.3%***.

As illustrated in the chart below, the trend represents a significant ***23.7% decrease in the percentage representation of women*** A moderate ***9.6% increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years, is shown below.

<b>Profile of Classified Staff, 2009 - 2013</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
2013	932	539	57.8%	435	46.7%
Percent Change	-23.7%	-23.7%	0.0%	-16.3%	9.6%

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2009 – 2013, 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 2013, among 97 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 2013, among 97 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.

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 academic faculty and administrative faculty 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 2009 EEO/AA Program as the base year for comparison, the 2013 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, 2014 will be compared to the 2010 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, 2009 – 2013, 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 administrative non-teaching 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 modified slightly as Table 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 late in the 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 as census data is delivered after approximately 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, 2009 – 2013, 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 2009 to 2013, 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, 2009 – 2013, 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.]

[See Appendix E, Comparison Incumbency to Availability.]

## **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	3	5	2	8	31
ethnic/racial minorities	21	5	4	0	1	31

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

- Women are represented below market availability in **18** areas where under-utilization of women exist, the under-utilization is fairly moderate in **10** of these disciplines – ranging from one to three persons. This leaves ***eight 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 exists, the under-utilization is fairly moderate in **nine** of these disciplines, ranging from one to three persons. This table shows that there is ***currently one academic disciplines in which ethnic and racial minorities are 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 2013 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	7	4	2	7	31
ethnic/racial minorities	22	6	1	1	1	31

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

- Among the **20 areas** where under-utilization of women exists, the under-utilization is fairly **moderate in 13 of these disciplines** – ranging from one to three persons. Seven disciplines reflect under-utilization of women of four or more persons.
- Among the **nine areas** where under-utilization of ethnic and racial minorities exists, the under-utilization is **moderate in eight of these disciplines** – ranging from one to three persons. One discipline reflects under-utilization of women of four or more persons.

Academic disciplines in which women or ethnic and racial minorities are under-represented in relation to market availability are detailed in the following charts, together with the number of faculty we would need to hire in relation to current staffing levels to reach parity with labor market availability.

These charts constitute a formal annual addendum to the Target of Opportunity Program (TOP) that identifies departments most appropriately considered for the allocation of supplemental recruitment funding support.

Academic Disciplines in which Women are Under-Represented > 4 - 7 in Relation to Market Availability Among Tenured and Tenure Track Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
Business	Business	-5	AHS	Health Physics & Diag	-7
Education	Teacher Education	-10	AHS	Public Health	-4
Engineering	Computer Science	-6	LA	English & Literature	-4
Fine Arts	Fine Arts	-4			
	Total Disciplines	7		Total Employees	40

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
Liberal Arts	Psychology	-4			
	Total Disciplines	1		Total Employees	4

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

[See Chart 2 at Enclosure 1, Workforce & Availability Comparison for Tenured and Tenure Track Faculty, 2009 – 2013.]

***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 2013					
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	87.7%
227	Health Physics & Diagnostics	53.3%	700	Service Maintenance	6.9%

***Placement Goal for Ethnic and Racial minorities***

Percentage Placement Goals for ethnic/racial minorities for Calendar Year 2013					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
246	Sociology	18.7%	350	Library Professionals	23.1%
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, 2006.]

### ***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 2013 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 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 were under-represented in 19 of 46 job groups totaling 68 employees.
- In 2013, Hispanics are under-represented in 17 of 46 job groups totaling 57 employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which Hispanics are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
207	Economics	-1	258	Criminal Justice & Social Work	-1
208	Accounting & Finance	-1	320	Admin Professionals	-8
217	Computer Science	-1	330	Athletics	-3
230	Hotel	-2	340	Information Technology	-2
244	Philosophy	-1	350	Library Professionals	-1
246	Sociology	-1	360	Scientific & Health Professionals	-4
247	Psychology	-1	600	Skilled Crafts	-4
252	Physical Sciences	-1	720	Custodial & Grounds	-24
253	Mathematical Science	-1			
	Total Job Groups	17		Total Employees	-57

***Representation of African Americans***

- 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 were under-represented in 24 of 46 job groups, totaling 35 employees.
- In 2013, African Americans are under-represented in 25 of 46 job groups, totaling 37 employees, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which African Americans are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
206	Business	-2	247	Psychology	-2
211	Teacher Education	-1	248	Social Sciences	-1
216	Engineering	-1	251	Biological Science	-1
217	Computer Science	-2	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
235	Law	-1	259	Public Administration	-1
241	English & Literature	-3	340	Information Technology	-1
242	Foreign Languages	-1	350	Library Professionals	-2
244	Philosophy	-1	360	Scientific & Health	-2
246	Sociology	-2			
	Total Job Groups	25		Total Employees	-37

***Representation of Asians***

- 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 were under-represented in 13 of 46 job groups, totaling 19 employees
- In 2013, Asians are under-represented in 11 of 46 job groups, totaling 16 employees, as listed below with the number of persons below presumptive labor market availability, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which Asians are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
212	Other Education	-1	245	Political Science	-1
227	Hlth Phys & Diagn	-2	247	Psychology	-1
235	Law	-3	251	Biological Science	-2
241	English & Literature	-2	350	Library Professionals	-1
243	History	-1	600	Skilled Crafts	-1
244	Philosophy	-1			
	Total Job Groups	11		Total Employees	-16



***Representation of Native American/Alaskan Natives***

- In 2009, Native Americans/Alaskan Natives were under-represented in eight of 46 job groups, totaling 12 employees.
- In 2010, Native Americans/Alaskan Natives were under-represented in 36 of 46 job groups, totaling 51 employees
- In 2011, Native Americans/Alaskan Natives were under-represented in 36 of 46 job groups, totaling 49 employees
- In 2012, Native Americans/Alaskan Natives were under-represented in 32 of 46 job groups, totaling 40 employees.
- In 2013, Native Americans/Alaskan Natives are under-represented in 34 of 46 job groups, totaling 67 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	253	Mathematical Sciences	-1
208	Accounting & Finance	-1	256	Comm & Journalism	-1
211	Teacher Education	-1	257	Counseling	-1
212	Other Education	-1	258	Criminal Justice and Social Work	-1
216	Engineering	-1	259	Public Administration	-1
217	Computer Science	-1	290	Other Academic Programs	-1
221	Fine Arts	-1	310	Academic Professionals	-23
222	Architecture	-1	320	Administrative Professional	-4
226	Dental Medicine	-2	330	Athletic Professionals	-1
228	Nursing	-1	340	Information Technology	-1
230	Hotel	-2	350	Library Professionals	-2
235	Law	-1	360	Scientific & Health Professionals	-2
242	Foreign Languages	-1	400	Office & Admin Senior	-4
244	Philosophy	-1	410	Office & Admin Supt	-2
247	Psychology	-1	600	Skilled Crafts	-1
248	Social Sciences	-1	710	Public Safety	-1
251	Biological Science	-1	720	Custodial and Grouds	-1
	Total Job Groups	34		Total Employees	-67

## 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 2009 through 2013. Chart 2 includes only Tenured and Tenure Track faculty for 2009 through 2013. Chart 3 shows detailed workforce and availability percentages for all employees by ethnic and racial categories for 2013.

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 2012 compared to Program Year 2013 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 | 2012 | Left-most column for each group                 |
| ▪ Work Force Percentage   | 2012 | 2 <sup>nd</sup> from left column for each group |
| ▪ Availability Percentage | 2013 | 3 <sup>rd</sup> from left column for each group |
| ▪ Work Force Percentage   | 2013 | 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 2013 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.

[See Enclosure 4, UNLV Reaffirmation of Commitment to Equal Educational and Employment Opportunity]

Prepared for the Office of the Vice President for Student Affairs  
by the Office of Human Resources  
May 1, 2013

## **ENCLOSURES & APPENDICES**

### **Enclosure 1**

Chart 1: Work Force & Availability Comparison, 2009 – 2013, Total Employees

Chart 2: Work Force & Availability Comparison, 2009 – 2013, Tenured & Tenure Track Academics

Chart 3: Comparison Incumbency to Availability, Total Employees

Graph 1: Utilization of Women – Availability v. Work Force Percentages, 2013 vs 2012, Total Employees

Graph 2: Utilization of Ethnic/Racial minorities – Availability v. Work Force Percentages, 2013 vs 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

### **Enclosure 4**

UNLV Reaffirmation of Commitment to Equal Educational and Employment Opportunity

### **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 Summary
- D. Availability Analysis
- E. Utilization Analysis, aka Comparison of Incumbents to Availability, Total Employees
- F. Placement Goals
- G. Additional Required Program Elements

*Questions concerning the University's EEO/AA Policy or Programs may be directed to Dr. Juanita P. Fain, Vice President for Student Affairs, at 702-895-4952 or [juanita.fain@unlv.edu](mailto:juanita.fain@unlv.edu), who serves as the University's Institutional EEO/AA Officer.*



**EEO/AA Program 2013 - University of Nevada, Las Vegas  
Workforce Availability Comparison - 2009 through 2013 - Total Employees**

JG#	Job Group		2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt	2012 Workforce & Availability Data (3)				Mkt	2013 Workforce & Availability Data (3)				Mkt
			UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<	
			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %		
<b>H10</b>	<b>EEO Total</b>	<b>Women</b>	<b>20</b>	<b>35.1%</b>	<b>35.6%</b>		<b>20</b>	<b>35.7%</b>	<b>36.4%</b>		<b>16</b>	<b>28.6%</b>	<b>37.1%</b>		<b>16</b>	<b>29.1%</b>	<b>34.8%</b>		<b>21</b>	<b>34.4%</b>	<b>48.1%</b>						
		<b>Minorities</b>	<b>9</b>	<b>15.8%</b>	<b>16.0%</b>		<b>8</b>	<b>14.3%</b>	<b>16.1%</b>		<b>11</b>	<b>19.6%</b>	<b>15.4%</b>		<b>11</b>	<b>20.0%</b>	<b>17.8%</b>		<b>15</b>	<b>24.6%</b>	<b>36.2%</b>						
		<b>Total</b>	<b>57</b>				<b>56</b>				<b>56</b>				<b>55</b>				<b>61</b>								
100	Vice Presidents & Deans	Women	9	37.5%	30.7%	-	7	30.4%	30.7%	-1	6	25.0%	35.3%	-3	6	25.0%	34.3%	-3	8	33.3%	37.5%	-1					
		Minorities	3	12.5%	15.1%	-	2	8.7%	15.1%	-2	4	16.7%	16.2%	-	4	16.7%	19.2%	-	6	25.0%	26.5%	-					
		Total	24				23				24				24				24								
110	AVPs & Exec Directors	Women	11	33.3%	39.5%	-2	13	39.4%	39.5%	-1	10	31.3%	38.1%	-3	10	32.3%	35.1%	-1	13	35.1%	54.7%	-8					
		Minorities	6	18.2%	16.4%	-2	6	18.2%	16.4%	-2	7	21.9%	14.9%	-	7	22.6%	17.0%	-	9	24.3%	42.6%	-7					
		Total	33				33				32				31				37								
<b>H20</b>	<b>EEO Total</b>	<b>Women</b>	<b>327</b>	<b>35.2%</b>	<b>48.2%</b>		<b>332</b>	<b>35.9%</b>	<b>48.1%</b>		<b>314</b>	<b>36.2%</b>	<b>46.8%</b>		<b>297</b>	<b>36.7%</b>	<b>46.1%</b>		<b>314</b>	<b>36.5%</b>	<b>46.2%</b>						
		<b>Minorities</b>	<b>210</b>	<b>22.6%</b>	<b>20.4%</b>		<b>208</b>	<b>22.5%</b>	<b>20.6%</b>		<b>195</b>	<b>22.5%</b>	<b>20.4%</b>		<b>197</b>	<b>24.3%</b>	<b>20.4%</b>		<b>220</b>	<b>25.6%</b>	<b>20.3%</b>						
		<b>Total</b>	<b>929</b>				<b>925</b>				<b>868</b>				<b>810</b>				<b>860</b>								
206	Business - Business	Women	6	14.3%	31.5%	-7	7	16.7%	31.5%	-7	7	17.9%	31.5%	-6	5	14.7%	31.5%	-6	5	14.3%	31.5%	-7					
		Minorities	12	28.6%	20.5%	-	12	28.6%	20.5%	-	11	28.2%	20.6%	-	12	35.3%	20.6%	-	12	34.3%	20.6%	-					
		Total	42				42				39				34				35								
207	Business -Economics	Women	2	13.3%	21.6%	-1	2	13.3%	21.6%	-2	2	13.3%	21.5%	-2	2	14.3%	21.0%	-1	2	13.3%	21.0%	-2					
		Minorities	3	20.0%	19.7%	-	3	20.0%	19.7%	-	3	20.0%	19.6%	-	4	28.6%	19.6%	-	6	40.0%	19.6%	-					
		Total	15				15				15				14				15								
208	Business - Acct & Finance	Women	4	14.3%	31.5%	-4	4	15.4%	31.5%	-5	3	13.6%	31.5%	-4	3	13.0%	31.5%	-5	4	18.2%	31.5%	-3					
		Minorities	6	21.4%	20.5%	-	6	23.1%	20.5%	-	5	22.7%	20.5%	-	6	26.1%	20.6%	-	6	27.3%	20.6%	-					
		Total	28				26				22				23				22								
211	Education -Teacher Education	Women	37	58.7%	68.4%	-6	35	57.4%	68.4%	-7	32	56.1%	65.5%	-6	24	49.0%	65.5%	-9	24	46.2%	65.5%	-11					
		Minorities	13	20.6%	15.5%	-	11	18.0%	15.5%	-	12	21.1%	14.6%	-	10	20.4%	14.6%	-	10	19.2%	14.6%	-					
		Total	63				61				57				49				52								
212	Education - Other Education	Women	23	47.9%	58.1%	-4	22	48.9%	58.1%	-5	20	51.3%	58.1%	-3	13	61.9%	58.1%	-	12	63.2%	58.1%	-					
		Minorities	11	22.9%	22.2%	-	11	24.4%	22.2%	-	9	23.1%	22.2%	-	4	19.0%	22.2%	-1	5	26.3%	22.2%	-					
		Total	48				45				39				21				19								
216	Engineering - Engineering	Women	4	10.0%	8.5%	-	4	10.3%	8.5%	-	4	10.5%	8.5%	-	2	6.1%	8.5%	-1	2	5.6%	8.5%	-2					
		Minorities	19	47.5%	29.1%	-	18	46.2%	29.1%	-	17	44.7%	29.1%	-	14	42.4%	29.1%	-	15	41.7%	29.1%	-					
		Total	40				39				38				33				36								
217	Engineering - Computer Science	Women	3	10.3%	30.6%	-5	3	10.7%	30.6%	-6	3	12.0%	30.6%	-5	4	14.8%	30.6%	-5	4	14.3%	30.6%	-5					
		Minorities	16	55.2%	24.0%	-	16	57.1%	24.0%	-	14	56.0%	24.0%	-	15	55.6%	24.0%	-	16	57.1%	24.0%	-					
		Total	29				28				25				27				28								
221	Fine Arts - Fine Arts	Women	24	33.3%	38.1%	-3	25	32.9%	38.1%	-4	24	33.3%	38.1%	-4	25	36.8%	38.1%	-1	24	33.8%	38.1%	-4					
		Minorities	11	15.3%	13.7%	-	12	15.8%	13.7%	-	12	16.7%	13.6%	-	14	20.6%	13.6%	-	14	19.7%	13.6%	-					
		Total	72				76				72				68				71								
222	Architecture Faculty	Women	2	14.3%	28.8%	-1	3	20.0%	28.8%	-2	3	21.4%	28.8%	-2	3	20.0%	28.8%	-2	3	21.4%	28.8%	-2					
		Minorities	2	14.3%	13.2%	-	2	13.3%	13.2%	-	2	14.3%	15.0%	-1	3	20.0%	15.1%	-	4	28.6%	15.1%	-					
		Total	14				15				14				15				14								

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JG#	Job Group	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt	2012 Workforce & Availability Data (3)				Mkt	2013 Workforce & Availability Data (3)				Mkt
		UNLV			MKT		UNLV			MKT		UNLV			MKT		UNLV			MKT		UNLV			MKT	
		Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %		
226	AHS - Dental Medicine	Women	17	34.0%	28.8%	-	15	30.6%	28.8%	-	15	32.6%	28.8%	-	17	36.2%	28.8%	-	21	36.8%	28.8%	-				
		Minorities	10	20.0%	13.2%	-	9	18.4%	13.2%	-	9	19.6%	13.2%	-	8	17.0%	15.1%	-	13	22.8%	15.1%	-				
		Total	50				49				46				47				57							
227	AHS - Health Physics & Diagnostics	Women	14	42.4%	53.3%	-3	12	37.5%	53.3%	-6	10	33.3%	53.3%	-6	12	42.9%	53.3%	-3	9	33.3%	53.3%	-6				
		Minorities	3	9.1%	20.3%	-3	3	9.4%	20.3%	-4	2	6.7%	20.3%	-5	4	14.3%	20.3%	-2	5	18.5%	20.3%	-1				
		Total	33				32				30				28				27							
228	AHS - Nursing	Women	29	85.3%	95.8%	-3	30	88.2%	95.8%	-3	26	86.7%	95.8%	-3	23	82.1%	96.4%	-4	26	83.9%	96.4%	-4				
		Minorities	7	20.6%	11.9%	-	7	20.6%	11.9%	-	7	23.3%	11.8%	-	8	28.6%	11.3%	-	9	29.0%	11.3%	-				
		Total	34				34				30				28				31							
229	AHS - Public Health	Women	5	35.7%	60.9%	-3	4	26.7%	60.9%	-6	5	31.3%	60.9%	-5	5	35.7%	60.9%	-4	6	37.5%	60.9%	-4				
		Minorities	4	28.6%	17.1%	-	4	26.7%	17.1%	-	5	31.3%	17.2%	-	6	42.9%	17.2%	-	7	43.8%	17.2%	-				
		Total	14				15				16				14				16							
230	Hotel Administration	Women	17	30.9%	28.8%	-	18	32.1%	28.8%	-	17	32.7%	28.8%	-	13	30.2%	28.8%	-	15	32.6%	28.8%	-				
		Minorities	9	16.4%	13.2%	-	8	14.3%	13.2%	-	8	15.4%	15.0%	-	5	11.6%	15.1%	-2	6	13.0%	15.1%	-1				
		Total	55				56				52				43				46							
235	Law	Women	21	56.8%	38.5%	-	23	59.0%	38.5%	-	24	64.9%	38.5%	-	27	65.9%	38.5%	-	28	66.7%	38.5%	-				
		Minorities	9	24.3%	15.6%	-	8	20.5%	15.6%	-	7	18.9%	15.6%	-	8	19.5%	15.6%	-	8	19.0%	15.6%	-				
		Total	37				39				37				41				42							
241	LA - English & Literature	Women	16	44.4%	56.5%	-4	19	47.5%	56.5%	-4	15	45.5%	56.5%	-4	14	46.7%	56.5%	-3	15	48.4%	56.5%	-3				
		Minorities	4	11.1%	13.6%	-	5	12.5%	13.6%	-1	3	9.1%	15.2%	-3	3	10.0%	15.2%	-2	3	9.7%	15.2%	-2				
		Total	36				40				33				30				31							
242	LA - Foreign Languages	Women	12	70.6%	51.2%	-	11	64.7%	51.2%	-	10	66.7%	51.2%	-	10	66.7%	51.2%	-	11	68.8%	51.2%	-				
		Minorities	9	52.9%	27.1%	-	10	58.8%	27.1%	-	8	53.3%	27.0%	-	9	60.0%	27.0%	-	9	56.3%	27.0%	-				
		Total	17				17				15				15				16							
243	LA - History	Women	9	36.0%	29.9%	-	8	32.0%	29.9%	-	8	30.8%	29.9%	-	8	34.8%	29.0%	-	9	39.1%	29.0%	-				
		Minorities	4	16.0%	17.6%	-	5	20.0%	17.6%	-	5	19.2%	17.6%	-	5	21.7%	17.6%	-	6	26.1%	17.6%	-				
		Total	25				25				26				23				23							
244	LA - Philosophy	Women	1	7.7%	18.4%	-1	0	0.0%	18.4%	-3	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%	-2	0	0.0%	11.1%	-2	0	0.0%	11.1%	-1	0	0.0%	11.1%	-1				
		Total	13				12				10				8				9							
245	LA - Political Science	Women	4	26.7%	21.6%	-	5	33.3%	21.6%	-	5	31.3%	21.6%	-	4	28.6%	20.6%	-	4	26.7%	20.6%	-				
		Minorities	2	13.3%	15.9%	-	3	20.0%	15.9%	-	3	18.8%	16.0%	-	3	21.4%	14.1%	-	2	13.3%	14.1%	-1				
		Total	15				15				16				14				15							
246	LA - Sociology	Women	4	30.8%	41.1%	-1	4	30.8%	41.1%	-2	4	36.4%	41.1%	-1	4	36.4%	40.7%	-1	5	35.7%	40.7%	-1				
		Minorities	0	0.0%	20.0%	-2	0	0.0%	20.0%	-3	0	0.0%	20.0%	-3	0	0.0%	18.7%	-3	1	7.1%	18.7%	-2				
		Total	13				13				11				11				14							
247	LA - Psychology	Women	10	41.7%	46.9%	-1	11	45.8%	46.9%	-1	10	47.6%	46.9%	-	10	45.5%	46.6%	-1	10	43.5%	46.6%	-1				
		Minorities	2	8.3%	15.9%	-1	1	4.2%	15.9%	-3	1	4.8%	15.9%	-3	1	4.5%	15.8%	-3	0	0.0%	15.8%	-4				
		Total	24				24				21				22				23							
248	LA - Social Sciences	Women	13	59.1%	37.3%	-	12	63.2%	37.3%	-	11	57.9%	37.3%	-	10	55.6%	37.2%	-	8	50.0%	37.2%	-				
		Minorities	7	31.8%	18.9%	-	4	21.1%	18.9%	-	4	21.1%	18.9%	-	3	16.7%	18.9%	-1	3	18.8%	18.9%	-1				
		Total	22				19				19				18				16							

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		UNLV			MKT		UNLV			MKT		UNLV			MKT		UNLV			MKT		UNLV			MKT	
		Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %		
251	Sciences - Biological Sciences	Women	4	16.0%	29.1%	-3	5	20.0%	29.1%	-3	6	24.0%	29.1%	-2	5	21.7%	29.1%	-2	7	25.9%	29.1%	-1				
		Minorities	3	12.0%	23.0%	-2	3	12.0%	23.0%	-3	3	12.0%	23.0%	-3	3	13.0%	23.0%	-3	5	18.5%	23.0%	-2				
		Total	25				25				25				23				27							
252	Sciences - Physical Sciences	Women	13	18.6%	17.2%	-	13	19.7%	17.2%	-	13	19.7%	17.2%	-	13	19.7%	17.2%	-	13	19.1%	17.2%	-				
		Minorities	16	22.9%	18.2%	-	15	22.7%	18.2%	-	16	24.2%	18.2%	-	18	27.3%	18.2%	-	20	29.4%	18.2%	-				
		Total	70				66				66				66				68							
253	Sciences - Mathematics	Women	5	17.2%	28.1%	-3	5	17.2%	28.1%	-4	5	17.2%	28.1%	-4	5	17.9%	28.1%	-3	5	17.2%	28.1%	-4				
		Minorities	15	51.7%	24.9%	-	16	55.2%	24.9%	-	16	55.2%	25.1%	-1	16	57.1%	25.1%	-	16	55.2%	25.1%	-				
		Total	29				29				29				28				29							
256	UA - Communications & Journalism	Women	7	26.9%	45.0%	-4	9	33.3%	45.0%	-4	9	34.6%	45.0%	-3	8	40.0%	45.0%	-1	10	41.7%	45.0%	-1				
		Minorities	2	7.7%	12.2%	-1	2	7.4%	12.2%	-2	2	7.7%	13.2%	-2	2	10.0%	13.2%	-1	2	8.3%	13.2%	-2				
		Total	26				27				26				20				24							
257	UA - Counseling	Women	1	25.0%	41.5%	-	2	50.0%	41.5%	-	2	50.0%	41.5%	-	3	60.0%	41.5%	-	4	66.7%	41.5%	-				
		Minorities	0	0.0%	24.4%	-1	1	25.0%	24.4%	-	1	25.0%	24.4%	-	2	40.0%	24.4%	-	2	33.3%	24.4%	-				
		Total	4				4				4				5				6							
258	UA - Criminal Jus & Social Wk	Women	14	58.3%	41.5%	-	14	58.3%	41.5%	-	15	62.5%	41.5%	-	12	57.1%	41.5%	-	12	57.1%	41.5%	-				
		Minorities	7	29.2%	24.4%	-	8	33.3%	24.4%	-	8	33.3%	24.4%	-	6	28.6%	24.4%	-	6	28.6%	24.4%	-				
		Total	24				24				24				21				21							
259	UA - Public Administration	Women	3	50.0%	47.0%	-	4	57.1%	47.0%	-	3	75.0%	47.7%	-	9	69.2%	47.7%	-	10	66.7%	47.7%	-				
		Minorities	2	33.3%	21.4%	-	3	42.9%	21.4%	-	1	25.0%	20.7%	-	3	23.1%	20.7%	-	4	26.7%	20.7%	-				
		Total	6				7				4				13				15							
290	Other Academic Programs (NEC)	Women	3	50.0%	47.0%	-	3	50.0%	47.0%	-	3	42.9%	47.7%	-1	4	50.0%	47.7%	-	6	50.0%	47.7%	-				
		Minorities	2	33.3%	21.4%	-	2	33.3%	21.4%	-	1	14.3%	20.7%	-1	2	25.0%	20.7%	-	5	41.7%	20.7%	-				
		Total	6				6				7				8				12							

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		UNLV			MKT		UNLV			MKT		UNLV			MKT		UNLV			MKT		UNLV			MKT	
		Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %		
<b>H30</b>	<b>EEO Total</b>	<b>Women</b>	521	54.2%	40.7%	-14	526	54.6%	43.9%	-	499	53.3%	43.1%	-	471	54.1%	43.8%	-	535	53.8%	56.3%	-				
		<b>Minorities</b>	275	28.6%	20.4%	-	282	29.3%	22.7%	-	275	29.4%	22.6%	-	262	30.1%	21.7%	-	323	32.5%	24.0%	-				
		<b>Total</b>	961				963			936				870					994							
310	Academic Support Professionals	Women	116	63.0%	49.9%	-	127	65.1%	52.8%	-	130	66.0%	50.7%	-	113	66.5%	46.0%	-	200	65.6%	71.1%	-17				
		Minorities	63	34.2%	24.1%	-	68	34.9%	27.5%	-	72	36.5%	27.1%	-	62	36.5%	25.5%	-	121	39.7%	26.2%	-				
		Total	184				195			197				170					305							
320	Administrative Professionals	Women	298	62.0%	34.5%	-	284	63.0%	40.0%	-	254	62.3%	39.6%	-	251	62.9%	42.2%	-	204	60.0%	50.7%	-				
		Minorities	135	28.1%	18.4%	-	130	28.8%	19.6%	-	121	29.7%	19.5%	-	119	29.8%	20.6%	-	100	29.4%	24.7%	-				
		Total	481				451			408				399					340							
330	Athletics Professionals	Women	16	25.8%	28.2%	-1	20	29.9%	24.3%	-	18	24.7%	24.3%	-	17	24.3%	24.3%	-1	20	31.7%	30.8%	-				
		Minorities	15	24.2%	19.6%	-	16	23.9%	21.3%	-	14	19.2%	21.2%	-2	17	24.3%	21.3%	-	16	25.4%	21.9%	-				
		Total	62				67			73				70					63							
340	Info Tech	Women	32	29.1%	33.1%	-4	29	26.6%	29.8%	-4	30	27.3%	30.0%	-4	29	29.9%	31.7%	-2	36	24.8%	31.6%	-10				
		Minorities	27	24.5%	20.9%	-	29	26.6%	22.5%	-	31	28.2%	22.4%	-	28	28.9%	21.7%	-	45	31.0%	20.6%	-				
		Total	110				109			110				97					145							
350	Library Professionals	Women	27	65.9%	86.4%	-8	30	66.7%	90.3%	-11	28	65.1%	90.3%	-11	30	66.7%	89.0%	-11	26	63.4%	87.7%	-10				
		Minorities	6	14.6%	16.8%	-	6	13.3%	19.6%	-3	6	14.0%	19.6%	-3	6	13.3%	19.2%	-3	6	14.6%	23.1%	-4				
		Total	41				45			43				45					41							
360	Science & Health Pro.	Women	32	38.6%	40.4%	-1	36	37.5%	26.8%	-	39	37.1%	25.8%	-	31	34.8%	26.5%	-	49	49.0%	30.9%	-				
		Minorities	29	34.9%	22.5%	-	33	34.4%	19.6%	-	31	29.5%	18.6%	-	30	33.7%	18.6%	-	35	35.0%	19.6%	-				
		Total	83				96			105				89					100							

**EEO/AA Program 2013 - University of Nevada, Las Vegas  
Workforce Availability Comparison - 2009 through 2013 - Total Employees**

JG#	Job Group	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt	2012 Workforce & Availability Data (3)				Mkt	2013 Workforce & Availability Data (3)				Mkt
		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<	
		Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %		
H40	Tech/Para	Women	146	58.6%	51.4%		124	54.1%	50.7%		114	55.1%	54.1%	-	124	54.9%	51.8%	-	124	66.0%	64.6%	-				
		Minorities	117	47.0%	23.7%		109	47.6%	23.7%		104	50.2%	24.3%	-	105	46.5%	23.7%	-	95	50.5%	27.8%	-				
		<b>Total</b>	<b>249</b>				<b>229</b>				<b>207</b>				<b>226</b>				<b>188</b>							
H50	Office	Women	467	87.1%	76.0%		446	87.1%	65.7%		371	86.5%	76.0%		348	86.8%	79.8%	-	345	86.7%	74.2%					
		Minorities	211	39.4%	31.0%		220	43.0%	25.5%		185	43.1%	28.5%		175	43.6%	25.6%	-	172	43.2%	25.4%					
		<b>Total</b>	<b>536</b>				<b>512</b>				<b>429</b>				<b>401</b>				<b>398</b>							
500	Off Senior	Women	341	87.7%	75.9%	-	326	87.9%	71.0%	-	262	86.8%	72.9%	-	251	86.6%	76.5%	-	252	90.0%	70.7%	-				
		Minorities	135	34.7%	31.3%	-	142	38.3%	25.8%	-	116	38.4%	26.6%	-	114	39.3%	26.6%	-	106	37.9%	26.5%	-				
		<b>Total</b>	<b>389</b>				<b>371</b>				<b>302</b>				<b>290</b>				<b>280</b>							
510	Off Supt	Women	126	85.7%	76.3%	-	120	85.1%	51.2%	-	109	85.8%	83.3%	-	97	87.4%	88.3%	-1	93	78.8%	83.6%	-6				
		Minorities	76	51.7%	30.4%	-	78	55.3%	25.0%	-	69	54.3%	31.6%	-	61	55.0%	23.7%	-	66	55.9%	23.6%	-				
		<b>Total</b>	<b>147</b>				<b>141</b>				<b>127</b>				<b>111</b>				<b>118</b>							
600	Sk Crafts	Women	1	1.5%	1.9%		1	1.6%	1.6%		1	1.7%	1.6%		1	1.7%	1.5%	-	0	0.0%	1.9%	-2				
		Minorities	17	25.4%	28.6%		17	27.0%	28.2%		18	30.5%	28.0%		17	28.8%	27.6%	-	18	30.0%	29.6%	-				
		<b>Total</b>	<b>67</b>				<b>63</b>				<b>59</b>				<b>59</b>				<b>60</b>							

**EEO/AA Program 2013 - University of Nevada, Las Vegas  
Workforce Availability Comparison - 2009 through 2013 - Total Employees**

JG#	Job Group	2009 Workforce & Availability Data (1)				Mkt	2010 Workforce & Availability Data (1)				Mkt	2011 Workforce & Availability Data (2)				Mkt	2012 Workforce & Availability Data (3)				Mkt	2013 Workforce & Availability Data (3)				Mkt
		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<		UNLV		MKT	<	
		Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %			Nbr	Wkf %	Avl %		
<b>H70</b>	<b>EEO Total</b>	<b>Women</b>	<b>92</b>	<b>24.9%</b>	<b>24.5%</b>		<b>89</b>	<b>24.8%</b>	<b>25.4%</b>		<b>85</b>	<b>25.4%</b>	<b>25.1%</b>		<b>81</b>	<b>25.2%</b>	<b>25.7%</b>		<b>70</b>	<b>24.5%</b>	<b>27.0%</b>					
		<b>Minorities</b>	<b>175</b>	<b>47.4%</b>	<b>46.2%</b>		<b>172</b>	<b>47.9%</b>	<b>46.4%</b>		<b>165</b>	<b>49.3%</b>	<b>46.1%</b>		<b>156</b>	<b>48.6%</b>	<b>45.6%</b>		<b>150</b>	<b>52.4%</b>	<b>47.0%</b>					
		<b>Total</b>	<b>369</b>				<b>359</b>				<b>335</b>				<b>321</b>				<b>286</b>							
700	Maintenance	Women	12	12.5%	4.7%	-	9	9.2%	5.3%	-	10	10.1%	5.1%	-	9	11.4%	10.2%	-	1	2.1%	6.9%	-3				
		Minorities	31	32.3%	30.0%	-	31	31.6%	30.1%	-	37	37.4%	35.1%	-	28	35.4%	31.4%	-	19	39.6%	29.9%	-				
		Total	96				98				99				79				48							
710	Safety	Women	11	21.6%	26.7%	-2	11	27.5%	32.1%	-2	11	26.2%	31.5%	-3	11	26.2%	30.1%	-2	10	23.8%	28.2%	-2				
		Minorities	21	41.2%	24.4%	-	20	50.0%	20.9%	-	20	47.6%	20.9%	-	20	47.6%	20.3%	-	20	47.6%	24.0%	-				
		Total	51				40				42				42				42							
720	Cust/Grnds	Women	69	31.1%	27.6%	-	69	31.2%	27.0%	-	64	33.0%	27.1%	-	61	30.5%	27.2%	-	59	30.1%	27.1%	-				
		Minorities	123	55.4%	54.0%	-	121	54.8%	54.8%	-1	108	55.7%	54.5%	-	108	54.0%	54.0%	-1	111	56.6%	54.1%	-				
		Total	222				221				194				200				196							
<b>Total Workforce</b>		<b>Women</b>	<b>1574</b>	<b>49.7%</b>			<b>1538</b>	<b>49.5%</b>			<b>1400</b>	<b>48.4%</b>			<b>1338</b>	<b>48.8%</b>			<b>1409</b>	<b>49.5%</b>						
		<b>Minorities</b>	<b>1014</b>	<b>32.0%</b>			<b>1016</b>	<b>32.7%</b>			<b>953</b>	<b>33.0%</b>			<b>923</b>	<b>33.7%</b>			<b>993</b>	<b>34.9%</b>						
		<b>Total</b>	<b>3168</b>				<b>3107</b>				<b>2890</b>				<b>2742</b>				<b>2847</b>							
<b>Classified Staff Subtotals</b>		<b>Women</b>	<b>706</b>	<b>57.8%</b>			<b>660</b>	<b>56.7%</b>			<b>571</b>	<b>55.4%</b>			<b>554</b>	<b>55.0%</b>			<b>539</b>	<b>57.8%</b>						
H40 - H70, Inclusive		<b>Minorities</b>	<b>520</b>	<b>42.6%</b>			<b>518</b>	<b>44.5%</b>			<b>472</b>	<b>45.8%</b>			<b>453</b>	<b>45.0%</b>			<b>435</b>	<b>46.7%</b>						
For 5-Yr Aggregate Comparison Only		<b>Total</b>	<b>1221</b>				<b>1163</b>				<b>1030</b>				<b>1007</b>				<b>932</b>							
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 2009 thru 2013**

			2009 Workforce & Availability Data				2010 Workforce & Availability Data				2011 Workforce & Availability Data				2012 Workforce & Availability Data				2013 Workforce & Availability Data			
Job Grp No	Job Group	Categories	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
H20		Women Minorities Total Tenured and Tenure	242 162 720	33.6% 22.5%	45.5% 20.0%		249 163 727	34.3% 22.4%	45.5% 20.0%		242 159 696	34.8% 22.8%	45.5% 20.0%		215 160 646	33.3% 24.8%	45.5% 20.0%		223 177 662	33.7% 26.7%	45.5% 20.0%	
206	Business - Business	Women Minorities Total	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 -	5 12 32	15.6% 37.5%	31.5% 20.6%	-6 -
207	Business - Economics	Women Minorities Total	2 2 12	16.7% 16.7%	21.6% 19.6%	- -	2 2 12	16.7% 16.7%	21.5% 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 -	2 5 14	14.3% 35.7%	21.0% 19.6%	-1 -
208	Business - Acct & Finance	Women Minorities Total	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 -	4 6 18	22.2% 33.3%	31.5% 20.6%	-2 -
211	Education - Teacher	Women Minorities Total	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 -	17 8 41	41.5% 19.5%	65.5% 14.6%	-10 -
212	Education - Other Education	Women Minorities Total	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	11 5 18	61.1% 27.8%	58.1% 22.2%	- -
216	Engineering - Engineering	Women Minorities Total	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 -	2 13 33	6.1% 39.4%	8.5% 29.1%	-1 -
217	Engineering - Computer Sc	Women Minorities Total	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 -	3 15 17	17.6% 88.2%	30.6% 24.0%	-6 -

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2009 thru 2013

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
For Tenured and Tenure Track Faculty 2009 thru 2013**

			2009 Workforce & Availability Data				2010 Workforce & Availability Data				2011 Workforce & Availability Data				2012 Workforce & Availability Data				2013 Workforce & Availability Data			
Job Grp No	Job Group	Categories	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
221	Fine Arts - Fine Arts	Women	20	32.8%	38.1%	-3	19	31.1%	38.1%	-5	19	32.8%	38.1%	-4	20	34.5%	38.1%	-3	19	32.2%	38.1%	-4
		Minorities	10	16.4%	13.6%	-	10	16.4%	13.6%	-	9	15.5%	13.6%	-	11	19.0%	13.6%	-	12	20.3%	13.6%	-
		Total	61				61				58				58				59			
222	Architecture Faculty	Women	2	22.2%	28.8%	-	3	25.0%	28.8%	-1	2	20.0%	28.8%	-1	3	23.1%	28.8%	-1	3	21.4%	28.8%	-2
		Minorities	2	22.2%	13.2%	-	2	16.7%	13.2%	-	2	20.0%	15.0%	-	3	23.1%	15.1%	-	4	28.6%	15.1%	-
		Total	9				12				10				13				14			
226	HHS - Dental Medicine	Women	4	50.0%	28.8%	-	6	37.5%	28.8%	-	6	42.9%	28.8%	-	5	38.5%	28.8%	-	7	46.7%	28.8%	-
		Minorities	2	25.0%	13.2%	-	3	18.8%	13.2%	-	2	14.3%	13.2%	-	2	15.4%	15.1%	-	2	13.3%	15.1%	-1
		Total	8				16				14				13				15			
227	HHS - Health Physics & Diagnostics	Women	9	34.6%	53.3%	-4	9	34.6%	53.3%	-5	7	29.2%	53.3%	-6	5	27.8%	53.3%	-5	4	21.1%	53.3%	-7
		Minorities	2	7.7%	20.3%	-3	2	7.7%	20.3%	-4	1	4.2%	20.3%	-4	2	11.1%	20.3%	-2	3	15.8%	20.3%	-1
		Total	26				26				24				18				19			
228	HHS - Nursing	Women	15	93.8%	95.8%	-	15	93.8%	95.8%	-1	13	92.9%	95.8%	-1	9	90.0%	96.4%	-1	10	90.9%	96.4%	-1
		Minorities	2	12.5%	11.8%	-	2	12.5%	11.8%	-	2	14.3%	11.8%	-	3	30.0%	11.3%	-	4	36.4%	11.3%	-
		Total	16				16				14				10				11			
229	HHS - Public Health	Women	5	35.7%	60.9%	-3	4	26.7%	60.9%	-6	5	31.3%	60.9%	-5	5	35.7%	60.9%	-4	6	40.0%	60.9%	-4
		Minorities	4	28.6%	17.1%	-	4	26.7%	17.1%	-	5	31.3%	17.2%	-	6	42.9%	17.2%	-	7	46.7%	17.2%	-
		Total	14				15				16				14				15			
230	Hotel Administration	Women	15	34.9%	28.8%	-	16	36.4%	28.8%	-	15	34.9%	28.8%	-	11	32.4%	28.8%	-	13	34.2%	28.8%	-
		Minorities	7	16.3%	13.2%	-	6	13.6%	13.2%	-	6	14.0%	15.0%	-	4	11.8%	15.1%	-2	6	15.8%	15.1%	-
		Total	43				44				43				34				38			
235	Law	Women	17	58.6%	38.5%	-	17	60.7%	38.5%	-	18	66.7%	38.5%	-	21	65.6%	38.5%	-	21	65.6%	38.5%	-
		Minorities	8	27.6%	15.6%	-	7	25.0%	15.6%	-	6	22.2%	15.6%	-	7	21.9%	15.6%	-	7	21.9%	15.6%	-
		Total	29				28				27				32				32			
241	LA - English & Literature	Women	12	38.7%	56.5%	-5	12	41.4%	56.5%	-5	12	42.9%	56.5%	-4	12	44.4%	56.5%	-4	12	44.4%	56.5%	-4
		Minorities	3	9.7%	13.6%	-1	2	6.9%	13.6%	-2	2	7.1%	15.2%	-3	2	7.4%	15.2%	-3	2	7.4%	15.2%	-3
		Total	31				29				28				27				27			

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2009 thru 2013



**University of Nevada, Las Vegas  
Workforce Availability Comparison  
For Tenured and Tenure Track Faculty 2009 thru 2013**

			2009 Workforce & Availability Data				2010 Workforce & Availability Data				2011 Workforce & Availability Data				2012 Workforce & Availability Data				2013 Workforce & Availability Data			
Job Grp No	Job Group	Categories	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
242	LA - Foreign Languages	Women	7	70.0%	51.2%	-	7	70.0%	51.2%	-	7	70.0%	51.2%	-	7	70.0%	51.2%	-	7	70.0%	51.2%	-
		Minorities	5	50.0%	27.0%	-	5	50.0%	27.0%	-	5	50.0%	27.0%	-	5	50.0%	27.0%	-	5	50.0%	27.0%	-
		Total	10				10				10				10				10			
243	LA - History	Women	8	33.3%	29.9%	-	8	32.0%	29.9%	-	8	32.0%	29.9%	-	8	34.8%	29.0%	-	9	39.1%	29.0%	-
		Minorities	4	16.7%	17.6%	-	5	20.0%	17.6%	-	5	20.0%	17.6%	-	5	21.7%	17.6%	-	6	26.1%	17.6%	-
		Total	24				25				25				23				23			
244	LA - Philosophy	Women	0	0.0%	18.4%	-1	0	0.0%	18.4%	-2	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				7				7				7			
245	LA - Political Science	Women	3	23.1%	21.6%	-	4	28.6%	21.6%	-	4	28.6%	21.6%	-	3	25.0%	20.6%	-	3	21.4%	20.6%	-
		Minorities	2	15.4%	15.9%	-	3	21.4%	15.9%	-	3	21.4%	16.0%	-	2	16.7%	14.1%	-	2	14.3%	14.1%	-
		Total	13				14				14				12				14			
246	LA - Sociology	Women	4	30.8%	41.1%	-1	4	33.3%	41.1%	-1	4	36.4%	41.1%	-1	4	36.4%	40.7%	-1	4	33.3%	40.7%	-1
		Minorities	0	0.0%	20.0%	-2	0	0.0%	20.0%	-3	0	0.0%	20.0%	-3	0	0.0%	18.7%	-3	1	8.3%	18.7%	-2
		Total	13				12				11				11				12			
247	LA - Psychology	Women	8	36.4%	46.9%	-2	7	35.0%	46.9%	-3	7	38.9%	46.9%	-2	7	36.8%	46.6%	-2	6	31.6%	46.6%	-3
		Minorities	1	4.5%	15.9%	-2	1	5.0%	15.9%	-3	1	5.6%	15.9%	-2	1	5.3%	15.8%	-3	0	0.0%	15.8%	-4
		Total	22				20				18				19				19			
248	LA - Social Sciences	Women	11	55.0%	37.3%	-	11	61.1%	37.3%	-	10	55.6%	37.3%	-	8	50.0%	37.2%	-	8	50.0%	37.2%	-
		Minorities	6	30.0%	18.9%	-	4	22.2%	18.9%	-	4	22.2%	18.9%	-	3	18.8%	18.9%	-1	3	18.8%	18.9%	-1
		Total	20				18				18				16				16			
251	Sciences - Biological	Women	3	13.6%	29.1%	-3	4	18.2%	29.1%	-3	5	22.7%	29.1%	-2	4	20.0%	15.0%	-2	6	26.1%	15.0%	-1
		Minorities	3	13.6%	23.0%	-2	3	13.6%	23.0%	-3	3	13.6%	23.0%	-3	3	15.0%	23.0%	-2	5	21.7%	23.0%	-1
		Total	22				22				22				20				23			
252	Sciences - Physical	Women	7	13.0%	17.2%	-2	8	15.1%	17.2%	-2	8	15.1%	17.2%	-2	6	12.0%	17.2%	-3	8	15.7%	17.2%	-1
		Minorities	12	22.2%	18.2%	-	12	22.6%	18.2%	-	13	24.5%	18.2%	-	13	26.0%	18.2%	-	14	27.5%	18.2%	-
		Total	54				53				53				50				51			

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2009 thru 2013

**University of Nevada, Las Vegas  
Workforce Availability Comparison  
For Tenured and Tenure Track Faculty 2009 thru 2013**

			2009 Workforce & Availability Data				2010 Workforce & Availability Data				2011 Workforce & Availability Data				2012 Workforce & Availability Data				2013 Workforce & Availability Data			
Job Grp No	Job Group	Categories	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
253	Sciences - Math	Women	5	17.2%	28.1%	-3	5	17.2%	28.1%	-4	5	17.2%	28.1%	-4	5	17.9%	28.1%	-3	5	17.9%	28.1%	-3
		Minorities	15	51.7%	24.9%	7	16	55.2%	24.9%	-	16	55.2%	25.1%	-	16	57.1%	25.1%	-	16	57.1%	25.1%	-
		Total	29				29				29				28				28			
256	sm UA-Comm&Journali	Women	6	37.5%	45.0%	-1	7	38.9%	45.0%	-2	6	35.3%	45.0%	-2	4	33.3%	45.0%	-2	5	35.7%	45.0%	-2
		Minorities	1	6.3%	12.2%	-1	1	5.6%	12.2%	-2	1	5.9%	13.2%	-2	1	8.3%	13.2%	-1	1	7.1%	13.2%	-1
		Total	16				18				17				12				14			
257	UA - Counseling	Women	1	33.3%	41.5%	-	2	50.0%	41.5%	-	2	50.0%	41.5%	-	2	50.0%	41.5%	-	2	50.0%	41.5%	-
		Minorities	0	0.0%	24.4%	-	1	25.0%	24.4%	-	1	25.0%	24.4%	-	1	25.0%	24.4%	-	1	25.0%	24.4%	-
		Total	3				4				4				4				4			
258	Jus & Social Wk UA - Criminal	Women	13	56.5%	41.5%	-	12	54.5%	41.5%	-	13	59.1%	41.5%	-	10	52.6%	41.5%	-	10	52.6%	41.5%	-
		Minorities	7	30.4%	24.4%	-	7	31.8%	24.4%	-	7	31.8%	24.4%	-	6	31.6%	24.4%	-	6	31.6%	24.4%	-
		Total	23				22				22				19				19			
259	Administration UA - Public	Women	3	75.0%	47.0%	-	3	60.0%	47.0%	-	3	75.0%	47.7%	-	9	69.2%	47.7%	-	9	64.3%	47.7%	-
		Minorities	1	25.0%	21.4%	-	2	40.0%	21.4%	-	1	25.0%	20.7%	-	3	23.1%	20.7%	-	4	28.6%	20.7%	-
		Total	4				5				4				13				14			
290	Other Academic Programs	Women	1	50.0%	47.0%	-	1	50.0%	47.0%	-	1	33.3%	47.7%	-1	2	40.0%	47.7%	-1	2	40.0%	47.7%	-1
		Minorities	0	0.0%	21.4%	-	0	0.0%	21.4%	-	0	0.0%	20.7%	-1	1	20.0%	20.7%	-1	2	40.0%	20.7%	-
		Total	2				2				3				5				5			

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2009 thru 2013

(1) Faculty Availability Figures from NCES Table 245 - 2003; Table 256 in 2009, and Table 266 in 2010

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**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 (#)	16	8	6	18	2	2	2	0	0	0
Employees (%)	66.7	33.3	25.0	75.0	8.3	8.3	8.3	0.0	0.0	0.0
Availability (%) Goal	62.5	37.5	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	6	0	0	0	0	0	0

Please Note: The CUPA/HR data, utilized to generate availability percentages, does not publish separate statistics for ethnic/racial categories.

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 37

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	24	13	9	28	4	4	1	0	0	0
Employees (%)	64.9	35.1	24.3	75.7	10.8	10.8	2.7	0.0	0.0	0.0
Availability (%) Goal	45.3	54.7	0.0	100.0	0.0	0.0	0.0	0.0	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	3	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	8	0	9	0	0	0	0	0	0

Please Note: The CUPA/HR data, utilized to generate availability percentages, does not publish separate statistics for ethnic/racial categories.

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 206 - Business Business  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 35

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	30	5	12	23	0	1	10	1	0	0
Employees (%)	85.7	14.3	34.3	65.7	0.0	2.9	28.6	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	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	7	0	5	2	0	0	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	13	2	6	9	2	0	4	0	0	0
Employees (%)	86.7	13.3	40.0	60.0	13.3	0.0	26.7	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	2	0	4	0	1	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 22

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	18	4	6	16	1	0	5	0	0	0
Employees (%)	81.8	18.2	27.3	72.7	4.5	0.0	22.7	0.0	0.0	0.0
Availability (%) Goal	68.5	31.5	20.6	79.4	4.5	2.3	12.2	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	2	0	1	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 52

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	28	24	10	42	3	2	5	0	0	0
Employees (%)	53.8	46.2	19.2	80.8	5.8	3.8	9.6	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	3	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	11	0	3	1	0	0	1	0	0

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



**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 19

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	7	12	5	14	2	2	1	0	0	0
Employees (%)	36.8	63.2	26.3	73.7	10.5	10.5	5.3	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	0	1	0	0	1	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 216 - Engineering Engineering

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

**Total Employees:** 36

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	34	2	15	21	1	2	12	0	0	0
Employees (%)	94.4	5.6	41.7	58.3	2.8	5.6	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	2	0	5	1	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 28

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	24	4	16	12	0	0	14	0	0	2
Employees (%)	85.7	14.3	57.1	42.9	0.0	0.0	50.0	0.0	0.0	7.1
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	5	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	10	2	1	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 221 - Fine Arts Fine Arts  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 71

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	47	24	14	57	5	4	4	0	0	1
Employees (%)	66.2	33.8	19.7	80.3	7.0	5.6	5.6	0.0	0.0	1.4
Availability (%) Goal	61.9	38.1	13.6	86.4	6.0	3.3	2.9	1.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	5	0	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 14

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	3	4	10	0	2	1	0	0	1
Employees (%)	78.6	21.4	28.6	71.4	0.0	14.3	7.1	0.0	0.0	7.1
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	2	1	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 226 - AHS Dental Medicine  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 57

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	36	21	13	44	4	2	7	0	0	0
Employees (%)	63.2	36.8	22.8	77.2	7.0	3.5	12.3	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	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	5	0	0	5	0	0	0	2	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 27

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	18	9	5	22	1	1	1	1	1	0
Employees (%)	66.7	33.3	18.5	81.5	3.7	3.7	3.7	3.7	3.7	0.0
Availability (%) Goal	46.7	53.3	20.3	79.7	5.0	3.0	10.7	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	0	6	1	0	1	0	2	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 228 - AHS Nursing  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 31

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	5	26	9	22	1	1	7	0	0	0
Employees (%)	16.1	83.9	29.0	71.0	3.2	3.2	22.6	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	6	1	0	0	1	0	0

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



**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	6	7	9	1	1	3	2	0	0
Employees (%)	62.5	37.5	43.8	56.3	6.3	6.3	18.8	12.5	0.0	0.0
Availability (%) Goal	39.1	60.9	17.2	82.8	5.2	3.5	7.5	1.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	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	5	0	0	0	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 230 - Hotel Administration  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 46

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	31	15	6	40	1	0	5	0	0	0
Employees (%)	67.4	32.6	13.0	87.0	2.2	0.0	10.9	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 (#)	2	0	1	0	2	2	0	2	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 235 - Law  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 42

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	14	28	8	34	3	4	0	0	0	1
Employees (%)	33.3	66.7	19.0	81.0	7.1	9.5	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	1	0	3	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 241 - LA English and Literature

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

**Total Employees:** 31

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	15	3	28	0	2	0	1	0	0
Employees (%)	51.6	48.4	9.7	90.3	0.0	6.5	0.0	3.2	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	3	0	2	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 242 - LA Foreign Languages

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

**Total Employees:** 16

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	5	11	9	7	0	6	3	0	0	0
Employees (%)	31.3	68.8	56.3	43.8	0.0	37.5	18.8	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	<b>YES</b>	NO	NO	<b>YES</b>	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	1	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, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**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 (#)	14	9	6	17	2	2	1	1	0	0
Employees (%)	60.9	39.1	26.1	73.9	8.7	8.7	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 (#)	3	0	0	2	0	0	1	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 244 - LA Philosophy  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 9

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	9	0	0	9	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, Prepared by Elora M. Paik, HR Systems Manager, 895-2664**

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	11	4	2	13	1	1	0	0	0	0
Employees (%)	73.3	26.7	13.3	86.7	6.7	6.7	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 (#)	1	0	1	0	0	0	1	0	0	0

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



**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 246 - LA Sociology  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 14

	<b>Total</b>									
	<b>Males</b>	<b>Females</b>	<b>Total Min.</b>	<b>White</b>	<b>Afr. Amer.</b>	<b>Hispanic</b>	<b>Asian Nat. Amer.</b>	<b>NHOPI</b>	<b>Two +</b>	
Employees (#)	9	5	1	13	0	0	1	0	0	0
Employees (%)	64.3	35.7	7.1	92.9	0.0	0.0	7.1	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	<b>YES</b>	NO	<b>YES</b>	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	2	0	2	1	0	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 247 - LA Psychology  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 23

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	10	0	23	0	0	0	0	0	0
Employees (%)	56.5	43.5	0.0	100.0	0.0	0.0	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	2	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	4	0	2	1	1	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 248 - LA Social Science  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 16

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	8	8	3	13	1	1	1	0	0	0
Employees (%)	50.0	50.0	18.8	81.3	6.3	6.3	6.3	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	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 (#)	3	0	1	0	1	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 27

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	20	7	5	22	0	2	3	0	0	0
Employees (%)	74.1	25.9	18.5	81.5	0.0	7.4	11.1	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	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	2	0	1	0	2	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 68

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	55	13	20	48	0	1	18	1	0	0
Employees (%)	80.9	19.1	29.4	70.6	0.0	1.5	26.5	1.5	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	8	3	1	0	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	24	5	16	13	1	1	14	0	0	0
Employees (%)	82.8	17.2	55.2	44.8	3.4	3.4	48.3	0.0	0.0	0.0
Availability (%) Goal	71.9	28.1	25.1	74.9	6.5	3.5	13.5	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	9	1	1	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 24

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	10	2	22	0	1	1	0	0	0
Employees (%)	58.3	41.7	8.3	91.7	0.0	4.2	4.2	0.0	0.0	0.0
Availability (%) Goal	55.0	45.0	13.2	86.8	5.3	3.4	2.5	2.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	2	0	2	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 257 - UA Counseling  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 6

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	2	4	2	4	0	1	1	0	0	0
Employees (%)	33.3	66.7	33.3	66.7	0.0	16.7	16.7	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 (#)	2	0	0	1	1	0	0	1	0	0

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



**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

**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	4	11	1	1	2	0	0	0
Employees (%)	33.3	66.7	26.7	73.3	6.7	6.7	13.3	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	<b>YES</b>	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 (#)	3	0	0	1	1	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 12

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	6	6	5	7	3	1	1	0	0	0
Employees (%)	50.0	50.0	41.7	58.3	25.0	8.3	8.3	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	3	0	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 305

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	105	200	121	184	50	41	17	1	2	10
Employees (%)	34.4	65.6	39.7	60.3	16.4	13.4	5.6	0.3	0.7	3.3
Availability (%) Goal	28.9	71.1	26.2	73.8	7.3	8.6	1.7	7.8	0.1	0.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	18	0	0
Add'l Needed to Reach Availability (#)	0	17	0	42	0	0	0	23	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 320 - Administrative Professionals

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

**Total Employees:** 340

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	136	204	100	240	29	31	24	3	5	8
Employees (%)	40.0	60.0	29.4	70.6	8.5	9.1	7.1	0.9	1.5	2.4
Availability (%) Goal	49.3	50.7	24.7	75.3	5.7	11.2	3.7	1.8	0.1	2.3
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	32	0	0	16	0	8	0	4	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 330 - Athletics Professionals  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 63

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	43	20	16	47	11	1	2	0	0	2
Employees (%)	68.3	31.7	25.4	74.6	17.5	1.6	3.2	0.0	0.0	3.2
Availability (%) Goal	69.2	30.8	21.9	78.1	11.4	5.2	2.2	1.2	0.0	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	1	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	3	0	3	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 340 - Information Technology

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

**Total Employees:** 145

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	109	36	45	100	7	7	21	1	1	8
Employees (%)	75.2	24.8	31.0	69.0	4.8	4.8	14.5	0.7	0.7	5.5
Availability (%) Goal	68.4	31.6	20.6	79.4	5.2	5.8	6.4	1.1	0.5	1.6
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	10	0	16	1	2	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 350 - Library Professionals  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 41

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	26	6	35	1	2	2	0	0	1
Employees (%)	36.6	63.4	14.6	85.4	2.4	4.9	4.9	0.0	0.0	2.4
Availability (%) Goal	12.3	87.7	23.1	76.9	6.7	7.3	5.7	3.5	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	YES	NO	YES	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	1	0	1	0	0	1	0	0
Add'l Needed to Reach Availability (#)	0	10	4	0	2	1	1	2	0	0

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



**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 100

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian Nat. Amer.	NHOPI	Two +	
Employees (#)	51	49	35	65	2	6	24	0	2	1
Employees (%)	51.0	49.0	35.0	65.0	2.0	6.0	24.0	0.0	2.0	1.0
Availability (%) Goal	69.1	30.9	19.6	80.4	3.6	9.3	1.9	1.0	0.0	3.8
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	4	0	0	0	0	1	0	0	0	2
Add'l Needed to Reach Availability (#)	19	0	0	16	2	4	0	2	0	3

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 280

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	28	252	106	174	49	28	17	3	2	7
Employees (%)	10.0	90.0	37.9	62.1	17.5	10.0	6.1	1.1	0.7	2.5
Availability (%) Goal	29.3	70.7	26.5	73.5	7.6	9.8	5.6	2.4	0.1	1.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	37	0	0	0	0	0	0	2	0	0
Add'l Needed to Reach Availability (#)	55	0	0	32	0	0	0	4	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 118

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	25	93	66	52	25	25	15	0	0	1
Employees (%)	21.2	78.8	55.9	44.1	21.2	21.2	12.7	0.0	0.0	0.8
Availability (%) Goal	16.4	83.6	23.6	76.4	6.1	10.9	4.1	1.1	0.2	1.1
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	20	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	0	6	0	39	0	0	0	2	1	1

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

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

**Total Employees:** 188

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	64	124	95	93	19	40	23	4	5	4
Employees (%)	34.0	66.0	50.5	49.5	10.1	21.3	12.2	2.1	2.7	2.1
Availability (%) Goal	35.4	64.6	27.8	72.2	9.8	10.9	3.8	1.4	0.3	1.5
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	15	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	43	0	0	0	0	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 600 - Skilled Crafts  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 60

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	60	0	18	42	7	8	1	0	2	0
Employees (%)	100.0	0.0	30.0	70.0	11.7	13.3	1.7	0.0	3.3	0.0
Availability (%) Goal	98.1	1.9	29.6	70.4	4.1	19.9	2.8	1.4	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 (#)	0	2	0	1	0	4	1	1	0	1

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 700 - Service Maintenance and Repair

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

**Total Employees:** 48

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	47	1	19	29	4	8	3	2	0	2
Employees (%)	97.9	2.1	39.6	60.4	8.3	16.7	6.3	4.2	0.0	4.2
Availability (%) Goal	93.1	6.9	29.9	70.1	6.1	15.5	3.6	2.1	0.3	2.2
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	3	0	5	0	0	0	0	1	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

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

	<b>Total</b>									
	<b>Males</b>	<b>Females</b>	<b>Total Min.</b>	<b>White</b>	<b>Afr. Amer.</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Nat. Amer.</b>	<b>NHOPI</b>	<b>Two +</b>
Employees (#)	32	10	20	22	5	8	5	0	0	2
Employees (%)	76.2	23.8	47.6	52.4	11.9	19.0	11.9	0.0	0.0	4.8
Availability (%) Goal	71.8	28.2	24.0	76.0	9.9	7.4	5.1	1.0	0.0	0.7
Test: 80% Rule with Whole Person	NO	NO	NO	<b>YES</b>	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	3	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	0	10	0	0	0	1	0	0

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

**EEO/AA Program 2013 - University of Nevada Las Vegas  
Comparison of Incumbency to Availability**

**Job Group:** 720 - Custodial and Grounds

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

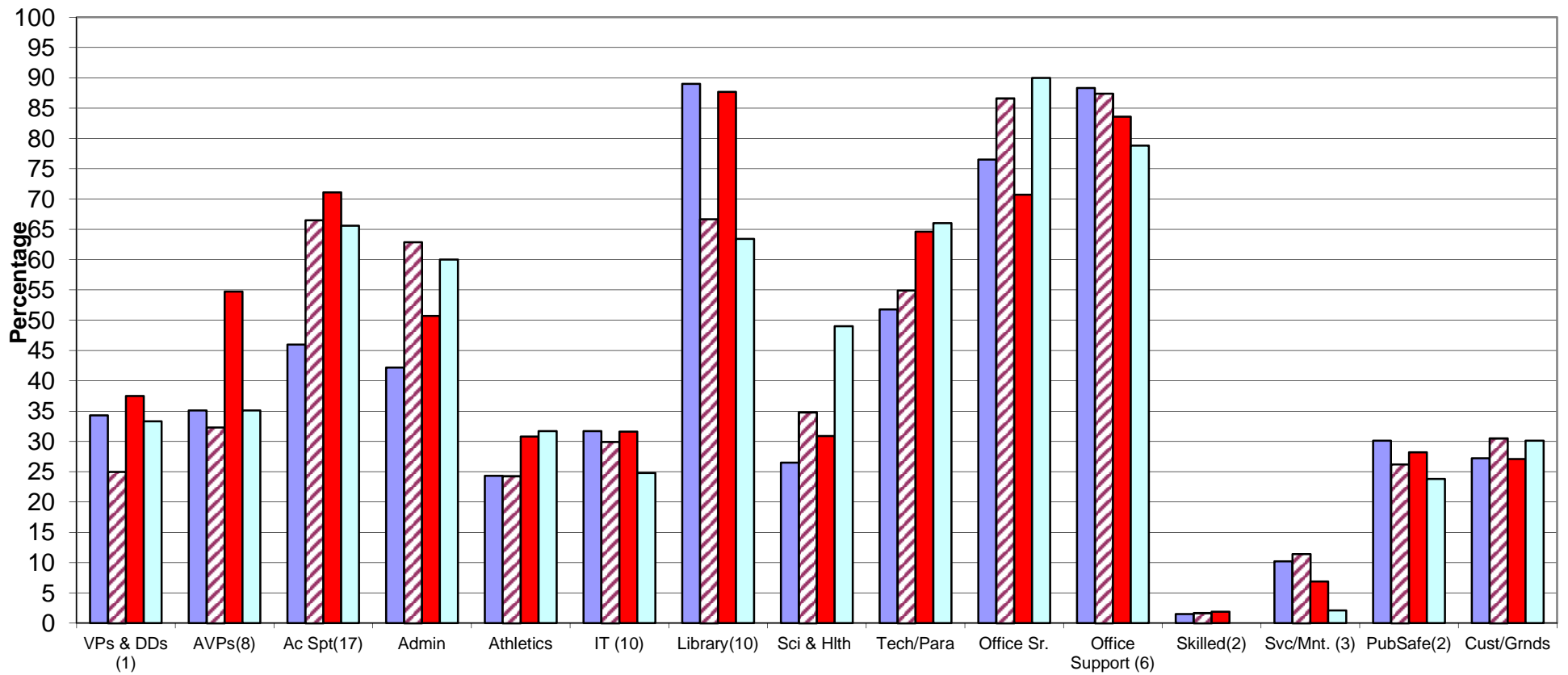
**Total Employees:** 196

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	137	59	111	85	39	46	23	1	0	2
Employees (%)	69.9	30.1	56.6	43.4	19.9	23.5	11.7	0.5	0.0	1.0
Availability (%) Goal	72.9	27.1	54.1	45.9	10.4	35.4	5.4	0.9	0.4	1.5
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	9	0	0	0	0
Add'l Needed to Reach Availability (#)	6	0	0	5	0	24	0	1	1	1

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



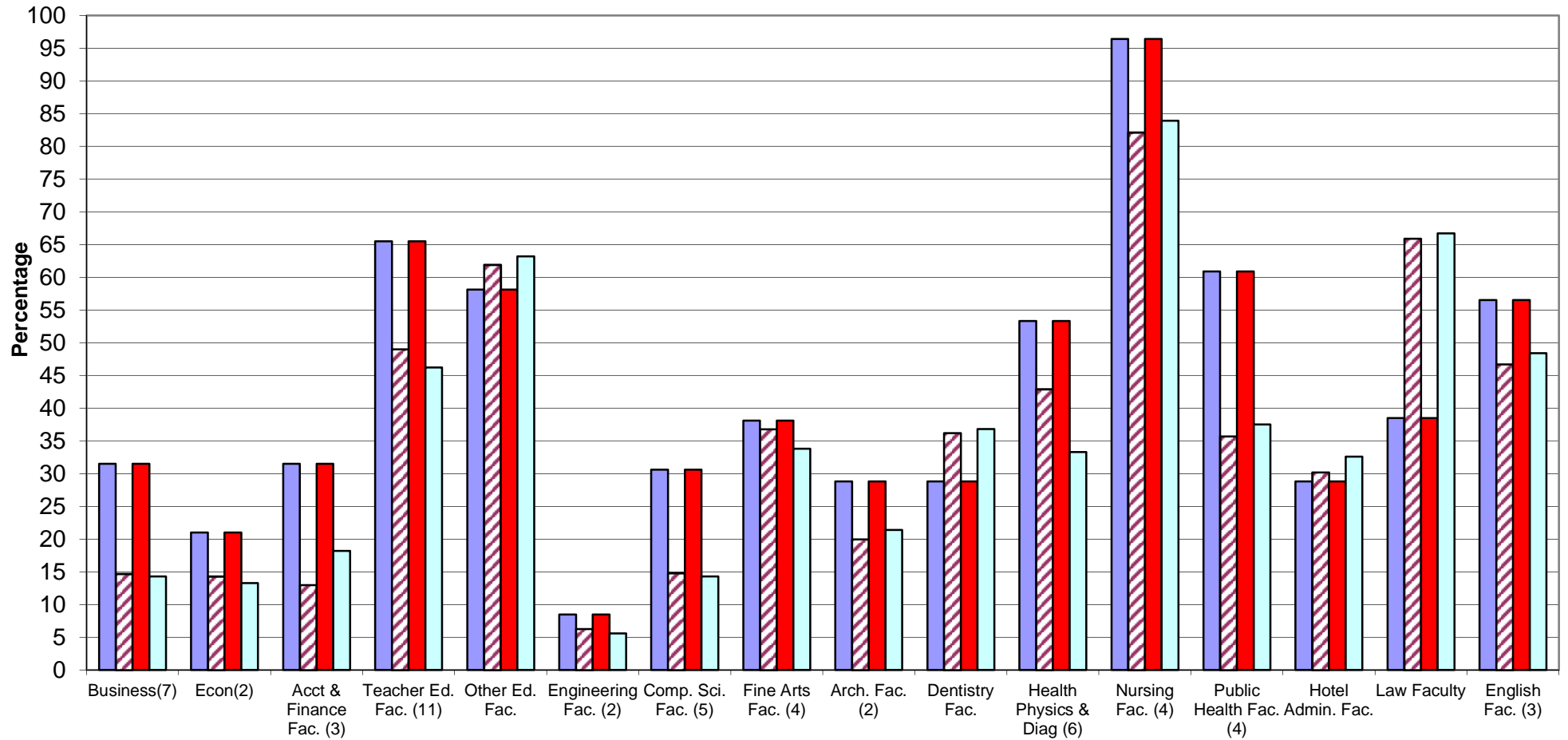
# UNLV - Utilization of Women Availability v Work Force Percentages, 2013 vs 2012



#s After Titles = 2013 Under Utilization in Whole Persons



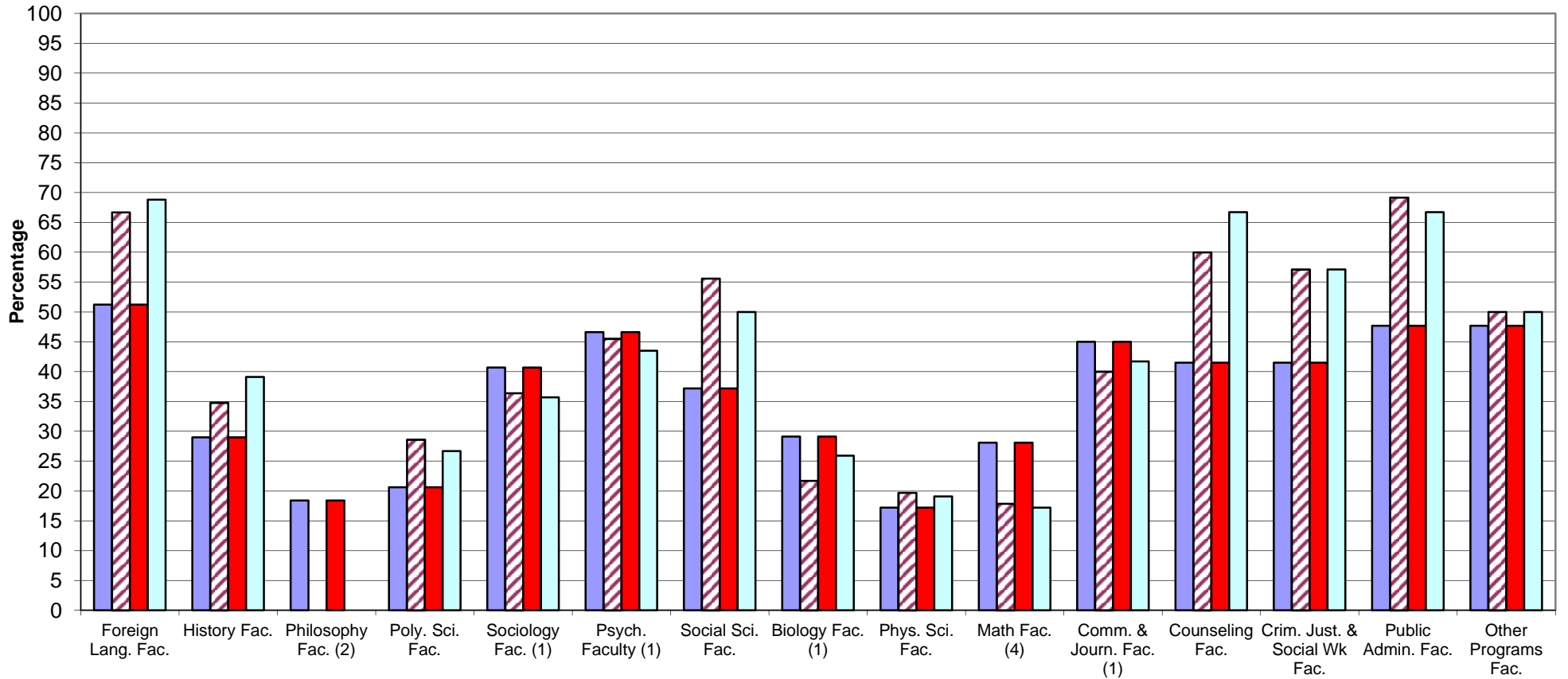
# UNLV - Utilization of Women Availability v Work Force Percentages, 2013 vs 2012



**#s After Titles = 2013 Under Utilization in Whole Persons**



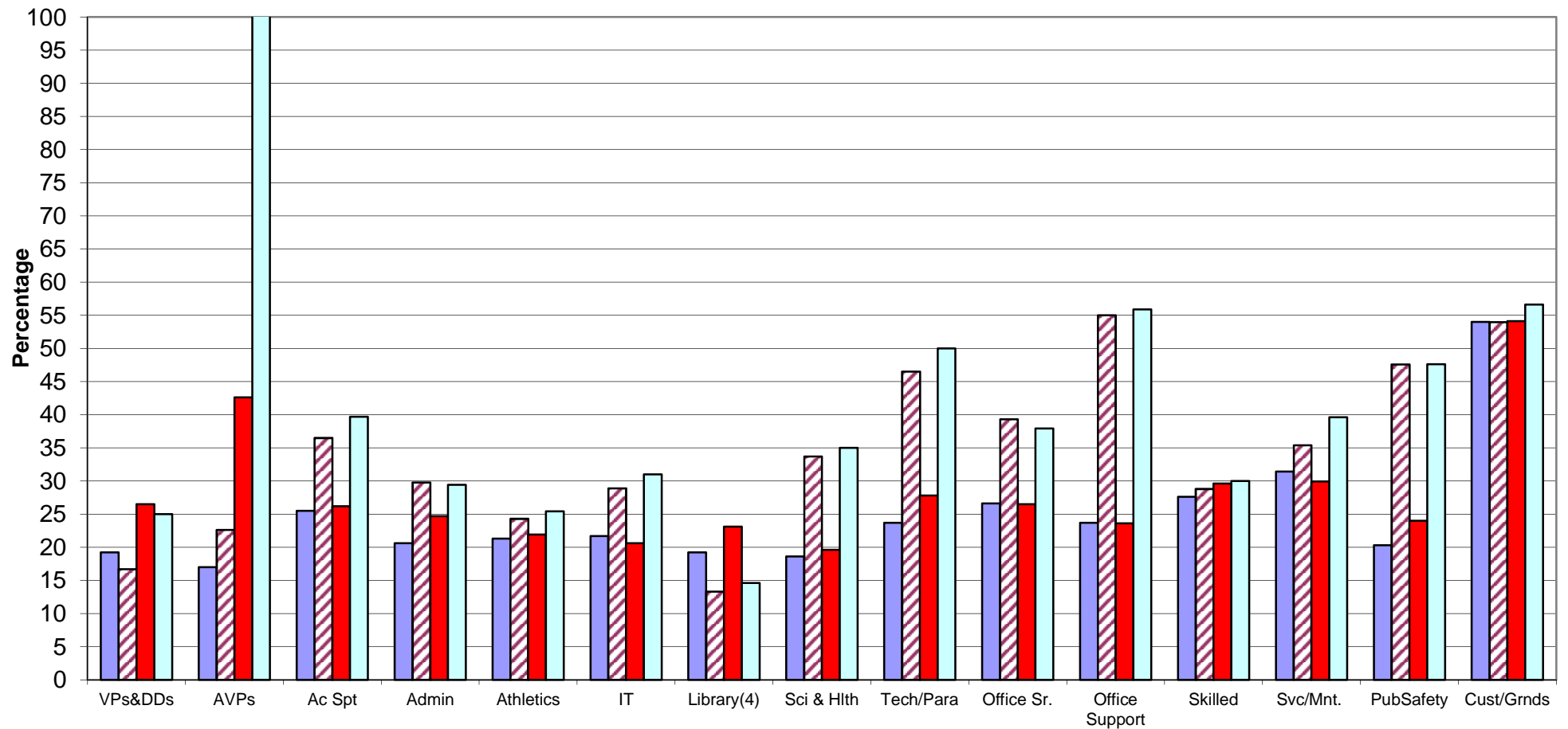
## UNLV - Utilization of Women Availability v Work Force Percentages, 2013 vs 2012



**#s After Titles = 2013 Under Utilization in Whole Persons**



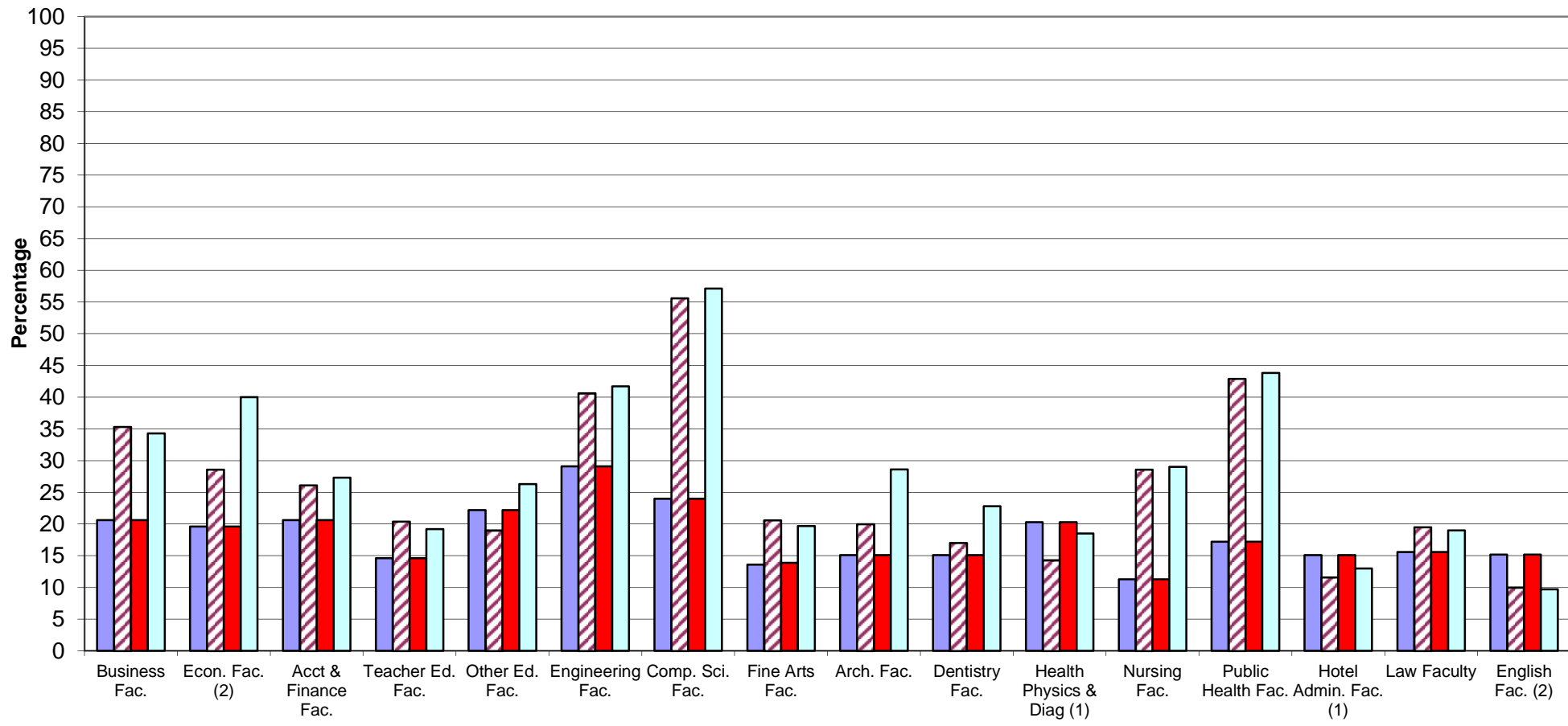
# UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2013 vs 2012



**#s After Titles = 2013 Under Utilization in Whole Persons**



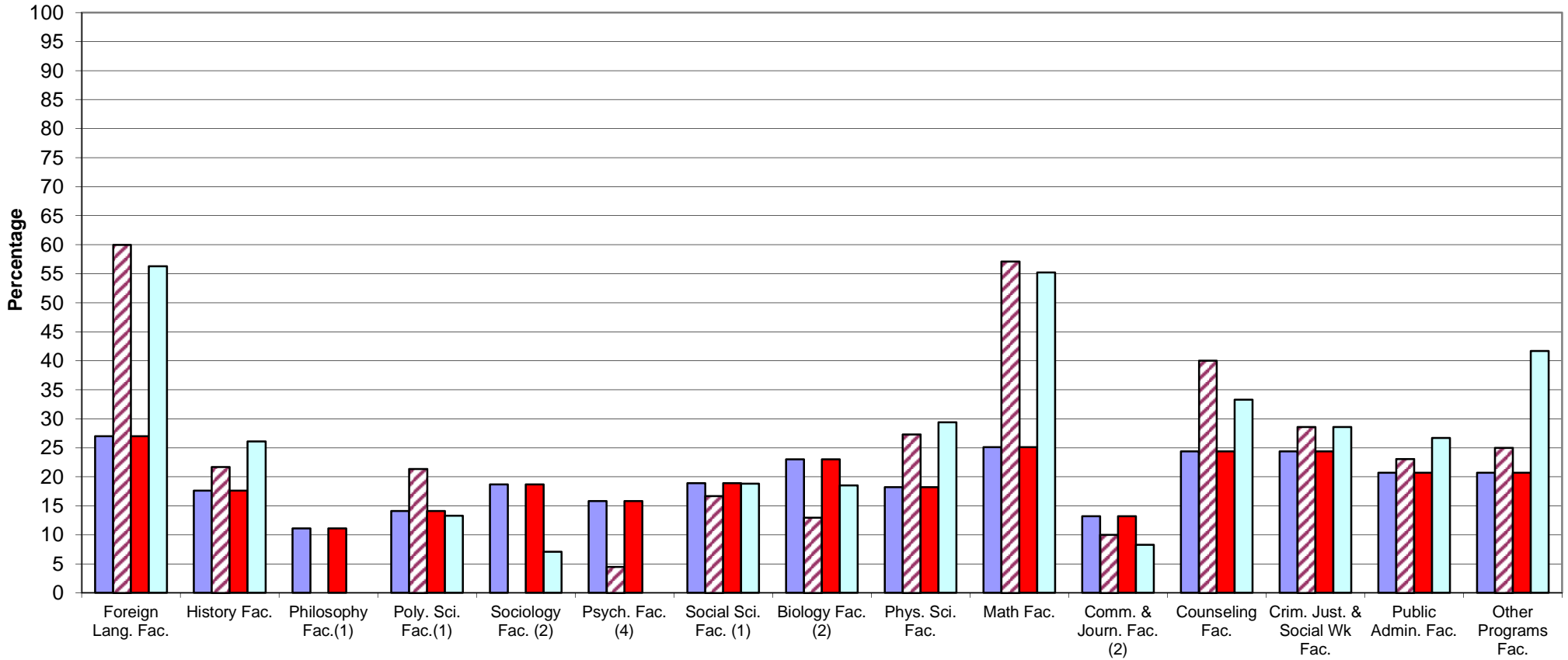
# UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2013 vs 2012



**#s After Titles = 2013 Under Utilization in Whole Persons**



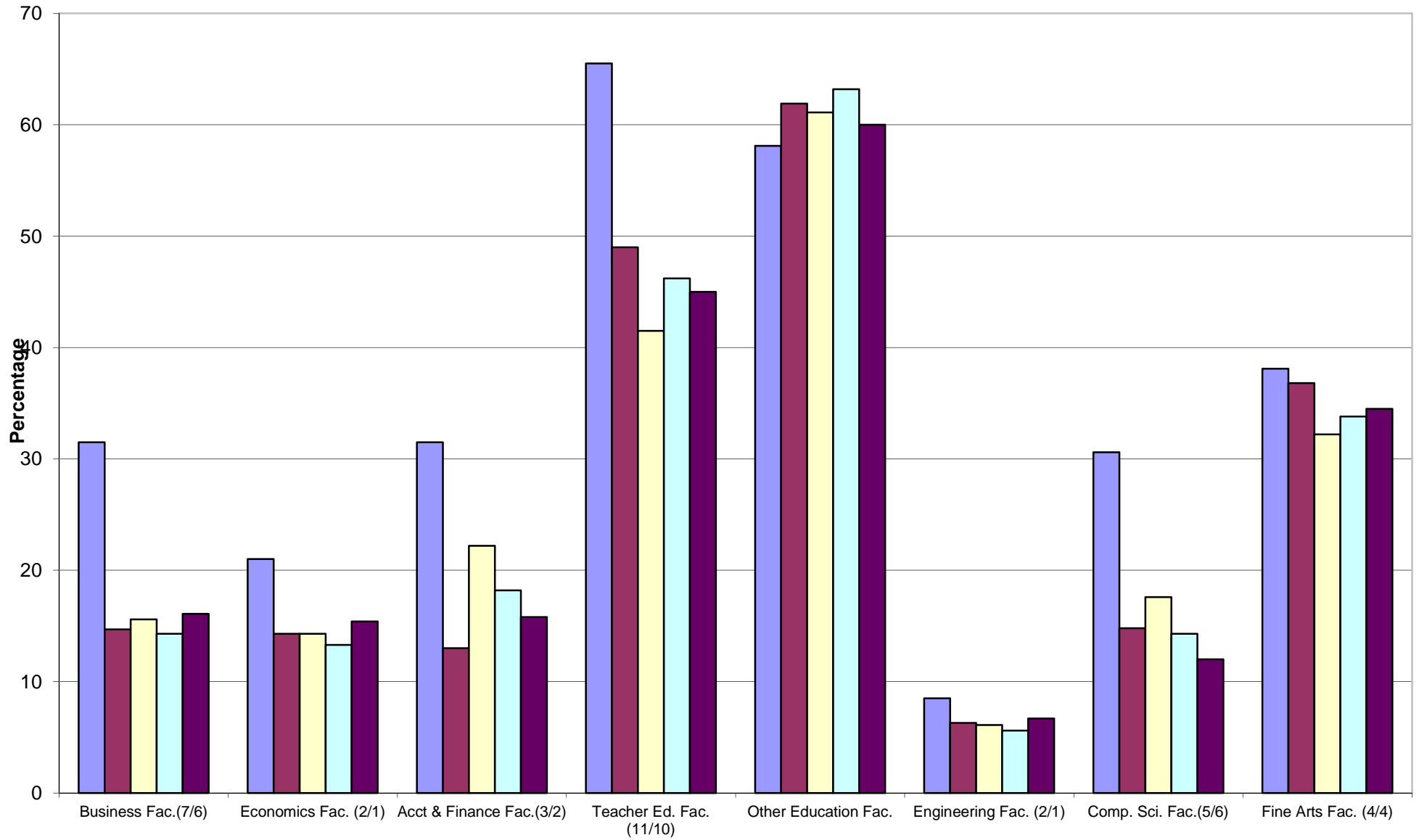
## UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2013 vs 2012



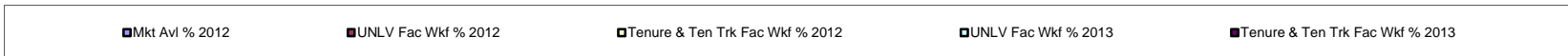
**#s After Titles = 2013 Under Utilization in Whole Persons**



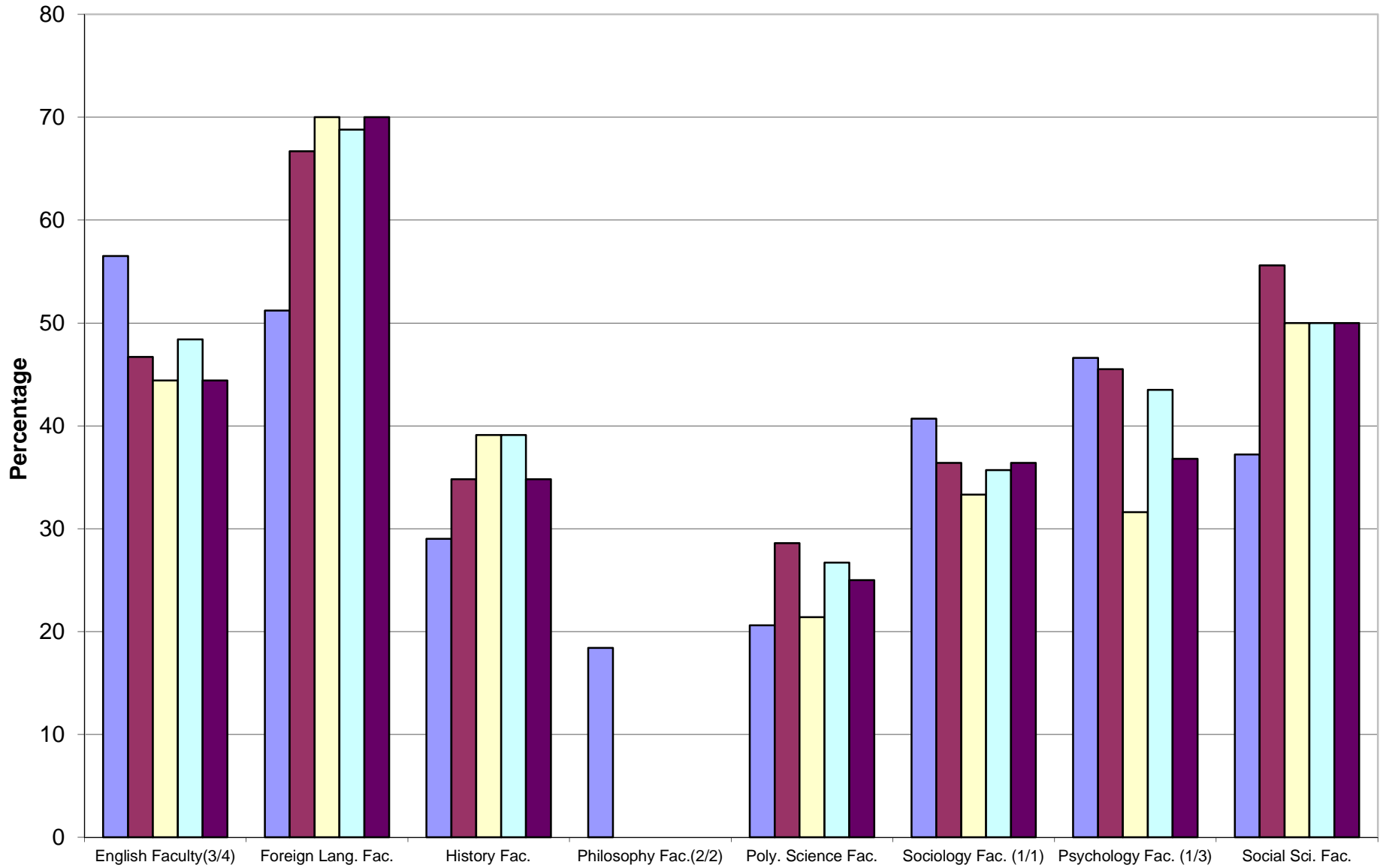
## UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2013 vs 2012



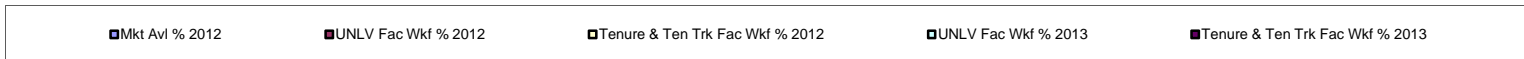
**#s After Titles = Under Utilization Among Total Faculty / Tenured and Tenure Track Faculty**



## UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2013 vs 2012

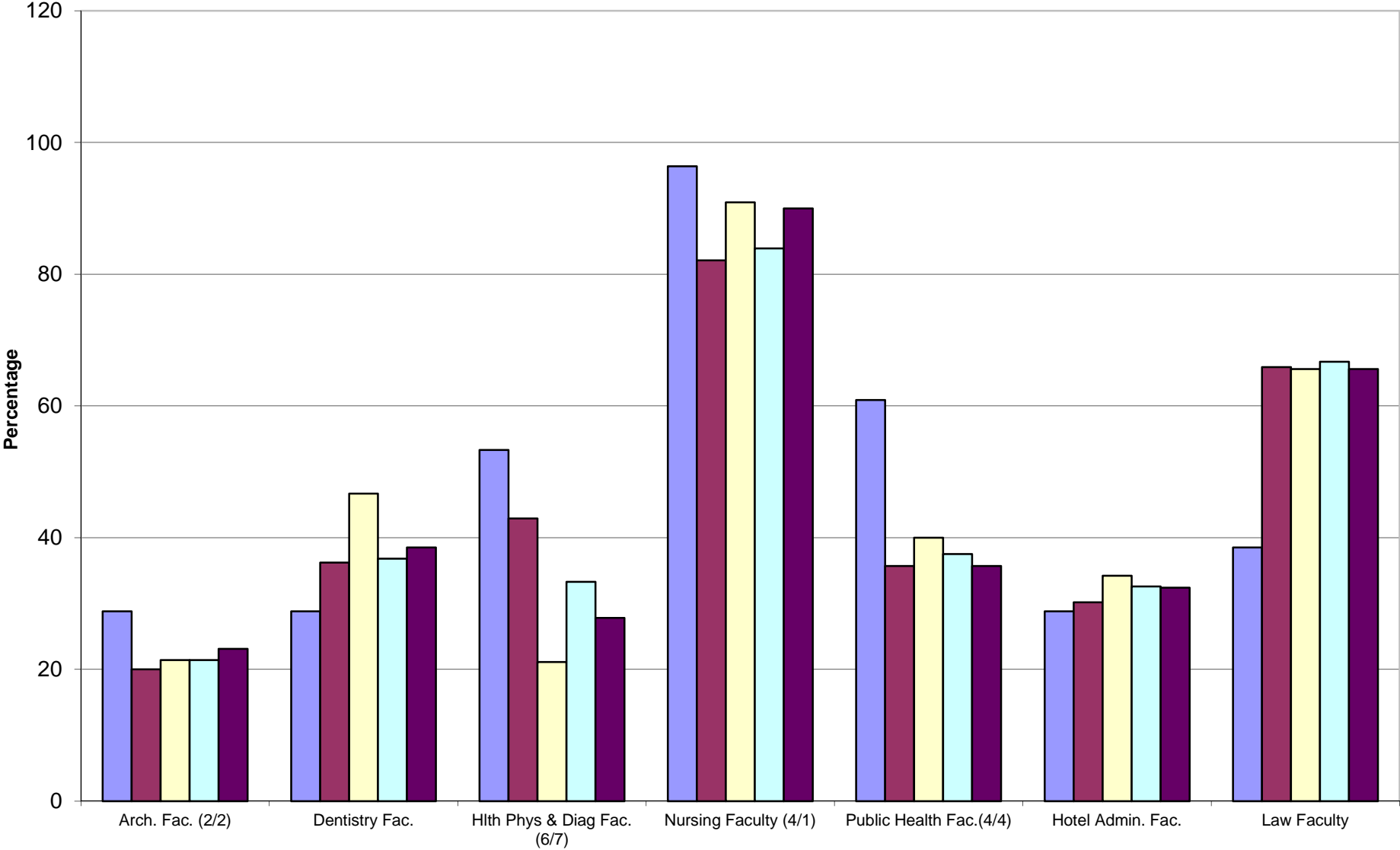


**#s After Titles = Under Utilization Among Total Faculty / Tenured & Tenure Track Faculty**

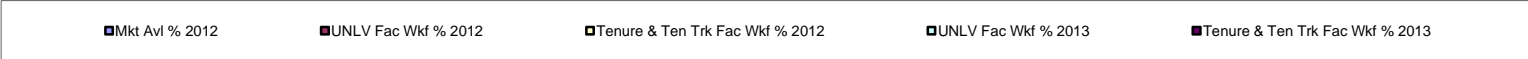




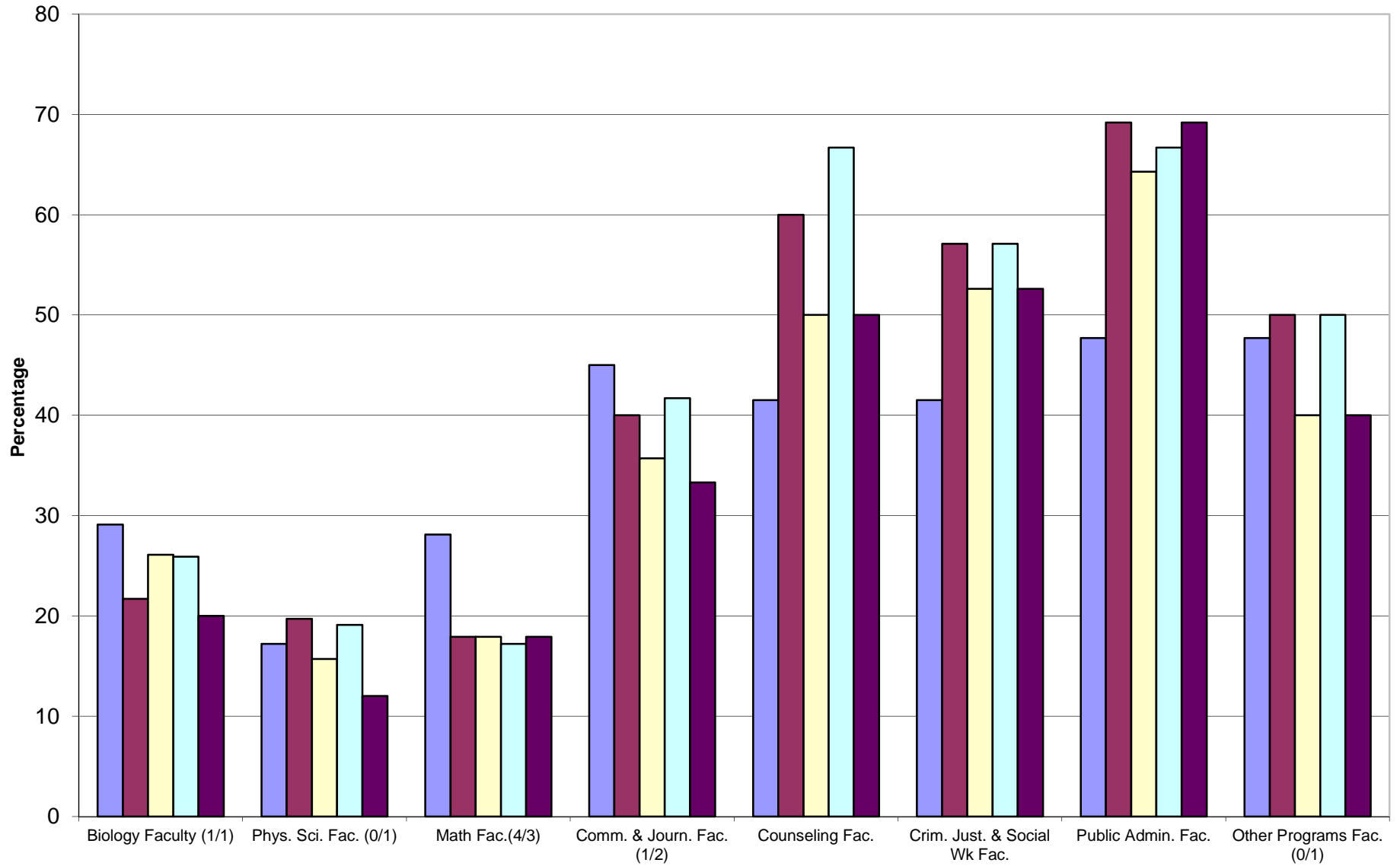
### UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2013 vs 2012



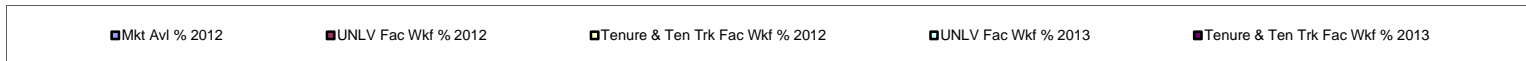
**#s After Titles = Under Utilization Among Total Faculty / Tenured & Tenure Track Faculty**



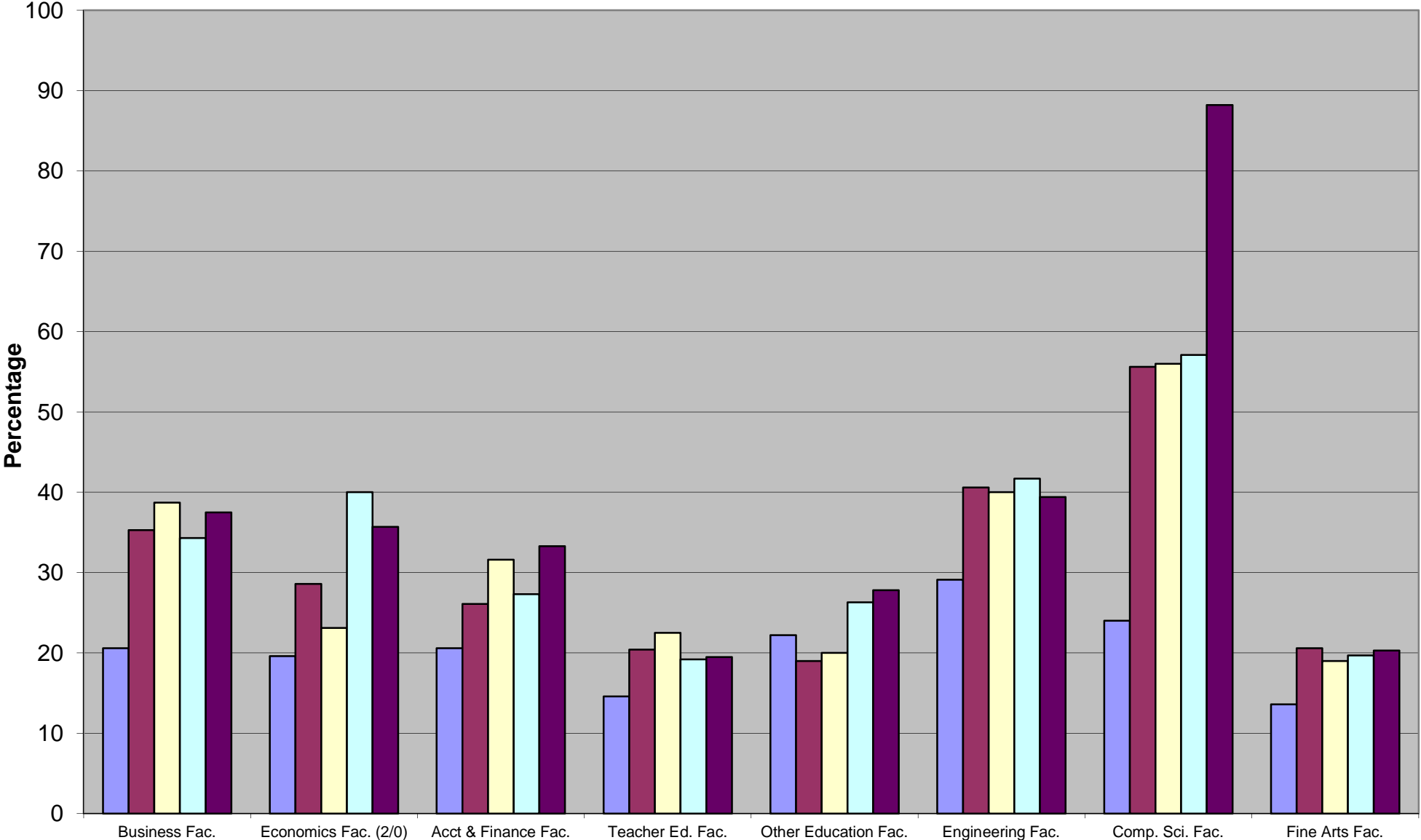
## UNLV - Utilization of Tenured and Tenure Track Women Availability v Work Force Percentages, 2013 vs 2012



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



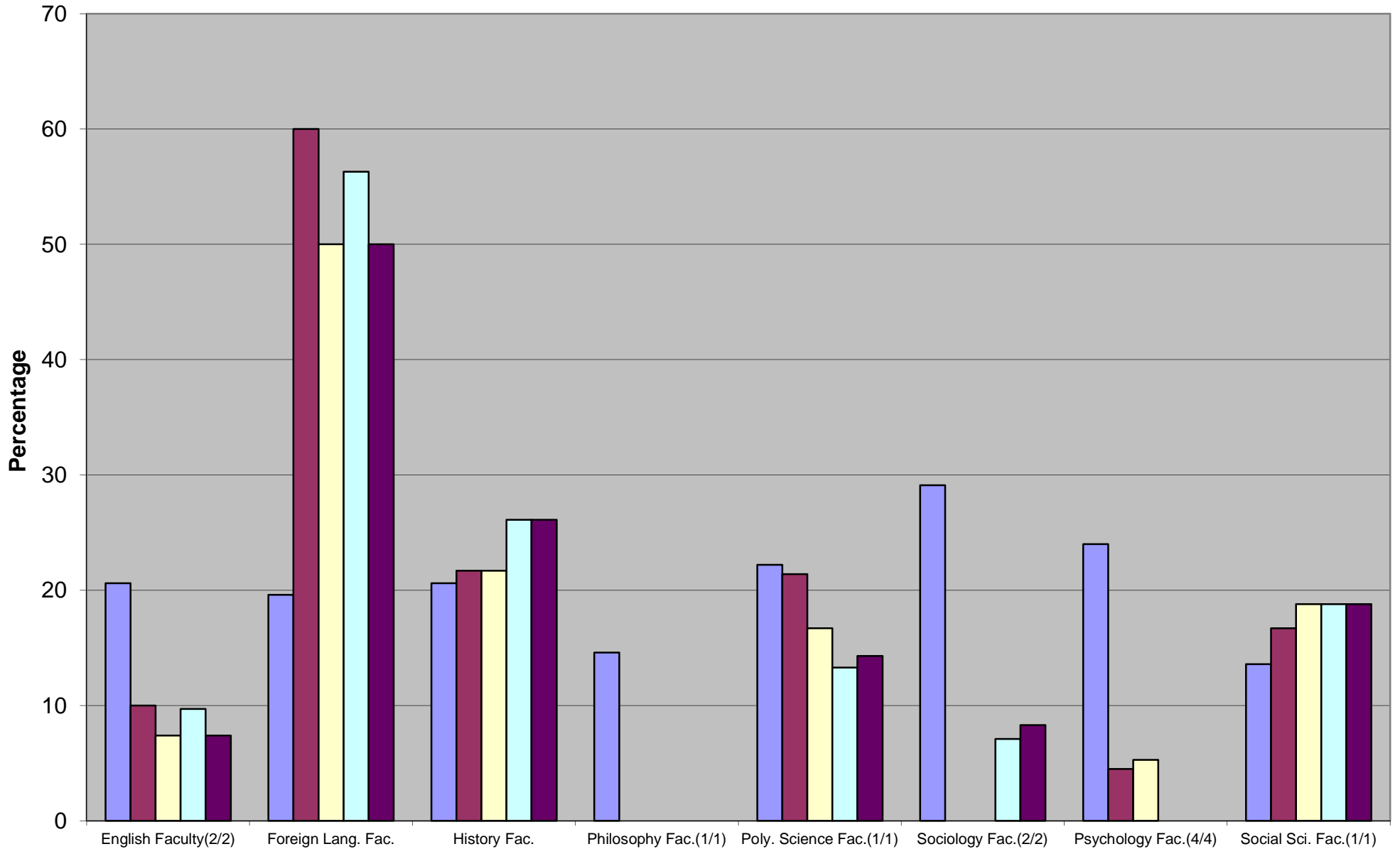
# UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities Availability v Work Force Percentages, 2013 vs 2012



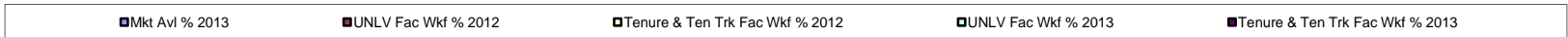
**#s After Titles = Under Utilization Among Total Faculty / Tenure Track Faculty**

Mkt Avl % 2013
  UNLV Fac Wkf % 2012
  Tenure & Ten Trk Fac Wkf % 2012
  UNLV Fac Wkf % 2013
  Tenure & Ten Trk Fac Wkf % 2013

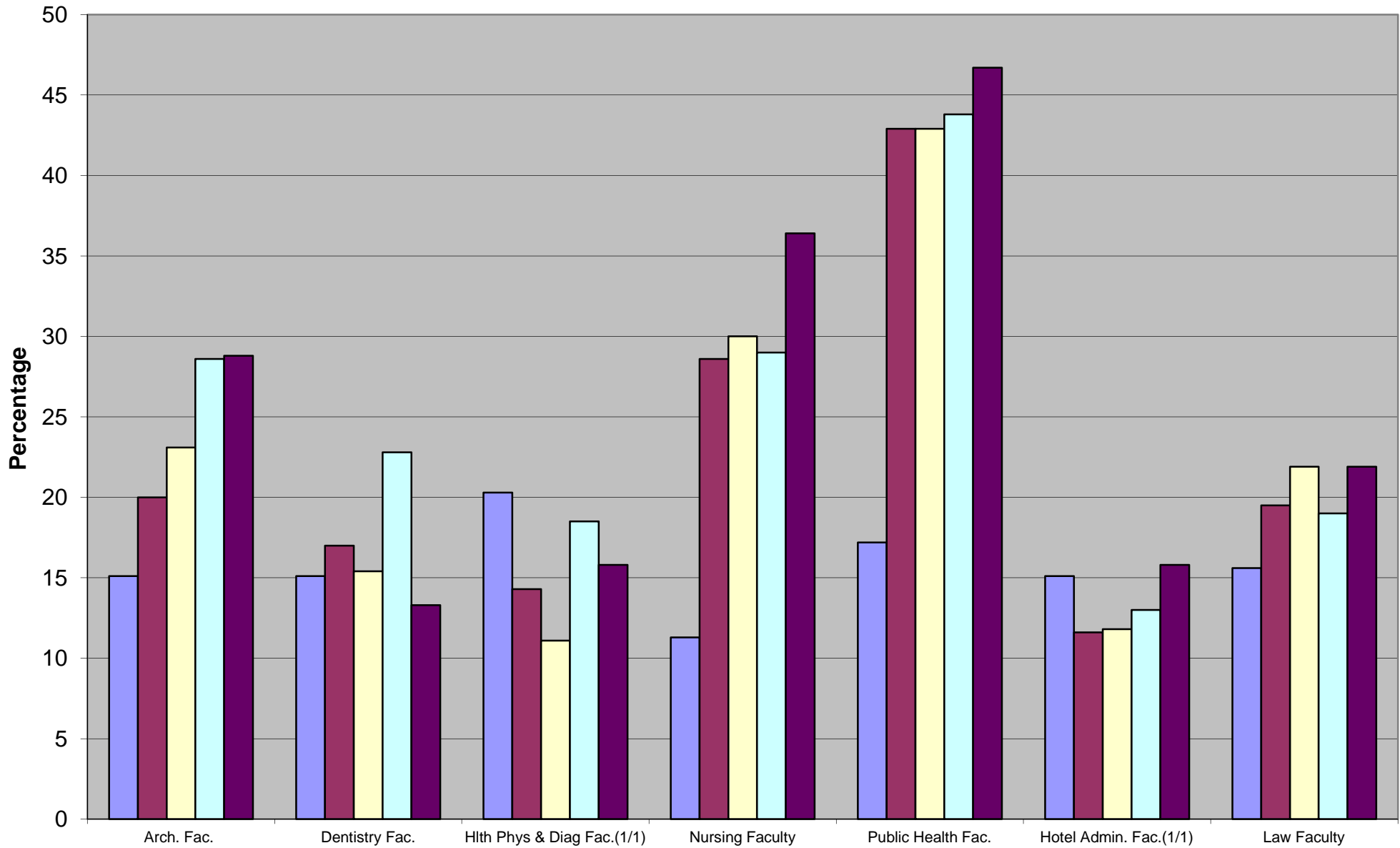
## UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities Availability v Work Force Percentages, 2013 vs 2012



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



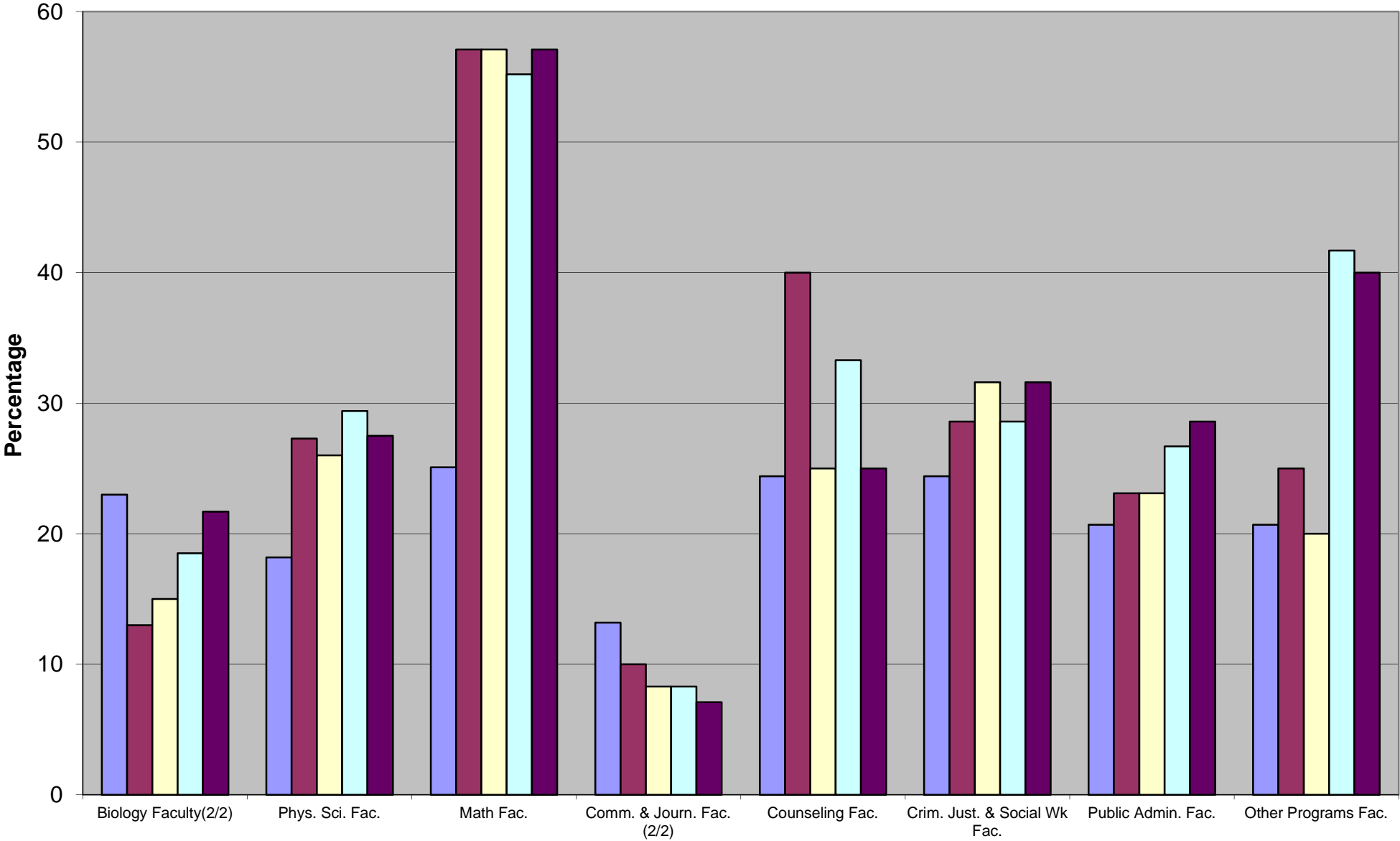
## UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities Availability v Work Force Percentages, 2013 vs 2012



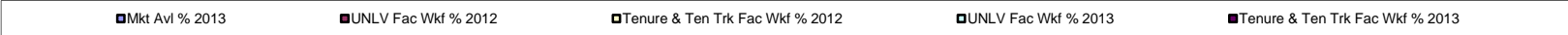
**#s After Titles = Under Utilization Among Total Faculty / Tenure Track Faculty**

Mkt Avl % 2013
  UNLV Fac Wkf % 2012
  Tenure & Ten Trk Fac Wkf % 2012
  UNLV Fac Wkf % 2013
  Tenure & Ten Trk Fac Wkf % 2013

**UNLV - Utilization of Tenured and Tenured Track Ethnic/Racial Minorities  
Availability v Work Force Percentages, 2013 vs 2012**



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





**2013 EEO/AA PROGRAM  
UTILIZATION OBSERVATIONS BY JOB GROUP**

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

The representation of women among executive officers has increased a moderate amount over the past five years, in total representation but not as in proportion to total executives. However, illustrated in the chart below, there are significant increase in the proportion of ethnic and racial minorities among executive officers over the past five years.

<b>Profile of Executives, 2009 - 2013</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
2013	61	21	34.4%	15	24.6%
Percent Change	7.0%	5.0%	-1.9%	66.7%	55.7%

**Vice Presidents & Deans (100)**

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 consisted of 24 employees, of whom six were women and four were ethnic and racial minorities. In 2013, the job group consists of 24 employees, of whom eight are women and six are ethnic and racial minorities.

- Within the Vice Presidents & Deans Job Group, the availability of women in the labor market is 37.5%. Among this job group at UNLV, women comprise 33.3%. ***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 Vice Presidents & Deans Job Group, the availability of ethnic and racial minorities in the labor market is 26.5%. Among this job group at UNLV, ethnic and racial minorities comprise 25.0%. ***Current utilization of ethnic and racial minorities is at par with market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

### **AVPs and Executive Directors (110)**

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 consisted of 31 employees, of whom 10 were women and seven were ethnic and racial minorities. In 2013, the job group consists of 37 employees, of whom 13 are women and nine are ethnic and racial minorities.

- Within the AVPs and Executive Directors Job Group, the availability of women in the labor market increased to 54.7%. Among this job group at UNLV, women comprise 35.1%. ***Current utilization of women is eight below market availability – representing a net loss of seven 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 42.6%. Among this job group at UNLV, ethnic and racial minorities comprise 24.3%. ***Current utilization of ethnic and racial minorities is seven below market availability – representing a net loss of seven in the utilization of ethnic and racial minorities in this job group compared to the previous year.***



## ACADEMIC FACULTY (H20)

The representation of women among the professorate has decreased slightly over the past five years in proportion to the total professorate. However, as illustrated in the chart below, there is a small **3.7% increase in the percentage representation of women** and a **significant 13.2% 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, 2009 - 2013					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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	810	297	36.7%	197	24.3%
2013	860	314	36.5%	220	25.6%
Percent Change	-7.4%	-4.0%	3.7%	4.8%	13.2%

## Business – Business Faculty (206)

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, this job group consisted of 42 employees, of whom seven were women and 12 were ethnic and racial minorities. In 2011, this job group consisted of 39 employees, of whom seven were women and 11 were ethnic and racial minorities. In 2012, this job group consisted of 34 employees, of whom five were women and 12 were ethnic and racial minorities. In 2013, the Business Faculty Job Group consists of 35 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 14.3%. ***Current utilization of women is seven 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 34.3%. ***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 2009, the Economics Faculty Job Group consisted of 15 employees, of whom two were women and three were ethnic and racial minorities. In 2010, this job group consisted of 15 employees, of whom two were women and three were ethnic and racial minorities. In 2011, this job group consisted of 15 employees, of whom two were women and three were ethnic and racial minorities. In 2012, this job group consisted of 14 employees, of whom two were women and four were ethnic and racial minorities. In 2013, the Economics Faculty Job Group consists of 15 employees, of whom two are women and six 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 13.3%. *Current utilization of women is two below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 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.*

### **Business – Accounting & Finance Faculty (208)**

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, this job group consisted of 26 employees, of whom four were women and six were ethnic and racial minorities. In 2011, this job group consisted of 22 employees, of whom three were women and five were ethnic and racial minorities. In 2012, this job group consisted of 23 employees, of whom three were women and six were ethnic and racial minorities. In 2013, the Accounting and Finance Faculty Job Group consists of 22 employees, of whom four are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31.5%. Among this job group at UNLV, women comprise 18.2%. *Current utilization of women is three below market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.6%. 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.*

## Education – Teacher Education (211)

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, this job group consisted of 61 employees, of whom 35 were women and 11 were ethnic and racial minorities. In 2011, this job group consisted of 57 employees, of whom 32 were women and 12 were ethnic and racial minorities. In 2012, this job group consisted of 49 employees, of whom 24 were women and 10 were ethnic and racial minorities. In 2013, the Teacher Education Job Group consists of 52 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 46.2%. *Current utilization of women is 11 below market availability – representing a net loss of two in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 14.6%. Among this job group at UNLV, ethnic and racial minorities comprise 19.2%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

## Education – Other Education (212)

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, this job group consisted of 45 employees, of whom 22 were women and 11 were ethnic and racial minorities. In 2011, this job group consisted of 39 employees, of whom 20 were women and 9 were ethnic and racial minorities. In 2012, this job group consisted of 21 employees, of whom 13 were women and four were ethnic and racial minorities. In 2013, the Other Education Job Group consists of 19 employees, of whom 12 are women and five 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 63.2%. *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 22.2%. Among this job group at UNLV, ethnic and racial minorities comprise 26.3%. *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.*

## Engineering – Engineering Faculty (216)

In 2009, the Engineering Job Group consisted of 40 employees, of whom four were women and 19 were ethnic and racial minorities. In 2010, this job group consisted of 39 employees, of whom four were women and 18 were ethnic and racial minorities. In 2011, this job group consisted of 38 employees, of whom four were women and 17 were ethnic and racial minorities. In 2012, this job group consisted of 33 employees, of whom two were women and 14 were ethnic and racial minorities. In 2013, the Engineering Faculty Job Group consists of 36 employees, of whom two are women and 15 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 5.6%. *Current utilization of women is two below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 29.1%. Among this job group at UNLV, ethnic and racial minorities comprise 41.7%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

## Engineering – Computer Science Faculty (217)

In 2009, the Computer Science Job Group consisted of 29 employees, of whom three were women woman and 16 were ethnic and racial minorities. In 2010, this job group consisted of 28 employees, of whom three were women woman and 16 were ethnic and racial minorities. In 2011, this job group consisted of 25 employees, of whom three were women woman and 14 were ethnic and racial minorities. In 2012, this job group consisted of 27 employees, of whom four were woman and 15 are ethnic and racial minorities. In 2013, the Computer Science Job Group consists of 28 employees, of whom four are women woman and 16 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30.6%. Among this job group at UNLV, women comprise 14.3%. *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 57.1%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Fine Arts – Fine Arts Faculty (221)**

In 2009, the Fine Arts Job Group consisted of 72 employees, of whom 24 were women and 11 were ethnic and racial minorities. In 2010, this job group consisted of 76 employees, of whom 25 were women and 12 were ethnic and racial minorities. In 2011, this job group consisted of 72 employees, of whom 24 were women and 12 were ethnic and racial minorities. In 2012, this job group consisted of 68 employees, of whom 25 were women and 14 were ethnic and racial minorities. In 2013, the Fine Arts Faculty Job Group consists of 71 employees, of whom 24 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 33.8%. *Current utilization of women is four 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 13.6%. Among this job group at UNLV, ethnic and racial minorities comprise 19.7%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Fine Arts – Architecture Faculty (222)**

In 2009, the Architecture Job Group consisted of 14 employees, of whom two were women and two were ethnic and racial minorities. In 2010, this group consisted of 15 employees, of whom three were women and two were ethnic and racial minorities. In 2011, this group consisted of 14 employees, of whom three were women and two were ethnic and racial minorities. In 2012, this job group consisted of 15 employees, of whom three were women and three were ethnic and racial minorities. In 2013, the Architecture Job Group consists of 14 employees, of whom three are women and four are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 21.4%. *Current utilization of women is two below market availability – representing a no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.1%. 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 a no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **AHS – Dental Medicine Faculty (226)**

In 2009, the Dental Medicine Job Group consisted of 50 employees, of whom 17 were women and 10 were ethnic and racial minorities. In 2010, this group consisted of 49 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2011, this job group consisted of 46 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2012, this job group consisted of 47 employees, of whom 17 were women and eight were ethnic and racial minorities. In 2013, the Dental Medicine Faculty Job Group consists of 57 employees, of whom 21 are women and 13 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 36.8%. ***Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.1%. Among this job group at UNLV, ethnic and racial minorities comprise 22.8%. ***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.***

### **AHS – Health Physics & Diagnostics Faculty (227)**

In 2009, the Health Physics & Diagnostics Job Groups consisted of 33 employees, of whom 14 were women and three were ethnic and racial minorities. In 2010, this job group consisted of 32 employees, of whom 12 were women and three were ethnic and racial minorities. In 2011, this job group consisted of 30 employees, of whom 10 were women and two were ethnic and racial minorities. In 2012, this group consisted of 28 employees, of whom 12 were women and four were ethnic and racial minorities. In 2013, the Health Physics & Diagnostics Job Group consists of 27 employees, of whom nine are women and five are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 53.3%. Among this job group at UNLV, women comprise 33.3%. ***Current utilization of women is six below market availability – representing a net loss of three in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.3%. Among this job group at UNLV, ethnic and racial minorities comprise 18.5%. ***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.***

### **AHS – Nursing Faculty (228)**

In 2009, the Nursing Job Group consisted of 34 employees, of whom 29 were women and seven were ethnic and racial minorities. In 2010, this job group consisted of 34 employees, of whom 30 were women and seven were ethnic and racial minorities. In 2011, this job consisted of 30 employees, of whom 26 were women and seven were ethnic and racial minorities. In 2012, this job group consisted of 28 employees, of whom 23 were women and eight were ethnic and racial minorities. In 2013, the Nursing Faculty Job Group consists of 31 employees, of whom 26 are women and nine 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 83.9%. *Current utilization of women is four below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 11.3%. Among this job group at UNLV, ethnic and racial minorities comprise 29.0%. *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.*

### **AHS – Public Health Faculty (229)**

In 2009, the Public Health Job Group consisted of 14 employees, of whom five were women and four were ethnic and racial minorities. In 2010, this job group consisted of 15 employees, of whom four were women and four were ethnic and racial minorities. In 2011, this job group consisted of 16 employees, of whom five were women and five were ethnic and racial minorities. In 2012, this job group consisted of 14 employees, of whom five were women and six were ethnic and racial minorities. In 2013, the Public Health Faculty Job Group consists of 16 employees, of whom six are women and seven 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 37.5%. *Current utilization of women is four below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.2%. Among this job group at UNLV, ethnic and racial minorities comprise 43.8%. *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.*

## Hotel Administration (230)

In 2009, the Hotel Administration consisted of 55 employees, of whom 17 were women and nine were ethnic and racial minorities. In 2010, this job group consisted of 56 employees, of whom 18 were women and eight were ethnic and racial minorities. In 2011, this job group consisted of 52 employees, of whom 17 were women and eight were ethnic and racial minorities. In 2012, this job group consisted of 43 employees, of whom 13 were women and five were ethnic and racial minorities. In 2013, the Hotel Administration Faculty Job Group consists of 46 employees, of whom 15 are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.8%. Among this job group at UNLV, women comprise 32.6%. *Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.1%. Among this job group at UNLV, ethnic and racial minorities comprise 13.0%. *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.*

## Law Faculty (235)

In 2009, the Law Job Group consisted of 37 employees, of whom 21 were women and nine were ethnic and racial minorities. In 2010, this job group consisted of 39 employees, of whom 23 were women and eight were ethnic and racial minorities. In 2011, this job group consisted of 37 employees, of whom 24 were women and seven were ethnic and racial minorities. In 2012, this job group consisted of 41 employees, of whom 27 were women and eight were ethnic and racial minorities. In 2013, the Law Faculty Job Group consisted of 42 employees, of whom 28 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 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 15.6%. Among this job group at UNLV, ethnic and racial minorities comprise 19.0%. *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 – English & Literature Faculty (241)**

In 2009, the English & Literature Job Group consisted of 36 employees, of whom 16 were women and four were ethnic and racial minorities. In 2010, the job group consisted of 40 employees, of whom 19 were women and five were ethnic and racial minorities. In 2011, this job group consisted of 33 employees, of whom 15 were women and three were ethnic and racial minorities. In 2012, this job group consisted of 30 employees, of whom 14 were women and three were ethnic and racial minorities. In 2013, the English & Literature Faculty Job Group consisted of 31 employees, of whom 15 were women and three were 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 48.4%. *Current utilization of women is three below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.2%. Among this job group at UNLV, ethnic and racial minorities comprise 9.7%. *Current utilization of ethnic and racial minorities is two below market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Liberal Arts – Foreign Languages Faculty (242)**

In 2009, the Foreign Language Job Group consisted of 17 employees, of whom 12 were women and nine were ethnic and racial minorities. In 2010, this job group consisted of 17 employees, of whom 11 were women and 10 were ethnic and racial minorities. In 2011, this job group consisted of 15 employees, of whom 10 were women and eight were ethnic and racial minorities. In 2012, this job group consisted of 15 employees, of whom 10 were women and nine were ethnic and racial minorities. In 2013, the Foreign Language Job Group consisted of 16 employees, of whom 11 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 68.8%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 27.0%. Among this job group at UNLV, ethnic and racial minorities comprise 56.3%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Liberal Arts – History Faculty (243)**

In 2009, the History Job Group consisted of 25 employees, of whom nine were women and four were ethnic and racial minorities. In 2010, this job group consisted of 25 employees, of whom eight were women and five were ethnic and racial minorities. In 2011, this job group consisted of 26 employees, of whom eight were women and five were ethnic and racial minorities. In 2012, this job group consisted of 23 employees, of whom eight were women and five were ethnic and racial minorities. In 2013, the History Faculty Job Group consists of 23 employees, of whom nine are women and six 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 39.1%. *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 17.6%. Among this job group at UNLV, ethnic and racial minorities comprise 26.1%. *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 2009, the Philosophy Job Group consisted of 13 employees, of whom one was a woman and none were minority. In 2010, this job group consisted of 12 employees, of who neither was a woman or a minority. In 2011, this job group consisted of 10 employees, of who neither was a woman or a minority. In 2012, this job group consisted of 8 employees, of who neither was a woman or a minority. In 2013, the Philosophy Faculty Job Group consists of 9 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 no net chain in the utilization of ethnic and racial minorities in this job group compared to the previous year*

### **Liberal Arts – Political Science Faculty (245)**

In 2009, the Liberal Arts Job Group consisted of 15 employees, of whom four were women and two were ethnic and racial minorities. In 2010, this job group consisted of 15 employees, of whom five were women and three were ethnic and racial minorities. In 2011, this job group consisted of 16 employees, of whom five were women and three were ethnic and racial minorities. In 2012, this job group consisted of 14 employees, of whom four were women and three were ethnic and racial minorities. In 2013, the Political Science Job Group consists of 15 employees, of whom four are women and two 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 26.7%. *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 14.1%. Among this job group at UNLV, ethnic and racial minorities comprise 13.3%. *Current utilization of ethnic and racial minorities is one below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Liberal Arts – Sociology Faculty (246)**

In 2009, the Sociology Job Group consisted of 13 employees, of whom four were women and none were minority. In 2010, this job group consisted of 13 employees, of whom four were women and none were minority. In 2011, this job group consisted of 11 employees, of whom four were women and none were minority. In 2012, this job group consisted of 11 employees, of whom four were women and none were minority. In 2013, the Sociology Faculty Job Group consists of 14 employees, of whom five are women and one is minority.

- Within this job group, the availability of women in the labor market is 40.7%. Among this job group at UNLV, women comprise 35.7%. *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 7.1%. *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 – Psychology (247)**

In 2009, the Psychology Job Group consisted of 24 employees, of whom 10 were women and two were ethnic and racial minorities. In 2010, this job group consisted of 24 employees, of whom 11 were women and one was an ethnic or racial minority. In 2011, this job group consisted of 21 employees, of whom 10 were women and one was an ethnic or racial minority. In 2012, this job group consisted of 22 employees, of whom 10 were women and one was an ethnic or racial minority. In 2013, the Psychology Faculty Job Group consists of 23 employees, of whom 10 are women and none 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 43.5%. *Current utilization of women is one below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.8%. Among this job group at UNLV, ethnic and racial minorities comprise 0.0%. *Current utilization of ethnic and racial minorities is four below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Liberal Arts – Social Sciences (248)**

In 2009, the Social Sciences Job Group consisted of 22 employees, of whom 13 were women and seven were ethnic and racial minorities. In 2010, this job group consisted of 19 employees, of whom 12 were women and four were ethnic and racial minorities. In 2011, this job group consisted of 19 employees, of whom 11 were women and four were ethnic and racial minorities. In 2012, this job group consisted of 18 employees, of whom 10 were women and three were ethnic and racial minorities. In 2013, the Social Science Faculty Job Group consisted of 16 employees, of whom eight 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 50.0%. *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 18.9%. Among this job group at UNLV, ethnic and racial minorities comprise 18.8%. *Current utilization of ethnic and racial minorities is one 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 – Biological Sciences Faculty (251)

In 2009, the Biological Sciences Job Group consisted of 25 employees, of whom four were women and three were ethnic and racial minorities. In 2010, this job group consists of 25 employees, of whom five were women and three were ethnic and racial minorities. In 2011, this job group consisted of 25 employees, of whom six were women and three were ethnic and racial minorities. In 2012, this job group consisted of 23 employees, of whom five were women and three were ethnic and racial minorities. In 2013, the Biological Sciences Job Group consisted of 27 employees, of whom seven are women and five 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 25.9%. ***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 23.0%. Among this job group at UNLV, ethnic and racial minorities comprise 18.5%. ***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.***

### Sciences – Physical Sciences Faculty (252)

In 2009, the Physical Sciences Job Group consisted of 70 employees, of whom 13 were women and 16 were ethnic and racial minorities. In 2010, this job group consisted of 66 employees, of whom 13 were women and 15 were ethnic and racial minorities. In 2011, this job group consisted of 66 employees, of whom 13 were women and 16 were ethnic and racial minorities. In 2012, this job group consisted of 66 employees, of whom 13 were women and 18 were ethnic and racial minorities. In 2013, the Physical Sciences Faculty Job Group consists of 68 employees, of whom 13 are women and 20 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 19.1%. ***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 29.4%. ***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.***

### Sciences – Mathematics Faculty (253)

In 2009, the Mathematics Job Group consisted of 29 employees, of whom five were women and 15 were ethnic and racial minorities. In 2010, this job group consisted of 29 employees, of whom five were women and 15 were ethnic and racial minorities. In 2011, this job group consisted of 29 employees, of whom five were women and 16 were ethnic and racial minorities. In 2012, this job group consisted of 28 employees, of whom five were women and 16 were ethnic and racial minorities. In 2013, the Mathematics Job Group consists of 29 employees, of whom five were women and 16 were ethnic and racial minorities

- Within this job group, the availability of women in the labor market is 28.1%. Among this job group at UNLV, women comprise 17.2%. ***Current utilization of women is four below market availability – representing a 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 25.1%. Among this job group at UNLV, ethnic and racial minorities comprise 55.2%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

### Urban Affairs – Communications & Journalism Faculty (256)

In 2009, the Communications & Journalism Job Group consisted of 26 employees, of whom seven were women and two were ethnic and racial minorities. In 2010, this job group consisted of 27 employees, of whom nine were women and two were ethnic and racial minorities. In 2011, this job group consisted of 26 employees, of whom nine were women and two were ethnic and racial minorities. In 2012, this job group consisted of 20 employees, of whom eight were women and two were ethnic and racial minorities. In 2013, the Communications & Journalism Faculty Job Group consists of 24 employees, of whom 10 are women and two are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 45.0%. Among this job group at UNLV, women comprise 41.7%. ***Current utilization of women is one below market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.2%. Among this job group at UNLV, ethnic and racial minorities comprise 8.3%. ***Current utilization of ethnic and racial minorities is two below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

### **Urban Affairs – Counseling Faculty (257)**

In 2009, the Counseling group consisted of four employees, of whom one was a woman and none were minority. In 2010, this job group consisted of four employees, of whom two were women and one was a minority. In 2011, this job group consisted of four employees, of whom two were women and one was a minority. In 2012, this job group consisted of five employees, of whom three were women and two were ethnic and racial minorities. In 2013, the Counseling Faculty Job Group consists of six employees, of whom four 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 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 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 33.3%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Urban Affairs – Criminal Justice & Social Work (258)**

In 2009, the Criminal Justice & Social Work Job Group consisted of 24 employees, of whom 14 were women and seven were ethnic and racial minorities. In 2010, this job group consisted of 24 employees, of whom 14 were women and eight were ethnic and racial minorities. In 2011, this job group consisted of 24 employees, of whom 15 were women and eight were ethnic and racial minorities. In 2012, this job group consisted of 21 employees, of whom 12 were women and six were ethnic and racial minorities. In 2013, 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 2009, the Public Administration Job Group consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2010, this job group consisted of seven employees, of whom four are women and three are ethnic and racial minorities. In 2011, this 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 consisted of 13 employees, of whom nine were women and three were ethnic or racial minorities. In 2013, the Public Administration Job Group consists of 15 employees, of whom ten are women and four 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 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 20.7%. Among this job group at UNLV, ethnic and racial minorities comprise 26.7%. *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.*

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

In 2009, the Other Academic Program job group – *including faculty from the Graduate College, the Honors College, the Lincy Institute/Brookings Mountain West Institute, and the Harry Reid Center* - consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2010, this job group consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2011, this job group consisted of seven employees, of whom three were women and one was an ethnic or racial minority. In 2012, this job group consisted of eight employees, of whom four were women and two were ethnic or racial minorities. In 2013, the Other Academic Programs Job Group consists of 12 employees, of whom six are women and five 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 41.7%. *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.*



### **ADMINISTRATIVE (NON-ACADEMIC) FACULTY (H30)**

Reversing previous trends in this employee pool, the representation of women and racial/ethnic minorities both increased a small amount. The profile below uses 2009 as the basis year for comparison yields a five-year trend line.

It is notable that the representation of women exceeded 50% in every year of comparison. ***While the percentage representation of women has a minute decrease of 0.7%, this change is not material.*** However, the chart does show a continuing increasing trend ***to 13.6% in the percentage representation of ethnic and racial minorities*** among the administrative faculty over the past five years.

<b>Profile of Administrative Faculty, 2009 - 2013</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
2013	994	535	53.8%	323	32.5%
Percent Change	3.4%	2.7%	-0.7%	17.5%	13.6%

### **Academic Support Professionals (310)**

In 2009, the Academic Support Job Group consisted of 184 employees, of whom 116 were women and 63 were ethnic and racial minorities. In 2010, this job group consisted of 195 employees, of whom 127 were women and 68 were ethnic and racial minorities. In 2011, this job group consisted of 197 employees, of whom 130 were women and 72 were ethnic and racial minorities. In 2012, this job group consisted of 170 employees, of whom 113 were women and 62 were ethnic and racial minorities. In 2013, the Academic Support Job Group consists of 305 employees, of whom 200 are women and 121 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 71.1%. Among this job group at UNLV, women comprise 65.6%. ***Current utilization of women is 17 below market availability. – representing a net change of 16 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 26.2%. Among this job group at UNLV, ethnic and racial minorities comprise 39.7%. ***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.***

### **Administrative Professionals (320)**

In 2009, the Administrative Job Group consisted of 481 employees, of whom 298 were women and 135 were ethnic and racial minorities. In 2010, this group consisted of 451 employees, of whom 284 were women and 130 were ethnic and racial minorities. In 2011, this job group consisted of 408 employees, of whom 254 were women and 121 were ethnic and racial minorities. In 2012, this job group consisted of 399 employees, of whom 251 were women and 119 were ethnic and racial minorities. In 2013, the Administrative Job Group consists of 340 employees, of whom 204 are women and 100 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 50.7%. Among this job group at UNLV, women comprise 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 24.7%. Among this job group at UNLV, ethnic and racial minorities comprise 29.4%. *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.*

### **Athletics Professionals (330)**

In 2009, the Athletic Job Group consisted of 62 employees, of whom 16 were women and 15 were ethnic and racial minorities. In 2010, this job group consisted of 67 employees, of whom 20 were women and 16 were ethnic and racial minorities. In 2011, this job group consisted of 73 employees, of whom 18 were women and 14 were ethnic and racial minorities. In 2012, this job group consisted of 70 employees, of whom 17 were women and 17 were ethnic and racial minorities. In 2013, the Athletics Job Group consisted of 63 employees, of whom 20 are women and 16 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30.8%. Among this job group at UNLV, women comprise 31.7%. *Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 21.9%. Among this job group at UNLV, ethnic and racial minorities comprise 25.4%. *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.*

### **Information Technology Support Professionals (340)**

In 2009, the Information Technology Job Group consisted of 110 employees, of whom 32 were women and 27 were ethnic and racial minorities. In 2010, this job group consisted of 109 employees, of whom 29 were women and 29 were ethnic and racial minorities. In 2011, this job group consisted of 110 employees, of whom 30 were women and 31 were ethnic and racial minorities. In 2012, this job group consisted of 97 employees, of whom 29 were women and 28 were ethnic and racial minorities. In 2013, the Information Technology Job Group consists of 145 employees, of whom 36 are women and 45 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31.6%. Among this job group at UNLV, women comprise 24.8%. *Current utilization of women is 10 below market availability – representing a net loss of eight 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 31.0%. *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.*

### **Library Professionals (350)**

In 2009, the Library Job Group consisted of 41 employees, of whom 27 were women and six were ethnic and racial minorities. In 2010, this job group consisted of 45 employees, of whom 30 were women and six were ethnic and racial minorities. In 2011, this job group consisted of 43 employees, of whom 28 were women and six were ethnic and racial minorities. In 2012, this job group consisted of 45 employees, of whom 30 were women and six were ethnic and racial minorities. In 2013, the Library Professionals job group consists of 41 employees, of whom 26 are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 87.7%. Among this job group at UNLV, women comprise 63.4%. *Current utilization of women is 10 below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 23.1%. Among this job group at UNLV, ethnic and racial minorities comprise 14.6%. *Current utilization of ethnic and racial minorities is four below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

## Science & Health Professionals (360)

In 2009, the Science and Health Job Group consisted of 83 employees, of whom 32 were women and 29 were ethnic and racial minorities. In 2010, this job group consisted of 96 employees, of whom 36 were women and 33 were ethnic and racial minorities. In 2011, this job group consisted of 105 employees, of whom 39 were women and 31 were ethnic and racial minorities. In 2012, this job group consisted of 89 employees, of whom 31 were women and 30 were ethnic and racial minorities. In 2013, the Science & Health Job Group consists of 100 employees, of whom 49 are women and 35 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30.9%. Among this job group at UNLV, women comprise 49.0%. ***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 19.6%. Among this job group at UNLV, ethnic and racial minorities comprise 35.0%. ***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.***

2013 Program Note: The EEO/AA program utilizes the November 1, 2012 IPEDS data set as the source data of our annual program. Meeting federal requirement, UNLV reclassified all executive, administrative, and classified staff positions into Standard Occupational Categories. These reclassifications may have caused some job groups to have a statistical, but non-substantive effect, on apparent utilization rates.

**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, given the downturn in employment totals overall, some loss in the representation of women is understandably moderate. The representation of ethnic and racial minorities among classified staff increased moderately.

After several years of decline, the data show *no statistical change (0.0%) in the percentage representation of women in comparison to five years ago. However, there continues to be a moderate, 9.6%, increase in the percentage representation of ethnic and racial minorities* among classified staff over the past five years.

Profile of Classified Staff, 2009 - 2013					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
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%
2013	932	539	57.8%	435	46.7%
Percent Change	-23.7%	-23.7%	0.0%	-16.3%	9.6%

**TECHNICAL/PARAPROFESSIONAL (H40)**

**Technical/Paraprofessional (400)**

In 2009, the Technical/Paraprofessional Job Group consisted of 249 employees, of whom 146 were women and 117 were ethnic and racial minorities. In 2010, this job group consisted of 229 employees, of whom 124 were women and 109 were ethnic and racial minorities. In 2011, this job group consisted of 207 employees, of whom 114 were women and 104 were ethnic and racial minorities. In 2012, this job group consisted of 226 employees, of whom 124 were women and 105 were ethnic and racial minorities. In 2013, the Technical/Paraprofessional Job Group consists of 188 employees, of whom 124 are women and 95 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 64.6%. Among this job group at UNLV, women comprise 66.0%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*

- Within this job group, the availability of ethnic and racial minorities in the labor market is 27.8%. Among this job group at UNLV, ethnic and racial minorities comprise 50.5%. ***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 2009, the Office, Senior Level job group group consisted of 389 employees, of whom 341 were women and 135 were ethnic and racial minorities. In 2010, this job group consisted of 371 employees, of whom 326 were women and 142 were ethnic and racial minorities. In 2011, this job group consisted of 302 employees, of whom 262 were women and 116 were ethnic and racial minorities. In 2012, this job group consisted of 290 employees, of whom 251 were women and 114 were ethnic and racial minorities. In 2013, the Office, Senior Level Job Group consists of 280 employees, of whom 252 are women and 106 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 70.7%. Among this job group at UNLV, women comprise 90.0%. ***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 26.5%. Among this job group at UNLV, ethnic and racial minorities comprise 37.9%. ***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 2009, the Office, Support Level job group group consisted of 147 employees, of whom 126 were women and 76 were ethnic and racial minorities. In 2010, this job group consisted of 141 employees, of whom 120 were women and 78 were ethnic and racial minorities. In 2011, this job group consisted of 127 employees, of whom 109 were women and 69 were ethnic and racial minorities. In 2012, this job group consisted of 111 employees, of whom 97 were women and 61 were ethnic and racial minorities. In 2013, the Office, Support Level Job Group consists of 118 employees, of whom 93 are women and 66 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 83.6%. Among this job group at UNLV, women comprise 78.8%. ***Current utilization of women is six below market availability – representing a net loss of five 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 23.6%. Among this job group at UNLV, ethnic and racial minorities comprise 55.9%. *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.*

## **SKILLED CRAFTS (H60)**

### **Skilled Crafts (600)**

In 2009, the Skilled Craft Job Group consisted of 67 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2010, this job group consisted of 63 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2011, this job group consisted of 59 employees, of whom one was a woman and 18 were ethnic and racial minorities. In 2012, this job group consisted of 59 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2013, the Skilled Crafts Job Group consists of 60 employees, of whom none are women and 18 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 1.9%. Among this job group at UNLV, women comprise 0.0%. *Current utilization of women is two below with market availability – representing a net loss of two in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 29.6%. Among this job group at UNLV, ethnic and racial minorities comprise 30.0%. *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.*

## **SERVICE AND MAINTENANCE (H70)**

### **Maintenance Workers (700)**

2009, the Maintenance Job Group consisted of 96 employees, of whom 12 were women and 31 were ethnic and racial minorities. In 2010, this job group consisted of 98 employees, of whom 9 were women and 31 were ethnic and racial minorities. In 2011, this job group consisted of 99 employees, of whom 10 were women and 37 were ethnic and racial minorities. In 2012, this job group consisted of 79 employees, of whom nine were women and 28 were ethnic and racial minorities. In 2013, the Maintenance job group consists of 48 employees, of whom one is a woman and 19 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 6.9%. Among this job group at UNLV, women comprise 2.1%. ***Current utilization is of women is three below market availability – representing a net loss of three in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 29.9%. Among this job group at UNLV, ethnic and racial minorities comprise 39.6%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

### **Public Safety Workers (710)**

In 2009, the Public Safety Job Group consisted of 51 employees, of whom 11 were women and 21 were ethnic and racial minorities. In 2010, this job group consisted of 40 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2011, this job group consisted of 42 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2012, this job group consisted of 42 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2013, the Public Safety Job Group consists of 42 employees, of whom 10 are women and 20 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.2%. Among this job group at UNLV, women comprise 23.8%. ***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 24.0%. 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 2009, the Custodial/Grounds Job Group consisted of 222 employees, of whom 69 were women and 123 were ethnic and racial minorities. In 2010, this job group consisted of 221 employees, of whom 69 were women and 121 were ethnic and racial minorities. In 2011, this job group consisted of 194 employees, of whom 64 were women and 108 were ethnic and racial minorities. In 2012, this job group consisted of 200 employees, of whom 61 were women and 108 were ethnic and racial minorities. In 2013, the Custodial/Grounds Job Group consists of 196 employees, of whom 59 are women and 111 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 27.1%. Among this job group at UNLV, women comprise 30.1%. *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 54.1%. Among this job group at UNLV, ethnic and racial minorities comprise 56.1%. *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.*