



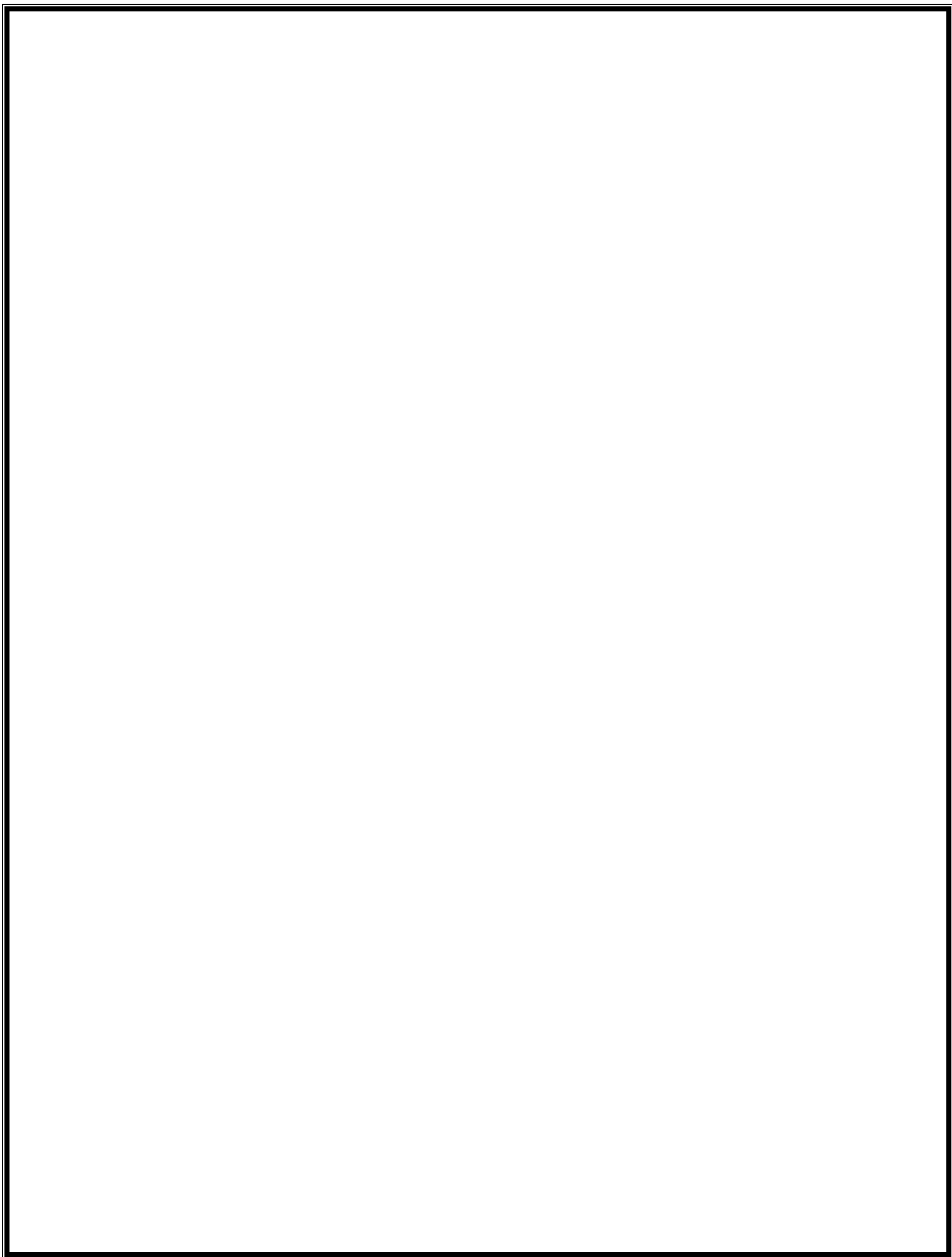
UNIVERSITY OF NEVADA, LAS VEGAS

**EQUAL EMPLOYMENT
OPPORTUNITY
AND
AFFIRMATIVE ACTION
(EEO/AA) PROGRAM
2014**

**COMPILED IN ACCORDANCE REQUIREMENTS FOR
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4505 S. Maryland Pkwy - Box 452019 - Las Vegas, NV 89154-2019 - PH 702-895-3656
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**UNIVERSITY OF NEVADA, LAS VEGAS
2014 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 2014 EEO/AA Program uses Program Year 2010 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 decrease of 5.9% compared to 2010*** is not surprising.

A small increase occurred in the representation of women in employee categories below, however, there continue to be moderate increases of ethnic and racial minority percentage of representation in every employee group.

The following charts summarize the percentage changes in the representation of women and ethnic and racial minorities by broad occupational category over a five-year horizon for executive, academic faculty, administrative (non-academic) faculty, classified staff, and total employees.

Representation of Women by Occupational Category, 2010 - 2014						
Category	2010	2011	2012	2013	2014	Pct Change
Executives	35.7%	28.6%	29.1%	34.4%	33.3%	-6.7%
Academic Faculty	35.9%	36.2%	36.7%	36.5%	38.2%	6.6%
Administrative Faculty	54.6%	53.3%	54.1%	53.8%	55.0%	0.7%
Classified Staff	56.7%	55.4%	55.0%	57.8%	57.3%	1.0%
Total Employees	49.5%	48.4%	48.8%	49.5%	50.1%	1.2%

Representation of Ethnic / Racial Groups by Occupational Category, 2010 – 2014						
Category	2010	2011	2012	2013	2014	Pct Increase
Executives	14.3%	19.6%	20.0%	24.6%	22.2%	55.6%
Academic Faculty	22.5%	22.5%	24.2%	25.6%	25.8%	14.9%
Administrative Faculty	29.3%	29.4%	30.1%	32.5%	34.1%	16.4%
Classified Staff	44.5%	45.8%	45.0%	46.7%	47.6%	6.9%
Total Employees	32.7%	33.0%	33.7%	34.9%	35.4%	8.3%

Data in the preceding trend-line charts are detailed by occupational category in the following sections, including the increase in number of positions by occupational category and the number and percentage representation of women and ethnic and racial minorities by occupational category.

Representation of Women and Ethnic and Racial minorities among Total Employees

The University’s overall workforce decreased for the three years preceding 2012, however, the representation of ethnic and racial minorities has maintained pace within the confines of a contracting employee population.

As illustrated in the chart below, the trend represents a small **1.2% increase in the percentage representation of women** and a moderate **8.3% increase in the percentage representation of ethnic and racial minorities** over the past five years.

Profile of All Employees, 2010 - 2014					
EEO/AA Program Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	3,107	1,538	49.5%	1,016	32.7%
2011	2,890	1,400	48.4%	953	33.0%
2012	2,742	1,338	48.8%	923	33.7%
2013	2,847	1,409	49.5%	993	34.9%
2014	2,925	1,465	50.1%	1036	35.4%
Percent Change	-5.9%	-4.7%	1.2%	2.0%	8.3%

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 2010, yielding a five-year trend line.

The representation of women among executive officers shows **a moderate -6.7% decreased** this program. However, as illustrated in the chart below, there continue to be an increasing trend in ethnic and racial minorities among executive officers over the past five years.

Profile of Executives, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	56	20	35.7%	8	14.3%
2011	56	16	28.6%	11	19.6%
2012	55	16	29.1%	11	20.0%
2013	61	21	34.4%	15	24.6%
2014	63	21	33.3%	14	22.2%
Percent Change	12.5%	5.0%	-6.7%	75.0%	55.6%

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

The representation of women among the professorate has decreased moderately over the past five years in total representation, however in proportion to the total professorate there have been gains. As illustrated in the chart below, the trend represents a ***moderate 6.6% increase in the percentage representation of women*** and a ***14.9% increase in the percentage representation of ethnic and racial minorities*** among faculty – including all full-time tenured and tenure track faculty; visiting, in-residence, affiliate faculty, and lecturers.

Profile of Academic Faculty, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	925	332	35.9%	208	22.5%
2011	868	314	36.2%	195	22.5%
2012	810	297	36.7%	197	24.3%
2013	860	314	36.5%	220	25.6%
2014	902	345	38.2%	233	25.8%
Percent Change	-2.5%	3.9%	6.6%	12.0%	14.9%

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

It is notable that the representation of women among administrative faculty has exceeded 50% since the base year of comparison. There is a ***minute, 0.7%, increase in the representation of women***. However, as the chart show, there continue to be moderate gains, to ***16.4%, in the representation ethnic and racial minorities*** among administrative faculty over the past five years.

Profile of Administrative Faculty, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	963	526	54.6%	282	29.3%
2011	936	499	53.3%	275	29.4%
2012	870	471	54.1%	262	30.1%
2013	994	535	53.8%	323	32.5%
2014	1065	586	55.0%	363	34.1%
Percent Change	10.6%	11.4%	0.7%	28.7%	16.4%

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

Our classified staff employee counts continue to suffer **the greatest decreases, at -23%**, of any employee category over the previous five years.

Among classified staff, women continue to comprise substantially more than 50% since the base year for comparison, therefore **a decrease of -22.3% in the number of employees** is not surprising. Similarly, the representation of ethnic and racial minorities among classified staff **has also decreased -17.8%**.

As illustrated in the chart below, the trend represents a small **1% increase in the percentage representation of women and a small 6.9% increase in the percentage representation of ethnic and racial minorities** among classified staff over the past five years, is shown below.

Profile of Classified Staff, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	1,163	660	56.7%	518	44.5%
2011	1,030	571	55.4%	472	45.8%
2012	1,007	554	55.0%	453	45.0%
2013	932	539	57.8%	435	46.7%
2014	895	513	57.3%	426	47.6%
Percent Change	-23.0%	-22.3%	1.0%	-17.8%	6.9%

[See Chart 1 at Enclosure 1: Workforce & Availability Comparison, 2010 – 2014, 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 2014, among 100 organizational units in which there is a statistical expectation for women to be represented, women are represented in every department on campus – with the single **exception of the Lee School of Business ~ Department of Finance**.

- In 2014, among 100 organizational units in which there is a statistical expectation for ethnic and racial minorities to be represented, ethnic and racial minorities are represented in every department on campus.

The chairs or directors of departments that are void of the representation of women or ethnic and racial minorities are encouraged to explore specific outreach initiatives in future recruitment processes to increase the diversity of applicant pools, and these units would be appropriate candidates for the allocation of target of opportunity funds to enhance recruitment efforts.

[Appendix A, Workforce Analysis Summary by Organizational Unit, is on file in the Office of Human Resources.]

Job Group Definition [41 CFR 60-2.12]

A more sophisticated approach to evaluating the representation of women and ethnic and racial minorities within the organization is *to divide the work force into job groups within occupational categories across organizational lines*. Job groups are defined *on the basis of similarity of job content, salary range, and opportunity for progression* within the organization.

Beginning with the 2005 Program, UNLV expanded faculty job groups by academic discipline clusters, regardless of rank, increasing faculty job groups from four to 30. Concurrently, professional non-faculty job groups were expanded from four to six. Cumulatively, the University expanded its EEO/AA Program from seven job groups by EEO category in 2003 to 46 job groups by academic discipline or occupational specialty in 2008, as illustrated in the following Job Group listing.

Job Groups

H10 Officials & Managers

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

H20 Academic Faculty

- 206 Business – Business
- 207 Business – Economics
- 208 Business – Acct & Finance
- 211 Education – Teacher Ed
- 212 Education – Other Ed
- 216 Engineering – Engineering
- 217 Engineering – Computer Science
- 221 Fine Arts – Fine Arts
- 222 Fine Arts – Architecture
- 226 AHS - Dental Medicine
- 227 AHS - Health Physics & Diagnostics,
which includes Kinesiology, Nutrition, and Physical Therapy
- 228 AHS - Nursing
- 229 AHS – Community Health(Public Health),

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
- 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 2010 EEO/AA Program as the base year for comparison, the 2014 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, 2010 – 2014, 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) 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 annually by the College and University Professional Association for Human Resources (CUPA-HR).
- Faculty (H20) are recruited nationally among the higher education labor market. Availability of women and ethnic and racial minorities among all four-year educational institutions by academic discipline cluster are surveyed every five years by the U.S. Department of Education, National Center for Education Statistics. [Published as table 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, finally published 2010 census data in summer 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, 2010 – 2014, 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 2013 to 2014, 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, 2010 – 2014, 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	16	5	1	4	5	31
ethnic/racial minorities	24	6	0	0	1	31

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

- Women are represented below market availability in **15** areas where under-utilization of women exist, the under-utilization is fairly moderate in **9** of these disciplines – ranging from one to three persons. This leaves ***five 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 **seven** areas where under-utilization of ethnic and racial minorities exists, the under-utilization is fairly moderate in **six** of these disciplines, ranging from one to three persons. This table shows that there is ***currently one academic disciplines in which ethnic and racial minorities are under-utilized by four or more persons.***

Representation of women and ethnic and racial minorities among Tenured & Tenure-Track Faculty

While the presence of women or minority faculty in the classroom, regardless of employment status, helps foster a diverse educational environment for our students, there is an understandable concern on the part of tenured and tenure track faculty members as to whether women and ethnic and racial minorities are adequately represented among tenured and tenure-track faculty in relation to market availability.

Beginning in 2007, the University analyzed the representation of women and ethnic and racial minorities among tenured and tenure-track faculty, in addition to total faculty representation (as required by OFCCP guidelines, above). This supplemental analysis will continue in the current 2014 Program Year and future years as a good faith effort to assure that our faculty recruitment programs are focused on the University’s core faculty constituency and as a guide to where limited funds should be focused to increase the representation of women and ethnic and racial minorities among tenured and tenure-track faculty ranks, as provided in the Target of Opportunity Program.

The following chart summarizes the number of academic discipline areas in which women and ethnic and racial minorities are represented above market availability, at par with market availability, or below market availability among tenured and tenure track faculty.

Number of Disciplines Reflecting Utilization of women and ethnic/racial minorities Compared to Market Availability among Tenured & Tenure Track Faculty						
Nbr of Units	At or > Mkt	1 < Mkt	2 < Mkt	3 < Mkt	4+ < Mkt	Total
women	11	7	6	1	6	31
ethnic/racial minorities	25	4	1	1	0	31

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

- Among the **20 areas** where under-utilization of women exists, the under-utilization is fairly **moderate in 13 of these disciplines** – ranging from one to three persons. Six disciplines reflect under-utilization of women of four or more persons.
- Among the **six areas** where under-utilization of ethnic and racial minorities exists, the under-utilization is **moderate in all six of these disciplines** – ranging from one to three persons. There are no disciplines that reflect an under-utilization of women of four or more persons.

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

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

Academic Disciplines in which Women are Under-Represented > 4+ in Relation to Market Availability Among Tenured and Tenure Track Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
Business	Business	-6	Fine Arts	Fine Arts	-5
Education	Teacher Education	-9	AHS	Health Physics & Diag	-5
Engineering	Computer Science	-6	LA	English & Literature	-4
	Total Disciplines	6		Total Employees	-38

Academic Disciplines in which ethnic/racial minorities are Under-Represented > 4 + in Relation to Market Availability Among Tenured and Tenure Track Faculty					
College	Discipline	Nbr	College	Discipline	Nbr
	Total Disciplines	0		Total Employees	0

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

[See Chart 2 at Enclosure 1, Workforce & Availability Comparison for Tenured and Tenure Track Faculty, 2010 – 2014.]

Representation of Hispanics among Administrative Faculty & Classified Staff

Although total minority representation is generally at par with regional labor market availability, the persistent under-representation of Hispanics among UNLV’s administrative faculty and classified staff work force continues to present a special area of concern.

For a breakdown of the occupational categories in which Hispanics are currently under-represented in relation to market availability and the number of Hispanic employees we would need to hire in relation to the current size of our workforce to reach parity with labor market availability, please see “Diversity as an Educational Goal” in the following sections of this report.

Placement Goals [41 CFR 60-2.16]

OFCCP guidelines require the university to establish placement goals wherever the work force percentage for women or ethnic and racial minorities is materially less than the availability percentage for each job group. Placement goals serve as objectives or targets for our subsequent recruitment processes that should be reasonably attainable by means of applying every good faith effort to reach out to qualified women and minority candidates in the labor market.

In recent years, the OFCCP has moved entirely away from numeric goals, requiring only that placement goals be at least equivalent to the availability percentages for those job groups in which women or ethnic and racial minorities are under-represented in relation to labor market availability. This emphasis on percentage goals reflects the repudiation of quotas or set-asides commonly adopted in the early years of affirmative action planning as a means of increasing the representation of women and ethnic and racial minorities in the work force, but whose literal application resulted in some instances of reverse discrimination against non-minority or male applicants.

The OFCCP specifically cautions that placement goals may not be rigid and inflexible quotas (which are expressly forbidden); may not be considered as either a ceiling or a floor; may not create set-asides for specific groups; and may not be used to “supersede merit selection principles.” Current OFCCP guidelines, thus, emphasize that all affirmative action efforts must occur under the over-arching umbrella of equal consideration for every candidate, regardless of personal demographics, noting in particular that, “In all employment decisions, the (employer) must make selections in a nondiscriminatory manner.” [41 CFR 60-2.16(3)(2)]

UNLV has adopted the following placement goals for women and ethnic and racial minorities – representing the labor market availability percentage for women and ethnic and racial minorities in those job groups where under-utilization has been identified. These goals commit the university to exercising all good faith efforts to recruit women or ethnic and racial minorities in these job groups at rates which are at least equivalent to their availability in the labor market.

Placement Goals for Women

Percentage Placement Goals for Women for Calendar Year 2014					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
206	Business	32.0%	248	Social Sciences	42.0%
207	Economics	18.0%	253	Mathematics	28.0%
208	Accounting & Finance	32.0%	310	Academic Support Prof	69.3%
211	Teacher Education	65.0%	320	Administrative Professional	59.7%
217	Computer Science	31.0%	330	Athletics	41.6%
221	Fine Arts	38.0%	340	Information Technology	30.5%
222	Architecture	28.0%	350	Library Professionals	81.0%
227	Health Phys & Diag	53.0%	400	Office and Admin Supr	90.3%
228	Nursing	96.0%	410	Office and Admin Support	80.5%
229	Community (Public) Health	53.0%	500	Tech and Paraprofessional	70.9%
241	English and Literature	57.0%	600	Skilled Craft	3.2%

244	Philosophy	17.0%	700	Service Maintenance	6.9%
247	Psychology	47.0%	710	Public Safety	25.9%

Placement Goal for Ethnic and Racial minorities

Percentage Placement Goals for ethnic/racial minorities for Calendar Year 2014					
Job Group	Occupational Category	Pct	Job Group	Occupational Category	Pct
226	Dental Medicine	23.4%	258	Criminal Justice & Sci Wrk	24.4%
230	Hotel Administration	14.5%	259	Public Admin	24.4%
244	Philosophy	17.0%	320	Administrative Professionals	36.7%
247	Psychology	13.9%	330	Athletic Professionals	23.7%
248	Social Science	18.8%	600	Skilled Craft	46.5%
251	Biological Sciences	29.0%	700	Service Maintenance	45.2%
256	Communication	8.3%	720	Custodial & Grounds	71.9%
257	Counseling	24.4%			

[Appendix F, Placement Goals, is on file in the Office of Human Resources.]

Diversity as an Educational Goal – Action Oriented Programs [41 CFR 60-2.17(c)]

Transaction vs. Outcome Measures

The OFCCP's percentage placement goals will be recognized as ***transaction measures***. By requiring that the placement of women or ethnic and racial minorities in job groups where they are currently underutilized at least match their availability in the labor market, the placement goal essentially represents race or gender neutral recruitment. If women and ethnic and racial minorities are recruited at least in proportion to their labor market availability, it would be a fair observation that our current recruitment processes were non-discriminatory with respect to race or gender.

How does UNLV address the historical under-utilization of women or ethnic and racial minorities in some of its job groups – resulting from the cumulative effect of past recruitment patterns over several decades? Is it enough that we assure that our current recruitment and employment practices are non-discriminatory? Will this ever redress the extent to which historical practices may have had an adverse effect on women or ethnic and racial minorities – even if such practices were facially race and gender neutral? Will recruitment parity ever achieve work force/labor market parity? Obviously, it will not; at least not in the half-life of a typical higher education career.

While the OFCCP disclaims that placement goals are not intended to achieve proportional representation or equal results [§60-2.16(e)(3)], the OFCCP does affirm that “A central premise underlying affirmative action is that, absent discrimination, over time, a contractor's work force, generally, will reflect the gender, racial, and ethnic profile of the labor pools from which the contractor recruits and selects.” [§60-2.10(a)(1)] This affirmation is consistent with the stated objective of the University's EEO/AA Program for our ***work force to look just like the labor market*** – that is, for the representation of women and ethnic and racial minorities at UNLV to reflect their labor market availability, job group by job group. This over-arching goal is an ***outcome measure*** reflected in the University's Mission and Goal Statements – and fully consistent with the decisions of the U.S. Supreme Court in its pair of University of Michigan affirmative action cases that affirmed the role and value of diversity in higher education.

Preference among Equals and Target of Opportunity Program

In 2006, the University made a major commitment to support the recruitment of women and minority candidates by adopting an express “preference among equals” in its EEO/AA policy statement, which prefaces this report. ***“The University will extend a preference in hiring among substantially equally qualified candidates to women or ethnic and racial minority candidates in those academic disciplines or departments in which women or ethnic and racial minorities have historically been and continue to be under-represented in relation to their availability in the labor market.”***

Concurrently, the University undertook a major review of its “Target of Opportunity Hire Program.” Like many institutions of higher education, UNLV's target of opportunity program over the years effectively resulted in a set-aside program which is not permitted under current

OFCCP guidelines or Federal case law – in which positions were allocated to departments independent of student enrollment growth or curricular needs, in the event the department could bring a minority candidate to the table. The revised and expanded “Target of Opportunity Program” identifies a variety of recruitment strategies, consistent with OFCCP guidelines and Federal law, that will foster the recruitment of women and minority candidates – including the EEO/AA preference among equals (noted above). Additionally, funds that previously might have been set aside to support “TOOH” lines, have been made available to support more appropriate “TOP” recruitment strategies.

[See Enclosure 3 for Target of Opportunity Program Policy, 2006.]

Individual Ethnicity and Race vs. Total Minority Representation

While OFCCP guidelines provide that workforce percentages, availability percentages, and placement goals may all be set in relation to “total minority” data, it is often helpful for administrators to be aware of detailed race and ethnicity data so we can develop a better sense of whether our work force reflects the natural diversity of the labor market. For example, it is possible for ethnic and racial minorities to be represented at UNLV at or above labor market availability in a given job group, but for certain ethnic and racial minority groups to be underutilized within the same job group.

To facilitate a more accurate view of availability and under-utilization, the university is able to detail workforce and availability data by race/ethnic category, which discloses variation among utilization rates.

See Chart 3 at Enclosure 1, Comparison of Incumbency to Availability Detail for Total Employee Population, which shows the break down of total minority work force percentages, availability percentages, and net utilization rates by race/ethnic category for 2014 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 2010, Hispanics were under-represented in 19 of 46 job groups totaling 65 employees.
- In 2011, Hispanics were under-represented in 21 of 46 job groups totaling 74 employees
- In 2012, Hispanics were under-represented in 19 of 46 job groups totaling 68 employees.
- In 2013, Hispanics were under-represented in 17 of 46 job groups totaling 57 employees.
- In 2014, Hispanics are under-represented in 19 of 46 job groups totaling 131 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	258	Criminal Justice & Social Work	-1
217	Computer Science	-1	320	Admin Professionals	-25
226	Dental Medicine	-1	330	Athletics	-4
230	Hotel	-2	340	Information Technology	-3
244	Philosophy	-1	400	Office and Admin Supr	-16
246	Sociology	-1	600	Skilled Crafts	-11
247	Psychology	-2	700	Service Maintenance	-5
248	Social Sciences	-1	720	Custodial & Grounds	-53
253	Mathematical Science	-1			
	Total Job Groups	19		Total Employees	-131

Representation of African Americans

- In 2010, African Americans were under-represented in 26 of 46 job groups, totaling 41 employees.
- In 2011, African Americans were under-represented in 24 of 46 job groups, totaling 37 employees.
- In 2012, African Americans were under-represented in 24 of 46 job groups, totaling 35 employees.
- In 2013, African Americans were under-represented in 25 of 46 job groups, totaling 37 employees.
- In 2014, African Americans are under-represented in 22 of 46 job groups, totaling 47 employees as listed below with the number of persons below presumptive labor market availability.

Job Groups in which African Americans are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
206	Business	-2	251	Biological Science	-2
216	Engineering	-1	252	Physical Sciences	-3
217	Computer Science	-2	253	Mathematical Sciences	-1
222	Architecture	-1	256	Communication & Journalism	-1
230	Hotel	-2	257	Counseling	-1
241	English & Literature	-1	258	Criminal Justice and Social Work	-2
242	Foreign Languages	-1	259	Public Administration	-2
244	Philosophy	-1	320	Administrative Faculty	-8
246	Sociology	-2	340	Information Technology	-6
247	Psychology	-3	350	Library Professionals	-2
248	Social Science	-1	360	Scientific & Health	-2
	Total Job Groups	22		Total Employees	-47

Representation of Asians

- In 2010, Asians were under-represented in 15 of 46 job groups, totaling 23 employees.
- In 2011, Asians were under-represented in 15 of 46 job groups, totaling 23 employees.
- In 2012, Asians were under-represented in 13 of 46 job groups, totaling 19 employees.
- In 2013, Asians were under-represented in 11 of 46 job groups, totaling 16 employees.
- In 2014, Asians are under-represented in 14 of 46 job groups, totaling 18 employees as listed below with the number of persons below presumptive labor market availability, as listed below with the number of persons below presumptive labor market availability.

Job Groups in which Asians are Under-Represented in Relation to Market Availability (Independent of Total Minority Representation)					
Job Group	Occupational Category	Nbr	Job Group	Occupational Category	Nbr
212	Other Education	-1	245	Political Science	-1
226	Dental Medicine	-2	247	Psychology	-1
227	Hlth Phys & Diagn	-1	251	Biological Sciences	-1
235	Law	-2	290	Other Academic Programs	-1
241	English & Literature	-1	330	Athletics	-1
243	History	-1	400	Office and Admin Supr	-3
244	Philosophy	-1	600	Skilled Crafts	-1
	Total Job Groups	14		Total Employees	-18

Representation of Native American/Alaskan Natives

- In 2010, Native Americans/Alaskan Natives were under-represented in 36 of 46 job groups, totaling 51 employees.
- In 2011, Native Americans/Alaskan Natives were under-represented in 36 of 46 job groups, totaling 49 employees.
- In 2012, Native Americans/Alaskan Natives were under-represented in 32 of 46 job groups, totaling 40 employees.
- In 2013, Native Americans/Alaskan Natives 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, 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
208	Accounting & Finance	-1	257	Counseling	-1
212	Other Education	-1	258	Criminal Justice and Social Work	-1
217	Computer Science	-1	259	Public Administration	-1
221	Fine Arts	-1	290	Other Academic Programs	-1
222	Architecture	-1	310	Academic Professionals	-2
226	Dental Medicine	-1	330	Athletic Professionals	-1
228	Nursing	-1	350	Library Professionals	-1
230	Law	-1	360	Scientific & Health Professionals	-1
248	Social Sciences	-1	410	Office & Admin Supt	-1
251	Biological Science	-1	600	Skilled Crafts	-1
253	Mathematical Sciences	-1	710	Public Safety	-1
	Total Job Groups	22		Total Employees	-23

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 2014. Chart 2 includes only Tenured and Tenure Track faculty for 2013 through 2014. Chart 3 shows detailed workforce and availability percentages for all employees by ethnic and racial categories for 2014.

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 2013 compared to Program Year 2014 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 | 2013 | Left-most column for each group |
| ▪ Work Force Percentage | 2013 | 2 nd from left column for each group |
| ▪ Availability Percentage | 2014 | 3 rd from left column for each group |
| ▪ Work Force Percentage | 2014 | 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 2014 and 2013 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. Graphs 4, 5, and 6 profile the representation of women and ethnic and racial minorities among tenured and tenure track faculty only. [See Enclosure 1 for Graphs 1 – 6.]

Words

For those individuals who relate more to plain language descriptions (rather than the numerical tabulations or graphical representations of work force and availability percentages), *“Utilization Observations by Job Group”* at Enclosure 2 offers a detailed narrative analysis regarding the utilization of women and ethnic and racial minorities by EEO categories and by job groups. Changes in representation among occupational categories are noted, as well as whether women and ethnic and racial minorities are represented above, below, or at par with labor market availability. [See Enclosure 2 for Utilization Observations by Job Group.]

ADDITIONAL REQUIRED EEO/AA PROGRAM ELEMENTS

Additional Required Elements [41 CFR 60-2.17]

This section of the University’s EEO/AA Program describes additional required elements of AA Programs, as specified at 41 CFR 60-2.17, which include: (a) *designation of responsibility*, (b) *identification of problem areas*, (c) *action oriented-programs and other “good faith efforts,”* and (d) *internal audit and reporting system*.

Designation of Responsibility [41 CFR 60-2.17(a)]

The University President has assigned institution-wide responsibility to the Vice President for Student Affairs for implementation of the University’s equal employment opportunity and affirmative action program under 41 CFR 60 for all professional (academic, administrative and executive faculty) and classified staff employees. In discharging the functions of the Institutional EEO/AA Officer, the Vice President for Student Affairs has direct access to all senior officers, as necessary, to ensure effective program implementation.

The Office of Human Resources is charged with responsibility for ensuring compliance with equal employment opportunity and affirmative action program policies related to recruitment and

employment adopted by the Board of Regents of the Nevada System of Higher Education, published at Title 4, Chapter 8 of the Board of Regents' Handbook.

Identification of Problem Areas [41 CFR 60-2.17(b)]

The principle strategy for identifying problem areas is included in the University's annual analysis of workforce percentages and availability percentages for the entire employee population – and the identification of job groups in which women or ethnic and racial minorities are under-represented at UNLV in relation to labor market availability.

In addition to analyzing the total employee population, the University undertakes a similar analysis for tenured and tenure track faculty to evaluate whether representation of women and ethnic and racial minorities is equitably reflected among the University's core employment constituency. The identification of an academic discipline as being under-represented for women or ethnic and racial minorities in relation to labor market availability is a key determining factor in the allocation of Target of Opportunity Program funds to enhance the recruitment of women or ethnic and racial minorities in these disciplines.

Beginning with Program Year 2006, the University further identified appropriate systematic measures to continue an internal program of identifying potential problem areas. Chief among these measures are the following internal adverse impact analyses, conducted annually, using a standard 80/20 analysis. The results of these analyses are published under separate cover and maintained together with EEO/AA Program records in the Office of Human Resources.

- Hires to Applicants by Job Group
- Transfers & Promotions to Base Job Group Population
- Involuntary Separations to Base Job Group Population

See Appendix G, Additional Required Program Elements, including Adverse Impact Analyses on file with the Office of Human Resources.

Action-Oriented Programs [41 CFR 60-2.17(c)]

OFCCP guidelines require that the university develop and execute action-oriented programs designed to correct problems areas and to attain established goals and objectives. Action-oriented programs may include substantive review of personnel policies or procedures which have previously produced inadequate results or consist of good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

The Office of Diversity Initiatives is responsible for developing, implementing, and monitoring the success of action oriented programs designed to enhance the diversity and inclusiveness of the University community including faculty and staff employment, student enrollment, and curricular and co-curricular activities.

The Interim Vice President for Diversity, Inclusion and Government Affairs works, in collaboration with other employee committees, cabinet officers, and academic deans to promote

diversity and inclusion at the University – and is responsible for ensuring the diversity issues are addressed in a systematic manner in the University’s annual planning and assessment programs.

Internal Audit and Reporting System [41 CFR 60-2.17(d)]

OFCCP guidelines require the University to develop and implement an auditing system that periodically measures the effectiveness of its total affirmative action program, including the specific components addressed in this section.

1. ***Monitoring records of all personnel activity.*** The Office of Human Resources, under the auspices of the Institutional EEO/AA Compliance Officer, is responsible for preparing the annual statistical analysis of workforce and labor market availability that undergirds the preparation of the University’s EEO/AA Program, as well as the narrative program analysis, including the preparation of the adverse impact reports used to identify potential problem areas including new hires, transfers & promotions, and involuntary separations.
2. ***Requiring internal reporting on a scheduled basis.*** All EEO/AA related reports and assessment activities noted above are conducted on at least annually on a calendar year basis, culminating in the publication of the University’s annual EEO/AA Program.

The Vice President for Student Affairs, serving as the University’s Institutional EEO/AA Officer, is responsible for ensuring that Human Resources undertakes the annual assessment of personnel activity (above) and that division, college, and school level annual reports, planning, and assessment processes include an assessment of equal opportunity issues pertaining to employment and student enrollment. The Interim Vice President for Diversity, Inclusion and Government Affairs, in collaboration with appropriate employee committees, is responsible for the systematic annual assessment of diversity and inclusion issues on campus pertaining to enrollment, employment, and curricular and co-curricular diversity. Programmatic assessments occur annually on a fiscal year basis in conjunction with the University’s annual planning and assessment cycle.

3. ***Reviewing report results with all levels of management.*** As cabinet officers, the Vice President for Student Affairs and the Interim Vice President for Diversity, Inclusion and Government Affairs have immediate access to and brief cabinet counterparts and academic deans on report results. In addition, copies of the University’s annual EEO/AA Program are posted the university’s website for ready access by all university community members.
4. ***Advising senior officers on program effectiveness and recommending program improvements.*** The Vice President for Student Affairs and the Interim Vice President for Diversity, Inclusion and Government Affairs advise senior officers on program effectiveness and recommend program improvements for their respective areas of responsibility.

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

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

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

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

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

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

Conclusion

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

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

Prepared for the Office of the Vice President for Student Affairs
by the Office of Human Resources
September 1, 2014

ENCLOSURES & APPENDICES

Enclosure 1

Chart 1: Work Force & Availability Comparison, 2010 – 2014, Total Employees

Chart 2: Work Force & Availability Comparison, 2010 – 2014, Tenured & Tenure Track Academics

Chart 3: Comparison Incumbency to Availability, Total Employees

Graph 1: Utilization of Women – Availability v. Work Force Percentages, 2014 vs 2013, Total Employees

Graph 2: Utilization of Ethnic/Racial minorities – Availability v. Work Force Percentages, 2014 vs 2013, Total

Graph 3: Utilization of Women–Availability v. Work Force Percentages, Tenured & Tenure Track Academics

Graph 4: Utilization of Ethnic/Racial minorities–Availability v. Work Force Percentages, Tenured & Tenure Track

Enclosure 2

Utilization Observations by Job Group

Enclosure 3

Target of Opportunity Program Policy

Enclosure 4

UNLV Reaffirmation of Commitment to Equal Educational and Employment Opportunity

Appendices

Note: As a cost saving measure, appendices that are referenced in this text are not published together with the EEO/AA Program. Appendices are maintained and available for inspection for a period of three years from the date of this publication in the Office of Human Resources, Campus Services Building, Room 237, University of Nevada, Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154. Please contact Elora M. Paik, HR Systems Manager at 895-2664 to obtain access to documentation.

- A. Work Force Profile
- B. Job Group Detail by Job Title
- C. Job Group Analysis Summary
- D. Availability Analysis
- E. Utilization Analysis, aka Comparison of Incumbents to Availability, Total Employees
- F. Placement Goals
- G. Additional Required Program Elements

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

**EEO/AA Program 2014 - University of Nevada, Las Vegas
Workforce Availability Comparison - 2010 through 2014 - Total Employees**

JG#	Job Group		2010 Workforce & Availability Data (1)(6)				Mkt	2011 Workforce & Availability Data (2)(6)				Mkt	2012 Workforce & Availability Data (3)(6)				Mkt	2013 Workforce & Availability Data (4)(6)				Mkt	2014 Workforce & Availability Data (5)(7)				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 %			
H10	EEO Total	Women	20	35.7%	36.4%		16	28.6%	37.1%		16	29.1%	34.8%		21	34.4%	48.1%		21	33.3%	32.0%		21	33.3%	32.0%		
		Minorities	8	14.3%	16.1%		11	19.6%	15.4%		11	20.0%	17.8%		15	24.6%	36.2%		14	22.2%	40.5%		14	22.2%	40.5%		
		Total	56				56				55				61				63				63				
100	Vice Presidents & Deans	Women	7	30.4%	30.7%	-1	6	25.0%	35.3%	-3	6	25.0%	34.3%	-3	8	33.3%	37.5%	-1	8	32.0%	32.5%		8	32.0%	32.5%		
		Minorities	2	8.7%	15.1%	-2	4	16.7%	16.2%	-	4	16.7%	19.2%	-	6	25.0%	26.5%	-	5	20.0%	29.1%	-1	5	20.0%	29.1%	-1	
		Total	23				24				24				24				25				25				
110	AVPs & Exec Directors	Women	13	39.4%	39.5%	-1	10	31.3%	38.1%	-3	10	32.3%	35.1%	-1	13	35.1%	54.7%	-8	13	34.2%	31.7%		13	34.2%	31.7%		
		Minorities	6	18.2%	16.4%	-2	7	21.9%	14.9%	-	7	22.6%	17.0%	-	9	24.3%	42.6%	-7	9	23.7%	46.9%	-8	9	23.7%	46.9%	-8	
		Total	33				32				31				37				38				38				
H20	EEO Total	Women	332	35.9%	48.1%		314	36.2%	46.8%		297	36.7%	46.1%		314	36.5%	46.2%		345	38.2%	45.6%		345	38.2%	45.6%		
		Minorities	208	22.5%	20.6%		195	22.5%	20.4%		197	24.3%	20.4%		220	25.6%	20.3%		233	25.8%	19.1%		233	25.8%	19.1%		
		Total	925				868				810				860				902				902				
206	Business - Business	Women	7	16.7%	31.5%	-7	7	17.9%	31.5%	-6	5	14.7%	31.5%	-6	5	14.3%	31.5%	-7	6	17.1%	32.0%	-6	6	17.1%	32.0%	-6	
		Minorities	12	28.6%	20.5%	-	11	28.2%	20.6%	-	12	35.3%	20.6%	-	12	34.3%	20.6%	-	13	37.1%	19.0%	-	13	37.1%	19.0%	-	
		Total	42				39				34				35				35				35				
207	Business -Economics	Women	2	13.3%	21.6%	-2	2	13.3%	21.5%	-2	2	14.3%	21.0%	-1	2	13.3%	21.0%	-2	2	12.5%	18.0%	-1	2	12.5%	18.0%	-1	
		Minorities	3	20.0%	19.7%	-	3	20.0%	19.6%	-	4	28.6%	19.6%	-	6	40.0%	19.6%	-	6	37.5%	15.5%	-	6	37.5%	15.5%	-	
		Total	15				15				14				15				16				16				
208	Business - Acct & Finance	Women	4	15.4%	31.5%	-5	3	13.6%	31.5%	-4	3	13.0%	31.5%	-5	4	18.2%	31.5%	-3	5	21.7%	32.0%	-3	5	21.7%	32.0%	-3	
		Minorities	6	23.1%	20.5%	-	5	22.7%	20.5%	-	6	26.1%	20.6%	-	6	27.3%	20.6%	-	6	26.1%	19.0%	-	6	26.1%	19.0%	-	
		Total	26				22				23				22				23				23				
211	Education -Teacher Educator	Women	35	57.4%	68.4%	-7	32	56.1%	65.5%	-6	24	49.0%	65.5%	-9	24	46.2%	65.5%	-11	26	50.0%	65.0%	-8	26	50.0%	65.0%	-8	
		Minorities	11	18.0%	15.5%	-	12	21.1%	14.6%	-	10	20.4%	14.6%	-	10	19.2%	14.6%	-	11	21.2%	8.4%	-	11	21.2%	8.4%	-	
		Total	61				57				49				52				52				52				
212	Education - Other Educator	Women	22	48.9%	58.1%	-5	20	51.3%	58.1%	-3	13	61.9%	58.1%	-	12	63.2%	58.1%	-	13	61.9%	58.0%	-	13	61.9%	58.0%	-	
		Minorities	11	24.4%	22.2%	-	9	23.1%	22.2%	-	4	19.0%	22.2%	-1	5	26.3%	22.2%	-	5	23.8%	18.3%	-	5	23.8%	18.3%	-	
		Total	45				39				21				19				21				21				
216	Engineering - Engineering	Women	4	10.3%	8.5%	-	4	10.5%	8.5%	-	2	6.1%	8.5%	-1	2	5.6%	8.5%	-2	3	8.1%	8.0%	-	3	8.1%	8.0%	-	
		Minorities	18	46.2%	29.1%	-	17	44.7%	29.1%	-	14	42.4%	29.1%	-	15	41.7%	29.1%	-	15	40.5%	27.7%	-	15	40.5%	27.7%	-	
		Total	39				38				33				36				37				37				
217	Engineering - Computer Science	Women	3	10.7%	30.6%	-6	3	12.0%	30.6%	-5	4	14.8%	30.6%	-5	4	14.3%	30.6%	-5	4	13.3%	31.0%	-6	4	13.3%	31.0%	-6	
		Minorities	16	57.1%	24.0%	-	14	56.0%	24.0%	-	15	55.6%	24.0%	-	16	57.1%	24.0%	-	16	53.3%	23.5%	-	16	53.3%	23.5%	-	
		Total	28				25				27				28				30				30				
221	Fine Arts - Fine Arts	Women	25	32.9%	38.1%	-4	24	33.3%	38.1%	-4	25	36.8%	38.1%	-1	24	33.8%	38.1%	-4	22	30.6%	38.0%	-6	22	30.6%	38.0%	-6	
		Minorities	12	15.8%	13.7%	-	12	16.7%	13.6%	-	14	20.6%	13.6%	-	14	19.7%	13.6%	-	15	20.8%	12.2%	-	15	20.8%	12.2%	-	
		Total	76				72				68				71				72				72				
222	Architecture Faculty	Women	3	20.0%	28.8%	-2	3	21.4%	28.8%	-2	3	20.0%	28.8%	-2	3	21.4%	28.8%	-2	3	18.8%	28.0%	-2	3	18.8%	28.0%	-2	
		Minorities	2	13.3%	13.2%	-	2	14.3%	15.0%	-1	3	20.0%	15.1%	-	4	28.6%	15.1%	-	4	25.0%	14.5%	-	4	25.0%	14.5%	-	
		Total	15				14				15				14				16				16				

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		UNLV		MKT			UNLV		MKT			UNLV		MKT			UNLV		MKT			UNLV		MKT		
		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
226	Dental Medicine	Women	15	30.6%	28.8%	-	15	32.6%	28.8%	-	17	36.2%	28.8%	-	21	36.8%	28.8%	-	22	36.1%	29.0%	-				
		Minorities	9	18.4%	13.2%	-	9	19.6%	13.2%	-	8	17.0%	15.1%	-	13	22.8%	15.1%	-	14	23.0%	23.4%	-1				
		Total	49				46				47				57				61							
227	AHS - Health Physics & Diagnostics	Women	12	37.5%	53.3%	-6	10	33.3%	53.3%	-6	12	42.9%	53.3%	-3	9	33.3%	53.3%	-6	13	41.9%	53.0%	-4				
		Minorities	3	9.4%	20.3%	-4	2	6.7%	20.3%	-5	4	14.3%	20.3%	-2	5	18.5%	20.3%	-1	7	22.6%	17.3%	-				
		Total	32				30				28				27				31							
228	Nursing	Women	30	88.2%	95.8%	-3	26	86.7%	95.8%	-3	23	82.1%	96.4%	-4	26	83.9%	96.4%	-4	30	88.2%	96.0%	-3				
		Minorities	7	20.6%	11.9%	-	7	23.3%	11.8%	-	8	28.6%	11.3%	-	9	29.0%	11.3%	-	12	35.3%	11.3%	-				
		Total	34				30				28				31				34							
229	AHS - Public Health	Women	4	26.7%	60.9%	-6	5	31.3%	60.9%	-5	5	35.7%	60.9%	-4	6	37.5%	60.9%	-4	10	52.6%	53.0%	-1				
		Minorities	4	26.7%	17.1%	-	5	31.3%	17.2%	-	6	42.9%	17.2%	-	7	43.8%	17.2%	-	8	42.1%	17.3%	-				
		Total	15				16				14				16				19							
230	Hotel Administration	Women	18	32.1%	28.8%	-	17	32.7%	28.8%	-	13	30.2%	28.8%	-	15	32.6%	28.8%	-	14	29.2%	28.0%	-				
		Minorities	8	14.3%	13.2%	-	8	15.4%	15.0%	-	5	11.6%	15.1%	-2	6	13.0%	15.1%	-1	6	12.5%	14.5%	-1				
		Total	56				52				43				46				48							
235	Law	Women	23	59.0%	38.5%	-	24	64.9%	38.5%	-	27	65.9%	38.5%	-	28	66.7%	38.5%	-	29	69.0%	32.0%	-				
		Minorities	8	20.5%	15.6%	-	7	18.9%	15.6%	-	8	19.5%	15.6%	-	8	19.0%	15.6%	-	7	16.7%	8.5%	-				
		Total	39				37				41				42				42							
241	LA - English & Literature	Women	19	47.5%	56.5%	-4	15	45.5%	56.5%	-4	14	46.7%	56.5%	-3	15	48.4%	56.5%	-3	17	48.6%	57.0%	-3				
		Minorities	5	12.5%	13.6%	-1	3	9.1%	15.2%	-3	3	10.0%	15.2%	-2	3	9.7%	15.2%	-2	5	14.3%	10.9%	-				
		Total	40				33				30				31				35							
242	LA - Foreign Languages	Women	11	64.7%	51.2%	-	10	66.7%	51.2%	-	10	66.7%	51.2%	-	11	68.8%	51.2%	-	12	75.0%	50.0%	-				
		Minorities	10	58.8%	27.1%	-	8	53.3%	27.0%	-	9	60.0%	27.0%	-	9	56.3%	27.0%	-	9	56.3%	25.1%	-				
		Total	17				15				15				16				16							
243	LA - History	Women	8	32.0%	29.9%	-	8	30.8%	29.9%	-	8	34.8%	29.0%	-	9	39.1%	29.0%	-	9	42.9%	30.0%	-				
		Minorities	5	20.0%	17.6%	-	5	19.2%	17.6%	-	5	21.7%	17.6%	-	6	26.1%	17.6%	-	5	23.8%	16.2%	-				
		Total	25				26				23				23				21							
244	LA - Philosophy	Women	0	0.0%	18.4%	-3	0	0.0%	18.4%	-2	0	0.0%	18.4%	-2	0	0.0%	18.4%	-2	1	10.0%	17.0%	-1				
		Minorities	0	0.0%	11.1%	-2	0	0.0%	11.1%	-2	0	0.0%	11.1%	-1	0	0.0%	11.1%	-1	0	0.0%	7.3%	-1				
		Total	12				10				8				9				10							
245	LA - Political Science	Women	5	33.3%	21.6%	-	5	31.3%	21.6%	-	4	28.6%	20.6%	-	4	26.7%	20.6%	-	4	25.0%	17.0%	-				
		Minorities	3	20.0%	15.9%	-	3	18.8%	16.0%	-	3	21.4%	14.1%	-	2	13.3%	14.1%	-1	2	12.5%	10.9%	-				
		Total	15				16				14				15				16							
246	LA - Sociology	Women	4	30.8%	41.1%	-2	4	36.4%	41.1%	-1	4	36.4%	40.7%	-1	5	35.7%	40.7%	-1	5	38.5%	38.0%	-				
		Minorities	0	0.0%	20.0%	-3	0	0.0%	20.0%	-3	0	0.0%	18.7%	-3	1	7.1%	18.7%	-2	2	15.4%	14.9%	-				
		Total	13				11				11				14				13							
247	LA - Psychology	Women	11	45.8%	46.9%	-1	10	47.6%	46.9%	-	10	45.5%	46.6%	-1	10	43.5%	46.6%	-1	11	45.8%	47.0%	-1				
		Minorities	1	4.2%	15.9%	-3	1	4.8%	15.9%	-3	1	4.5%	15.8%	-3	0	0.0%	15.8%	-4	0	0.0%	13.9%	-4				
		Total	24				21				22				23				24							
248	LA - Social Sciences	Women	12	63.2%	37.3%	-	11	57.9%	37.3%	-	10	55.6%	37.2%	-	8	50.0%	37.2%	-	6	40.0%	42.0%	-1				
		Minorities	4	21.1%	18.9%	-	4	21.1%	18.9%	-	3	16.7%	18.9%	-1	3	18.8%	18.9%	-1	2	13.3%	18.8%	-1				
		Total	19				19				18				16				15							

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		UNLV		MKT			UNLV		MKT			UNLV		MKT			UNLV		MKT			UNLV		MKT		
		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
251	Sciences - Biological Sciences	Women	5	20.0%	29.1%	-3	6	24.0%	29.1%	-2	5	21.7%	29.1%	-2	7	25.9%	29.1%	-1	9	30.0%	29.0%	-				
		Minorities	3	12.0%	23.0%	-3	3	12.0%	23.0%	-3	3	13.0%	23.0%	-3	5	18.5%	23.0%	-2	6	20.0%	22.7%	-1				
		Total	25				25				23				27				30							
252	Sciences - Physical Sciences	Women	13	19.7%	17.2%	-	13	19.7%	17.2%	-	13	19.7%	17.2%	-	13	19.1%	17.2%	-	14	19.7%	17.0%	-				
		Minorities	15	22.7%	18.2%	-	16	24.2%	18.2%	-	18	27.3%	18.2%	-	20	29.4%	18.2%	-	22	31.0%	17.7%	-				
		Total	66				66				66				68				71							
253	Sciences - Mathematics	Women	5	17.2%	28.1%	-4	5	17.2%	28.1%	-4	5	17.9%	28.1%	-3	5	17.2%	28.1%	-4	6	20.0%	28.0%	-3				
		Minorities	16	55.2%	24.9%	-	16	55.2%	25.1%	-1	16	57.1%	25.1%	-	16	55.2%	25.1%	-	16	53.3%	24.8%	-				
		Total	29				29				28				29				30							
256	UA - Communications & Journalism	Women	9	33.3%	45.0%	-4	9	34.6%	45.0%	-3	8	40.0%	45.0%	-1	10	41.7%	45.0%	-1	11	44.0%	43.0%	-				
		Minorities	2	7.4%	12.2%	-2	2	7.7%	13.2%	-2	2	10.0%	13.2%	-1	2	8.3%	13.2%	-2	2	8.0%	8.3%	-1				
		Total	27				26				20				24				25							
257	UA - Counseling	Women	2	50.0%	41.5%	-	2	50.0%	41.5%	-	3	60.0%	41.5%	-	4	66.7%	41.5%	-	4	66.7%	42.0%	-				
		Minorities	1	25.0%	24.4%	-	1	25.0%	24.4%	-	2	40.0%	24.4%	-	2	33.3%	24.4%	-	1	16.7%	24.4%	-1				
		Total	4				4				5				6				6							
258	UA - Criminal Jus & Social Wk	Women	14	58.3%	41.5%	-	15	62.5%	41.5%	-	12	57.1%	41.5%	-	12	57.1%	41.5%	-	16	66.7%	42.0%	-				
		Minorities	8	33.3%	24.4%	-	8	33.3%	24.4%	-	6	28.6%	24.4%	-	6	28.6%	24.4%	-	8	33.3%	24.4%	-				
		Total	24				24				21				21				24							
259	UA - Public Administration	Women	4	57.1%	47.0%	-	3	75.0%	47.7%	-	9	69.2%	47.7%	-	10	66.7%	47.7%	-	9	60.0%	42.0%	-				
		Minorities	3	42.9%	21.4%	-	1	25.0%	20.7%	-	3	23.1%	20.7%	-	4	26.7%	20.7%	-	3	20.0%	24.4%	-1				
		Total	7				4				13				15				15							
290	Other Academic Programs (NEC)	Women	3	50.0%	47.0%	-	3	42.9%	47.7%	-1	4	50.0%	47.7%	-	6	50.0%	47.7%	-	9	64.3%	42.0%	-				
		Minorities	2	33.3%	21.4%	-	1	14.3%	20.7%	-1	2	25.0%	20.7%	-	5	41.7%	20.7%	-	5	35.7%	24.4%	-				
		Total	6				7				8				12				14							

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		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 %	<																																			
H30	EEO Total	Women	526	54.6%	43.9%		499	53.3%	43.1%		471	54.1%	43.8%		535	53.8%	56.3%		586	55.0%	61.1%		Minorities	282	29.3%	22.7%		275	29.4%	22.6%		262	30.1%	21.7%		323	32.5%	24.0%		363	34.1%	31.3%		Total	963				936				870				994				1065			
310	Academic Support Professionals	Women	127	65.1%	52.8%	-	130	66.0%	50.7%	-	113	66.5%	46.0%	-	200	65.6%	71.1%	-17	235	68.5%	69.3%	-3	Minorities	68	34.9%	27.5%	-	72	36.5%	27.1%	-	62	36.5%	25.5%	-	121	39.7%	26.2%	-	140	40.8%	30.0%	-	Total	195				197				170				305				343			
320	Administrative Professionals	Women	284	63.0%	40.0%	-	254	62.3%	39.6%	-	251	62.9%	42.2%	-	204	60.0%	50.7%	-	215	59.6%	59.7%	-1	Minorities	130	28.8%	19.6%	-	121	29.7%	19.5%	-	119	29.8%	20.6%	-	100	29.4%	24.7%	-	110	30.5%	36.7%	-23	Total	451				408				399				340				361			
330	Athletics Professionals	Women	20	29.9%	24.3%	-	18	24.7%	24.3%	-	17	24.3%	24.3%	-1	20	31.7%	30.8%	-	19	28.8%	41.6%	-9	Minorities	16	23.9%	21.3%	-	14	19.2%	21.2%	-2	17	24.3%	21.3%	-	16	25.4%	21.9%	-	15	22.7%	23.7%	-1	Total	67				73				70				63				66			
340	Info Tech	Women	29	26.6%	29.8%	-4	30	27.3%	30.0%	-4	29	29.9%	31.7%	-2	36	24.8%	31.6%	-10	35	23.5%	30.5%	-11	Minorities	29	26.6%	22.5%	-	31	28.2%	22.4%	-	28	28.9%	21.7%	-	45	31.0%	20.6%	-	50	33.6%	30.0%	-	Total	109				110				97				145				149			
350	Library Professionals	Women	30	66.7%	90.3%	-11	28	65.1%	90.3%	-11	30	66.7%	89.0%	-11	26	63.4%	87.7%	-10	31	62.0%	81.0%	-10	Minorities	6	13.3%	19.6%	-3	6	14.0%	19.6%	-3	6	13.3%	19.2%	-3	6	14.6%	23.1%	-4	10	20.0%	17.5%	-	Total	45				43				45				41				50			
360	Science & Health Pro.	Women	36	37.5%	26.8%	-	39	37.1%	25.8%	-	31	34.8%	26.5%	-	49	49.0%	30.9%	-	51	53.1%	45.0%	-	Minorities	33	34.4%	19.6%	-	31	29.5%	18.6%	-	30	33.7%	18.6%	-	35	35.0%	19.6%	-	38	39.6%	28.6%	-	Total	96				105				89				100				96			

**EEO/AA Program 2014 - University of Nevada, Las Vegas
Workforce Availability Comparison - 2010 through 2014 - Total Employees**

JG#	Job Group	2010 Workforce & Availability Data (1)(6)				Mkt	2011 Workforce & Availability Data (2)(6)				Mkt	2012 Workforce & Availability Data (3)(6)				Mkt	2013 Workforce & Availability Data (4)(6)				Mkt	2014 Workforce & Availability Data (5)(7)				Mkt
		UNLV		MKT			UNLV		MKT			UNLV		MKT			UNLV		MKT			UNLV		MKT		
		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<		Nbr	Wkf %	Avl %	<	
H40	Tech/Para	Women		124	54.1%	50.7%		114	55.1%	54.1%	-	124	54.9%	51.8%	-	124	66.0%	64.6%	-	124	66.3%	70.9%	-9			
		Minorities		109	47.6%	23.7%		104	50.2%	24.3%	-	105	46.5%	23.7%	-	95	50.5%	27.8%	-	98	52.4%	40.6%	-			
		Total		229				207				226				188				187						
H50	Office	Women		446	87.1%	65.7%		371	86.5%	76.0%		348	86.8%	79.8%	-	345	86.7%	74.2%		324	86.6%	87.5%				
		Minorities		220	43.0%	25.5%		185	43.1%	28.5%		175	43.6%	25.6%	-	172	43.2%	25.4%		163	43.6%	36.3%				
		Total		512				429				401				398				374						
500	Off Senior	Women		326	87.9%	71.0%	-	262	86.8%	72.9%	-	251	86.6%	76.5%	-	252	90.0%	70.7%	-	233	90.3%	90.3%	-1			
		Minorities		142	38.3%	25.8%	-	116	38.4%	26.6%	-	114	39.3%	26.6%	-	106	37.9%	26.5%	-	96	37.2%	35.0%	-			
		Total		371				302				290				280				258						
510	Off Supt	Women		120	85.1%	51.2%	-	109	85.8%	83.3%	-	97	87.4%	88.3%	-1	93	78.8%	83.6%	-6	91	78.4%	80.5%	-3			
		Minorities		78	55.3%	25.0%	-	69	54.3%	31.6%	-	61	55.0%	23.7%	-	66	55.9%	23.6%	-	67	57.8%	38.1%	-			
		Total		141				127				111				118				116						
600	Sk Crafts	Women		1	1.6%	1.6%		1	1.7%	1.6%		1	1.7%	1.5%	-	0	0.0%	1.9%	-2	0	0.0%	3.2%	-2			
		Minorities		17	27.0%	28.2%		18	30.5%	28.0%		17	28.8%	27.6%	-	18	30.0%	29.6%	-	18	29.5%	46.5%	-11			
		Total		63				59				59				60				61						

**EEO/AA Program 2014 - University of Nevada, Las Vegas
Workforce Availability Comparison - 2010 through 2014 - Total Employees**

JG#	Job Group	2010 Workforce & Availability Data (1)(6)				Mkt	2011 Workforce & Availability Data (2)(6)				Mkt	2012 Workforce & Availability Data (3)(6)				Mkt	2013 Workforce & Availability Data (4)(6)				Mkt	2014 Workforce & Availability Data (5)(7)				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 %	<	
H70	EEO Total	Women	89	24.8%	25.4%		85	25.4%	25.1%		81	25.2%	25.7%		70	24.5%	27.0%		65	23.8%	27.3%					
		Minorities	172	47.9%	46.4%		165	49.3%	46.1%		156	48.6%	45.6%		150	52.4%	47.0%		147	53.8%	62.8%					
		Total	359				335				321				286				273							
700	Maintenance	Women	9	9.2%	5.3%	-	10	10.1%	5.1%	-	9	11.4%	10.2%	-	1	2.1%	6.9%	-3	1	2.2%	14.8%	-6				
		Minorities	31	31.6%	30.1%	-	37	37.4%	35.1%	-	28	35.4%	31.4%	-	19	39.6%	29.9%	-	18	39.1%	45.2%	-3				
		Total	98				99				79				48				46							
710	Safety	Women	11	27.5%	32.1%	-2	11	26.2%	31.5%	-3	11	26.2%	30.1%	-2	10	23.8%	28.2%	-2	9	22.0%	25.9%	-2				
		Minorities	20	50.0%	20.9%	-	20	47.6%	20.9%	-	20	47.6%	20.3%	-	20	47.6%	24.0%	-	21	51.2%	30.8%	-				
		Total	40				42				42				42				41							
720	Cust/Grnds	Women	69	31.2%	27.0%	-	64	33.0%	27.1%	-	61	30.5%	27.2%	-	59	30.1%	27.1%	-	55	29.6%	27.8%	-				
		Minorities	121	54.8%	54.8%	-1	108	55.7%	54.5%	-	108	54.0%	54.0%	-1	111	56.6%	54.1%	-	108	58.1%	71.9%	-26				
		Total	221				194				200				196				186							
Total Workforce		Women	1538	49.5%		1400	48.4%			1338	48.8%			1409	49.5%			1465	50.1%							
		Minorities	1016	32.7%		953	33.0%			923	33.7%			993	34.9%			1036	35.4%							
		Total	3107			2890				2742				2847				2925								
Classified Staff Subtotals		Women	660	56.7%		571	55.4%			554	55.0%			539	57.8%			513	57.3%							
H40 - H70, Inclusive		Minorities	518	44.5%		472	45.8%			453	45.0%			435	46.7%			426	47.6%							
For 5-Yr Aggregate Comparison Only		Total	1163			1030				1007				932				895								
Not Valid for Labor Market Analysis																										
(1) Availability Data for Faculty = 2008 NCES Table 233 Weighted by Current UNLV Workforce Percentage:																										
(2) Availability Data for Faculty = 2009 NCES Table 256 Weighted by Current UNLV Workforce Percentage:																										
(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:																										

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2010 thru 2014**

Job Grp No	Job Group	Categories	2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (2)				2012 Workforce & Availability Data (3)				2013 Workforce & Availability Data (4)				2014 Workforce & Availability Data (5)			
			Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
H20		Women Minorities	249	34.3%	45.5%	-5	242	34.8%	45.5%	-5	215	33.3%	45.5%	-5	214	33.4%	45.5%	-6	238	34.7%	45.5%	-6
		Total Tenured and Tenure	163	22.4%	20.0%	-	159	22.8%	20.0%	-	160	24.8%	20.0%	-	164	25.6%	20.0%	-	185	27.0%	20.0%	-
			727				696			646				641				686				
206	Business	Women Minorities	7	18.9%	31.5%	-5	6	18.2%	31.5%	-5	5	16.1%	31.5%	-5	5	15.6%	31.5%	-6	5	15.6%	32.0%	-6
		Total	12	32.4%	20.6%	-	11	33.3%	20.6%	-	12	38.7%	20.6%	-	12	37.5%	20.6%	-	13	40.6%	19.0%	-
			37				33			31				32				32				
207	Economics	Women Minorities	2	16.7%	21.5%	-1	2	16.7%	21.5%	-1	2	15.4%	21.0%	-1	2	14.3%	21.0%	-1	2	14.3%	18.0%	-1
		Total	2	16.7%	19.6%	-1	2	16.7%	19.6%	-1	3	23.1%	19.6%	-	5	35.7%	19.6%	-	5	35.7%	15.5%	-
			12				12			13				14				14				
208	& Finance	Women Minorities	3	13.0%	21.7%	-5	3	15.0%	21.7%	-4	3	15.8%	31.5%	-3	4	22.2%	31.5%	-2	5	25.0%	32.0%	-2
		Total	5	21.7%	20.6%	-	5	25.0%	20.6%	-	6	31.6%	20.6%	-	6	33.3%	20.6%	-	6	30.0%	19.0%	-
			23				20			19				18				20				
211	Teacher	Women Minorities	29	56.9%	68.4%	-6	27	56.3%	65.5%	-6	18	45.0%	65.5%	-9	17	41.5%	65.5%	-10	17	42.5%	65.0%	-9
		Total	11	21.6%	15.5%	-	11	22.9%	14.6%	-	9	22.5%	14.6%	-	8	19.5%	14.6%	-	8	20.0%	8.4%	-
			51				48			40				41				40				
212	Other Education	Women Minorities	18	48.6%	58.0%	-4	18	51.4%	58.1%	-3	12	60.0%	58.1%	-	11	61.1%	58.1%	-	12	60.0%	58.0%	-
		Total	9	24.3%	22.2%	-	9	25.7%	22.2%	-	4	20.0%	22.2%	-1	5	27.8%	22.2%	-	5	25.0%	18.3%	-
			37				35			20				18				20				
216	Engineering	Women Minorities	4	12.9%	8.5%	-	4	12.1%	8.5%	-	2	6.7%	8.5%	-1	2	6.1%	8.5%	-1	2	6.1%	8.0%	-1
		Total	12	38.7%	29.1%	-	13	39.4%	29.1%	-	12	40.0%	29.1%	-	13	39.4%	29.1%	-	13	39.4%	27.7%	-
			31				33			30				33				33				
217	Computer Sc	Women Minorities	2	8.0%	30.6%	-6	2	8.3%	30.6%	-6	3	12.0%	30.6%	-5	3	17.6%	30.6%	-6	3	10.7%	31.0%	-6
		Total	14	56.0%	23.9%	-	13	54.2%	24.0%	-	14	56.0%	24.0%	-	15	88.2%	24.0%	-	15	53.6%	23.5%	-
			25				24			25				17				28				

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2010 thru 2014

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2010 thru 2014**

JOB Grp No	Job Group	Categories	2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (2)				2012 Workforce & Availability Data (3)				2013 Workforce & Availability Data (4)				2014 Workforce & Availability Data (5)			
			Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
221	Arts	Women Minorities Total	19 10 61	31.1% 16.4%	38.1% 13.6%	-5 -	19 9 58	32.8% 15.5%	38.1% 13.6%	-4 -	20 11 58	34.5% 19.0%	38.1% 13.6%	-3 -	19 12 59	32.2% 20.3%	38.1% 13.6%	-4 -	18 13 59	30.5% 22.0%	38.0% 12.2%	-5 -
222	Faculty	Women Minorities Total	3 2 12	25.0% 16.7%	28.8% 13.2%	-1 -	2 2 10	20.0% 20.0%	28.8% 15.0%	-1 -	3 3 13	23.1% 23.1%	28.8% 15.1%	-1 -	3 4 14	21.4% 28.6%	28.8% 15.1%	-2 -	3 4 15	20.0% 26.7%	28.0% 14.5%	-2 -
226	Medicine	Women Minorities Total	6 3 16	37.5% 18.8%	28.8% 13.2%	- -	6 2 14	42.9% 14.3%	28.8% 13.2%	- -	5 2 13	38.5% 15.4%	28.8% 15.1%	- -	7 2 15	46.7% 13.3%	28.8% 15.1%	- -1	7 2 15	46.7% 13.3%	29.0% 23.4%	- -2
227	Diagnostics	Women Minorities Total	9 2 26	34.6% 7.7%	53.3% 20.3%	-5 -4	7 1 24	29.2% 4.2%	53.3% 20.3%	-6 -4	5 2 18	27.8% 11.1%	53.3% 20.3%	-5 -2	4 3 19	21.1% 15.8%	53.3% 20.3%	-7 -1	7 5 21	33.3% 23.8%	53.0% 17.3%	-5 -
228	HHS - Nursing	Women Minorities Total	15 2 16	93.8% 12.5%	95.8% 11.8%	-1 -	13 2 14	92.9% 14.3%	95.8% 11.8%	-1 -	9 3 10	90.0% 30.0%	96.4% 11.3%	-1 -	10 4 11	90.9% 36.4%	96.4% 11.3%	-1 -	14 5 15	93.3% 33.3%	96.0% 11.3%	-1 -
229	Health	Women Minorities Total	4 4 15	26.7% 26.7%	60.9% 17.1%	-6 -	5 5 16	31.3% 31.3%	60.9% 17.2%	-5 -	5 6 14	35.7% 42.9%	60.9% 17.2%	-4 -	6 7 15	40.0% 46.7%	60.9% 17.2%	-4 -	8 8 17	47.1% 47.1%	53.0% 17.3%	-2 -
230	Administration	Women Minorities Total	16 6 44	36.4% 13.6%	28.8% 13.2%	- -	15 6 43	34.9% 14.0%	28.8% 15.0%	- -	11 4 34	32.4% 11.8%	28.8% 15.1%	- -2	13 6 38	34.2% 15.8%	28.8% 15.1%	- -	12 6 36	33.3% 16.7%	28.0% 14.5%	- -
235	Law	Women Minorities Total	17 7 28	60.7% 25.0%	38.5% 15.6%	- -	18 6 27	66.7% 22.2%	38.5% 15.6%	- -	21 7 32	65.6% 21.9%	38.5% 15.6%	- -	21 7 32	65.6% 21.9%	38.5% 15.6%	- -	24 6 36	66.7% 16.7%	32.0% 8.5%	- -
241	Literature	Women Minorities Total	12 2 29	41.4% 6.9%	56.5% 13.6%	-5 -2	12 2 28	42.9% 7.1%	56.5% 15.2%	-4 -3	12 2 27	44.4% 7.4%	56.5% 15.2%	-4 -3	12 2 27	44.4% 7.4%	56.5% 15.2%	-4 -3	12 3 27	44.4% 11.1%	57.0% 10.9%	-4 -

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2010 thru 2014

**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2010 thru 2014**

JOB Grp	Job Group	Categories	2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (2)				2012 Workforce & Availability Data (3)				2013 Workforce & Availability Data (4)				2014 Workforce & Availability Data (5)			
			Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
242	LA - Foreign Languages	Women Minorities Total	7 5 10	70.0% 50.0%	51.2% 27.0%	- -	7 5 10	70.0% 50.0%	51.2% 27.0%	- -	7 5 10	70.0% 50.0%	51.2% 27.0%	- -	7 5 10	70.0% 50.0%	51.2% 27.0%	- -	7 5 10	70.0% 50.0%	50.0% 25.1%	- -
243	LA - History	Women Minorities Total	8 5 25	32.0% 20.0%	29.9% 17.6%	- -	8 5 25	32.0% 20.0%	29.9% 17.6%	- -	8 5 23	34.8% 21.7%	29.0% 17.6%	- -	9 6 23	39.1% 26.1%	29.0% 17.6%	- -	9 5 21	42.9% 23.8%	30.0% 16.2%	- -
244	LA - Philosophy	Women Minorities Total	0 0 10	0.0% 0.0%	18.4% 11.1%	-2 -1	0 0 7	0.0% 0.0%	18.4% 11.1%	-2 -1	0 0 7	0.0% 0.0%	18.4% 11.1%	-2 -1	0 0 7	0.0% 0.0%	18.4% 11.1%	-2 -1	0 0 7	0.0% 0.0%	17.0% 7.3%	-2 -1
245	LA - Physical Science	Women Minorities Total	4 3 14	28.6% 21.4%	21.6% 15.9%	- -	4 3 14	28.6% 21.4%	21.6% 16.0%	- -	3 2 12	25.0% 16.7%	20.6% 14.1%	- -	3 2 14	21.4% 14.3%	20.6% 14.1%	- -	3 2 14	21.4% 14.3%	17.0% 10.9%	- -
246	LA - Sociology	Women Minorities Total	4 0 12	33.3% 0.0%	41.1% 20.0%	-1 -3	4 0 11	36.4% 0.0%	41.1% 20.0%	-1 -3	4 0 11	36.4% 0.0%	40.7% 18.7%	-1 -3	4 1 12	33.3% 8.3%	40.7% 18.7%	-1 -2	4 2 12	33.3% 16.7%	38.0% 14.9%	-1 -
247	LA - Psychology	Women Minorities Total	7 1 20	35.0% 5.0%	46.9% 15.9%	-3 -3	7 1 18	38.9% 5.6%	46.9% 15.9%	-2 -2	7 1 19	36.8% 5.3%	46.6% 15.8%	-2 -3	6 0 19	31.6% 0.0%	46.6% 15.8%	-3 -4	7 0 19	36.8% 0.0%	47.0% 13.9%	-2 -3
248	LA - Social Sciences	Women Minorities Total	11 4 18	61.1% 22.2%	37.3% 18.9%	- -	10 4 18	55.6% 22.2%	37.3% 18.9%	- -	8 3 16	50.0% 18.8%	37.2% 18.9%	- -1	8 3 16	50.0% 18.8%	37.2% 18.9%	- -1	6 2 14	42.9% 14.3%	42.0% 18.0%	- -1
251	Sciences - Biological	Women Minorities Total	4 3 22	18.2% 13.6%	29.1% 23.0%	-3 -3	5 3 22	22.7% 13.6%	29.1% 23.0%	-2 -3	4 3 20	20.0% 15.0%	15.0% 23.0%	-2 -2	6 5 23	26.1% 21.7%	15.0% 23.0%	-1 -1	7 6 25	28.0% 24.0%	29.0% 22.7%	-1 -
252	Sciences - Physical	Women Minorities Total	8 12 53	15.1% 22.6%	17.2% 18.2%	-2 -	8 13 53	15.1% 24.5%	17.2% 18.2%	-2 -	6 13 50	12.0% 26.0%	17.2% 18.2%	-3 -	8 14 51	15.7% 27.5%	17.2% 18.2%	-1 -	7 15 49	14.3% 30.6%	17.0% 17.7%	-2 -

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2010 thru 2014

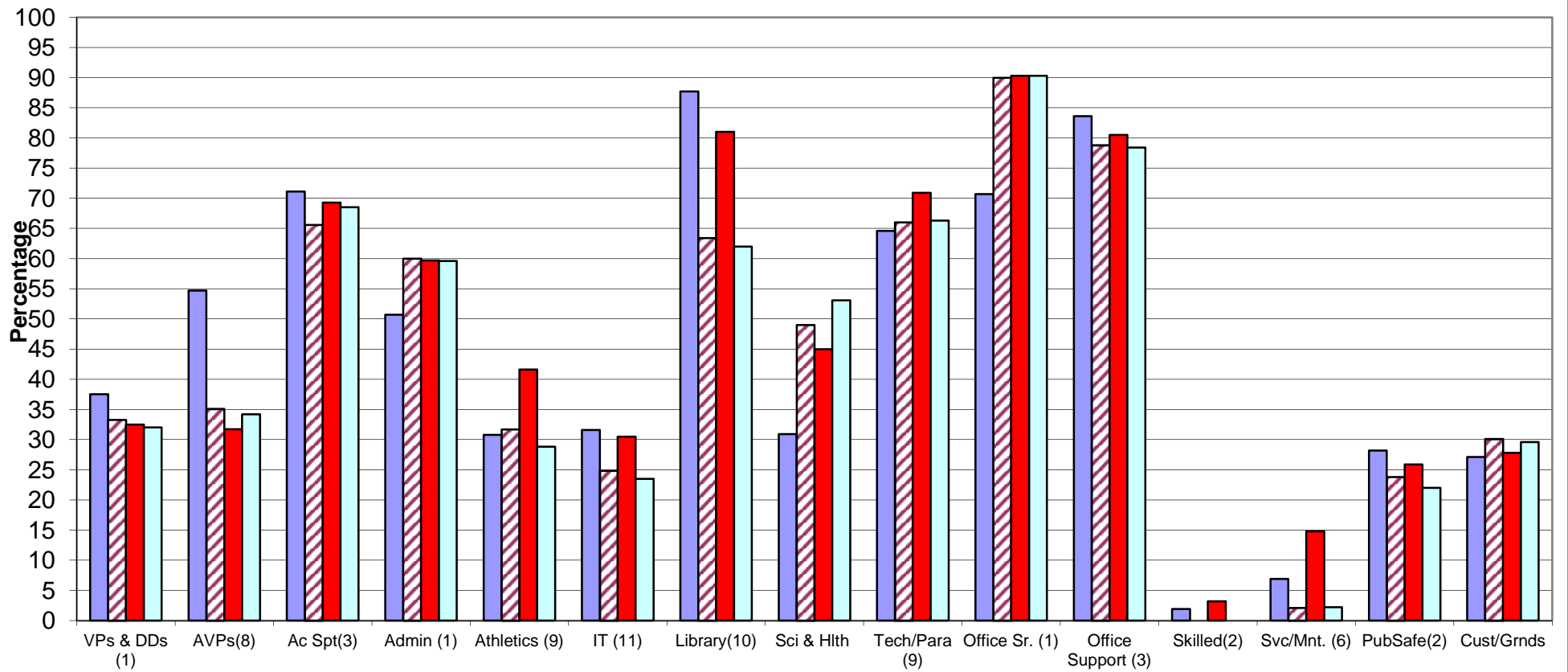
**University of Nevada, Las Vegas
Workforce Availability Comparison
For Tenured and Tenure Track Faculty 2010 thru 2014**

JOB Grp No	Job Group	Categories	2010 Workforce & Availability Data (1)				2011 Workforce & Availability Data (2)				2012 Workforce & Availability Data (3)				2013 Workforce & Availability Data (4)				2014 Workforce & Availability Data (5)			
			Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <	Number of Incumb	UNLV Wkf (%)	MKT Avl(%)	Mkt <
253	Sciences - Math	Women Minorities Total	5 16 29	17.2% 55.2%	28.1% 24.9%	-4 -	5 16 29	17.2% 55.2%	28.1% 25.1%	-4 -	5 16 28	17.9% 57.1%	28.1% 25.1%	-3 -	5 16 28	17.9% 57.1%	28.1% 25.1%	-3 -	6 16 29	20.7% 55.2%	28.0% 24.8%	-3 -
256	Comm&Journali	Women Minorities Total	7 1 18	38.9% 5.6%	45.0% 12.2%	-2 -2	6 1 17	35.3% 5.9%	45.0% 13.2%	-2 -2	4 1 12	33.3% 8.3%	45.0% 13.2%	-2 -1	5 1 14	35.7% 7.1%	45.0% 13.2%	-2 -1	5 1 12	41.7% 8.3%	43.0% 8.3%	-1 -
257	UA - Counseling	Women Minorities Total	2 1 4	50.0% 25.0%	41.5% 24.4%	- -	2 1 4	50.0% 25.0%	41.5% 24.4%	- -	2 1 4	50.0% 25.0%	41.5% 24.4%	- -	2 1 4	50.0% 25.0%	41.5% 24.4%	- -	1 0 3	33.3% 0.0%	42.0% 24.4%	-1 -1
258	Jus & Social Wk	Women Minorities Total	12 7 22	54.5% 31.8%	41.5% 24.4%	- -	13 7 22	59.1% 31.8%	41.5% 24.4%	- -	10 6 19	52.6% 31.6%	41.5% 24.4%	- -	10 6 19	52.6% 31.6%	41.5% 24.4%	- -	12 7 19	63.2% 36.8%	42.0% 24.4%	- -
259	Administration	Women Minorities Total	3 2 5	60.0% 40.0%	47.0% 21.4%	- -	3 1 4	75.0% 25.0%	47.7% 20.7%	- -	9 3 13	69.2% 23.1%	47.7% 20.7%	- -	9 4 14	64.3% 28.6%	47.7% 20.7%	- -	8 3 14	57.1% 21.4%	42.0% 24.4%	- -1
290	Programs	Women Minorities Total	1 0 2	50.0% 0.0%	47.0% 21.4%	- -	1 0 3	33.3% 0.0%	47.7% 20.7%	-1 -1	2 1 5	40.0% 20.0%	47.7% 20.7%	-1 -1	2 2 5	40.0% 40.0%	47.7% 20.7%	-1 -	5 4 10	50.0% 40.0%	42.0% 24.0%	- -

Enclosure 1, Chart 2, Workforce & Availability Comparison, Tenured and Tenure Track, 2010 thru 2014

- (1) Availability Data for Faculty = 2008 NCES Table 233 Weighted by Current UNLV Workforce Percentages
- (2) Availability Data for Faculty = 2009 NCES Table 256 Weighted by Current UNLV Workforce
- (3) Availability Data for Faculty = 2010 NCES Table 266 Weighted by Current UNLV Workforce
- (4) Availability Data for Faculty = 2011 NCES Table 270 Weighted by Current UNLV Workforce
- (5) Availability Data for Faculty = 2012 NCES Table 297 Weighted by Current UNLV Workforce

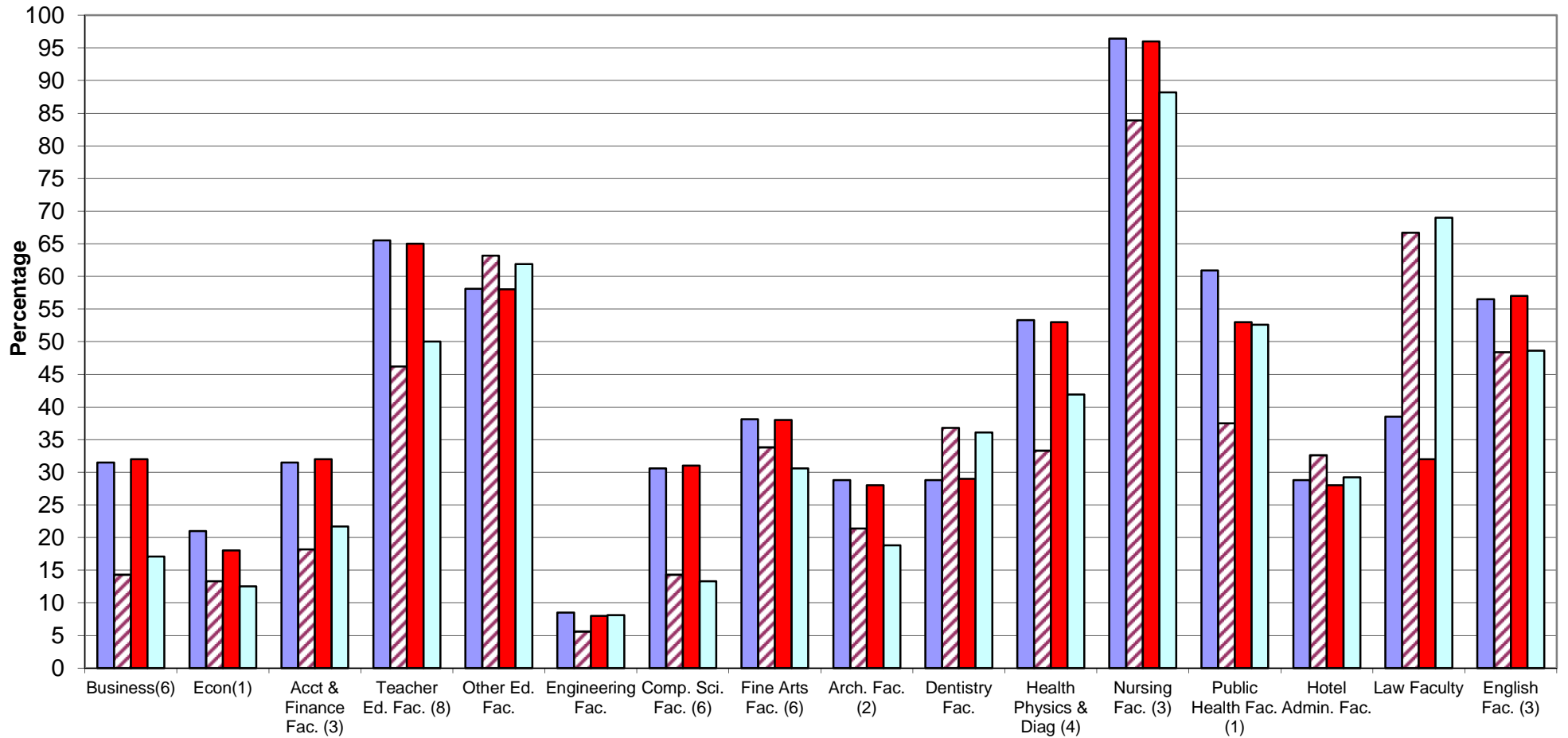
UNLV - Utilization of Women Availability v Work Force Percentages, 2014 vs 2013



#s After Titles = 2014 Under Utilization in Whole Persons



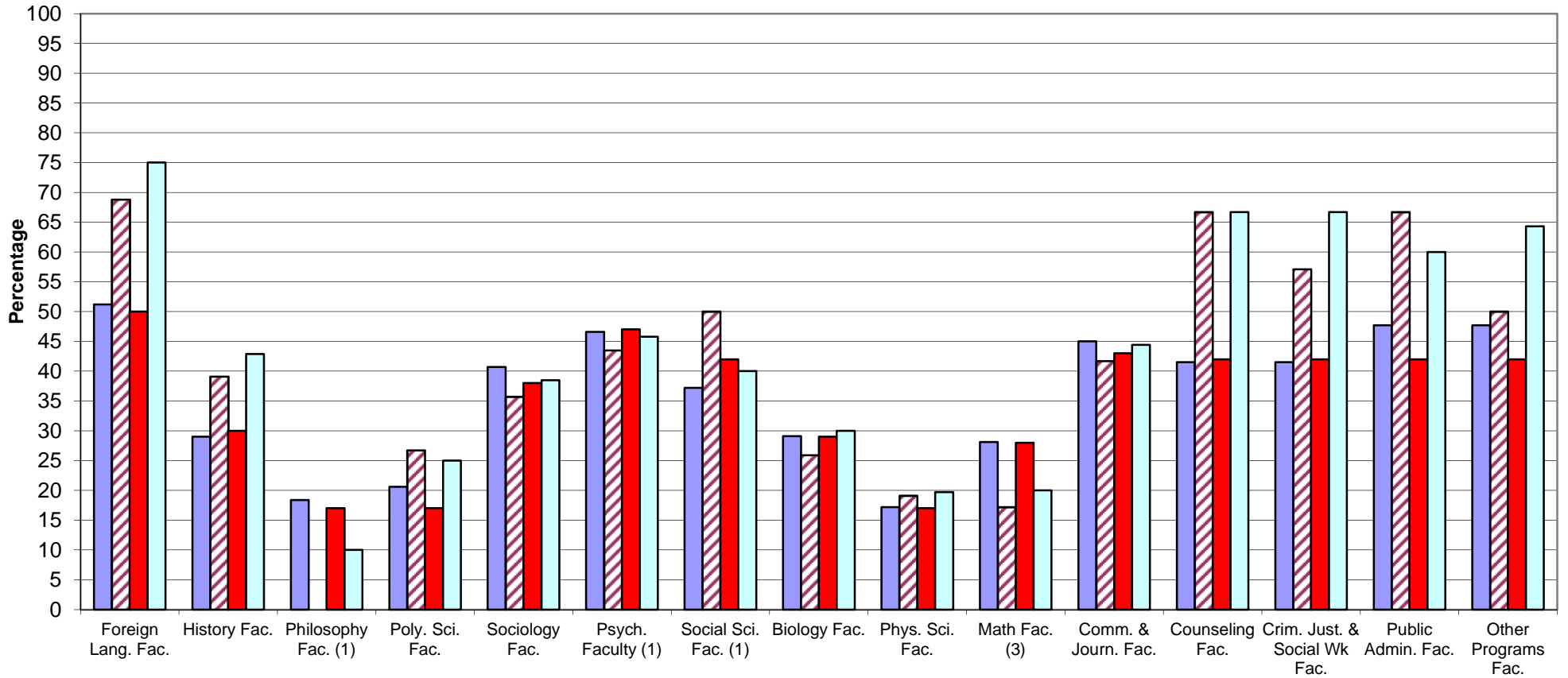
UNLV - Utilization of Women Availability v Work Force Percentages, 2014 vs 2013



#s After Titles = 2014 Under Utilization in Whole Persons



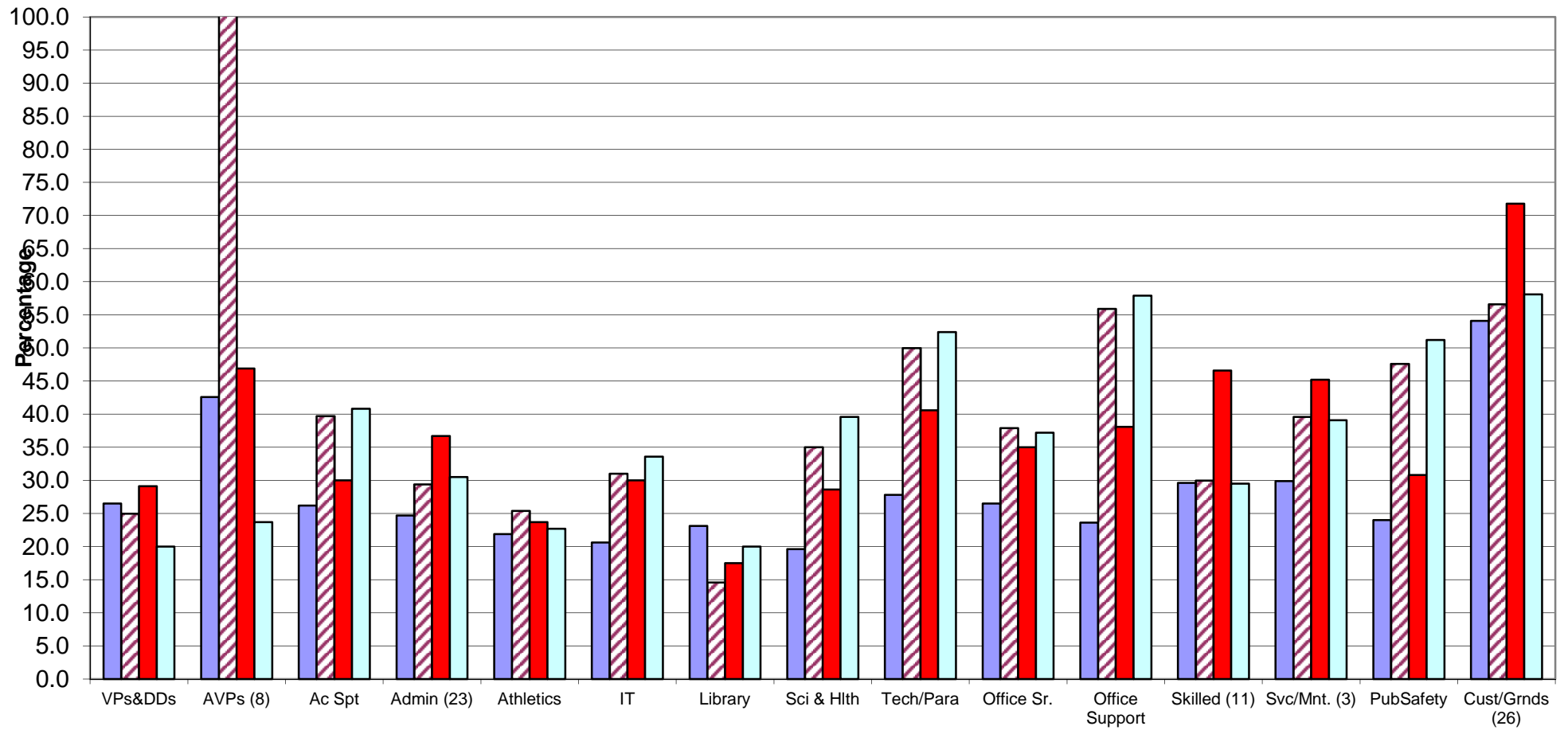
UNLV - Utilization of Women Availability v Work Force Percentages, 2014 vs 2013



#s After Titles = 2014 Under Utilization in Whole Persons



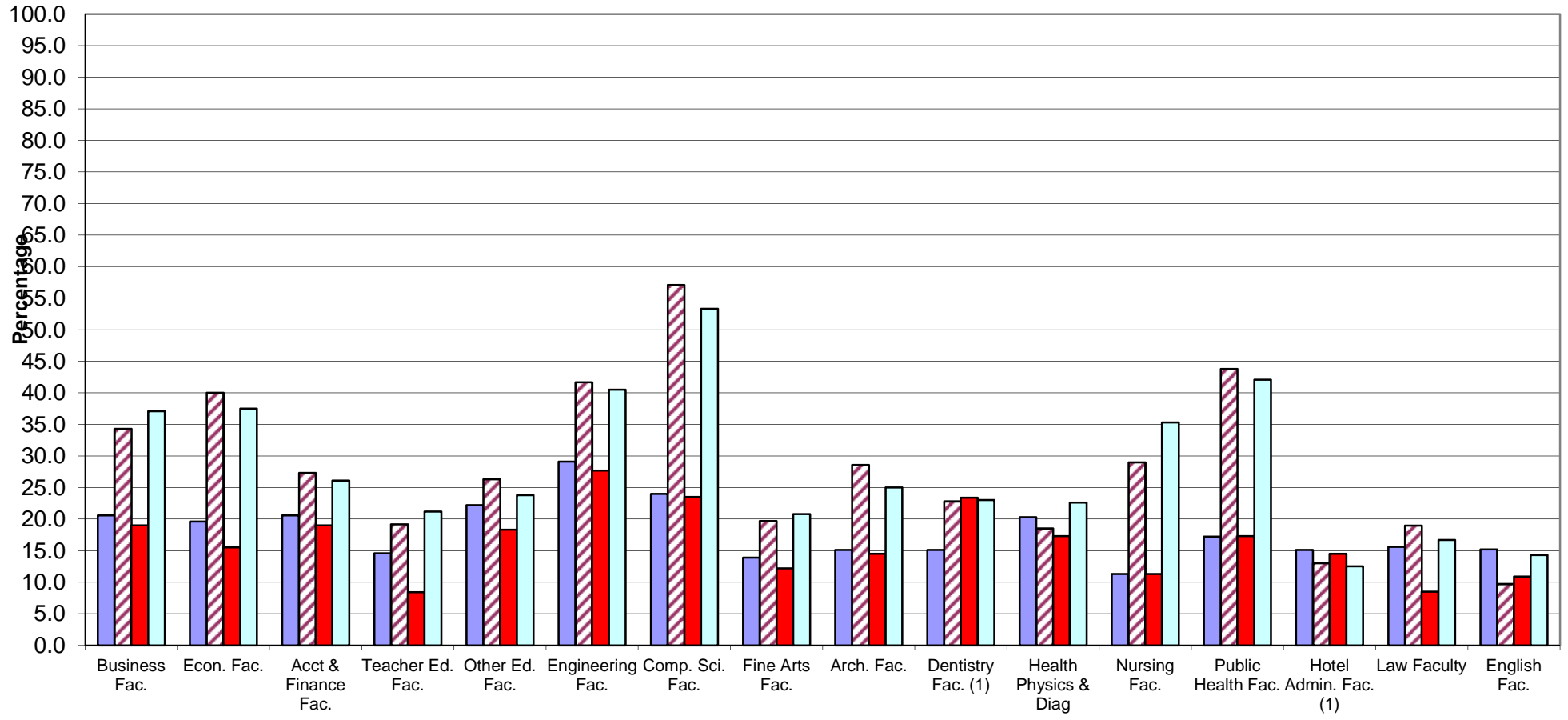
UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2014 vs 2013



#s After Titles = 2014 Under Utilization in Whole Persons



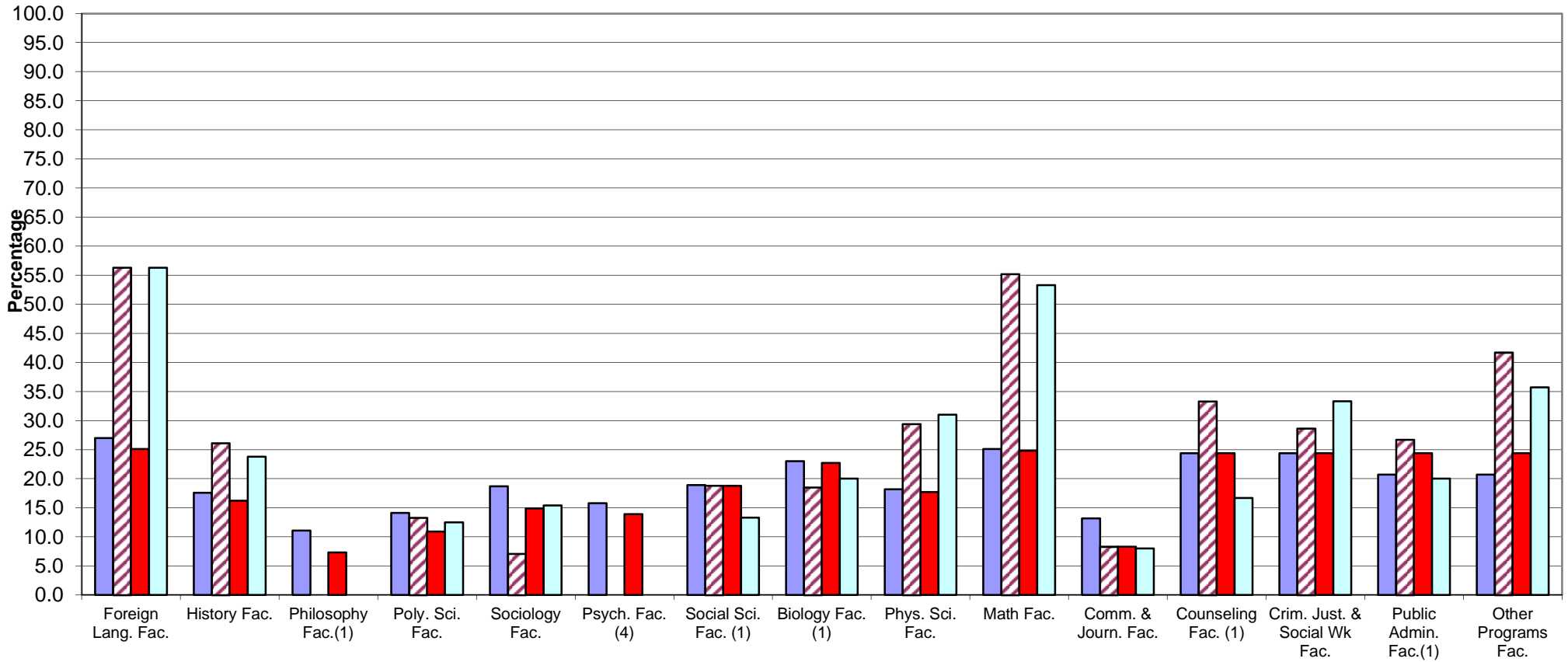
UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2013 vs 2014



#s After Titles = 2014 Under Utilization in Whole Persons



UNLV - Utilization of Ethnic/Racial Minorities Availability v Work Force Percentages, 2014 vs 2013



#s After Titles = 2014 Under Utilization in Whole Persons



University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 100 - Vice Presidents and Deans
Test: 80% Rule with Whole Person
Total Employees: 25

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	17	8	5	20	2	2	1	0	0	0
Employees (%)	68.0	32.0	20.0	80.0	8.0	8.0	4.0	0.0	0.0	0.0
Availability (%) Goal	67.5	32.5	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	5	0	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 110 - AVPs and Executive Directors
Test: 80% Rule with Whole Person
Total Employees: 38

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	25	13	9	29	3	5	1	0	0	0
Employees (%)	65.8	34.2	23.7	76.3	7.9	13.2	2.6	0.0	0.0	0.0
Availability (%) Goal	68.3	31.7	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	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	9	0	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	29	6	13	22	0	1	11	1	0	0
Employees (%)	82.9	17.1	37.1	62.9	0.0	2.9	31.4	2.9	0.0	0.0
Availability (%) Goal	68.0	32.0	19.0	81.0	2.9	2.3	12.2	1.6	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	7	2	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 207 - Business Economics
Test: 80% Rule with Whole Person
Total Employees: 16

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	2	6	10	2	0	4	0	0	0
Employees (%)	87.5	12.5	37.5	62.5	12.5	0.0	25.0	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	1	0	4	0	1	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 208 - Business Accounting and Finance
Test: 80% Rule with Whole Person
Total Employees: 23

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	5	6	17	1	0	5	0	0	0
Employees (%)	78.3	21.7	26.1	73.9	4.3	0.0	21.7	0.0	0.0	0.0
Availability (%) Goal	68.0	32.0	19.0	81.0	2.9	2.3	12.2	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	3	0	2	0	1	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 211 - Education Teacher Education
Test: 80% Rule with Whole Person
Total Employees: 52

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	26	26	11	41	3	4	4	0	0	0
Employees (%)	50.0	50.0	21.2	78.8	5.8	7.7	7.7	0.0	0.0	0.0
Availability (%) Goal	35.0	65.0	8.4	91.6	3.2	3.1	2.1	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	8	0	7	0	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 212 - Education Other Education
Test: 80% Rule with Whole Person
Total Employees: 21

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	8	13	5	16	2	2	1	0	0	0
Employees (%)	38.1	61.9	23.8	76.2	9.5	9.5	4.8	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 (#)	1	0	0	2	0	0	1	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 216 - Engineering Engineering
Test: 80% Rule with Whole Person
Total Employees: 37

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	34	3	15	22	1	2	12	0	0	0
Employees (%)	91.9	8.1	40.5	59.5	2.7	5.4	32.4	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	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	5	1	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 217 - Engineering Computer Science
Test: 80% Rule with Whole Person
Total Employees: 30

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	26	4	16	14	0	0	14	0	0	2
Employees (%)	86.7	13.3	53.3	46.7	0.0	0.0	46.7	0.0	0.0	6.7
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	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	0	4	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	9	2	1	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	50	22	15	57	6	4	3	0	0	2
Employees (%)	69.4	30.6	20.8	79.2	8.3	5.6	4.2	0.0	0.0	2.8
Availability (%) Goal	62.0	38.0	12.2	87.8	4.8	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 (#)	0	6	0	7	0	0	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 222 - Fine Arts Architecture Faculty
Test: 80% Rule with Whole Person
Total Employees: 16

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	3	4	12	0	2	1	0	0	1
Employees (%)	81.3	18.8	25.0	75.0	0.0	12.5	6.3	0.0	0.0	6.3
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	2	0	2	1	0	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 226 - Dental Medicine
Test: 80% Rule with Whole Person
Total Employees: 61

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	39	22	14	47	4	2	8	0	0	0
Employees (%)	63.9	36.1	23.0	77.0	6.6	3.3	13.1	0.0	0.0	0.0
Availability (%) Goal	71.0	29.0	23.4	76.6	2.8	3.6	15.9	1.1	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	5	0	1	0	0	1	2	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 227 - AHS Health Physics and Diagnostics

Test: 80% Rule with Whole Person

Total Employees: 31

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	13	7	24	1	1	3	1	1	0
Employees (%)	58.1	41.9	22.6	77.4	3.2	3.2	9.7	3.2	3.2	0.0
Availability (%) Goal	47.0	53.0	17.3	82.7	2.0	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	2	0	0	1	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	4	30	12	22	2	1	8	0	0	1
Employees (%)	11.8	88.2	35.3	64.7	5.9	2.9	23.5	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	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	2	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	3	0	9	0	0	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 229 - Community Health Science Public Health
Test: 80% Rule with Whole Person
Total Employees: 19

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	10	8	11	2	1	3	2	0	0
Employees (%)	47.4	52.6	42.1	57.9	10.5	5.3	15.8	10.5	0.0	0.0
Availability (%) Goal	47.0	53.0	17.3	82.7	2.0	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	1	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	5	0	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 230 - Hotel Administration
Test: 80% Rule with Whole Person
Total Employees: 48

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	34	14	6	42	1	0	5	0	0	0
Employees (%)	70.8	29.2	12.5	87.5	2.1	0.0	10.4	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 (#)	1	0	1	0	2	2	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	29	7	35	2	3	0	0	0	2
Employees (%)	31.0	69.0	16.7	83.3	4.8	7.1	0.0	0.0	0.0	4.8
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 (#)	9	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	16	0	0	4	0	0	2	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 241 - LA English and Literature
Test: 80% Rule with Whole Person
Total Employees: 35

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	18	17	5	30	0	2	1	1	0	1
Employees (%)	51.4	48.6	14.3	85.7	0.0	5.7	2.9	2.9	0.0	2.9
Availability (%) Goal	43.0	57.0	10.9	89.1	2.8	3.2	3.5	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	3	0	2	1	0	1	0	0	0

University of Nevada, Las Vegas
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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	25.1	74.9	3.2	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

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 243 - LA History
Test: 80% Rule with Whole Person
Total Employees: 21

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	9	5	16	1	2	1	1	0	0
Employees (%)	57.1	42.9	23.8	76.2	4.8	9.5	4.8	4.8	0.0	0.0
Availability (%) Goal	70.0	30.0	16.2	83.8	3.7	3.2	8.3	1.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	3	0	0	2	0	0	1	0	0	0

University of Nevada, Las Vegas
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Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	1	0	10	0	0	0	0	0	0
Employees (%)	90.0	10.0	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

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Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	12	4	2	14	1	1	0	0	0	0
Employees (%)	75.0	25.0	12.5	87.5	6.3	6.3	0.0	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	1	0	0	1	0	0	0

University of Nevada, Las Vegas
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Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	8	5	2	11	0	0	2	0	0	0
Employees (%)	61.5	38.5	15.4	84.6	0.0	0.0	15.4	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 (#)	1	0	0	1	2	1	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	13	11	0	24	0	0	0	0	0	0
Employees (%)	54.2	45.8	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	53.0	47.0	13.9	86.1	8.5	4.3	1.1	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	1	4	0	3	2	1	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 248 - LA Social Science
Test: 80% Rule with Whole Person
Total Employees: 15

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	9	6	2	13	1	0	1	0	0	0
Employees (%)	60.0	40.0	13.3	86.7	6.7	0.0	6.7	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	1	1	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 251 - Science Biological Sciences
Test: 80% Rule with Whole Person
Total Employees: 30

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	21	9	6	24	0	2	4	0	0	0
Employees (%)	70.0	30.0	20.0	80.0	0.0	6.7	13.3	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 (#)	1	0	1	0	2	0	1	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 252 - Sciences Physical Sciences
Test: 80% Rule with Whole Person
Total Employees: 71

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	57	14	22	49	0	2	19	1	0	0
Employees (%)	80.3	19.7	31.0	69.0	0.0	2.8	26.8	1.4	0.0	0.0
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 (#)	2	0	0	10	3	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 253 - Sciences Mathematics
Test: 80% Rule with Whole Person
Total Employees: 30

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	24	6	16	14	1	1	14	0	0	0
Employees (%)	80.0	20.0	53.3	46.7	3.3	3.3	46.7	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	3	0	9	1	1	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 256 - UA Communication and Journalism

Test: 80% Rule with Whole Person

Total Employees: 25

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	14	11	2	23	0	1	1	0	0	0
Employees (%)	56.0	44.0	8.0	92.0	0.0	4.0	4.0	0.0	0.0	0.0
Availability (%) Goal	57.0	43.0	8.3	91.7	3.0	3.4	1.9	0.0	0.0	0.0
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	1	0	1	0	1	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

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

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	2	4	1	5	0	0	1	0	0	0
Employees (%)	33.3	66.7	16.7	83.3	0.0	0.0	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	1	0	1	1	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 258 - UA Criminal Jus and Social Work

Test: 80% Rule with Whole Person

Total Employees: 24

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	8	16	8	16	1	1	5	0	0	1
Employees (%)	33.3	66.7	33.3	66.7	4.2	4.2	20.8	0.0	0.0	4.2
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 (#)	3	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	6	0	0	3	2	1	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 259 - UA Public Administration
Test: 80% Rule with Whole Person
Total Employees: 15

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	6	9	3	12	0	1	2	0	0	0
Employees (%)	40.0	60.0	20.0	80.0	0.0	6.7	13.3	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 (#)	3	0	1	0	2	0	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 290 - Other Academic Programs
Test: 80% Rule with Whole Person
Total Employees: 14

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

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 310 - Academic Support Professionals
Test: 80% Rule with Whole Person
Total Employees: 343

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	108	235	140	203	56	51	16	1	2	14
Employees (%)	31.5	68.5	40.8	59.2	16.3	14.9	4.7	0.3	0.6	4.1
Availability (%) Goal	30.7	69.3	30.0	70.0	15.0	9.0	3.4	0.8	0.2	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	0	0	1	0	0
Add'l Needed to Reach Availability (#)	0	3	0	38	0	0	0	2	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 320 - Administrative Professional
Test: 80% Rule with Whole Person
Total Employees: 361

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	146	215	110	251	32	33	28	3	5	9
Employees (%)	40.4	59.6	30.5	69.5	8.9	9.1	7.8	0.8	1.4	2.5
Availability (%) Goal	40.3	59.7	36.7	63.3	10.9	15.8	7.7	0.3	0.3	1.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	12	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	23	0	8	25	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 330 - Athletics Professionals
Test: 80% Rule with Whole Person
Total Employees: 66

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	47	19	15	51	10	2	2	0	0	1
Employees (%)	71.2	28.8	22.7	77.3	15.2	3.0	3.0	0.0	0.0	1.5
Availability (%) Goal	58.4	41.6	23.7	76.3	9.6	8.2	3.1	0.5	0.2	2.1
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	0	0	0	2	0	0	0	0
Add'l Needed to Reach Availability (#)	0	9	1	0	0	4	1	1	1	1

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 340 - Information Technology
Test: 80% Rule with Whole Person
Total Employees: 149

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	114	35	50	99	7	7	22	1	1	12
Employees (%)	76.5	23.5	33.6	66.4	4.7	4.7	14.8	0.7	0.7	8.1
Availability (%) Goal	69.5	30.5	30.0	70.0	8.6	6.3	13.1	0.3	0.1	1.7
Test: 80% Rule with Whole Person	NO	YES	NO	NO	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	3	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	11	0	6	6	3	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 350 - Library Professionals
Test: 80% Rule with Whole Person
Total Employees: 50

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	19	31	10	40	2	3	4	0	0	1
Employees (%)	38.0	62.0	20.0	80.0	4.0	6.0	8.0	0.0	0.0	2.0
Availability (%) Goal	19.0	81.0	17.5	82.5	6.8	5.1	3.8	0.5	0.0	1.4
Test: 80% Rule with Whole Person	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	10	0	2	2	0	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 360 - Scientific and Health Professional
Test: 80% Rule with Whole Person
Total Employees: 96

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	45	51	38	58	5	7	22	0	2	2
Employees (%)	46.9	53.1	39.6	60.4	5.2	7.3	22.9	0.0	2.1	2.1
Availability (%) Goal	55.0	45.0	28.6	71.4	6.5	6.6	13.1	0.5	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 (#)	8	0	0	11	2	0	0	1	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 400 - Office and Admin Sr Lead Supr
Test: 80% Rule with Whole Person
Total Employees: 258

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	25	233	96	162	44	27	15	2	2	6
Employees (%)	9.7	90.3	37.2	62.8	17.1	10.5	5.8	0.8	0.8	2.3
Availability (%) Goal	9.7	90.3	35.0	65.0	8.2	16.6	6.8	0.6	0.7	2.1
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	7	0	0	0	0
Add'l Needed to Reach Availability (#)	0	1	0	6	0	16	3	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 410 - Office and Admin Support Level
Test: 80% Rule with Whole Person
Total Employees: 116

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	25	91	67	49	23	25	18	0	0	1
Employees (%)	21.6	78.4	57.8	42.2	19.8	21.6	15.5	0.0	0.0	0.9
Availability (%) Goal	19.5	80.5	38.1	61.9	9.5	18.3	6.4	0.7	0.8	2.4
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	0	0	8	0	0	0	0	0	1
Add'l Needed to Reach Availability (#)	0	3	0	23	0	0	0	1	1	2

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 500 - Technical or Paraprofessional
Test: 80% Rule with Whole Person
Total Employees: 187

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	63	124	98	89	21	38	26	3	5	5
Employees (%)	33.7	66.3	52.4	47.6	11.2	20.3	13.9	1.6	2.7	2.7
Availability (%) Goal	29.1	70.9	40.6	59.4	9.6	19.4	8.5	0.6	0.2	2.3
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	9	0	23	0	0	0	0	0	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 600 - Skilled Crafts
Test: 80% Rule with Whole Person
Total Employees: 61

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	61	0	18	43	6	8	1	0	3	0
Employees (%)	100.0	0.0	29.5	70.5	9.8	13.1	1.6	0.0	4.9	0.0
Availability (%) Goal	96.8	3.2	46.5	53.5	7.9	30.7	2.9	0.6	1.8	2.6
Test: 80% Rule with Whole Person	NO	YES	YES	NO	NO	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1	4	0	0	6	0	0	0	1
Add'l Needed to Reach Availability (#)	0	2	11	0	0	11	1	1	0	2

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 700 - Service Maintenance and Repair
Test: 80% Rule with Whole Person
Total Employees: 46

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	45	1	18	28	4	8	3	1	0	2
Employees (%)	97.8	2.2	39.1	60.9	8.7	17.4	6.5	2.2	0.0	4.3
Availability (%) Goal	85.2	14.8	45.2	54.8	7.7	28.1	6.1	0.1	1.6	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	4	0	0	0	2	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	3	0	0	5	0	0	1	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 710 - Public Safety
Test: 80% Rule with Whole Person
Total Employees: 41

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	32	9	21	20	6	8	5	0	0	2
Employees (%)	78.0	22.0	51.2	48.8	14.6	19.5	12.2	0.0	0.0	4.9
Availability (%) Goal	74.1	25.9	30.8	69.2	8.4	14.3	3.3	1.6	0.1	3.2
Test: 80% Rule with Whole Person	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	2	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	0	9	0	0	0	1	1	0

University of Nevada, Las Vegas
EEO/AA Program 2014 - University of Nevada Las Vegas
Comparison of Incumbency to Availability

Job Group: 720 - Custodial and Grounds
Test: 80% Rule with Whole Person
Total Employees: 186

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	131	55	108	78	37	44	22	1	1	3
Employees (%)	70.4	29.6	58.1	41.9	19.9	23.7	11.8	0.5	0.5	1.6
Availability (%) Goal	72.2	27.8	71.9	28.1	10.9	52.1	7.1	0.4	0.6	0.7
Test: 80% Rule with Whole Person	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0	0	0	0	33	0	0	0	0
Add'l Needed to Reach Availability (#)	4	0	26	0	0	53	0	0	1	0



TARGET OF OPPORTUNITY PROGRAM (TOP) POLICY AND PROCESS

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

POLICY

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

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

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

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

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

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

PROCEDURES

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

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

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

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

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

EVP&P:bwf:10/19/04, HR&DI:sbc:12-23-05

Federal EEO/AA Plan Requirements


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

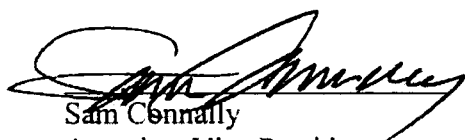
The OFCCP specifically cautions that recruitment goals may not be rigid or inflexible quotas (which are expressly forbidden); may not be considered as either a ceiling or a floor; may not create set-asides for specific groups; and may not be used to "supersede merit selection principles." Current OFCCP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

Enclosures

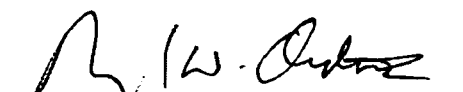
TOP Appendix A.2005

Recommended by:



Dawn Neuman
Vice Provost
Academic Resources


Sam Connally
Associate Vice President
Human Resources & Diversity Initiatives

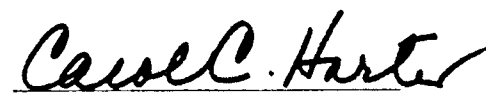
Recommended by:


Raymond W. Alden, III
Executive Vice President & Provost

Approved as to Form & Content:


Richard C. Linstrom
General Counsel

Approved:


Carol C. Harter
President

Effective January 3, 2006



**Reaffirmation of Commitment
To Equal Educational and Employment Opportunity (EEO)**

The University of Nevada, Las Vegas (UNLV) is committed to and will provide equality of educational and employment opportunity for all persons regardless of race, sex, age, color, national origin, ethnicity, creed, religion, disability, sexual orientation, gender, marital status, pregnancy, veteran status, or political affiliation — except where sex, age, or ability represent bona fide educational or employment qualifications or where marital or veteran status are statutorily defined eligibility criteria for federal or state benefit programs. Further, the university seeks to promote campus diversity by enrolling and employing a larger number of minorities and women where these groups have historically been and continue to be under-represented within the university in relation to availability and may extend preference in initial employment to such individuals among substantially equally qualified candidates, as well as to veterans, Nevada residents, and current state employees seeking promotion.

This affirmation is published in accordance with 41 CFR 60 and is in keeping with Title VII & Title IX of the Civil Rights Act of 1964, as amended; Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; the Civil Rights Restoration Act of 1988; Nevada Revised Statutes; and the Code and Policies of the Board of Regents of the Nevada System of Higher Education.

To ensure that equal educational and employment opportunity exists throughout the university, a results-oriented equal opportunity/affirmative action program has been implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to educational or employment opportunities for all qualified individuals that may exist in any of our programs. The university aims to achieve, within all areas of the university community, a diverse student body, faculty, and staff capable of providing for excellence in the education of its students and for the enrichment of the university community.

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 underutilization of women and minorities among the student body or faculty and staff. 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.

Statement on Diversity in the University Community

As an institution of higher learning, UNLV represents a rich diversity of human beings among its faculty, staff, and students and is committed to maintaining a campus environment that values that diversity. Accordingly, the university supports policies, curricula, and co-curricular activities that encourage understanding and appreciation of all members of its community and will not tolerate any harassment of or disrespect for persons because of race, sex, age, color, national origin, ethnicity, creed, religion, disability, sexual orientation, gender, marital status, pregnancy, veteran status, or political affiliation.

Unlawful Harassment, Personal Discrimination, and Retaliation

The University of Nevada, Las Vegas affirms that students and employees are entitled to an educational and employment environment free from unlawful harassment or personal discrimination and expressly prohibits unlawful harassment or personal discrimination of any individual among the university community engaged in educational or employment pursuits based on that individual's race, sex, age, color, national origin, ethnicity, creed, religion, disability, sexual orientation, gender, marital status, pregnancy, veteran status, or political affiliation. Further, no student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or personal discrimination or for protesting such behavior directed against another member of the university community.

For more information concerning ways in which our multicultural learning community may be nurtured and protected or complaint resolution procedures, contact the Office of Student Conduct, the Office of Human Resources, the Office of the Vice President for Student Affairs/ EEO/AA Compliance, or the Office of the Vice President for Diversity Initiatives.

Effective November 1, 2012

A handwritten signature in black ink, appearing to read "Neal J. Smatresk", is written over a horizontal line. Below the line, the name "Neal J. Smatresk, President" is printed in a black, sans-serif font.

Neal J. Smatresk, President



**2014 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.

Profile of Executives, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	56	20	35.7%	8	14.3%
2011	56	16	28.6%	11	19.6%
2012	55	16	29.1%	11	20.0%
2013	61	21	34.4%	15	24.6%
2014	63	21	33.3%	14	22.2%
Percent Change	12.5%	5.0%	-6.7%	75.0%	55.6%

Vice Presidents & Deans (100)

In 2010, the Vice Presidents and Deans Job Group consisted of 23 employees, of whom seven were women and two were ethnic and racial minorities. In 2011, the job group consisted of 24 employees, of whom six were women and four were ethnic and racial minorities. In 2012, the job group consisted of 24 employees, of whom six were women and four were ethnic and racial minorities. In 2013, the job group consists of 24 employees, of whom eight are women and six are ethnic and racial minorities. In 2014, the Vice Presidents and Deans Job Group consists of 25 employees, of whom eight are women and five are ethnic and racial minorities.

- Within the Vice Presidents & Deans Job Group, the availability of women in the labor market is 32.5%. Among this job group at UNLV, women comprise 32%. ***Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.***
- Within the Vice Presidents & Deans Job Group, the availability of ethnic and racial minorities in the labor market is 29.1%. Among this job group at UNLV, ethnic and racial

minorities comprise 20%. *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.*

AVPs and Executive Directors (110)

In 2010, the AVP and Executive Directors Job Group consisted of 33 employees, of whom 13 were women and six were ethnic and racial minorities. In 2011, this job group consisted of 32 employees, of whom 10 were women and seven were ethnic and racial minorities. In 2012, this job group consisted of 31 employees, of whom 10 were women and seven were ethnic and racial minorities. In 2013, the job group consisted of 37 employees, of whom 13 are women and nine are ethnic and racial minorities. In 2014, the AVP and Executive Directors Job Group consists of 38 employees, of whom 13 are women and nine are ethnic and racial minorities.

- Within the AVPs and Executive Directors Job Group, the availability of women in the labor market increased to 31.7%. Among this job group at UNLV, women comprise 34.2%. *Current utilization of women is at par with market availability – representing a net gain of eight 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 46.9%. Among this job group at UNLV, ethnic and racial minorities comprise 23.7%. *Current utilization of ethnic and racial minorities is eight 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.*

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 small **6.6% increase in the percentage representation of women** and a **significant 14.9% 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, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	925	332	35.9%	208	22.5%
2011	868	314	36.2%	195	22.5%
2012	810	297	36.7%	197	24.3%
2013	860	314	36.5%	220	25.6%
2014	902	345	38.2%	233	25.8%
Percent Change	-2.5%	3.9%	6.6%	12.0%	14.9%

Business – Business Faculty (206)

In 2010, the Business Faculty Job Group consisted of 42 employees, of whom seven were women and 12 were ethnic and racial minorities. In 2011, this job group consisted of 39 employees, of whom seven were women and 11 were ethnic and racial minorities. In 2012, this job group consisted of 34 employees, of whom five were women and 12 were ethnic and racial minorities. In 2013, this job group consisted of 35 employees, of whom five were women and 12 were ethnic and racial minorities. In 2014, the Business Faculty Job Group consists of 35 employees, of whom six are women and 13 are 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 17.1%. ***Current utilization of women is six 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 19%. 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.***

Business – Economics Faculty (207)

In 2010, the Economics Faculty Job Group job group consisted of 15 employees, of whom two were women and three were ethnic and racial minorities. In 2011, this job group consisted of 15 employees, of whom two were women and three were ethnic and racial minorities. In 2012, this job group consisted of 14 employees, of whom two were women and four were ethnic and racial minorities. In 2013, this job group consisted of 15 employees, of whom two were women and six were ethnic and racial minorities. In 2014, the Economics Faculty Job Group consists of 16 employees, of whom two are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 18.0%. Among this job group at UNLV, women comprise 12.5%. *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 15.5%. Among this job group at UNLV, ethnic and racial minorities comprise 37.5%. *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.*

Business – Accounting & Finance Faculty (208)

In 2010, the Accounting and Finance Faculty Job Group job group consisted of 26 employees, of whom four were women and six were ethnic and racial minorities. In 2011, this job group consisted of 22 employees, of whom three were women and five were ethnic and racial minorities. In 2012, this job group consisted of 23 employees, of whom three were women and six were ethnic and racial minorities. In 2013, the job group consisted of 22 employees, of whom four were women and six were ethnic and racial minorities. In 2014, the Accounting and Finance Faculty Job Group consists of 23 employees, of whom five are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 32.0%. Among this job group at UNLV, women comprise 21.7%. *Current utilization of women is three below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 19%. Among this job group at UNLV, ethnic and racial minorities comprise 26.1%. *Current utilization of ethnic and racial minorities is above market availability - representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Education – Teacher Education Faculty (211)

In 2010, the Teacher Education Faculty Job Group consisted of 61 employees, of whom 35 were women and 11 were ethnic and racial minorities. In 2011, this job group consisted of 57 employees, of whom 32 were women and 12 were ethnic and racial minorities. In 2012, this job group consisted of 49 employees, of whom 24 were women and 10 were ethnic and racial minorities. In 2013, this job group consisted of 52 employees, of whom 24 were women and 10 were ethnic and racial minorities. In 2014, the Teacher Education Faculty Job Group consists of 52 employees, of whom 26 are women and 11 are 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 50%. *Current utilization of women is eight 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 8.4%. Among this job group at UNLV, ethnic and racial minorities comprise 21.2%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Education – Other Education Faculty (212)

In 2010, the Other Education Faculty Job Group consisted of 45 employees, of whom 22 were women and 11 were ethnic and racial minorities. In 2011, this job group consisted of 39 employees, of whom 20 were women and 9 were ethnic and racial minorities. In 2012, this job group consisted of 21 employees, of whom 13 were women and four were ethnic and racial minorities. In 2013, this job group consisted of 19 employees, of whom 12 were women and five were ethnic and racial minorities. In 2014, the Other Education Job Group Faculty consists of 21 employees, of whom 13 are women and five are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 58%. Among this job group at UNLV, women comprise 61.9%. *Current utilization of women is above market availability – representing a no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 18.3%. Among this job group at UNLV, ethnic and racial minorities comprise 23.8%. *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.*

Engineering – Engineering Faculty (216)

In 2010, the Engineering Faculty Job Group job group consisted of 39 employees, of whom four were women and 18 were ethnic and racial minorities. In 2011, this job group consisted of 38 employees, of whom four were women and 17 were ethnic and racial minorities. In 2012, this job group consisted of 33 employees, of whom two were women and 14 were ethnic and racial minorities. In 2013, this job group consisted of 36 employees, of whom two were women and 15 were ethnic and racial minorities. In 2014, the Engineering Faculty Job Group consists of 37 employees, of whom three are women and 15 are 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 8.1%. *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 27.7%. Among this job group at UNLV, ethnic and racial minorities comprise 40.5%. *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.*

Engineering – Computer Science Faculty (217)

In 2010, the Computer Science Faculty Job Group consisted of 28 employees, of whom three were women woman and 16 were ethnic and racial minorities. In 2011, this job group consisted of 25 employees, of whom three were women woman and 14 were ethnic and racial minorities. In 2012, this job group consisted of 27 employees, of whom four were woman and 15 are ethnic and racial minorities. In 2013, this job group consisted of 28 employees, of whom four were woman and 16 are ethnic and racial minorities. In 2014, the Computer Science Faculty Job Group consists of 30 employees, of whom four are women woman and 16 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 31%. Among this job group at UNLV, women comprise 13.3%. *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 53.3%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Fine Arts – Fine Arts Faculty (221)

In 2010, the Fine Arts Faculty Job Group consisted of 76 employees, of whom 25 were women and 12 were ethnic and racial minorities. In 2011, this job group consisted of 72 employees, of whom 24 were women and 12 were ethnic and racial minorities. In 2012, this job group consisted of 68 employees, of whom 25 were women and 14 were ethnic and racial minorities. In 2013, this job group consisted of 71 employees, of whom 24 were women and 14 were ethnic and racial minorities. In 2014, the Fine Arts Faculty Job Group consists of 72 employees, of whom 22 are women and 15 are 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 30.6%. *Current utilization of women is six 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 12.2%. Among this job group at UNLV, ethnic and racial minorities comprise 20.8%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Fine Arts – Architecture Faculty (222)

In 2010, the Architecture Faculty Job Group consisted of 15 employees, of whom three were women and two were ethnic and racial minorities. In 2011, this group consisted of 14 employees, of whom three were women and two were ethnic and racial minorities. In 2012, this job group consisted of 15 employees, of whom three were women and three were ethnic and racial minorities. In 2013, this job group consisted of 14 employees, of whom three were women and four were ethnic and racial minorities. In 2014, the Architecture Faculty Job Group consists of 16 employees, of whom three are women and four are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 28%. Among this job group at UNLV, women comprise 18.8%. *Current utilization of women is two below market availability – representing a no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 14.5%. Among this job group at UNLV, ethnic and racial minorities comprise 25%. *Current utilization of ethnic and racial minorities is above market availability – representing a no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

AHS – Dental Medicine Faculty (226)

In 2010, the Dental Medicine Faculty Job Group consisted of 49 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2011, this job group consisted of 46 employees, of whom 15 were women and nine were ethnic and racial minorities. In 2012, this job group consisted of 47 employees, of whom 17 were women and eight were ethnic and racial minorities. In 2013, this job group consisted of 57 employees, of whom 21 were women and 13 were ethnic and racial minorities. In 2014, the Dental Medicine Faculty Job Group consists of 61 employees, of whom 22 are women and 14 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29.0%. Among this job group at UNLV, women comprise 36.1%. *Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 23.4%. Among this job group at UNLV, ethnic and racial minorities comprise 23%. *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.*

AHS – Health Physics & Diagnostics Faculty (227)

In 2010, the Health Physics & Diagnostics Faculty Job Group consisted of 32 employees, of whom 12 were women and three were ethnic and racial minorities. In 2011, this job group consisted of 30 employees, of whom 10 were women and two were ethnic and racial minorities. In 2012, this group consisted of 28 employees, of whom 12 were women and four were ethnic and racial minorities. In 2013, this group consisted of 27 employees, of whom 9 were women and five were ethnic and racial minorities. In 2014, the Health Physics & Diagnostics Faculty Job Group consists of 31 employees, of whom 13 are women and seven are 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 41.9%. *Current utilization of women is four 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 17.3%. Among this job group at UNLV, ethnic and racial minorities comprise 22.6%. *Current utilization of ethnic and racial minorities is at par with market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

AHS – Nursing Faculty (228)

In 2010, the Nursing Faculty Job Group consisted of 34 employees, of whom 30 were women and seven were ethnic and racial minorities. In 2011, this job consisted of 30 employees, of whom 26 were women and seven were ethnic and racial minorities. In 2012, this job group consisted of 28 employees, of whom 23 were women and eight were ethnic and racial minorities. . In 2013, this job group consisted of 31 employees, of whom 26 were women and nine were ethnic and racial minorities. In 2014, the Nursing Faculty Job Group consists of 34 employees, of whom 30 are women and 12 are 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 88.2%. *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 11.3%. Among this job group at UNLV, ethnic and racial minorities comprise 35.3%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

AHS – Public Health Faculty (229)

In 2010, the Public Health Faculty Job Group consisted of 15 employees, of whom four were women and four were ethnic and racial minorities. In 2011, this job group consisted of 16 employees, of whom five were women and five were ethnic and racial minorities. In 2012, this job group consisted of 14 employees, of whom five were women and six were ethnic and racial minorities. In 2013, this job group consisted of 16 employees, of whom six were women and seven were ethnic and racial minorities. In 2014, the Public Health Faculty Job Group consists of 19 employees, of whom 10 are women and eight are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 53.0%. Among this job group at UNLV, women comprise 52.6%. *Current utilization of women is one below market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.3%. Among this job group at UNLV, ethnic and racial minorities comprise 42.1%. *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.*

Hotel Administration Faculty (230)

In 2010, the Hotel Administration Faculty Job Group consisted of 56 employees, of whom 18 were women and eight were ethnic and racial minorities. In 2011, this job group consisted of 52 employees, of whom 17 were women and eight were ethnic and racial minorities. In 2012, this job group consisted of 43 employees, of whom 13 were women and five were ethnic and racial minorities. In 2013, this job group consisted of 46 employees, of whom 15 were women and six were ethnic and racial minorities. In 2014, the Hotel Administration Faculty Job Group consists of 48 employees, of whom 14 are women and six are 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 29.2%. *Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 14.5%. Among this job group at UNLV, ethnic and racial minorities comprise 12.5%. *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.*

Law Faculty (235)

In 2010, the Law Faculty Job Group consisted of 39 employees, of whom 23 were women and eight were ethnic and racial minorities. In 2011, this job group consisted of 37 employees, of whom 24 were women and seven were ethnic and racial minorities. In 2012, this job group consisted of 41 employees, of whom 27 were women and eight were ethnic and racial minorities. In 2013, this job group consisted of 42 employees, of whom 28 were women and eight were ethnic and racial minorities. In 2014, the Law Faculty Job Group consisted of 42 employees, of whom 29 are women and seven are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 32%. Among this job group at UNLV, women comprise 69%. *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 16.7%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Liberal Arts – English & Literature Faculty (241)

In 2010, the English & Literature Faculty Job Group consisted of 40 employees, of whom 19 were women and five were ethnic and racial minorities. In 2011, this job group consisted of 33 employees, of whom 15 were women and three were ethnic and racial minorities. In 2012, this job group consisted of 30 employees, of whom 14 were women and three were ethnic and racial minorities. In 2013, this job group consisted of 31 employees, of whom 15 were women and three were ethnic and racial minorities. In 2014, the English & Literature Faculty Job Group consisted of 35 employees, of whom 17 were women and five 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 48.6%. *Current utilization of women is three below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 10.9%. Among this job group at UNLV, ethnic and racial minorities comprise 14.3%. *Current utilization of ethnic and racial minorities is at par with market availability – representing a net gain of two in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Liberal Arts – Foreign Languages Faculty (242)

In 2010, the Foreign Language Faculty Job Group consisted of 17 employees, of whom 11 were women and 10 were ethnic and racial minorities. In 2011, this job group consisted of 15 employees, of whom 10 were women and eight were ethnic and racial minorities. In 2012, this job group consisted of 15 employees, of whom 10 were women and nine were ethnic and racial minorities. In 2013, this job group consisted of 16 employees, of whom 11 were women and nine were ethnic and racial minorities. In 2014, the Foreign Language Faculty Job Group consisted of 16 employees, of whom 12 are women and nine are 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%. *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 25.1%. 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 2010, the History Faculty Job Group consisted of 25 employees, of whom eight were women and five were ethnic and racial minorities. In 2011, this job group consisted of 26 employees, of whom eight were women and five were ethnic and racial minorities. In 2012, this job group consisted of 23 employees, of whom eight were women and five were ethnic and racial minorities. In 2013, this job group consisted of 23 employees, of whom nine were women and six were ethnic and racial minorities. In 2014, the History Faculty Job Group consists of 21 employees, of whom nine are women and five are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30%. Among this job group at UNLV, women comprise 42.9%. *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 16.2%. Among this job group at UNLV, ethnic and racial minorities comprise 23.8%. *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 2010, the Philosophy Faculty Job Group consisted of 12 employees, of who neither was a woman or a minority. In 2011, this job group consisted of 10 employees, of who neither was a woman or a minority. In 2012, this job group consisted of 8 employees, of who neither was a woman or a minority. In 2013, this job group consisted of 9 employees, of who neither was a woman or a minority. In 2014, the Philosophy Faculty Job Group consists of 10 employees, one of is a female, but none of whom are ethnic or 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 10%. *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 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 2010, the Political Science Faculty Job Group consisted of 15 employees, of whom five were women and three were ethnic and racial minorities. In 2011, this job group consisted of 16 employees, of whom five were women and three were ethnic and racial minorities. In 2012, this job group consisted of 14 employees, of whom four were women and three were ethnic and racial minorities. In 2013, this job group consisted of 15 employees, of whom four were women and two were ethnic and racial minorities. In 2014, the Political Science Job Group consists of 16 employees, of whom four are women and two are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 17%. Among this job group at UNLV, women comprise 25%. *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 12.5%. *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.*

Liberal Arts – Sociology Faculty (246)

In 2010, the Sociology Faculty Job Group consisted of 13 employees, of whom four were women and none were minority. In 2011, this job group consisted of 11 employees, of whom four were women and none were minority. In 2012, this job group consisted of 11 employees, of whom four were women and none were minority. In 2013, this job group consisted of 14 employees, of whom five were women and one was a racial and ethnic minority. In 2014, the Sociology Faculty Job Group consists of 13 employees, of whom five are women and two are racial and ethnic minorities.

- Within this job group, the availability of women in the labor market is 38%. Among this job group at UNLV, women comprise 38.5%. *Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 14.9%. Among this job group at UNLV, ethnic and racial minorities comprise 15.4%. *Current utilization of ethnic and racial minorities is above market availability – representing a net gain of two in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Liberal Arts – Psychology (247)

In 2010, Psychology Faculty Job Group consisted of 24 employees, of whom 11 were women and one was an ethnic or racial minority. In 2011, this job group consisted of 21 employees, of whom 10 were women and one was an ethnic or racial minority. In 2012, this job group consisted of 22 employees, of whom 10 were women and one was an ethnic or racial minority. In 2013, this job group consisted of 23 employees, of whom 10 were women and none were an ethnic or racial minority. In 2014, the Psychology Faculty Job Group consists of 24 employees, of whom 11 are women and none is an ethnic or racial minority.

- Within this job group, the availability of women in the labor market is 47%. Among this job group at UNLV, women comprise 45.8%. *Current utilization of women is one below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 13.9%. 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 gain of two in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Liberal Arts – Social Sciences (248)

In 2010, Social Sciences Faculty Job Group consisted of 19 employees, of whom 12 were women and four were ethnic and racial minorities. In 2011, this job group consisted of 19 employees, of whom 11 were women and four were ethnic and racial minorities. In 2012, this job group consisted of 18 employees, of whom 10 were women and three were ethnic and racial minorities. In 2013, this job group consisted of 16 employees, of whom eight were women and three were ethnic and racial minorities. In 2014, the Social Science Faculty Job Group consists of 15 employees, of whom six are women and two 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 40%. *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 18.8%. Among this job group at UNLV, ethnic and racial minorities comprise 13.3%. *Current utilization of ethnic and racial minorities is one below market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Sciences – Biological Sciences Faculty (251)

In 2010, Biological Sciences Faculty Job Group consists of 25 employees, of whom five were women and three were ethnic and racial minorities. In 2011, this job group consisted of 25 employees, of whom six were women and three were ethnic and racial minorities. In 2012, this job group consisted of 23 employees, of whom five were women and three were ethnic and racial minorities. In 2013, this job group consisted of 27 employees, of whom seven were women and five were ethnic and racial minorities. In 2014, the Biological Sciences Faculty Job Group consisted of 30 employees, of whom nine are women and six are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 29%. Among this job group at UNLV, women comprise 30%. *Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 22.7%. Among this job group at UNLV, ethnic and racial minorities comprise 20%. *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 – Physical Sciences Faculty (252)

In 2010, Physical Sciences Faculty Job Group consisted of 66 employees, of whom 13 were women and 15 were ethnic and racial minorities. In 2011, this job group consisted of 66 employees, of whom 13 were women and 16 were ethnic and racial minorities. In 2012, this job group consisted of 66 employees, of whom 13 were women and 18 were ethnic and racial minorities. In 2013, this job group consisted of 68 employees, of whom 13 were women and 20 were ethnic and racial minorities. In 2014, the Physical Sciences Faculty Job Group consists of 71 employees, of whom 14 are women and 22 are 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 19.7%. *Current utilization of women is at par with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.7%. Among this job group at UNLV, ethnic and racial minorities comprise 31%. *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 2010, Mathematics Faculty Job Group consisted of 29 employees, of whom five were women and 15 were ethnic and racial minorities. In 2011, this job group consisted of 29 employees, of whom five were women and 16 were ethnic and racial minorities. In 2012, this job group consisted of 28 employees, of whom five were women and 16 were ethnic and racial minorities. In 2013, this job group consisted of 29 employees, of whom five were women and 16 were ethnic and racial minorities. In 2014, the Mathematics Faculty Job Group consists of 30 employees, of whom six were women and 16 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 20%. *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 24.8%. Among this job group at UNLV, ethnic and racial minorities comprise 53.5%. *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.*

Urban Affairs – Communications & Journalism Faculty (256)

In 2010, the Communications & Journalism Faculty Job Group consisted of 27 employees, of whom nine were women and two were ethnic and racial minorities. In 2011, this job group consisted of 26 employees, of whom nine were women and two were ethnic and racial minorities. In 2012, this job group consisted of 20 employees, of whom eight were women and two were ethnic and racial minorities. In 2013, this job group consisted of 24 employees, of whom 10 were women and two were ethnic and racial minorities. In 2014, the Communications & Journalism Faculty Job Group consists of 25 employees, of whom 11 are women and two are 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 44%. *Current utilization of women is at par with market availability – representing a net gain of one in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 8.3%. Among this job group at UNLV, ethnic and racial minorities comprise 8%. *Current utilization of ethnic and racial minorities is one below market availability – representing a net gain of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Urban Affairs – Counseling Faculty (257)

In 2010, Counseling Faculty Job Group consisted of four employees, of whom two were women and one was a minority. In 2011, this job group consisted of four employees, of whom two were women and one was a minority. In 2012, this job group consisted of five employees, of whom three were women and two were ethnic and racial minorities. In 2013, this job group consisted of six employees, of whom four were women and two were ethnic and racial minorities. In 2014, the Counseling Faculty Job Group consists of six employees, of whom four are women and one is an 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 66.7%. ***Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 16.7%. ***Current utilization of ethnic and racial minorities is one below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

Urban Affairs – Criminal Justice & Social Work (258)

In 2010, Criminal Justice & Social Work Faculty Job Group consisted of 24 employees, of whom 14 were women and eight were ethnic and racial minorities. In 2011, this job group consisted of 24 employees, of whom 15 were women and eight were ethnic and racial minorities. In 2012, this job group consisted of 21 employees, of whom 12 were women and six were ethnic and racial minorities. In 2013, this job group consisted of 21 employees, of whom 12 were women and six were ethnic and racial minorities. In 2014, the Criminal Justice & Social Work Faculty Job Group consists of 21 employees, of whom 12 are women and eight 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 66.7%. ***Current utilization of women is above market availability – representing no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 24.4%. Among this job group at UNLV, ethnic and racial minorities comprise 33.3%. ***Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

Urban Affairs – Public Administration Faculty (259)

In 2010, Public Administration Faculty Job Group consisted of seven employees, of whom four are women and three are ethnic and racial minorities. In 2011, this job group consisted of four employees, of whom three were women and one was an ethnic or racial minority. In 2012, this job group consisted of 13 employees, of whom nine were women and three were ethnic or racial minorities. In 2013, the Public Administration Faculty 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 consists of 15 employees, of whom nine are women and three are ethnic or racial minorities.

- Within this job group, the availability of women in the labor market is 42.0%. Among this job group at UNLV, women comprise 60%. *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 20%. *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.*

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

In 2010, Other Academic Program Faculty Job Group – *including faculty from the Graduate College, the Honors College, the Lincy/Brookings Mountain West Institutes, and the Harry Reid Center* - consisted of six employees, of whom three were women and two were ethnic and racial minorities. In 2011, this job group consisted of seven employees, of whom three were women and one was an ethnic or racial minority. In 2012, this job group consisted of eight employees, of whom four were women and two were ethnic or racial minorities. In 2013, this job group consisted of 12 employees, of whom six were women and five were ethnic or racial minorities. In 2014, the Other Academic Programs Faculty Job Group consists of 14 employees, of whom nine are women and five 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 64.3%. *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 35.7%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

ADMINISTRATIVE (NON-ACADEMIC) FACULTY (H30)

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 2010 as the basis year, shows an immaterial increase of 0.7%.* However, the chart does show a continuing increasing trend *to 16.4% in the percentage representation of ethnic and racial minorities* among the administrative faculty over the past five years.

Profile of Administrative Faculty, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	963	526	54.6%	282	29.3%
2011	936	499	53.3%	275	29.4%
2012	870	471	54.1%	262	30.1%
2013	994	535	53.8%	323	32.5%
2014	1065	586	55.0%	363	34.1%
Percent Change	10.6%	11.4%	0.7%	28.7%	16.4%

Academic Support Professionals (310)

In 2010, Academic Support Professionals Job Group consisted of 195 employees, of whom 127 were women and 68 were ethnic and racial minorities. In 2011, this job group consisted of 197 employees, of whom 130 were women and 72 were ethnic and racial minorities. In 2012, this job group consisted of 170 employees, of whom 113 were women and 62 were ethnic and racial minorities. In 2013, this job group consisted of 305 employees, of whom 200 were women and 121 were ethnic and racial minorities. In 2014, the Academic Support Professionals Job Group consists of 343 employees, of whom 235 are women and 140 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 69.3%. Among this job group at UNLV, women comprise 68.5%. *Current utilization of women is three below market availability. – representing a net gain of 14 in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 30%. Among this job group at UNLV, ethnic and racial minorities comprise 40.8%. *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.*

Administrative Professionals (320)

In 2010, Administrative Professionals Job Group consisted of 451 employees, of whom 284 were women and 130 were ethnic and racial minorities. In 2011, this job group consisted of 408 employees, of whom 254 were women and 121 were ethnic and racial minorities. In 2012, this job group consisted of 399 employees, of whom 251 were women and 119 were ethnic and racial minorities. In 2013, this job group consisted of 340 employees, of whom 204 were women and 100 were ethnic and racial minorities. In 2014, the Administrative Professionals Job Group consists of 361 employees, of whom 215 are women and 110 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 59.7%. Among this job group at UNLV, women comprise 59.6%. ***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 36.7%. Among this job group at UNLV, ethnic and racial minorities comprise 30.5%. ***Current utilization of ethnic and racial minorities is 23 below market availability – representing a net loss of 23 in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

Athletics Professionals (330)

In 2010, Athletic Professionals Job Group consisted of 67 employees, of whom 20 were women and 16 were ethnic and racial minorities. In 2011, this job group consisted of 73 employees, of whom 18 were women and 14 were ethnic and racial minorities. In 2012, this job group consisted of 70 employees, of whom 17 were women and 17 were ethnic and racial minorities. In 2013, this job group consisted of 63 employees, of whom 20 were women and 16 were ethnic and racial minorities. In 2014, the Athletics Professionals Job Group consisted of 66 employees, of whom 19 are women and 15 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 41.6%. Among this job group at UNLV, women comprise 28.8%. ***Current utilization of women is nine below market availability – representing a net loss of nine in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 23.7%. Among this job group at UNLV, ethnic and racial minorities comprise 22.7%. ***Current utilization of ethnic and racial minorities is one below market availability – representing a net loss of one in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

Information Technology Support Professionals (340)

In 2010, the Information Technology Professionals Job Group consisted of 109 employees, of whom 29 were women and 29 were ethnic and racial minorities. In 2011, this job group consisted of 110 employees, of whom 30 were women and 31 were ethnic and racial minorities. In 2012, this job group consisted of 97 employees, of whom 29 were women and 28 were ethnic and racial minorities. In 2013, this job group consisted of 145 employees, of whom 36 were women and 45 were ethnic and racial minorities. In 2014, the Information Technology Professionals Job Group consists of 149 employees, of whom 35 are women and 50 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 30.5%. Among this job group at UNLV, women comprise 23.5%. *Current utilization of women is 11 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 30%. Among this job group at UNLV, ethnic and racial minorities comprise 33.6%. *Current utilization of ethnic and racial minorities is above market availability – representing no net change in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Library Professionals (350)

In 2010, the Library Professionals Job Group consisted of 45 employees, of whom 30 were women and six were ethnic and racial minorities. In 2011, this job group consisted of 43 employees, of whom 28 were women and six were ethnic and racial minorities. In 2012, this job group consisted of 45 employees, of whom 30 were women and six were ethnic and racial minorities. In 2013, this job group consisted of 41 employees, of whom 26 were women and six were ethnic and racial minorities. In 2014, the Library Professionals job group consists of 50 employees, of whom 31 are women and 10 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 81%. Among this job group at UNLV, women comprise 62%. *Current utilization of women is 10 below market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 17.5%. Among this job group at UNLV, ethnic and racial minorities comprise 20%. *Current utilization of ethnic and racial minorities is at par with market availability – representing a net gain of four in the utilization of ethnic and racial minorities in this job group compared to the previous year.*

Science & Health Professionals (360)

In 2010, the Science and Health Professionals Job Group consisted of 96 employees, of whom 36 were women and 33 were ethnic and racial minorities. In 2011, this job group consisted of 105 employees, of whom 39 were women and 31 were ethnic and racial minorities. In 2012, this job group consisted of 89 employees, of whom 31 were women and 30 were ethnic and racial minorities. In 2013, this job group consisted of 100 employees, of whom 49 were women and 35 were ethnic and racial minorities. In 2014, the Science & Health Professionals Job Group consists of 96 employees, of whom 51 are women and 38 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 45.0%. Among this job group at UNLV, women comprise 53.1%. ***Current utilization of women is above market availability – representing a no net change in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 28.6%. 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.***

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. Given the downturn in employment totals overall an almost flat rate of increase in the representation of women is understandable. The representation of ethnic and racial minorities among classified staff increased moderately.

After several years of decline, the data show ***a small statistical change (1.0%) in the percentage representation of women in comparison to five years ago. However, there continues to be a moderate, 6.9%, increase in the percentage representation of ethnic and racial minorities*** among classified staff over the past five years.

Profile of Classified Staff, 2010 - 2014					
EEO/AA Plan Year	Total Employees	Number Women	Percent Women	Number Ethnic/Racial	Percent Ethnic/Racial
2010	1,163	660	56.7%	518	44.5%
2011	1,030	571	55.4%	472	45.8%
2012	1,007	554	55.0%	453	45.0%
2013	932	539	57.8%	435	46.7%
2014	895	513	57.3%	426	47.6%
Percent Change	-23.0%	-22.3%	1.0%	-17.8%	6.9%

TECHNICAL/PARAPROFESSIONAL (H40)

Technical/Paraprofessionals (400)

In 2010, Technical/Paraprofessionals Job Group consisted of 229 employees, of whom 124 were women and 109 were ethnic and racial minorities. In 2011, this job group consisted of 207 employees, of whom 114 were women and 104 were ethnic and racial minorities. In 2012, this job group consisted of 226 employees, of whom 124 were women and 105 were ethnic and racial minorities. In 2013, this job group consisted of 188 employees, of whom 124 were women and 95 were ethnic and racial minorities. In 2014, the Technical/Paraprofessionals Job Group consists of 187 employees, of whom 124 are women and 98 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 70.9%. Among this job group at UNLV, women comprise 66.3%. ***Current utilization of women is nine below market availability – representing a net loss of nine 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 40.6%. Among this job group at UNLV, ethnic and racial minorities comprise 52.4%. ***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.***

OFFICE SUPPORT (H50)

Office Support, Senior Level Job Group (500)

In 2010, Office Support, Senior Level Job Group consisted of 371 employees, of whom 326 were women and 142 were ethnic and racial minorities. In 2011, this job group consisted of 302 employees, of whom 262 were women and 116 were ethnic and racial minorities. In 2012, this job group consisted of 290 employees, of whom 251 were women and 114 were ethnic and racial minorities. In 2013, this job group consisted of 280 employees, of whom 252 were women and 106 were ethnic and racial minorities. In 2014, the Office Support, Senior Level Job Group consists of 258 employees, of whom 233 are women and 96 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 90.3%. Among this job group at UNLV, women comprise 90.3%. ***Current utilization of women is one below market availability – representing a net loss of one in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 35%. Among this job group at UNLV, ethnic and racial minorities comprise 37.2%. ***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 2010, the Office Support, Support Level Job Group consisted of 141 employees, of whom 120 were women and 78 were ethnic and racial minorities. In 2011, this job group consisted of 127 employees, of whom 109 were women and 69 were ethnic and racial minorities. In 2012, this job group consisted of 111 employees, of whom 97 were women and 61 were ethnic and racial minorities. In 2013, this job group consisted of 118 employees, of whom 93 were women and 66 were ethnic and racial minorities. In 2014, the Office Support, Support Level Job Group consists of 116 employees, of whom 91 are women and 57 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 80.5%. Among this job group at UNLV, women comprise 78.4%. *Current utilization of women is three below market availability – representing a net gain of three in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 38.1%. Among this job group at UNLV, ethnic and racial minorities comprise 57.8%. *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.*

SKILLED CRAFTS (H60)

Skilled Crafts (600)

In 2010 Skilled Crafts Job Group consisted of 63 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2011, this job group consisted of 59 employees, of whom one was a woman and 18 were ethnic and racial minorities. In 2012, this job group consisted of 59 employees, of whom one was a woman and 17 were ethnic and racial minorities. In 2013, this job group consisted of 60 employees, of whom none were women and 18 were ethnic and racial minorities. In 2014, the Skilled Crafts Job Group consists of 61 employees, of whom none are women and 18 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 3.2%. Among this job group at UNLV, women comprise 0.0%. *Current utilization of women is two below with market availability – representing no net change in the utilization of women in this job group compared to the previous year.*
- Within this job group, the availability of ethnic and racial minorities in the labor market is 46.5%. Among this job group at UNLV, ethnic and racial minorities comprise 29.5%. *Current utilization of ethnic and racial minorities is 11 below market availability – representing a net loss of 11 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 2010, the Maintenance Workers Job Group consisted of 98 employees, of whom 9 were women and 31 were ethnic and racial minorities. In 2011, this job group consisted of 99 employees, of whom 10 were women and 37 were ethnic and racial minorities. In 2012, this job group consisted of 79 employees, of whom nine were women and 28 were ethnic and racial minorities. In 2013, this job group consisted of 48 employees, of whom one was a women and 19were ethnic and racial minorities. In 2014, the Maintenance Workers Job Group consists of 46 employees, of whom one is a woman and 18 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 14.8%. Among this job group at UNLV, women comprise 2.2%. ***Current utilization of women is six below market availability – representing a net loss of three in the utilization of women in this job group compared to the previous year.***
- Within this job group, the availability of ethnic and racial minorities in the labor market is 45.2%. Among this job group at UNLV, ethnic and racial minorities comprise 39.1%. ***Current utilization of ethnic and racial minorities is three below market availability – representing a net loss of three in the utilization of ethnic and racial minorities in this job group compared to the previous year.***

Public Safety Workers (710)

In 2010, the Public Safety Workers Job Group consisted of 40 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2011, this job group consisted of 42 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2012, this job group consisted of 42 employees, of whom 11 were women and 20 were ethnic and racial minorities. In 2013, this job group consisted of 42 employees, of whom 10 were women and 20 were ethnic and racial minorities. In 2014, the Public Safety Job Group consists of 41 employees, of whom nine are women and 21 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 25.9%. Among this job group at UNLV, women comprise 22%. ***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 30.8%. Among this job group at UNLV, ethnic and racial minorities comprise 51.2%. ***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.***

Custodial/Grounds (720)

In 2010, the Custodial/Grounds Maintenance Workers Job Group consisted of 221 employees, of whom 69 were women and 121 were ethnic and racial minorities. In 2011, this job group consisted of 194 employees, of whom 64 were women and 108 were ethnic and racial minorities. In 2012, this job group consisted of 200 employees, of whom 61 were women and 108 were ethnic and racial minorities. In 2013, this job group consisted of 196 employees, of whom 59 were women and 111 were ethnic and racial minorities. In 2014, the Custodial/Grounds Maintenance Workers Job Group consists of 186 employees, of whom 55 are women and 108 are ethnic and racial minorities.

- Within this job group, the availability of women in the labor market is 27.8%. Among this job group at UNLV, women comprise 29.6%. *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 71.9%. Among this job group at UNLV, ethnic and racial minorities comprise 58.1%. *Current utilization of ethnic and racial minorities is 26 below market availability -- representing a net loss of 26 in the utilization of ethnic and racial minorities in this job group compared to the previous year.*