



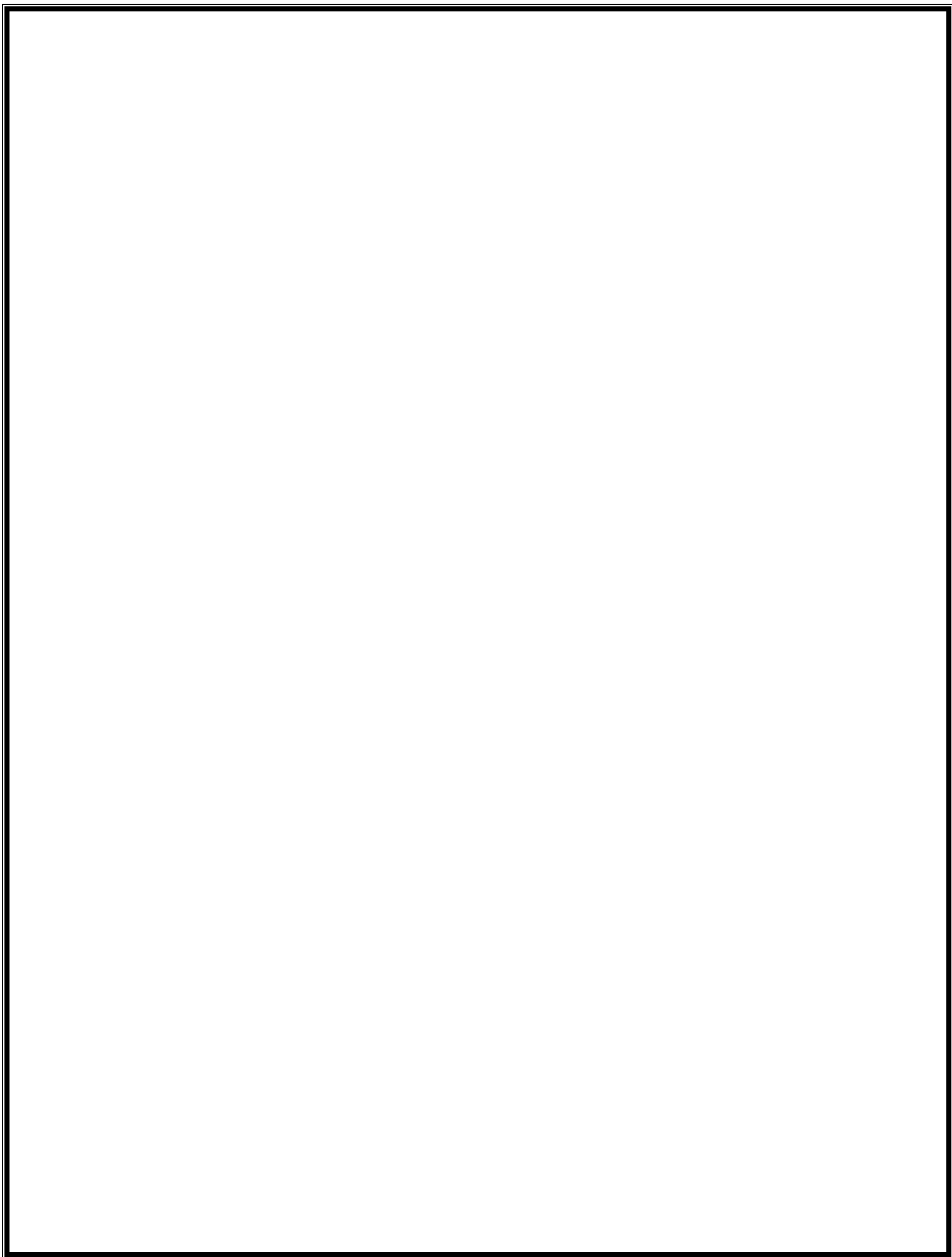
**UNIVERSITY OF NEVADA, LAS VEGAS**

**EQUAL EMPLOYMENT  
OPPORTUNITY  
AND  
AFFIRMATIVE ACTION  
(EEO/AA) PROGRAM  
2017**

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*UNLV is an Equal Opportunity / Affirmative Action Employer Committed to Achieving Excellence through Diversity*





**UNIVERSITY OF NEVADA, LAS VEGAS  
2017 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 (UNLV) 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 2017 EEO/AA Program uses Program Year 2013 as its base year of comparison – providing a rolling five-year basis for comparison.

***Organizational Profile by Occupational Categories***

UNLV continues to see small gains in our total employee count as our campus begins to rebuild from several previous years of lower employment counts during the great recession. So the **total employee count increase of 15.8% compared to 2013** is not surprising.

A substantial increase occurred in the representation of women in the Executive category as seen below as well as small increases in the other employee groups, however, there continue to be moderate increases of ethnic and racial minority percentage of representation in every employee group except for the Executive category which saw a moderate decrease from 2013.

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.

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.

<b>Representation of Women by Occupational Category, 2013 - 2017</b>						
Category	2013	2014	2015	2016	2017	Pct Change
Executives	34.4%	33.3%	33.8%	40.8%	46.6%	35.5%
Academic Faculty	36.5%	38.2%	39.5%	39.6%	39.3%	7.7%
Administrative Faculty	53.8%	55.0%	56.2%	55.5%	55.9%	3.9%
Classified Staff	57.8%	57.3%	57.2%	57.8%	58.4%	1.0%
Total Employees	49.5%	50.1%	50.7%	51.0%	51.4%	3.8%

<b>Representation of Ethnic / Racial Groups by Occupational Category, 2013 - 2017</b>						
Category	2013	2014	2015	2016	2017	Pct Increase
Executives	24.6%	22.2%	22.5%	22.5%	21.9%	-11.0%
Academic Faculty	25.6%	25.8%	26.5%	27.2%	28.0%	9.4%
Administrative Faculty	32.5%	34.1%	34.7%	35.8%	35.9%	10.5%
Classified Staff	46.7%	47.6%	48.3%	50.2%	52.9%	13.3%
Total Employees	34.9%	35.4%	35.9%	37.1%	38.2%	9.5%

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

The University’s overall workforce decreased to its lowest point in 2012, however, the representation of women and ethnic and racial minorities maintained pace within the confines of a contracting employee population and has steadily risen in the years since.

As illustrated in the chart below, the trend represents a small **3.8% increase in the percentage representation of women** and a moderate **9.5% increase in the percentage representation of ethnic and racial minorities** over the past five years.

<b>Profile of All Employees, 2013 - 2017</b>					
EEO/AA Program Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	2,847	1,409	49.5%	993	34.9%
2014	2,925	1,465	50.1%	1,036	35.4%
2015	3,003	1,524	50.7%	1,079	35.9%
2016	3,136	1,598	51.0%	1,163	37.1%
2017	3,306	1,700	51.4%	1,264	38.2%
Percent Change	16.1%	20.6%	3.8%	27.3%	9.5%

***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 2013, yielding a five-year trend line.

The representation of women among executive officers shows ***an extraordinary 61.9% increase*** this program year as compared to 2013. Also, as illustrated in the chart below, there was a slight downturn in the percentage of ethnic and racial minorities among executive officers this year as well as over the 5 year period as a whole.

<b>Profile of Executives, 2013 - 2017</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	61	21	34.4%	15	24.6%
2014	63	21	33.3%	14	22.2%
2015	65	22	33.8%	15	23.1%
2016	71	29	40.8%	16	22.5%
2017	73	34	46.6%	16	21.9%
Percent Change	19.7%	61.9%	35.5%	6.7%	-11.0%

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

The representation of women and minorities among the professorate has increased moderately over the past five years in total representation. As illustrated in the chart below, the trend represents a ***moderate 7.7% increase in the percentage representation of women*** and a ***9.4% 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, 2013 - 2017</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	860	314	36.5%	220	25.6%
2014	902	345	38.2%	233	25.8%
2015	946	374	39.5%	251	26.5%
2016	964	382	39.6%	262	27.2%
2017	1003	394	39.3%	281	28.0%
Percent Change	16.6%	25.5%	7.7%	27.7%	9.4%

***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 remained above 50% since the base year of comparison. There has been a small ***increase of 3.9% in the percentage representation of women since 2013. As the chart shows, there continue to be moderate gains, an increase of 10.5% in the percentage representation of ethnic and racial minorities*** among administrative faculty over the past five years.

<b>Profile of Administrative Faculty, 2013 - 2017</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	994	535	53.8%	323	32.5%
2014	1065	586	55.0%	363	34.1%
2015	1093	614	56.2%	379	34.7%
2016	1172	650	55.5%	419	35.8%
2017	1256	702	55.9%	451	35.9%
Percent Change	26.4%	31.2%	3.9%	39.6%	10.5%

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

Our classified staff employee counts has fluctuated over the last 5 years and sees a ***small increase of 4.7%*** since 2013.

Among classified staff, women continue to comprise substantially more than 50% since the base year for comparison, therefore ***a small increase of 5.8% in the number of female employees*** is not surprising. Dissimilarly, the representation of ethnic and racial minorities among classified staff ***has increased a significant 18.6%*** in the five year period of the total employee count.

As illustrated in the chart below, the trend represents a small ***1.0% increase in the percentage representation of women and a moderate 13.3% increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years.

Profile of Classified Staff, 2013 - 2017					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	932	539	57.8%	435	46.7%
2014	895	513	57.3%	426	45.0%
2015	899	514	57.2%	434	50.2%
2016	929	537	57.8%	466	50.2%
2017	976	570	58.4%	516	52.9%
Percent Change	4.7%	5.8%	1.0%	18.6%	13.3%

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2013 – 2017, 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 2017, among 110 organizational units in which there is a statistical expectation for women to be represented, women are represented in every department on campus.
- In 2017, among 110 organizational units in which there is a statistical expectation for ethnic and racial minorities to be represented, ethnic and racial minorities are represented in every department on campus – with the exceptions of **the Dean’s Office of the Lee College of Business, the Accounting Department in the Lee College of Business, the International Gaming Institute and the Office of Economic Development.**

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.

[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. In 2016 the addition of UNLV's School of Medicine Academic Faculty (Job Group 260) has given us 47 total job groups.

## **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 Dental Medicine
- 227 AHS - Health Physics & Diagnostics, which includes Kinesiology, Nutrition, and Physical Therapy
- 228 Nursing
- 229 AHS – Community Health(Public Health) Sciences, which includes Health Care Admin, and Envir&Occ 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
- 260 Medicine
- 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 2013 EEO/AA Program as the base year for comparison, the 2017 EEO/AA Program continues to provide a complete five-year trend lines using the restructured job groups.

[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, 2013 – 2017, 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, athletics, academic support and tenure track academic faculty, the University recruits nationally – *so the reasonable recruitment area is based on the national labor market*. For administrative non-teaching faculty, technical/paraprofessional, and classified vacancies, the University recruits locally – *so the reasonable recruitment area is an area including Clark/Nye County, NV (99%) and Mojave, AZ (01%) county markets*.

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 every 10 years by the U.S. Census Bureau, by detailed census occupation code.

- 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 297 in 2012.]
- The Administrative, Non-teaching, 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 2010, 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, owner of AutoAAP, published 2010 census data in 2014.

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.

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2013 – 2017, 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 2016 to 2017, 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, 2013 – 2017, 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	17	4	4	4	3	32
Ethnic/Racial Minorities	23	5	2	1	1	32

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 **15** areas, the under-utilization is fairly moderate in 12 of these disciplines – ranging from one to three persons. This leaves **three academic disciplines in which women are under-utilized by four or more persons** – representing areas in which focused recruitment efforts should occur to increase the representation of women.
- Ethnic and racial minorities are represented below availability in **nine** areas; the under-utilization is fairly moderate in **eight** of these disciplines, ranging from one to three persons. This table shows that there is **one academic discipline in which ethnic and racial minorities are under-utilized by four or more persons**, representing an area in which focused recruitment efforts should occur to increase the representation of ethnic and racial minorities.

### ***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 Goal for Women Minorities for Calendar Year 2017					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
100	VPs & Deans	34.7%	251	Biological Sciences	29.0%
110	AVPs & Exec Directors	47.1%	252	Physical Sciences	17.0%
206	Business	32.0%	253	Mathematics	28.0%
207	Economics	18.0%	256	Comm & Journalism	43.0%
208	Accounting & Finance	32.0%	257	Counseling	42.0%
211	Teacher Ed	65.0%	258	Criminal Jus & Social Work	42.0%
212	Other Ed	58.0%	259	Public Administration	42.0%
216	Engineering	8.0%	260	Medicine	29.0%
217	Computer Science	31.0%	290	Other Academic	42.0%
221	Fine Arts	38.0%	310	Academic Support Prof	65.3%
222	Architecture Faculty	28.0%	320	Admin Prof	53.3%
226	Dental Medicine	29.0%	330	Athletics Prof	43.4%
227	Health Phys & Diag	53.0%	340	Info Tech	28.5%
228	Nursing	96.0%	350	Library Prof	82.1%
229	Public Health	53.0%	360	Sciences & Health Prof	46.0%
230	Hotel	28.0%	400	Off Senior	91.1%
235	Law	32.0%	410	Off Supt	81.4%
241	English & Literature	57.0%	500	Technical or Paraprof.	73.2%
242	Foreign Languages	50.0%	600	Skilled Crafts	2.8%
243	History	30.0%	700	Maintenance	15.0%
244	Philosophy	17.0%	710	Safety	27.6%
245	Political Science	17.0%	720	Custodial/Grounds	29.2%
246	Sociology	38.0%			
247	Psychology	47.0%			
248	Social Sciences	42.0%			



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

Percentage Placement Goal for Ethnic/Racial Minorities for Calendar Year 2016					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
100	VPs & Deans	25.0%	248	Social Sciences	18.8%
110	AVPs & Exec Directors	24.1%	251	Biological Sciences	22.7%
206	Business	20.5%	252	Physical Sciences	17.7%
207	Economics	15.5%	253	Mathematics	24.8%
208	Accounting & Finance	20.5%	256	Comm & Journalism	10.6%
211	Teacher Ed	12.5%	257	Counseling	24.4%
212	Other Ed	18.3%	258	Criminal Jus & Social Work	24.4%
216	Engineering	27.7%	259	Public Administration	24.4%
217	Computer Science	23.5%	260	Medicine	25.2%
221	Fine Arts	13.4%	290	Other Academic	24.4%
222	Architecture Faculty	14.5%	310	Academic Support Prof	28.1%
226	Dental Medicine	25.2%	320	Admin Prof	33.7%
227	Health Phys & Diag	20.3%	330	Athletics Prof	23.0%
228	Nursing	11.3%	340	Info Tech	29.7%
229	Public Health	20.3%	350	Library Prof	16.7%
230	Hotel	14.5%	360	Sciences & Health Prof	29.2%
235	Law	8.5%	400	Off Senior	34.0%
241	English & Literature	15.2%	410	Off Supt	40.1%
242	Foreign Languages	25.5%	500	Technical Paraprof.	41.3%
243	History	17.6%	600	Skilled Crafts	46.3%
244	Philosophy	7.3%	700	Maintenance	45.6%
245	Political Science	10.9%	710	Safety	31.0%
246	Sociology	14.9%	720	Custodial/Grounds	71.3%
247	Psychology	15.1%			

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.

### ***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 2017 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 2013, Hispanics were under-represented in 17 of 46 job groups totaling 57 employees.
- In 2014, Hispanics were under-represented in 19 of 46 job groups totaling 131 employees.
- In 2015, Hispanics were under-represented in 23 of 46 job groups totaling 140 employees.
- In 2016, Hispanics were under-represented in 21 of 47 job groups totaling 131 employees
- In 2017, Hispanics are under-represented in 17 of 47 job groups totaling 94 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	257	Counseling	-1
208	Accounting & Finance	-1	320	Admin Professionals	-22
212	Other Education	-1	330	Athletics	-1
217	Computer Science	-1	600	Skilled Crafts	-7
227	Health Physics and Diagnostics	-1	700	Service Maintenance	-5
230	Hotel	-2	720	Custodial Grounds	-45
244	Philosophy	-1			
246	Sociology	-1			
247	Psychology	-2			
252	Physical Sciences	-1			
256	Communication and Journalism	-1			
	Total Job Groups	17		Total Employees	-94

***Representation of African Americans***

- In 2013, African Americans were under-represented in 25 of 46 job groups, totaling 37 employees.
- In 2014, African Americans were under-represented in 22 of 46 job groups, totaling 47 employees.
- In 2015, African Americans were under-represented in 27 of 46 job groups, totaling 55 employees.
- In 2016, African Americans are under-represented in 28 of 47 job groups, totaling 60 employees.
- In 2017, African Americans are under-represented in 29 of 47 job groups, totaling 58 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
100	VPs & Deans	-3	248	Social Sciences	-2
206	Business	-2	251	Biological Science	-1
208	Accounting & Finance	-2	252	Physical Sciences	-3
212	Other Education	-1	253	Mathematical Sciences	-1
216	Engineering	-1	256	Comm & Journalism	-2
217	Computer Science	-2	257	Counseling	-1
221	Fine Arts	-1	258	Criminal Justice and Social Work	-1
222	Architecture	-1	259	Public Administration	-1
228	Nursing	-2	260	Medicine	-1
230	Hotel	-2	320	Administrative Professionals	-3
241	English & Literature	-3	340	Information Technology	-5
242	Foreign Languages	-1	350	Library Professionals	-2
243	History	-1	360	Scientific & Health	-6
244	Philosophy	-1			
246	Sociology	-3			
247	Psychology	-3			
	Total Job Groups	29		Total Employees	-58

***Representation of Asians***

- In 2013, Asians were under-represented in 11 of 46 job groups, totaling 16 employees.
- In 2014, Asians were under-represented in 14 of 46 job groups, totaling 18 employees.
- In 2015, Asians were under-represented in 15 of 46 job groups, totaling 22 employees.
- In 2016, Asians were under-represented in 12 of 47 job groups, totaling 22 employees.
- In 2017, Asians are under-represented in 12 of 47 job groups, totaling 19 employees as listed below with the number of persons below presumptive labor market availability.

Job Groups in which Asians are Under-Represented					
in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
110	AVPs and Executive Directors	-1	244	Philosophy	-1
222	Architecture	-1	251	Biological Science	-1
226	Dental Medicine	-5	257	Counseling	-1
235	Law	-1	260	Medicine	-1
241	English and Literature	-1	600	Skilled Crafts	-1
243	History	-3	700	Service Maintenance	-2
	Total Job Groups	12		Total Employees	-19

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

- In 2012, Native Americans/Alaskan Natives were under-represented in 32 of 46 job groups, totaling 40 employees.
- In 2013, Native Americans/Alaskan Natives were under-represented in 34 of 46 job groups, totaling 67 employees.
- In 2014, Native Americans/Alaskan Natives were under-represented in 22 of 46 job groups, totaling 23 employees.
- In 2015, Native Americans/Alaskan Natives were under-represented in 21 of 46 job groups, totaling 23 employees.
- In 2016, Native Americans/Alaskan Natives are under-represented in 27 of 47 job groups, totaling 30 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
100	VPs & Deans	-1	257	Counseling	-1
110	AVPs & Exec Directors	-1	258	Criminal Justice and Social Work	-1
208	Accounting	-1	259	Public Administration	-1
212	Other Education	-1	260	Medicine	-1
217	Computer Science	-1	290	Other Academic Programs	-1
221	Fine Arts	-2	310	Academic Support Professionals	-2
222	Architecture	-1	330	Athletics Prof	-1
226	Dental Medicine	-1	340	Information Technology	-1
228	Nursing	-1	350	Library Prof	-1
230	Hotel	-1	360	Scientific and Health Professional	-1
248	Social Science	-1	410	Office and Admin Support Level	-1
251	Biological Science	-1	500	Technical or Paraprofessional	-2
253	Math	-1	600	Skilled Crafts	-1
			710	Public Safety	-1
	Total Job Groups	27		Total Employees	-30

## 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 2013 through 2017. Chart 2 shows detailed workforce and availability percentages for all employees by ethnic and racial categories for 2017.

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 2016 compared to Program Year 2017 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 | 2016 | Left-most column for each group                 |
| ▪ Work Force Percentage   | 2016 | 2 <sup>nd</sup> from left column for each group |
| ▪ Availability Percentage | 2017 | 3 <sup>rd</sup> from left column for each group |
| ▪ Work Force Percentage   | 2017 | 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 2016 and 2017 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 & 3 profile the representation of women and ethnic and racial minorities, respectively, among Total Employees. [See Enclosure 1 for Graphs 1 – 3.]

### **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.

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 Chief Diversity Officer 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 Chief Diversity Officer 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 Director of Compliance, 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 Chief Diversity Officer, 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 a cabinet officer, the Chief Diversity Officer has immediate access to 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 Chief Diversity Officer advises senior officers on program effectiveness and recommends program improvements for their respective areas of responsibility.

## **OBLIGATIONS REGARDING SPECIAL DISABLED VETERANS, VIETNAM ERA VETERANS AND INDIVIDUALS WITH DISABILITIES**

In accordance with the provisions of 41 CFR 60-250 and 41 CFR 60-741, the University of Nevada, Las Vegas affirms that the obligations and commitments reflected in the University's EEO/AA Program shall be inclusive of and expressly apply to Special Disabled Veterans, Veterans of the Vietnam Era, and Individuals with Disabilities.

The University of Nevada, Las Vegas will not discriminate because of an individual's status as a special disabled veteran, veteran of the Vietnam era, or individual with a disability and will take affirmative action to employ and advance in employment qualified special disabled veterans, veterans of the Vietnam era, and individuals with disabilities at all levels of employment, including the executive level.

With respect to physical and mental qualifications for employment, the University of Nevada, Las Vegas expressly affirms that:

- The University will establish and adhere to a schedule for the periodic review of all physical and mental job qualifications to ensure job-relatedness for the position;
- Special disabled veterans and individuals with disabilities shall be afforded an opportunity to complete for vacant positions for which they are qualified either with or without accommodation (without disclosing in advance of selection if accommodations would be required for successful job performance);
- Once selected for a position, special disabled veterans and individuals with disabilities may request specific accommodation that would enable their successful job performance;
- The University shall provide all reasonable accommodations requested by special disabled veterans and individuals with disabilities to enable their successful job performance, without prejudice to the special disabled veteran or individual with a disability of any kind whatsoever.

All terms and conditions of employment – including selection, promotion, compensation, benefits, training & professional development, opportunity for career progressions, and participation in all university activities – for special disabled veterans, veterans of the Vietnam era, and individuals with disabilities shall be identical in scope and nature to the terms and conditions of employment for all other employees.

## **Conclusion**

The University of Nevada, Las Vegas reaffirms its commitment to equality of educational and employment opportunity in its relationships with all members of the university community and its commitment to the elimination of any documented historical and continuing under-utilization of women and ethnic and racial minorities among the student body or employee complement. The University of Nevada, Las Vegas is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.

Prepared for UNLV  
by the Office of Human Resources  
April 1, 2017

## ENCLOSURES & APPENDICES

### Enclosure 1

Chart 1: Work Force & Availability Comparison, 2013 – 2017, Total Employees

Chart 2: Comparison Incumbency to Availability, Total Employees

Graph 1: Utilization of Women – Availability v. Work Force Percentages, 2017 vs 2016, Total Employees

Graph 2: Utilization of Ethnic/Racial minorities – Availability v. Work Force Percentages, 2017 vs 2016, Total Employees

### Enclosure 2

Utilization Observations by Job Group

### 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 Anthony Guinan, HR Senior Generalist at 895-1655 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 Barrett Morris, Director of Compliance, at 702-895-4055 or [barrett.morris@unlv.edu](mailto:barrett.morris@unlv.edu) who serves as the University's Institutional EEO/AA Officer.*

**EEO/AA Program 2017 - University of Nevada, Las Vegas  
Workforce Availability Comparison - 2013 through 2017 - Total Employees**

JG#	Job Group		2013 Workforce & Availability Data (4)(6)				Mkt	2014 Workforce & Availability Data (5)(7)				Mkt	2015 Workforce & Availability Data (5)(8)				Mkt	2016 Workforce & Availability Data (5)(8)				Mkt	2017 Workforce & Availability Data (5)(8)				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 %	Nbr		Wkf %	Avl %			
<b>H10</b>	<b>EEO Total</b>	<b>Women Minorities Total</b>	<b>21 15 61</b>	<b>34.4% 24.6% 36.2%</b>	<b>48.1% 36.2% 42.6%</b>		<b>21 14 63</b>	<b>33.3% 22.2% 40.5%</b>	<b>32.0% 40.5% 46.9%</b>		<b>22 15 65</b>	<b>33.8% 23.1% 24.4%</b>	<b>39.7% 24.4% 32.0%</b>		<b>29 16 71</b>	<b>40.8% 22.5% 24.4%</b>	<b>42.0% 24.4% 32.0%</b>		<b>34 16 73</b>	<b>46.6% 21.9% 24.3%</b>	<b>42.7% 24.3% 32.0%</b>						
100	Vice Presidents & Deans	Women Minorities Total	8 6 24	33.3% 25.0% 26.5%	37.5% 26.5% 42.6%	-1 - -	8 5 25	32.0% 20.0% 29.1%	32.5% 29.1% 46.9%	-1	9 5 25	36.0% 20.0% 25.1%	34.2% 25.1% 32.0%	- -2 -	12 5 27	44.4% 18.5% 25.0%	34.7% 25.0% 32.0%	- -2 -	12 4 26	46.2% 15.4% 25.0%	34.7% 25.0% 32.0%	- -3 -					
110	AVPs & Exec Directors	Women Minorities Total	13 9 37	35.1% 24.3% 36.2%	54.7% 42.6% 42.6%	-8 -7 -	13 9 38	34.2% 23.7% 40.5%	31.7% 46.9% 46.9%	-8	13 10 40	32.5% 25.0% 24.0%	43.5% 24.0% 32.0%	-5 - -	17 11 44	38.6% 25.0% 24.1%	47.1% 24.1% 32.0%	-4 - -	22 12 47	46.8% 25.5% 24.1%	47.1% 24.1% 32.0%	-1 - -					
<b>H20</b>	<b>EEO Total</b>	<b>Women Minorities Total</b>	<b>314 220 860</b>	<b>36.5% 25.6% 20.3%</b>	<b>46.2% 20.3% 36.2%</b>		<b>345 233 902</b>	<b>38.2% 25.8% 19.1%</b>	<b>45.6% 19.1% 32.0%</b>		<b>374 251 946</b>	<b>39.5% 26.5% 18.9%</b>	<b>45.7% 18.9% 32.0%</b>		<b>382 262 964</b>	<b>39.6% 27.2% 19.9%</b>	<b>45.4% 19.9% 32.0%</b>		<b>394 281 1001</b>	<b>39.4% 28.1% 19.9%</b>	<b>45.3% 19.9% 32.0%</b>						
206	Business - Business	Women Minorities Total	5 12 35	14.3% 34.3% 20.6%	31.5% 20.6% 26.5%	-7 - -	6 13 35	17.1% 37.1% 19.0%	32.0% 19.0% 46.9%	-6 - -	6 11 33	18.2% 33.3% 19.0%	32.0% 19.0% 32.0%	-5 - -	6 10 32	18.8% 31.3% 20.5%	32.0% 20.5% 32.0%	-5 - -	8 10 34	23.5% 29.4% 20.5%	32.0% 20.5% 32.0%	-3 - -					
207	Business -Economics	Women Minorities Total	2 6 15	13.3% 40.0% 19.6%	21.0% 19.6% 26.5%	-2 - -	2 6 16	12.5% 37.5% 15.5%	18.0% 15.5% 32.0%	-1 - -	2 7 17	11.8% 41.2% 15.5%	18.0% 15.5% 32.0%	-2 - -	2 7 18	11.1% 38.9% 15.5%	18.0% 15.5% 32.0%	-2 - -	2 5 17	11.8% 29.4% 15.5%	18.0% 15.5% 32.0%	-2 - -					
208	Business - Acct & Finance	Women Minorities Total	4 6 22	18.2% 27.3% 20.6%	31.5% 20.6% 26.5%	-3 - -	5 6 23	21.7% 26.1% 19.0%	32.0% 19.0% 46.9%	-3 - -	5 6 28	17.9% 21.4% 19.0%	32.0% 19.0% 32.0%	-4 - -	5 6 27	18.5% 22.2% 20.5%	32.0% 20.5% 32.0%	-4 - -	6 6 27	22.2% 22.2% 20.5%	32.0% 20.5% 32.0%	-2 - -					
211	Education -Teacher Education	Women Minorities Total	24 10 52	46.2% 19.2% 14.6%	65.5% 14.6% 26.5%	-11 - -	26 11 52	50.0% 21.2% 8.4%	65.0% 8.4% 32.0%	-8 - -	29 15 56	51.8% 26.8% 8.4%	65.0% 8.4% 32.0%	-8 - -	28 13 51	54.9% 25.5% 12.5%	65.0% 12.5% 32.0%	-6 - -	33 18 60	55.0% 30.0% 12.5%	65.0% 12.5% 32.0%	-6 - -					
212	Education - Other Education	Women Minorities Total	12 5 19	63.2% 26.3% 22.2%	58.1% 22.2% 26.5%	- - -	13 5 21	61.9% 23.8% 18.3%	58.0% 18.3% 32.0%	- - -	13 5 20	65.0% 25.0% 18.3%	58.0% 18.3% 32.0%	- - -	12 5 21	57.1% 23.8% 18.3%	58.0% 18.3% 32.0%	-1 - -	13 4 22	59.1% 18.2% 18.3%	58.0% 18.3% 32.0%	- - -					
216	Engineering - Engineering	Women Minorities Total	2 15 36	5.6% 41.7% 29.1%	8.5% 29.1% 26.5%	-2 - -	3 15 37	8.1% 40.5% 27.7%	8.0% 27.7% 46.9%	- - -	3 18 39	7.7% 46.2% 27.7%	8.0% 27.7% 32.0%	-1 - -	4 17 37	10.8% 45.9% 27.7%	8.0% 27.7% 32.0%	- - -	4 18 39	10.3% 46.2% 27.7%	8.0% 27.7% 32.0%	- - -					
217	Engineering - Computer Science	Women Minorities Total	4 16 28	14.3% 57.1% 24.0%	30.6% 24.0% 26.5%	-5 - -	4 16 30	13.3% 53.3% 23.5%	31.0% 23.5% 32.0%	-6 - -	5 17 32	15.6% 53.1% 23.5%	31.0% 23.5% 32.0%	-5 - -	6 19 35	17.1% 54.3% 23.5%	31.0% 23.5% 32.0%	-5 - -	6 19 36	16.7% 52.8% 23.5%	31.0% 23.5% 32.0%	-6 - -					
221	Fine Arts - Fine Arts	Women Minorities Total	24 14 71	33.8% 19.7% 13.6%	38.1% 13.6% 26.5%	-4 - -	22 15 72	30.6% 20.8% 12.2%	38.0% 12.2% 32.0%	-6 - -	26 16 78	33.3% 20.5% 12.2%	38.0% 12.2% 32.0%	-4 - -	28 17 78	35.9% 21.8% 13.4%	38.0% 13.4% 32.0%	-2 - -	32 17 84	38.1% 20.2% 13.4%	38.0% 13.4% 32.0%	- - -					
222	Architecture Faculty	Women Minorities Total	3 4 14	21.4% 28.6% 15.1%	28.8% 15.1% 26.5%	-2 - -	3 4 16	18.8% 25.0% 14.5%	28.0% 14.5% 32.0%	-2 - -	3 4 16	18.8% 25.0% 14.5%	28.0% 14.5% 32.0%	-2 - -	3 4 16	18.8% 26.7% 14.5%	28.8% 14.5% 32.0%	-2 - -	4 4 15	26.7% 26.7% 14.5%	28.8% 14.5% 32.0%	-1 - -					

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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 %	Nbr		Wkf %	Avl %			
226	Dental Medicine	Women	21	36.8%	28.8%	-	22	36.1%	29.0%	-	21	34.4%	29.0%	-	21	34.4%	29.0%	-	24	37.5%	29.0%	-					
		Minorities	13	22.8%	15.1%	-	14	23.0%	23.4%	-1	16	26.2%	23.4%	-	14	23.0%	25.2%	-2	14	21.9%	25.2%	-3					
		Total	57				61				61				61				64								
227	AHS - Health Physics & Diagnostics	Women	9	33.3%	53.3%	-6	13	41.9%	53.0%	-4	14	40.0%	53.0%	-5	15	40.5%	53.0%	-5	16	43.2%	53.0%	-4					
		Minorities	5	18.5%	20.3%	-1	7	22.6%	17.3%	-	9	25.7%	17.3%	-	10	27.0%	20.3%	-	11	29.7%	20.3%	-					
		Total	27				31				35				37				37								
228	Nursing	Women	26	83.9%	96.4%	-4	30	88.2%	96.0%	-3	33	86.8%	96.0%	-4	34	91.9%	96.0%	-2	31	88.6%	96.0%	-3					
		Minorities	9	29.0%	11.3%	-	12	35.3%	11.3%	-	14	36.8%	11.3%	-	12	32.4%	11.3%	-	13	37.1%	11.3%	-					
		Total	31				34				38				37				35								
229	AHS - Public Health	Women	6	37.5%	60.9%	-4	10	52.6%	53.0%	-1	12	54.5%	53.0%	-	12	44.4%	53.0%	-3	14	46.7%	53.0%	-2					
		Minorities	7	43.8%	17.2%	-	8	42.1%	17.3%	-	8	36.4%	17.3%	-	13	48.1%	20.3%	-	15	50.0%	20.3%	-					
		Total	16				19				22				27				30								
230	Hotel Administration	Women	15	32.6%	28.8%	-	14	29.2%	28.0%	-	16	33.3%	28.0%	-	17	38.6%	28.0%	-	16	36.4%	28.0%	-					
		Minorities	6	13.0%	15.1%	-1	6	12.5%	14.5%	-1	8	16.7%	14.5%	-	11	25.0%	14.5%	-	11	25.0%	14.5%	-					
		Total	46				48				48				44				44								
235	Law	Women	28	66.7%	38.5%	-	29	69.0%	32.0%	-	30	69.8%	32.0%	-	26	68.4%	32.0%	-	23	67.6%	32.0%	-					
		Minorities	8	19.0%	15.6%	-	7	16.7%	8.5%	-	8	18.6%	8.5%	-	6	15.8%	8.5%	-	6	17.6%	8.5%	-					
		Total	42				42				43				38				34								
241	LA - English & Literature	Women	15	48.4%	56.5%	-3	17	48.6%	57.0%	-3	18	51.4%	57.0%	-2	18	51.4%	57.0%	-2	21	51.2%	57.0%	-3					
		Minorities	3	9.7%	15.2%	-2	5	14.3%	10.9%	-	6	17.1%	10.9%	-	6	17.1%	15.2%	-	7	17.1%	15.2%	-					
		Total	31				35				35				35				41								
242	LA - Foreign Languages	Women	11	68.8%	51.2%	-	12	75.0%	50.0%	-	12	75.0%	50.0%	-	13	76.5%	50.0%	-	12	75.0%	50.0%	-					
		Minorities	9	56.3%	27.0%	-	9	56.3%	25.1%	-	9	56.3%	25.1%	-	9	52.9%	25.5%	-	9	56.3%	25.5%	-					
		Total	16				16				16				17				16								
243	LA - History	Women	9	39.1%	29.0%	-	9	42.9%	30.0%	-	8	33.3%	30.0%	-	9	36.0%	30.0%	-	9	33.3%	30.0%	-					
		Minorities	6	26.1%	17.6%	-	5	23.8%	16.2%	-	7	29.2%	16.2%	-	8	32.0%	17.6%	-	8	29.6%	17.6%	-					
		Total	23				21				24				25				27								
244	LA - Philosophy	Women	0	0.0%	18.4%	-2	1	10.0%	17.0%	-1	1	10.0%	17.0%	-1	1	10.0%	17.0%	-1	1	9.1%	17.0%	-1					
		Minorities	0	0.0%	11.1%	-1	0	0.0%	7.3%	-1	0	0.0%	7.3%	-1	0	0.0%	7.3%	-1	0	0.0%	7.3%	-1					
		Total	9				10				10				10				11								
245	LA - Political Science	Women	4	26.7%	20.6%	-	4	25.0%	17.0%	-	4	25.0%	17.0%	-	4	23.5%	17.0%	-	4	23.5%	17.0%	-					
		Minorities	2	13.3%	14.1%	-1	2	12.5%	10.9%	-	2	12.5%	10.9%	-	4	23.5%	10.9%	-	3	17.6%	10.9%	-					
		Total	15				16				16				17				17								
246	LA - Sociology	Women	5	35.7%	40.7%	-1	5	38.5%	38.0%	-	7	46.7%	38.0%	-	7	43.8%	38.0%	-	8	47.1%	38.0%	-					
		Minorities	1	7.1%	18.7%	-2	2	15.4%	14.9%	-	2	13.3%	14.9%	-1	2	12.5%	14.9%	-1	3	17.6%	14.9%	-					
		Total	14				13				15				16				17								
247	LA - Psychology	Women	10	43.5%	46.6%	-1	11	45.8%	47.0%	-1	10	40.0%	47.0%	-2	11	39.3%	47.0%	-3	11	40.7%	47.0%	-2					
		Minorities	0	0.0%	15.8%	-4	0	0.0%	13.9%	-4	0	0.0%	13.9%	-4	1	3.6%	15.1%	-4	1	3.7%	15.1%	-4					
		Total	23				24				25				28				27								
248	LA - Social Sciences	Women	8	50.0%	37.2%	-	6	40.0%	42.0%	-1	5	38.5%	42.0%	-1	6	42.9%	42.0%	-	5	35.7%	42.0%	-1					
		Minorities	3	18.8%	18.9%	-1	2	13.3%	18.8%	-1	1	7.7%	18.8%	-2	1	7.1%	18.8%	-2	2	14.3%	18.8%	-1					
		Total	16				15				13				14				14								



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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 %	Nbr		Wkf %	Avl %			
251	Sciences - Biological Sciences	Women	7	25.9%	29.1%	-1	9	30.0%	29.0%	-	12	36.4%	29.0%	-	9	30.0%	29.0%	-	11	30.6%	29.0%	-					
		Minorities	5	18.5%	23.0%	-2	6	20.0%	22.7%	-1	7	21.2%	22.7%	-1	6	20.0%	22.7%	-1	8	22.2%	22.7%	-1					
		Total	27				30				33				30				36								
252	Sciences - Physical Sciences	Women	13	19.1%	17.2%	-	14	19.7%	17.0%	-	15	23.1%	17.0%	-	18	25.4%	17.0%	-	17	23.3%	17.0%	-					
		Minorities	20	29.4%	18.2%	-	22	31.0%	17.7%	-	21	32.3%	17.7%	-	22	31.0%	17.7%	-	23	31.5%	17.7%	-					
		Total	68				71				65				71				73								
253	Sciences - Mathematics	Women	5	17.2%	28.1%	-4	6	20.0%	28.0%	-3	7	21.9%	28.0%	-2	10	24.4%	28.0%	-2	11	24.4%	28.0%	-2					
		Minorities	16	55.2%	25.1%	-	16	53.3%	24.8%	-	16	50.0%	24.8%	-	20	48.8%	24.8%	-	22	48.9%	24.8%	-					
		Total	29				30				32				41				45								
256	UA - Communications & Journalism	Women	10	41.7%	45.0%	-1	11	44.0%	43.0%	-	13	48.1%	43.0%	-	13	46.4%	43.0%	-	13	43.3%	43.0%	-					
		Minorities	2	8.3%	13.2%	-2	2	8.0%	8.3%	-1	2	7.4%	8.3%	-1	2	7.1%	10.6%	-1	2	6.7%	10.6%	-2					
		Total	24				25				27				28				30								
257	UA - Counseling	Women	4	66.7%	41.5%	-	4	66.7%	42.0%	-	3	60.0%	42.0%	-	4	66.7%	42.0%	-	3	50.0%	42.0%	-					
		Minorities	2	33.3%	24.4%	-	1	16.7%	24.4%	-1	0	0.0%	24.4%	-2	1	16.7%	24.4%	-1	0	0.0%	24.4%	-2					
		Total	6				6				5				6				6								
258	UA - Criminal Jus & Social Wk	Women	12	57.1%	41.5%	-	16	66.7%	42.0%	-	18	69.2%	42.0%	-	19	67.9%	42.0%	-	19	63.3%	42.0%	-					
		Minorities	6	28.6%	24.4%	-	8	33.3%	24.4%	-	9	34.6%	24.4%	-	10	35.7%	24.4%	-	10	33.3%	24.4%	-					
		Total	21				24				26				28				30								
259	UA - Public Administrator	Women	10	66.7%	47.7%	-	9	60.0%	42.0%	-	8	57.1%	42.0%	-	8	57.1%	42.0%	-	8	53.3%	42.0%	-					
		Minorities	4	26.7%	20.7%	-	3	20.0%	24.4%	-1	2	14.3%	24.4%	-2	2	14.3%	24.4%	-2	5	33.3%	24.4%	-					
		Total	15				15				14				14				15								
260	Medicine	Women												1	25.0%	29.0%	-1	2	25.0%	29.0%	-1						
		Minorities												0	0.0%	25.2%	-2	2	25.0%	25.2%	-1						
		Total												4				8									
290	Other Academic Programs (NEC)	Women	6	50.0%	47.7%	-	9	64.3%	42.0%	-	15	62.5%	42.0%	-	12	57.1%	42.0%	-	7	70.0%	42.0%	-					
		Minorities	5	41.7%	20.7%	-	5	35.7%	24.4%	-	5	20.8%	24.4%	-1	5	23.8%	24.4%	-1	5	50.0%	24.4%	-					
		Total	12				14				24				21				10								

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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 %	Nbr		Wkf %	Avl %			
<b>H30</b>	<b>EEO Total</b>	<b>Women</b>	<b>535</b>	<b>53.8%</b>	<b>56.3%</b>		<b>586</b>	<b>55.0%</b>	<b>61.1%</b>		<b>614</b>	<b>56.2%</b>	<b>59.7%</b>		<b>650</b>	<b>55.5%</b>	<b>59.8%</b>		<b>702</b>	<b>55.9%</b>	<b>58.7%</b>						
		<b>Minorities</b>	<b>323</b>	<b>32.5%</b>	<b>24.0%</b>		<b>363</b>	<b>34.1%</b>	<b>31.3%</b>		<b>379</b>	<b>34.7%</b>	<b>30.7%</b>		<b>419</b>	<b>35.8%</b>	<b>29.6%</b>		<b>451</b>	<b>35.9%</b>	<b>28.4%</b>						
		<b>Total</b>	<b>994</b>				<b>1065</b>				<b>1093</b>				<b>1172</b>				<b>1256</b>								
310	Academic Support Professionals	Women	200	65.6%	71.1%	-17	235	68.5%	69.3%	-3	249	67.7%	65.9%	-	268	66.5%	66.4%	-	364	67.7%	65.3%	-					
		Minorities	121	39.7%	26.2%	-	140	40.8%	30.0%	-	158	42.9%	27.7%	-	166	41.2%	27.8%	-	213	39.6%	28.1%	-					
		Total	305				343				368				403				538								
320	Administrative Professionals	Women	204	60.0%	50.7%	-	215	59.6%	59.7%	-1	226	61.4%	58.5%	-	237	60.6%	58.1%	-	181	56.9%	53.3%	-					
		Minorities	100	29.4%	24.7%	-	110	30.5%	36.7%	-23	108	29.3%	37.6%	-31	118	30.2%	38.1%	-32	90	28.3%	33.7%	-18					
		Total	340				361				368				391				318								
330	Athletics Professionals	Women	20	31.7%	30.8%	-	19	28.8%	41.6%	-9	16	25.4%	40.8%	-10	15	25.9%	38.3%	-8	17	28.3%	43.4%	-10					
		Minorities	16	25.4%	21.9%	-	15	22.7%	23.7%	-1	12	19.0%	23.7%	-3	15	25.9%	23.1%	-	23	38.3%	38.3%	-					
		Total	63				66				63				58				60								
340	Info Tech	Women	36	24.8%	31.6%	-10	35	23.5%	30.5%	-11	37	26.6%	30.6%	-6	37	24.7%	30.6%	-9	40	25.2%	28.5%	-6					
		Minorities	45	31.0%	20.6%	-	50	33.6%	30.0%	-	47	33.8%	30.3%	-	55	36.7%	30.2%	-	59	37.1%	29.7%	-					
		Total	145				149				139				150				159								
350	Library Professionals	Women	26	63.4%	87.7%	-10	31	62.0%	81.0%	-10	33	62.3%	82.8%	-11	33	62.3%	82.6%	-11	37	67.3%	82.1%	-9					
		Minorities	6	14.6%	23.1%	-4	10	20.0%	17.5%	-	10	18.9%	16.5%	-	10	18.9%	16.7%	-	12	21.8%	16.7%	-					
		Total	41				50				53				53				55								
360	Science & Health Pro.	Women	49	49.0%	30.9%	-	51	53.1%	45.0%	-	53	52.0%	46.8%	-	60	51.3%	47.9%	-	63	50.0%	46.0%	-					
		Minorities	35	35.0%	19.6%	-	38	39.6%	28.6%	-	44	43.1%	30.2%	-	55	47.0%	30.0%	-	54	42.9%	29.2%	-					
		Total	100				96				102				117				126								

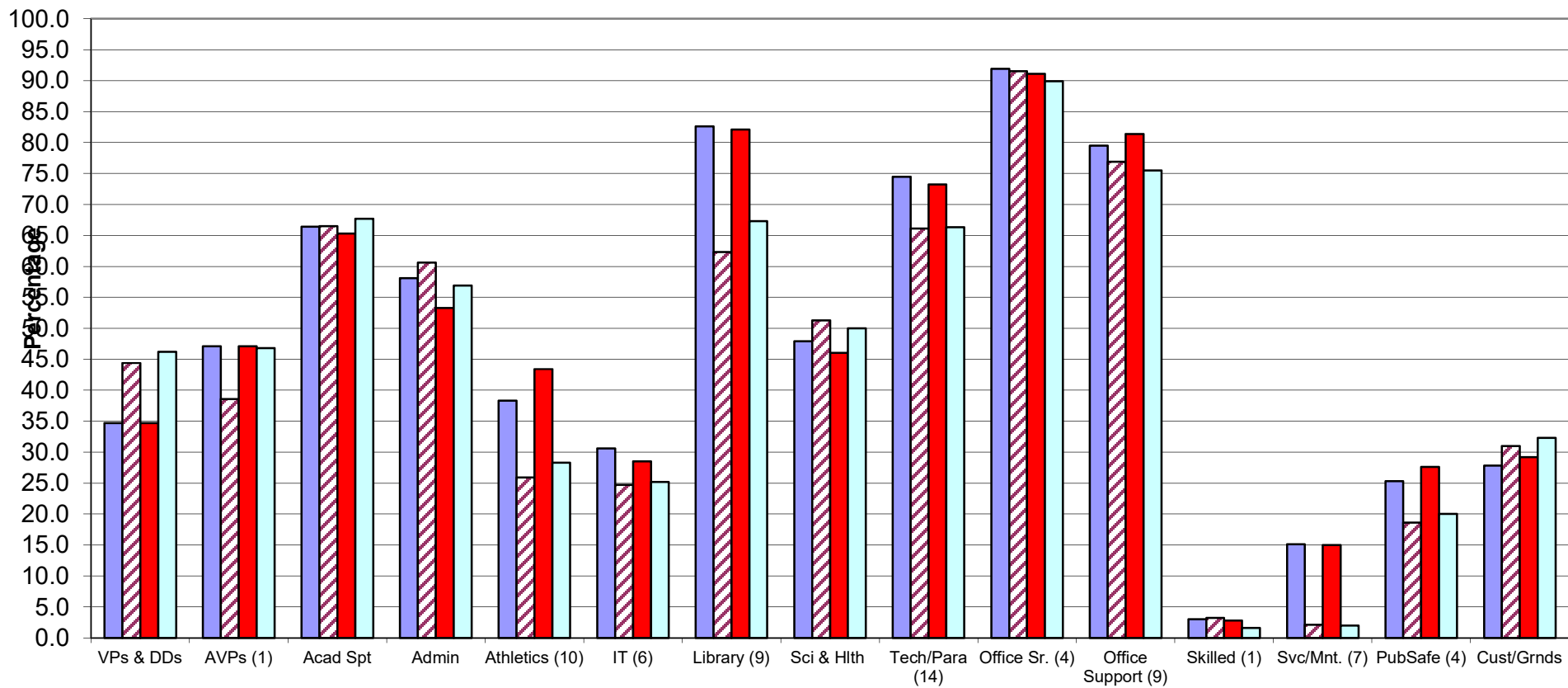
**EEO/AA Program 2017 - University of Nevada, Las Vegas  
Workforce Availability Comparison - 2013 through 2017 - Total Employees**

JG#	Job Group		2013 Workforce & Availability Data (4)(6)				2014 Workforce & Availability Data (5)(7)				2015 Workforce & Availability Data (5)(8)				2016 Workforce & Availability Data (5)(8)				2017 Workforce & Availability Data (5)(8)			
			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	124	66.0%	64.6%	-	124	66.3%	70.9%	-9	120	65.2%	71.3%	-12	125	66.1%	74.5%	-16	126	66.3%	73.2%	-14
		Minorities	95	50.5%	27.8%	-	98	52.4%	40.6%	-	99	53.8%	41.0%	-	111	58.7%	40.9%	-	113	59.5%	41.3%	-
		Total	188				187				184				189				190			
H50	Office	Women	345	86.7%	74.2%		324	86.6%	87.5%		329	87.0%	88.5%		340	87.0%	87.9%		371	85.3%	88.4%	
		Minorities	172	43.2%	25.4%		163	43.6%	36.3%		168	44.4%	36.0%		177	45.3%	35.9%		219	50.3%	36.3%	
		Total	398				374				378				391				435			
500	Off Senior	Women	252	90.0%	70.7%	-	233	90.3%	90.3%	-1	237	91.9%	90.9%	-	247	91.5%	91.1%	-	266	89.9%	91.1%	-4
		Minorities	106	37.9%	26.5%	-	96	37.2%	35.0%	-	100	38.8%	34.2%	-	115	42.6%	34.0%	-	137	46.3%	34.0%	-
		Total	280				258				258				270				296			
510	Off Supt	Women	93	78.8%	83.6%	-6	91	78.4%	80.5%	-3	92	76.7%	82.2%	-7	93	76.9%	79.5%	-4	105	75.5%	81.4%	-9
		Minorities	66	55.9%	23.6%	-	67	57.8%	38.1%	-	68	56.7%	38.7%	-	62	51.2%	39.5%	-	82	59.0%	40.1%	-
		Total	118				116				120				121				139			
H60	Sk Crafts	Women	0	0.0%	1.9%	-2	0	0.0%	3.2%	-2	2	3.1%	3.1%	-	2	3.2%	3.0%	-8	1	1.6%	2.8%	-1
		Minorities	18	30.0%	29.6%	-	18	29.5%	46.5%	-11	20	31.3%	46.6%	-10	21	33.9%	45.7%	-8	21	33.3%	46.3%	-9
		Total	60				61				64				62				63			

## EEO/AA Program 2017 - University of Nevada, Las Vegas Workforce Availability Comparison - 2013 through 2017 - Total Employees

JG#	Job Group	2013 Workforce & Availability Data (4)(6)				Mkt	2014 Workforce & Availability Data (5)(7)				Mkt	2015 Workforce & Availability Data (5)(8)				Mkt	2016 Workforce & Availability Data (5)(8)				Mkt	2017 Workforce & Availability Data (5)(8)				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 %	<		Nbr
H70	EEO Total	Women		70	24.5%	27.0%		65		23.8%	27.3%		63		23.1%	27.0%		70		24.4%	27.3%		72		25.0%	28.8%	
		Minorities		150	52.4%	47.0%		147		53.8%	62.8%		147		53.8%	63.5%		157		54.7%	63.5%		163		56.6%	62.7%	
		Total		286				273					273					287					288				
700	Maintenance	Women		1	2.1%	6.9%	-3	1		2.2%	14.8%	-6	1		2.2%	14.1%	-6	1		2.1%	15.1%	-7	1		2.0%	15.0%	-7
		Minorities		19	39.6%	29.9%	-	18		39.1%	45.2%	-3	16		35.6%	47.5%	-6	16		34.0%	48.1%	-7	20		39.2%	45.6%	-4
		Total		48				46					45					47					51				
710	Safety	Women		10	23.8%	28.2%	-2	9		22.0%	25.9%	-2	8		18.6%	23.9%	-3	8		18.6%	25.3%	-3	9		20.0%	27.6%	-4
		Minorities		20	47.6%	24.0%	-	21		51.2%	30.8%	-	21		48.8%	29.9%	-	23		53.5%	30.4%	-	22		48.9%	31.0%	-
		Total		42				41					43					43					45				
720	Cust/Grnds	Women		59	30.1%	27.1%	-	55		29.6%	27.8%	-	54		29.2%	27.7%	-	61		31.0%	27.8%	-	62		32.3%	29.2%	-
		Minorities		111	56.6%	54.1%	-	108		58.1%	71.9%	-26	110		59.5%	72.2%	-24	118		59.9%	72.1%	-24	121		63.0%	71.3%	-16
		Total		196				186					185					197					192				
<b>Total Workforce</b>		<b>Women</b>		<b>1409</b>	<b>49.5%</b>			<b>1465</b>		<b>50.1%</b>			<b>1524</b>		<b>50.7%</b>			<b>1598</b>		<b>51.0%</b>			<b>1700</b>		<b>51.4%</b>		
		<b>Minorities</b>		<b>993</b>	<b>34.9%</b>			<b>1036</b>		<b>35.4%</b>			<b>1079</b>		<b>35.9%</b>			<b>1163</b>		<b>37.1%</b>			<b>1264</b>		<b>38.2%</b>		
		<b>Total</b>		<b>2847</b>				<b>2925</b>					<b>3003</b>					<b>3136</b>					<b>3306</b>				
<b>Classified Staff Subtotals</b>		<b>Women</b>		<b>539</b>	<b>57.8%</b>			<b>513</b>		<b>57.3%</b>			<b>514</b>		<b>57.2%</b>			<b>537</b>		<b>57.8%</b>			<b>570</b>		<b>58.4%</b>		
H40 - H70, Inclusive		<b>Minorities</b>		<b>435</b>	<b>46.7%</b>			<b>426</b>		<b>47.6%</b>			<b>434</b>		<b>48.3%</b>			<b>466</b>		<b>50.2%</b>			<b>516</b>		<b>52.9%</b>		
For 5-Yr Aggregate Comparison Only		<b>Total</b>		<b>932</b>				<b>895</b>					<b>899</b>					<b>929</b>					<b>976</b>				
Not Valid for Labor Market Analysis																											
(3) Availability Data for Faculty = 2010 NCES Table 266 Weighted by Current UNLV Workforce Percentage:																											
(4) Availability Data for Faculty = 2011 NCES Table 270 Weighted by Current UNLV Workforce Percentage:																											
(5) Availability Data for Faculty = 2012 NCES Table 297 Weighted by Current UNLV Workforce Percentage:																											
(6) Availability Data for Administrative Faculty and Classified Staff 2000 census:																											
(7) Availability Data for Administrative Faculty and Classified Staff 2010 census:																											
(8) Availability Data for Executive, Administrative Faculty, and Classified Staff 2010 census with the exception of Gender data for Executives is from CUPA-HR Salary Surve																											

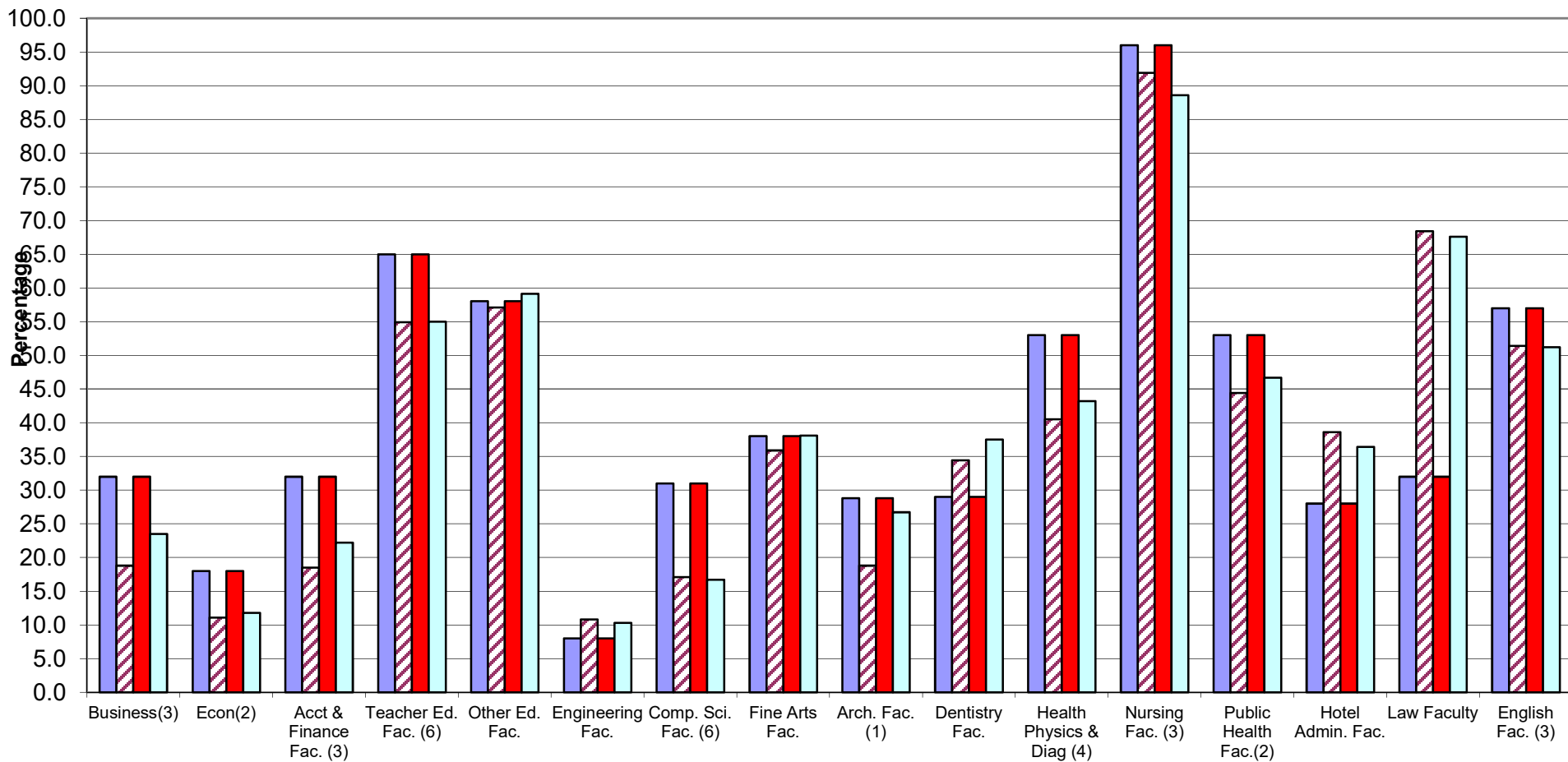
## UNLV - Utilization of Women Availability v Work Force Percentages, 2017 vs 2016



**#s After Titles = 2017 Under Utilization in Whole Persons**



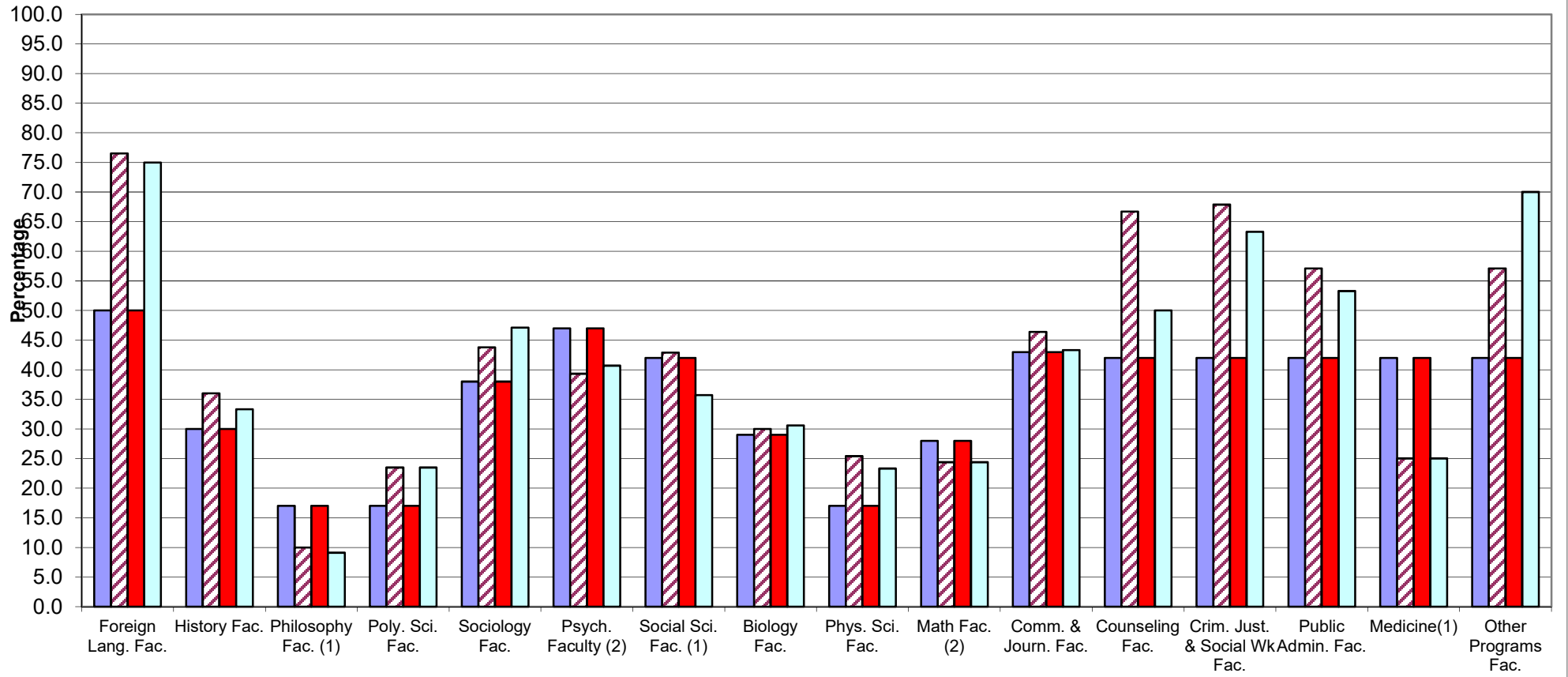
## UNLV - Utilization of Women Availability v Work Force Percentages, 2017 vs 2016



**#s After Titles = 2017 Under Utilization in Whole Persons**



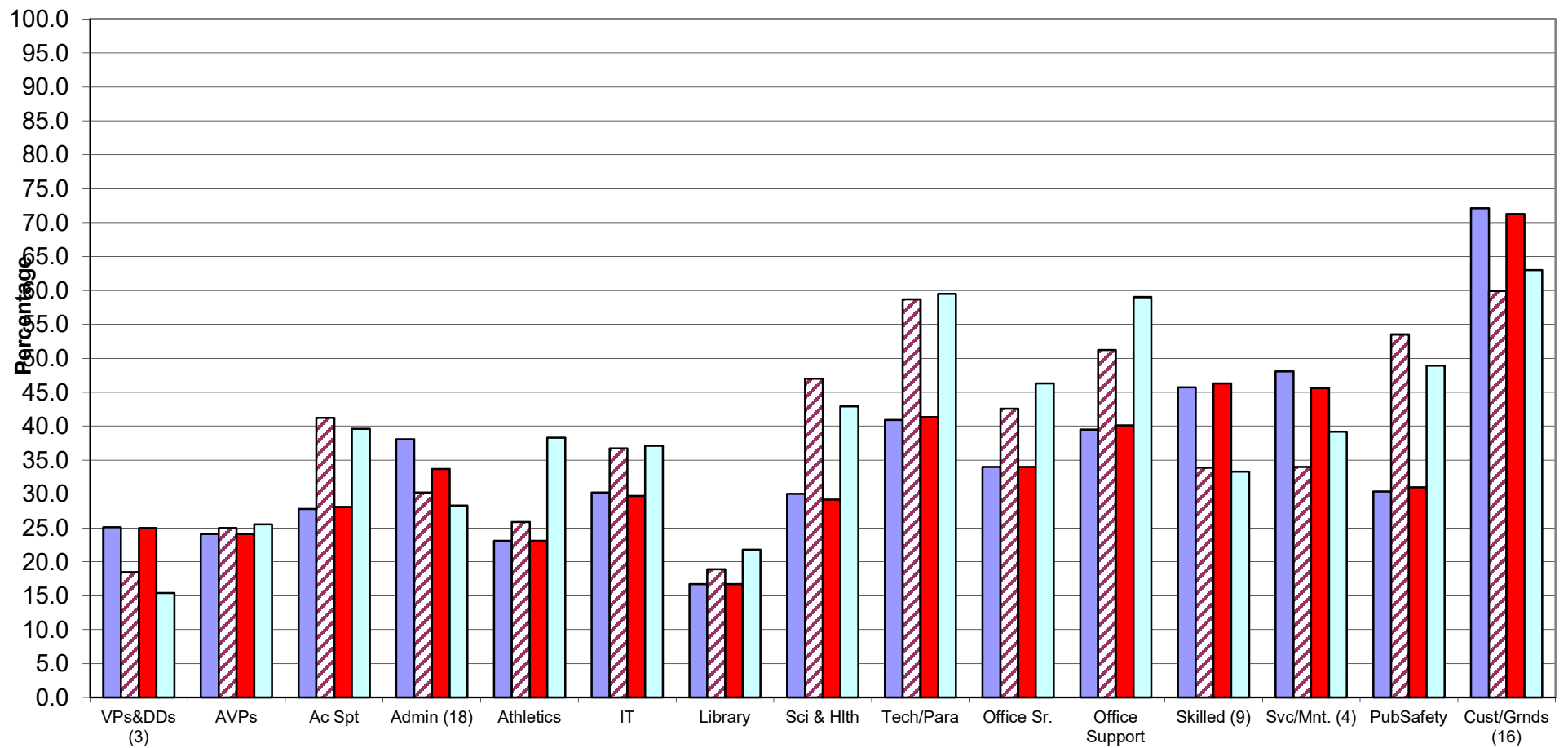
## UNLV - Utilization of Women Availability v Work Force Percentages, 2017 vs 2016



**#s After Titles = 2017 Under Utilization in Whole Persons**



## UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2017 vs 2016

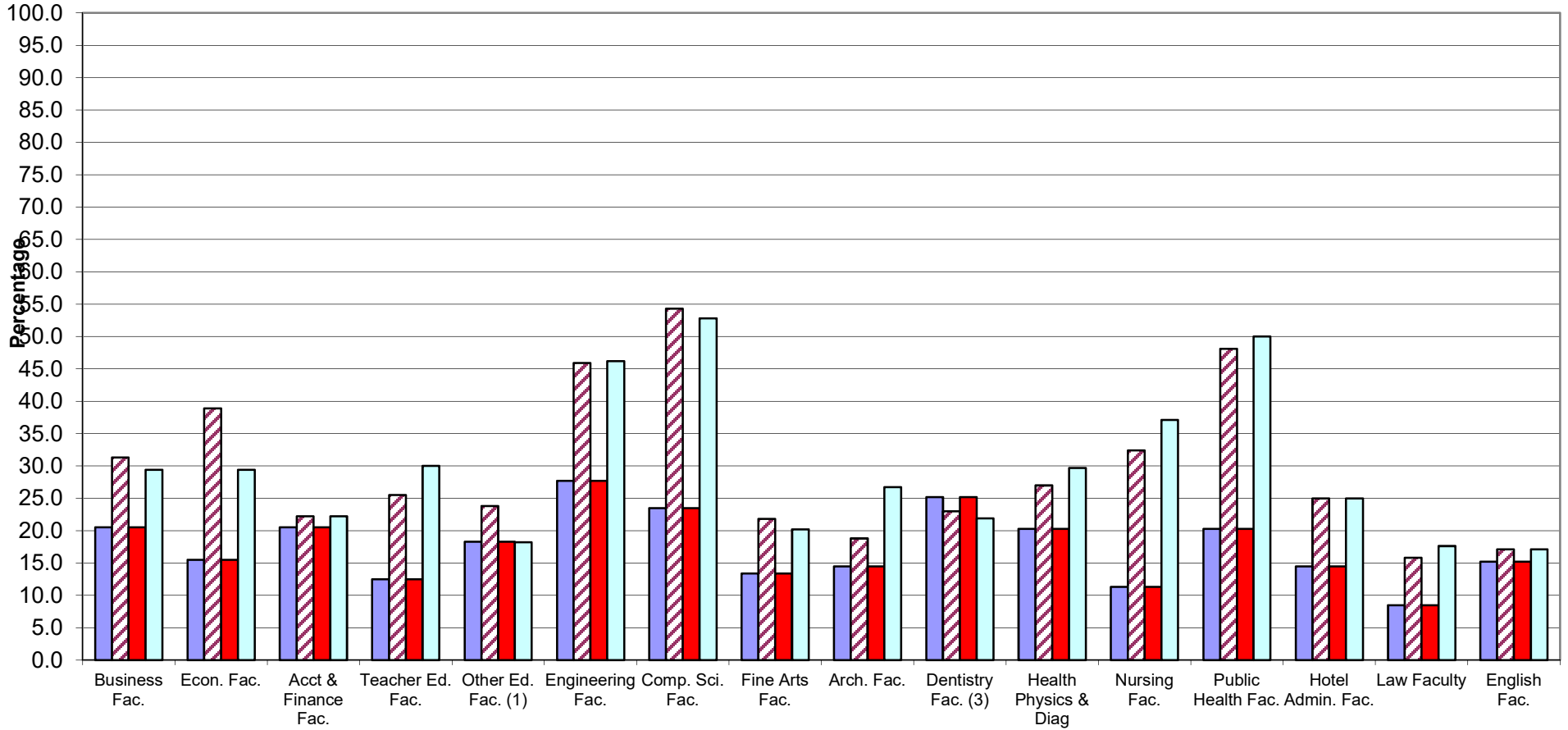


**#s After Titles = 2017 Under Utilization in Whole Persons**





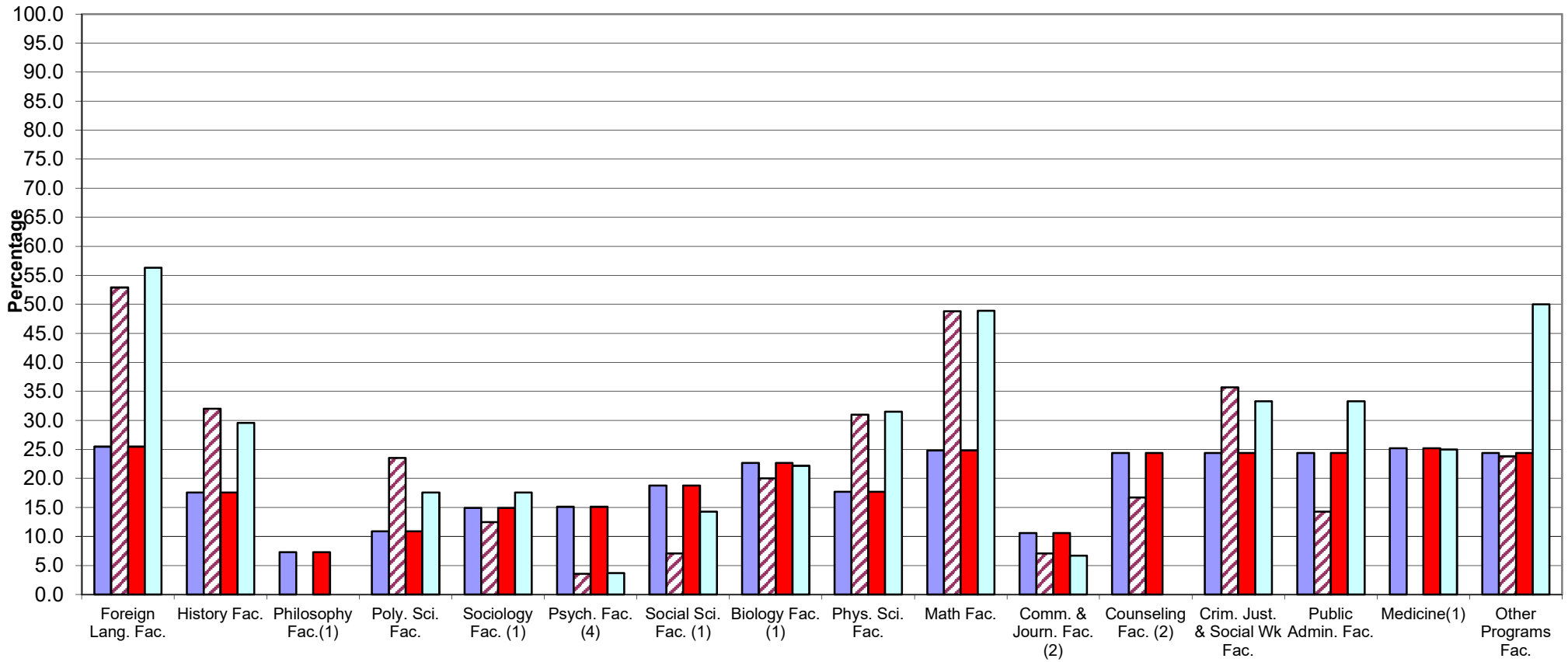
## UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2017 vs 2016



**#s After Titles = 2017 Under Utilization in Whole Persons**



## UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2017 vs 2016



**#s After Titles = 2017 Under Utilization in Whole Persons**

■ Mkt Avl % 2016  
 ▨ UNLV Wkf % 2016  
 ■ Mkt Avl % 2017  
 ■ UNLV Wkf % 2017

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 100 - Vice Presidents and Deans  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 26

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	12	4	22	1	2	1	0	0	0
Employees (%)	53.8	46.2	15.4	84.6	3.8	7.7	3.8	0.0	0.0	0.0
Availability (%) Goal	65.3	34.7	25.0	75.0	13.3	7.4	2.5	0.5	0.1	1.2
Test: 80% Rule with Whole Person	NO	NO	YES	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	3	0	3	0	0	1	1	1

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 110 - AVPs and Executive Directors  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 39

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	23	16	9	30	4	4	1	0	0	0
Employees (%)	59.0	41.0	23.1	76.9	10.3	10.3	2.6	0.0	0.0	0.0
Availability (%) Goal	52.9	47.1	24.1	75.9	11.6	7.4	3.2	0.5	0.1	1.3
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	1	0	1	0	1	1	1	1

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	26	8	10	24	0	1	8	1	0	0
Employees (%)	76.5	23.5	29.4	70.6	0.0	2.9	23.5	2.9	0.0	0.0
Availability (%) Goal	68.0	32.0	20.5	79.5	4.5	2.3	12.1	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	4	2	0	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 207 - Business Economics  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 17

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	15	2	5	12	2	0	3	0	0	0
Employees (%)	88.2	11.8	29.4	70.6	11.8	0.0	17.6	0.0	0.0	0.0
Availability (%) Goal	82.0	18.0	15.5	84.5	3.5	3.1	8.9	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 (#)	0	2	0	3	0	1	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 208 - Business Accounting and Finance  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 32

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	26	6	8	24	0	1	7	0	0	0
Employees (%)	81.3	18.8	25.0	75.0	0.0	3.1	21.9	0.0	0.0	0.0
Availability (%) Goal	68.0	32.0	20.5	79.5	4.5	2.3	12.1	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	2	0	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	5	0	2	2	0	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 211 - Education Teacher Education  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 60

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	27	33	18	42	5	6	7	0	0	0
Employees (%)	45.0	55.0	30.0	70.0	8.3	10.0	11.7	0.0	0.0	0.0
Availability (%) Goal	35.0	65.0	12.5	87.5	7.3	3.1	2.1	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	11	0	0	0	0	0	0



**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 212 - Education Other Education  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 28

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	16	7	21	0	3	4	0	0	0
Employees (%)	42.9	57.1	25.0	75.0	0.0	10.7	14.3	0.0	0.0	0.0
Availability (%) Goal	42.0	58.0	18.3	81.7	4.2	5.3	6.1	2.7	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	2	2	0	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	35	4	18	21	1	2	15	0	0	0
Employees (%)	89.7	10.3	46.2	53.8	2.6	5.1	38.5	0.0	0.0	0.0
Availability (%) Goal	92.0	8.0	27.7	72.3	5.0	2.6	20.1	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 (#)	1	0	0	8	1	0	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 217 - Engineering Computer Science  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 36

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	30	6	19	17	0	1	16	0	0	2
Employees (%)	83.3	16.7	52.8	47.2	0.0	2.8	44.4	0.0	0.0	5.6
Availability (%) Goal	69.0	31.0	23.5	76.5	3.6	3.2	15.6	1.1	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	YES	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	0	5	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	11	2	1	0	1	0	0

**Appendix E**

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 221 - Fine Arts Fine Arts  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 84

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	52	32	17	67	5	4	5	0	0	3
Employees (%)	61.9	38.1	20.2	79.8	6.0	4.8	6.0	0.0	0.0	3.6
Availability (%) Goal	62.0	38.0	13.4	86.6	6.0	3.3	2.9	1.2	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	6	1	0	0	2	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 222 - Fine Arts Architecture Faculty  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 15

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	4	4	11	0	3	0	0	0	1
Employees (%)	73.3	26.7	26.7	73.3	0.0	20.0	0.0	0.0	0.0	6.7
Availability (%) Goal	72.0	28.0	14.5	85.5	6.1	3.2	3.3	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	1	0	2	1	0	1	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 226 - Dental Medicine  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 64

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	40	24	14	50	5	3	6	0	0	0
Employees (%)	62.5	37.5	21.9	78.1	7.8	4.7	9.4	0.0	0.0	0.0
Availability (%) Goal	71.0	29.0	25.2	74.8	4.7	3.6	15.9	1.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	2	0	0	0
Add'l Needed to Reach Availability (#)	6	0	3	0	0	0	5	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 227 - AHS Health Physics and Diagnostics  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 37

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	21	16	11	26	2	1	5	1	1	1
Employees (%)	56.8	43.2	29.7	70.3	5.4	2.7	13.5	2.7	2.7	2.7
Availability (%) Goal	47.0	53.0	20.3	79.7	5.0	3.0	10.7	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	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	4	0	1	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 228 - Nursing  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 35

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	31	13	22	0	2	10	0	0	1
Employees (%)	11.4	88.6	37.1	62.9	0.0	5.7	28.6	0.0	0.0	2.9
Availability (%) Goal	4.0	96.0	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	YES	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	2	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	10	2	0	0	1	0	0



**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 229 - Community Health Science Public Health  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 30

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	14	15	15	5	1	8	1	0	0
Employees (%)	53.3	46.7	50.0	50.0	16.7	3.3	26.7	3.3	0.0	0.0
Availability (%) Goal	47.0	53.0	20.3	79.7	5.0	3.0	10.7	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	0	9	0	0	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 230 - Hotel Administration  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 44

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	28	16	11	33	1	0	10	0	0	0
Employees (%)	63.6	36.4	25.0	75.0	2.3	0.0	22.7	0.0	0.0	0.0
Availability (%) Goal	72.0	28.0	14.5	85.5	6.1	3.2	3.3	1.9	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 (#)	4	0	0	5	2	2	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 235 - Law  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 34

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	11	23	6	28	2	2	0	0	0	2
Employees (%)	32.4	67.6	17.6	82.4	5.9	5.9	0.0	0.0	0.0	5.9
Availability (%) Goal	68.0	32.0	8.5	91.5	3.3	2.4	2.8	0.0	0.0	0.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	7	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	13	0	0	4	0	0	1	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 241 - LA English and Literature  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 41

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	20	21	7	34	0	3	1	1	0	2
Employees (%)	48.8	51.2	17.1	82.9	0.0	7.3	2.4	2.4	0.0	4.9
Availability (%) Goal	43.0	57.0	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	2	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	1	3	0	1	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**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 (#)	4	12	9	7	0	6	3	0	0	0
Employees (%)	25.0	75.0	56.3	43.8	0.0	37.5	18.8	0.0	0.0	0.0
Availability (%) Goal	50.0	50.0	25.5	74.5	3.6	13.4	8.5	0.0	0.0	0.0
Test: 80% Rule with Whole Person	YES	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	2	0	0	2	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	0	5	1	0	0	0	0	0

**Appendix E**

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 243 - LA History  
**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	8	19	1	4	0	1	0	2
Employees (%)	66.7	33.3	29.6	70.4	3.7	14.8	0.0	3.7	0.0	7.4
Availability (%) Goal	70.0	30.0	17.6	82.4	5.1	3.2	8.3	1.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	1	0	0	4	1	0	3	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 244 - LA Philosophy  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 11

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	1	0	11	0	0	0	0	0	0
Employees (%)	90.9	9.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	83.0	17.0	7.3	92.7	2.3	1.0	4.0	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	1	0	1	1	1	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 245 - LA Political Science  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 17

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	4	3	14	1	1	1	0	0	0
Employees (%)	76.5	23.5	17.6	82.4	5.9	5.9	5.9	0.0	0.0	0.0
Availability (%) Goal	83.0	17.0	10.9	89.1	2.9	5.1	2.9	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	2	0	0	2	0	0	0	0	0	0



**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 246 - LA Sociology  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 17

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	8	3	14	0	0	3	0	0	0
Employees (%)	52.9	47.1	17.6	82.4	0.0	0.0	17.6	0.0	0.0	0.0
Availability (%) Goal	62.0	38.0	14.9	85.1	11.9	3.0	0.0	0.0	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 (#)	2	0	0	1	3	1	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 247 - LA Psychology  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 27

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	11	1	26	0	0	1	0	0	0
Employees (%)	59.3	40.7	3.7	96.3	0.0	0.0	3.7	0.0	0.0	0.0
Availability (%) Goal	53.0	47.0	15.1	84.9	8.5	4.3	2.3	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	YES	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	2	0	1	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	4	0	3	2	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 248 - LA Social Science  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 14

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	5	2	12	0	1	1	0	0	0
Employees (%)	64.3	35.7	14.3	85.7	0.0	7.1	7.1	0.0	0.0	0.0
Availability (%) Goal	58.0	42.0	18.8	81.2	7.8	4.3	5.3	1.4	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	1	0	2	0	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 251 - Science Biological Sciences  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 48

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	29	19	12	36	1	4	7	0	0	0
Employees (%)	60.4	39.6	25.0	75.0	2.1	8.3	14.6	0.0	0.0	0.0
Availability (%) Goal	71.0	29.0	22.7	77.3	3.4	3.1	15.9	0.3	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 (#)	6	0	0	2	1	0	1	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 252 - Sciences Physical Sciences  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 77

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	58	19	24	53	0	1	21	1	0	1
Employees (%)	75.3	24.7	31.2	68.8	0.0	1.3	27.3	1.3	0.0	1.3
Availability (%) Goal	83.0	17.0	17.7	82.3	3.2	2.0	12.5	0.0	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 (#)	6	0	0	11	3	1	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 253 - Sciences Mathematics  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 45

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	34	11	22	23	2	3	17	0	0	0
Employees (%)	75.6	24.4	48.9	51.1	4.4	6.7	37.8	0.0	0.0	0.0
Availability (%) Goal	72.0	28.0	24.8	75.2	6.5	3.5	13.6	1.2	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	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	0	11	1	0	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 256 - UA Communication and Journalism  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 30

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	17	13	2	28	0	1	1	0	0	0
Employees (%)	56.7	43.3	6.7	93.3	0.0	3.3	3.3	0.0	0.0	0.0
Availability (%) Goal	57.0	43.0	10.6	89.4	5.3	3.4	1.9	0.0	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 (#)	1	0	2	0	2	1	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**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 (#)	3	3	0	6	0	0	0	0	0	0
Employees (%)	50.0	50.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	58.0	42.0	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	2	0	1	1	1	1	0	0



**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 258 - UA Criminal Jus and Social Work  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 34

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	21	11	23	2	2	6	0	0	1
Employees (%)	38.2	61.8	32.4	67.6	5.9	5.9	17.6	0.0	0.0	2.9
Availability (%) Goal	58.0	42.0	24.4	75.6	8.7	4.3	8.4	3.0	0.0	0.0
Test: 80% Rule with Whole Person	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	2	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	7	0	0	3	1	0	0	2	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 259 - UA Public Administration  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 18

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	9	5	13	1	1	3	0	0	0
Employees (%)	50.0	50.0	27.8	72.2	5.6	5.6	16.7	0.0	0.0	0.0
Availability (%) Goal	58.0	42.0	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

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 260 - Medicine  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 8

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	6	2	2	6	0	1	1	0	0	0
Employees (%)	75.0	25.0	25.0	75.0	0.0	12.5	12.5	0.0	0.0	0.0
Availability (%) Goal	71.0	29.0	25.2	74.8	4.7	3.6	15.9	1.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	1	0	1	0	1	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 290 - Other Academic Programs  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 36

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	20	7	29	1	2	4	0	0	0
Employees (%)	44.4	55.6	19.4	80.6	2.8	5.6	11.1	0.0	0.0	0.0
Availability (%) Goal	58.0	42.0	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	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 (#)	5	0	2	0	3	0	0	2	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 310 - Academic Support Professionals  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 547

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	177	370	216	331	67	83	32	2	3	29
Employees (%)	32.4	67.6	39.5	60.5	12.2	15.2	5.9	0.4	0.5	5.3
Availability (%) Goal	34.7	65.3	28.2	71.8	11.9	9.0	4.7	0.7	0.1	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	13	0	0	62	0	0	0	2	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 320 - Administrative Professional  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 486

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	188	298	147	339	46	43	32	5	5	16
Employees (%)	38.7	61.3	30.2	69.8	9.5	8.8	6.6	1.0	1.0	3.3
Availability (%) Goal	44.4	55.6	34.7	65.3	11.6	13.3	7.8	0.2	0.3	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	8	0	0	0	0
Add'l Needed to Reach Availability (#)	28	0	22	0	11	22	6	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 330 - Athletics Professionals  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 62

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	45	17	24	38	13	4	3	0	0	4
Employees (%)	72.6	27.4	38.7	61.3	21.0	6.5	4.8	0.0	0.0	6.5
Availability (%) Goal	55.7	44.3	23.1	76.9	9.5	7.8	3.0	0.5	0.1	2.1
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	4	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	11	0	10	0	1	0	1	1	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 340 - Information Technology  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 187

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	138	49	69	118	9	13	35	0	2	10
Employees (%)	73.8	26.2	36.9	63.1	4.8	7.0	18.7	0.0	1.1	5.3
Availability (%) Goal	70.4	29.6	29.4	70.6	8.0	6.3	13.0	0.3	0.1	1.7
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	2	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	7	0	15	6	0	0	1	0	0



**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 350 - Library Professionals  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 55

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	37	12	43	2	3	5	0	0	2
Employees (%)	32.7	67.3	21.8	78.2	3.6	5.5	9.1	0.0	0.0	3.6
Availability (%) Goal	17.9	82.1	16.7	83.3	6.2	4.7	3.8	0.4	0.0	1.4
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	9	0	3	2	0	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 360 - Scientific and Health Professional  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 130

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	67	63	55	75	3	13	34	0	2	3
Employees (%)	51.5	48.5	42.3	57.7	2.3	10.0	26.2	0.0	1.5	2.3
Availability (%) Goal	54.1	45.9	29.1	70.9	7.2	7.2	12.1	0.7	0.1	1.8
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	4	0	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	0	18	7	0	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 400 - Office and Admin Sr Lead Supr  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 303

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	30	273	138	165	46	50	27	2	4	9
Employees (%)	9.9	90.1	45.5	54.5	15.2	16.5	8.9	0.7	1.3	3.0
Availability (%) Goal	9.4	90.6	34.1	65.9	8.7	16.2	6.0	0.6	0.7	2.0
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	35	0	0	0	0	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 410 - Office and Admin Support Level  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 139

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	34	105	82	57	22	36	19	0	1	4
Employees (%)	24.5	75.5	59.0	41.0	15.8	25.9	13.7	0.0	0.7	2.9
Availability (%) Goal	18.6	81.4	40.1	59.9	10.1	19.5	6.5	0.7	0.7	2.7
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	9	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	9	0	27	0	0	0	1	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 500 - Technical or Paraprofessional  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 190

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	64	126	113	77	24	50	28	0	5	6
Employees (%)	33.7	66.3	59.5	40.5	12.6	26.3	14.7	0.0	2.6	3.2
Availability (%) Goal	26.8	73.2	41.3	58.7	9.4	20.2	8.9	0.5	0.2	2.1
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	12	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	14	0	35	0	0	0	2	0	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	62	1	21	42	6	12	1	0	2	0
Employees (%)	98.4	1.6	33.3	66.7	9.5	19.0	1.6	0.0	3.2	0.0
Availability (%) Goal	97.2	2.8	46.3	53.7	8.1	30.0	2.7	0.6	2.0	2.9
Test: 80% Rule with Whole Person	NO	NO	YES	NO	NO	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	2	0	0	3	0	0	0	1
Add'l Needed to Reach Availability (#)	0	1	9	0	0	7	1	1	0	2

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 700 - Service Maintenance and Repair  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 51

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	50	1	20	31	4	10	2	1	0	3
Employees (%)	98.0	2.0	39.2	60.8	7.8	19.6	3.9	2.0	0.0	5.9
Availability (%) Goal	85.0	15.0	45.6	54.4	7.6	28.5	6.2	0.1	1.5	1.6
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	5	0	0	0	1	0	0	0	0
Add'l Needed to Reach Availability (#)	0	7	4	0	0	5	2	0	1	0

**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 710 - Public Safety  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 48

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	39	9	23	25	8	9	5	0	0	1
Employees (%)	81.3	18.8	47.9	52.1	16.7	18.8	10.4	0.0	0.0	2.1
Availability (%) Goal	74.1	25.9	30.8	69.2	8.4	14.2	3.2	1.6	0.1	3.3
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	0	9	0	0	0	1	1	1



**University of Nevada, Las Vegas**  
**UNLV**  
**Comparison of Incumbency to Availability**

**Job Group:** 720 - Custodial and Grounds  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 208

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	146	62	128	80	46	57	20	2	2	1
Employees (%)	70.2	29.8	61.5	38.5	22.1	27.4	9.6	1.0	1.0	0.5
Availability (%) Goal	72.9	27.1	68.9	31.1	10.8	48.9	7.2	0.4	0.7	0.8
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	24	0	0	0	0
Add'l Needed to Reach Availability (#)	6	0	16	0	0	45	0	0	0	1



**2016 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 increases in the proportion of ethnic and racial minorities among executive officers over the past five years.

<b>Profile of Executives, 2013 - 2017</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	61	21	34.4%	15	24.6%
2014	63	21	33.3%	14	22.2%
2015	65	22	33.8%	15	23.1%
2016	71	29	40.8%	16	22.5%
2017	73	34	46.6%	16	21.9%
Percent Change	19.7%	61.9%	35.5%	6.7%	-11.0%

**Vice Presidents & Deans (100)**

In 2013, the job group consisted of 24 employees, of whom eight were women and six were ethnic and racial minorities. In 2014, the job group consists of 25 employees, of whom eight are women and five are ethnic and racial minorities. In 2015, the job group consisted of 25 employees, of whom nine were women and five were ethnic and racial minorities. In 2016, the Vice Presidents and Deans Job Group consists of 27 employees, of whom twelve are women and five are ethnic and racial minorities. In 2017, the Vice Presidents and Deans Job Group consists of 26 employees, of whom twelve are women and four are ethnic and racial minorities.

- Within the Vice Presidents & Deans Job Group, the availability of women in the labor market is 34.7%. Among this job group at UNLV, women comprise 46.2%. ***Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within the Vice Presidents & Deans Job Group, the availability of ethnic and racial minorities in the labor market is 25.0%. Among this job group at UNLV, ethnic and racial minorities comprise 15.4%. ***Current utilization of ethnic and racial minorities is three***

***below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

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

In 2013, this job group consisted of 37 employees, of whom 13 were women and nine were ethnic and racial minorities. In 2014, the job group consisted of 38 employees, of whom 13 are women and nine are ethnic and racial minorities. In 2015, this job group consisted of 40 employees, of whom 13 were women and 10 were ethnic and racial minorities. In 2016, the AVP and Executive Directors Job Group consists of 44 employees, of whom 17 are women and 11 are ethnic and racial minorities. In 2017, the AVP and Executive Directors Job Group consisted of 47 employees, of whom 22 were women and twelve were ethnic and racial minorities.

- Within the AVPs and Executive Directors Job Group, the availability of women in the labor market increased to 47.1%. Among this job group at UNLV, women comprise 46.8%. ***Current utilization of women is one below market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.***
- Within the AVPs and Executive Directors Job Group, the availability of ethnic and racial minorities in the labor market is 24.1%. Among this job group at UNLV, ethnic and racial minorities comprise 25.5%. ***Current utilization of ethnic and racial minorities is at par with market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

## ACADEMIC FACULTY (H20)

The representation of women among the professorate has increased slightly over the past five years in proportion to the total professorate. As illustrated in the chart below there is a moderate **8.1% increase in the percentage representation of women** and a **moderate 11.7% increase in the percentage representation of ethnic and racial minorities** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, and affiliate faculty; and lecturers.

Profile of Academic Faculty, 2013 - 2017					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	860	314	36.5%	220	25.6%
2014	902	345	38.2%	233	25.8%
2015	946	374	39.5%	251	26.5%
2016	964	382	39.6%	262	27.2%
2017	1003	394	39.3%	281	28.0%
Percent Change	16.6%	25.5%	7.7%	27.7%	9.4%

## Business – Business Faculty (206)

In 2013, this job group consisted of 35 employees, of whom five were women and 12 were ethnic and racial minorities. In 2014, this job group consisted of 35 employees, of whom six were women and 13 were ethnic and racial minorities. In 2015, this job group consisted of 33 employees, of whom six were women and 11 were ethnic and racial minorities. In 2016, the Business Faculty Job Group consists of 32 employees, of whom six are women and 10 are ethnic and racial minorities. In 2017, the Business Faculty Job Group consisted of 34 employees, of whom eight were women and 10 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 32.0%. Among this job group at UNLV, women comprise 23.5%. ***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 20.5%. 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.***

### **Business – Economics Faculty (207)**

In 2013, this job group consisted of 15 employees, of whom two were women and six were ethnic and racial minorities. In 2014, this job group consisted of 16 employees, of whom two were women and six were ethnic and racial minorities. In 2015, this job group consisted of 17 employees, of whom two were women and seven were ethnic and racial minorities. In 2016, the Economics Faculty Job Group consists of 18 employees, of whom two are women and seven are ethnic and racial minorities. In 2017, the Economics Faculty Job Group consisted of 17 employees, of whom two were women and five were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 18.0%. Among this job group at UNLV, women comprise 11.8%. *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 15.5%. 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.*

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

In 2013, this job group consisted of 22 employees, of whom four were women and six were ethnic and racial minorities. In 2014, the job group consisted of 23 employees, of whom five were women and six were ethnic and racial minorities. In 2015, this job group consisted of 28 employees, of whom five were women and six were ethnic and racial minorities. In 2016, the Accounting and Finance Faculty Job Group consists of 27 employees, of whom five are women and six are ethnic and racial minorities. In 2017, the Accounting and Finance Faculty Job Group consisted of 27 employees, of whom six were women and six were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 32.0%. Among this job group at UNLV, women comprise 22.2%. *Current utilization of women is three below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.5%. Among this job group at UNLV, ethnic and racial minorities comprise 22.2%. *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 – Teacher Education Faculty (211)**

In 2013, this job group consisted of 52 employees, of whom 24 were women and 10 were ethnic and racial minorities. In 2014, this job group consisted of 52 employees, of whom 26 were women and 11 were ethnic and racial minorities. In 2015, this job group consisted of 56 employees, of whom 29 were women and 15 were ethnic and racial minorities. In 2016, the Teacher Education Faculty Job Group consists of 51 employees, of whom 28 are women and 13 are ethnic and racial minorities. In 2017, the Teacher Education Faculty Job Group consisted of 60 employees, of whom 33 were women and 18 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 65%. Among this job group at UNLV, women comprise 55.0%. *Current utilization of women is six below market availability – representing no net gain in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 12.5%. Among this job group at UNLV, ethnic and racial minorities comprise 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.*

### **Education – Other Education Faculty (212)**

In 2013, this job group consisted of 19 employees, of whom 12 were women and five were ethnic and racial minorities. In 2014, this job group consisted of 21 employees, of whom 13 were women and five were ethnic and racial minorities. In 2015, this job group consisted of 20 employees, of whom 13 were women and five were ethnic and racial minorities. In 2016, the Other Education Job Group Faculty consists of 21 employees, of whom 12 are women and five are ethnic and racial minorities. In 2017, the Other Education Faculty Job Group consisted of 22 employees, of whom 13 were women and 4 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 58%. Among this job group at UNLV, women comprise 59.1%. *Current utilization of women is above market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 18.3%. Among this job group at UNLV, ethnic and racial minorities comprise 18.2%. *Current utilization of ethnic and racial minorities is one below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Engineering – Engineering Faculty (216)**

In 2013, this job group consisted of 36 employees, of whom two were women and 15 were ethnic and racial minorities. In 2014, this job group consisted of 37 employees, of whom three were women and 15 were ethnic and racial minorities. In 2015, this job group consisted of 39 employees, of whom three were women and 18 were ethnic and racial minorities. In 2016, the Engineering Faculty Job Group consists of 37 employees, of whom four are women and 17 are ethnic and racial minorities. In 2017, the Engineering Faculty Job Group consisted of 39 employees, of whom four were women and 18 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 8%. Among this job group at UNLV, women comprise 10.3%. *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 27.7%. Among this job group at UNLV, ethnic and racial minorities comprise 46.2%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Engineering – Computer Science Faculty (217)**

In 2013, this job group consisted of 28 employees, of whom four were woman and 16 are ethnic and racial minorities. In 2014, this job group consisted of 30 employees, of whom four were woman and 16 are ethnic and racial minorities. In 2015, this job group consisted of 32 employees, of whom five were women woman and 17 were ethnic and racial minorities. In 2016, the Computer Science Faculty Job Group consists of 35 employees, of whom six are women and 19 are ethnic and racial minorities. In 2017, the Computer Science Faculty Job Group consisted of 36 employees, of whom six were women woman and 19 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31%. Among this job group at UNLV, women comprise 16.7%. *Current utilization of women is six below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 23.5%. Among this job group at UNLV, ethnic and racial minorities comprise 52.8%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

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

In 2013, this job group consisted of 71 employees, of whom 24 were women and 14 were ethnic and racial minorities. In 2014, this job group consisted of 72 employees, of whom 22 were women and 15 were ethnic and racial minorities. In 2015, this job group consisted of 78 employees, of whom 26 were women and 16 were ethnic and racial minorities. In 2016, the Fine Arts Faculty Job Group consists of 78 employees, of whom 26 are women and 16 are ethnic and racial minorities. In 2017, the Fine Arts Faculty Job Group consisted of 84 employees, of whom 32 were women and 17 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 38%. Among this job group at UNLV, women comprise 38.1%. *Current utilization of women is at par with market availability – representing a net gain of two in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.4%. Among this job group at UNLV, ethnic and racial minorities comprise 20.2%. *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.*

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

In 2013, this job group consisted of 14 employees, of whom three were women and four were ethnic and racial minorities. In 2014, this job group consisted of 16 employees, of whom three were women and four were ethnic and racial minorities. In 2015, this job group consisted of 16 employees, of whom three were women and four were ethnic and racial minorities. In 2016, the Architecture Faculty Job Group consists of 16 employees, of whom three are women and three are ethnic and racial minorities. In 2017, the Architecture Faculty Job Group consisted of 15 employees, of whom four were women and four were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.0%. Among this job group at UNLV, women comprise 26.7%. *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 14.5%. 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.*



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

In 2013, this job group consisted of 57 employees, of whom 21 were women and 13 were ethnic and racial minorities. In 2014, this job group consisted of 61 employees, of whom 22 were women and 14 were ethnic and racial minorities. In 2015, this job group consisted of 61 employees, of whom 21 were women and 16 were ethnic and racial minorities. In 2016, the Dental Medicine Faculty Job Group consists of 61 employees, of whom 21 are women and 14 are ethnic and racial minorities. In 2017, the Dental Medicine Faculty Job Group consisted of 64 employees, of whom 24 were women and 14 were 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 37.5%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 25.2%. Among this job group at UNLV, ethnic and racial minorities comprise 21.9%. *Current utilization of ethnic and racial minorities is three below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

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

In 2013, this group consisted of 27 employees, of whom 9 were women and five were ethnic and racial minorities. In 2014, this group consisted of 31 employees, of whom 13 were women and seven were ethnic and racial minorities. In 2015, this job group consisted of 35 employees, of whom 14 were women and nine were ethnic and racial minorities. In 2016, the Health Physics & Diagnostics Faculty Job Group consists of 37 employees, of whom 15 are women and ten are ethnic and racial minorities. In 2017, the Health Physics & Diagnostics Faculty Job Group consisted of 37 employees, of whom 16 were women and 11 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 53%. Among this job group at UNLV, women comprise 43.2%. *Current utilization of women is four below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.3%. Among this job group at UNLV, ethnic and racial minorities comprise 29.7%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Nursing Faculty (228)**

In 2013, this job group consisted of 31 employees, of whom 26 were women and nine were ethnic and racial minorities. In 2014, this job group consisted of 34 employees, of whom 30 were women and 12 were ethnic and racial minorities. In 2015, this job group consisted of 38 employees, of whom 33 were women and 14 were ethnic and racial minorities. In 2016, the Nursing Faculty Job Group consists of 37 employees, of whom 34 are women and 12 are ethnic and racial minorities. In 2017, the Nursing Faculty Job Group consisted of 35 employees, of whom 31 were women and 13 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 96%. Among this job group at UNLV, women comprise 88.6%. *Current utilization of women is three below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 11.3%. Among this job group at UNLV, ethnic and racial minorities comprise 37.1%. *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.*

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

In 2013, this job group consisted of 16 employees, of whom six were women and seven were ethnic and racial minorities. In 2014, this job group consisted of 19 employees, of whom 10 were women and eight were ethnic and racial minorities. In 2015, this job group consisted of 22 employees, of whom 12 were women and eight were ethnic and racial minorities. In 2016, the Community Health Science (Public Health) Faculty Job Group consists of 27 employees, of whom 12 are women and 13 are ethnic and racial minorities. In 2017, the Community Health Science (Public Health) Faculty Job Group consisted of 30 employees, of whom 14 were women and 15 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 53.0%. Among this job group at UNLV, women comprise 46.7%. *Current utilization of women is two below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 20.3%. Among this job group at UNLV, ethnic and racial minorities comprise 50.0%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Hotel Administration Faculty (230)**

In 2013, this job group consisted of 46 employees, of whom 15 were women and six were ethnic and racial minorities. In 2014, this job group consisted of 48 employees, of whom 14 were women and six were ethnic and racial minorities. In 2015, this job group consisted of 48 employees, of whom 16 were women and eight were ethnic and racial minorities. In 2016, the Hotel Administration Faculty Job Group consists of 44 employees, of whom 17 are women and eleven are ethnic and racial minorities. In 2017, Hotel Administration Faculty Job Group consisted of 44 employees, of whom 16 were women and 11 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28%. Among this job group at UNLV, women comprise 36.4%. *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 14.5%. Among this job group at UNLV, ethnic and racial minorities comprise 25.0%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Law Faculty (235)**

In 2013, this job group consisted of 42 employees, of whom 28 were women and eight were ethnic and racial minorities. In 2014, this job group consisted of 42 employees, of whom 29 were women and seven were ethnic and racial minorities. In 2015, this job group consists of 43 employees, of whom 30 were women and eight were ethnic and racial minorities. In 2016, the Law Faculty Job Group consisted of 38 employees, of whom 26 are women and six are ethnic and racial minorities. In 2017, Law Faculty Job Group consisted of 34 employees, of whom 23 were women and six were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 32.0%. Among this job group at UNLV, women comprise 67.6%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 8.5%. Among this job group at UNLV, ethnic and racial minorities comprise 17.6%. *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.*

### **Liberal Arts – English & Literature Faculty (241)**

In 2013, this job group consisted of 31 employees, of whom 15 were women and three were ethnic and racial minorities. In 2014, this job group consisted of 35 employees, of whom 17 were women and five were ethnic and racial minorities. In 2015, this job group consisted of 35 employees, of whom 18 were women and six were ethnic and racial minorities. In 2016, the English & Literature Faculty Job Group consists of 35 employees, of whom 18 are women and six are ethnic and racial minorities. In 2017, the English & Literature Faculty Job Group consisted of 41 employees, of whom 21 were women and seven were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 57%. Among this job group at UNLV, women comprise 51.2%. *Current utilization of women is three below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.2%. Among this job group at UNLV, ethnic and racial minorities comprise 17.1%. *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.*

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

In 2013, this job group consisted of 16 employees, of whom 11 were women and nine were ethnic and racial minorities. In 2014, this job group consisted of 16 employees, of whom 12 were women and nine were ethnic and racial minorities. In 2015, this job group consisted of 16 employees, of whom 12 were women and nine were ethnic and racial minorities. In 2016, the Foreign Language Faculty Job Group consists of 17 employees, of whom 13 are women and nine are ethnic and racial minorities. In 2017 the Foreign Language Faculty Job Group consisted of 16 employees, of whom 12 were women and nine were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 50%. Among this job group at UNLV, women comprise 75.0%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 25.5%. 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 2013, this job group consisted of 23 employees, of whom nine were women and six were ethnic and racial minorities. In 2014, this job group consisted of 21 employees, of whom nine were women and five were ethnic and racial minorities. In 2015, this job group consisted of 24 employees, of whom eight were women and seven were ethnic and racial minorities. In 2016, the History Faculty Job Group consists of 25 employees, of whom nine are women and eight are ethnic and racial minorities. In 2017, the History Faculty Job Group consisted of 27 employees, of whom nine were women and eight were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30%. Among this job group at UNLV, women comprise 33.3%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.6%. Among this job group at UNLV, ethnic and racial minorities comprise 29.6%. *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 2013, this job group consisted of 9 employees, of who neither was a woman or a minority. In 2014, this job group consisted of 9 employees, of whom was a female, but none were ethnic or racial minorities. In 2015, this job group consisted of 10 employees, of whom was a female, but none were ethnic or racial minorities. In 2016, the Philosophy Faculty Job Group consists of 10 employees, of whom one of is a female, but none are ethnic or racial minorities. In 2017, the Philosophy Faculty Job Group consisted of 11 employees, of whom 1 was a woman and none were of ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 17.0%. Among this job group at UNLV, women comprise 9.1%. *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 7.3%. 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 change in the utilization of ethnic and racial minorities in this job group compared to the previous year*

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

In 2013, this job group consisted of 15 employees, of whom four were women and two were ethnic and racial minorities. In 2014, this job group consisted of 16 employees, of whom four were women and two were ethnic and racial minorities. In 2014, this job group consisted of 16 employees, of whom four were women and two were ethnic and racial minorities. In 2016, the Political Science Job Group consists of 17 employees, of whom four are women and four are ethnic and racial minorities. In 2017, the Political Science Faculty Job Group consisted of 17 employees, of whom four were women and three were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 17%. Among this job group at UNLV, women comprise 23.5%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 10.9%. Among this job group at UNLV, ethnic and racial minorities comprise 17.6%. *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.*

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

In 2013, this job group consisted of 14 employees, of whom five were women and one was a racial and ethnic minority. In 2014, this job group consisted of 13 employees, of whom five were women and two was a racial and ethnic minority. In 2015, this job group consisted of 15 employees, of whom seven were women and two were racial and ethnic minorities. In 2016, the Sociology Faculty Job Group consists of 16 employees, of whom seven are women and two are racial and ethnic minorities. In 2017, the Sociology Faculty Job Group consisted of 17 employees, of whom eight were women and three were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 38%. Among this job group at UNLV, women comprise 47.1%. *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 14.9%. Among this job group at UNLV, ethnic and racial minorities comprise 17.6%. *Current utilization of ethnic and racial minorities is above market availability – representing a net gain of 1 in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Liberal Arts – Psychology (247)**

In 2013, this job group consisted of 23 employees, of whom 10 were women and none were an ethnic or racial minority. In 2014, this job group consisted of 24 employees, of whom 11 were women and none were an ethnic or racial minority. In 2015, this job group consisted of 25 employees, of whom 10 were women and none were neither ethnic nor racial minorities. In 2016, the Psychology Faculty Job Group consists of 28 employees, of whom 11 are women and one was an ethnic or racial minority. In 2017, the Biological Sciences Faculty Job Group consisted of 27 employees, of whom 11 were women and one is of ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 47%. Among this job group at UNLV, women comprise 40.7%. ***Current utilization of women is two below market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 15.1%. Among this job group at UNLV, ethnic and racial minorities comprise 3.7%. ***Current utilization of ethnic and racial minorities is four below market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

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

In 2013, this job group consisted of 16 employees, of whom eight were women and three were ethnic and racial minorities. In 2014, this job group consisted of 15 employees, of whom six were women and two were ethnic and racial minorities. In 2015, this job group consisted of 13 employees, of whom five were women and one were ethnic and racial minorities. In 2016, the Social Science Faculty Job Group consists of 14 employees, of whom six are women and one is an ethnic or racial minority. In 2017, the Social Sciences Faculty Job Group consisted of 14 employees, of whom five were women and two were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 42%. Among this job group at UNLV, women comprise 35.7%. ***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 18.8%. Among this job group at UNLV, ethnic and racial minorities comprise 14.3%. ***Current utilization of ethnic and racial minorities is one below market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

### Sciences – Biological Sciences Faculty (251)

In 2013, this job group consisted of 27 employees, of whom seven were women and five were ethnic and racial minorities. In 2014, this job group consisted of 30 employees, of whom nine were women and six were ethnic and racial minorities. In 2015, this job group consisted of 33 employees, of whom 12 were women and seven were ethnic and racial minorities. In 2016, the Biological Sciences Faculty Job Group consisted of 30 employees, of whom nine are women and six are ethnic and racial minorities. In 2017, the Biological Sciences Faculty Job Group consisted of 36 employees, of whom 11 were women and eight were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29%. Among this job group at UNLV, women comprise 30.6%. ***Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 22.7%. Among this job group at UNLV, ethnic and racial minorities comprise 22.2%. ***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 – Physical Sciences Faculty (252)

In 2013, this job group consisted of 68 employees, of whom 13 were women and 20 were ethnic and racial minorities. In 2014, this job group consisted of 71 employees, of whom 14 were women and 22 were ethnic and racial minorities. In 2015, this job group consisted of 65 employees, of whom 15 were women and 21 were ethnic and racial minorities. In 2016, the Physical Sciences Faculty Job Group consists of 71 employees, of whom 18 are women and 22 are ethnic and racial minorities. In 2017, the Physical Sciences Faculty Job Group consisted of 73 employees, of whom 17 were women and 23 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 17%. Among this job group at UNLV, women comprise 23.3%. ***Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.7%. Among this job group at UNLV, ethnic and racial minorities comprise 31.5%. ***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.***



### Sciences – Mathematics Faculty (253)

In 2013, this job group consisted of 29 employees, of whom five were women and 16 were ethnic and racial minorities. In 2014, this job group consisted of 30 employees, of whom six were women and 16 were ethnic and racial minorities. In 2015, this job group consisted of 32 employees, of whom seven were women and 16 were ethnic and racial minorities. In 2016, the Mathematics Faculty Job Group consists of 41 employees, of whom 10 are women and 20 are ethnic and racial minorities. In 2017, the Mathematics Faculty Job Group consisted of 45 employees, of whom 11 were women and 22 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28%. Among this job group at UNLV, women comprise 24.4%. *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 24.8%. Among this job group at UNLV, ethnic and racial minorities comprise 48.9%. *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.*

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

In 2013, this job group consisted of 24 employees, of whom 10 were women and two were ethnic and racial minorities. In 2014, this job group consisted of 25 employees, of whom 11 were women and two were ethnic and racial minorities. In 2015, this job group consisted of 27 employees, of whom 13 were women and two were ethnic and racial minorities. In 2016, the Communications & Journalism Faculty Job Group consists of 28 employees, of whom 13 are women and two are ethnic and racial minorities. In 2017, the Mathematics Faculty Job Group consisted of 30 employees, of whom 13 were women and two were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 43%. Among this job group at UNLV, women comprise 43.3%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 10.6%. Among this job group at UNLV, ethnic and racial minorities comprise 6.7%. *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 2012, the Counseling Faculty Job Group consisted of five employees, of whom three were women and two are ethnic and racial minorities. In 2013, this job group consisted of six employees, of whom four were women and two were ethnic and racial minorities. In 2014, this job group consisted of six employees, of whom four were women and one were ethnic and racial minorities. In 2015, this job group consisted of five employees, of whom three were women and none are ethnic or racial minorities. In 2016, the Counseling Faculty Job Group consists of six employees, of whom four are women and one were ethnic and racial minorities. In 2017, the Counseling Faculty Job Group consisted of six employees, of whom three were women and none are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 42%. 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 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 0.0%. *Current utilization of ethnic and racial minorities is two below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

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

In 2013, this job group consisted of 21 employees, of whom 12 were women and six were ethnic and racial minorities. In 2014, this job group consisted of 21 employees, of whom 12 were women and eight were ethnic and racial minorities. In 2015, this job group consisted of 26 employees, of whom 18 were women and nine were ethnic and racial minorities. In 2016, the Criminal Justice & Social Work Faculty Job Group consists of 28 employees, of whom 19 are women and 10 are ethnic and racial minorities. In 2017, the Criminal Justice & Social Work Faculty Job Group consisted of 30 employees, of whom 19 were women and 10 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 42%. Among this job group at UNLV, women comprise 63.3%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 33.3%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **Urban Affairs – Public Administration Faculty (259)**

In 2013, this job group consisted of 15 employees, of whom 10 were women and three were ethnic or racial minorities. In 2014, the Public Administration Faculty Job Group consisted of 15 employees, of whom nine were women and three were ethnic or racial minorities. In 2015, this job group consisted of 14 employees, of whom eight were women and two were ethnic or racial minorities. In 2016, the Public Administration Faculty Job Group consists of 14 employees, of whom eight are women and two are ethnic or racial minorities. In 2017, the Public Administration Faculty Job Group consisted of 15 employees, of whom eight were women and five were ethnic or racial minority.

- Within this job group, the availability of women in the labor market is 42.0%. Among this job group at UNLV, women comprise 53.3%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 33.3%. *Current utilization of ethnic and racial minorities is above market availability – representing a net gain of 2 in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

### **UNLV School of Medicine (260)**

In 2017, the UNLV School of Medicine consists of eight employees, of whom two are women and two are ethnic or 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 25%. *Current utilization of women is one below market availability.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 25.2%. Among this job group at UNLV, ethnic and racial minorities comprise 25.0%. *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.*

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

In 2013, the Other Academic Program Faculty Job Group – *including faculty from the Graduate College, the Honors College, the Lincy/Brookings Mountain West Institutes, and several labs and centers* consisted of 12 employees, of whom six were women and five was an ethnic or racial

minority. In 2014, this job group consisted of 14 employees, of whom nine were women and five were ethnic or racial minorities. In 2015, this job group consisted of 24 employees, of whom 15 were women and five were ethnic or racial minorities. In 2016, the Other Academic Programs Faculty Job Group consists of 21 employees, of whom 12 are women and five are ethnic or racial minorities. In 2017 this job group consists of ten employees, of whom 7 are women and 5 are ethnic or racial minorities.

- Within this job group, the availability of women in the labor market is 42%. Among this job group at UNLV, women comprise 70.0%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
  
- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 50.0%. *Current utilization of ethnic and racial minorities is above market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

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

The representation of women and racial/ethnic minorities both increased by small amounts. It is notable that the representation of women exceeded 50% in every year of comparison. *The five-year trend line, using 2012 as the basis year, shows a small increase of 2.4%.* However, the chart does show a continuing increasing trend, *of 18.7%, in the percentage representation of ethnic and racial minorities* among the administrative faculty over the past five years.

Profile of Administrative Faculty, 2013 - 2017					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	994	535	53.8%	323	32.5%
2014	1065	586	55.0%	363	34.1%
2015	1093	614	56.2%	379	34.7%
2016	1172	650	55.5%	419	35.8%
2017	1256	702	55.9%	451	35.9%
Percent Change	26.4%	31.2%	3.9%	39.6%	10.5%

**Academic Support Professionals (310)**

In 2013, this job group consisted of 305 employees, of whom 200 were women and 121 were ethnic and racial minorities. In 2014, this job group consisted of 343 employees, of whom 235 were women and 140 were ethnic and racial minorities. In 2015, this job group consisted of 368 employees, of whom 249 were women and 158 were ethnic and racial minorities. In 2016, the Academic Support Professionals Job Group consists of 403 employees, of whom 268 are women and 166 are ethnic and racial minorities. In 2017, the Academic Support Professionals Job Group consisted of 538 employees, of whom 364 were women and 213 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 65.3%. Among this job group at UNLV, women comprise 67.7%. *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 28.1%. 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.*

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

In 2013, this job group consisted of 340 employees, of whom 204 were women and 100 were ethnic and racial minorities. In 2014, this job group consisted of 361 employees, of whom 215 were women and 110 were ethnic and racial minorities. In 2015, this job group consisted of 368 employees, of whom 226 were women and 108 were ethnic and racial minorities. In 2016, the Administrative Professionals Job Group consists of 391 employees, of whom 237 are women and 118 are ethnic and racial minorities. In 2017, the Administrative Professionals Job Group consisted of 318 employees, of whom 181 were women and 90 were 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 56.9%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 33.7%. Among this job group at UNLV, ethnic and racial minorities comprise 28.3%. *Current utilization of ethnic and racial minorities is 18 below market availability – representing a net gain of 14 in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

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

In 2013, this job group consisted of 63 employees, of whom 20 were women and 16 were ethnic and racial minorities. In 2014, this job group consisted of 66 employees, of whom 19 were women and 15 were ethnic and racial minorities. In 2015, this job group consisted of 63 employees, of whom 16 were women and 12 were ethnic and racial minorities. In 2016, the Athletics Professionals Job Group consisted of 58 employees, of whom 15 are women and 15 are ethnic and racial minorities. In 2017, the Athletic Professionals Job Group consisted of 60 employees, of whom 17 were women and 23 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 43.4%. Among this job group at UNLV, women comprise 28.3%. *Current utilization of women is ten 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 23.1%. Among this job group at UNLV, ethnic and racial minorities comprise 38.3%. *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.*

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

In 2013, this job group consisted of 145 employees, of whom 36 were women and 45 were ethnic and racial minorities. In 2014, this job group consisted of 149 employees, of whom 35 were women and 50 were ethnic and racial minorities. In 2015, this job group consisted of 139 employees, of whom 37 were women and 47 were ethnic and racial minorities. In 2016, the Information Technology Professionals Job Group consists of 150 employees, of whom 37 are women and 55 are ethnic and racial minorities. In 2017, the Information Technology Professionals Job Group consisted of 159 employees, of whom 40 were women and 59 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28.5%. Among this job group at UNLV, women comprise 25.2%. *Current utilization of women is six below market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 29.7%. Among this job group at UNLV, ethnic and racial minorities comprise 37.1%. *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.*

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

In 2013, this job group consisted of 41 employees, of whom 26 were women and six were ethnic and racial minorities. In 2014, this job group consisted of 50 employees, of whom 31 were women and 10 were ethnic and racial minorities. In 2015, this job group consisted of 53 employees, of whom 33 were women and 10 were ethnic and racial minorities. In 2016, the Library Professionals job group consists of 53 employees, of whom 33 are women and 10 are ethnic and racial minorities. In 2017, the Library Professionals Job Group consisted of 55 employees, of whom 37 were women and 12 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 82.1%. Among this job group at UNLV, women comprise 67.3%. *Current utilization of women is 9 below market availability – representing no gain of 2 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 16.7%. Among this job group at UNLV, ethnic and racial minorities comprise 21.8%. *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.*

**Science & Health Professionals (360)**

In 2013, this job group consisted of 100 employees, of whom 49 were women and 35 were ethnic and racial minorities. In 2014, this job group consisted of 96 employees, of whom 51 were women and 38 were ethnic and racial minorities. In 2015, this job group consisted of 102 employees, of whom 53 were women and 44 were ethnic and racial minorities. In 2016, the Science & Health Professionals Job Group consists of 117 employees, of whom 60 are women and 55 are ethnic and racial minorities. In 2017, the Science and Health Professionals Job Group consisted of 126 employees, of whom 63 were women and 54 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 46.0%. Among this job group at UNLV, women comprise 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 29.2%. Among this job group at UNLV, ethnic and racial minorities comprise 42.9%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

**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. After several years of decline, the data shows *a small increase of 5.1% in the percentage representation of women in comparison to five years ago. Additionally, there continues to be a moderate, 11.5%, increase in the percentage representation of ethnic and racial minorities* among classified staff over the past five years.

<b>Profile of Classified Staff, 2013 - 2017</b>					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2013	932	539	57.8%	435	46.7%
2014	895	513	57.3%	426	45.0%
2015	899	514	57.2%	434	50.2%
2016	929	537	57.8%	466	50.2%
2017	976	570	58.4%	516	52.9%
Percent Change	4.7%	5.8%	1.0%	18.6%	13.3%



## **TECHNICAL/PARAPROFESSIONAL (H40)**

### **Technical/Paraprofessionals (400)**

In 2013, this job group consisted of 188 employees, of whom 124 were women and 95 were ethnic and racial minorities. In 2014, this job group consisted of 187 employees, of whom 124 were women and 98 were ethnic and racial minorities. In 2015, this job group consisted of 184 employees, of whom 120 were women and 99 were ethnic and racial minorities. In 2016, the Technical/Paraprofessionals Job Group consists of 189 employees, of whom 125 are women and 111 are ethnic and racial minorities. In 2017, the Technical/Paraprofessionals Job Group consisted of 190 employees, of whom 126 were women and 113 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 73.2%. Among this job group at UNLV, women comprise 66.3%. ***Current utilization of women is 14 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 41.3%. Among this job group at UNLV, ethnic and racial minorities comprise 59.5%. ***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 2013, this job group consisted of 280 employees, of whom 252 were women and 106 were ethnic and racial minorities. In 2014, this job group consisted of 258 employees, of whom 233 were women and 96 were ethnic and racial minorities. In 2015, this group consisted of 258 employees, of whom 237 were women and 100 were ethnic and racial minorities. In 2016, the Office Support, Senior Level Job Group consists of 270 employees, of whom 247 are women and 115 are ethnic and racial minorities. In 2017, the Office Support, Senior Level Job Group consisted of 296 employees, of whom 266 were women and 137 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 91.1%. Among this job group at UNLV, women comprise 89.9%. ***Current utilization of women is four below market availability – representing a net loss of 4 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 34.0%. Among this job group at UNLV, ethnic and racial minorities comprise 46.3%. ***Current utilization of ethnic and racial minorities above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

## **Office Support, Support Level Job Group (510)**

In 2013, this job group consisted of 118 employees, of whom 93 were women and 66 were ethnic and racial minorities. In 2014, this job group consisted of 116 employees, of whom 91 were women and 57 were ethnic and racial minorities. In 2015, this job group consists of 120 employees, of whom 92 are women and 68 are ethnic and racial minorities. In 2016, the Office Support, Support Level Job Group consists of 121 employees, of whom 93 are women and 62 are ethnic and racial minorities. In 2017, the Office Support, Support Level Job Group consisted of 139 employees, of whom 105 were women and 82 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 81.4%. Among this job group at UNLV, women comprise 75.5%. *Current utilization of women is nine 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 40.1%. Among this job group at UNLV, ethnic and racial minorities comprise 59.0%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

## **SKILLED CRAFTS (H60)**

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

In 2013, this job group consisted of 60 employees, of whom one was a woman and 18 were ethnic and racial minorities. In 2014, this job group consisted of 61 employees, of whom none were women and 18 were ethnic and racial minorities. In 2015, this job group consisted of 64 employees, of whom two were women and 20 were ethnic and racial minorities. In 2016, the Skilled Crafts Job Group consists of 62 employees, of whom two are women and 21 are ethnic and racial minorities. In 2017, the Skilled Crafts Job Group consisted of 63 employees, of whom one was a woman and 21 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 2.8%. Among this job group at UNLV, women comprise 1.6%. *Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 46.3%. Among this job group at UNLV, ethnic and racial minorities comprise 33.3%. *Current utilization of ethnic and racial minorities is nine 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.*

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

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

In 2013, this job group consisted of 48 employees, of whom one were a women and 19 were ethnic and racial minorities. In 2014, this job group consisted of 46 employees, of whom one was a woman and 18 were ethnic and racial minorities. In 2015, this job group consisted of 45 employees, of whom one was a woman and 16 were ethnic and racial minorities. In 2016, the Maintenance Workers Job Group consists of 47 employees, of whom one is a woman and 16 are ethnic and racial minorities. In 2017, the Maintenance Workers Job Group consisted of 51 employees, of whom one were women and 20 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 15.0%. Among this job group at UNLV, women comprise 2.0%. ***Current utilization of women is seven 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 45.6%. Among this job group at UNLV, ethnic and racial minorities comprise 39.2%. ***Current utilization of ethnic and racial minorities is four below market availability – representing a net gain of three in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

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

In 2013, this job group consisted of 42 employees, of whom 10 were women and 20 were ethnic and racial minorities. In 2014, this job group consisted of 41 employees, of whom nine were women and 21 were ethnic and racial minorities. In 2015, this job group consisted of 43 employees, of whom eight were women and 21 were ethnic and racial minorities. In 2016, the Public Safety Job Group consists of 43 employees, of whom eight are women and 23 are ethnic and racial minorities. In 2017, the Public Safety Workers Job Group consisted of 45 employees, of whom nine were women and 22 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 27.6%. Among this job group at UNLV, women comprise 20.0%. ***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 31.0%. Among this job group at UNLV, ethnic and racial minorities comprise 48.9%. ***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.***

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

In 2013, this job group consisted of 196 employees, of whom 59 were women and 111 were ethnic and racial minorities. In 2014, this job group consisted of 186 employees, of whom 55 were women and 108 were ethnic and racial minorities. In 2015, this job group consisted of 185 employees, of whom 54 were women and 110 were ethnic and racial minorities. In 2016, the Custodial/Grounds Maintenance Workers Job Group consists of 197 employees, of whom 61 are women and 118 are ethnic and racial minorities. In 2017, the Custodial/Grounds Maintenance Workers Job Group consisted of 192 employees, of whom 62 were women and 121 were ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29.2%. Among this job group at UNLV, women comprise 32.3%. *Current utilization of women is above market availability representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 71.3%. Among this job group at UNLV, ethnic and racial minorities comprise 63.0%. *Current utilization of ethnic and racial minorities is 16 below market availability – representing a net gain of eight in the utilization of ethnic and racial minorities in this job group compared to the previous year.*