

AFFIRMATIVE ACTION PROGRAM FOR MINORITIES & WOMEN

University of North Georgia

All Data

March 1, 2018 through February 28, 2019

Table of Contents

Preface

Introduction

Equal Employment Opportunity and Affirmative Action Statement of Policy

Religious and National Origin Discrimination Policy

Responsibility for Implementation

Organizational Profile

Job Group Analysis

Availability Analysis

Comparison of Incumbency vs. Estimated Availability

Placement Goals

Identification of Problem Areas by Organizational Unit and Job Group

Development and Implementation of Action Oriented Programs

Internal Audit and Reporting System

Conclusion

List of Exhibits

Professional Development

Preface

University of North Georgia (also referred to as the University) is fully committed to the concept and practice of equal opportunity and affirmative action.

In the preparation of this Affirmative Action Program (AAP), University of North Georgia has been guided by Executive Order 11246 and its implementing regulations. Nothing contained in this AAP or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state or local employment practice laws.

In developing and implementing the AAP, the University has been guided by its established policy of providing equal employment opportunity. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions at the University are made based on job related criteria. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission ("EEOC") (29 C.F.R. Part 1608).

While University of North Georgia firmly believes in wide dissemination of its affirmative action policies and equal employment opportunity practices, this AAP contains certain proprietary information relating to the University's business that must be kept confidential. The detailed information provided in good faith as a part of the AAP contains specific information that, if disseminated, could be detrimental to the competitive and business interests of University of North Georgia.

Therefore, even though the University is justifiably proud of its efforts described in the following pages, this AAP and its support data are to be disclosed to individuals, companies and government agencies only where such individuals or entities have a legitimate business interest or legal entitlement to the information. University of North Georgia specifically requests the following:

- If this AAP or any supporting data or documentation is submitted to Office of Federal Contract Compliance Programs ("OFCCP") pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act, and/or any implementing regulations (as any or all may have been or may be amended), those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying University of North Georgia of the agency's decision to disclose and providing the University with ample time to contest the disclosure. Advance notice of disclosure should be sent to Beth Arbutnot. The University requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. §552.
- If this AAP or any supporting data or documentation is supplied by University to another government contractor, EEOC or fair employment practices agency representatives, or any other person, it is not to be copied, reproduced, or disclosed by such persons without prior notification to University of North Georgia.
- No information contained in the AAP or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from University of North Georgia.
- Reports that require specific data, such as names of employees and salary information, are not an official part of this AAP. This information is on file at the University as Documentation and Supporting Data for AAP Reports and is available for review only as required by law.

This AAP does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all University employees have with the University. Nothing in this AAP creates a private right of action on behalf of any individual group against the University.

Introduction

Ever committed to affirmative action, University of North Georgia has prepared this AAP to cover employees reporting to and/or working in All Data. This plan also covers employees working in other establishments who report to managers included in this plan. In accordance with 41 C.F.R. 60-2.1, employees included in AAPs other than where they are located are listed in the annotated employee list reports. These reports identify the actual location of such employees.

As detailed in the Job Group Analysis, this AAP covers 3005 employees including 524 (17.44%) minorities and 1755 (58.4%) women. It is expected these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of University of North Georgia has a continuing commitment to the practice and implemented action of this AAP.

Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of University of North Georgia not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the University. The University will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the University are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the University's business.

University of North Georgia is fully committed to principals of equal employment opportunity and affirmative action. As President, I support the successful implementation of the University's Affirmative Action Programs. I have appointed Beth Arbuthnot, Affirmative Action Officer for the University, with responsibility for implementation of the University's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement this Program. All managers and supervisors will take an active part in the University's AAP to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, University of North Georgia will solicit the cooperation and support of all employees for the University's Equal Employment Opportunity and Affirmative Action Policy.

Our Affirmative Action Programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our Programs. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action. In accordance with public law, the University's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Human Resources Department, Monday through Friday, from 9:00 a.m. to 5:00 p.m. upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation,

threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. University of North Georgia will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Dr. Bonita Jacobs
President

Religious and National Origin Discrimination Policy

41 C.F.R. 60-50.1 – 60.50.5

Pursuant to the University's equal employment opportunity and affirmative action policy, we have adopted the following policy prohibiting religious and national discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities. In furtherance of our commitment to ensuring equal employment opportunity regardless of national origin or religious beliefs, we will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their national origin or religious beliefs
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed on the basis of religion or national origin
- Provide qualified employees with an equal opportunity to any available job without regard to their religion or national origin
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of religion or national origin
- Develop written policies which prohibit unwelcome verbal or physical conduct based on religion or national origin and take reasonable steps to prevent such harassment occurring
- Explain the University's commitment to equal employment opportunity to supervisors and employees and request their support
- Develop reasonable internal procedures to monitor our implementation of the University's equal employment opportunity and affirmative action policy
- Inform all recruitment sources of the University's commitment to equal employment opportunity and seek their assistance and support of University of North Georgia's commitment to providing equal employment opportunity without regard to national origin or religion
- Endeavor to make reasonable accommodations to religious observations and practices of an employee or prospective employee unless doing so would pose an undue hardship on the University's business.

Responsibility for Implementation

41 C.F.R. 60-2.17

Dr. Bonita Jacobs, President, has overall responsibility for implementation of the Equal Employment Opportunity Policy and the AAP. The University has assigned primary management responsibility and accountability for ensuring full compliance with the Program to Beth Arbuthnot, the Affirmative Action Officer of the University. As Affirmative Action Officer, Beth Arbuthnot has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The President actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications on the University's Equal Employment Opportunity Policy and AAP.

With regard to the All Data AAP, Dr. Bonita Jacobs works closely with Beth Arbuthnot to implement the programs which are specific to the University. Beth Arbuthnot, together with the Human Resources staff, has primary responsibility for implementing programs at the University.

The duties of the Affirmative Action Officer and designees include:

- Developing policy statements, AAPs, and internal and external modes of communication
- Overseeing regular discussions with local managers, supervisors, and employees to ensure the University's policies are being followed
- Training personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's affirmative action program are implemented
- Advising supervisors that the University is obligated to prevent discrimination and harassment of employees
- Identifying, in conjunction with line management any problem areas in implementing the AAP, and developing solutions
- Identifying any barriers to employment for protected individuals and assisting managers in developing solutions to ensure that all individuals benefit from equal employment opportunities
- Designing and implementing an internal audit and reporting system that will measure the effectiveness of the University's Program, indicate the need for remedial action, determine the degree to which the University's objectives have been attained, determine whether all employees have had the opportunity to participate in University-sponsored educational, training, recreational, and social activities, and ensure each University location is in compliance with applicable laws and regulations
- Serving as liaison between the University and enforcement agencies, and between the University and organizations of and for minorities or women
- Encouraging active involvement by University representatives in the community service programs of local organizations of and for minorities and women
- Ensuring posters and notices are properly displayed or disseminated in ways that are

accessible and understandable to applicants and employees

- Keeping management informed of the latest developments in affirmative action.

The University recognizes the cooperation of department supervisors and line managers is required to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:

- Assist the Affirmative Action Officer in the identification of any problem areas and help eliminate any barriers to equal employment opportunity
- Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs
- Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings
- Review the qualifications of applicants and employees in a nondiscriminatory manner with regard to hire, promotion, transfer and termination
- Provide career counseling for employees as needed
- Adhere to the University's policy of equal employment opportunity for all employees and ensure the policy is understood, supported, and adhered to by the employees they supervise
- Take action to prevent the discrimination and harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the University's affirmative action efforts.

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of University of North Georgia's AAP, and to conform to applicable regulations, the University has completed a profile of the workforce at the All Data establishment. The organizational profile is an overview of the staffing patterns at this establishment, and is used to determine whether there are areas in the workforce where individuals are underrepresented or concentrated by gender or race. To complete our organizational profile we have elected to follow the Workforce Analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at the All Data establishment and for each department lists all job titles from lowest to highest paid. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

We have included a chart identifying the employees included in this AAP who work at other University of North Georgia locations but are covered by this AAP, and those employees who work at locations covered by this AAP but who, in accordance with 41 C.F.R. 60-2.1, are included in another University of North Georgia AAP. This chart sets forth the locations where the employees are actually working and/or the AAP in which they are included.

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

Workforce Analysis

5300211200

Visual Arts

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539550		Total	1	Mal	1	1	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539016		Total	2	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00308E		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	0	0	0	0	0	0	0
532038		Total	1	Mal	0	0	0	0	0	0	0
Galleries Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	4	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	3	3	0	0	0	0	0
00932R		Total	1	Mal	1	0	0	0	0	0	1
Part Time Temporary Faculty	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00922X		Total	3	Mal	0	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min	2	Fem	3	1	0	2	0	0	0
00204X		Total	7	Mal	4	3	0	0	0	0	1
Lecturer	2	Tot Min	1	Fem	3	3	0	0	0	0	0
00202X		Total	7	Mal	4	3	0	1	0	0	0
Assistant Professor	2	Tot Min	1	Fem	3	3	0	0	0	0	0
00200X		Total	2	Mal	1	0	0	0	0	0	1
Professor	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00201X		Total	4	Mal	2	2	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300211200		Total	35	Mal	16	12	0	1	0	0	3
		Tot Min	6	Fem	19	17	0	2	0	0	0

Workforce Analysis

5300211300

Music

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539560		Total	1	Mal	1	1	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534926		Total	3	Mal	1	0	0	0	0	0	1
Accompanist	3	Tot Min	1	Fem	2	2	0	0	0	0	0
00308E		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	20	Mal	13	11	2	0	0	0	0
Temporary Faculty	2	Tot Min	2	Fem	7	7	0	0	0	0	0
539PBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
539FBF		Total	2	Mal	2	2	0	0	0	0	0
Current Term Full-Ben Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00202X		Total	4	Mal	3	3	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00200X		Total	5	Mal	5	4	0	0	0	0	1
Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00201X		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	1	Fem	1	0	0	1	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300211300		Total	41	Mal	27	23	2	0	0	0	2
		Tot Min	5	Fem	14	13	0	1	0	0	0

5300212000

Theatre

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533457		Total	1	Mal	0	0	0	0	0	0	0
Marketing Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300212000

Theatre

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533838		Total	1	Mal	0	0	0	0	0	0	0
Dept Business Officer	6	Tot Min	0	Fem	1	1	0	0	0	0	0
534925		Total	1	Mal	0	0	0	0	0	0	0
Box Office Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532535		Total	1	Mal	1	1	0	0	0	0	0
Production Technical Director	4	Tot Min	0	Fem	0	0	0	0	0	0	0
539PBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00200X		Total	2	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00201X		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300212000		Total	12	Mal	6	6	0	0	0	0	0
		Tot Min	0	Fem	6	6	0	0	0	0	0

5300214000

English

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00308E		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	0	0	0	0	0	0	0
539320		Total	5	Mal	3	2	1	0	0	0	0
Temporary Faculty	2	Tot Min	2	Fem	2	1	0	1	0	0	0

Workforce Analysis

5300214000

English

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539PBF		Total	2	Mal	2	2	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00922X		Total	1	Mal	0	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00204X		Total	34	Mal	18	16	1	0	0	0	1
Lecturer	2	Tot Min	3	Fem	16	15	0	0	0	0	1
00202X		Total	12	Mal	6	6	0	0	0	0	0
Assistant Professor	2	Tot Min	1	Fem	6	5	0	1	0	0	0
00200X		Total	5	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	4	4	0	0	0	0	0
00201X		Total	16	Mal	11	11	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	5	5	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300214000		Total	79	Mal	42	39	2	0	0	0	1
		Tot Min	6	Fem	37	34	0	2	0	0	1

5300214300

Spanish

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00308E		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	5	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	4	4	0	0	0	0	0
539PBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00922X		Total	1	Mal	0	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min	1	Fem	1	0	0	1	0	0	0
00204X		Total	8	Mal	3	1	1	0	1	0	0
Lecturer	2	Tot Min	5	Fem	5	2	0	0	0	0	3

Workforce Analysis

5300214300

Spanish

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00202X		Total	8	Mal	5	3	1	0	0	0	1
Assistant Professor	2	Tot Min	3	Fem	3	2	0	0	0	0	1
00200X		Total	2	Mal	2	1	0	0	0	0	1
Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00201X		Total	3	Mal	2	1	0	0	0	0	1
Associate Professor	2	Tot Min	2	Fem	1	0	0	0	0	0	1
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300214300		Total	31	Mal	14	8	2	0	1	0	3
		Tot Min	12	Fem	17	11	0	0	1	0	5

5300214400

Language Lab

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539016		Total	27	Mal	11	9	1	1	0	0	0
Student Assistant	4	Tot Min	8	Fem	16	10	0	1	1	0	4
532714		Total	3	Mal	1	0	0	1	0	0	0
Tutoring Lab Coordinator	3	Tot Min	1	Fem	2	2	0	0	0	0	0
532739		Total	1	Mal	0	0	0	0	0	0	0
Director Language Labs	1	Tot Min	1	Fem	1	0	0	0	0	0	1
Total for 5300214400		Total	31	Mal	12	9	1	2	0	0	0
		Tot Min	10	Fem	19	12	0	1	1	0	5

5300214500

Modern & Classical Languages

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
53CLAB		Total	2	Mal	1	0	0	1	0	0	0
Casual Labor Budget	5	Tot Min	2	Fem	1	0	0	1	0	0	0
539016		Total	3	Mal	1	0	0	0	0	0	1
Student Assistant	4	Tot Min	3	Fem	2	0	0	0	0	0	2
00909X		Total	1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300214500

Modern & Classical Languages

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	3	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	2	2	0	0	0	0	0
539PBF		Total	4	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	2	Fem	3	1	0	1	0	0	1
539FBF		Total	1	Mal	0	0	0	0	0	0	0
Current Term Full-Ben Faculty	2	Tot Min	1	Fem	1	0	0	1	0	0	0
00922X		Total	1	Mal	0	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00204X		Total	6	Mal	4	3	0	1	0	0	0
Lecturer	2	Tot Min	1	Fem	2	2	0	0	0	0	0
00204U		Total	2	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	1	Fem	2	1	0	1	0	0	0
00202X		Total	7	Mal	2	1	0	1	0	0	0
Assistant Professor	2	Tot Min	4	Fem	5	2	0	3	0	0	0
00201X		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	1	Fem	1	0	0	1	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300214500		Total	33	Mal	11	7	0	3	0	0	1
		Tot Min	15	Fem	22	11	0	8	0	0	3

5300217000

History, Anth, Phil

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00308E		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	0	0	0	0	0	0	0
539320		Total	10	Mal	9	8	0	1	0	0	0
Temporary Faculty	2	Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300217000

History, Anth, Phil

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539PBF		Total	2	Mal	2	1	0	0	0	0	1
Current Term Partial-Ben Fac	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00922X		Total	1	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	8	Mal	4	4	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	4	4	0	0	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	7	Mal	5	5	0	0	0	0	0
Assistant Professor	2	Tot Min	1	Fem	2	1	0	1	0	0	0
00200X		Total	8	Mal	5	5	0	0	0	0	0
Professor	2	Tot Min	1	Fem	3	2	0	1	0	0	0
00201X		Total	10	Mal	5	4	0	1	0	0	0
Associate Professor	2	Tot Min	2	Fem	5	4	0	1	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300217000		Total	50	Mal	33	30	0	2	0	0	1
		Tot Min	6	Fem	17	14	0	2	1	0	0

5300217500

Master of Arts in History

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	2	Mal	1	1	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300217500		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5300218000

Psychological Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300218000

Psychological Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00308E		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	10	Mal	6	5	0	0	1	0	0
Temporary Faculty	2	Tot Min	3	Fem	4	2	2	0	0	0	0
539PBF		Total	1	Mal	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202W		Total	1	Mal	1	1	0	0	0	0	0
Visiting Asst Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	6	Mal	1	1	0	0	0	0	0
Lecturer	2	Tot Min	2	Fem	5	3	2	0	0	0	0
00202X		Total	6	Mal	3	3	0	0	0	0	0
Assistant Professor	2	Tot Min	1	Fem	3	2	0	0	0	1	0
00200X		Total	7	Mal	3	3	0	0	0	0	0
Professor	2	Tot Min	0	Fem	4	4	0	0	0	0	0
00201X		Total	2	Mal	1	0	0	0	0	0	1
Associate Professor	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300218000		Total	37	Mal	16	14	0	0	1	0	1
		Tot Min	7	Fem	21	16	4	0	0	1	0

5300219000

Sociology & Human Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	1	1	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	0	0	0	0	0	0	0
539320		Total	2	Mal	0	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	1	Fem	2	1	0	0	0	0	1
00922X		Total	2	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300219000

Sociology & Human Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00204X		Total	5	Mal	2	2	0	0	0	0	0
Lecturer	2	Tot Min	1	Fem	3	2	1	0	0	0	0
00202X		Total	5	Mal	3	1	0	1	0	0	1
Assistant Professor	2	Tot Min	2	Fem	2	2	0	0	0	0	0
00200X		Total	5	Mal	3	1	2	0	0	0	0
Professor	2	Tot Min	2	Fem	2	2	0	0	0	0	0
00201X		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300219000		Total	23	Mal	11	7	2	1	0	0	1
		Tot Min	6	Fem	12	10	1	0	0	0	1

5300311000

Communication: Media & Journal

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
535955		Total	1	Mal	1	1	0	0	0	0	0
Media Production Tech Support	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	12	Mal	10	8	1	0	0	0	1
Temporary Faculty	2	Tot Min	3	Fem	2	1	1	0	0	0	0
539PBF		Total	2	Mal	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00922X		Total	3	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00204X		Total	6	Mal	3	3	0	0	0	0	0
Lecturer	2	Tot Min	1	Fem	3	2	0	1	0	0	0
00202X		Total	8	Mal	5	5	0	0	0	0	0
Assistant Professor	2	Tot Min	1	Fem	3	2	1	0	0	0	0

Workforce Analysis

5300311000

Communication: Media & Journal

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00200X		Total	2	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00201X		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300311000		Total	39	Mal	23	21	1	0	0	0	1
		Tot Min	5	Fem	16	13	2	1	0	0	0

5300411500

Masters of Business Admin

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532219		Total	1	Mal	1	1	0	0	0	0	0
Dir. MBA Prog	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300411500		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5300411600

Accounting & Law

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539320		Total	10	Mal	4	4	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	6	6	0	0	0	0	0
539FBF		Total	3	Mal	2	1	0	0	0	0	1
Current Term Full-Ben Faculty	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00922X		Total	2	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	4	Mal	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

5300411600

Accounting & Law

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00200X		Total	1	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00201X		Total	3	Mal	3	2	0	1	0	0	0
Associate Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00196M		Total	1	Mal	1	1	0	0	0	0	0
Interim Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
00120M		Total	1	Mal	0	0	0	0	0	0	0
Interim Dean AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300411600		Total	26	Mal	11	9	0	1	0	0	1
		Tot Min	2	Fem	15	15	0	0	0	0	0

5300411650

Paralegal

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00922X		Total	1	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00202X		Total	2	Mal	1	1	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300411650		Total	3	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5300411700

Economics & Finance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539320		Total	5	Mal	5	4	0	0	1	0	0
Temporary Faculty	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00922X		Total	1	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00202X		Total	2	Mal	1	1	0	0	0	0	0
Assistant Professor	2	Tot Min	1	Fem	1	0	0	1	0	0	0
00200X		Total	2	Mal	2	2	0	0	0	0	0
Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5300411700

Economics & Finance

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00201X		Total	6	Mal	3	2	0	1	0	0	0
Associate Professor	2	Tot Min	2	Fem	3	2	1	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300411700		Total	17	Mal	13	11	0	1	0	1	0
		Tot Min	4	Fem	4	2	1	1	0	0	0

5300411800

Marketing & Management

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539320		Total	9	Mal	5	5	0	0	0	0	0
Temporary Faculty	2	Tot Min	2	Fem	4	2	0	0	0	0	2
539PBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	4	Mal	2	2	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00202X		Total	8	Mal	6	3	0	2	0	0	1
Assistant Professor	2	Tot Min	4	Fem	2	1	0	1	0	0	0
00200X		Total	2	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00201X		Total	7	Mal	3	3	0	0	0	0	0
Associate Professor	2	Tot Min	2	Fem	4	2	1	1	0	0	0
00196X		Total	1	Mal	1	0	0	1	0	0	0
Dept Chair/Head AC	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 5300411800		Total	32	Mal	19	15	0	3	0	0	1
		Tot Min	9	Fem	13	8	1	2	0	0	2

5300411900

BB&T Ctr for Ethical Ldrshp

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
533936		Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300411900

BB&T Ctr for Ethical Ldrshp

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533938		Total	1	0	0	0	0	0	0	0
Program Manager	3	Tot Min	0	1	1	0	0	0	0	0
Total for 5300411900		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

5300413000

Military Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533478		Total	1	0	0	0	0	0	0	0
Admin Ofcr - Commandant/Milit	5	Tot Min	0	1	1	0	0	0	0	0
539016		Total	1	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	1	1	0	0	0	0	0	1
534950		Total	1	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	1	1	0	0	0	0	0
539320		Total	2	2	2	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	0	0	0	0	0	0	0
Total for 5300413000		Total	5	2	2	0	0	0	0	0
		Tot Min	1	3	2	0	0	0	0	1

5300415400

Pol Sci/Internat'l Affairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539350		Total	1	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	1	1	0	0	0	0	0
00909X		Total	4	1	1	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	1	3	2	0	0	0	0	1
534950		Total	1	1	1	0	0	0	0	0
Office Administrator	4	Tot Min	0	0	0	0	0	0	0	0
00308E		Total	1	1	1	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	0	0	0	0	0	0	0
539320		Total	3	2	2	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	1	1	0	0	0	0	0

Workforce Analysis

5300415400

Pol Sci/Internat'l Affairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00922X		Total	3	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00204X		Total	5	Mal	3	3	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	7	Mal	5	4	0	1	0	0	0
Assistant Professor	2	Tot Min	2	Fem	2	1	0	0	0	0	1
00200X		Total	5	Mal	5	4	0	0	0	1	0
Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00201X		Total	6	Mal	5	4	0	0	0	0	1
Associate Professor	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300415400		Total	38	Mal	24	21	0	1	0	1	1
		Tot Min	5	Fem	14	12	0	0	0	0	2

5300415500

Criminal Justice

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00909X		Total	1	Mal	1	1	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	0	0	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533294		Total	1	Mal	0	0	0	0	0	0	0
Coord, Public Safety Academy	4	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	1	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
539PBF		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	1	Mal	1	1	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5300415500

Criminal Justice

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00202X		Total 8	Mal 5	4	1	0	0	0	0	0
Assistant Professor	2	Tot Min 2	Fem 3	2	1	0	0	0	0	0
00200X		Total 1	Mal 1	1	0	0	0	0	0	0
Professor	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
00201X		Total 1	Mal 1	0	0	1	0	0	0	0
Associate Professor	2	Tot Min 1	Fem 0	0	0	0	0	0	0	0
00196X		Total 1	Mal 1	1	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 5300415500		Total 17	Mal 12	10	1	1	0	0	0	0
		Tot Min 3	Fem 5	4	1	0	0	0	0	0

5300611000

Teacher Education

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533463		Total 1	Mal 1	0	0	0	0	0	0	1
Technical Support Spec I	6	Tot Min 1	Fem 0	0	0	0	0	0	0	0
539360		Total 1	Mal 0	0	0	0	0	0	0	0
Temporary Technical/Paraprofes	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
539016		Total 3	Mal 2	1	1	0	0	0	0	0
Student Assistant	4	Tot Min 1	Fem 1	1	0	0	0	0	0	0
534952		Total 2	Mal 0	0	0	0	0	0	0	0
Staff Associate	4	Tot Min 0	Fem 2	2	0	0	0	0	0	0
533952		Total 1	Mal 0	0	0	0	0	0	0	0
Academic Counselor	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
539320		Total 17	Mal 1	1	0	0	0	0	0	0
Temporary Faculty	2	Tot Min 0	Fem 16	16	0	0	0	0	0	0
00932R		Total 4	Mal 0	0	0	0	0	0	0	0
Part Time Temporary Faculty	2	Tot Min 0	Fem 4	4	0	0	0	0	0	0
539PBF		Total 1	Mal 0	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
539FBF		Total 1	Mal 0	0	0	0	0	0	0	0
Current Term Full-Ben Faculty	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0

Workforce Analysis

5300611000

Teacher Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00922X		Total	1	Mal	0	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	1	Fem	1	0	0	1	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	26	Mal	7	6	0	0	1	0	0
Assistant Professor	2	Tot Min	10	Fem	19	10	5	2	0	0	2
00200X		Total	1	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00201X		Total	9	Mal	2	1	0	0	0	0	1
Associate Professor	2	Tot Min	4	Fem	7	4	1	2	0	0	0
532803		Total	1	Mal	0	0	0	0	0	0	0
Director, Field Placement	1	Tot Min	0	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300611000		Total	72	Mal	14	10	1	0	1	0	2
		Tot Min	17	Fem	58	45	6	5	0	0	2

5300612500

Math Science Franchise (MED)

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300612500		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5300613000

Health & Physical Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	2	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300613000

Health & Physical Education

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
532225		Total	1	Mal	0	0	0	0	0	0	0
Program Admissions Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	3	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	2	2	0	0	0	0	0
539PBF		Total	1	Mal	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00922X		Total	1	Mal	1	1	0	0	0	0	0
Limited Term Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204X		Total	2	Mal	1	1	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	8	Mal	4	4	0	0	0	0	0
Assistant Professor	2	Tot Min	2	Fem	4	2	1	0	0	0	1
00201X		Total	3	Mal	3	3	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300613000		Total	23	Mal	12	12	0	0	0	0	0
		Tot Min	2	Fem	11	9	1	0	0	0	1

5300811000

Biology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
53CLAB		Total	4	Mal	1	1	0	0	0	0	0
Casual Labor Budget	5	Tot Min	0	Fem	3	3	0	0	0	0	0
539360		Total	2	Mal	0	0	0	0	0	0	0
Temporary Technical/Paraprofes	5	Tot Min	0	Fem	2	2	0	0	0	0	0
539560		Total	1	Mal	0	0	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533479		Total	1	Mal	0	0	0	0	0	0	0
Program Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300811000

Biology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533957		Total	1	Mal	1	1	0	0	0	0	0
Lab Technician	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533940		Total	3	Mal	1	1	0	0	0	0	0
Lab Coordinator (Life Sciences)	4	Tot Min	1	Fem	2	1	1	0	0	0	0
00308E		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	1	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
539PBF		Total	6	Mal	2	2	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	1	Fem	4	3	1	0	0	0	0
539FBF		Total	1	Mal	0	0	0	0	0	0	0
Current Term Full-Ben Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00922X		Total	7	Mal	4	3	0	1	0	0	0
Limited Term Faculty	2	Tot Min	3	Fem	3	1	0	1	0	0	1
00204X		Total	19	Mal	6	5	0	0	0	0	1
Lecturer	2	Tot Min	2	Fem	13	12	0	1	0	0	0
00204U		Total	5	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	5	5	0	0	0	0	0
00202X		Total	14	Mal	6	4	1	1	0	0	0
Assistant Professor	2	Tot Min	3	Fem	8	7	0	1	0	0	0
00200X		Total	8	Mal	6	5	1	0	0	0	0
Professor	2	Tot Min	2	Fem	2	1	0	0	0	0	1
00201X		Total	8	Mal	3	1	0	1	0	0	1
Associate Professor	2	Tot Min	2	Fem	5	5	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300811000		Total	85	Mal	31	24	2	3	0	0	2
		Tot Min	14	Fem	54	47	2	3	0	0	2

Workforce Analysis

5300811050

Biology-Nat Sci Lab Fee

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	36							
Student Assistant	4	Tot Min	1	8	8	0	0	0	0	0
				28	27	0	1	0	0	0
Total for 5300811050		Total	36	8	8	0	0	0	0	0
		Tot Min	1	28	27	0	1	0	0	0

5300811060

Biology-Natural Sci Lab Fee-Gv

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	23							
Student Assistant	4	Tot Min	3	5	3	0	1	0	0	1
				18	17	0	0	0	0	1
Total for 5300811060		Total	23	5	3	0	1	0	0	1
		Tot Min	3	18	17	0	0	0	0	1

5300811070

Biology-Natrl Sci Lab Fee-OCO

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	1							
Student Assistant	4	Tot Min	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0
Total for 5300811070		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5300812000

Mathematics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	4							
Student Assistant	4	Tot Min	0	2	2	0	0	0	0	0
				2	2	0	0	0	0	0
534950		Total	2							
Office Administrator	4	Tot Min	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0
00308E		Total	1							
Assoc Dept Chair/Dir/Hd AC	3	Tot Min	0	1	1	0	0	0	0	0
				0	0	0	0	0	0	0
539320		Total	19							
Temporary Faculty	2	Tot Min	4	6	3	1	2	0	0	0
				13	12	1	0	0	0	0

Workforce Analysis

5300812000

Mathematics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539PBF		Total 2	Mal 1	1	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
00922X		Total 3	Mal 0	0	0	0	0	0	0	0
Limited Term Faculty	2	Tot Min 0	Fem 3	3	0	0	0	0	0	0
00204X		Total 4	Mal 2	2	0	0	0	0	0	0
Lecturer	2	Tot Min 0	Fem 2	2	0	0	0	0	0	0
00204U		Total 2	Mal 2	2	0	0	0	0	0	0
Senior Lecturer	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
00202X		Total 27	Mal 18	7	1	9	0	0	0	1
Assistant Professor	2	Tot Min 13	Fem 9	7	0	2	0	0	0	0
00200X		Total 11	Mal 8	7	0	1	0	0	0	0
Professor	2	Tot Min 1	Fem 3	3	0	0	0	0	0	0
00201X		Total 10	Mal 7	4	1	2	0	0	0	0
Associate Professor	2	Tot Min 4	Fem 3	2	0	0	0	0	0	1
00196X		Total 1	Mal 0	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 5300812000		Total 86	Mal 47	29	3	14	0	0	0	1
		Tot Min 22	Fem 39	35	1	2	0	0	0	1

5300812500

Computer Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total 1	Mal 1	1	0	0	0	0	0	0
Student Assistant	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
539320		Total 4	Mal 3	3	0	0	0	0	0	0
Temporary Faculty	2	Tot Min 1	Fem 1	0	1	0	0	0	0	0
00922X		Total 4	Mal 3	2	0	0	0	0	0	1
Limited Term Faculty	2	Tot Min 1	Fem 1	1	0	0	0	0	0	0
00204X		Total 3	Mal 0	0	0	0	0	0	0	0
Lecturer	2	Tot Min 1	Fem 3	2	0	1	0	0	0	0
00204U		Total 2	Mal 1	1	0	0	0	0	0	0
Senior Lecturer	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0

Workforce Analysis

5300812500

Computer Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00202X		Total	3							
Assistant Professor	2	Tot Min	3							
		Mal	1	0	1	0	0	0	0	0
		Fem	2	0	0	1	0	0	0	1
00200X		Total	3							
Professor	2	Tot Min	1							
		Mal	3	2	0	1	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
00201X		Total	2							
Associate Professor	2	Tot Min	1							
		Mal	1	0	0	1	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
00196X		Total	1							
Dept Chair/Head AC	1	Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
Total for 5300812500		Total	23							
		Tot Min	8							
		Mal	14	10	1	2	0	0	0	1
		Fem	9	5	1	2	0	0	0	1

5300813000

Chemistry & Biochemistry

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
53CLAB		Total	1							
Casual Labor Budget	5	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
539360		Total	1							
Temporary Technical/Paraproses	5	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
539560		Total	1							
PT Unlimited Term Tech/Para	5	Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
534950		Total	1							
Office Administrator	4	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
00308X		Total	1							
Asso/Asst Dept Chair/Dir/Hd AC	3	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
539320		Total	1							
Temporary Faculty	2	Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
539PBF		Total	3							
Current Term Partial-Ben Fac	2	Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	2	2	0	0	0	0	0	0
539FBF		Total	1							
Current Term Full-Ben Faculty	2	Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
00922X		Total	3							
Limited Term Faculty	2	Tot Min	1							
		Mal	3	2	0	1	0	0	0	0
		Fem	0	0	0	0	0	0	0	0

Workforce Analysis

5300813000

Chemistry & Biochemistry

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00204X		Total	7							
Lecturer	2	Tot Min	3							
		Mal	3	2	1	0	0	0	0	0
		Fem	4	2	0	1	0	0	0	1
00204U		Total	2							
Senior Lecturer	2	Tot Min	0							
		Mal	2	2	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
00202X		Total	9							
Assistant Professor	2	Tot Min	1							
		Mal	3	3	0	0	0	0	0	0
		Fem	6	5	0	1	0	0	0	0
00200X		Total	5							
Professor	2	Tot Min	1							
		Mal	3	3	0	0	0	0	0	0
		Fem	2	1	0	0	1	0	0	0
00201X		Total	6							
Associate Professor	2	Tot Min	0							
		Mal	5	5	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
Total for 5300813000		Total	42							
		Tot Min	6							
		Mal	23	21	1	1	0	0	0	0
		Fem	19	15	0	2	1	0	0	1

5300813050

Chemistry-Nat Sci Lab Fee

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	12							
Student Assistant	4	Tot Min	1							
		Mal	4	4	0	0	0	0	0	0
		Fem	8	7	0	0	0	0	0	1
Total for 5300813050		Total	12							
		Tot Min	1							
		Mal	4	4	0	0	0	0	0	0
		Fem	8	7	0	0	0	0	0	1

5300813060

Chemistry-Nat. Science Lab Fee

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	12							
Student Assistant	4	Tot Min	3							
		Mal	3	3	0	0	0	0	0	0
		Fem	9	6	1	0	0	0	0	2
Total for 5300813060		Total	12							
		Tot Min	3							
		Mal	3	3	0	0	0	0	0	0
		Fem	9	6	1	0	0	0	0	2

Workforce Analysis

5300813070

Chemistry-Natural Science Lab

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	2	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	2	2	0	0	0	0	0
Total for 5300813070		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

5300813500

Physics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539350		Total	1	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	1	1	0	0	0	0	0
534950		Total	1	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	1	1	0	0	0	0	0
00308D		Total	1	1	0	0	1	0	0	0
Asst Dept Chair/Dir/Hd AC	3	Tot Min	1	0	0	0	0	0	0	0
539320		Total	1	0	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	1	1	0	0	1	0	0	0
539PBF		Total	1	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	1	1	0	0	1	0	0	0
00204X		Total	1	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	1	1	0	0	0	0	0
00204U		Total	1	1	0	0	1	0	0	0
Senior Lecturer	2	Tot Min	1	0	0	0	0	0	0	0
00202X		Total	7	6	3	1	2	0	0	0
Assistant Professor	2	Tot Min	3	1	1	0	0	0	0	0
00200X		Total	1	1	1	0	0	0	0	0
Professor	2	Tot Min	0	0	0	0	0	0	0	0
00201X		Total	3	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	1	2	1	1	0	0	0	0
532046		Total	1	1	1	0	0	0	0	0
Dept Head, Physics	1	Tot Min	0	0	0	0	0	0	0	0
Total for 5300813500		Total	19	11	6	1	4	0	0	0
		Tot Min	8	8	5	1	2	0	0	0

Workforce Analysis

5300813600

Physics - Beetle Control

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
53CLAB		Total	1	1	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min	0	0	0	0	0	0	0	0
539016		Total	5	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	4	4	0	0	0	0	0
533940		Total	1	0	0	0	0	0	0	0
Lab Coordinator (Life Sciences	4	Tot Min	0	1	1	0	0	0	0	0
Total for 5300813600		Total	7	2	2	0	0	0	0	0
		Tot Min	0	5	5	0	0	0	0	0

5300813700

Inst of Environ Spatial Analys

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	1	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	1	1	0	0	0	0	0
Total for 5300813700		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5300815075

Nursing ASN-NE Ga Health Sys

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00204X		Total	1	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	1	1	0	0	0	0	0
Total for 5300815075		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5300815400

Nursing - NETF

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
534951		Total	1	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min	0	1	1	0	0	0	0	0
00202X		Total	2	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	1	2	1	1	0	0	0	0

Workforce Analysis

Total for 5300815400		Total	3	Mal	0	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0	0	0

5300815700 Health Informatics

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
00202X		Total	1	Mal	0	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
00201X		Total	1	Mal	0	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 5300815700		Total	2	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0	0

5300815900 Nursing

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
533492		Total	1	Mal	1	1	0	0	0	0	0	0
Simulation Technologist	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
534902		Total	1	Mal	0	0	0	0	0	0	0	0
Credentialing Associate	5	Tot Min	1	Fem	1	0	0	0	0	0	0	1
533479		Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
533488		Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00909X		Total	2	Mal	0	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
534952		Total	1	Mal	0	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
539320		Total	56	Mal	2	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	12	Fem	54	43	8	2	0	0	0	1
539PBF		Total	1	Mal	0	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
539520		Total	1	Mal	0	0	0	0	0	0	0	0
PT Unlimited Term Faculty	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0

Workforce Analysis

5300815900

Nursing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00922X		Total	2	Mal	1	0	1	0	0	0	0
Limited Term Faculty	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00204X		Total	7	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	1	Fem	7	6	0	0	0	0	1
533431		Total	1	Mal	0	0	0	0	0	0	0
Clinical Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00204U		Total	2	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	2	2	0	0	0	0	0
00202X		Total	11	Mal	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	11	11	0	0	0	0	0
00200X		Total	1	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00201X		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00196M		Total	1	Mal	0	0	0	0	0	0	0
Interim Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300815900		Total	93	Mal	4	2	2	0	0	0	0
		Tot Min	17	Fem	89	74	9	2	1	0	3

5300816000

Planetarium

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300816000		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5300817000

Physical Therapy

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533479		Total	1	Mal	0	0	0	0	0	0	0
Program Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	1	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0
00909X		Total	3	Mal	1	1	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	2	2	0	0	0	0	0
534951		Total	1	Mal	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533936		Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	2	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	4	Mal	3	2	0	1	0	0	0
Assistant Professor	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00200X		Total	1	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00201X		Total	6	Mal	3	3	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	3	3	0	0	0	0	0
00196X		Total	1	Mal	0	0	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
00193X		Total	1	Mal	0	0	0	0	0	0	0
Director Div/Dpt AD	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300817000		Total	22	Mal	10	9	0	1	0	0	0
		Tot Min	1	Fem	12	12	0	0	0	0	0

5300818000

Clinical Mental Health

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539350		Total	1	Mal	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	1	Fem	1	0	0	0	1	0	0
00909X		Total	5	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	1	Fem	5	4	1	0	0	0	0

Workforce Analysis

5300818000

Clinical Mental Health

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	1	Fem	1	0	0	1	0	0	0
00202X		Total	3	Mal	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	3	3	0	0	0	0	0
00201X		Total	1	Mal	1	0	1	0	0	0	0
Associate Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00196X		Total	1	Mal	1	1	0	0	0	0	0
Dept Chair/Head AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300818000		Total	12	Mal	2	1	1	0	0	0	0
		Tot Min	4	Fem	10	7	1	1	0	1	0

5300819050

Physics-Natural Science Lab Fe

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539016		Total	15	Mal	10	7	0	0	0	0	3
Student Assistant	4	Tot Min	3	Fem	5	5	0	0	0	0	0
539010		Total	1	Mal	1	0	0	0	0	0	1
Student Assistant I	4	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 5300819050		Total	16	Mal	11	7	0	0	0	0	4
		Tot Min	4	Fem	5	5	0	0	0	0	0

5300819060

Physics-Natural Science Lab Fe

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539016		Total	7	Mal	7	5	0	1	1	0	0
Student Assistant	4	Tot Min	2	Fem	0	0	0	0	0	0	0
Total for 5300819060		Total	7	Mal	7	5	0	1	1	0	0
		Tot Min	2	Fem	0	0	0	0	0	0	0

Workforce Analysis

5300819500

Inst of Environ Spatial Analys

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00605X		Total	1	Mal	0	0	0	0	0	0	0
Research Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	8	Mal	5	3	1	0	0	0	1
Student Assistant	4	Tot Min	4	Fem	3	1	0	1	0	0	1
539320		Total	6	Mal	5	5	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
539PBF		Total	1	Mal	0	0	0	0	0	0	0
Current Term Partial-Ben Fac	2	Tot Min	1	Fem	1	0	0	1	0	0	0
539FBF		Total	4	Mal	3	2	0	1	0	0	0
Current Term Full-Ben Faculty	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	1	Fem	1	0	1	0	0	0	0
00204U		Total	1	Mal	1	1	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00202X		Total	4	Mal	3	2	0	1	0	0	0
Assistant Professor	2	Tot Min	1	Fem	1	1	0	0	0	0	0
00200X		Total	3	Mal	3	2	0	0	0	1	0
Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
00201X		Total	3	Mal	1	0	0	1	0	0	0
Associate Professor	2	Tot Min	1	Fem	2	2	0	0	0	0	0
00120X		Total	1	Mal	1	1	0	0	0	0	0
Dean AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5300819500		Total	33	Mal	22	16	1	3	0	1	1
		Tot Min	10	Fem	11	7	1	1	1	0	1

5301001100

Teaching: Learning & Leadershi

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00925X		Total	1	Mal	0	0	0	0	0	0	0
Limited Term Office/Clerical	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5301001100

Teaching: Learning & Leadershi

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
532730		Total	1	0	0	0	0	0	0	0
Dir Teaching Learning Ldrsh	1	Tot Min	0	1	0	0	0	0	0	0
Total for 5301001100		Total	3	0	0	0	0	0	0	0
		Tot Min	0	3	0	0	0	0	0	0

5301034000

Oconee Campus Administration

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539350		Total	1	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	1	0	0	0	0	0	0
533654		Total	1	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	1	0	0	0	0	0	0
533495		Total	1	1	0	0	0	0	0	0
Dir Campus Success & Strategic	3	Tot Min	0	0	0	0	0	0	0	0
531058		Total	1	0	0	0	0	0	0	0
Executive Director, Oconee	1	Tot Min	0	1	0	0	0	0	0	0
Total for 5301034000		Total	4	1	0	0	0	0	0	0
		Tot Min	0	3	0	0	0	0	0	0

5301211400

Georgia Globe/eCore

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539320		Total	8	3	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	1	5	0	0	0	1	0	0
00932R		Total	5	2	0	0	0	0	0	0
Part Time Temporary Faculty	2	Tot Min	1	3	1	0	0	0	0	0
Total for 5301211400		Total	13	5	0	0	0	0	0	0
		Tot Min	2	8	1	0	0	1	0	0

Workforce Analysis

5301211410

eCore Support

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00933Z		Total	1	1	0	0	0	0	0	0
Temporary Administrator Retire	4	Tot Min	0	0	0	0	0	0	0	0
Total for 5301211410		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

5301211800

Writing Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	11	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	1	11	10	0	0	0	0	1
Total for 5301211800		Total	11	0	0	0	0	0	0	0
		Tot Min	1	11	10	0	0	0	0	1

5301211900

Dist Ed & Tech Integration

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539550		Total	2	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	2	2	0	0	0	0	0
534950		Total	1	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	1	1	0	0	0	0	0
534951		Total	1	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min	0	1	1	0	0	0	0	0
533921		Total	2	0	0	0	0	0	0	0
Online Student Success Advisor	4	Tot Min	2	2	0	0	2	0	0	0
533749		Total	2	1	1	0	0	0	0	0
Digital Multimedia Online Lear	4	Tot Min	0	1	1	0	0	0	0	0
533738		Total	2	1	1	0	0	0	0	0
Instructional Tech Specialist	4	Tot Min	0	1	1	0	0	0	0	0
533734		Total	1	1	1	0	0	0	0	0
Coord, Technology Integration	4	Tot Min	0	0	0	0	0	0	0	0
533698		Total	1	1	1	0	0	0	0	0
Instructional Tech Syst Admin	4	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

5301211900

Dist Ed & Tech Integration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533934		Total	1	Mal	0	0	0	0	0	0	0
Online Stdt Succ Coord	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532702		Total	2	Mal	1	1	0	0	0	0	0
Instructional Designer	3	Tot Min	1	Fem	1	0	0	0	0	0	1
532698		Total	1	Mal	1	1	0	0	0	0	0
Instructional Designer II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
532701		Total	1	Mal	1	0	0	0	0	1	0
Assistant Dir DETI	3	Tot Min	1	Fem	0	0	0	0	0	0	0
532700		Total	1	Mal	0	0	0	0	0	0	0
Dir, Distance Ed & Tech Integ	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5301211900		Total	18	Mal	7	6	0	0	0	1	0
		Tot Min	4	Fem	11	8	0	0	2	0	1

5301212200

Global Eng/Internat'l Studies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533489		Total	1	Mal	0	0	0	0	0	0	0
International Projects Coord	5	Tot Min	0	Fem	1	1	0	0	0	0	0
534955		Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	4	Tot Min	1	Fem	1	0	0	1	0	0	0
534951		Total	1	Mal	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532820		Total	3	Mal	1	0	0	0	0	0	1
Study Abroad Advisor	4	Tot Min	1	Fem	2	2	0	0	0	0	0
532815		Total	1	Mal	0	0	0	0	0	0	0
Int'l Student & Scholar Advisr	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532818		Total	1	Mal	1	1	0	0	0	0	0
Internatl & Military Prog Coor	4	Tot Min	0	Fem	0	0	0	0	0	0	0
532822		Total	1	Mal	0	0	0	0	0	0	0
International Student Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532813		Total	2	Mal	1	1	0	0	0	0	0
Assoc Dir, Global Engagement	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 5301212200	Total	11	Mal	3	2	0	0	0	0	0	0	1
	Tot Min	2	Fem	8	7	0	1	0	0	0	0	0

5301212800 Leadership & Global Engagement

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
539350		Total 2	Mal	2	2	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min 0	Fem	0	0	0	0	0	0	0	0
539560		Total 1	Mal	1	1	0	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min 0	Fem	0	0	0	0	0	0	0	0
533915		Total 1	Mal	0	0	0	0	0	0	0	0
Admin Asst to the VP	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
538116		Total 1	Mal	1	1	0	0	0	0	0	0
Assoc VP Military Programs	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
531045		Total 1	Mal	1	1	0	0	0	0	0	0
Sr. VP, Leadership & Strategic	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 5301212800		Total 6	Mal	5	5	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0	0

5301212810 Economic Development

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
533654		Total 1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
532761		Total 1	Mal	0	0	0	0	0	0	0	0
Dir Economic Development	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
Total for 5301212810		Total 2	Mal	0	0	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0	0

5301212830 Institute for Ldrshp & Strateg

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
532819		Total 1	Mal	0	0	0	0	0	0	0	0
Dir of Liaison & Military Ops	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
Total for 5301212830		Total 1	Mal	0	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

5301212950

Blue Ridge Instructional Site

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533925		Total	1	Mal	0	0	0	0	0	0	0
Academic Advisor	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532193		Total	1	Mal	0	0	0	0	0	0	0
Asst Director, Enrollment Svcs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532760		Total	1	Mal	0	0	0	0	0	0	0
Coord Community Outreach	3	Tot Min	0	Fem	1	1	0	0	0	0	0
539320		Total	1	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	0	0	0	0	0	0	0
00204U		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00202X		Total	3	Mal	3	3	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
532063		Total	1	Mal	0	0	0	0	0	0	0
Director, Blue Ridge	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5301212950		Total	10	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	6	6	0	0	0	0	0

5301213600

Grants & Contracts

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532706		Total	2	Mal	1	1	0	0	0	0	0
Grant Writer	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532709		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir, Post Award	3	Tot Min	1	Fem	1	0	0	0	0	0	1
Total for 5301213600		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

Workforce Analysis

5301411000

Professional & Cont. Ed (E&G)

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539550		Total	1	Mal	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	1	Fem	1	0	0	0	0	0	1
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532516		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director Cont. Edu.	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532513		Total	1	Mal	0	0	0	0	0	0	0
Associate Director Cont. Edu.	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532510		Total	1	Mal	0	0	0	0	0	0	0
Dir, Continuing Education	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5301411000		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	5	4	0	0	0	0	1

5301414000

Professional & Cont. Ed (14000)

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533457		Total	1	Mal	1	1	0	0	0	0	0
Marketing Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0
539360		Total	1	Mal	1	1	0	0	0	0	0
Temporary Technical/Paraprofes	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539350		Total	1	Mal	1	1	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	Fem	0	0	0	0	0	0	0
533488		Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533128		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	3	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	3	3	0	0	0	0	0
Total for 5301414000		Total	8	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0

Workforce Analysis

5301415120

Public Services-CLE

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0
539320		Total	1	Mal	0	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
00203X		Total	1	Mal	1	1	0	0	0	0	0
Instructor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5301415120		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

5301418000

PubSvc University Press

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539250		Total	1	Mal	0	0	0	0	0	0	0
Limited Term Office/Clerical A	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5301418000		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5301418100

University Press

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533253		Total	1	Mal	0	0	0	0	0	0	0
Managing Editor	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5301418100		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5301419000

Theatre Sales & Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532530		Total	1	Mal	0	0	0	0	0	0	0
Assistant Technical Director	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 5301419000		Total	1	Mal	0	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

5301419510 CE Rec Sports

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
539350		Total	1	Mal	1	1	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
539016		Total	1	Mal	0	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 5301419510		Total	2	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

5301611000 Learning Support

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
533925		Total	1	Mal	0	0	0	0	0	0	0	0
Academic Advisor	4	Tot Min	1	Fem	1	0	1	0	0	0	0	0
532719		Total	1	Mal	0	0	0	0	0	0	0	0
Assistant Director, Learning S	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
532716		Total	1	Mal	0	0	0	0	0	0	0	0
Director, Learning Support	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 5301611000		Total	3	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0	0

5301612000 Academic Advising

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
539016		Total	5	Mal	0	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	2	Fem	5	3	0	1	0	0	0	1
534952		Total	3	Mal	0	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	1	Fem	3	2	0	0	0	0	0	1
533925		Total	22	Mal	2	2	0	0	0	0	0	0
Academic Advisor	4	Tot Min	4	Fem	20	16	1	2	0	0	0	1
533953		Total	2	Mal	0	0	0	0	0	0	0	0
Academic Advisor II	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

5301612000

Academic Advising

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
532197		Total	1	0	1	0	0	0	0	0
Dual Enroll Coord	3	Tot Min	1	0	0	0	0	0	0	0
533948		Total	4	1	0	0	0	0	0	0
Academic Advising Coordinator	3	Tot Min	1	3	2	1	0	0	0	0
00312E		Total	1	1	0	0	0	0	0	0
Assoc Director SubDiv/Unit AD	3	Tot Min	0	0	0	0	0	0	0	0
533923		Total	1	0	0	0	0	0	0	0
Exec. Dir, Academic Advising	3	Tot Min	0	1	1	0	0	0	0	0
Total for 5301612000		Total	39	5	4	1	0	0	0	0
		Tot Min	9	34	26	2	3	0	0	3

5301613000

Multicultural Student Affairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	5	3	0	2	0	0	0	1
Student Assistant	4	Tot Min	5	2	0	1	0	0	0	1
00909X		Total	1	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	1	1	0	0	0	0	0	1
534952		Total	1	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	1	1	0	1	0	0	0	0
533486		Total	1	0	0	0	0	0	0	0
Coord, Multicultural Student A	4	Tot Min	1	1	0	0	1	0	0	0
532060		Total	1	0	0	0	0	0	0	0
Asst, Dir., Multicultural Std	3	Tot Min	1	1	0	0	0	0	0	1
532061		Total	1	1	0	1	0	0	0	0
Dir, Multicultural Student Aff	3	Tot Min	1	0	0	0	0	0	0	0
Total for 5301613000		Total	10	4	0	3	0	0	0	1
		Tot Min	10	6	0	2	0	1	0	3

Workforce Analysis

5301615000

Student Disability Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532750		Total	3	Mal	0	0	0	0	0	0	0
Test Facilitator	6	Tot Min	0	Fem	3	3	0	0	0	0	0
539350		Total	1	Mal	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	Fem	1	1	0	0	0	0	0
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532724		Total	3	Mal	0	0	0	0	0	0	0
C-Print Captionist	4	Tot Min	1	Fem	3	2	0	0	0	0	1
532725		Total	3	Mal	1	0	1	0	0	0	0
Coord Student Disability Svcs	4	Tot Min	1	Fem	2	2	0	0	0	0	0
532727		Total	2	Mal	0	0	0	0	0	0	0
Asst Dir, Disability Services	3	Tot Min	1	Fem	2	1	1	0	0	0	0
532726		Total	1	Mal	1	1	0	0	0	0	0
Dir, Student Disability Servic	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5301615000		Total	14	Mal	2	1	1	0	0	0	0
		Tot Min	3	Fem	12	10	1	0	0	0	1

5301615200

Supplemental Instruction

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532734		Total	1	Mal	0	0	0	0	0	0	0
Coord, Supplemental Instruct	6	Tot Min	0	Fem	1	1	0	0	0	0	0
53CLAB		Total	1	Mal	0	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539360		Total	1	Mal	0	0	0	0	0	0	0
Temporary Technical/Paraprofes	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	50	Mal	19	14	0	2	1	0	2
Student Assistant	4	Tot Min	12	Fem	31	24	0	0	1	1	5
539010		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant I	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532717		Total	1	Mal	0	0	0	0	0	0	0
Dir, Supplemental Instruction	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 5301615200	Total	55	Mal	19	14	0	2	1	0	0	2
	Tot Min	12	Fem	36	29	0	0	0	1	1	5

5301615700 Tutoring Svcs

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
00935X		Total 1	Mal	1	1	0	0	0	0	0
Temporary Office/Clerical	5	Tot Min 0	Fem	0	0	0	0	0	0	0
539360		Total 1	Mal	0	0	0	0	0	0	0
Temporary Technical/Paraprofes	5	Tot Min 0	Fem	1	1	0	0	0	0	0
539350		Total 1	Mal	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min 0	Fem	1	1	0	0	0	0	0
539016		Total 58	Mal	21	18	0	2	0	0	1
Student Assistant	4	Tot Min 12	Fem	37	28	3	3	0	0	3
534957		Total 1	Mal	0	0	0	0	0	0	0
Front Desk Assistant	4	Tot Min 0	Fem	1	1	0	0	0	0	0
534955		Total 1	Mal	0	0	0	0	0	0	0
Staff Assistant	4	Tot Min 0	Fem	1	1	0	0	0	0	0
534952		Total 2	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min 1	Fem	2	1	0	1	0	0	0
00925X		Total 1	Mal	0	0	0	0	0	0	0
Limited Term Office/Clerical	4	Tot Min 0	Fem	1	1	0	0	0	0	0
534951		Total 1	Mal	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min 0	Fem	1	1	0	0	0	0	0
539540		Total 2	Mal	1	1	0	0	0	0	0
PT Unlimited Term Profession	3	Tot Min 0	Fem	1	1	0	0	0	0	0
532721		Total 5	Mal	3	2	1	0	0	0	0
Tutor I	3	Tot Min 1	Fem	2	2	0	0	0	0	0
532713		Total 1	Mal	0	0	0	0	0	0	0
Coord, Corps Tutoring	3	Tot Min 0	Fem	1	1	0	0	0	0	0
00400X		Total 2	Mal	1	1	0	0	0	0	0
Academic Services Professional	3	Tot Min 0	Fem	1	1	0	0	0	0	0
00310X		Total 1	Mal	1	1	0	0	0	0	0
Asso/Asst Director Div/Dept AD	3	Tot Min 0	Fem	0	0	0	0	0	0	0
532745		Total 1	Mal	1	0	0	1	0	0	0
Director, Tutoring Services	3	Tot Min 1	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 5301615700	Total	79	Mal	29	24	1	3	0	0	0	1
	Tot Min	15	Fem	50	40	3	4	0	0	0	3

5301617000 Academic Skills:Freshman Exp

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
539320		Total 4	Mal 1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min 0	Fem 3	3	0	0	0	0	0
Total for 5301617000		Total 4	Mal 1	1	0	0	0	0	0
		Tot Min 0	Fem 3	3	0	0	0	0	0

5301811000 Library

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
53CLAB		Total 4	Mal 1	1	0	0	0	0	0
Casual Labor Budget	5	Tot Min 1	Fem 3	2	0	0	0	0	1
539550		Total 2	Mal 1	0	0	1	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min 1	Fem 1	1	0	0	0	0	0
534965		Total 3	Mal 0	0	0	0	0	0	0
Library Assistant	5	Tot Min 0	Fem 3	3	0	0	0	0	0
534960		Total 4	Mal 0	0	0	0	0	0	0
Library Associate	5	Tot Min 0	Fem 4	4	0	0	0	0	0
532409		Total 1	Mal 0	0	0	0	0	0	0
Library Specialist	5	Tot Min 0	Fem 1	1	0	0	0	0	0
532414		Total 1	Mal 0	0	0	0	0	0	0
Library Spec III - Copyright	5	Tot Min 0	Fem 1	1	0	0	0	0	0
539016		Total 3	Mal 1	1	0	0	0	0	0
Student Assistant	4	Tot Min 0	Fem 2	2	0	0	0	0	0
00909X		Total 1	Mal 0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min 0	Fem 1	1	0	0	0	0	0
532410		Total 1	Mal 0	0	0	0	0	0	0
Library Specialist	4	Tot Min 0	Fem 1	1	0	0	0	0	0
532411		Total 2	Mal 1	1	0	0	0	0	0
Library Services Coordinator	4	Tot Min 0	Fem 1	1	0	0	0	0	0
534122		Total 1	Mal 0	0	0	0	0	0	0
Department Business Specialist	4	Tot Min 0	Fem 1	1	0	0	0	0	0

Workforce Analysis

5301811000

Library

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532412		Total	1	Mal	1	1	0	0	0	0	0
Library Specialist II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
00210X		Total	9	Mal	3	3	0	0	0	0	0
Librarian AC	2	Tot Min	1	Fem	6	5	0	0	0	0	1
532405		Total	2	Mal	0	0	0	0	0	0	0
Collection Mgt Librarian	2	Tot Min	1	Fem	2	1	0	1	0	0	0
532406		Total	1	Mal	0	0	0	0	0	0	0
Collections & Initiatives Lib	2	Tot Min	0	Fem	1	1	0	0	0	0	0
532402		Total	2	Mal	0	0	0	0	0	0	0
Head Librarian II	2	Tot Min	0	Fem	2	2	0	0	0	0	0
532403		Total	2	Mal	0	0	0	0	0	0	0
Head Librarian III	2	Tot Min	0	Fem	2	2	0	0	0	0	0
532400		Total	1	Mal	0	0	0	0	0	0	0
Dean of Libraries	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5301811000		Total	41	Mal	8	7	0	1	0	0	0
		Tot Min	4	Fem	33	30	0	1	0	0	2

5302011000

IT Academic Computing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533463		Total	2	Mal	1	1	0	0	0	0	0
Technical Support Spec I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
533462		Total	1	Mal	1	1	0	0	0	0	0
Technical Support Spec II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
533467		Total	1	Mal	1	1	0	0	0	0	0
TSS Coordinator	6	Tot Min	0	Fem	0	0	0	0	0	0	0
533466		Total	1	Mal	0	0	0	0	0	0	0
Identity & Access Admin	6	Tot Min	0	Fem	1	1	0	0	0	0	0
533461		Total	2	Mal	2	2	0	0	0	0	0
Technical Support Spec III	6	Tot Min	0	Fem	0	0	0	0	0	0	0
533750		Total	1	Mal	1	1	0	0	0	0	0
AV Services Tech	5	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5302011000

IT Academic Computing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
535930		Total	1	Mal	1	1	0	0	0	0	0
Network Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539560		Total	3	Mal	2	2	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533759		Total	2	Mal	1	1	0	0	0	0	0
Assistant System Administrator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	2	Mal	1	0	0	0	1	0	0
Student Assistant	4	Tot Min	1	Fem	1	1	0	0	0	0	0
539036		Total	4	Mal	4	2	1	1	0	0	0
Student Technician	4	Tot Min	2	Fem	0	0	0	0	0	0	0
533732		Total	1	Mal	0	0	0	0	0	0	0
TSS Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533702		Total	1	Mal	1	0	0	0	1	0	0
Technical Support Spec III	4	Tot Min	1	Fem	0	0	0	0	0	0	0
533730		Total	1	Mal	0	0	0	0	0	0	0
eLearning & IT Training Admin	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533761		Total	1	Mal	1	1	0	0	0	0	0
Network Administrator	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533764		Total	1	Mal	1	1	0	0	0	0	0
Network Security Admin	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533700		Total	1	Mal	0	0	0	0	0	0	0
Senior Identity & Access Admin	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00460X		Total	2	Mal	2	2	0	0	0	0	0
IT Professional	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533720		Total	2	Mal	2	2	0	0	0	0	0
Systems Administrator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533716		Total	1	Mal	1	1	0	0	0	0	0
Desktop Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533699		Total	1	Mal	1	1	0	0	0	0	0
Manager, Technical Support Svc	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533840		Total	2	Mal	0	0	0	0	0	0	0
Dept Business Officer	3	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

5302011000

IT Academic Computing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533729		Total	1	1	0	0	0	0	0	0
Systems Engineer	3	Tot Min	0	0	0	0	0	0	0	0
533763		Total	1	1	0	0	0	0	0	0
Security Analyst II	3	Tot Min	0	0	0	0	0	0	0	0
533746		Total	1	1	0	0	0	0	0	0
Network Engineer	3	Tot Min	0	0	0	0	0	0	0	0
533744		Total	1	1	0	0	0	0	0	0
Telecommunications Engineer	3	Tot Min	0	0	0	0	0	0	0	0
533701		Total	1	1	0	0	0	0	0	0
Director, Tech Support Svcs	3	Tot Min	0	0	0	0	0	0	0	0
533725		Total	1	1	0	0	0	0	0	0
Sr. Systems Engineer	3	Tot Min	0	0	0	0	0	0	0	0
533731		Total	1	1	0	0	0	0	0	0
Dir Enterprise Appl Suppt	3	Tot Min	0	0	0	0	0	0	0	0
533771		Total	2	2	0	0	0	0	0	0
Mgr, University IT Systems	3	Tot Min	0	0	0	0	0	0	0	0
533772		Total	1	1	0	0	0	0	0	0
Asst CIO Network & Telecom	3	Tot Min	0	0	0	0	0	0	0	0
531031		Total	1	1	0	0	0	0	0	0
Deputy CIO	1	Tot Min	0	0	0	0	0	0	0	0
Total for 5302011000		Total	45	35	1	1	2	0	0	0
		Tot Min	4	10	0	0	0	0	0	0

5302011100

Student Technology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533465		Total	2	2	0	0	0	0	0	0
Help Desk Specialist I	6	Tot Min	0	0	0	0	0	0	0	0
533471		Total	1	0	0	0	0	0	0	0
Help Desk Specialist II	6	Tot Min	0	1	0	0	0	0	0	0
533463		Total	1	0	0	0	0	0	0	0
Technical Support Spec I	6	Tot Min	0	1	0	0	0	0	0	0

Workforce Analysis

5302011100

Student Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533459		Total	3	Mal	2	2	0	0	0	0	0
Help Desk Coord	6	Tot Min	0	Fem	1	1	0	0	0	0	0
539360		Total	1	Mal	1	1	0	0	0	0	0
Temporary Technical/Paraprofes	5	Tot Min	0	Fem	0	0	0	0	0	0	0
533750		Total	2	Mal	2	2	0	0	0	0	0
AV Services Tech	5	Tot Min	0	Fem	0	0	0	0	0	0	0
535944		Total	1	Mal	1	1	0	0	0	0	0
Technical Support Assoc I	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539560		Total	2	Mal	2	2	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539010		Total	1	Mal	1	1	0	0	0	0	0
Student Assistant I	4	Tot Min	0	Fem	0	0	0	0	0	0	0
539036		Total	14	Mal	10	7	0	0	0	0	3
Student Technician	4	Tot Min	4	Fem	4	3	0	0	0	1	0
539PBS		Total	1	Mal	1	1	0	0	0	0	0
Current Term Partial Ben Staff	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533708		Total	3	Mal	3	2	0	1	0	0	0
Help Desk Specialist I	4	Tot Min	1	Fem	0	0	0	0	0	0	0
533704		Total	1	Mal	1	1	0	0	0	0	0
Technical Support Spec I	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533734		Total	1	Mal	0	0	0	0	0	0	0
Coord, Technology Integration	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533762		Total	1	Mal	1	1	0	0	0	0	0
AV System Programming Engineer	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533765		Total	1	Mal	1	1	0	0	0	0	0
AV System Design Engineer	4	Tot Min	0	Fem	0	0	0	0	0	0	0
00460X		Total	1	Mal	0	0	0	0	0	0	0
IT Professional	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533752		Total	1	Mal	1	1	0	0	0	0	0
Manager, IT Service Desk	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533746		Total	1	Mal	1	1	0	0	0	0	0
Network Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5302011100

Student Technology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533712		Total	1	Mal	0	0	0	0	0	0
Director, IT Service Desk	3	Tot Min	0	Fem	1	1	0	0	0	0
Total for 5302011100		Total	40	Mal	30	26	0	1	0	0
		Tot Min	5	Fem	10	9	0	0	0	1

5302011200

IT Security

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533763		Total	2	Mal	2	2	0	0	0	0
Security Analyst II	3	Tot Min	0	Fem	0	0	0	0	0	0
533776		Total	1	Mal	1	1	0	0	0	0
Info Security Analyst III	3	Tot Min	0	Fem	0	0	0	0	0	0
533777		Total	1	Mal	1	1	0	0	0	0
Information Security Ops Mgr	3	Tot Min	0	Fem	0	0	0	0	0	0
533790		Total	1	Mal	1	1	0	0	0	0
Chief Information Security Ofc	3	Tot Min	0	Fem	0	0	0	0	0	0
Total for 5302011200		Total	5	Mal	5	5	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0

5302011700

Media Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533753		Total	1	Mal	1	1	0	0	0	0
AV Event Svcs Supt Technician	5	Tot Min	0	Fem	0	0	0	0	0	0
533770		Total	2	Mal	2	2	0	0	0	0
Videoconferencing Technician	5	Tot Min	0	Fem	0	0	0	0	0	0
533748		Total	1	Mal	1	1	0	0	0	0
Coord, Enterprise A/V Supt	4	Tot Min	0	Fem	0	0	0	0	0	0
533760		Total	1	Mal	1	1	0	0	0	0
Ops Mgr EAVS & Video Comm Coor	4	Tot Min	0	Fem	0	0	0	0	0	0
533799		Total	1	Mal	1	1	0	0	0	0
Asst CIO,IT Portfolio Mgr, AV	1	Tot Min	0	Fem	0	0	0	0	0	0

Workforce Analysis

Total for 5302011700

Total	6	Mal	6	6	0	0	0	0	0	0	0
Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

5302210000

Academic Affairs

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
533917		Total 1	Mal	0	0	0	0	0	0	0
Faculty Records Coordinator	5	Tot Min 0	Fem	1	1	0	0	0	0	0
533911		Total 1	Mal	0	0	0	0	0	0	0
Academic Affairs Admin Liaison	5	Tot Min 0	Fem	1	1	0	0	0	0	0
539016		Total 1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533916		Total 1	Mal	0	0	0	0	0	0	0
Fac Records Asst	4	Tot Min 1	Fem	1	0	0	0	0	0	1
534950		Total 1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min 1	Fem	1	0	0	0	0	0	1
533909		Total 1	Mal	0	0	0	0	0	0	0
Faculty Records Specialist	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533908		Total 1	Mal	0	0	0	0	0	0	0
Assistant to the Provost	3	Tot Min 0	Fem	1	1	0	0	0	0	0
533912		Total 1	Mal	0	0	0	0	0	0	0
Acad Affairs Business Manager	3	Tot Min 1	Fem	1	0	1	0	0	0	0
00304E		Total 1	Mal	1	1	0	0	0	0	0
Associate Dean AC	3	Tot Min 0	Fem	0	0	0	0	0	0	0
00155E		Total 1	Mal	1	1	0	0	0	0	0
Associate Provost	1	Tot Min 0	Fem	0	0	0	0	0	0	0
00150X		Total 1	Mal	0	0	0	0	0	0	0
Vice Provost	1	Tot Min 0	Fem	1	1	0	0	0	0	0
531010		Total 1	Mal	1	0	0	0	0	1	0
Provost/ VP for Academic Affa	1	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 5302210000		Total 12	Mal	3	2	0	0	0	1	0
		Tot Min 4	Fem	9	6	1	0	0	0	2

Workforce Analysis

5302210100

Research & Engagement

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532708		Total	1	Mal	0	0	0	0	0	0	0
Research Account Manager	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533920		Total	1	Mal	0	0	0	0	0	0	0
Admin Asst to the Dean/AVP	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00193X		Total	1	Mal	1	1	0	0	0	0	0
Director Div/Dpt AD	1	Tot Min	0	Fem	0	0	0	0	0	0	0
00145X		Total	1	Mal	0	0	0	0	0	0	0
Assoc/Asst Vice President	1	Tot Min	0	Fem	1	1	0	0	0	0	0
00155X		Total	1	Mal	1	1	0	0	0	0	0
Assoc/Asst Provost	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5302210100		Total	6	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

5302211000

Dean: College of Arts & Letter

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
00935X		Total	1	Mal	0	0	0	0	0	0	0
Temporary Office/Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	2	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	2	2	0	0	0	0	0
533652		Total	1	Mal	0	0	0	0	0	0	0
Assistant to the Dean I	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304D		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00193X		Total	1	Mal	1	1	0	0	0	0	0
Director Div/Dpt AD	1	Tot Min	0	Fem	0	0	0	0	0	0	0
532032		Total	2	Mal	2	2	0	0	0	0	0
Assoc Dean, Arts & Letters	1	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5302211000

Dean: College of Arts & Letter

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532020		Total	1	Mal	1	1	0	0	0	0	0
Dean, College of Arts & Letter	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5302211000		Total	10	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	6	6	0	0	0	0	0

5302211400

Institutional Effectiveness

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532618		Total	1	Mal	0	0	0	0	0	0	0
Institutional Effect Spec	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532610		Total	2	Mal	1	1	0	0	0	0	0
Coord, Admin Unit Assessment	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532614		Total	1	Mal	1	1	0	0	0	0	0
Institutional Research Technic	4	Tot Min	0	Fem	0	0	0	0	0	0	0
532608		Total	2	Mal	1	1	0	0	0	0	0
Asst Dir, Assessment	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00312D		Total	1	Mal	1	0	1	0	0	0	0
Asst Director SubDiv/Unit AD	3	Tot Min	1	Fem	0	0	0	0	0	0	0
532607		Total	1	Mal	0	0	0	0	0	0	0
Director, Accreditation & Asse	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532605		Total	1	Mal	0	0	0	0	0	0	0
Dir, Institutional Research	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302211400		Total	9	Mal	4	3	1	0	0	0	0
		Tot Min	1	Fem	5	5	0	0	0	0	0

5302212000

Dean: MC College of Business

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533925		Total	2	Mal	1	1	0	0	0	0	0
Academic Advisor	4	Tot Min	1	Fem	1	0	0	0	1	0	0

Workforce Analysis

5302212000

Dean: MC College of Business

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533654		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533949		Total	2	Mal	0	0	0	0	0	0	0
PROS Program Coordinator	3	Tot Min	0	Fem	2	2	0	0	0	0	0
533951		Total	1	Mal	0	0	0	0	0	0	0
Internship Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533945		Total	1	Mal	0	0	0	0	0	0	0
Accreditation & Assessment Mgr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533937		Total	1	Mal	0	0	0	0	0	0	0
Administrative Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304E		Total	1	Mal	0	0	0	0	0	0	0
Associate Dean AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532010		Total	1	Mal	0	0	0	0	0	0	0
Dean, School of Business	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302212000		Total	11	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	10	9	0	0	1	0	0

5302213000

Dean: College of Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533654		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	Fem	2	2	0	0	0	0	0
533937		Total	1	Mal	0	0	0	0	0	0	0
Administrative Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533960		Total	1	Mal	0	0	0	0	0	0	0
Coord Asses & Online Prog	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00306X		Total	1	Mal	0	0	0	0	0	0	0
Assoc/Asst Dean AD	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532064		Total	1	Mal	0	0	0	0	0	0	0
Dir Academic & Clinical Engagm	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304D		Total	1	Mal	1	0	1	0	0	0	0
Assistant Dean AC	3	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

5302213000

Dean: College of Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
532030		Total	1	Mal	0	0	0	0	0	0	0
Dean, College of Education	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302213000		Total	9	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	8	8	0	0	0	0	0

5302214000

Dean: College of Science&Math

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533654		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533653		Total	1	Mal	0	0	0	0	0	0	0
Assistant to the Dean II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304D		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304E		Total	1	Mal	1	0	0	0	0	0	1
Associate Dean AC	3	Tot Min	1	Fem	0	0	0	0	0	0	0
532040		Total	1	Mal	1	1	0	0	0	0	0
Dean, Science & Mathematics	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5302214000		Total	5	Mal	2	1	0	0	0	0	1
		Tot Min	1	Fem	3	3	0	0	0	0	0

5302215000

Dean - College of Health Scien

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533652		Total	1	Mal	0	0	0	0	0	0	0
Assistant to the Dean I	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00304D		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean AC	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5302215000

Dean - College of Health Scien

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00120X		Total	1	Mal	0	0	0	0	0	0	0
Dean AC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302215000		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

5302215023

UC/GA 400 Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
53CLAB		Total	1	Mal	0	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534955		Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532048		Total	1	Mal	1	1	0	0	0	0	0
Exec Director, UC/GA400	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5302215023		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

5302215050

Gainesville Campus

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533915		Total	1	Mal	0	0	0	0	0	0	0
Admin Asst to the VP	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00140X		Total	1	Mal	1	1	0	0	0	0	0
Vice President	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5302215050		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5302215200

Assoc VP for Enrollment Manage

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539350		Total	1	Mal	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	Fem	1	1	0	0	0	0	0
532188		Total	1	Mal	1	1	0	0	0	0	0
Asst Dir Enroll Mgt Scholarshp	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533920		Total	1	Mal	0	0	0	0	0	0	0
Admin Asst to the Dean/AVP	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532193		Total	1	Mal	1	1	0	0	0	0	0
Asst Director, Enrollment Svcs	3	Tot Min	0	Fem	0	0	0	0	0	0	0
532189		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dir Enrollment Mgt Ops	3	Tot Min	0	Fem	0	0	0	0	0	0	0
532191		Total	1	Mal	0	0	0	0	0	0	0
Asso Dir Enrol Mgt Campus Impl	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532190		Total	1	Mal	0	0	0	0	0	0	0
Assoc VP for Enrollment Mgmt	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302215200		Total	7	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

5302219100

Complete College GA

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533490		Total	1	Mal	0	0	0	0	0	0	0
Student Success Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302219100		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5302219400

Center for Adult Learning and

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539550		Total	1	Mal	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	Fem	1	1	0	0	0	0	0
532732		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir Stdt Life Veteran/Ad	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 5302219400	Total	2	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	0	Fem	2	2	0	0	0	0	0	0	0

5302410000 Student Affairs Administration

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
539016		Total 6	Mal	3	2	0	0	0	0	1
Student Assistant	4	Tot Min 2	Fem	3	2	1	0	0	0	0
532194		Total 1	Mal	1	0	0	0	0	1	0
Student Success Technology Spe	4	Tot Min 1	Fem	0	0	0	0	0	0	0
533915		Total 1	Mal	0	0	0	0	0	0	0
Admin Asst to the VP	3	Tot Min 0	Fem	1	1	0	0	0	0	0
00118M		Total 1	Mal	1	1	0	0	0	0	0
Interim Chief Student Affairs	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 5302410000		Total 9	Mal	5	3	0	0	0	1	1
		Tot Min 3	Fem	4	3	1	0	0	0	0

5302411000 Dean of Students - Dahlonga

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
533475		Total 1	Mal	0	0	0	0	0	0	0
Admin Asst to the Dean/AVP	5	Tot Min 0	Fem	1	1	0	0	0	0	0
533445		Total 1	Mal	0	0	0	0	0	0	0
Assoc Dean for Student Life	3	Tot Min 0	Fem	1	1	0	0	0	0	0
532066		Total 1	Mal	0	0	0	0	0	0	0
Asso VP Stu Aff/Dean of St-DAH	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 5302411000		Total 3	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

5302411100 Dean of Students - Oconee

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
533654		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min 0	Fem	1	1	0	0	0	0	0
532053		Total 1	Mal	0	0	0	0	0	0	0
Dir, Student Involvement	3	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5302411100

Dean of Students - Oconee

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532051		Total	1	Mal	0	0	0	0	0	0	0
Asst VP Stu Aff/Dean of St-OC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302411100		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

5302411200

Dean of Students - Gainesville

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533417		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir, Student Counseling	4	Tot Min	1	Fem	1	0	1	0	0	0	0
532052		Total	1	Mal	0	0	0	0	0	0	0
Asst Dean - Student Conduct	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 5302411200		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	2	0	0	0	0

5302412000

Commandant

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533478		Total	1	Mal	0	0	0	0	0	0	0
Admin Ofcr - Commandant/Milit	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	14	Mal	10	9	1	0	0	0	0
Student Assistant	4	Tot Min	2	Fem	4	3	0	1	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00413X		Total	1	Mal	1	1	0	0	0	0	0
Coach	4	Tot Min	0	Fem	0	0	0	0	0	0	0
538125		Total	3	Mal	3	3	0	0	0	0	0
Tactical Officer	4	Tot Min	0	Fem	0	0	0	0	0	0	0
538126		Total	1	Mal	1	1	0	0	0	0	0
Coord, Military Operations	4	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5302412000

Commandant

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
538127		Total	1	Mal	1	1	0	0	0	0	0
Senior Tactical Officer	4	Tot Min	0	Fem	0	0	0	0	0	0	0
532082		Total	1	Mal	0	0	0	0	0	0	0
Head Coach, Rifle/TAC Officer	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533922		Total	1	Mal	0	0	0	0	0	0	0
Coord, Cadet Academic Svcs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
538132		Total	1	Mal	0	0	0	0	0	0	0
Acad Coord National Svc Leadr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
538115		Total	1	Mal	1	1	0	0	0	0	0
Assistant Commandant of Cadets	3	Tot Min	0	Fem	0	0	0	0	0	0	0
532056		Total	1	Mal	1	1	0	0	0	0	0
Commandant of Cadets	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5302412000		Total	27	Mal	18	17	1	0	0	0	0
		Tot Min	2	Fem	9	8	0	1	0	0	0

5302413000

Orientation and Transition Pro

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533451		Total	1	Mal	0	0	0	0	0	0	0
Coord Orientation & Transition	6	Tot Min	0	Fem	1	1	0	0	0	0	0
53CLAB		Total	1	Mal	0	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min	1	Fem	1	0	0	1	0	0	0
533477		Total	1	Mal	1	1	0	0	0	0	0
Administrative Specialist	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539016		Total	6	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	3	Fem	6	3	1	0	0	0	2
533409		Total	1	Mal	1	1	0	0	0	0	0
Coord Transfer & Trans Progs	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533481		Total	1	Mal	0	0	0	0	0	0	0
Dir Orientation & Transition P	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302413000		Total	11	Mal	2	2	0	0	0	0	0
		Tot Min	4	Fem	9	5	1	1	0	0	2

Workforce Analysis

5302414000

NISTS

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	1	1	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	0	0	0	0	0	0	0
534950		Total	1	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	1	0	0	0	0	0	0
532737		Total	1	0	0	0	0	0	0	0
Assoc Dir, NISTS	3	Tot Min	0	1	0	0	0	0	0	0
00310D		Total	1	0	0	0	0	0	0	0
Asst Director Div/Dpt AD	3	Tot Min	0	1	0	0	0	0	0	0
00193X		Total	1	0	0	0	0	0	0	0
Director Div/Dpt AD	1	Tot Min	0	1	0	0	0	0	0	0
Total for 5302414000		Total	5	1	1	0	0	0	0	0
		Tot Min	0	4	0	0	0	0	0	0

5302415700

Greek Life

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00300M		Total	1	0	0	0	0	0	0	0
Interim Director SubDiv/Unit A	3	Tot Min	0	1	0	0	0	0	0	0
533485		Total	1	0	0	0	0	0	0	0
Dir, Fraternity & Sorority Lif	3	Tot Min	0	1	0	0	0	0	0	0
Total for 5302415700		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

5302415800

Student Leadership Programs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	1	1	0	1	0	0	0	0
Student Assistant	4	Tot Min	1	0	0	0	0	0	0	0
Total for 5302415800		Total	1	1	0	1	0	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

Workforce Analysis

5302416000

Student Money Management Cente

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	1	Fem	1	0	1	0	0	0	0
533418		Total	1	Mal	0	0	0	0	0	0	0
Coord, Student Money Mgt Ctr	4	Tot Min	1	Fem	1	0	1	0	0	0	0
533450		Total	1	Mal	1	1	0	0	0	0	0
Dir, Student Money Mgt Ctr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5302416000		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	2	Fem	2	0	2	0	0	0	0

5302611000

Gen. Student Welfare

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
537215		Total	1	Mal	1	1	0	0	0	0	0
Building Attendant	7	Tot Min	0	Fem	0	0	0	0	0	0	0
533427		Total	1	Mal	1	1	0	0	0	0	0
Recreation Ctr Facil Assoc	7	Tot Min	0	Fem	0	0	0	0	0	0	0
533441		Total	1	Mal	1	1	0	0	0	0	0
Coord,Intml Sports/Sports Club	6	Tot Min	0	Fem	0	0	0	0	0	0	0
539016		Total	2	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533421		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir Rec Sports	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533494		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir Student Life/Stu Orgs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533422		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dir, Recreation & Wellne	3	Tot Min	0	Fem	0	0	0	0	0	0	0
532054		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dean-Student Involvement	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533483		Total	1	Mal	0	0	0	0	0	0	0
Director, Std Life, Leader Pr	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 5302611000		Total	11	Mal	6	6	0	0	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0	0	0

5302611200 General Student Life

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
533491		Total	1	Mal	1	1	0	0	0	0	0	0
Coord Orien & Std Leadership	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
534952		Total	1	Mal	0	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 5302611200		Total	2	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

5302611300 Student Wellness Operations

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
539550		Total	4	Mal	3	3	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
539016		Total	5	Mal	2	1	0	1	0	0	0	0
Student Assistant	4	Tot Min	1	Fem	3	3	0	0	0	0	0	0
Total for 5302611300		Total	9	Mal	5	4	0	1	0	0	0	0
		Tot Min	1	Fem	4	4	0	0	0	0	0	0

5302811000 Counseling

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
00620Z		Total	1	Mal	1	0	1	0	0	0	0	0
Social/HS Parapro Retiree	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
534952		Total	2	Mal	0	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
533414		Total	6	Mal	0	0	0	0	0	0	0	0
Licensed Professional Counselo	4	Tot Min	0	Fem	6	6	0	0	0	0	0	0
533415		Total	1	Mal	1	1	0	0	0	0	0	0
Pers Couns & Wellness Spec	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
533411		Total	2	Mal	0	0	0	0	0	0	0	0
Assoc Dir Counseling Services	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

5302811000

Counseling

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533410		Total	1	1	0	0	0	0	0	0
Director, Student Counseling	1	Tot Min	0	0	0	0	0	0	0	0
Total for 5302811000		Total	13	2	1	0	0	0	0	0
		Tot Min	1	10	0	0	0	0	0	0

5302812000

Career Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
534950		Total	2	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	2	0	0	0	0	0	0
533407		Total	3	0	0	0	0	0	0	0
Career Services Specialist	4	Tot Min	0	3	0	0	0	0	0	0
533408		Total	1	0	0	0	0	0	0	0
Career & Transfer Spec-OC	4	Tot Min	1	0	0	0	0	0	0	1
533401		Total	1	1	0	1	0	0	0	0
Assoc Dir, Career Services	3	Tot Min	1	0	0	0	0	0	0	0
533400		Total	1	0	0	0	0	0	0	0
Director, Career Services	1	Tot Min	0	1	1	0	0	0	0	0
Total for 5302812000		Total	8	1	0	0	1	0	0	0
		Tot Min	2	7	6	0	0	0	0	1

5302815110

Testing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
534930		Total	1	0	0	0	0	0	0	0
Test Center Administrator	4	Tot Min	0	1	0	0	0	0	0	0
532710		Total	3	0	0	0	0	0	0	0
Testing Office Coordinator	3	Tot Min	2	3	1	1	0	0	0	1
532740		Total	1	0	0	0	0	0	0	0
Director, Testing	3	Tot Min	1	1	0	1	0	0	0	0
Total for 5302815110		Total	5	0	0	0	0	0	0	0
		Tot Min	3	5	2	2	0	0	0	1

Workforce Analysis

5302815200

Univ College Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533937		Total	1	Mal	0	0	0	0	0	0	0
Administrative Manager	3	Tot Min	1	Fem	1	0	0	0	0	0	1
00300X		Total	1	Mal	0	0	0	0	0	0	0
Director SubDivUnit AD	3	Tot Min	0	Fem	1	1	0	0	0	0	0
00145E		Total	1	Mal	0	0	0	0	0	0	0
Associate Vice President	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302815200		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	0	0	0	1

5302815300

University College Instruction

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00204X		Total	1	Mal	0	0	0	0	0	0	0
Lecturer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5302815300		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5303011000

Student Financial Aid

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532309		Total	4	Mal	2	2	0	0	0	0	0
Financial Aid Counselor	6	Tot Min	0	Fem	2	2	0	0	0	0	0
533127		Total	1	Mal	0	0	0	0	0	0	0
Financial Aid Accountant	6	Tot Min	0	Fem	1	1	0	0	0	0	0
533479		Total	4	Mal	0	0	0	0	0	0	0
Program Specialist	5	Tot Min	0	Fem	4	4	0	0	0	0	0
539016		Total	4	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	4	4	0	0	0	0	0
534985		Total	2	Mal	1	0	1	0	0	0	0
Financial Aid Assistant	4	Tot Min	1	Fem	1	1	0	0	0	0	0
534955		Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	4	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

5303011000

Student Financial Aid

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
532310		Total	4							
Financial Aid Counselor	4	Tot Min	2							
		Mal	1	0	0	0	0	0	0	1
		Fem	3	2	0	0	1	0	0	0
534986		Total	1							
Financial Aid Associate	4	Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
532311		Total	6							
Sr. Financial Aid Counselor	3	Tot Min	1							
		Mal	1	1	0	0	0	0	0	0
		Fem	5	4	1	0	0	0	0	0
532306		Total	4							
Assoc Dir, Financial Aid	3	Tot Min	1							
		Mal	0	0	0	0	0	0	0	0
		Fem	4	3	1	0	0	0	0	0
532300		Total	1							
Director, Financial Aid	1	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
Total for 5303011000		Total	32							
		Tot Min	6							
		Mal	6	4	1	0	0	0	0	1
		Fem	26	22	3	0	1	0	0	0

5303211000

Undergraduate Admissions

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
532211		Total	6							
Admissions Officer	6	Tot Min	0							
		Mal	2	2	0	0	0	0	0	0
		Fem	4	4	0	0	0	0	0	0
532209		Total	1							
Admissions Records Coordinator	6	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
532214		Total	4							
Admissions Coordinator	6	Tot Min	2							
		Mal	0	0	0	0	0	0	0	0
		Fem	4	2	1	0	0	0	0	1
532205		Total	2							
Assistant Dir, Admissions	6	Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
539350		Total	1							
Temporary Office/Clerical Asst	5	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
539016		Total	50							
Student Assistant	4	Tot Min	15							
		Mal	15	11	3	0	1	0	0	0
		Fem	35	24	5	1	0	1	1	3
534952		Total	1							
Staff Associate	4	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
534990		Total	3							
Admissions Associate	4	Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	3	3	0	0	0	0	0	0

Workforce Analysis

5303211000

Undergraduate Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532210		Total	1	Mal	0	0	0	0	0	0	0
Admissions Officer	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532202		Total	3	Mal	0	0	0	0	0	0	0
Associate Dir, Admissions	3	Tot Min	0	Fem	3	3	0	0	0	0	0
00193X		Total	1	Mal	0	0	0	0	0	0	0
Director Div/Dpt AD	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5303211000		Total	74	Mal	18	14	3	0	1	0	0
		Tot Min	17	Fem	56	43	6	1	0	1	4

5303211100

Cadet Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
532211		Total	1	Mal	0	0	0	0	0	0	0
Admissions Officer	6	Tot Min	0	Fem	1	1	0	0	0	0	0
532214		Total	1	Mal	1	1	0	0	0	0	0
Admissions Coordinator	6	Tot Min	0	Fem	0	0	0	0	0	0	0
538111		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir, Cadet Recruiting	6	Tot Min	1	Fem	1	0	0	0	0	0	1
00935V		Total	3	Mal	2	1	0	0	0	0	1
Temporary Office/Clerical	5	Tot Min	1	Fem	1	1	0	0	0	0	0
539016		Total	2	Mal	2	2	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0
532210		Total	1	Mal	1	0	1	0	0	0	0
Admissions Officer	4	Tot Min	1	Fem	0	0	0	0	0	0	0
538117		Total	1	Mal	1	1	0	0	0	0	0
Asst Dir, Cadet Admissions	4	Tot Min	0	Fem	0	0	0	0	0	0	0
538105		Total	1	Mal	1	1	0	0	0	0	0
Director, Cadet Admissions	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5303211100		Total	11	Mal	8	6	1	0	0	0	1
		Tot Min	3	Fem	3	2	0	0	0	0	1

Workforce Analysis

5303211200

Graduate Admissions

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
532214		Total 1	0	0	0	0	0	0	0
Admissions Coordinator	6	Tot Min 0	1	1	0	0	0	0	0
532075		Total 1	0	0	0	0	0	0	0
Director, Graduate Admissions	1	Tot Min 0	1	1	0	0	0	0	0
Total for 5303211200		Total 2	0	0	0	0	0	0	0
		Tot Min 0	2	2	0	0	0	0	0

5303215000

Graduate Studies

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
532221		Total 1	0	0	0	0	0	0	0
Admin Asst to Assoc AVPAA	5	Tot Min 0	1	1	0	0	0	0	0
Total for 5303215000		Total 1	0	0	0	0	0	0	0
		Tot Min 0	1	1	0	0	0	0	0

5303215100

Honors Program

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
539016		Total 2	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 1	2	1	0	1	0	0	0
00120X		Total 1	0	0	0	0	0	0	0
Dean AC	1	Tot Min 0	1	1	0	0	0	0	0
Total for 5303215100		Total 3	0	0	0	0	0	0	0
		Tot Min 1	3	2	0	1	0	0	0

5303411000

Registrar

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
532109		Total 2	1	1	0	0	0	0	0
Transfer Credit Evaluator	6	Tot Min 0	1	1	0	0	0	0	0
533110		Total 1	0	0	0	0	0	0	0
Transfer Credit Evaluator II	6	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

5303411000

Registrar

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
532105		Total	3	Mal	0	0	0	0	0	0	0
Assistant Registrar	6	Tot Min	1	Fem	3	2	0	0	0	0	1
539016		Total	2	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0
534980		Total	2	Mal	0	0	0	0	0	0	0
Records Associate	4	Tot Min	0	Fem	2	2	0	0	0	0	0
534955		Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534952		Total	2	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	2	2	0	0	0	0	0
534984		Total	2	Mal	0	0	0	0	0	0	0
Degree Credit Evaluator	4	Tot Min	0	Fem	2	2	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532101		Total	1	Mal	1	1	0	0	0	0	0
Student Information Systems Sp	4	Tot Min	0	Fem	0	0	0	0	0	0	0
532102		Total	2	Mal	1	1	0	0	0	0	0
Associate Registrar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
532100		Total	1	Mal	1	1	0	0	0	0	0
University Registrar	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5303411000		Total	20	Mal	4	4	0	0	0	0	0
		Tot Min	1	Fem	16	15	0	0	0	0	1

5303611000

Office of the President

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539016		Total	3	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	3	3	0	0	0	0	0
533910		Total	1	Mal	0	0	0	0	0	0	0
Admin Asst to the President	3	Tot Min	0	Fem	1	1	0	0	0	0	0
531000		Total	1	Mal	0	0	0	0	0	0	0
President	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 5303611000		Total	5	Mal	0	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0	0	0

5303613000 Legal Affairs

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
539550		Total	1	Mal	0	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
533186		Total	1	Mal	0	0	0	0	0	0	0	0
Paralegal	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
531071		Total	1	Mal	0	0	0	0	0	0	0	0
General Counsel	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 5303613000		Total	3	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0	0

5303613050 State Government Relations

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
533479		Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
00190X		Total	1	Mal	1	1	0	0	0	0	0	0
Director Coll/Div/Sch AC	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 5303613050		Total	2	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

5303614000 Advisor to the President on Di

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
532731		Total	1	Mal	0	0	0	0	0	0	0	0
Dir, Complete College GA	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
Total for 5303614000		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	0	0	0	0	1

Workforce Analysis

5303811000

Business & Finance - Admin

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	2	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0
00510Z		Total	1	Mal	0	0	0	0	0	0	0
Office/Clerical Asst Retiree	4	Tot Min	0	Fem	1	1	0	0	0	0	0
531020		Total	1	Mal	1	1	0	0	0	0	0
Sr VP for Business & Finance	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5303811000		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

5303811100

Assoc VP Facilities & Dir. Aux

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533050		Total	1	Mal	1	1	0	0	0	0	0
Assoc VP Real Estate & Auxilia	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5303811100		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

5303812000

Comptroller's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533140		Total	2	Mal	0	0	0	0	0	0	0
Travel Specialist	5	Tot Min	0	Fem	2	2	0	0	0	0	0
533128		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533122		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533125		Total	1	Mal	0	0	0	0	0	0	0
Accountant III	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533107		Total	1	Mal	1	1	0	0	0	0	0
Financial Compliance Analyst	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533195		Total	1	Mal	0	0	0	0	0	0	0
Business & Finance Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5303812000

Comptroller's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533104		Total	1	Mal	0	0	0	0	0	0	0
Assistant Comptroller	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533108		Total	1	Mal	0	0	0	0	0	0	0
Dir, Accounting & Fin Services	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5303812000		Total	9	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	8	8	0	0	0	0	0

5303812100

Bursar's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533141		Total	1	Mal	0	0	0	0	0	0	0
Loans/Collections Spec	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533113		Total	1	Mal	0	0	0	0	0	0	0
Program Accounting Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533128		Total	1	Mal	0	0	0	0	0	0	0
Accountant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
534104		Total	4	Mal	0	0	0	0	0	0	0
Business Office Cashier	4	Tot Min	0	Fem	4	4	0	0	0	0	0
533117		Total	1	Mal	0	0	0	0	0	0	0
Functional & Technical Spec	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533114		Total	1	Mal	0	0	0	0	0	0	0
Assistant Bursar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533115		Total	1	Mal	0	0	0	0	0	0	0
Associate Bursar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533111		Total	1	Mal	1	1	0	0	0	0	0
Bursar	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533112		Total	1	Mal	0	0	0	0	0	0	0
Exec. Dir. Business Svcs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5303812100		Total	12	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	11	11	0	0	0	0	0

Workforce Analysis

5303812200

Accounts Payable

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533109		Total 2	Mal 0	0	0	0	0	0	0	0
Accountant I	6	Tot Min 0	Fem 2	2	0	0	0	0	0	0
533128		Total 1	Mal 0	0	0	0	0	0	0	0
Accountant II	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
534105		Total 1	Mal 0	0	0	0	0	0	0	0
Accounting Assistant	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
533118		Total 1	Mal 0	0	0	0	0	0	0	0
Manager Accounts Payable	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 5303812200		Total 5	Mal 0	0	0	0	0	0	0	0
		Tot Min 0	Fem 5	5	0	0	0	0	0	0

5303812300

Financial Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533654		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
533010		Total 1	Mal 0	0	0	0	0	0	0	0
Assoc VP Financial Svcs & Comp	1	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 5303812300		Total 2	Mal 0	0	0	0	0	0	0	0
		Tot Min 0	Fem 2	2	0	0	0	0	0	0

5303813000

Budget & Financial Planning

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533810		Total 2	Mal 0	0	0	0	0	0	0	0
Budget Analyst	4	Tot Min 0	Fem 2	2	0	0	0	0	0	0
533804		Total 1	Mal 1	1	0	0	0	0	0	0
Sr. Technical Budget Analyst	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
533802		Total 1	Mal 0	0	0	0	0	0	0	0
Asst Dir, Budget Office	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
533800		Total 1	Mal 0	0	0	0	0	0	0	0
Director, Budget Office	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0

Workforce Analysis

Total for 5303813000	Total	5	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	4	4	0	0	0	0	0	0	0

5304011000

Human Resources

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
533175		Total 2	Mal	0	0	0	0	0	0	0
Talent Acquisition Specialist	6	Tot Min 1	Fem	2	1	1	0	0	0	0
533182		Total 1	Mal	0	0	0	0	0	0	0
Benefits Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0
533163		Total 1	Mal	0	0	0	0	0	0	0
HRIS Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0
53CLAB		Total 1	Mal	0	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min 0	Fem	1	1	0	0	0	0	0
534160		Total 1	Mal	0	0	0	0	0	0	0
HR Assistant	4	Tot Min 1	Fem	1	0	0	0	1	0	0
534162		Total 1	Mal	0	0	0	0	0	0	0
HR Assistant II	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533164		Total 1	Mal	0	0	0	0	0	0	0
Compensation Analyst	4	Tot Min 1	Fem	1	0	0	0	0	0	1
533165		Total 1	Mal	0	0	0	0	0	0	0
Training & Development Spec	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533702		Total 1	Mal	1	1	0	0	0	0	0
Technical Support Spec III	4	Tot Min 0	Fem	0	0	0	0	0	0	0
533179		Total 1	Mal	0	0	0	0	0	0	0
Sr. Employee Relations Spec	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533181		Total 1	Mal	0	0	0	0	0	0	0
Benefits Manager	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533920		Total 1	Mal	0	0	0	0	0	0	0
Admin Asst to the Dean/AVP	3	Tot Min 0	Fem	1	1	0	0	0	0	0
533167		Total 1	Mal	0	0	0	0	0	0	0
Mgr Talent Acquisition	3	Tot Min 1	Fem	1	0	1	0	0	0	0
533168		Total 1	Mal	0	0	0	0	0	0	0
Manager, HR Analytics	3	Tot Min 0	Fem	1	1	0	0	0	0	0
533170		Total 1	Mal	0	0	0	0	0	0	0
Assistant Dir HR Operations	3	Tot Min 1	Fem	1	0	1	0	0	0	0

Workforce Analysis

5304011000

Human Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533152		Total	1	Mal	1	1	0	0	0	0	0
Deputy CHRO	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533155		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir, Human Resources	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533151		Total	1	Mal	0	0	0	0	0	0	0
Assoc VP HR/Risk/Compliance	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5304011000		Total	19	Mal	2	2	0	0	0	0	0
		Tot Min	5	Fem	17	12	3	0	1	0	1

5304011250

Title IX Regulations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533158		Total	1	Mal	0	0	0	0	0	0	0
Title IX Investigator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533159		Total	1	Mal	1	0	0	0	0	0	1
Title IX/ADA Coordinator	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 5304011250		Total	2	Mal	1	0	0	0	0	0	1
		Tot Min	1	Fem	1	1	0	0	0	0	0

5304012000

Purchasing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533134		Total	2	Mal	0	0	0	0	0	0	0
Buyer	6	Tot Min	0	Fem	2	2	0	0	0	0	0
533139		Total	1	Mal	1	1	0	0	0	0	0
Purchasing Card Coord	6	Tot Min	0	Fem	0	0	0	0	0	0	0
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533132		Total	1	Mal	0	0	0	0	0	0	0
Contract Facilitator/Buyer	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533126		Total	1	Mal	0	0	0	0	0	0	0
Director, Purchasing	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 5304012000	Total	6	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	5	5	0	0	0	0	0	0	0

5304013000

Public Safety

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
537310		Total 7	Mal	1	1	0	0	0	0	0
Central Dispatch Officer	7	Tot Min 1	Fem	6	5	0	0	0	0	1
537311		Total 1	Mal	1	1	0	0	0	0	0
Public Safety Communicat Coord	7	Tot Min 0	Fem	0	0	0	0	0	0	0
535310		Total 21	Mal	19	15	3	0	0	0	1
Police Officer	7	Tot Min 4	Fem	2	2	0	0	0	0	0
535320		Total 7	Mal	5	4	1	0	0	0	0
Police Sergeant	7	Tot Min 2	Fem	2	1	1	0	0	0	0
535323		Total 1	Mal	0	0	0	0	0	0	0
Public Safety Records Speclst	5	Tot Min 0	Fem	1	1	0	0	0	0	0
539560		Total 1	Mal	1	1	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min 0	Fem	0	0	0	0	0	0	0
539016		Total 4	Mal	3	3	0	0	0	0	0
Student Assistant	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533310		Total 4	Mal	4	3	1	0	0	0	0
Police Captain	4	Tot Min 1	Fem	0	0	0	0	0	0	0
533312		Total 1	Mal	1	1	0	0	0	0	0
Asst Dir Emergency Preparedne	4	Tot Min 0	Fem	0	0	0	0	0	0	0
533302		Total 1	Mal	1	0	1	0	0	0	0
Deputy Chief Police	4	Tot Min 1	Fem	0	0	0	0	0	0	0
533300		Total 1	Mal	1	1	0	0	0	0	0
Director, Public Safety	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 5304013000		Total 49	Mal	37	30	6	0	0	0	1
		Tot Min 9	Fem	12	10	1	0	0	0	1

5304014000

Payroll Office

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
534181		Total 1	Mal	0	0	0	0	0	0	0
Payroll Specialist	6	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5304014000

Payroll Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533178		Total	1	1	0	0	0	0	0	0
Payroll/Accounting Specialist	5	Tot Min	0	0	0	0	0	0	0	0
533177		Total	1	0	0	0	0	0	0	0
Payroll/Accounting Specialist	4	Tot Min	0	1	0	0	0	0	0	0
533176		Total	1	0	0	0	0	0	0	0
Payroll Director	1	Tot Min	1	0	1	0	0	0	0	0
Total for 5304014000		Total	4	1	0	0	0	0	0	0
		Tot Min	1	2	1	0	0	0	0	0

5304016000

Logistical Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
537131		Total	5	4	0	0	0	0	0	0
Warehouse/Property Control Ass	7	Tot Min	1	0	0	0	1	0	0	0
533143		Total	1	1	0	0	0	0	0	0
Logistical Svcs Supervisor	7	Tot Min	0	0	0	0	0	0	0	0
534123		Total	2	2	0	0	0	0	0	0
Shipping & Receiving Asst	4	Tot Min	0	0	0	0	0	0	0	0
533135		Total	1	1	0	0	0	0	0	0
Logistical Services Manager	4	Tot Min	0	0	0	0	0	0	0	0
533136		Total	1	0	0	0	0	0	0	0
Asst Mgr, Logistical Svcs	3	Tot Min	0	1	0	0	0	0	0	0
Total for 5304016000		Total	10	8	0	0	0	0	0	0
		Tot Min	1	1	0	0	1	0	0	0

5304017000

Environmental Health & Safety

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533188		Total	1	1	0	0	0	0	0	0
EH&S Specialist	3	Tot Min	0	0	0	0	0	0	0	0
Total for 5304017000		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

5304018000

Risk & Compliance

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533185		Total	1	1	0	0	0	0	0	0
Dir, Risk Mgmt & Compliance	1	Tot Min	0	0	0	0	0	0	0	0
Total for 5304018000		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

5304211000

IT Administrative Computing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533761		Total	1	1	0	0	0	0	0	0
Network Administrator	4	Tot Min	0	0	0	0	0	0	0	0
533728		Total	1	0	0	0	0	0	0	0
Enterprise Info Sys Data Mgr	4	Tot Min	0	1	0	0	0	0	0	0
533787		Total	1	1	0	0	0	0	0	0
Dir, Enterprise Applic Develop	4	Tot Min	0	0	0	0	0	0	0	0
533718		Total	1	1	0	0	0	0	0	0
Database Administrator	4	Tot Min	0	0	0	0	0	0	0	0
533711		Total	1	1	0	0	0	0	0	0
Database Engineer	4	Tot Min	0	0	0	0	0	0	0	0
00460X		Total	1	1	0	0	0	0	0	0
IT Professional	4	Tot Min	0	0	0	0	0	0	0	0
533716		Total	1	1	0	0	0	0	0	0
Desktop Engineer	3	Tot Min	0	0	0	0	0	0	0	0
533767		Total	1	1	0	0	0	0	0	0
Banner Inform Systems Engineer	3	Tot Min	0	0	0	0	0	0	0	0
533729		Total	1	0	0	0	0	0	0	1
Systems Engineer	3	Tot Min	1	0	0	0	0	0	0	0
533768		Total	2	1	0	0	0	0	0	0
Application Developer I	3	Tot Min	0	1	0	0	0	0	0	0
533744		Total	1	1	0	0	0	0	0	0
Telecommunications Engineer	3	Tot Min	0	0	0	0	0	0	0	0
533789		Total	2	2	0	0	0	0	0	0
Software Developer	3	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

5304211000

IT Administrative Computing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533724		Total	1	Mal	0	0	0	0	0	0	0
Programmer Analyst II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533782		Total	1	Mal	0	0	0	0	0	0	0
Software Quality Assur Enginr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533793		Total	1	Mal	1	1	0	0	0	0	0
Asst CIO Entrprse Info Sys	1	Tot Min	0	Fem	0	0	0	0	0	0	0
531030		Total	1	Mal	1	1	0	0	0	0	0
Chief Information Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5304211000		Total	18	Mal	14	13	0	0	0	0	1
		Tot Min	1	Fem	4	4	0	0	0	0	0

5304211500

IT Campus Support

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533710		Total	1	Mal	1	1	0	0	0	0	0
Sr. Desktop Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5304211500		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

5304411000

VP for Advancement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533109		Total	1	Mal	0	0	0	0	0	0	0
Accountant I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
533636		Total	1	Mal	0	0	0	0	0	0	0
Data Analyst	6	Tot Min	0	Fem	1	1	0	0	0	0	0
533624		Total	1	Mal	0	0	0	0	0	0	0
Web Design Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533626		Total	1	Mal	0	0	0	0	0	0	0
Gift Entry Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533825		Total	1	Mal	0	0	0	0	0	0	0
Manager, Foundation Accounting	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5304411000

VP for Advancement

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533630		Total 5	Mal 2	1	0	0	0	0	0	1
Development Officer	4	Tot Min 1	Fem 3	3	0	0	0	0	0	0
533915		Total 1	Mal 0	0	0	0	0	0	0	0
Admin Asst to the VP	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
00954Z		Total 1	Mal 0	0	0	0	0	0	0	0
Hourly Professional Retiree	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
533615		Total 1	Mal 0	0	0	0	0	0	0	0
Dir, Donor Relations	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
533601		Total 1	Mal 0	0	0	0	0	0	0	0
Director, Advancement Svcs	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
533604		Total 1	Mal 1	1	0	0	0	0	0	0
Director of Estate & Gift Plan	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
533631		Total 1	Mal 1	1	0	0	0	0	0	0
Director of Devel, Corp of Cad	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
00145X		Total 1	Mal 0	0	0	0	0	0	0	0
Assoc/Asst Vice President	1	Tot Min 0	Fem 1	1	0	0	0	0	0	0
531050		Total 1	Mal 1	1	0	0	0	0	0	0
Vice President, Advancement	1	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 5304411000		Total 18	Mal 5	4	0	0	0	0	0	1
		Tot Min 1	Fem 13	13	0	0	0	0	0	0

5304411300

Alumni Rel & Annl Giving

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533477		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Specialist	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
533632		Total 1	Mal 1	0	0	0	0	0	0	1
Coord, Annual Giving/Dev Offcr	4	Tot Min 1	Fem 0	0	0	0	0	0	0	0
533622		Total 2	Mal 0	0	0	0	0	0	0	0
Alumni Relations Officer	3	Tot Min 0	Fem 2	2	0	0	0	0	0	0
533621		Total 1	Mal 0	0	0	0	0	0	0	0
Dir, Alumni Relations & Annual	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0

Workforce Analysis

Total for 5304411300	Total	5	Mal	1	0	0	0	0	0	0	0	1
	Tot Min	1	Fem	4	4	0	0	0	0	0	0	0

5304412000 University Relations

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
533477		Total 1	Mal	0	0	0	0	0	0	0
Administrative Specialist	5	Tot Min 0	Fem	1	1	0	0	0	0	0
533778		Total 1	Mal	0	0	0	0	0	0	0
Web Editor	5	Tot Min 0	Fem	1	1	0	0	0	0	0
535960		Total 1	Mal	0	0	0	0	0	0	0
Photographer	5	Tot Min 0	Fem	1	1	0	0	0	0	0
533642		Total 2	Mal	1	1	0	0	0	0	0
Communications Specialist	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533647		Total 1	Mal	0	0	0	0	0	0	0
Director of University Events	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533287		Total 1	Mal	1	1	0	0	0	0	0
Graphic Designer	4	Tot Min 0	Fem	0	0	0	0	0	0	0
533650		Total 1	Mal	0	0	0	0	0	0	0
News & Communications Mgr	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533780		Total 1	Mal	0	0	0	0	0	0	0
Web Content Developer	4	Tot Min 0	Fem	1	1	0	0	0	0	0
533786		Total 1	Mal	0	0	0	0	0	0	0
Web Content Coordinator	4	Tot Min 0	Fem	1	1	0	0	0	0	0
530378		Total 1	Mal	0	0	0	0	0	0	0
Web Communications Mgr (Univ	4	Tot Min 0	Fem	1	1	0	0	0	0	0
00442X		Total 1	Mal	0	0	0	0	0	0	0
Communications Professional	4	Tot Min 1	Fem	1	0	1	0	0	0	0
533779		Total 2	Mal	0	0	0	0	0	0	0
Web Designer	3	Tot Min 0	Fem	2	2	0	0	0	0	0
00325X		Total 1	Mal	1	1	0	0	0	0	0
Admin Specialist/Coordinator	3	Tot Min 0	Fem	0	0	0	0	0	0	0
531039		Total 1	Mal	0	0	0	0	0	0	0
Chief of Staff	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 5304412000		Total 16	Mal	3	3	0	0	0	0	0
		Tot Min 1	Fem	13	12	1	0	0	0	0

Workforce Analysis

5304612100

Postal Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534260		Total	1	Mal	1	1	0	0	0	0	0
Assistant Postal Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
534255		Total	3	Mal	1	1	0	0	0	0	0
Postal Clerk	7	Tot Min	1	Fem	2	1	1	0	0	0	0
533281		Total	1	Mal	0	0	0	0	0	0	0
Postal Services Supervisor	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	3	Mal	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 5304612100		Total	8	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

5304612500

Ombudsman

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533169		Total	1	Mal	1	1	0	0	0	0	0
Ombudsman	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5304612500		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

5304612550

HPE Support

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
00413D		Total	2	Mal	1	0	1	0	0	0	0
Assistant Coach	4	Tot Min	1	Fem	1	1	0	0	0	0	0
533530		Total	2	Mal	0	0	0	0	0	0	0
Athletic Trainer	4	Tot Min	0	Fem	2	2	0	0	0	0	0
533552		Total	1	Mal	1	1	0	0	0	0	0
Coord, Athletic Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
00410X		Total	1	Mal	0	0	0	0	0	0	0
Student Services Professional	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5304612550

HPE Support

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
533560		Total	1	Mal	0	0	0	0	0	0	0
Asst Athl Dir for Facilities	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533426		Total	1	Mal	1	1	0	0	0	0	0
Coord Condit & Wellness	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533509		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir, Athletics Business A	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533510		Total	1	Mal	0	0	0	0	0	0	0
Director of Compliance, Athlet	3	Tot Min	0	Fem	1	1	0	0	0	0	0
533504		Total	1	Mal	1	1	0	0	0	0	0
Assistant Athletic Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
533502		Total	1	Mal	1	1	0	0	0	0	0
Assoc Athletic Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
00202X		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
532098		Total	1	Mal	1	1	0	0	0	0	0
Head Coach, Tennis	2	Tot Min	0	Fem	0	0	0	0	0	0	0
532094		Total	1	Mal	1	0	1	0	0	0	0
Hd Coach, Men's Soccer	2	Tot Min	1	Fem	0	0	0	0	0	0	0
531060		Total	1	Mal	0	0	0	0	0	0	0
Athletics Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5304612550		Total	17	Mal	8	6	2	0	0	0	0
		Tot Min	2	Fem	9	9	0	0	0	0	0

5304612560

Convocation Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
533649		Total	1	Mal	1	1	0	0	0	0	0
Convocation Center Ops Mgr	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5304612560		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5304613000

Work Study Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539026		Total	157	41	30	4	2	0	0	5
Work Study Student	4	Tot Min	42	116	85	8	3	1	0	18
539046		Total	2	0	0	0	0	0	0	0
Work Study Student Technician	4	Tot Min	1	2	1	0	0	0	0	1
Total for 5304613000		Total	159	41	30	4	2	0	0	5
		Tot Min	43	118	86	8	3	1	0	19

5304614000

Internal Audit

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533190		Total	1	0	0	0	0	0	0	0
Director, Internal Audit	3	Tot Min	0	1	1	0	0	0	0	0
Total for 5304614000		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5305014000

Commons

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533453		Total	1	0	0	0	0	0	0	0
Coord, Res Life & Facilities	6	Tot Min	0	1	1	0	0	0	0	0
539050		Total	8	5	4	0	0	0	0	1
Resident Assistant	4	Tot Min	2	3	2	0	0	0	0	1
539016		Total	8	3	3	0	0	0	0	0
Student Assistant	4	Tot Min	0	5	5	0	0	0	0	0
Total for 5305014000		Total	17	8	7	0	0	0	0	1
		Tot Min	2	9	8	0	0	0	0	1

5305015000

Owen Hall

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539560		Total	1	0	0	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	1	1	0	0	0	0	0

Workforce Analysis

5305015000

Owen Hall

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539050		Total	3							
		Mal	2	2	0	0	0	0	0	0
Resident Assistant	4	Tot Min	0							
		Fem	1	1	0	0	0	0	0	0
539016		Total	7							
		Mal	4	4	0	0	0	0	0	0
Student Assistant	4	Tot Min	0							
		Fem	3	3	0	0	0	0	0	0
Total for 5305015000		Total	11							
		Mal	6	6	0	0	0	0	0	0
		Tot Min	0							
		Fem	5	5	0	0	0	0	0	0

5305016000

North Georgia Suites - PPV

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533452		Total	1							
		Mal	1	1	0	0	0	0	0	0
Coord First Year Transitions	6	Tot Min	0							
		Fem	0	0	0	0	0	0	0	0
539050		Total	11							
		Mal	6	5	0	0	0	0	0	1
Resident Assistant	4	Tot Min	3							
		Fem	5	3	1	1	0	0	0	0
539016		Total	11							
		Mal	4	4	0	0	0	0	0	0
Student Assistant	4	Tot Min	0							
		Fem	7	7	0	0	0	0	0	0
533446		Total	1							
		Mal	0	0	0	0	0	0	0	0
Coord, Residential Education	4	Tot Min	0							
		Fem	1	1	0	0	0	0	0	0
533460		Total	1							
		Mal	0	0	0	0	0	0	0	0
Director, Residence Life	4	Tot Min	0							
		Fem	1	1	0	0	0	0	0	0
Total for 5305016000		Total	25							
		Mal	11	10	0	0	0	0	0	1
		Tot Min	3							
		Fem	14	12	1	1	0	0	0	0

5305017000

Patriot Hall - PPV

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539050		Total	10							
		Mal	9	8	1	0	0	0	0	0
Resident Assistant	4	Tot Min	2							
		Fem	1	0	0	0	0	0	0	1
539016		Total	5							
		Mal	4	4	0	0	0	0	0	0
Student Assistant	4	Tot Min	0							
		Fem	1	1	0	0	0	0	0	0
Total for 5305017000		Total	15							
		Mal	13	12	1	0	0	0	0	0
		Tot Min	2							
		Fem	2	1	0	0	0	0	0	1

Workforce Analysis

5305018000

Liberty Hall - PPV

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539050		Total	15							
Resident Assistant	4	Tot Min	4							
539016		Total	5							
Student Assistant	4	Tot Min	0							
Total for 5305018000		Total	20							
		Tot Min	4							
		Mal	14	11	1	0	0	0	0	2
		Fem	1	0	1	0	0	0	0	0
		Mal	3	3	0	0	0	0	0	0
		Fem	2	2	0	0	0	0	0	0
		Mal	17	14	1	0	0	0	0	2
		Fem	3	2	1	0	0	0	0	0

5305019000

Gaillard Hall & PPV

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539050		Total	1							
Resident Assistant	4	Tot Min	0							
Total for 5305019000		Total	1							
		Tot Min	0							
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0

5305020000

Lewis Hall

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533454		Total	1							
Coord, Res Leadershp Prog	6	Tot Min	0							
533109		Total	1							
Accountant I	6	Tot Min	0							
539050		Total	3							
Resident Assistant	4	Tot Min	1							
539016		Total	7							
Student Assistant	4	Tot Min	1							
534955		Total	1							
Staff Assistant	4	Tot Min	0							
533464		Total	1							
Assistant Dir, Residence Life	3	Tot Min	0							
Total for 5305020000		Total	14							
		Tot Min	2							
		Mal	1	1	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
		Mal	2	2	0	0	0	0	0	0
		Fem	12	10	0	0	0	0	0	2

Workforce Analysis

5305020100

Lewis Hall Annex

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539050		Total	2							
Resident Assistant	4	Tot Min	0							
Total for 5305020100		Total	2							
		Tot Min	0							

5305020200

Donovan Hall

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
534944		Total	1							
Housing Coordinator	5	Tot Min	0							
539050		Total	6							
Resident Assistant	4	Tot Min	1							
539016		Total	4							
Student Assistant	4	Tot Min	1							
00909X		Total	1							
Graduate Assistant (Hourly)	4	Tot Min	0							
538125		Total	1							
Tactical Officer	4	Tot Min	0							
Total for 5305020200		Total	13							
		Tot Min	2							

5305031000

Cafeteria/Snack Bar

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
537219		Total	1							
Maintenance Assistant II	7	Tot Min	0							
533457		Total	1							
Marketing Specialist	6	Tot Min	0							
539360		Total	1							
Temporary Technical/Paraprofes	5	Tot Min	0							
533128		Total	1							
Accountant II	5	Tot Min	0							

Workforce Analysis

5305031000

Cafeteria/Snack Bar

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
534952		Total	1	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	1	0	0	0	0	0	0
Total for 5305031000		Total	5	1	1	0	0	0	0	0
		Tot Min	0	4	0	0	0	0	0	0

5305041000

Bookstore - Dahlonega

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00656X		Total	1	0	0	0	0	0	0	0
Retail Operations Para/Pro	6	Tot Min	0	1	0	0	0	0	0	0
534263		Total	1	1	0	0	0	0	0	0
Military Sales Associate	5	Tot Min	0	0	0	0	0	0	0	0
533268		Total	1	0	0	0	0	0	0	0
Retail Category Manager	5	Tot Min	0	1	0	0	0	0	0	0
539016		Total	16	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	2	15	13	0	0	1	0	1
534131		Total	1	1	0	0	0	0	0	0
Bookstore Ship/Receiving Asst	4	Tot Min	0	0	0	0	0	0	0	0
534103		Total	1	0	0	0	0	0	0	0
Bookstore Sales Clerk	4	Tot Min	0	1	0	0	0	0	0	0
534126		Total	1	1	0	0	0	0	0	0
Shipping/Receiving Clerk	4	Tot Min	0	0	0	0	0	0	0	0
534951		Total	1	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min	0	1	0	0	0	0	0	0
533260		Total	1	1	0	1	0	0	0	0
Assoc Bookstore Mgr/Quartermas	4	Tot Min	1	0	0	0	0	0	0	0
533251		Total	1	0	0	0	0	0	0	0
Director of UNG Stores	3	Tot Min	0	1	0	0	0	0	0	0
Total for 5305041000		Total	25	5	4	1	0	0	0	0
		Tot Min	3	20	18	0	0	1	0	1

Workforce Analysis

5305041100

Bookstore-Gainesville

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533109		Total	1	Mal	0	0	0	0	0	0	0
Accountant I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
00935X		Total	2	Mal	1	1	0	0	0	0	0
Temporary Office/Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
533256		Total	1	Mal	0	0	0	0	0	0	0
Campus Bookstore Manager	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	11	Mal	2	2	0	0	0	0	0
Student Assistant	4	Tot Min	2	Fem	9	7	1	0	0	0	1
534946		Total	2	Mal	0	0	0	0	0	0	0
Bookstore Associate	4	Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 5305041100		Total	17	Mal	3	3	0	0	0	0	0
		Tot Min	3	Fem	14	11	2	0	0	0	1

5305041110

Bookstore-Oconee

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00935X		Total	1	Mal	0	0	0	0	0	0	0
Temporary Office/Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539550		Total	1	Mal	1	1	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	Fem	0	0	0	0	0	0	0
539016		Total	4	Mal	2	2	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0
533261		Total	1	Mal	1	0	1	0	0	0	0
Assistant Store Manager	4	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 5305041110		Total	7	Mal	4	3	1	0	0	0	0
		Tot Min	1	Fem	3	3	0	0	0	0	0

5305045000

Card Office - Dahlonega

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534952		Total	2	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

5305045000

Card Office - Dahlonega

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534951		Total	1	Mal	0	0	0	0	0	0	0
Senior Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5305045000		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

5305045100

Card Office - Gainesville

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533273		Total	1	Mal	0	0	0	0	0	0	0
Card Office Manager	6	Tot Min	0	Fem	1	1	0	0	0	0	0
534955		Total	1	Mal	0	0	0	0	0	0	0
Staff Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534952		Total	1	Mal	1	1	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5305045100		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

5305045200

Card Office - Oconee

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5305045200		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5305051000

Student Health Services - Infi

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
535410		Total	2	Mal	0	0	0	0	0	0	0
Licensed Practical Nurse	5	Tot Min	0	Fem	2	2	0	0	0	0	0
533437		Total	1	Mal	0	0	0	0	0	0	0
Nurse Supervisor	5	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

5305051000

Student Health Services - Infi

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533432		Total	3	Mal	0	0	0	0	0	0	0
Nurse Practioner	4	Tot Min	1	Fem	3	2	1	0	0	0	0
533434		Total	1	Mal	1	0	1	0	0	0	0
Health Educator	3	Tot Min	1	Fem	0	0	0	0	0	0	0
533430		Total	1	Mal	0	0	0	0	0	0	0
Dir, Student Health Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5305051000		Total	11	Mal	1	0	1	0	0	0	0
		Tot Min	3	Fem	10	8	2	0	0	0	0

5305054000

Print Svs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
537257		Total	2	Mal	0	0	0	0	0	0	0
Printing Associate	6	Tot Min	0	Fem	2	2	0	0	0	0	0
536280		Total	1	Mal	1	1	0	0	0	0	0
Press Operator	6	Tot Min	0	Fem	0	0	0	0	0	0	0
533286		Total	1	Mal	0	0	0	0	0	0	0
Retail Operations Supervisor	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5305054000		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

5305055000

Student Trans

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
537316		Total	3	Mal	3	3	0	0	0	0	0
Shuttle Driver	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5305055000

Student Trans

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
53CLAB		Total	3							
Casual Labor Budget	5	Tot Min	0							
Total for 5305055000		Total	6							
		Tot Min	0							
		Mal	3	3	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
		Mal	6	6	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0

5305055100

Transportation-Gainesville

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
537312		Total	1							
Transportation Supervisor	6	Tot Min	0							
Total for 5305055100		Total	1							
		Tot Min	0							
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
		Mal	0	0	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0

5305057000

Parking Operations - Dahlonga

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
537315		Total	1							
Parking Enforcement Attendant	7	Tot Min	0							
537316		Total	1							
Shuttle Driver	7	Tot Min	0							
539580		Total	1							
Part-Time Unlimited Term SvcMt	6	Tot Min	0							
534952		Total	1							
Staff Associate	4	Tot Min	0							
533820		Total	1							
Financial Analyst	4	Tot Min	0							
537314		Total	1							
Parking & Transportation Mgr	3	Tot Min	0							
533290		Total	1							
Exec Dir Auxlry Svcs & Related	1	Tot Min	0							
Total for 5305057000		Total	7							
		Tot Min	0							
		Mal	4	4	0	0	0	0	0	0
		Fem	3	3	0	0	0	0	0	0

Workforce Analysis

5305057010

Parking - Oconee

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539380		Total	1	Mal	1	1	0	0	0	0	0
Temporary Service/Maintenance	6	Tot Min	0	Fem	0	0	0	0	0	0	0
539580		Total	1	Mal	1	1	0	0	0	0	0
Part-Time Unlimited Term SvcMt	6	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5305057010			Total	Mal	2	2	0	0	0	0	0
			Tot Min	Fem	0	0	0	0	0	0	0

5305057020

Parking - Gainesville

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
537316		Total	1	Mal	1	1	0	0	0	0	0
Shuttle Driver	7	Tot Min	0	Fem	0	0	0	0	0	0	0
539550		Total	6	Mal	6	6	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	Fem	0	0	0	0	0	0	0
533058		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir Auxiliary Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5305057020			Total	Mal	7	7	0	0	0	0	0
			Tot Min	Fem	1	1	0	0	0	0	0

5305071100

Basketball - Women

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532093		Total	1	Mal	0	0	0	0	0	0	0
Asst Coach, Women's Basketball	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532092		Total	1	Mal	0	0	0	0	0	0	0
Hd Coach, Womens Bsktb	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5305071100			Total	Mal	0	0	0	0	0	0	0
			Tot Min	Fem	3	3	0	0	0	0	0

Workforce Analysis

5305071500

Softball

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	1	1	0	0	0	0	0
532089		Total	1	Mal	0	0	0	0	0	0	0
Asst. Coach, Softball	4	Tot Min	1	Fem	1	0	0	0	0	0	1
532088		Total	1	Mal	1	1	0	0	0	0	0
Head Coach, Softball	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5305071500		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

5305071750

Cross Country - Women

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00909X		Total	1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5305071750		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5305071800

Soccer - Women

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539560		Total	1	Mal	1	1	0	0	0	0	0
PT Unlimited Term Tech/Para	5	Tot Min	0	Fem	0	0	0	0	0	0	0
532097		Total	1	Mal	0	0	0	0	0	0	0
Assistant Coach, Women's Socce	2	Tot Min	0	Fem	1	1	0	0	0	0	0
532096		Total	1	Mal	1	1	0	0	0	0	0
Hd Coach, Women's Soccer	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5305071800		Total	3	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5305072100

Basketball - Men

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
53CLAB		Total	1	1	0	0	0	0	0	0
Casual Labor Budget	5	Tot Min	0	0	0	0	0	0	0	0
532091		Total	1	1	0	0	0	0	0	0
Assistant Coach, Men's Basketb	4	Tot Min	0	0	0	0	0	0	0	0
532090		Total	1	1	0	0	0	0	0	0
Head Coach, Men's Basketball	4	Tot Min	0	0	0	0	0	0	0	0
Total for 5305072100		Total	3	3	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

5305072110

Athletic Administration

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	16	2	1	0	0	0	0	0
Student Assistant	4	Tot Min	1	13	0	0	0	0	0	0
00909X		Total	7	2	0	0	0	0	0	1
Graduate Assistant (Hourly)	4	Tot Min	1	4	0	0	0	0	0	0
539340		Total	1	1	0	0	0	0	0	0
Temporary Professional	3	Tot Min	0	0	0	0	0	0	0	0
Total for 5305072110		Total	24	5	1	0	0	0	0	1
		Tot Min	2	17	0	0	0	0	0	0

5305072130

Sports Information

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	15	4	0	0	0	0	0	0
Student Assistant	4	Tot Min	1	11	1	0	0	0	0	0
Total for 5305072130		Total	15	4	0	0	0	0	0	0
		Tot Min	1	11	1	0	0	0	0	0

Workforce Analysis

5305072800

Baseball

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533522		Total	1	1	0	0	0	0	0	0
Grounds Superv, Athletic Compl	6	Tot Min	0	0	0	0	0	0	0	0
00909X		Total	1	1	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	0	0	0	0	0	0	0
532087		Total	1	1	0	0	0	0	0	0
Assistant Coach, Baseball	4	Tot Min	0	0	0	0	0	0	0	0
532086		Total	1	1	0	0	0	0	0	0
Head Coach, Baseball	4	Tot Min	0	0	0	0	0	0	0	0
Total for 5305072800		Total	4	4	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

5305075200

Golf - Women

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00909X		Total	1	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	1	0	0	0	0	0	0
532083		Total	1	0	0	0	0	0	0	0
Head Coach, Women's Golf	4	Tot Min	0	1	0	0	0	0	0	0
Total for 5305075200		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

5307108002

Chinese Lang & Culture (ROTC)

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	2	1	0	1	0	0	0	0
Student Assistant	4	Tot Min	2	1	0	0	1	0	0	0
Total for 5307108002		Total	2	1	0	1	0	0	0	0
		Tot Min	2	1	0	0	1	0	0	0

Workforce Analysis

5307108008

Mandarin ROTC-Flagship Stu Sup

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533477		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
539016		Total	7	Mal	2	1	0	1	0	0	0
Student Assistant	4	Tot Min	5	Fem	5	1	0	4	0	0	0
532714		Total	1	Mal	0	0	0	0	0	0	0
Tutoring Lab Coordinator	3	Tot Min	1	Fem	1	0	0	1	0	0	0
533419		Total	1	Mal	0	0	0	0	0	0	0
Dir Sponsored Programs Langua	3	Tot Min	1	Fem	1	0	0	0	0	0	1
Total for 5307108008		Total	10	Mal	2	1	0	1	0	0	0
		Tot Min	7	Fem	8	2	0	5	0	0	1

5307110006

17 UNG Summer Food United Way

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
00954X		Total	1	Mal	0	0	0	0	0	0	0
Hourly Professional	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5307110006		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5307201001

Cottrell School of Business

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
539016		Total	2	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 5307201001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

5307201002

MBA Support-Cottrell-Dahlongega

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
533639		Total	1	Mal	1	1	0	0	0	0	0
Mgr Coll of Business Marketin	4	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 5307201002	Total	1	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

5307201006 Center for Entrepreneurship an

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
539016		Total 1	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 5307201006		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

5307301006 Dawson County PDS - Dahlonega

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
539320		Total 1	Mal	1	1	0	0	0	0	0
Temporary Faculty	2	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 5307301006		Total 1	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

5307301008 CaseNex Post BAC Program - D

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
539350		Total 1	Mal	1	1	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min 0	Fem	0	0	0	0	0	0	0
539016		Total 3	Mal	0	0	0	0	0	0	0
Student Assistant	4	Tot Min 2	Fem	3	1	0	0	0	0	2
00909X		Total 2	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min 1	Fem	2	1	0	1	0	0	0
534950		Total 1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min 0	Fem	1	1	0	0	0	0	0
00954Z		Total 1	Mal	0	0	0	0	0	0	0
Hourly Professional Retiree	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 5307301008		Total 8	Mal	1	1	0	0	0	0	0
		Tot Min 3	Fem	7	4	0	1	0	0	2

Workforce Analysis

5307301010

Educational Ldrshp Add-On Cert

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00202X		Total	1	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	0	1	1	0	0	0	0	0
Total for 5307301010		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5307303005

Atlanta Rehab ATEP

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00909X		Total	1	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	1	1	0	0	0	0	0
Total for 5307303005		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5307303006

CARE Consortium

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533521		Total	1	0	0	0	0	0	0	0
CARE Consort Research Coord	4	Tot Min	0	1	1	0	0	0	0	0
Total for 5307303006		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5307402004

STEPS Supporting Technology-Da

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539320		Total	3	0	0	0	0	0	0	0
Temporary Faculty	2	Tot Min	0	3	3	0	0	0	0	0
Total for 5307402004		Total	3	0	0	0	0	0	0	0
		Tot Min	0	3	3	0	0	0	0	0

Workforce Analysis

5307502006

S-STEM Strengthening Pathways

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	2	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	2	2	0	0	0	0	0
Total for 5307502006		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

5307503005

Collaborative Research: Modula

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	1	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	1	1	0	0	0	0	0
Total for 5307503005		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

5307504004

Jackson County GIS Agreement

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
53CLAB		Total	3	2	0	0	1	1	0	0
Casual Labor Budget	5	Tot Min	2	1	1	0	0	0	0	0
539016		Total	1	1	1	0	0	0	0	0
Student Assistant	4	Tot Min	0	0	0	0	0	0	0	0
Total for 5307504004		Total	4	3	1	0	1	1	0	0
		Tot Min	2	1	1	0	0	0	0	0

5307506003

Water Quality Mntnrg - DAH

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	2	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	2	2	0	0	0	0	0
Total for 5307506003		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

Workforce Analysis

5307604014

NSF Applying Geospatial & Engi

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	1	0	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	1	0	0	0	0	0	0
Total for 5307604014		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

5307702001

Nat'l Institute Study Transfer

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533409		Total	1	1	0	0	0	0	0	1
Coord Transfer & Trans Progs	4	Tot Min	1	0	0	0	0	0	0	0
Total for 5307702001		Total	1	1	0	0	0	0	0	1
		Tot Min	1	0	0	0	0	0	0	0

5307709001

College Assistant Migrant Prog

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	4	2	0	0	2	0	0	0
Student Assistant	4	Tot Min	4	2	0	0	0	0	0	2
533544		Total	2	0	0	0	0	0	0	0
Recruit & Retention Coord CAMP	4	Tot Min	2	2	0	0	1	0	0	1
533542		Total	1	1	0	0	0	0	0	1
Dir, Migrant Programs & Svcs	3	Tot Min	1	0	0	0	0	0	0	0
Total for 5307709001		Total	7	3	0	0	2	0	0	1
		Tot Min	7	4	0	0	1	0	0	3

5307709003

HEP HS Equivalency Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533549		Total	1	1	0	0	1	0	0	0
Academic Support Spec HEP	6	Tot Min	1	0	0	0	0	0	0	0
533548		Total	1	1	0	0	0	0	0	1
Recruit/Assess/Placemnt Spec	4	Tot Min	1	0	0	0	0	0	0	0

Workforce Analysis

5307709003

HEP HS Equivalency Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533541		Total	1	Mal	0	0	0	0	0	0
Associate Director, HEP	4	Tot Min	1	Fem	1	0	0	0	0	1
539340		Total	3	Mal	1	0	0	1	0	0
Temporary Professional	3	Tot Min	3	Fem	2	0	0	0	0	2
Total for 5307709003		Total	6	Mal	3	0	0	2	0	1
		Tot Min	6	Fem	3	0	0	0	0	3

5307709005

Upward Bound - Johnson High Sc

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533590		Total	1	Mal	0	0	0	0	0	0
Counselor, Upward Bound	4	Tot Min	1	Fem	1	0	0	0	0	1
533589		Total	1	Mal	0	0	0	0	0	0
Project Director, Upward Bound	3	Tot Min	1	Fem	1	0	1	0	0	0
Total for 5307709005		Total	2	Mal	0	0	0	0	0	0
		Tot Min	2	Fem	2	0	1	0	0	1

5307709007

McNair Post Bac Grant

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533587		Total	1	Mal	0	0	0	0	0	0
Program Director - McNair Prog	3	Tot Min	0	Fem	1	1	0	0	0	0
Total for 5307709007		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

5307717005

Peer Health Educators FY '18

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	1	Mal	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0
Total for 5307717005		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

Workforce Analysis

5307720001

Testing & Evaluation - D

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
534952		Total	1	Mal	0	0	0	0	0	0	0
Staff Associate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
534930		Total	4	Mal	1	1	0	0	0	0	0
Test Center Administrator	4	Tot Min	1	Fem	3	2	1	0	0	0	0
532710		Total	2	Mal	0	0	0	0	0	0	0
Testing Office Coordinator	3	Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 5307720001		Total	7	Mal	1	1	0	0	0	0	0
		Tot Min	2	Fem	6	4	2	0	0	0	0

5307901102

Foundation- Dahlongea

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539016		Total	14	Mal	3	3	0	0	0	0	0
Student Assistant	4	Tot Min	2	Fem	11	9	0	0	0	0	2
Total for 5307901102		Total	14	Mal	3	3	0	0	0	0	0
		Tot Min	2	Fem	11	9	0	0	0	0	2

5307902012

Eminent Scholar of Teaching

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539036		Total	1	Mal	1	1	0	0	0	0	0
Student Technician	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5307902012		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

5309326310

Student Life Oconee

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
539350		Total	1	Mal	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5309326310		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5309354700

Intramural Sports Ocone

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539016		Total	4	2	2	0	0	0	0	0
Student Assistant	4	Tot Min	2	0	0	0	0	0	0	0
Total for 5309354700		Total	4	2	2	0	0	0	0	0
		Tot Min	2	0	0	0	0	0	0	0

5309423400

Student Center Operations - Ga

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539350		Total	1	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	1	1	0	0	0	0	0	0
539016		Total	10	3	0	1	0	0	0	0
Student Assistant	4	Tot Min	4	6	3	1	0	0	0	1
Total for 5309423400		Total	11	4	3	0	1	0	0	0
		Tot Min	5	7	3	2	1	0	0	1

5309454200

Fitness Center-Gainesville

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539550		Total	1	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	1	0	0	0	0	0	0
539350		Total	2	0	0	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min	1	2	1	0	1	0	0	0
539016		Total	14	8	0	2	1	0	0	3
Student Assistant	4	Tot Min	6	0	0	0	0	0	0	0
Total for 5309454200		Total	17	14	8	0	2	1	0	3
		Tot Min	7	3	2	0	1	0	0	0

5309455200

Student Involvement Office Ope

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
539550		Total	1	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min	0	1	0	0	0	0	0	0

Workforce Analysis

Total for 5309455200		Total	1	Mal	0	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

5309510000 Intramural Dir

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
533441		Total	1	Mal	1	1	0	0	0	0	0	0
Coord,Intml Sports/Sports Club	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
533425		Total	1	Mal	1	1	0	0	0	0	0	0
Dir, Recreational Sports	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 5309510000		Total	2	Mal	2	2	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

5309524000 Student Center Fee Operations

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
539016		Total	1	Mal	1	1	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 5309524000		Total	1	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

5309526000 Life Guards

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
539016		Total	6	Mal	1	1	0	0	0	0	0	0
Student Assistant	4	Tot Min	0	Fem	5	5	0	0	0	0	0	0
Total for 5309526000		Total	6	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0	0

5309526310 Student Life - OC

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
532057		Total	1	Mal	0	0	0	0	0	0	0	0
Coord, Student Involvement	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 5309526310		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

5309528000

Fitness

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
539350		Total 7	Mal	2	2	0	0	0	0	0
Temporary Office/Clerical Asst	5	Tot Min 1	Fem	5	4	0	0	0	0	1
539016		Total 28	Mal	13	12	1	0	0	0	0
Student Assistant	4	Tot Min 2	Fem	15	14	1	0	0	0	0
Total for 5309528000		Total 35	Mal	15	14	1	0	0	0	0
		Tot Min 3	Fem	20	18	1	0	0	0	1

5309532100

Fitness & Facilities - Dahlone

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
00909X		Total 1	Mal	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 5309532100		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

5309535000

Recreational Sports

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
539016		Total 17	Mal	10	9	0	0	0	0	1
Student Assistant	4	Tot Min 1	Fem	7	7	0	0	0	0	0
Total for 5309535000		Total 17	Mal	10	9	0	0	0	0	1
		Tot Min 1	Fem	7	7	0	0	0	0	0

5309536000

Ropes Course

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
539550		Total 1	Mal	0	0	0	0	0	0	0
PT Unlimited Term Office/Clrk	5	Tot Min 0	Fem	1	1	0	0	0	0	0
00954R		Total 1	Mal	1	1	0	0	0	0	0
Part Time Hourly Professional	5	Tot Min 0	Fem	0	0	0	0	0	0	0
539016		Total 12	Mal	2	1	0	1	0	0	0
Student Assistant	4	Tot Min 1	Fem	10	10	0	0	0	0	0

Workforce Analysis

5309536000

Ropes Course

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
00909X		Total	1	0	0	0	0	0	0	0
Graduate Assistant (Hourly)	4	Tot Min	0	1	0	0	0	0	0	0
Total for 5309536000		Total	15	3	2	0	1	0	0	0
		Tot Min	1	12	0	0	0	0	0	0

5309591000

Recreation Center Operations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533433		Total	1	0	0	0	0	0	0	0
Facilities Coord., Rec Sports	6	Tot Min	0	1	0	0	0	0	0	0
Total for 5309591000		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

5309901000

Facilities & Capital Planning

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
533225		Total	1	0	0	0	0	0	0	0
Work Mgmt Center Supervisor	7	Tot Min	0	1	0	0	0	0	0	0
533203		Total	1	1	0	0	0	0	0	0
Project Superintendent	7	Tot Min	0	0	0	0	0	0	0	0
533654		Total	1	0	0	0	0	0	0	0
Administrative Assistant III	4	Tot Min	0	1	0	0	0	0	0	0
533216		Total	1	1	0	0	0	0	0	0
Mgr, Capital & Space Planning	4	Tot Min	0	0	0	0	0	0	0	0
533207		Total	1	1	0	0	0	0	0	0
Project Manager, Facilities	4	Tot Min	0	0	0	0	0	0	0	0
533206		Total	1	1	0	0	0	0	0	0
Director Capital Planning/Proj	3	Tot Min	0	0	0	0	0	0	0	0
533199		Total	1	1	0	0	0	0	0	0
Asst. VP, Facilities	1	Tot Min	0	0	0	0	0	0	0	0
Total for 5309901000		Total	7	5	5	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

Workforce Analysis

5309910000

Facilities North-Administratio

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
534950		Total	1	Mal	0	0	0	0	0	0	0
Office Administrator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
533200		Total	1	Mal	1	1	0	0	0	0	0
Director, Facilities & Operati	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5309910000		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

5309920000

Facilities North-Maintenance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
537219		Total	1	Mal	1	1	0	0	0	0	0
Maintenance Assistant II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
539470		Total	2	Mal	2	2	0	0	0	0	0
Occasional Skilled Crafts	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536231		Total	1	Mal	1	1	0	0	0	0	0
Electrician I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536219		Total	1	Mal	1	1	0	0	0	0	0
Sr. Mechanic	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536214		Total	2	Mal	2	2	0	0	0	0	0
Painter	6	Tot Min	0	Fem	0	0	0	0	0	0	0
00937X		Total	1	Mal	1	1	0	0	0	0	0
Temporary Skilled Crafts	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536246		Total	3	Mal	3	3	0	0	0	0	0
Multicraft Maintenance Tech I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536242		Total	3	Mal	3	3	0	0	0	0	0
HVAC Mechanic II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536247		Total	5	Mal	5	5	0	0	0	0	0
Multicraft Maintenance Tech II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536232		Total	1	Mal	1	1	0	0	0	0	0
Electrician II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
539570		Total	1	Mal	1	0	0	0	1	0	0
PT Unlimited Term Skilled Crft	6	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

5309920000

Facilities North-Maintenance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
536236		Total	1	Mal	1	1	0	0	0	0	0
Plumber II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536243		Total	2	Mal	2	2	0	0	0	0	0
HVAC Mechanic III	6	Tot Min	0	Fem	0	0	0	0	0	0	0
536225		Total	2	Mal	2	2	0	0	0	0	0
Electronic Systems Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
533210		Total	1	Mal	1	1	0	0	0	0	0
Building Trades Manager	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533211		Total	1	Mal	1	1	0	0	0	0	0
Mechanical Trades Manager	4	Tot Min	0	Fem	0	0	0	0	0	0	0
533059		Total	1	Mal	1	1	0	0	0	0	0
Auxilliary Tech Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5309920000		Total	29	Mal	29	28	0	0	0	1	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

5309930000

Facilities North-Custodial

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
537234		Total	4	Mal	3	3	0	0	0	0	0
Custodian II	7	Tot Min	0	Fem	1	1	0	0	0	0	0
537232		Total	43	Mal	15	14	1	0	0	0	0
Custodian	7	Tot Min	2	Fem	28	27	0	0	0	0	1
537246		Total	1	Mal	1	1	0	0	0	0	0
Moving/Setup Worker	7	Tot Min	0	Fem	0	0	0	0	0	0	0
537230		Total	5	Mal	2	2	0	0	0	0	0
Custodial Supervisor	7	Tot Min	0	Fem	3	3	0	0	0	0	0
537245		Total	1	Mal	1	1	0	0	0	0	0
Moving/Setup Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
00938X		Total	1	Mal	0	0	0	0	0	0	0
Temporary Service/Maintenance	6	Tot Min	0	Fem	1	1	0	0	0	0	0
535213		Total	1	Mal	1	1	0	0	0	0	0
Custodial & Events Manager	4	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 5309930000	Total	56	Mal	23	22	1	0	0	0	0	0	0
	Tot Min	2	Fem	33	32	0	0	0	0	0	0	1

5309950000 Landscp & Ground Maint

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
537223		Total 8	Mal	8	7	0	0	0	1	0	0
Groundskeeper	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
537240		Total 1	Mal	1	1	0	0	0	0	0	0
Pine Valley Attendant	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
537224		Total 2	Mal	2	2	0	0	0	0	0	0
Groundskeeper Lead	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
537222		Total 1	Mal	1	1	0	0	0	0	0	0
Groundskeeper II	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
537211		Total 1	Mal	1	1	0	0	0	0	0	0
Grounds Project Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
539380		Total 2	Mal	2	2	0	0	0	0	0	0
Temporary Service/Maintenance	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0
535214		Total 1	Mal	1	1	0	0	0	0	0	0
Grounds Manager	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 5309950000		Total 16	Mal	16	15	0	0	0	1	0	0
		Tot Min 1	Fem	0	0	0	0	0	0	0	0

5309960000 Facilities South-Admin

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
533476		Total 1	Mal	0	0	0	0	0	0	0	0
Facilities Administrative Coor	5	Tot Min 0	Fem	1	1	0	0	0	0	0	0
534956		Total 1	Mal	0	0	0	0	0	0	0	0
Receptionist	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
533215		Total 1	Mal	1	1	0	0	0	0	0	0
Building & Landscaping Mgr	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
533202		Total 1	Mal	1	1	0	0	0	0	0	0
Campus Maintenance Manager	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
533200		Total 1	Mal	1	1	0	0	0	0	0	0
Director, Facilities & Operati	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 5309960000

Total	5	Mal	3	3	0	0	0	0	0	0	0
Tot Min	0	Fem	2	2	0	0	0	0	0	0	0

5309970000

Facilities South - Maintenance

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
537246		Total 2	Mal	2	2	0	0	0	0	0
Moving/Setup Worker	7	Tot Min 0	Fem	0	0	0	0	0	0	0
533213		Total 1	Mal	1	1	0	0	0	0	0
Mgr Campus Svcs & Space	7	Tot Min 0	Fem	0	0	0	0	0	0	0
536218		Total 1	Mal	1	1	0	0	0	0	0
Mechanic	6	Tot Min 0	Fem	0	0	0	0	0	0	0
536246		Total 4	Mal	4	3	0	0	1	0	0
Multicraft Maintenance Tech I	6	Tot Min 1	Fem	0	0	0	0	0	0	0
536247		Total 4	Mal	4	3	1	0	0	0	0
Multicraft Maintenance Tech II	6	Tot Min 1	Fem	0	0	0	0	0	0	0
536250		Total 1	Mal	1	1	0	0	0	0	0
Building Trades Technician	6	Tot Min 0	Fem	0	0	0	0	0	0	0
533212		Total 1	Mal	1	1	0	0	0	0	0
Building & Mech Trades Mgr	4	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 5309970000		Total 14	Mal	14	12	1	0	1	0	0
		Tot Min 2	Fem	0	0	0	0	0	0	0

5309980000

Facilities South - Custodial

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
537234		Total 2	Mal	1	1	0	0	0	0	0
Custodian II	7	Tot Min 0	Fem	1	1	0	0	0	0	0
537232		Total 19	Mal	9	6	2	0	1	0	0
Custodian	7	Tot Min 5	Fem	10	8	1	0	1	0	0
537230		Total 3	Mal	0	0	0	0	0	0	0
Custodial Supervisor	7	Tot Min 0	Fem	3	3	0	0	0	0	0
539380		Total 1	Mal	1	0	1	0	0	0	0
Temporary Service/Maintenance	6	Tot Min 1	Fem	0	0	0	0	0	0	0
53PSSH		Total 1	Mal	1	1	0	0	0	0	0
Part Time Staff Student Hourly	5	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5309980000

Facilities South - Custodial

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
535215		Total	1	Mal	0	0	0	0	0	0	0
Custodial Manager	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5309980000		Total	27	Mal	12	8	3	0	1	0	0
		Tot Min	6	Fem	15	13	1	0	1	0	0

5309990000

Fac South-Landscaping&Grounds

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
537223		Total	8	Mal	8	6	0	0	0	0	2
Groundskeeper	7	Tot Min	2	Fem	0	0	0	0	0	0	0
536217		Total	1	Mal	1	1	0	0	0	0	0
Equipment Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0
537222		Total	1	Mal	1	0	1	0	0	0	0
Groundskeeper II	7	Tot Min	1	Fem	0	0	0	0	0	0	0
536246		Total	1	Mal	1	1	0	0	0	0	0
Multicraft Maintenance Tech I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 5309990000		Total	11	Mal	11	8	1	0	0	0	2
		Tot Min	3	Fem	0	0	0	0	0	0	0

**Annotated Employee List by Department
Within Plan - Different Work Location**

5300211200 Visual Arts

Job Code & Title	Work Location	Total Emps	Race	Gender
00932R - Part Time Temporary Faculty	530VA	1	MULTI	Male
Total for 5300211200 - Visual Arts 1				

5300211300 Music

Job Code & Title	Work Location	Total Emps	Race	Gender
539320 - Temporary Faculty	OTH	2	WHITE	Male
Total for 5300211300 - Music 2				

5300214000 English

Job Code & Title	Work Location	Total Emps	Race	Gender
00204X - Lecturer	UC4	1	WHITE	Female
00204X - Lecturer	UC4	2	WHITE	Male
00922X - Limited Term Faculty	UC4	1	WHITE	Female
Total for 5300214000 - English 4				

5300214300 Spanish

Job Code & Title	Work Location	Total Emps	Race	Gender
539320 - Temporary Faculty	UC4	1	WHITE	Female
Total for 5300214300 - Spanish 1				

5300214400 Language Lab

Job Code & Title	Work Location	Total Emps	Race	Gender
539016 - Student Assistant	OCO	1	MULTI	Female
Total for 5300214400 - Language Lab 1				

5300217000 History, Anth, Phil

Job Code & Title	Work Location	Total Emps	Race	Gender
00204X - Lecturer	UC4	1	WHITE	Female
539PBF - Current Term Partial-Ben Fac	OTH	1	WHITE	Male
Total for 5300217000 - History, Anth, Phil 2				

Annotated Employee List by Department

5300311000

Communication: Media & Journal

Job Code & Title	Work Location	Total Emps	Race	Gender
539PBF - Current Term Partial-Ben Fac	UC4	2	WHITE	Female

Total for 5300311000 - Communication: Media & Journal 2

5300411500

Masters of Business Admin

Job Code & Title	Work Location	Total Emps	Race	Gender
532219 - Dir. MBA Prog	UC4	1	WHITE	Male
534950 - Office Administrator	UC4	1	WHITE	Female

Total for 5300411500 - Masters of Business Admin 2

5300411800

Marketing & Management

Job Code & Title	Work Location	Total Emps	Race	Gender
539PBF - Current Term Partial-Ben Fac	OTH	1	WHITE	Male

Total for 5300411800 - Marketing & Management 1

5300415400

Pol Sci/Internat'l Affairs

Job Code & Title	Work Location	Total Emps	Race	Gender
00922X - Limited Term Faculty	UC4	1	WHITE	Male

Total for 5300415400 - Pol Sci/Internat'l Affairs 1

5300611000

Teacher Education

Job Code & Title	Work Location	Total Emps	Race	Gender
00201X - Associate Professor	UC4	1	WHITE	Female
00922X - Limited Term Faculty	UC4	1	WHITE	Female
00932R - Part Time Temporary Faculty	OTH	1	WHITE	Female
539320 - Temporary Faculty	UC4	1	WHITE	Male
539320 - Temporary Faculty	UC4	4	WHITE	Female
539320 - Temporary Faculty	OTH	12	WHITE	Female

Total for 5300611000 - Teacher Education 20

5300811050

Biology-Nat Sci Lab Fee

Job Code & Title	Work Location	Total Emps	Race	Gender
539016 - Student Assistant	DAH	1	WHITE	Female

Total for 5300811050 - Biology-Nat Sci Lab Fee 1

5300812000

Mathematics

Annotated Employee List by Department

Job Code & Title	Work Location	Total Emps	Race	Gender
00204X - Lecturer	UC4	1	WHITE	Female
00922X - Limited Term Faculty	BRC	1	WHITE	Female

Total for 5300812000 - Mathematics 2

5300819500 Inst of Environ Spatial Analys

Job Code & Title	Work Location	Total Emps	Race	Gender
00201X - Associate Professor	UC4	1	WHITE	Female
539320 - Temporary Faculty	OTH	1	WHITE	Male

Total for 5300819500 - Inst of Environ Spatial Analys 2

5301211400 Georgia Globe/eCore

Job Code & Title	Work Location	Total Emps	Race	Gender
00932R - Part Time Temporary Faculty	OTH	1	BLACK	Female
00932R - Part Time Temporary Faculty	OTH	1	WHITE	Female
00932R - Part Time Temporary Faculty	OTH	2	WHITE	Male
539320 - Temporary Faculty	OTH	1	AMIND	Female
539320 - Temporary Faculty	OTH	3	WHITE	Male
539320 - Temporary Faculty	OTH	4	WHITE	Female

Total for 5301211400 - Georgia Globe/eCore 12

5301211410 eCore Support

Job Code & Title	Work Location	Total Emps	Race	Gender
00933Z - Temporary Administrator Retire	BRC	1	WHITE	Male

Total for 5301211410 - eCore Support 1

5301212950 Blue Ridge Instructional Site

Job Code & Title	Work Location	Total Emps	Race	Gender
532063 - Director, Blue Ridge	BRC	1	WHITE	Female
00202X - Assistant Professor	BRC	3	WHITE	Male
00204U - Senior Lecturer	BRC	1	WHITE	Female
539320 - Temporary Faculty	BRC	1	WHITE	Male
532760 - Coord Community Outreach	BRC	1	WHITE	Female
532193 - Asst Director, Enrollment Svcs	BRC	1	WHITE	Female
533925 - Academic Advisor	BRC	1	WHITE	Female
534950 - Office Administrator	BRC	1	WHITE	Female

Total for 5301212950 - Blue Ridge Instructional Site 10

5301414000 Professional & Cont. Ed (14000)

Annotated Employee List by Department

Job Code & Title	Work Location	Total Emps	Race	Gender
534950 - Office Administrator	UC4	1	WHITE	Female

Total for 5301414000 - Professional & Cont. Ed (14000 1

5301612000 Academic Advising

Job Code & Title	Work Location	Total Emps	Race	Gender
533948 - Academic Advising Coordinator	UC4	1	BLACK	Female
533925 - Academic Advisor	UC4	1	MULTI	Female
533925 - Academic Advisor	UC4	1	WHITE	Female

Total for 5301612000 - Academic Advising 3

5301615000 Student Disability Services

Job Code & Title	Work Location	Total Emps	Race	Gender
532725 - Coord Student Disability Svcs	UC4	1	WHITE	Female
539350 - Temporary Office/Clerical Asst	UC4	1	WHITE	Female

Total for 5301615000 - Student Disability Services 2

5301615200 Supplemental Instruction

Job Code & Title	Work Location	Total Emps	Race	Gender
539010 - Student Assistant I	UC4	1	WHITE	Female
539016 - Student Assistant	UC4	1	AMIND	Female
539016 - Student Assistant	UC4	1	WHITE	Male
539016 - Student Assistant	UC4	3	WHITE	Female

Total for 5301615200 - Supplemental Instruction 6

5301615700 Tutoring Svcs

Job Code & Title	Work Location	Total Emps	Race	Gender
534957 - Front Desk Assistant	UC4	1	WHITE	Female
539016 - Student Assistant	OCO	1	BLACK	Female
539016 - Student Assistant	OCO	1	MULTI	Female
539016 - Student Assistant	OCO	1	WHITE	Female
539016 - Student Assistant	OCO	1	WHITE	Male
00935X - Temporary Office/Clerical	UC4	1	WHITE	Male

Total for 5301615700 - Tutoring Svcs 6

5301617000 Academic Skills:Freshman Exp

Job Code & Title	Work Location	Total Emps	Race	Gender
539320 - Temporary Faculty	UC4	1	WHITE	Female

Annotated Employee List by Department

Total for 5301617000 - Academic Skills:Freshman Exp 1

5301811000

Library

Job Code & Title	Work Location	Total Emps	Race	Gender
532402 - Head Librarian II	UC4	1	WHITE	Female
00210X - Librarian AC	UC4	1	WHITE	Female
00909X - Graduate Assistant (Hourly)	UC4	1	WHITE	Female

Total for 5301811000 - Library 3

5302011000

IT Academic Computing

Job Code & Title	Work Location	Total Emps	Race	Gender
533467 - TSS Coordinator	UC4	1	WHITE	Male

Total for 5302011000 - IT Academic Computing 1

5302011100

Student Technology

Job Code & Title	Work Location	Total Emps	Race	Gender
539036 - Student Technician	UC4	1	MULTI	Male
533459 - Help Desk Coord	UC4	1	WHITE	Female

Total for 5302011100 - Student Technology 2

5302215023

UC/GA 400 Administration

Job Code & Title	Work Location	Total Emps	Race	Gender
532048 - Exec Director, UC/GA400	UC4	1	WHITE	Male
534950 - Office Administrator	UC4	1	WHITE	Female
534955 - Staff Assistant	UC4	1	WHITE	Female
539016 - Student Assistant	UC4	1	WHITE	Female

Total for 5302215023 - UC/GA 400 Administration 4

5302215200

Assoc VP for Enrollment Manage

Job Code & Title	Work Location	Total Emps	Race	Gender
532193 - Asst Director, Enrollment Svcs	UC4	1	WHITE	Male

Total for 5302215200 - Assoc VP for Enrollment Manage 1

5302411200

Dean of Students - Gainesville

Job Code & Title	Work Location	Total Emps	Race	Gender
533417 - Asst Dir, Student Counseling	UC4	1	BLACK	Female

Total for 5302411200 - Dean of Students - Gainesville 1

Annotated Employee List by Department

5302815110

Testing

Job Code & Title	Work Location	Total Emps	Race	Gender
532710 - Testing Office Coordinator	UC4	1	BLACK	Female

Total for 5302815110 - Testing 1

5303011000

Student Financial Aid

Job Code & Title	Work Location	Total Emps	Race	Gender
532311 - Sr. Financial Aid Counselor	UC4	1	WHITE	Female

Total for 5303011000 - Student Financial Aid 1

5303812100

Bursar's Office

Job Code & Title	Work Location	Total Emps	Race	Gender
533113 - Program Accounting Specialist	UC4	1	WHITE	Female

Total for 5303812100 - Bursar's Office 1

5304011000

Human Resources

Job Code & Title	Work Location	Total Emps	Race	Gender
533702 - Technical Support Spec III	OTH	1	WHITE	Male

Total for 5304011000 - Human Resources 1

5304613000

Work Study Program

Job Code & Title	Work Location	Total Emps	Race	Gender
539026 - Work Study Student	BRC	1	MULTI	Male
539026 - Work Study Student	UC4	1	WHITE	Female

Total for 5304613000 - Work Study Program 2

5307709003

HEP HS Equivalency Program

Job Code & Title	Work Location	Total Emps	Race	Gender
539340 - Temporary Professional	BRC	1	HISPA	Male

Total for 5307709003 - HEP HS Equivalency Program 1

5309901000

Facilities & Capital Planning

Job Code & Title	Work Location	Total Emps	Race	Gender
533206 - Director Capital Planning/Proj	UC4	1	WHITE	Male

Total for 5309901000 - Facilities & Capital Planning 1

Annotated Employee List by Department

5309920000

Facilities North-Maintenance

Job Code & Title	Work Location	Total Emps	Race	Gender
00937X - Temporary Skilled Crafts	UC4	1	WHITE	Male
539470 - Occasional Skilled Crafts	UC4	1	WHITE	Male

Total for 5309920000 - Facilities North-Maintenance 2

5309930000

Facilities North-Custodial

Job Code & Title	Work Location	Total Emps	Race	Gender
537232 - Custodian	UC4	1	WHITE	Male

Total for 5309930000 - Facilities North-Custodial 1

5309980000

Facilities South - Custodial

Job Code & Title	Work Location	Total Emps	Race	Gender
537232 - Custodian	UC4	2	WHITE	Female

Total for 5309980000 - Facilities South - Custodial 2

Overall Total 109

Job Group Analysis

41 C.F.R. 60-2.12

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by University of North Georgia in positions covered by this AAP.

In designing our job groups we considered similarities of duties and opportunities.

Although not a determinative factor in designing job groups, we also attempted to create job groups large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

We have included a chart identifying the employees included in this AAP who work at other University of North Georgia locations and those employees who work at locations but are covered by this AAP covered by this AAP but who, in accordance with 41 C.F.R. 60-2.1, are included in another University of North Georgia AAP. This chart sets forth the locations where the employees are actually working and/or the AAP in which they are included.

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

Job Group Analysis

102

President

EEO Code: 1

Job Code & Title		Min	Fem							
531000 - President	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	1							
		%	100.00							

103

Provost

EEO Code: 1

Job Code & Title		Min	Fem							
531010 - Provost/ VP for Academic Affa	#	1	0							
1 Employee	%	100.00	0.00							
1 Employee	Totals	#	1							
		%	100.00							

118

Chief Student Affairs Officer

EEO Code: 1

Job Code & Title		Min	Fem							
00118M - Interim Chief Student Affairs	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0							
		%	0.00							

120

Dean AC

EEO Code: 1

Job Code & Title		Min	Fem							
532010 - Dean, School of Business	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

120

Dean AC

EEO Code: 1

Job Code & Title		Min	Fem							
532020 - Dean, College of Arts & Letter	#	0	0							
1 Employee	%	0.00	0.00							
532040 - Dean, Science & Mathematics	#	0	0							
1 Employee	%	0.00	0.00							
532030 - Dean, College of Education	#	0	1							
1 Employee	%	0.00	100.00							
00120X - Dean AC	#	0	2							
3 Employees	%	0.00	66.67							
00120M - Interim Dean AC	#	0	1							
1 Employee	%	0.00	100.00							
8 Employees	Totals #	0	5							
	%	0.00	62.50							

125

Dean AD

EEO Code: 1

Job Code & Title		Min	Fem							
532048 - Exec Director, UC/GA400	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals #	0	0							
	%	0.00	0.00							

140

Vice President

EEO Code: 1

Job Code & Title		Min	Fem							
531020 - Sr VP for Business & Finance	#	0	0							
1 Employee	%	0.00	0.00							
00140X - Vice President	#	0	0							
1 Employee	%	0.00	0.00							
531050 - Vice President, Advancement	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

140

Vice President

EEO Code: 1

Job Code & Title		Min	Fem							
531045 - Sr. VP, Leadership & Strategic	#	0	0							
1 Employee	%	0.00	0.00							
4 Employees	Totals	#	0	0						
		%	0.00	0.00						

145

Assoc/Asst Vice President

EEO Code: 1

Job Code & Title		Min	Fem							
533050 - Assoc VP Real Estate & Auxilia	#	0	0							
1 Employee	%	0.00	0.00							
531039 - Chief of Staff	#	0	1							
1 Employee	%	0.00	100.00							
532190 - Assoc VP for Enrollment Mgmt	#	0	1							
1 Employee	%	0.00	100.00							
533010 - Assoc VP Financial Svcs & Comp	#	0	1							
1 Employee	%	0.00	100.00							
533151 - Assoc VP HR/Risk/Compliance	#	0	1							
1 Employee	%	0.00	100.00							
00145X - Assoc/Asst Vice President	#	0	2							
2 Employees	%	0.00	100.00							
533199 - Asst. VP, Facilities	#	0	0							
1 Employee	%	0.00	0.00							
00145E - Associate Vice President	#	0	1							
1 Employee	%	0.00	100.00							
532032 - Assoc Dean, Arts & Letters	#	0	0							
2 Employees	%	0.00	0.00							
532066 - Asso VP Stu Aff/Dean of St-DAH	#	0	1							
1 Employee	%	0.00	100.00							
538116 - Assoc VP Military Programs	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

145

Assoc/Asst Vice President

EEO Code: 1

Job Code & Title		Min	Fem							
532051 - Asst VP Stu Aff/Dean of St-OC	#	0	1							
1 Employee	%	0.00	100.00							
14 Employees	Totals	#	0	9						
		%	0.00	64.29						

150

Vice Provost

EEO Code: 1

Job Code & Title		Min	Fem							
00150X - Vice Provost	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

155

Assoc/Asst Provost

EEO Code: 1

Job Code & Title		Min	Fem							
00155X - Assoc/Asst Provost	#	0	0							
1 Employee	%	0.00	0.00							
00155E - Associate Provost	#	0	0							
1 Employee	%	0.00	0.00							
2 Employees	Totals	#	0	0						
		%	0.00	0.00						

162

Chief Athletics Administrator

EEO Code: 1

Job Code & Title		Min	Fem							
531060 - Athletics Director	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

162

Chief Athletics Administrator

EEO Code: 1

Job Code & Title			Min	Fem							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

176

Chief Information (IT) Officer

EEO Code: 1

Job Code & Title			Min	Fem							
531030 - Chief Information Officer		#	0	0							
1 Employee		%	0.00	0.00							
531031 - Deputy CIO		#	0	0							
1 Employee		%	0.00	0.00							
533793 - Asst CIO Entrprse Info Sys		#	0	0							
1 Employee		%	0.00	0.00							
533799 - Asst CIO,IT Portfolio Mgr, AV		#	0	0							
1 Employee		%	0.00	0.00							
4 Employees	Totals	#	0	0							
		%	0.00	0.00							

180

Chief Legal Affairs Officer

EEO Code: 1

Job Code & Title			Min	Fem							
531071 - General Counsel		#	0	1							
1 Employee		%	0.00	100.00							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

182

Chief Librarian

EEO Code: 1

Job Code & Title			Min	Fem							
532400 - Dean of Libraries		#	0	1							
1 Employee		%	0.00	100.00							

Job Group Analysis

182

Chief Librarian

EEO Code: 1

Job Code & Title			Min	Fem							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

190

Director, College/Division/School AC

EEO Code: 1

Job Code & Title			Min	Fem							
00190X - Director Coll/Div/Sch AC		#	0	0							
1 Employee		%	0.00	0.00							
532700 - Dir, Distance Ed & Tech Integ		#	0	1							
1 Employee		%	0.00	100.00							
2 Employees	Totals	#	0	1							
		%	0.00	50.00							

193

Director, Division/Department AD

EEO Code: 1

Job Code & Title			Min	Fem							
531058 - Executive Director, Oconee		#	0	1							
1 Employee		%	0.00	100.00							
533200 - Director, Facilities & Operati		#	0	0							
2 Employees		%	0.00	0.00							
532056 - Commandant of Cadets		#	0	0							
1 Employee		%	0.00	0.00							
533290 - Exec Dir Auxlry Svcs & Related		#	0	1							
1 Employee		%	0.00	100.00							
00193X - Director Div/Dpt AD		#	0	3							
5 Employees		%	0.00	60.00							
532605 - Dir, Institutional Research		#	0	1							
1 Employee		%	0.00	100.00							
532063 - Director, Blue Ridge		#	0	1							
1 Employee		%	0.00	100.00							

Job Group Analysis

193

Director, Division/Department AD

EEO Code: 1

Job Code & Title		Min	Fem							
533300 - Director, Public Safety	#	0	0							
1 Employee	%	0.00	0.00							
532730 - Dir Teaching Learning Ldrsh	#	0	1							
1 Employee	%	0.00	100.00							
532300 - Director, Financial Aid	#	0	1							
1 Employee	%	0.00	100.00							
533410 - Director, Student Counseling	#	0	0							
1 Employee	%	0.00	0.00							
532731 - Dir, Complete College GA	#	1	1							
1 Employee	%	100.00	100.00							
532100 - University Registrar	#	0	0							
1 Employee	%	0.00	0.00							
532219 - Dir. MBA Prog	#	0	0							
1 Employee	%	0.00	0.00							
533185 - Dir, Risk Mgmt & Compliance	#	0	0							
1 Employee	%	0.00	0.00							
538105 - Director, Cadet Admissions	#	0	0							
1 Employee	%	0.00	0.00							
533176 - Payroll Director	#	1	1							
1 Employee	%	100.00	100.00							
532075 - Director, Graduate Admissions	#	0	1							
1 Employee	%	0.00	100.00							
533400 - Director, Career Services	#	0	1							
1 Employee	%	0.00	100.00							
532803 - Director, Field Placement	#	0	1							
1 Employee	%	0.00	100.00							
533108 - Dir, Accounting & Fin Services	#	0	1							
1 Employee	%	0.00	100.00							
532739 - Director Language Labs	#	1	1							
1 Employee	%	100.00	100.00							

Job Group Analysis

193

Director, Division/Department AD

EEO Code: 1

Job Code & Title		Min	Fem							
533450 - Dir, Student Money Mgt Ctr	#	0	0							
1 Employee	%	0.00	0.00							
533483 - Director, Std Life, Leader Pr	#	0	1							
1 Employee	%	0.00	100.00							
29 Employees	Totals #	3	17							
	%	10.34	58.62							

196

Department Chair/Head AC

EEO Code: 1

Job Code & Title		Min	Fem							
532046 - Dept Head, Physics	#	0	0							
1 Employee	%	0.00	0.00							
00196X - Dept Chair/Head AC	#	1	10							
22 Employees	%	4.55	45.45							
00196M - Interim Dept Chair/Head AC	#	0	1							
2 Employees	%	0.00	50.00							
25 Employees	Totals #	1	11							
	%	4.00	44.00							

200

Professor

EEO Code: 2

Job Code & Title		Min	Fem							
00200X - Professor	#	13	26							
83 Employees	%	15.66	31.33							
83 Employees	Totals #	13	26							
	%	15.66	31.33							

201

Associate Professor

EEO Code: 2

Job Code & Title		Min	Fem							

Job Group Analysis

201

Associate Professor

EEO Code: 2

Job Code & Title		Min	Fem							
00201X - Associate Professor	#	28	53							
119 Employees	%	23.53	44.54							
119 Employees	Totals	#	28	53						
		%	23.53	44.54						

202

Assistant Professor

EEO Code: 2

Job Code & Title		Min	Fem							
532092 - Hd Coach, Womens Bsktb	#	0	1							
1 Employee	%	0.00	100.00							
00202X - Assistant Professor	#	62	110							
220 Employees	%	28.18	50.00							
00202W - Visiting Asst Professor	#	0	0							
1 Employee	%	0.00	0.00							
222 Employees	Totals	#	62	111						
		%	27.93	50.00						

203

Instructor

EEO Code: 2

Job Code & Title		Min	Fem							
532096 - Hd Coach, Women's Soccer	#	0	0							
1 Employee	%	0.00	0.00							
532094 - Hd Coach, Men's Soccer	#	1	0							
1 Employee	%	100.00	0.00							
532098 - Head Coach, Tennis	#	0	0							
1 Employee	%	0.00	0.00							
00203X - Instructor	#	0	0							
1 Employee	%	0.00	0.00							
532097 - Assistant Coach, Women's Socce	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

203

Instructor

EEO Code: 2

Job Code & Title			Min	Fem							
5 Employees	Totals	#	1	1							
		%	20.00	20.00							

204

Lecturer

EEO Code: 2

Job Code & Title			Min	Fem							
00204U - Senior Lecturer		#	2	15							
22 Employees		%	9.09	68.18							
00204X - Lecturer		#	23	84							
141 Employees		%	16.31	59.57							
163 Employees	Totals	#	25	99							
		%	15.34	60.74							

210

Librarian AC

EEO Code: 2

Job Code & Title			Min	Fem							
532403 - Head Librarian III		#	0	2							
2 Employees		%	0.00	100.00							
532402 - Head Librarian II		#	0	2							
2 Employees		%	0.00	100.00							
532406 - Collections & Initiatives Lib		#	0	1							
1 Employee		%	0.00	100.00							
532405 - Collection Mgt Librarian		#	1	2							
2 Employees		%	50.00	100.00							
00210X - Librarian AC		#	1	6							
9 Employees		%	11.11	66.67							
16 Employees	Totals	#	2	13							
		%	12.50	81.25							

Job Group Analysis

213

Academic Professional AC

EEO Code: 2

Job Code & Title		Min	Fem							
533431 - Clinical Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

922

Limited Term Faculty

EEO Code: 2

Job Code & Title		Min	Fem							
00922X - Limited Term Faculty	#	9	21							
40 Employees	%	22.50	52.50							
539FBF - Current Term Full-Ben Faculty	#	3	5							
13 Employees	%	23.08	38.46							
539PBF - Current Term Partial-Ben Fac	#	7	18							
32 Employees	%	21.88	56.25							
85 Employees	Totals	#	19	44						
		%	22.35	51.76						

932

Temporary Faculty

EEO Code: 2

Job Code & Title		Min	Fem							
539520 - PT Unlimited Term Faculty	#	1	1							
1 Employee	%	100.00	100.00							
00932R - Part Time Temporary Faculty	#	2	7							
10 Employees	%	20.00	70.00							
539320 - Temporary Faculty	#	34	139							
229 Employees	%	14.85	60.70							
240 Employees	Totals	#	37	147						
		%	15.42	61.25						

Job Group Analysis

944

Occasional Professional

EEO Code: 3

Job Code & Title		Min	Fem							
534926 - Accompanist	#	1	2							
3 Employees	%	33.33	66.67							
3 Employees	Totals	#	1	2						
		%	33.33	66.67						

934

Temporary Professional

EEO Code: 3

Job Code & Title		Min	Fem							
00954Z - Hourly Professional Retiree	#	0	2							
2 Employees	%	0.00	100.00							
539540 - PT Unlimited Term Profession	#	0	1							
2 Employees	%	0.00	50.00							
539340 - Temporary Professional	#	3	2							
4 Employees	%	75.00	50.00							
8 Employees	Totals	#	3	5						
		%	37.50	62.50						

300

Director, Subdivision/Unit AD

EEO Code: 3

Job Code & Title		Min	Fem							
533800 - Director, Budget Office	#	0	1							
1 Employee	%	0.00	100.00							
533631 - Director of Devel, Corp of Cad	#	0	0							
1 Employee	%	0.00	0.00							
533790 - Chief Information Security Ofc	#	0	0							
1 Employee	%	0.00	0.00							
533604 - Director of Estate & Gift Plan	#	0	0							
1 Employee	%	0.00	0.00							
532607 - Director, Accreditation & Asse	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

300

Director, Subdivision/Unit AD

EEO Code: 3

Job Code & Title		Min	Fem							
533190 - Director, Internal Audit	#	0	1							
1 Employee	%	0.00	100.00							
532510 - Dir, Continuing Education	#	0	1							
1 Employee	%	0.00	100.00							
533430 - Dir, Student Health Services	#	0	1							
1 Employee	%	0.00	100.00							
533621 - Dir, Alumni Relations & Annual	#	0	1							
1 Employee	%	0.00	100.00							
00300X - Director SubDivUnit AD	#	0	1							
1 Employee	%	0.00	100.00							
533112 - Exec. Dir. Business Svcs	#	0	1							
1 Employee	%	0.00	100.00							
532064 - Dir Academic & Clinical Engagm	#	0	1							
1 Employee	%	0.00	100.00							
533126 - Director, Purchasing	#	0	1							
1 Employee	%	0.00	100.00							
533923 - Exec. Dir, Academic Advising	#	0	1							
1 Employee	%	0.00	100.00							
532819 - Dir of Liaison & Military Ops	#	0	1							
1 Employee	%	0.00	100.00							
533589 - Project Director, Upward Bound	#	1	1							
1 Employee	%	100.00	100.00							
532761 - Dir Economic Development	#	0	1							
1 Employee	%	0.00	100.00							
533601 - Director, Advancement Svcs	#	0	1							
1 Employee	%	0.00	100.00							
533495 - Dir Campus Success & Strategic	#	0	0							
1 Employee	%	0.00	0.00							
533712 - Director, IT Service Desk	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

300

Director, Subdivision/Unit AD

EEO Code: 3

Job Code & Title		Min	Fem							
533251 - Director of UNG Stores	#	0	1							
1 Employee	%	0.00	100.00							
533419 - Dir Sponsored Programs Langua	#	1	1							
1 Employee	%	100.00	100.00							
533615 - Dir, Donor Relations	#	0	1							
1 Employee	%	0.00	100.00							
532061 - Dir, Multicultural Student Aff	#	1	0							
1 Employee	%	100.00	0.00							
532716 - Director, Learning Support	#	0	1							
1 Employee	%	0.00	100.00							
533542 - Dir, Migrant Programs & Svcs	#	1	0							
1 Employee	%	100.00	0.00							
532745 - Director, Tutoring Services	#	1	0							
1 Employee	%	100.00	0.00							
533481 - Dir Orientation & Transition P	#	0	1							
1 Employee	%	0.00	100.00							
532726 - Dir, Student Disability Servic	#	0	0							
1 Employee	%	0.00	0.00							
533425 - Dir, Recreational Sports	#	0	0							
1 Employee	%	0.00	0.00							
532740 - Director, Testing	#	1	1							
1 Employee	%	100.00	100.00							
532717 - Dir, Supplemental Instruction	#	0	1							
1 Employee	%	0.00	100.00							
533510 - Director of Compliance, Athlet	#	0	1							
1 Employee	%	0.00	100.00							
532038 - Galleries Director	#	0	1							
1 Employee	%	0.00	100.00							
533059 - Auxilliary Tech Specialist	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

300

Director, Subdivision/Unit AD

EEO Code: 3

Job Code & Title		Min	Fem							
533485 - Dir, Fraternity & Sorority Lif	#	0	1							
1 Employee	%	0.00	100.00							
532053 - Dir, Student Involvement	#	0	1							
1 Employee	%	0.00	100.00							
00300M - Interim Director SubDiv/Unit A	#	0	1							
1 Employee	%	0.00	100.00							
38 Employees	Totals #	6	28							
	%	15.79	73.68							

302

Assoc/Asst Director, College/School AC

EEO Code: 3

Job Code & Title		Min	Fem							
532060 - Asst, Dir., Multicultural Stdt	#	1	1							
1 Employee	%	100.00	100.00							
1 Employee	Totals #	1	1							
	%	100.00	100.00							

304

Assoc/Asst Dean AC

EEO Code: 3

Job Code & Title		Min	Fem							
00304E - Associate Dean AC	#	1	1							
3 Employees	%	33.33	33.33							
00304D - Assistant Dean AC	#	1	3							
4 Employees	%	25.00	75.00							
7 Employees	Totals #	2	4							
	%	28.57	57.14							

306

Assoc/Asst Dean AD

EEO Code: 3

Job Code & Title		Min	Fem							

Job Group Analysis

306

Assoc/Asst Dean AD

EEO Code: 3

Job Code & Title		Min	Fem							
532054 - Assoc Dean-Student Involvement	#	0	0							
1 Employee	%	0.00	0.00							
00306X - Assoc/Asst Dean AD	#	0	1							
1 Employee	%	0.00	100.00							
538115 - Assistant Commandant of Cadets	#	0	0							
1 Employee	%	0.00	0.00							
532052 - Asst Dean - Student Conduct	#	1	1							
1 Employee	%	100.00	100.00							
4 Employees	Totals	#	1	2						
		%	25.00	50.00						

308

Assoc/Asst Dept Chair/Director/Head AC

EEO Code: 3

Job Code & Title		Min	Fem							
533504 - Assistant Athletic Director	#	0	0							
1 Employee	%	0.00	0.00							
00308E - Assoc Dept Chair/Dir/Hd AC	#	0	4							
9 Employees	%	0.00	44.44							
00308D - Asst Dept Chair/Dir/Hd AC	#	1	0							
1 Employee	%	100.00	0.00							
00308X - Asso/Asst Dept Chair/Dir/Hd AC	#	0	1							
1 Employee	%	0.00	100.00							
12 Employees	Totals	#	1	5						
		%	8.33	41.67						

310

Assoc/Asst Director, Division/Department AD

EEO Code: 3

Job Code & Title		Min	Fem							
533155 - Assoc Dir, Human Resources	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

310

Assoc/Asst Director, Division/Department AD

EEO Code: 3

Job Code & Title		Min	Fem							
533802 - Asst Dir, Budget Office	#	0	1							
1 Employee	%	0.00	100.00							
533502 - Assoc Athletic Director	#	0	0							
1 Employee	%	0.00	0.00							
533104 - Assistant Comptroller	#	0	1							
1 Employee	%	0.00	100.00							
532709 - Assoc Dir, Post Award	#	1	1							
1 Employee	%	100.00	100.00							
533170 - Assistant Dir HR Operations	#	1	1							
1 Employee	%	100.00	100.00							
533401 - Assoc Dir, Career Services	#	1	0							
1 Employee	%	100.00	0.00							
533411 - Assoc Dir Counseling Services	#	0	2							
2 Employees	%	0.00	100.00							
533445 - Assoc Dean for Student Life	#	0	1							
1 Employee	%	0.00	100.00							
00310D - Asst Director Div/Dpt AD	#	0	1							
1 Employee	%	0.00	100.00							
532306 - Assoc Dir, Financial Aid	#	1	4							
4 Employees	%	25.00	100.00							
533746 - Network Engineer	#	0	0							
2 Employees	%	0.00	0.00							
533840 - Dept Business Officer	#	0	2							
2 Employees	%	0.00	100.00							
532189 - Assoc Dir Enrollment Mgt Ops	#	0	0							
1 Employee	%	0.00	0.00							
532102 - Associate Registrar	#	0	1							
2 Employees	%	0.00	50.00							
532202 - Associate Dir, Admissions	#	0	3							
3 Employees	%	0.00	100.00							

Job Group Analysis

310

Assoc/Asst Director, Division/Department AD

EEO Code: 3

Job Code & Title		Min	Fem							
533422 - Assoc Dir, Recreation & Wellne	#	0	0							
1 Employee	%	0.00	0.00							
533058 - Asst Dir Auxiliary Services	#	0	1							
1 Employee	%	0.00	100.00							
00310X - Asso/Asst Director Div/Dept AD	#	0	0							
1 Employee	%	0.00	0.00							
533421 - Assoc Dir Rec Sports	#	0	1							
1 Employee	%	0.00	100.00							
533464 - Assistant Dir, Residence Life	#	0	0							
1 Employee	%	0.00	0.00							
533622 - Alumni Relations Officer	#	0	2							
2 Employees	%	0.00	100.00							
532727 - Asst Dir, Disability Services	#	1	2							
2 Employees	%	50.00	100.00							
532719 - Assistant Director, Learning S	#	0	1							
1 Employee	%	0.00	100.00							
532193 - Asst Director, Enrollment Svcs	#	0	1							
2 Employees	%	0.00	50.00							
37 Employees	Totals	#	5	27						
		%	13.51	72.97						

312

Assoc/Asst Director, Subdivision/Unit AD

EEO Code: 3

Job Code & Title		Min	Fem							
533206 - Director Capital Planning/Proj	#	0	0							
1 Employee	%	0.00	0.00							
533772 - Asst CIO Network & Telecom	#	0	0							
1 Employee	%	0.00	0.00							
00312D - Asst Director SubDiv/Unit AD	#	1	0							
1 Employee	%	100.00	0.00							

Job Group Analysis

312

Assoc/Asst Director, Subdivision/Unit AD

EEO Code: 3

Job Code & Title		Min	Fem							
532701 - Assistant Dir DETI	#	1	0							
1 Employee	%	100.00	0.00							
00312E - Assoc Director SubDiv/Unit AD	#	0	0							
1 Employee	%	0.00	0.00							
532737 - Assoc Dir, NISTS	#	0	1							
1 Employee	%	0.00	100.00							
532191 - Asso Dir Enrol Mgt Campus Impl	#	0	1							
1 Employee	%	0.00	100.00							
533494 - Asst Dir Student Life/Stu Orgs	#	0	1							
1 Employee	%	0.00	100.00							
532732 - Asst Dir Stdt Life Veteran/Ad	#	0	1							
1 Employee	%	0.00	100.00							
532710 - Testing Office Coordinator	#	3	5							
5 Employees	%	60.00	100.00							
533434 - Health Educator	#	1	0							
1 Employee	%	100.00	0.00							
15 Employees	Totals	#	6	9						
		%	40.00	60.00						

315

Manager

EEO Code: 3

Job Code & Title		Min	Fem							
533938 - Program Manager	#	0	1							
1 Employee	%	0.00	100.00							
533771 - Mgr, University IT Systems	#	0	0							
2 Employees	%	0.00	0.00							
533168 - Manager, HR Analytics	#	0	1							
1 Employee	%	0.00	100.00							
533111 - Bursar	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

315

Manager

EEO Code: 3

Job Code & Title		Min	Fem							
533167 - Mgr Talent Acquisition	#	1	1							
1 Employee	%	100.00	100.00							
533118 - Manager Accounts Payable	#	0	1							
1 Employee	%	0.00	100.00							
533945 - Accreditation & Assessment Mgr	#	0	1							
1 Employee	%	0.00	100.00							
533587 - Program Director - McNair Prog	#	0	1							
1 Employee	%	0.00	100.00							
533752 - Manager, IT Service Desk	#	0	0							
1 Employee	%	0.00	0.00							
537314 - Parking & Transportation Mgr	#	0	1							
1 Employee	%	0.00	100.00							
11 Employees	Totals	#	1	7						
		%	9.09	63.64						

316

Assoc/Asst Manager

EEO Code: 3

Job Code & Title		Min	Fem							
533115 - Associate Bursar	#	0	1							
1 Employee	%	0.00	100.00							
533114 - Assistant Bursar	#	0	1							
1 Employee	%	0.00	100.00							
533136 - Asst Mgr, Logistical Svcs	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals	#	0	3						
		%	0.00	100.00						

320

Deputy/Associate Administrator

EEO Code: 3

Job Code & Title		Min	Fem							
------------------	--	-----	-----	--	--	--	--	--	--	--

Job Group Analysis

320

Deputy/Associate Administrator

EEO Code: 3

Job Code & Title		Min	Fem							
533152 - Deputy CHRO	#	0	0							
1 Employee	%	0.00	0.00							
533937 - Administrative Manager	#	1	3							
3 Employees	%	33.33	100.00							
4 Employees	Totals	#	1	3						
		%	25.00	75.00						

325

Executive Assistant/Administrative Specialist / Co

EEO Code: 3

Job Code & Title		Min	Fem							
533169 - Ombudsman	#	0	0							
1 Employee	%	0.00	0.00							
532813 - Assoc Dir, Global Engagement	#	0	1							
2 Employees	%	0.00	50.00							
533159 - Title IX/ADA Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
532760 - Coord Community Outreach	#	0	1							
1 Employee	%	0.00	100.00							
533912 - Acad Affairs Business Manager	#	1	1							
1 Employee	%	100.00	100.00							
533910 - Admin Asst to the President	#	0	1							
1 Employee	%	0.00	100.00							
533188 - EH&S Specialist	#	0	0							
1 Employee	%	0.00	0.00							
00325X - Admin Specialist/Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
533908 - Assistant to the Provost	#	0	1							
1 Employee	%	0.00	100.00							
533653 - Assistant to the Dean II	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

325

Executive Assistant/Administrative Specialist / Co

EEO Code: 3

Job Code & Title		Min	Fem							
533915 - Admin Asst to the VP	#	0	4							
4 Employees	%	0.00	100.00							
533195 - Business & Finance Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
533652 - Assistant to the Dean I	#	0	2							
2 Employees	%	0.00	100.00							
532714 - Tutoring Lab Coordinator	#	2	3							
4 Employees	%	50.00	75.00							
532197 - Dual Enroll Coord	#	1	0							
1 Employee	%	100.00	0.00							
532822 - International Student Services	#	0	1							
1 Employee	%	0.00	100.00							
533934 - Online Stdtd Succ Coord	#	0	1							
1 Employee	%	0.00	100.00							
533936 - Program Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
533920 - Admin Asst to the Dean/AVP	#	0	3							
3 Employees	%	0.00	100.00							
532713 - Coord, Corps Tutoring	#	0	1							
1 Employee	%	0.00	100.00							
31 Employees	Totals	5	24							
		16.13	77.42							

400

Academic Services Professional

EEO Code: 3

Job Code & Title		Min	Fem							
533960 - Coord Asses & Online Prog	#	0	1							
1 Employee	%	0.00	100.00							
532698 - Instructional Designer II	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

400

Academic Services Professional

EEO Code: 3

Job Code & Title		Min	Fem							
538132 - Acad Coord National Svc Leadr	#	0	1							
1 Employee	%	0.00	100.00							
533948 - Academic Advising Coordinator	#	1	3							
4 Employees	%	25.00	75.00							
533490 - Student Success Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
533951 - Internship Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
532702 - Instructional Designer	#	1	1							
2 Employees	%	50.00	50.00							
533949 - PROS Program Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
532311 - Sr. Financial Aid Counselor	#	1	5							
6 Employees	%	16.67	83.33							
533922 - Coord, Cadet Academic Svcs	#	0	1							
1 Employee	%	0.00	100.00							
00400X - Academic Services Professional	#	0	1							
2 Employees	%	0.00	50.00							
532721 - Tutor I	#	1	2							
5 Employees	%	20.00	40.00							
533952 - Academic Counselor	#	0	1							
1 Employee	%	0.00	100.00							
28 Employees	Totals	#	4	20						
		%	14.29	71.43						

465

IT Systems Support Professional

EEO Code: 3

Job Code & Title		Min	Fem							
533731 - Dir Enterprise Appl Suppt	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

465

IT Systems Support Professional

EEO Code: 3

Job Code & Title		Min	Fem							
533725 - Sr. Systems Engineer	#	0	0							
1 Employee	%	0.00	0.00							
533782 - Software Quality Assur Enginr	#	0	1							
1 Employee	%	0.00	100.00							
533701 - Director, Tech Support Svcs	#	0	0							
1 Employee	%	0.00	0.00							
533724 - Programmer Analyst II	#	0	1							
1 Employee	%	0.00	100.00							
533789 - Software Developer	#	0	0							
2 Employees	%	0.00	0.00							
533744 - Telecommunications Engineer	#	0	0							
2 Employees	%	0.00	0.00							
533768 - Application Developer I	#	0	1							
2 Employees	%	0.00	50.00							
533710 - Sr. Desktop Engineer	#	0	0							
1 Employee	%	0.00	0.00							
533729 - Systems Engineer	#	1	0							
2 Employees	%	50.00	0.00							
533699 - Manager, Technical Support Svc	#	0	0							
1 Employee	%	0.00	0.00							
533767 - Banner Inform Systems Engineer	#	0	0							
1 Employee	%	0.00	0.00							
533716 - Desktop Engineer	#	0	0							
2 Employees	%	0.00	0.00							
532412 - Library Specialist II	#	0	0							
1 Employee	%	0.00	0.00							
533720 - Systems Administrator	#	0	0							
2 Employees	%	0.00	0.00							

Job Group Analysis

465

IT Systems Support Professional

EEO Code: 3

Job Code & Title			Min	Fem							
21 Employees	Totals	#	1	3							
		%	4.76	14.29							

466

IT Security Support Professional

EEO Code: 3

Job Code & Title			Min	Fem							
533777 - Information Security Ops Mgr		#	0	0							
1 Employee		%	0.00	0.00							
533776 - Info Security Analyst III		#	0	0							
1 Employee		%	0.00	0.00							
533763 - Security Analyst II		#	0	0							
3 Employees		%	0.00	0.00							
533779 - Web Designer		#	0	2							
2 Employees		%	0.00	100.00							
7 Employees	Totals	#	0	2							
		%	0.00	28.57							

600

Paralegal

EEO Code: 3

Job Code & Title			Min	Fem							
533186 - Paralegal		#	0	1							
1 Employee		%	0.00	100.00							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

510

Office / Clerical Assistant

EEO Code: 4

Job Code & Title			Min	Fem							
00510Z - Office/Clerical Asst Retiree		#	0	1							
1 Employee		%	0.00	100.00							

Job Group Analysis

510

Office / Clerical Assistant

EEO Code: 4

Job Code & Title		Min	Fem							
534122 - Department Business Specialist	#	0	1							
1 Employee	%	0.00	100.00							
532618 - Institutional Effect Spec	#	0	1							
1 Employee	%	0.00	100.00							
533654 - Administrative Assistant III	#	0	9							
9 Employees	%	0.00	100.00							
533164 - Compensation Analyst	#	1	1							
1 Employee	%	100.00	100.00							
533909 - Faculty Records Specialist	#	0	1							
1 Employee	%	0.00	100.00							
534951 - Senior Staff Associate	#	0	7							
7 Employees	%	0.00	100.00							
534162 - HR Assistant II	#	0	1							
1 Employee	%	0.00	100.00							
534925 - Box Office Assistant	#	0	1							
1 Employee	%	0.00	100.00							
534930 - Test Center Administrator	#	1	4							
5 Employees	%	20.00	80.00							
533626 - Gift Entry Specialist	#	0	1							
1 Employee	%	0.00	100.00							
534950 - Office Administrator	#	1	39							
40 Employees	%	2.50	97.50							
534986 - Financial Aid Associate	#	0	0							
1 Employee	%	0.00	0.00							
534984 - Degree Credit Evaluator	#	0	2							
2 Employees	%	0.00	100.00							
534160 - HR Assistant	#	1	1							
1 Employee	%	100.00	100.00							
534126 - Shipping/Receiving Clerk	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

510

Office / Clerical Assistant

EEO Code: 4

Job Code & Title		Min	Fem							
534104 - Business Office Cashier	#	0	4							
4 Employees	%	0.00	100.00							
534123 - Shipping & Receiving Asst	#	0	0							
2 Employees	%	0.00	0.00							
533916 - Fac Records Asst	#	1	1							
1 Employee	%	100.00	100.00							
534990 - Admissions Associate	#	0	3							
3 Employees	%	0.00	100.00							
534946 - Bookstore Associate	#	1	2							
2 Employees	%	50.00	100.00							
534952 - Staff Associate	#	4	29							
31 Employees	%	12.90	93.55							
534955 - Staff Assistant	#	2	7							
7 Employees	%	28.57	100.00							
534957 - Front Desk Assistant	#	0	1							
1 Employee	%	0.00	100.00							
534105 - Accounting Assistant	#	0	1							
1 Employee	%	0.00	100.00							
534980 - Records Associate	#	0	2							
2 Employees	%	0.00	100.00							
534103 - Bookstore Sales Clerk	#	0	1							
1 Employee	%	0.00	100.00							
534985 - Financial Aid Assistant	#	1	1							
2 Employees	%	50.00	50.00							
534956 - Receptionist	#	0	1							
1 Employee	%	0.00	100.00							
534131 - Bookstore Ship/Receiving Asst	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

510

Office / Clerical Assistant

EEO Code: 4

Job Code & Title			Min	Fem							
133 Employees	Totals	#	13	123							
		%	9.77	92.48							

470

Research Professional AD

EEO Code: 4

Job Code & Title			Min	Fem							
532708 - Research Account Manager		#	0	1							
1 Employee		%	0.00	100.00							
1 Employee	Totals	#	0	1							
		%	0.00	100.00							

472

Laboratory Professional AD

EEO Code: 4

Job Code & Title			Min	Fem							
533940 - Lab Coordinator (Life Sciences		#	1	3							
4 Employees		%	25.00	75.00							
533957 - Lab Technician		#	0	0							
1 Employee		%	0.00	0.00							
5 Employees	Totals	#	1	3							
		%	20.00	60.00							

482

Nursing Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533432 - Nurse Practioner		#	1	3							
3 Employees		%	33.33	100.00							
3 Employees	Totals	#	1	3							
		%	33.33	100.00							

Job Group Analysis

495

Police/Security Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533302 - Deputy Chief Police	#	1	0							
1 Employee	%	100.00	0.00							
533312 - Asst Dir Emergency Preparedne	#	0	0							
1 Employee	%	0.00	0.00							
533294 - Coord, Public Safety Academy	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals	#	1	1						
		%	33.33	33.33						

401

Library Professional AD

EEO Code: 4

Job Code & Title		Min	Fem							
532411 - Library Services Coordinator	#	0	1							
2 Employees	%	0.00	50.00							
533253 - Managing Editor	#	0	1							
1 Employee	%	0.00	100.00							
532410 - Library Specialist	#	0	1							
1 Employee	%	0.00	100.00							
4 Employees	Totals	#	0	3						
		%	0.00	75.00						

403

Continuing Education Professional

EEO Code: 4

Job Code & Title		Min	Fem							
532513 - Associate Director Cont. Edu.	#	0	1							
1 Employee	%	0.00	100.00							
532516 - Assistant Director Cont. Edu.	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

403

Continuing Education Professional

EEO Code: 4

Job Code & Title			Min	Fem							
2 Employees	Totals	#	0	2							
		%	0.00	100.00							

410

Student Services Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533460 - Director, Residence Life		#	0	1							
1 Employee		%	0.00	100.00							
532101 - Student Information Systems Sp		#	0	0							
1 Employee		%	0.00	0.00							
533509 - Asst Dir, Athletics Business A		#	0	1							
1 Employee		%	0.00	100.00							
533426 - Coord Condit & Wellness		#	0	0							
1 Employee		%	0.00	0.00							
00410X - Student Services Professional		#	0	1							
1 Employee		%	0.00	100.00							
532818 - Internatl & Military Prog Coor		#	0	0							
1 Employee		%	0.00	0.00							
533409 - Coord Transfer & Trans Progs		#	1	0							
2 Employees		%	50.00	0.00							
533418 - Coord, Student Money Mgt Ctr		#	1	1							
1 Employee		%	100.00	100.00							
538117 - Asst Dir, Cadet Admissions		#	0	0							
1 Employee		%	0.00	0.00							
538127 - Senior Tactical Officer		#	0	0							
1 Employee		%	0.00	0.00							
538126 - Coord, Military Operations		#	0	0							
1 Employee		%	0.00	0.00							
532188 - Asst Dir Enroll Mgt Scholarshp		#	0	0							
1 Employee		%	0.00	0.00							

Job Group Analysis

410

Student Services Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533486 - Coord, Multicultural Student A	#	1	1							
1 Employee	%	100.00	100.00							
532815 - Int'l Student & Scholar Advisr	#	0	1							
1 Employee	%	0.00	100.00							
538125 - Tactical Officer	#	0	0							
4 Employees	%	0.00	0.00							
533541 - Associate Director, HEP	#	1	1							
1 Employee	%	100.00	100.00							
532057 - Coord, Student Involvement	#	0	1							
1 Employee	%	0.00	100.00							
533921 - Online Student Success Advisor	#	2	2							
2 Employees	%	100.00	100.00							
533953 - Academic Advisor II	#	0	2							
2 Employees	%	0.00	100.00							
532225 - Program Admissions Specialist	#	0	1							
1 Employee	%	0.00	100.00							
533544 - Recruit & Retention Coord CAMP	#	2	2							
2 Employees	%	100.00	100.00							
533925 - Academic Advisor	#	6	23							
26 Employees	%	23.08	88.46							
532725 - Coord Student Disability Svcs	#	1	2							
3 Employees	%	33.33	66.67							
532820 - Study Abroad Advisor	#	1	2							
3 Employees	%	33.33	66.67							
532724 - C-Print Captionist	#	1	3							
3 Employees	%	33.33	100.00							
533548 - Recruit/Assess/Placemnt Spec	#	1	0							
1 Employee	%	100.00	0.00							
532310 - Financial Aid Counselor	#	2	3							
4 Employees	%	50.00	75.00							

Job Group Analysis

410

Student Services Professional

EEO Code: 4

Job Code & Title		Min	Fem							
532210 - Admissions Officer	#	1	1							
2 Employees	%	50.00	50.00							
533446 - Coord, Residential Education	#	0	1							
1 Employee	%	0.00	100.00							
71 Employees	Totals #	21	50							
	%	29.58	70.42							

411

Counseling Professional AD

EEO Code: 4

Job Code & Title		Min	Fem							
533417 - Asst Dir, Student Counseling	#	1	1							
1 Employee	%	100.00	100.00							
533415 - Pers Couns & Wellness Spec	#	0	0							
1 Employee	%	0.00	0.00							
533414 - Licensed Professional Counselo	#	0	6							
6 Employees	%	0.00	100.00							
533590 - Counselor, Upward Bound	#	1	1							
1 Employee	%	100.00	100.00							
533408 - Career & Transfer Spec-OC	#	1	1							
1 Employee	%	100.00	100.00							
533407 - Career Services Specialist	#	0	3							
3 Employees	%	0.00	100.00							
13 Employees	Totals #	3	12							
	%	23.08	92.31							

412

Athletics Professional

EEO Code: 4

Job Code & Title		Min	Fem							
532091 - Assistant Coach, Men's Basketb	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

412

Athletics Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533552 - Coord, Athletic Communications	#	0	0							
1 Employee	%	0.00	0.00							
532093 - Asst Coach, Women's Basketball	#	0	1							
1 Employee	%	0.00	100.00							
533530 - Athletic Trainer	#	0	2							
2 Employees	%	0.00	100.00							
532087 - Assistant Coach, Baseball	#	0	0							
1 Employee	%	0.00	0.00							
532089 - Asst. Coach, Softball	#	1	1							
1 Employee	%	100.00	100.00							
533521 - CARE Consort Research Coord	#	0	1							
1 Employee	%	0.00	100.00							
8 Employees	Totals	#	5							
		%	12.50	62.50						

413

Coach

EEO Code: 4

Job Code & Title		Min	Fem							
532090 - Head Coach, Men's Basketball	#	0	0							
1 Employee	%	0.00	0.00							
532086 - Head Coach, Baseball	#	0	0							
1 Employee	%	0.00	0.00							
532088 - Head Coach, Softball	#	0	0							
1 Employee	%	0.00	0.00							
532082 - Head Coach, Rifle/TAC Officer	#	0	1							
1 Employee	%	0.00	100.00							
532083 - Head Coach, Women's Golf	#	0	1							
1 Employee	%	0.00	100.00							
00413X - Coach	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

413

Coach

EEO Code: 4

Job Code & Title		Min	Fem							
00413D - Assistant Coach	#	1	1							
2 Employees	%	50.00	50.00							
8 Employees	Totals	#	1	3						
	%	12.50	37.50							

422

HR/EEO/OD Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533181 - Benefits Manager	#	0	1							
1 Employee	%	0.00	100.00							
533179 - Sr. Employee Relations Spec	#	0	1							
1 Employee	%	0.00	100.00							
533158 - Title IX Investigator	#	0	1							
1 Employee	%	0.00	100.00							
533165 - Training & Development Spec	#	0	1							
1 Employee	%	0.00	100.00							
4 Employees	Totals	#	0	4						
	%	0.00	100.00							

424

Institutional Research Professional

EEO Code: 4

Job Code & Title		Min	Fem							
532608 - Asst Dir, Assessment	#	0	1							
2 Employees	%	0.00	50.00							
532614 - Institutional Research Technic	#	0	0							
1 Employee	%	0.00	0.00							
532610 - Coord, Admin Unit Assessment	#	0	1							
2 Employees	%	0.00	50.00							

Job Group Analysis

424

Institutional Research Professional

EEO Code: 4

Job Code & Title			Min	Fem							
5 Employees	Totals	#	0	2							
		%	0.00	40.00							

430

Accounting Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533825 - Manager, Foundation Accounting		#	0	1							
1 Employee		%	0.00	100.00							
533125 - Accountant III		#	0	1							
1 Employee		%	0.00	100.00							
533122 - Accountant II		#	0	1							
1 Employee		%	0.00	100.00							
533177 - Payroll/Accounting Specialist		#	0	1							
1 Employee		%	0.00	100.00							
4 Employees	Totals	#	0	4							
		%	0.00	100.00							

432

Finance / Budget Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533804 - Sr. Technical Budget Analyst		#	0	0							
1 Employee		%	0.00	0.00							
533107 - Financial Compliance Analyst		#	0	0							
1 Employee		%	0.00	0.00							
533820 - Financial Analyst		#	0	1							
1 Employee		%	0.00	100.00							
533810 - Budget Analyst		#	0	2							
2 Employees		%	0.00	100.00							

Job Group Analysis

432

Finance / Budget Professional

EEO Code: 4

Job Code & Title			Min	Fem							
5 Employees	Totals	#	0	3							
		%	0.00	60.00							

433

Materials Management Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533135 - Logistical Services Manager		#	0	0							
1 Employee		%	0.00	0.00							
533132 - Contract Facilitator/Buyer		#	0	1							
1 Employee		%	0.00	100.00							
2 Employees	Totals	#	0	1							
		%	0.00	50.00							

440

External Affairs Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533287 - Graphic Designer		#	0	0							
1 Employee		%	0.00	0.00							
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

442

Communications Professional

EEO Code: 4

Job Code & Title			Min	Fem							
00442X - Communications Professional		#	1	1							
1 Employee		%	100.00	100.00							
1 Employee	Totals	#	1	1							
		%	100.00	100.00							

Job Group Analysis

443

Development/Fundraising Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533630 - Development Officer	#	1	3							
5 Employees	%	20.00	60.00							
533632 - Coord, Annual Giving/Dev Offcr	#	1	0							
1 Employee	%	100.00	0.00							
533642 - Communications Specialist	#	0	1							
2 Employees	%	0.00	50.00							
8 Employees	Totals #	2	4							
	%	25.00	50.00							

444

Marketing / Public Relations Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533639 - Mgr Coll of Business Marketin	#	0	0							
1 Employee	%	0.00	0.00							
533650 - News & Communications Mgr	#	0	1							
1 Employee	%	0.00	100.00							
533647 - Director of University Events	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals #	0	2							
	%	0.00	66.67							

445

Grants & Contracts Professional

EEO Code: 4

Job Code & Title		Min	Fem							
532706 - Grant Writer	#	0	1							
2 Employees	%	0.00	50.00							
2 Employees	Totals #	0	1							
	%	0.00	50.00							

Job Group Analysis

446

Technical Design Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533738 - Instructional Tech Specialist	#	0	1							
2 Employees	%	0.00	50.00							
533749 - Digital Multimedia Online Lear	#	0	1							
2 Employees	%	0.00	50.00							
532530 - Assistant Technical Director	#	0	1							
1 Employee	%	0.00	100.00							
5 Employees	Totals	#	0	3						
		%	0.00	60.00						

450

Facilities Management Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533207 - Project Manager, Facilities	#	0	0							
1 Employee	%	0.00	0.00							
533212 - Building & Mech Trades Mgr	#	0	0							
1 Employee	%	0.00	0.00							
535213 - Custodial & Events Manager	#	0	0							
1 Employee	%	0.00	0.00							
533211 - Mechanical Trades Manager	#	0	0							
1 Employee	%	0.00	0.00							
533216 - Mgr, Capital & Space Planning	#	0	0							
1 Employee	%	0.00	0.00							
533210 - Building Trades Manager	#	0	0							
1 Employee	%	0.00	0.00							
533202 - Campus Maintenance Manager	#	0	0							
1 Employee	%	0.00	0.00							
535214 - Grounds Manager	#	0	0							
1 Employee	%	0.00	0.00							
533215 - Building & Landscaping Mgr	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

450

Facilities Management Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533560 - Asst Athl Dir for Facilities	#	0	1							
1 Employee	%	0.00	100.00							
535215 - Custodial Manager	#	0	1							
1 Employee	%	0.00	100.00							
11 Employees	Totals #	0	2							
	%	0.00	18.18							

453

Safety / Risk Management Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533310 - Police Captain	#	1	0							
4 Employees	%	25.00	0.00							
4 Employees	Totals #	1	0							
	%	25.00	0.00							

455

Facility Operations Professional

EEO Code: 4

Job Code & Title		Min	Fem							
532535 - Production Technical Director	#	0	0							
1 Employee	%	0.00	0.00							
533649 - Convocation Center Ops Mgr	#	0	0							
1 Employee	%	0.00	0.00							
2 Employees	Totals #	0	0							
	%	0.00	0.00							

456

Retail Operations Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533260 - Assoc Bookstore Mgr/Quartermas	#	1	0							
1 Employee	%	100.00	0.00							

Job Group Analysis

456

Retail Operations Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533261 - Assistant Store Manager	#	1	0							
1 Employee	%	100.00	0.00							
2 Employees	Totals	#	2	0						
		%	100.00	0.00						

460

IT (Information Technology) Professional

EEO Code: 4

Job Code & Title		Min	Fem							
00460X - IT Professional	#	0	1							
4 Employees	%	0.00	25.00							
530378 - Web Communications Mgr (Univ	#	0	1							
1 Employee	%	0.00	100.00							
533748 - Coord, Enterprise A/V Supt	#	0	0							
1 Employee	%	0.00	0.00							
533786 - Web Content Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
533734 - Coord, Technology Integration	#	0	1							
2 Employees	%	0.00	50.00							
533732 - TSS Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
10 Employees	Totals	#	0	5						
		%	0.00	50.00						

461

IT Application Support Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533787 - Dir, Enterprise Applic Develop	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

461

IT Application Support Professional

EEO Code: 4

Job Code & Title			Min	Fem							
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

462

IT Database Support Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533718 - Database Administrator		#	0	0							
1 Employee		%	0.00	0.00							
533117 - Functional & Technical Spec		#	0	1							
1 Employee		%	0.00	100.00							
2 Employees	Totals	#	0	1							
		%	0.00	50.00							

463

IT Client Support Professional

EEO Code: 4

Job Code & Title			Min	Fem							
533711 - Database Engineer		#	0	0							
1 Employee		%	0.00	0.00							
533728 - Enterprise Info Sys Data Mgr		#	0	1							
1 Employee		%	0.00	100.00							
533760 - Ops Mgr EAVS & Video Comm Coor		#	0	0							
1 Employee		%	0.00	0.00							
533765 - AV System Design Engineer		#	0	0							
1 Employee		%	0.00	0.00							
533730 - eLearning & IT Training Admin		#	0	1							
1 Employee		%	0.00	100.00							
533698 - Instructional Tech Syst Admin		#	0	0							
1 Employee		%	0.00	0.00							
533702 - Technical Support Spec III		#	1	0							
2 Employees		%	50.00	0.00							

Job Group Analysis

463

IT Client Support Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533762 - AV System Programming Engineer	#	0	0							
1 Employee	%	0.00	0.00							
532194 - Student Success Technology Spe	#	1	0							
1 Employee	%	100.00	0.00							
533704 - Technical Support Spec I	#	0	0							
1 Employee	%	0.00	0.00							
533708 - Help Desk Specialist I	#	1	0							
3 Employees	%	33.33	0.00							
14 Employees	Totals	#	3	2						
		%	21.43	14.29						

464

IT Network Support Professional

EEO Code: 4

Job Code & Title		Min	Fem							
533700 - Senior Identity & Access Admin	#	0	1							
1 Employee	%	0.00	100.00							
533764 - Network Security Admin	#	0	0							
1 Employee	%	0.00	0.00							
533761 - Network Administrator	#	0	0							
2 Employees	%	0.00	0.00							
533780 - Web Content Developer	#	0	1							
1 Employee	%	0.00	100.00							
5 Employees	Totals	#	0	2						
		%	0.00	40.00						

933

Temporary Administrator

EEO Code: 4

Job Code & Title		Min	Fem							
00933Z - Temporary Administrator Retire	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

933

Temporary Administrator

EEO Code: 4

Job Code & Title			Min	Fem							
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

925

Limited Term Office / Clerical

EEO Code: 4

Job Code & Title			Min	Fem							
00925X - Limited Term Office/Clerical		#	0	2							
2 Employees		%	0.00	100.00							
539250 - Limited Term Office/Clerical A		#	0	1							
1 Employee		%	0.00	100.00							
539PBS - Current Term Partial Ben Staff		#	0	0							
1 Employee		%	0.00	0.00							
4 Employees	Totals	#	0	3							
		%	0.00	75.00							

900

Student Assistant

EEO Code: 4

Job Code & Title			Min	Fem							
539036 - Student Technician		#	6	4							
19 Employees		%	31.58	21.05							
539010 - Student Assistant I		#	1	1							
3 Employees		%	33.33	33.33							
539016 - Student Assistant		#	127	423							
660 Employees		%	19.24	64.09							
539050 - Resident Assistant		#	13	19							
59 Employees		%	22.03	32.20							
741 Employees	Totals	#	147	447							
		%	19.84	60.32							

Job Group Analysis

901

Work Study Student

EEO Code: 4

Job Code & Title		Min	Fem							
539046 - Work Study Student Technician	#	1	2							
2 Employees	%	50.00	100.00							
539026 - Work Study Student	#	42	116							
157 Employees	%	26.75	73.89							
159 Employees	Totals #	43	118							
	%	27.04	74.21							

909

Graduate Assistant (Hourly)

EEO Code: 4

Job Code & Title		Min	Fem							
00909X - Graduate Assistant (Hourly)	#	6	31							
41 Employees	%	14.63	75.61							
41 Employees	Totals #	6	31							
	%	14.63	75.61							

935

Temporary Office / Clerical

EEO Code: 5

Job Code & Title		Min	Fem							
539350 - Temporary Office/Clerical Asst	#	4	17							
24 Employees	%	16.67	70.83							
00935V - Temporary Office/Clerical	#	1	1							
3 Employees	%	33.33	33.33							
539550 - PT Unlimited Term Office/Clrk	#	2	10							
22 Employees	%	9.09	45.45							
53CLAB - Casual Labor Budget	#	6	13							
23 Employees	%	26.09	56.52							
00935X - Temporary Office/Clerical	#	0	3							
5 Employees	%	0.00	60.00							
53PSSH - Part Time Staff Student Hourly	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

935

Temporary Office / Clerical

EEO Code: 5

Job Code & Title			Min	Fem						
78 Employees	Totals	#	13	44						
		%	16.67	56.41						

936

Temporary Technical / Paraprofessional

EEO Code: 5

Job Code & Title			Min	Fem						
539560 - PT Unlimited Term Tech/Para		#	0	3						
12 Employees		%	0.00	25.00						
539360 - Temporary Technical/Paraprofes		#	0	7						
9 Employees		%	0.00	77.78						
21 Employees	Totals	#	0	10						
		%	0.00	47.62						

954

Part Time Hourly Professional

EEO Code: 5

Job Code & Title			Min	Fem						
00954X - Hourly Professional		#	0	1						
1 Employee		%	0.00	100.00						
00954R - Part Time Hourly Professional		#	0	0						
1 Employee		%	0.00	0.00						
2 Employees	Totals	#	0	1						
		%	0.00	50.00						

505

Office / Clerical Lead

EEO Code: 5

Job Code & Title			Min	Fem						
534263 - Military Sales Associate		#	0	0						
1 Employee		%	0.00	0.00						

Job Group Analysis

505

Office / Clerical Lead

EEO Code: 5

Job Code & Title			Min	Fem							
1 Employee	Totals	#	0	0							
		%	0.00	0.00							

515

Administrative Support Manager/Supervisor

EEO Code: 5

Job Code & Title			Min	Fem							
533256 - Campus Bookstore Manager		#	0	1							
1 Employee		%	0.00	100.00							
533911 - Academic Affairs Admin Liaison		#	0	1							
1 Employee		%	0.00	100.00							
533917 - Faculty Records Coordinator		#	0	1							
1 Employee		%	0.00	100.00							
533476 - Facilities Administrative Coord		#	0	1							
1 Employee		%	0.00	100.00							
533286 - Retail Operations Supervisor		#	0	1							
1 Employee		%	0.00	100.00							
532414 - Library Spec III - Copyright		#	0	1							
1 Employee		%	0.00	100.00							
533489 - International Projects Coord		#	0	1							
1 Employee		%	0.00	100.00							
533281 - Postal Services Supervisor		#	0	1							
1 Employee		%	0.00	100.00							
533268 - Retail Category Manager		#	0	1							
1 Employee		%	0.00	100.00							
533128 - Accountant II		#	0	5							
5 Employees		%	0.00	100.00							
533488 - Program Coordinator		#	0	2							
2 Employees		%	0.00	100.00							
533479 - Program Specialist		#	0	8							
8 Employees		%	0.00	100.00							

Job Group Analysis

515

Administrative Support Manager/Supervisor

EEO Code: 5

Job Code & Title		Min	Fem							
533475 - Admin Asst to the Dean/AVP	#	0	1							
1 Employee	%	0.00	100.00							
533113 - Program Accounting Specialist	#	0	1							
1 Employee	%	0.00	100.00							
533140 - Travel Specialist	#	0	2							
2 Employees	%	0.00	100.00							
533178 - Payroll/Accounting Specialist	#	0	0							
1 Employee	%	0.00	0.00							
533478 - Admin Ofcr - Commandant/Milit	#	0	2							
2 Employees	%	0.00	100.00							
535323 - Public Safety Records Speclst	#	0	1							
1 Employee	%	0.00	100.00							
532221 - Admin Asst to Assoc AVPAA	#	0	1							
1 Employee	%	0.00	100.00							
532409 - Library Specialist	#	0	1							
1 Employee	%	0.00	100.00							
533141 - Loans/Collections Spec	#	0	1							
1 Employee	%	0.00	100.00							
534944 - Housing Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
534902 - Credentialing Associate	#	1	1							
1 Employee	%	100.00	100.00							
533477 - Administrative Specialist	#	0	3							
4 Employees	%	0.00	75.00							
41 Employees										
Totals	#	1	39							
	%	2.44	95.12							

602

Audiovisual Technical/Paraprofessional

EEO Code: 5

Job Code & Title		Min	Fem							
------------------	--	-----	-----	--	--	--	--	--	--	--

Job Group Analysis

602

Audiovisual Technical/Paraprofessional

EEO Code: 5

Job Code & Title		Min	Fem							
535960 - Photographer	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

603

IT Technical/Paraprofessional

EEO Code: 5

Job Code & Title		Min	Fem							
533759 - Assistant System Administrator	#	0	1							
2 Employees	%	0.00	50.00							
533624 - Web Design Specialist	#	0	1							
1 Employee	%	0.00	100.00							
535955 - Media Production Tech Support	#	0	0							
1 Employee	%	0.00	0.00							
533770 - Videoconferencing Technician	#	0	0							
2 Employees	%	0.00	0.00							
533753 - AV Event Svcs Supt Technician	#	0	0							
1 Employee	%	0.00	0.00							
533778 - Web Editor	#	0	1							
1 Employee	%	0.00	100.00							
535930 - Network Technician	#	0	0							
1 Employee	%	0.00	0.00							
535944 - Technical Support Assoc I	#	0	0							
1 Employee	%	0.00	0.00							
533750 - AV Services Tech	#	0	0							
3 Employees	%	0.00	0.00							
13 Employees	Totals	#	0	3						
		%	0.00	23.08						

Job Group Analysis

630

Library Technical/Paraprofessional

EEO Code: 5

Job Code & Title		Min	Fem							
534960 - Library Associate	#	0	4							
4 Employees	%	0.00	100.00							
534965 - Library Assistant	#	0	3							
3 Employees	%	0.00	100.00							
7 Employees	Totals #	0	7							
	%	0.00	100.00							

613

Nursing Technical/Paraprofessional

EEO Code: 5

Job Code & Title		Min	Fem							
533437 - Nurse Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
535410 - Licensed Practical Nurse	#	0	2							
2 Employees	%	0.00	100.00							
3 Employees	Totals #	1	3							
	%	33.33	100.00							

618

Safety / Risk Mgmt Technical /Paraprofessional

EEO Code: 5

Job Code & Title		Min	Fem							
536225 - Electronic Systems Technician	#	0	0							
2 Employees	%	0.00	0.00							
2 Employees	Totals #	0	0							
	%	0.00	0.00							

620

Social / Human Service Paraprofessional

EEO Code: 5

Job Code & Title		Min	Fem							
00620Z - Social/HS Parapro Retiree	#	1	0							
1 Employee	%	100.00	0.00							

Job Group Analysis

620

Social / Human Service Paraprofessional

EEO Code: 5

Job Code & Title			Min	Fem							
1 Employee	Totals	#	1	0							
		%	100.00	0.00							

629

Academic Services Paraprofessional/Professional

EEO Code: 6

Job Code & Title			Min	Fem							
533549 - Academic Support Spec HEP		#	1	0							
1 Employee		%	100.00	0.00							
1 Employee	Totals	#	1	0							
		%	100.00	0.00							

710

Skilled Craftsperson

EEO Code: 6

Job Code & Title			Min	Fem							
536243 - HVAC Mechanic III		#	0	0							
2 Employees		%	0.00	0.00							
536250 - Building Trades Technician		#	0	0							
1 Employee		%	0.00	0.00							
536236 - Plumber II		#	0	0							
1 Employee		%	0.00	0.00							
536232 - Electrician II		#	0	0							
1 Employee		%	0.00	0.00							
536247 - Multicraft Maintenance Tech II		#	1	0							
9 Employees		%	11.11	0.00							
536242 - HVAC Mechanic II		#	0	0							
3 Employees		%	0.00	0.00							
536246 - Multicraft Maintenance Tech I		#	1	0							
8 Employees		%	12.50	0.00							
536280 - Press Operator		#	0	0							
1 Employee		%	0.00	0.00							

Job Group Analysis

710

Skilled Craftsperson

EEO Code: 6

Job Code & Title		Min	Fem							
536218 - Mechanic	#	0	0							
1 Employee	%	0.00	0.00							
536214 - Painter	#	0	0							
2 Employees	%	0.00	0.00							
536219 - Sr. Mechanic	#	0	0							
1 Employee	%	0.00	0.00							
536231 - Electrician I	#	0	0							
1 Employee	%	0.00	0.00							
537257 - Printing Associate	#	0	2							
2 Employees	%	0.00	100.00							
33 Employees	Totals #	2	2							
	%	6.06	6.06							

634

Business Operations Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
533838 - Dept Business Officer	#	0	1							
1 Employee	%	0.00	100.00							
533139 - Purchasing Card Coord	#	0	0							
1 Employee	%	0.00	0.00							
533134 - Buyer	#	0	2							
2 Employees	%	0.00	100.00							
4 Employees	Totals #	0	3							
	%	0.00	75.00							

635

Accounting Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
533109 - Accountant I	#	0	5							
5 Employees	%	0.00	100.00							

Job Group Analysis

635

Accounting Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
534181 - Payroll Specialist	#	0	1							
1 Employee	%	0.00	100.00							
6 Employees	Totals	#	0	6						
		%	0.00	100.00						

643

Development/Fundraising Paraprofessional/Professio

EEO Code: 6

Job Code & Title		Min	Fem							
533636 - Data Analyst	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

644

Marketing / Public Relations Paraprofessional/Prof

EEO Code: 6

Job Code & Title		Min	Fem							
533457 - Marketing Specialist	#	0	2							
3 Employees	%	0.00	66.67							
3 Employees	Totals	#	0	2						
		%	0.00	66.67						

647

HR/EEO/OD Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
533163 - HRIS Specialist	#	0	1							
1 Employee	%	0.00	100.00							
533182 - Benefits Specialist	#	0	1							
1 Employee	%	0.00	100.00							
533175 - Talent Acquisition Specialist	#	1	2							
2 Employees	%	50.00	100.00							

Job Group Analysis

647

HR/EEO/OD Paraprofessional/Professional

EEO Code: 6

Job Code & Title			Min	Fem						
4 Employees	Totals	#	1	4						
		%	25.00	100.00						

655

Facility Operations Paraprofessional/Professional

EEO Code: 6

Job Code & Title			Min	Fem						
533273 - Card Office Manager		#	0	1						
1 Employee		%	0.00	100.00						
537312 - Transportation Supervisor		#	0	1						
1 Employee		%	0.00	100.00						
2 Employees	Totals	#	0	2						
		%	0.00	100.00						

656

Retail Operations Paraprofessional/Professional

EEO Code: 6

Job Code & Title			Min	Fem						
00656X - Retail Operations Para/Pro		#	0	1						
1 Employee		%	0.00	100.00						
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

657

Student Services Paraprofessional/Professional

EEO Code: 6

Job Code & Title			Min	Fem						
538111 - Assoc Dir, Cadet Recruiting		#	1	1						
1 Employee		%	100.00	100.00						
532105 - Assistant Registrar		#	1	3						
3 Employees		%	33.33	100.00						
532205 - Assistant Dir, Admissions		#	0	1						
2 Employees		%	0.00	50.00						

Job Group Analysis

657

Student Services Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
532734 - Coord, Supplemental Instruct	#	0	1							
1 Employee	%	0.00	100.00							
533127 - Financial Aid Accountant	#	0	1							
1 Employee	%	0.00	100.00							
533451 - Coord Orientation & Transition	#	0	1							
1 Employee	%	0.00	100.00							
533491 - Coord Orien & Std Leadership	#	0	0							
1 Employee	%	0.00	0.00							
532214 - Admissions Coordinator	#	2	5							
6 Employees	%	33.33	83.33							
533110 - Transfer Credit Evaluator II	#	0	1							
1 Employee	%	0.00	100.00							
532750 - Test Facilitator	#	0	3							
3 Employees	%	0.00	100.00							
532109 - Transfer Credit Evaluator	#	0	1							
2 Employees	%	0.00	50.00							
532209 - Admissions Records Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
532309 - Financial Aid Counselor	#	0	2							
4 Employees	%	0.00	50.00							
533441 - Coord, Intml Sports/Sports Club	#	0	0							
2 Employees	%	0.00	0.00							
533433 - Facilities Coord., Rec Sports	#	0	1							
1 Employee	%	0.00	100.00							
533453 - Coord, Res Life & Facilities	#	0	1							
1 Employee	%	0.00	100.00							
532211 - Admissions Officer	#	0	5							
7 Employees	%	0.00	71.43							
533452 - Coord First Year Transitions	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

657

Student Services Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
533454 - Coord, Res Leadership Prog	#	0	0							
1 Employee	%	0.00	0.00							
40 Employees	Totals	#	4	28						
		%	10.00	70.00						

663

IT Client Support Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
533461 - Technical Support Spec III	#	0	0							
2 Employees	%	0.00	0.00							
533467 - TSS Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
533462 - Technical Support Spec II	#	0	0							
1 Employee	%	0.00	0.00							
533459 - Help Desk Coord	#	0	1							
3 Employees	%	0.00	33.33							
533463 - Technical Support Spec I	#	1	2							
4 Employees	%	25.00	50.00							
533471 - Help Desk Specialist II	#	0	1							
1 Employee	%	0.00	100.00							
533465 - Help Desk Specialist I	#	0	0							
2 Employees	%	0.00	0.00							
14 Employees	Totals	#	1	4						
		%	7.14	28.57						

667

IT Security Support Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
533466 - Identity & Access Admin	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

667

IT Security Support Paraprofessional/Professional

EEO Code: 6

Job Code & Title		Min	Fem							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

605

Research Assistant

EEO Code: 6

Job Code & Title		Min	Fem							
00605X - Research Assistant		#	0	1						
1 Employee		%	0.00	100.00						
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

612

Medical Technical/Paraprofessional

EEO Code: 6

Job Code & Title		Min	Fem							
533492 - Simulation Technologist		#	0	0						
1 Employee		%	0.00	0.00						
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

601

Athletics Technical/Paraprofessional

EEO Code: 6

Job Code & Title		Min	Fem							
533522 - Grounds Superv, Athletic Compl		#	0	0						
1 Employee		%	0.00	0.00						
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

937

Temporary Skilled Crafts / Trades

EEO Code: 6

Job Code & Title		Min	Fem							
539570 - PT Unlimited Term Skilled Crft	#	1	0							
1 Employee	%	100.00	0.00							
00937X - Temporary Skilled Crafts	#	0	0							
1 Employee	%	0.00	0.00							
2 Employees	Totals	#	1	0						
		%	50.00	0.00						

938

Temporary Service / Maintenance

EEO Code: 6

Job Code & Title		Min	Fem							
539580 - Part-Time Unlimited Term SvcMt	#	0	0							
2 Employees	%	0.00	0.00							
539380 - Temporary Service/Maintenance	#	1	0							
4 Employees	%	25.00	0.00							
00938X - Temporary Service/Maintenance	#	0	1							
1 Employee	%	0.00	100.00							
7 Employees	Totals	#	1	1						
		%	14.29	14.29						

947

Occasional Skilled Crafts / Trades

EEO Code: 6

Job Code & Title		Min	Fem							
539470 - Occasional Skilled Crafts	#	0	0							
2 Employees	%	0.00	0.00							
2 Employees	Totals	#	0	0						
		%	0.00	0.00						

700

Skilled Craft First Line Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							

Job Group Analysis

700

Skilled Craft First Line Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
533203 - Project Superintendent	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

800

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
533213 - Mgr Campus Svcs & Space	#	0	0							
1 Employee	%	0.00	0.00							
533225 - Work Mgmt Center Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
2 Employees	Totals	#	0	1						
		%	0.00	50.00						

805

Service / Maintenance Foreman/Lead

EEO Code: 7

Job Code & Title		Min	Fem							
533143 - Logistical Svcs Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
537230 - Custodial Supervisor	#	0	6							
8 Employees	%	0.00	75.00							
534260 - Assistant Postal Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
10 Employees	Totals	#	0	6						
		%	0.00	60.00						

810

Service / Maintenance Worker

EEO Code: 7

Job Code & Title		Min	Fem							

Job Group Analysis

810

Service / Maintenance Worker

EEO Code: 7

Job Code & Title		Min	Fem							
537245 - Moving/Setup Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
537211 - Grounds Project Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
533427 - Recreation Ctr Facil Assoc	#	0	0							
1 Employee	%	0.00	0.00							
534255 - Postal Clerk	#	1	2							
3 Employees	%	33.33	66.67							
537222 - Groundskeeper II	#	1	0							
2 Employees	%	50.00	0.00							
537310 - Central Dispatch Officer	#	1	6							
7 Employees	%	14.29	85.71							
536217 - Equipment Mechanic	#	0	0							
1 Employee	%	0.00	0.00							
537224 - Groundskeeper Lead	#	0	0							
2 Employees	%	0.00	0.00							
537219 - Maintenance Assistant II	#	0	0							
2 Employees	%	0.00	0.00							
537316 - Shuttle Driver	#	0	0							
5 Employees	%	0.00	0.00							
537131 - Warehouse/Property Control Ass	#	1	1							
5 Employees	%	20.00	20.00							
537240 - Pine Valley Attendant	#	0	0							
1 Employee	%	0.00	0.00							
537315 - Parking Enforcement Attendant	#	0	0							
1 Employee	%	0.00	0.00							
537215 - Building Attendant	#	0	0							
1 Employee	%	0.00	0.00							
537223 - Groundskeeper	#	3	0							
16 Employees	%	18.75	0.00							

Job Group Analysis

810

Service / Maintenance Worker

EEO Code: 7

Job Code & Title		Min	Fem							
537246 - Moving/Setup Worker	#	0	0							
3 Employees	%	0.00	0.00							
537232 - Custodian	#	7	38							
62 Employees	%	11.29	61.29							
537234 - Custodian II	#	0	2							
6 Employees	%	0.00	33.33							
120 Employees	Totals #	14	49							
	%	11.67	40.83							

815

Police / Security Lead

EEO Code: 7

Job Code & Title		Min	Fem							
535320 - Police Sergeant	#	2	2							
7 Employees	%	28.57	28.57							
537311 - Public Safety Communicat Coord	#	0	0							
1 Employee	%	0.00	0.00							
8 Employees	Totals #	2	2							
	%	25.00	25.00							

820

Police Officer

EEO Code: 7

Job Code & Title		Min	Fem							
535310 - Police Officer	#	4	2							
21 Employees	%	19.05	9.52							
21 Employees	Totals #	4	2							
	%	19.05	9.52							

Annotated Employee List
Within Plan - Different Work Location

125		Dean AD			
Job Code & Title	Work Location	Total Emps	Race	Gender	
532048 - Exec Director, UC/GA400	UC4	1	WHITE	Male	
Total for 125 - Dean AD 1					

193		Director, Division/Department AD			
Job Code & Title	Work Location	Total Emps	Race	Gender	
532063 - Director, Blue Ridge	BRC	1	WHITE	Female	
532219 - Dir. MBA Prog	UC4	1	WHITE	Male	
Total for 193 - Director, Division/Department AD 2					

201		Associate Professor			
Job Code & Title	Work Location	Total Emps	Race	Gender	
00201X - Associate Professor	UC4	2	WHITE	Female	
Total for 201 - Associate Professor 2					

202		Assistant Professor			
Job Code & Title	Work Location	Total Emps	Race	Gender	
00202X - Assistant Professor	BRC	3	WHITE	Male	
Total for 202 - Assistant Professor 3					

204		Lecturer			
Job Code & Title	Work Location	Total Emps	Race	Gender	
00204U - Senior Lecturer	BRC	1	WHITE	Female	
00204X - Lecturer	UC4	2	WHITE	Male	
00204X - Lecturer	UC4	3	WHITE	Female	
Total for 204 - Lecturer 6					

210		Librarian AC			
Job Code & Title	Work Location	Total Emps	Race	Gender	
532402 - Head Librarian II	UC4	1	WHITE	Female	
00210X - Librarian AC	UC4	1	WHITE	Female	
Total for 210 - Librarian AC 2					

Annotated Employee List

922

Limited Term Faculty

Job Code & Title	Work Location	Total Emps	Race	Gender
00922X - Limited Term Faculty	BRC	1	WHITE	Female
00922X - Limited Term Faculty	UC4	1	WHITE	Male
00922X - Limited Term Faculty	UC4	2	WHITE	Female
539PBF - Current Term Partial-Ben Fac	UC4	2	WHITE	Female
539PBF - Current Term Partial-Ben Fac	OTH	2	WHITE	Male

Total for 922 - Limited Term Faculty 8

932

Temporary Faculty

Job Code & Title	Work Location	Total Emps	Race	Gender
00932R - Part Time Temporary Faculty	OTH	1	BLACK	Female
00932R - Part Time Temporary Faculty	530VA	1	MULTI	Male
00932R - Part Time Temporary Faculty	OTH	2	WHITE	Female
00932R - Part Time Temporary Faculty	OTH	2	WHITE	Male
539320 - Temporary Faculty	OTH	1	AMIND	Female
539320 - Temporary Faculty	BRC	1	WHITE	Male
539320 - Temporary Faculty	UC4	1	WHITE	Male
539320 - Temporary Faculty	UC4	6	WHITE	Female
539320 - Temporary Faculty	OTH	6	WHITE	Male
539320 - Temporary Faculty	OTH	16	WHITE	Female

Total for 932 - Temporary Faculty 37

934

Temporary Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
539340 - Temporary Professional	BRC	1	HISPA	Male

Total for 934 - Temporary Professional 1

310

Assoc/Asst Director, Division/Department AD

Job Code & Title	Work Location	Total Emps	Race	Gender
532193 - Asst Director, Enrollment Svcs	BRC	1	WHITE	Female
532193 - Asst Director, Enrollment Svcs	UC4	1	WHITE	Male

Total for 310 - Assoc/Asst Director, Division/Department AD 2

312

Assoc/Asst Director, Subdivision/Unit AD

Job Code & Title	Work Location	Total Emps	Race	Gender
533206 - Director Capital Planning/Proj	UC4	1	WHITE	Male
532710 - Testing Office Coordinator	UC4	1	BLACK	Female

Annotated Employee List

Total for 312 - Assoc/Asst Director, Subdivision/Unit AD 2

325

Executive Assistant/Administrative Specialist / Co

Job Code & Title	Work Location	Total Emps	Race	Gender
532760 - Coord Community Outreach	BRC	1	WHITE	Female

Total for 325 - Executive Assistant/Administrative Specialist / Co 1

400

Academic Services Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533948 - Academic Advising Coordinator	UC4	1	BLACK	Female
532311 - Sr. Financial Aid Counselor	UC4	1	WHITE	Female

Total for 400 - Academic Services Professional 2

510

Office / Clerical Assistant

Job Code & Title	Work Location	Total Emps	Race	Gender
534950 - Office Administrator	BRC	1	WHITE	Female
534950 - Office Administrator	UC4	3	WHITE	Female
534955 - Staff Assistant	UC4	1	WHITE	Female
534957 - Front Desk Assistant	UC4	1	WHITE	Female

Total for 510 - Office / Clerical Assistant 6

410

Student Services Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533925 - Academic Advisor	UC4	1	MULTI	Female
533925 - Academic Advisor	BRC	1	WHITE	Female
533925 - Academic Advisor	UC4	1	WHITE	Female
532725 - Coord Student Disability Svcs	UC4	1	WHITE	Female

Total for 410 - Student Services Professional 4

411

Counseling Professional AD

Job Code & Title	Work Location	Total Emps	Race	Gender
533417 - Asst Dir, Student Counseling	UC4	1	BLACK	Female

Total for 411 - Counseling Professional AD 1

463

IT Client Support Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533702 - Technical Support Spec III	OTH	1	WHITE	Male

Annotated Employee List

Total for 463 - IT Client Support Professional 1

933

Temporary Administrator

Job Code & Title	Work Location	Total Emps	Race	Gender
00933Z - Temporary Administrator Retire	BRC	1	WHITE	Male

Total for 933 - Temporary Administrator 1

900

Student Assistant

Job Code & Title	Work Location	Total Emps	Race	Gender
539036 - Student Technician	UC4	1	MULTI	Male
539010 - Student Assistant I	UC4	1	WHITE	Female
539016 - Student Assistant	UC4	1	AMIND	Female
539016 - Student Assistant	OCO	1	BLACK	Female
539016 - Student Assistant	DAH	1	WHITE	Female
539016 - Student Assistant	OCO	1	WHITE	Female
539016 - Student Assistant	OCO	1	WHITE	Male
539016 - Student Assistant	UC4	1	WHITE	Male
539016 - Student Assistant	OCO	2	MULTI	Female
539016 - Student Assistant	UC4	4	WHITE	Female

Total for 900 - Student Assistant 14

901

Work Study Student

Job Code & Title	Work Location	Total Emps	Race	Gender
539026 - Work Study Student	BRC	1	MULTI	Male
539026 - Work Study Student	UC4	1	WHITE	Female

Total for 901 - Work Study Student 2

909

Graduate Assistant (Hourly)

Job Code & Title	Work Location	Total Emps	Race	Gender
00909X - Graduate Assistant (Hourly)	UC4	1	WHITE	Female

Total for 909 - Graduate Assistant (Hourly) 1

935

Temporary Office / Clerical

Job Code & Title	Work Location	Total Emps	Race	Gender
539350 - Temporary Office/Clerical Asst	UC4	1	WHITE	Female
00935X - Temporary Office/Clerical	UC4	1	WHITE	Male

Total for 935 - Temporary Office / Clerical 2

515

Administrative Support Manager/Supervisor

Annotated Employee List

Job Code & Title	Work Location	Total Emps	Race	Gender
533113 - Program Accounting Specialist	UC4	1	WHITE	Female

Total for 515 - Administrative Support Manager/Supervisor 1

663

IT Client Support Paraprofessional/Professional

Job Code & Title	Work Location	Total Emps	Race	Gender
533467 - TSS Coordinator	UC4	1	WHITE	Male
533459 - Help Desk Coord	UC4	1	WHITE	Female

Total for 663 - IT Client Support Paraprofessional/Professional 2

937

Temporary Skilled Crafts / Trades

Job Code & Title	Work Location	Total Emps	Race	Gender
00937X - Temporary Skilled Crafts	UC4	1	WHITE	Male

Total for 937 - Temporary Skilled Crafts / Trades 1

947

Occasional Skilled Crafts / Trades

Job Code & Title	Work Location	Total Emps	Race	Gender
539470 - Occasional Skilled Crafts	UC4	1	WHITE	Male

Total for 947 - Occasional Skilled Crafts / Trades 1

810

Service / Maintenance Worker

Job Code & Title	Work Location	Total Emps	Race	Gender
537232 - Custodian	UC4	1	WHITE	Male
537232 - Custodian	UC4	2	WHITE	Female

Total for 810 - Service / Maintenance Worker 3

Overall Total 109

Availability Analysis

41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the University's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the EEO Tabulation 2006-2010 American Community Survey data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

102 - President

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 102 - President. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

103 - Provost

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 103 - Provost. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

118 - Chief Student Affairs Officer

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 118 - Chief Student Affairs Officer. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

120 - Dean AC

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 120 - Dean AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

125 - Dean AD

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 125 - Dean AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

140 - Vice President

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 140 - Vice President. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 145*- This pool of feeder positions for job group 140 - Vice President was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

145 - Assoc/Asst Vice President

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 145 - Assoc/Asst Vice President. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

150 - Vice Provost

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 150 - Vice Provost. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

155 - Assoc/Asst Provost

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 155 - Assoc/Asst Provost. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

162 - Chief Athletics Administrator

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 162 - Chief Athletics Administrator. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

176 - Chief Information (IT) Officer

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 176 - Chief Information (IT) Officer. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

180 - Chief Legal Affairs Officer

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 180 - Chief Legal Affairs Officer. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

182 - Chief Librarian

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 182 - Chief Librarian. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

190 - Director, College/Division/School AC

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 190 - Director, College/Division/School AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

193 - Director, Division/Department AD

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 193 - Director, Division/Department AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 308, 310*- This pool of feeder positions for job group 193 - Director, Division/Department AD was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

196 - Department Chair/Head AC

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 196 - Department Chair/Head AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 308*- This pool of feeder positions for job group 196 - Department Chair/Head AC was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

200 - Professor

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 200 - Professor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 201*- This pool of feeder positions for job group 200 - Professor was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current

practices and was defined in such a way as not to have the effect of excluding minorities or women.

201 - Associate Professor

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 201 - Associate Professor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 202*- This pool of feeder positions for job group 201 - Associate Professor was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

202 - Assistant Professor

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 202 - Assistant Professor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 932*- This pool of feeder positions for job group 202 - Assistant Professor was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

203 - Instructor

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 203 - Instructor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

204 - Lecturer

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 204 - Lecturer. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 922*- This pool of feeder positions for job group 204 - Lecturer was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

210 - Librarian AC

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 210 - Librarian AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

213 - Academic Professional AC

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 213 - Academic Professional AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

922 - Limited Term Faculty

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 922 - Limited Term Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

932 - Temporary Faculty

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 932 - Temporary Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

944 - Occasional Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 944 - Occasional Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

934 - Temporary Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 934 - Temporary Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

300 - Director, Subdivision/Unit AD

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 300 - Director, Subdivision/Unit AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 310, 443*- This pool of feeder positions for job group 300 - Director, Subdivision/Unit AD was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

302 - Assoc/Asst Director, College/School AC

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 302 - Assoc/Asst Director, College/School AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

304 - Assoc/Asst Dean AC

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 304 - Assoc/Asst Dean AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

306 - Assoc/Asst Dean AD

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 306 - Assoc/Asst Dean AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

308 - Assoc/Asst Dept Chair/Director/Head AC

Factor 1: *United States PHD*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 308 - Assoc/Asst Dept Chair/Director/Head AC. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

310 - Assoc/Asst Director, Division/Department AD

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 310 - Assoc/Asst Director, Division/Department AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

312 - Assoc/Asst Director, Subdivision/Unit AD

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 312 - Assoc/Asst Director, Subdivision/Unit AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 510*- This pool of feeder positions for job group 312 - Assoc/Asst Director, Subdivision/Unit AD was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

315 - Manager

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 315 - Manager. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 316*- This pool of feeder positions for job group 315 - Manager was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

316 - Assoc/Asst Manager

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 316 - Assoc/Asst Manager. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

320 - Deputy/Associate Administrator

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 320 - Deputy/Associate Administrator. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

325 - Executive Assistant/Administrative Specialist / Co

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 325 - Executive Assistant/Administrative Specialist / Co. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 510, 935*- This pool of feeder positions for job group 325 - Executive Assistant/Administrative Specialist / Co was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

400 - Academic Services Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 400 - Academic Services Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 410*- This pool of feeder positions for job group 400 - Academic Services Professional was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

465 - IT Systems Support Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 465 - IT Systems Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or

women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

466 - IT Security Support Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 466 - IT Security Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

600 - Paralegal

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 600 - Paralegal. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

510 - Office / Clerical Assistant

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 510 - Office / Clerical Assistant. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 935*- This pool of feeder positions for job group 510 - Office / Clerical Assistant was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

470 - Research Professional AD

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 470 - Research Professional AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

472 - Laboratory Professional AD

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 472 - Laboratory Professional AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 936*- This pool of feeder positions for job group 472 - Laboratory Professional AD was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

482 - Nursing Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 482 - Nursing Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

495 - Police/Security Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 495 - Police/Security Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

401 - Library Professional AD

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 401 - Library Professional AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

403 - Continuing Education Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 403 - Continuing Education Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

410 - Student Services Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 410 - Student Services Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 510, 935*- This pool of feeder positions for job group 410 - Student Services Professional was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

411 - Counseling Professional AD

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 411 - Counseling Professional AD. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

412 - Athletics Professional

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 412 - Athletics Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

413 - Coach

Factor 1: *United States*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 413 - Coach. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

422 - HR/EEO/OD Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 422 - HR/EEO/OD Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

424 - Institutional Research Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 424 - Institutional Research Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

430 - Accounting Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 430 - Accounting Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 410*- This pool of feeder positions for job group 430 - Accounting Professional was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

432 - Finance / Budget Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 432 - Finance / Budget Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

433 - Materials Management Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from

which the University usually seeks or reasonably would seek workers to fill positions in job group 433 - Materials Management Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

440 - External Affairs Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 440 - External Affairs Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

442 - Communications Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 442 - Communications Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

443 - Development/Fundraising Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 443 - Development/Fundraising Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

444 - Marketing / Public Relations Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 444 - Marketing / Public Relations Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

445 - Grants & Contracts Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 445 - Grants & Contracts Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

446 - Technical Design Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 446 - Technical Design Professional. This area was chosen based on current practices

and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

450 - Facilities Management Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 450 - Facilities Management Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

453 - Safety / Risk Management Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 453 - Safety / Risk Management Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

455 - Facility Operations Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 455 - Facility Operations Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

456 - Retail Operations Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 456 - Retail Operations Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

460 - IT (Information Technology) Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 460 - IT (Information Technology) Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

461 - IT Application Support Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 461 - IT Application Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

462 - IT Database Support Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 462 - IT Database Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

463 - IT Client Support Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 463 - IT Client Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 936*- This pool of feeder positions for job group 463 - IT Client Support Professional was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

464 - IT Network Support Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 464 - IT Network Support Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

933 - Temporary Administrator

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 933 - Temporary Administrator. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

925 - Limited Term Office / Clerical

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 925 - Limited Term Office / Clerical. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 935*- This pool of feeder positions for job group 925 - Limited Term Office / Clerical was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

900 - Student Assistant

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 900 - Student Assistant. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 510*- This pool of feeder positions for job group 900 - Student Assistant was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

901 - Work Study Student

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 901 - Work Study Student. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

909 - Graduate Assistant (Hourly)

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 909 - Graduate Assistant (Hourly). This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

935 - Temporary Office / Clerical

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 935 - Temporary Office / Clerical. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 900*- This pool of feeder positions for job group 935 - Temporary Office / Clerical was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

936 - Temporary Technical / Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 936 - Temporary Technical / Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

954 - Part Time Hourly Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 954 - Part Time Hourly Professional. This area was chosen based on current practices

and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

505 - Office / Clerical Lead

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 505 - Office / Clerical Lead. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

515 - Administrative Support Manager/Supervisor

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 515 - Administrative Support Manager/Supervisor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

602 - Audiovisual Technical/Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 602 - Audiovisual Technical/Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 935*- This pool of feeder positions for job group 602 - Audiovisual Technical/Paraprofessional was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

603 - IT Technical/Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 603 - IT Technical/Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 936*- This pool of feeder positions for job group 603 - IT Technical/Paraprofessional was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

630 - Library Technical/Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 630 - Library Technical/Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

613 - Nursing Technical/Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 613 - Nursing Technical/Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

618 - Safety / Risk Mgmt Technical /Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 618 - Safety / Risk Mgmt Technical /Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

620 - Social / Human Service Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 620 - Social / Human Service Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

629 - Academic Services Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 629 - Academic Services Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

710 - Skilled Craftsperson

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 710 - Skilled Craftsperson. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

634 - Business Operations Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 634 - Business Operations Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

635 - Accounting Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 635 - Accounting Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

643 - Development/Fundraising Paraprofessional/Professio

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 643 - Development/Fundraising Paraprofessional/Professio. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

644 - Marketing / Public Relations Paraprofessional/Prof

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 644 - Marketing / Public Relations Paraprofessional/Prof. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

647 - HR/EEO/OD Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 647 - HR/EEO/OD Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

655 - Facility Operations Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 655 - Facility Operations Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

656 - Retail Operations Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 656 - Retail Operations Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

657 - Student Services Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 657 - Student Services Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

663 - IT Client Support Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 663 - IT Client Support Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

667 - IT Security Support Paraprofessional/Professional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 667 - IT Security Support Paraprofessional/Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

605 - Research Assistant

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 605 - Research Assistant. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

612 - Medical Technical/Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 612 - Medical Technical/Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

601 - Athletics Technical/Paraprofessional

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 601 - Athletics Technical/Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

937 - Temporary Skilled Crafts / Trades

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 937 - Temporary Skilled Crafts / Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

938 - Temporary Service / Maintenance

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 938 - Temporary Service / Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

947 - Occasional Skilled Crafts / Trades

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 947 - Occasional Skilled Crafts / Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

700 - Skilled Craft First Line Supervisor

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 700 - Skilled Craft First Line Supervisor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

800 - Service / Maintenance Supervisor

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 800 - Service / Maintenance Supervisor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

805 - Service / Maintenance Foreman/Lead

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 805 - Service / Maintenance Foreman/Lead. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or

women.

Factor 2: *Feeder Job Computations 810*- This pool of feeder positions for job group 805 - Service / Maintenance Foreman/Lead was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

810 - Service / Maintenance Worker

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 810 - Service / Maintenance Worker. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 925, 935, 938, 947*- This pool of feeder positions for job group 810 - Service / Maintenance Worker was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

815 - Police / Security Lead

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 815 - Police / Security Lead. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 820*- This pool of feeder positions for job group 815 - Police / Security Lead was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

820 - Police Officer

Factor 1: *Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 820 - Police Officer. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 935*- This pool of feeder positions for job group 820 - Police Officer was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

Availability Factor Computation Form

102 - President

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.42	20.72								United States PHD
		Weighted Factor	13.42	20.72								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			13.42	20.72								

Availability Factor Computation Form

103 - Provost

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.09	63.77								United States
		Weighted Factor	25.09	63.77								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.09	63.77								

Availability Factor Computation Form

118 - Chief Student Affairs Officer

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.71	60.25								United States PHD
		Weighted Factor	22.71	60.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			22.71	60.25								

Availability Factor Computation Form

120 - Dean AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.71	60.25								United States PHD
		Weighted Factor	22.71	60.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			22.71	60.25								

Availability Factor Computation Form

125 - Dean AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.71	60.25								United States PHD
		Weighted Factor	22.71	60.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			22.71	60.25								

Availability Factor Computation Form

140 - Vice President

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	21.58	38.17									United States
		Weighted Factor	20.50	36.26									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	0.00	40.00									Feeder Job Computations
		Weighted Factor	0.00	2.00									
		Availability	20.50	38.26									

Availability Factor Computation Form

145 - Assoc/Asst Vice President

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.35	46.82								United States
		Weighted Factor	22.35	46.82								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			22.35	46.82								

Availability Factor Computation Form

150 - Vice Provost

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.01	53.80								United States
		Weighted Factor	24.01	53.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			24.01	53.80								

Availability Factor Computation Form

155 - Assoc/Asst Provost

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.01	53.80								United States
		Weighted Factor	24.01	53.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			24.01	53.80								

Availability Factor Computation Form

162 - Chief Athletics Administrator

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.09	63.77								United States
		Weighted Factor	25.09	63.77								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.09	63.77								

Availability Factor Computation Form

176 - Chief Information (IT) Officer

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.41	29.92								United States
		Weighted Factor	23.41	29.92								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			23.41	29.92								

Availability Factor Computation Form

180 - Chief Legal Affairs Officer

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.25	33.43								United States
		Weighted Factor	14.25	33.43								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			14.25	33.43								

Availability Factor Computation Form

182 - Chief Librarian

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.09	63.77								United States
		Weighted Factor	25.09	63.77								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.09	63.77								

Availability Factor Computation Form

190 - Director, College/Division/School AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.09	63.77								United States
		Weighted Factor	25.09	63.77								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.09	63.77								

Availability Factor Computation Form

193 - Director, Division/Department AD

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	22.60	45.39								United States
		Weighted Factor	15.07	30.28								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	28.57	42.86								Feeder Job Computations
		Weighted Factor	9.51	14.27								
		Availability	24.58	44.55								

Availability Factor Computation Form

196 - Department Chair/Head AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	22.71	60.25								United States PHD
		Weighted Factor	21.57	57.24								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	0.00	50.00								Feeder Job Computations
		Weighted Factor	0.00	2.50								
Availability			21.57	59.74								

Availability Factor Computation Form

200 - Professor

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	24.49	47.16									United States PHD
		Weighted Factor	23.27	44.80									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	23.53	44.54									Feeder Job Computations
		Weighted Factor	1.18	2.23									
		Availability	24.45	47.03									

Availability Factor Computation Form

201 - Associate Professor

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	24.49	47.16								United States PHD
		Weighted Factor	23.27	44.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	28.05	50.23								Feeder Job Computations
		Weighted Factor	1.40	2.51								
		Availability	24.67	47.31								

Availability Factor Computation Form

202 - Assistant Professor

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	93.30	Raw Statistics	24.47	47.08									United States PHD
		Weighted Factor	22.83	43.93									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	6.70	Raw Statistics	14.85	60.70									Feeder Job Computations
		Weighted Factor	0.99	4.07									
		Availability	23.82	48.00									

Availability Factor Computation Form

203 - Instructor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	1.60	57.43								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	1.60	57.43								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			1.60	57.43								

Availability Factor Computation Form

204 - Lecturer

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	77.30	Raw Statistics	3.29	52.85								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.54	40.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	22.70	Raw Statistics	22.35	51.76								Feeder Job Computations
		Weighted Factor	5.07	11.75								
Availability		7.61	52.60									

Availability Factor Computation Form

210 - Librarian AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.19	95.99								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.19	95.99								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.19	95.99								

Availability Factor Computation Form

213 - Academic Professional AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.90	30.80								

Availability Factor Computation Form

922 - Limited Term Faculty

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.29	52.85								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.29	52.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.29	52.85								

Availability Factor Computation Form

932 - Temporary Faculty

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.29	52.85								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.29	52.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.29	52.85								

Availability Factor Computation Form

944 - Occasional Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	20.68								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	20.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		0.00	20.68									

Availability Factor Computation Form

934 - Temporary Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.29	52.85								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.29	52.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.29	52.85								

Availability Factor Computation Form

300 - Director, Subdivision/Unit AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	60.00	Raw Statistics	4.87	45.44								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.92	27.26								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.00	Raw Statistics	28.57	71.43								Feeder Job Computations
		Weighted Factor	11.43	28.57								
Availability			14.35	55.83								

Availability Factor Computation Form

302 - Assoc/Asst Director, College/School AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	20.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	20.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.00	20.00								

Availability Factor Computation Form

304 - Assoc/Asst Dean AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.71	60.25								United States PHD
		Weighted Factor	22.71	60.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			22.71	60.25								

Availability Factor Computation Form

306 - Assoc/Asst Dean AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	30.26	62.91								United States PHD
		Weighted Factor	30.26	62.91								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			30.26	62.91								

Availability Factor Computation Form

308 - Assoc/Asst Dept Chair/Director/Head AC

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.27	54.68								United States PHD
		Weighted Factor	28.27	54.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			28.27	54.68								

Availability Factor Computation Form

310 - Assoc/Asst Director, Division/Department AD

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	29.57	61.20									United States
		Weighted Factor	29.57	61.20									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	29.57	61.20									

Availability Factor Computation Form

312 - Assoc/Asst Director, Subdivision/Unit AD

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	30.86	63.29									United States
		Weighted Factor	15.43	31.64									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	20.00	80.00									Feeder Job Computations
		Weighted Factor	10.00	40.00									
		Availability	25.43	71.65									

Availability Factor Computation Form

315 - Manager

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	7.70	40.32								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	5.14	26.89								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	0.00	100.00								Feeder Job Computations
		Weighted Factor	0.00	33.30								
Availability			5.14	60.19								

Availability Factor Computation Form

316 - Assoc/Asst Manager

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.35	36.12								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	12.35	36.12								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			12.35	36.12								

Availability Factor Computation Form

320 - Deputy/Associate Administrator

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.54	39.36								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.54	39.36								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.54	39.36								

Availability Factor Computation Form

325 - Executive Assistant/Administrative Specialist / Co

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	46.70	Raw Statistics	3.26	33.01									Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	1.52	15.42									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	53.30	Raw Statistics	9.68	78.49									Feeder Job Computations
		Weighted Factor	5.16	41.84									
		Availability	6.68	57.26									

Availability Factor Computation Form

400 - Academic Services Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	6.71	66.87								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.36	33.44								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	50.00	75.00								Feeder Job Computations
		Weighted Factor	25.00	37.50								
Availability			28.36	70.94								

Availability Factor Computation Form

465 - IT Systems Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.78	11.05								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.78	11.05								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			8.78	11.05								

Availability Factor Computation Form

466 - IT Security Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.67	26.93								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.67	26.93								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.67	26.93								

Availability Factor Computation Form

600 - Paralegal

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	1.96	99.03								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	1.96	99.03								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			1.96	99.03								

Availability Factor Computation Form

510 - Office / Clerical Assistant

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	74.10	Raw Statistics	11.04	55.14								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.18	40.86								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.90	Raw Statistics	19.23	63.46								Feeder Job Computations
		Weighted Factor	4.98	16.44								
Availability			13.16	57.30								

Availability Factor Computation Form

470 - Research Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.67	12.86								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	6.67	12.86								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			6.67	12.86								

Availability Factor Computation Form

472 - Laboratory Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	7.01	21.36								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	77.78								Feeder Job Computations
		Weighted Factor	0.00	77.78								
Availability		0.00	77.78									

Availability Factor Computation Form

482 - Nursing Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.65	91.74								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.65	91.74								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			8.65	91.74								

Availability Factor Computation Form

495 - Police/Security Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.67	6.67								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	6.67	6.67								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			6.67	6.67								

Availability Factor Computation Form

401 - Library Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.59	87.17								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	11.59	87.17								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			11.59	87.17								

Availability Factor Computation Form

403 - Continuing Education Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.13	67.43								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	4.13	67.43								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			4.13	67.43								

Availability Factor Computation Form

410 - Student Services Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	73.30	Raw Statistics	7.04	63.39								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	5.16	46.46								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	26.70	Raw Statistics	21.21	75.76								Feeder Job Computations
		Weighted Factor	5.66	20.23								
Availability		10.82	66.69									

Availability Factor Computation Form

411 - Counseling Professional AD

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.14	84.76								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.14	84.76								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			8.14	84.76								

Availability Factor Computation Form

412 - Athletics Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.23	38.25								United States
		Weighted Factor	23.23	38.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			23.23	38.25								

Availability Factor Computation Form

413 - Coach

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.05	34.79								United States
		Weighted Factor	22.05	34.79								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			22.05	34.79								

Availability Factor Computation Form

422 - HR/EEO/OD Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.62	66.26								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.62	66.26								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.62	66.26								

Availability Factor Computation Form

424 - Institutional Research Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.65	27.21								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.65	27.21								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.65	27.21								

Availability Factor Computation Form

430 - Accounting Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	2.38	59.54								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	1.19	29.77								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	50.00	75.00								Feeder Job Computations
		Weighted Factor	25.00	37.50								
Availability			26.19	67.27								

Availability Factor Computation Form

432 - Finance / Budget Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.55	3.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.55	3.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.55	3.00								

Availability Factor Computation Form

433 - Materials Management Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.96	42.49								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.96	42.49								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.96	42.49								

Availability Factor Computation Form

440 - External Affairs Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.62	51.09								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.62	51.09								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.62	51.09								

Availability Factor Computation Form

442 - Communications Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	88.57	77.14								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	88.57	77.14								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			88.57	77.14								

Availability Factor Computation Form

443 - Development/Fundraising Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	20.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	20.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		0.00	20.00									

Availability Factor Computation Form

444 - Marketing / Public Relations Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	29.77	35.92								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	29.77	35.92								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			29.77	35.92								

Availability Factor Computation Form

445 - Grants & Contracts Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.00	20.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	10.00	20.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			10.00	20.00								

Availability Factor Computation Form

446 - Technical Design Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	41.01	31.88								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	41.01	31.88								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			41.01	31.88								

Availability Factor Computation Form

450 - Facilities Management Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.90	30.80								

Availability Factor Computation Form

453 - Safety / Risk Management Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	0.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		0.00	0.00									

Availability Factor Computation Form

455 - Facility Operations Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.90	30.80								

Availability Factor Computation Form

456 - Retail Operations Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.90	30.80								

Availability Factor Computation Form

460 - IT (Information Technology) Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.10	15.61								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.10	15.61								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			8.10	15.61								

Availability Factor Computation Form

461 - IT Application Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	5.61	14.70								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	5.61	14.70								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			5.61	14.70								

Availability Factor Computation Form

462 - IT Database Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.27	9.42								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	10.27	9.42								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			10.27	9.42								

Availability Factor Computation Form

463 - IT Client Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	11.31	9.66								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	77.78								Feeder Job Computations
		Weighted Factor	0.00	77.78								
Availability			0.00	77.78								

Availability Factor Computation Form

464 - IT Network Support Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.07	17.25								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	21.07	17.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			21.07	17.25								

Availability Factor Computation Form

933 - Temporary Administrator

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.46	49.01								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	13.46	49.01								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			13.46	49.01								

Availability Factor Computation Form

925 - Limited Term Office / Clerical

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	2.03	70.20								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	1.35	46.82								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	16.67	70.83								Feeder Job Computations
		Weighted Factor	5.55	23.59								
Availability			6.90	70.41								

Availability Factor Computation Form

900 - Student Assistant

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	2.14	77.14								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.03	73.28								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	0.00	100.00								Feeder Job Computations
		Weighted Factor	0.00	5.00								
Availability		2.03	78.28									

Availability Factor Computation Form

901 - Work Study Student

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.03	70.20								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.03	70.20								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		2.03	70.20									

Availability Factor Computation Form

909 - Graduate Assistant (Hourly)

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.46	49.01								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	13.46	49.01								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			13.46	49.01								

Availability Factor Computation Form

935 - Temporary Office / Clerical

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	94.00	Raw Statistics	2.54	76.39								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.39	71.81								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	6.00	Raw Statistics	33.33	33.33								Feeder Job Computations
		Weighted Factor	2.00	2.00								
Availability		4.39	73.81									

Availability Factor Computation Form

936 - Temporary Technical / Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.30	1.70								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	9.30	1.70								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			9.30	1.70								

Availability Factor Computation Form

954 - Part Time Hourly Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.90	30.80								

Availability Factor Computation Form

505 - Office / Clerical Lead

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.27	76.17								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.27	76.17								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.27	76.17								

Availability Factor Computation Form

515 - Administrative Support Manager/Supervisor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.38	61.63								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	9.38	61.63								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		9.38	61.63									

Availability Factor Computation Form

602 - Audiovisual Technical/Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	25.87	64.25								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	16.67	70.83								Feeder Job Computations
		Weighted Factor	16.67	70.83								
Availability			16.67	70.83								

Availability Factor Computation Form

603 - IT Technical/Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	12.56	12.78								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	25.00								Feeder Job Computations
		Weighted Factor	0.00	25.00								
Availability			0.00	25.00								

Availability Factor Computation Form

630 - Library Technical/Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	100.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	100.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		0.00	100.00									

Availability Factor Computation Form

613 - Nursing Technical/Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.39	82.84								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.39	82.84								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.39	82.84								

Availability Factor Computation Form

618 - Safety / Risk Mgmt Technical /Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.82	45.22								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	3.82	45.22								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			3.82	45.22								

Availability Factor Computation Form

620 - Social / Human Service Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.45	93.62								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.45	93.62								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			8.45	93.62								

Availability Factor Computation Form

629 - Academic Services Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.90	30.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.90	30.80								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.90	30.80								

Availability Factor Computation Form

710 - Skilled Craftsperson

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.79	2.17								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	12.79	2.17								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	12.79	2.17								

Availability Factor Computation Form

634 - Business Operations Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	2.28	68.32								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	2.28	68.32								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			2.28	68.32								

Availability Factor Computation Form

635 - Accounting Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.69	52.94								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	4.69	52.94								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			4.69	52.94								

Availability Factor Computation Form

643 - Development/Fundraising Paraprofessional/Professio

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.00	10.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	10.00	10.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			10.00	10.00								

Availability Factor Computation Form

644 - Marketing / Public Relations Paraprofessional/Prof

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.83	10.72								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.83	10.72								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.83	10.72								

Availability Factor Computation Form

647 - HR/EEO/OD Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.86	66.73								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.86	66.73								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.86	66.73								

Availability Factor Computation Form

655 - Facility Operations Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.53	68.42								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	4.53	68.42								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			4.53	68.42								

Availability Factor Computation Form

656 - Retail Operations Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	7.19	59.32								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	7.19	59.32								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			7.19	59.32								

Availability Factor Computation Form

657 - Student Services Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.59	44.05								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	4.59	44.05								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			4.59	44.05								

Availability Factor Computation Form

663 - IT Client Support Paraprofessional/Professional

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.23	5.84									Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	11.23	5.84									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	11.23	5.84									

Availability Factor Computation Form

667 - IT Security Support Paraprofessional/Professional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	10.00								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	10.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			0.00	10.00								

Availability Factor Computation Form

605 - Research Assistant

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.46	49.01								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	13.46	49.01								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			13.46	49.01								

Availability Factor Computation Form

612 - Medical Technical/Paraprofessional

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	5.00	7.50								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	5.00	7.50								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			5.00	7.50								

Availability Factor Computation Form

601 - Athletics Technical/Paraprofessional

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.55	2.08								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	11.55	2.08								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	11.55	2.08								

Availability Factor Computation Form

937 - Temporary Skilled Crafts / Trades

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.18	1.33								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	17.18	1.33								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			17.18	1.33								

Availability Factor Computation Form

938 - Temporary Service / Maintenance

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.18	1.33								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	17.18	1.33								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			17.18	1.33								

Availability Factor Computation Form

947 - Occasional Skilled Crafts / Trades

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.18	1.33								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	17.18	1.33								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			17.18	1.33								

Availability Factor Computation Form

700 - Skilled Craft First Line Supervisor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	5.71	19.25								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	5.71	19.25								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			5.71	19.25								

Availability Factor Computation Form

800 - Service / Maintenance Supervisor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.17	3.37								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	8.17	3.37								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			8.17	3.37								

Availability Factor Computation Form

805 - Service / Maintenance Foreman/Lead

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	7.91	4.80								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	10.29	58.82								Feeder Job Computations
		Weighted Factor	10.29	58.82								
Availability			10.29	58.82								

Availability Factor Computation Form

810 - Service / Maintenance Worker

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	70.00	Raw Statistics	24.65	33.71								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	17.26	23.60								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	30.00	Raw Statistics	23.33	46.67								Feeder Job Computations
		Weighted Factor	7.00	14.00								
Availability			24.26	37.60								

Availability Factor Computation Form

815 - Police / Security Lead

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	0.47	3.30								Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	0.24	1.65								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	19.05	9.52								Feeder Job Computations
		Weighted Factor	9.52	4.76								
Availability		9.77	6.41									

Availability Factor Computation Form

820 - Police Officer

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	83.30	Raw Statistics	18.10	29.55									Dawson+Lumpkin+White, GA 60%; Gilmer+Murray, GA 10%; Hall, GA 10%; Fannin+Rabun+Towns+Union, GA 10%; Forsyth, GA 10%
		Weighted Factor	15.08	24.62									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	16.70	Raw Statistics	9.09	45.45									Feeder Job Computations
		Weighted Factor	1.52	7.59									
		Availability	16.60	32.21									

Comparison of Incumbency vs. Estimated Availability

41 C.F.R. 60-2.15

University of North Georgia has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the University determined whether the difference was greater than could reasonably be expected. The comparison of availability with actual representation follows:

Incumbency vs. Estimated Availability

102		President	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	13.42	20.72
		1.000E	
103		Provost	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	25.09	63.77
			0.362E
118		Chief Student Affairs Officer	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	22.71	60.25
		1.000E	0.398E
120		Dean AC	
Total Emp 8	Employment %	Min	Fem
	Availability %	0.00	62.50
	Statistical Value	22.71	60.25
		0.212E	
125		Dean AD	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	22.71	60.25
		1.000E	0.398E
140		Vice President	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	20.50	38.26
		0.588E	0.305E
145		Assoc/Asst Vice President	
Total Emp 14	Employment %	Min	Fem
	Availability %	0.00	64.29
	Statistical Value	22.35	46.82
		0.050E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

150		Vice Provost	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	24.01	53.80
		1.000E	
155		Assoc/Asst Provost	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	24.01	53.80
		1.000E	0.213E
162		Chief Athletics Administrator	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	25.09	63.77
		1.000E	
176		Chief Information (IT) Officer	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	23.41	29.92
		0.579E	0.324E
180		Chief Legal Affairs Officer	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	14.25	33.43
		1.000E	
182		Chief Librarian	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	25.09	63.77
		1.000E	
190		Director, College/Division/School AC	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	25.09	63.77
		1.000E	1.000E
193		Director, Division/Department AD	
Total Emp 29	Employment %	Min	Fem
	Availability %	10.34	58.62
	Statistical Value	24.58	44.55
		0.085E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

196		Department Chair/Head AC	
Total Emp 25	Employment %	Min 4.00	Fem 44.00
	Availability %	21.57	59.74
	Statistical Value	0.028E	0.152E
200		Professor	
Total Emp 83	Employment %	Min 15.66	Fem 31.33
	Availability %	24.45	47.03
	Statistical Value	1.863	2.867
201		Associate Professor	
Total Emp 119	Employment %	Min 23.53	Fem 44.54
	Availability %	24.67	47.31
	Statistical Value	0.289	0.606
202		Assistant Professor	
Total Emp 222	Employment %	Min 27.93	Fem 50.00
	Availability %	23.82	48.00
	Statistical Value		
203		Instructor	
Total Emp 5	Employment %	Min 20.00	Fem 20.00
	Availability %	1.60	57.43
	Statistical Value		0.171E
204		Lecturer	
Total Emp 163	Employment %	Min 15.34	Fem 60.74
	Availability %	7.61	52.60
	Statistical Value		
210		Librarian AC	
Total Emp 16	Employment %	Min 12.50	Fem 81.25
	Availability %	2.19	95.99
	Statistical Value		0.024E
213		Academic Professional AC	
Total Emp 1	Employment %	Min 0.00	Fem 100.00
	Availability %	2.90	30.80
	Statistical Value	1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

922		Limited Term Faculty	
Total Emp 85	Employment %	Min	Fem
	Availability %	22.35	51.76
	Statistical Value	3.29	52.85
			0.200
932		Temporary Faculty	
Total Emp 240	Employment %	Min	Fem
	Availability %	15.42	61.25
	Statistical Value	3.29	52.85
944		Occasional Professional	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	66.67
	Statistical Value	0.00	20.68
934		Temporary Professional	
Total Emp 8	Employment %	Min	Fem
	Availability %	37.50	62.50
	Statistical Value	3.29	52.85
300		Director, Subdivision/Unit AD	
Total Emp 38	Employment %	Min	Fem
	Availability %	15.79	73.68
	Statistical Value	14.35	55.83
302		Assoc/Asst Director, College/School AC	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	100.00
	Statistical Value	0.00	20.00
304		Assoc/Asst Dean AC	
Total Emp 7	Employment %	Min	Fem
	Availability %	28.57	57.14
	Statistical Value	22.71	60.25
			1.000E
306		Assoc/Asst Dean AD	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	50.00
	Statistical Value	30.26	62.91
		1.000E	0.631E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

308		Assoc/Asst Dept Chair/Director/Head AC	
Total Emp 12	Employment %	Min	Fem
	Availability %	8.33	41.67
	Statistical Value	28.27	54.68
		0.199E	0.398E
310		Assoc/Asst Director, Division/Department AD	
Total Emp 37	Employment %	Min	Fem
	Availability %	13.51	72.97
	Statistical Value	29.57	61.20
		2.140	
312		Assoc/Asst Director, Subdivision/Unit AD	
Total Emp 15	Employment %	Min	Fem
	Availability %	40.00	60.00
	Statistical Value	25.43	71.65
			0.389E
315		Manager	
Total Emp 11	Employment %	Min	Fem
	Availability %	9.09	63.64
	Statistical Value	5.14	60.19
316		Assoc/Asst Manager	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	12.35	36.12
		1.000E	
320		Deputy/Associate Administrator	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	75.00
	Statistical Value	3.54	39.36
325		Executive Assistant/Administrative Specialist / Co	
Total Emp 31	Employment %	Min	Fem
	Availability %	16.13	77.42
	Statistical Value	6.68	57.26
400		Academic Services Professional	
Total Emp 28	Employment %	Min	Fem
	Availability %	14.29	71.43
	Statistical Value	28.36	70.94
		0.140E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

465		IT Systems Support Professional	
Total Emp 21	Employment %	Min	Fem
	Availability %	4.76	14.29
	Statistical Value	8.78	11.05
		1.000E	
466		IT Security Support Professional	
Total Emp 7	Employment %	Min	Fem
	Availability %	0.00	28.57
	Statistical Value	0.67	26.93
		1.000E	
600		Paralegal	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	1.96	99.03
		1.000E	
510		Office / Clerical Assistant	
Total Emp 133	Employment %	Min	Fem
	Availability %	9.77	92.48
	Statistical Value	13.16	57.30
		1.155	
470		Research Professional AD	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	6.67	12.86
		1.000E	
472		Laboratory Professional AD	
Total Emp 5	Employment %	Min	Fem
	Availability %	20.00	60.00
	Statistical Value	0.00	77.78
			0.309E
482		Nursing Professional	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	100.00
	Statistical Value	8.65	91.74
495		Police/Security Professional	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	33.33
	Statistical Value	6.67	6.67

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

401		Library Professional AD	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	75.00
	Statistical Value	11.59	87.17
		1.000E	0.423E
403		Continuing Education Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	4.13	67.43
		1.000E	
410		Student Services Professional	
Total Emp 71	Employment %	Min	Fem
	Availability %	29.58	70.42
	Statistical Value	10.82	66.69
411		Counseling Professional AD	
Total Emp 13	Employment %	Min	Fem
	Availability %	23.08	92.31
	Statistical Value	8.14	84.76
412		Athletics Professional	
Total Emp 8	Employment %	Min	Fem
	Availability %	12.50	62.50
	Statistical Value	23.23	38.25
		0.691E	
413		Coach	
Total Emp 8	Employment %	Min	Fem
	Availability %	12.50	37.50
	Statistical Value	22.05	34.79
		1.000E	
422		HR/EEO/OD Professional	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	2.62	66.26
		1.000E	
424		Institutional Research Professional	
Total Emp 5	Employment %	Min	Fem
	Availability %	0.00	40.00
	Statistical Value	3.65	27.21
		1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

430		Accounting Professional	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	26.19	67.27
		0.579E	
432		Finance / Budget Professional	
Total Emp 5	Employment %	Min	Fem
	Availability %	0.00	60.00
	Statistical Value	0.55	3.00
		1.000E	
433		Materials Management Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	3.96	42.49
		1.000E	
440		External Affairs Professional	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	0.62	51.09
		1.000E	0.489E
442		Communications Professional	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	100.00
	Statistical Value	88.57	77.14
443		Development/Fundraising Professional	
Total Emp 8	Employment %	Min	Fem
	Availability %	25.00	50.00
	Statistical Value	0.00	20.00
444		Marketing / Public Relations Professional	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	66.67
	Statistical Value	29.77	35.92
		0.560E	
445		Grants & Contracts Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	10.00	20.00
		1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

446		Technical Design Professional	
Total Emp 5	Employment %	Min	Fem
	Availability %	0.00	60.00
	Statistical Value	41.01	31.88
		0.083E	
450		Facilities Management Professional	
Total Emp 11	Employment %	Min	Fem
	Availability %	0.00	18.18
	Statistical Value	2.90	30.80
		1.000E	0.521E
453		Safety / Risk Management Professional	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	0.00
	Statistical Value	0.00	0.00
455		Facility Operations Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	2.90	30.80
		1.000E	1.000E
456		Retail Operations Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	2.90	30.80
			1.000E
460		IT (Information Technology) Professional	
Total Emp 10	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	8.10	15.61
		1.000E	
461		IT Application Support Professional	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	5.61	14.70
		1.000E	1.000E
462		IT Database Support Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	10.27	9.42
		1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

463		IT Client Support Professional	
Total Emp 14	Employment %	Min	Fem
	Availability %	21.43	14.29
	Statistical Value	0.00	77.78
			0.000E
464		IT Network Support Professional	
Total Emp 5	Employment %	Min	Fem
	Availability %	0.00	40.00
	Statistical Value	21.07	17.25
		0.591E	
933		Temporary Administrator	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	13.46	49.01
		1.000E	1.000E
925		Limited Term Office / Clerical	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	75.00
	Statistical Value	6.90	70.41
		1.000E	
900		Student Assistant	
Total Emp 741	Employment %	Min	Fem
	Availability %	19.84	60.32
	Statistical Value	2.03	78.28
			11.854
901		Work Study Student	
Total Emp 159	Employment %	Min	Fem
	Availability %	27.04	74.21
	Statistical Value	2.03	70.20
909		Graduate Assistant (Hourly)	
Total Emp 41	Employment %	Min	Fem
	Availability %	14.63	75.61
	Statistical Value	13.46	49.01
935		Temporary Office / Clerical	
Total Emp 78	Employment %	Min	Fem
	Availability %	16.67	56.41
	Statistical Value	4.39	73.81
			3.495

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

936		Temporary Technical / Paraprofessional	
Total Emp 21	Employment %	Min	Fem
	Availability %	0.00	47.62
	Statistical Value	9.30	1.70
		0.254E	
954		Part Time Hourly Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	2.90	30.80
		1.000E	
505		Office / Clerical Lead	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	0.27	76.17
		1.000E	0.238E
515		Administrative Support Manager/Supervisor	
Total Emp 41	Employment %	Min	Fem
	Availability %	2.44	95.12
	Statistical Value	9.38	61.63
		1.524	
602		Audiovisual Technical/Paraprofessional	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	16.67	70.83
		1.000E	
603		IT Technical/Paraprofessional	
Total Emp 13	Employment %	Min	Fem
	Availability %	0.00	23.08
	Statistical Value	0.00	25.00
			1.000E
630		Library Technical/Paraprofessional	
Total Emp 7	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	0.00	100.00
			1.000E
613		Nursing Technical/Paraprofessional	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	100.00
	Statistical Value	3.39	82.84

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

618		Safety / Risk Mgmt Technical /Paraprofessional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	3.82	45.22
		1.000E	0.505E
620		Social / Human Service Paraprofessional	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	8.45	93.62
			0.064E
629		Academic Services Paraprofessional/Professional	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	2.90	30.80
			1.000E
710		Skilled Craftsperson	
Total Emp 33	Employment %	Min	Fem
	Availability %	6.06	6.06
	Statistical Value	12.79	2.17
		1.157	
634		Business Operations Paraprofessional/Professional	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	75.00
	Statistical Value	2.28	68.32
		1.000E	
635		Accounting Paraprofessional/Professional	
Total Emp 6	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	4.69	52.94
		1.000E	
643		Development/Fundraising Paraprofessional/Professio	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	10.00	10.00
		1.000E	
644		Marketing / Public Relations Paraprofessional/Prof	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	66.67
	Statistical Value	0.83	10.72
		1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

647		HR/EEO/OD Paraprofessional/Professional	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	100.00
	Statistical Value	0.86	66.73
655		Facility Operations Paraprofessional/Professional	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	4.53	68.42
		1.000E	
656		Retail Operations Paraprofessional/Professional	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	7.19	59.32
		1.000E	
657		Student Services Paraprofessional/Professional	
Total Emp 40	Employment %	Min	Fem
	Availability %	10.00	70.00
	Statistical Value	4.59	44.05
663		IT Client Support Paraprofessional/Professional	
Total Emp 14	Employment %	Min	Fem
	Availability %	7.14	28.57
	Statistical Value	11.23	5.84
		1.000E	
667		IT Security Support Paraprofessional/Professional	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	0.00	10.00
605		Research Assistant	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	13.46	49.01
		1.000E	
612		Medical Technical/Paraprofessional	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	5.00	7.50
		1.000E	1.000E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

601		Athletics Technical/Paraprofessional	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	11.55	2.08
		1.000E	1.000E
937		Temporary Skilled Crafts / Trades	
Total Emp 2	Employment %	Min	Fem
	Availability %	50.00	0.00
	Statistical Value	17.18	1.33
			1.000E
938		Temporary Service / Maintenance	
Total Emp 7	Employment %	Min	Fem
	Availability %	14.29	14.29
	Statistical Value	17.18	1.33
		1.000E	
947		Occasional Skilled Crafts / Trades	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	17.18	1.33
		1.000E	1.000E
700		Skilled Craft First Line Supervisor	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	5.71	19.25
		1.000E	1.000E
800		Service / Maintenance Supervisor	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	8.17	3.37
		1.000E	
805		Service / Maintenance Foreman/Lead	
Total Emp 10	Employment %	Min	Fem
	Availability %	0.00	60.00
	Statistical Value	10.29	58.82
		0.613E	
810		Service / Maintenance Worker	
Total Emp 120	Employment %	Min	Fem
	Availability %	11.67	40.83
	Statistical Value	24.26	37.60
		3.218	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

815		Police / Security Lead	
Total Emp 8	Employment %	Min	Fem
		25.00	25.00
	Availability %	9.77	6.41
	Statistical Value		

820		Police Officer	
Total Emp 21	Employment %	Min	Fem
		19.05	9.52
	Availability %	16.60	32.21
	Statistical Value		0.033E

Total Employment: 3005

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, University of North Georgia has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected, given their availability percentage in that job group, the University established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the University makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or other characteristic protected by law.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

As is described in more detail in the Action Oriented Program section of this AAP, where a placement goal is set, the University will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

Placement Goals

Job Group & Name	Min	Fem								
145 - Assoc/Asst Vice President	22.35									
196 - Department Chair/Head AC	21.57									
200 - Professor		47.03								
210 - Librarian AC		95.99								
310 - Assoc/Asst Director, Division/Department AD	29.57									
463 - IT Client Support Professional		77.78								
900 - Student Assistant		78.28								
935 - Temporary Office / Clerical		73.81								
810 - Service / Maintenance Worker	24.26									
820 - Police Officer		32.21								

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

We have conducted analyses of our total employment process, including evaluating the workforce by organizational unit and job group, personnel activity, compensation systems, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

Of the 227 departments in this AAP, 119 or 52.42% include minorities, and 200 or 88.11% include females. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

Composition of the Workforce by Job Group

Pursuant to OFCCP regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in job groups 145, 196, 310, and 810.
- Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in job groups 200, 210, 463, 820, 900, and 935.
- The University has established affirmative action placement goals and programs to address any areas of underutilization, and will continue to make a good faith effort to reach the placement goals established by implementing action oriented programs, which are detailed elsewhere in this AAP.

Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the University has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the University makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran

status, or any other characteristic protected by law.

- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

A review of progress and goal attainment by job group for the period from March 01, 2017 to February 28, 2018 reveals the following:

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

Goal Attainment

200		Professor																	
	Total	Min	Fem																
Prior Year Goal			47.41																
New Hire	0		0	N/A															
Promotion	1		0	0.00															
Total Opps	1		0	0.00															
Achieved? *			LIMITED																

204		Lecturer																	
	Total	Min	Fem																
Prior Year Goal		23.40																	
New Hire	14	3	21.43																
Promotion	2	1	50.00																
Total Opps	16	4	25.00																
Achieved? *		YES																	

932		Temporary Faculty																	
	Total	Min	Fem																
Prior Year Goal		24.86																	
New Hire	276	46	16.67																
Promotion	1	0	0.00																
Total Opps	277	46	16.61																
Achieved? *		NO																	

Goal Attainment

465		IT Systems Support Professional												
	Total	Min	Fem											
Prior Year Goal		30.54												
New Hire	0	0	N/A											
Promotion	1	0	0.00											
Total Opps	1	0	0.00											
Achieved? *		LIMITED												

510		Office / Clerical Assistant												
	Total	Min	Fem											
Prior Year Goal		27.22												
New Hire	19	3	15.79											
Promotion	2	1	50.00											
Total Opps	21	4	19.05											
Achieved? *		NO												

410		Student Services Professional												
	Total	Min	Fem											
Prior Year Goal		25.80												
New Hire	30	11	36.67											
Promotion	3	1	33.33											
Total Opps	33	12	36.36											
Achieved? *		YES												

430		Accounting Professional												
	Total	Min	Fem											
Prior Year Goal		20.55												
New Hire	2	0	0.00											
Promotion	0	0	N/A											
Total Opps	2	0	0.00											
Achieved? *		LIMITED												

Goal Attainment

450		Facilities Management Professional									
	Total	Min		Fem							
Prior Year Goal				44.75							
New Hire	1			1	100.00						
Promotion	1			1	100.00						
Total Opps	2			2	100.00						
Achieved? *				YES							

935		Temporary Office / Clerical									
	Total	Min		Fem							
Prior Year Goal		31.56		82.00							
New Hire	99	19	19.19	62	62.63						
Promotion	5	0	0.00	2	40.00						
Total Opps	104	19	18.27	64	61.54						
Achieved? *		NO		NO							

936		Temporary Technical / Paraprofessional									
	Total	Min		Fem							
Prior Year Goal		31.90									
New Hire	26	2	7.69								
Promotion	0	0	N/A								
Total Opps	26	2	7.69								
Achieved? *		NO									

820		Police Officer									
	Total	Min		Fem							
Prior Year Goal				43.87							
New Hire	3			0	0.00						
Promotion	0			0	N/A						
Total Opps	3			0	0.00						
Achieved? *				NO							

Goal Attainment

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

Personnel Activity

The University has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

Applicant Flow

During the plan year, March 01, 2017 to February 28, 2018, the University listed all non-executive positions lasting three days or more not expected to be filled from within the appropriate state employment service delivery system. The University accepted applications for open positions, and all persons interested in obtaining employment with the University were advised to apply according to the University's current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this reflecting process.

The University believes applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority and female applicants compares very favorably with the general availability in the respective categories. The University's success in implementing and communicating affirmative action and outreach efforts.

The following report summarizes applicant flow by job group:

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 1

Executive & Administrative

		Total	Unk Race	Unk Gend	Min	Fem								
118	S	1	0	0	0	0								
Chief Student Affairs Officer	P	1	0	0	0	0								
190	S	1	0	0	0	0								
Director, College/Division/School AC	P	1	0	0	0	0								
193	S	3	0	0	0	2								
Director, Division/Department AD	P	3	0	0	0	2								

S - Selected, P - Pool

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 2 Faculty

		Total	Unk Race	Unk Gend	Min	Fem								
201 Associate Professor	S	3	0	0	0	1								
	P	3	0	0	0	1								
202 Assistant Professor	S	42	0	0	13	18								
	P	42	0	0	13	18								
203 Instructor	S	3	0	0	0	2								
	P	3	0	0	0	2								
204 Lecturer	S	14	0	0	3	9								
	P	14	0	0	3	9								
210 Librarian AC	S	3	0	0	1	2								
	P	3	0	0	1	2								
213 Academic Professional AC	S	1	0	0	0	1								
	P	1	0	0	0	1								
922 Limited Term Faculty	S	63	0	0	15	33								
	P	63	0	0	15	33								
932 Temporary Faculty	S	276	0	0	46	164								
	P	276	0	0	46	164								

S - Selected, P - Pool

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 3

Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem								
944 Occasional Professional	S	2	0	0	1	1								
	P	2	0	0	1	1								
934 Temporary Professional	S	56	0	0	16	40								
	P	56	0	0	16	40								
300 Director, Subdivision/Unit AD	S	8	0	0	2	7								
	P	8	0	0	2	7								
308 Assoc/Asst Dept Chair/Director/Head AC	S	1	0	0	0	1								
	P	1	0	0	0	1								
310 Assoc/Asst Director, Division/Department AD	S	2	0	0	1	1								
	P	2	0	0	1	1								
312 Assoc/Asst Director, Subdivision/Unit AD	S	3	0	0	2	1								
	P	3	0	0	2	1								
315 Manager	S	2	0	0	0	1								
	P	2	0	0	0	1								
325 Executive Assistant/Administrative Specialist / Co	S	6	0	0	1	6								
	P	6	0	0	1	6								
400 Academic Services Professional	S	6	0	0	0	6								
	P	6	0	0	0	6								

S - Selected, P - Pool

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 4

Clerical

		Total	Unk Race	Unk Gend	Min	Fem								
510 Office / Clerical Assistant	S	19	0	0	3	18								
	P	19	0	0	3	18								
472 Laboratory Professional AD	S	2	0	0	0	1								
	P	2	0	0	0	1								
482 Nursing Professional	S	1	0	0	1	1								
	P	1	0	0	1	1								
495 Police/Security Professional	S	1	0	0	0	1								
	P	1	0	0	0	1								
410 Student Services Professional	S	30	0	0	11	21								
	P	30	0	0	11	21								
411 Counseling Professional AD	S	2	0	0	0	2								
	P	2	0	0	0	2								
412 Athletics Professional	S	3	0	0	1	2								
	P	3	0	0	1	2								
413 Coach	S	1	0	0	0	1								
	P	1	0	0	0	1								
430 Accounting Professional	S	2	0	0	0	2								
	P	2	0	0	0	2								
432 Finance / Budget Professional	S	1	0	0	0	0								
	P	1	0	0	0	0								

S - Selected, P - Pool

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 4

Clerical

		Total	Unk Race	Unk Gend	Min	Fem								
443 Development/Fundraising Professional	S	2	0	0	0	1								
	P	2	0	0	0	1								
445 Grants & Contracts Professional	S	1	0	0	0	1								
	P	1	0	0	0	1								
446 Technical Design Professional	S	3	0	0	0	2								
	P	3	0	0	0	2								
450 Facilities Management Professional	S	1	0	0	0	1								
	P	1	0	0	0	1								
455 Facility Operations Professional	S	1	0	0	0	0								
	P	1	0	0	0	0								
463 IT Client Support Professional	S	4	0	0	1	0								
	P	4	0	0	1	0								
464 IT Network Support Professional	S	1	0	0	0	0								
	P	1	0	0	0	0								
933 Temporary Administrator	S	1	0	0	0	0								
	P	1	0	0	0	0								
925 Limited Term Office / Clerical	S	2	0	0	0	1								
	P	2	0	0	0	1								
900 Student Assistant	S	850	0	0	180	510								
	P	850	0	0	180	510								

S - Selected, P - Pool

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 4

Clerical

		Total	Unk Race	Unk Gend	Min	Fem							
901	S	189	0	0	49	135							
Work Study Student	P	189	0	0	49	135							
905	S	3	0	0	0	2							
Graduate Assistant	P	3	0	0	0	2							
909	S	39	0	0	9	27							
Graduate Assistant (Hourly)	P	39	0	0	9	27							

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 5

Technical and Paraprofessionals

		Total	Unk Race	Unk Gend	Min	Fem								
935 Temporary Office / Clerical	S	99	0	0	19	62								
	P	99	0	0	19	62								
936 Temporary Technical / Paraprofessional	S	26	0	0	2	19								
	P	26	0	0	2	19								
954 Part Time Hourly Professional	S	1	0	0	0	1								
	P	1	0	0	0	1								
995 Non Compensated Affaiiate	S	1	0	0	0	0								
	P	1	0	0	0	0								
515 Administrative Support Manager/Supervisor	S	3	0	0	1	3								
	P	3	0	0	1	3								
603 IT Technical/Paraprofessional	S	4	0	0	0	1								
	P	4	0	0	0	1								
630 Library Technical/Paraprofessional	S	5	0	0	0	5								
	P	5	0	0	0	5								
613 Nursing Technical/Paraprofessional	S	1	0	0	0	1								
	P	1	0	0	0	1								

S - Selected, P - Pool

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 6

Skilled Crafts

		Total	Unk Race	Unk Gend	Min	Fem								
629	S	1	0	0	1	0								
Academic Services	P	1	0	0	1	0								
Paraprofessional/Professional														
710	S	1	0	0	0	0								
Skilled Craftsperson	P	1	0	0	0	0								
634	S	1	0	0	0	1								
Business Operations	P	1	0	0	0	1								
Paraprofessional/Professional														
647	S	2	0	0	0	2								
HR/EEO/OD Paraprofessional/Professional	P	2	0	0	0	2								
657	S	4	0	0	0	2								
Student Services	P	4	0	0	0	2								
Paraprofessional/Professional														
663	S	2	0	0	0	0								
IT Client Support	P	2	0	0	0	0								
Paraprofessional/Professional														
937	S	1	0	0	1	0								
Temporary Skilled Crafts / Trades	P	1	0	0	1	0								
938	S	6	0	0	1	1								
Temporary Service / Maintenance	P	6	0	0	1	1								
947	S	2	0	0	0	0								
Occasional Skilled Crafts / Trades	P	2	0	0	0	0								

S - Selected, P - Pool

Applicant Summary

For Period: 3/1/2017 to 2/28/2018

EEO Code 7

Service

		Total	Unk Race	Unk Gend	Min	Fem							
810	S	29	0	0	3	16							
Service / Maintenance Worker	P	29	0	0	3	16							
820	S	3	0	0	1	0							
Police Officer	P	3	0	0	1	0							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	1,847	0	0	385	1,139							
	%		0.00	0.00	20.84	61.67							
	P	1,847	0	0	385	1,139							
	%		0.00	0.00	20.84	61.67							

Hires

The Human Resources Department develops all procedures and all hiring at the University is conducted on the basis of nondiscriminatory criteria. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

- o Job descriptions have been reviewed and revised to make sure duties are accurately described, that the experience and education requirements are job related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- o Application forms have been reviewed to ensure all requested information is job related, and the forms comply with all applicable laws. In addition, all forms state the University is an Equal Opportunity/Affirmative Action Employer.
- o University of North Georgia representatives who are involved in the selection process have been briefed on the University's obligations.
- o Where applicable, tests have been reviewed and are administered and conducted in a non-discriminatory manner.
- o All employees are encouraged to refer qualified applicants to the University for employment. In addition, the University has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.
- o Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicants knowledge, skills, abilities, and any other job related criteria.

A review of external hires for the prior plan year indicates that selection decisions were made in a non-discriminatory manner. There were 1847 new employees hired during the period from March 01, 2017 to February 28, 2018 including 385 minorities at 21% and 1139 women at 62%.

The following report summarizes hiring activity by job group:

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

New Hire Summary

For Period: 3/1/2017 to 2/28/2018

	Total	Min	Fem								
118 - Chief Student Affairs Officer	1	0	0								
190 - Director, College/Division/School AC	1	0	0								
193 - Director, Division/Department AD	3	0	2								
201 - Associate Professor	3	0	1								
202 - Assistant Professor	42	13	18								
203 - Instructor	3	0	2								
204 - Lecturer	14	3	9								
210 - Librarian AC	3	1	2								
213 - Academic Professional AC	1	0	1								
922 - Limited Term Faculty	63	15	33								
932 - Temporary Faculty	276	46	164								
944 - Occasional Professional	2	1	1								
934 - Temporary Professional	56	16	40								
300 - Director, Subdivision/Unit AD	8	2	7								
308 - Assoc/Asst Dept Chair/Director/Head AC	1	0	1								
310 - Assoc/Asst Director, Division/Department AD	2	1	1								
312 - Assoc/Asst Director, Subdivision/Unit AD	3	2	1								
315 - Manager	2	0	1								
325 - Executive Assistant/Administrative Specialist / Co	6	1	6								
400 - Academic Services Professional	6	0	6								
510 - Office / Clerical Assistant	19	3	18								
472 - Laboratory Professional AD	2	0	1								
482 - Nursing Professional	1	1	1								
495 - Police/Security Professional	1	0	1								
410 - Student Services Professional	30	11	21								
411 - Counseling Professional AD	2	0	2								
412 - Athletics Professional	3	1	2								
413 - Coach	1	0	1								
430 - Accounting Professional	2	0	2								
432 - Finance / Budget Professional	1	0	0								

New Hire Summary

For Period: 3/1/2017 to 2/28/2018

443 - Development/Fundraising Professional	2	0	1							
445 - Grants & Contracts Professional	1	0	1							
446 - Technical Design Professional	3	0	2							
450 - Facilities Management Professional	1	0	1							
455 - Facility Operations Professional	1	0	0							
463 - IT Client Support Professional	4	1	0							
464 - IT Network Support Professional	1	0	0							
933 - Temporary Administrator	1	0	0							
925 - Limited Term Office / Clerical	2	0	1							
900 - Student Assistant	850	180	510							
901 - Work Study Student	189	49	135							
905 - Graduate Assistant	3	0	2							
909 - Graduate Assistant (Hourly)	39	9	27							
935 - Temporary Office / Clerical	99	19	62							
936 - Temporary Technical / Paraprofessional	26	2	19							
954 - Part Time Hourly Professional	1	0	1							
995 - Non Compensated Affiliate	1	0	0							
515 - Administrative Support Manager/Supervisor	3	1	3							
603 - IT Technical/Paraprofessional	4	0	1							
630 - Library Technical/Paraprofessional	5	0	5							
613 - Nursing Technical/Paraprofessional	1	0	1							
629 - Academic Services Paraprofessional/Professional	1	1	0							
710 - Skilled Craftsperson	1	0	0							
634 - Business Operations Paraprofessional/Professional	1	0	1							
647 - HR/EEO/OD Paraprofessional/Professional	2	0	2							
657 - Student Services Paraprofessional/Professional	4	0	2							
663 - IT Client Support Paraprofessional/Professional	2	0	0							
937 - Temporary Skilled Crafts / Trades	1	1	0							
938 - Temporary Service / Maintenance	6	1	1							
947 - Occasional Skilled Crafts / Trades	2	0	0							
810 - Service / Maintenance Worker	29	3	16							
820 - Police Officer	3	1	0							
Totals	#	1,847	385	1,139						
	%		20.84	61.67						

Promotion Practices

A review of promotion data indicates these selection decisions are being made in a non-discriminatory manner. To ensure that such decisions are being made in a non-discriminatory manner, the following equal employment opportunity practices are in place:

- o The University provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- o Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within the University.
- o Management initiated promotions are based on performance and other job related criteria without discrimination on account of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law
- o Most promotional opportunities are posted, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.
- o The University's career development program enables all employees to designate career paths and positions for which they wish to be considered.

A summary of promotion actions for the year is included on the following page:

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

Promotion Summary by Old Job

For Period: 3/1/2017 to 2/28/2018

	Total	Min	Fem								
145 - Assoc/Asst Vice President	1	0	0								
196 - Department Chair/Head AC	1	1	0								
200 - Professor	1	0	1								
201 - Associate Professor	2	0	1								
204 - Lecturer	3	1	1								
922 - Limited Term Faculty	6	1	3								
932 - Temporary Faculty	2	0	2								
934 - Temporary Professional	2	0	2								
300 - Director, Subdivision/Unit AD	1	0	1								
304 - Assoc/Asst Dean AC	1	0	1								
312 - Assoc/Asst Director, Subdivision/Unit AD	1	0	1								
400 - Academic Services Professional	3	1	1								
465 - IT Systems Support Professional	3	0	2								
466 - IT Security Support Professional	1	0	0								
510 - Office / Clerical Assistant	10	2	9								
410 - Student Services Professional	11	3	10								
412 - Athletics Professional	1	0	0								
422 - HR/EEO/OD Professional	1	0	1								
430 - Accounting Professional	1	0	1								
443 - Development/Fundraising Professional	1	0	0								
450 - Facilities Management Professional	1	0	0								
460 - IT (Information Technology) Professional	3	0	1								
462 - IT Database Support Professional	2	1	0								
463 - IT Client Support Professional	7	1	2								
925 - Limited Term Office / Clerical	1	0	0								
900 - Student Assistant	5	1	3								
905 - Graduate Assistant	1	0	0								
926 - Limited Term Technical / Paraprofessional	1	0	0								
935 - Temporary Office / Clerical	3	2	2								
936 - Temporary Technical / Paraprofessional	1	0	1								

Promotion Summary by Old Job

For Period: 3/1/2017 to 2/28/2018

995 - Non Compensated Affiliate	3	0	1								
500 - Office Manager / Clerical Supervisor	1	0	1								
505 - Office / Clerical Lead	1	0	0								
515 - Administrative Support Manager/Supervisor	1	0	1								
603 - IT Technical/Paraprofessional	1	0	0								
710 - Skilled Craftsperson	1	0	0								
657 - Student Services Paraprofessional/Professional	3	0	2								
805 - Service / Maintenance Foreman/Lead	1	0	1								
810 - Service / Maintenance Worker	7	0	2								
Totals	#	97	14	54							
	%		14.43	55.67							

Compensation Systems

As part of its affirmative action obligations, the University has reviewed its compensation systems to determine whether those systems are being administered without regard to an individual's sex, race, ethnicity, or other characteristic protected by law. Our analysis did not identify any significant problem areas. If the University discovers significant compensation system differences between individuals who are similarly situated, it will determine whether they are the result of legitimate, nondiscriminatory factors.

Terminations

The University has evaluated its termination practices to determine whether there are disparities on the basis of sex, race or ethnicity. When terminations or reductions in force are necessary, the University makes its decisions without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

A report summarizing terminations by job group follows:

University of North Georgia

March 1, 2018 Annual Affirmative Action Plan

All Data

Termination Summary

For Period: 3/1/2017 to 2/28/2018

	Total	Min	Fem								
120 - Dean AC	1	0	1								
155 - Assoc/Asst Provost	1	0	1								
193 - Director, Division/Department AD	3	0	0								
200 - Professor	2	0	2								
201 - Associate Professor	5	0	3								
202 - Assistant Professor	11	4	7								
203 - Instructor	2	0	2								
204 - Lecturer	11	2	8								
922 - Limited Term Faculty	42	6	24								
924 - Limited Term Professional	1	0	1								
932 - Temporary Faculty	248	51	148								
934 - Temporary Professional	64	16	42								
300 - Director, Subdivision/Unit AD	1	0	1								
310 - Assoc/Asst Director, Division/Department AD	3	1	1								
312 - Assoc/Asst Director, Subdivision/Unit AD	4	0	3								
325 - Executive Assistant/Administrative Specialist / Co	9	0	8								
400 - Academic Services Professional	4	0	3								
510 - Office / Clerical Assistant	10	2	8								
410 - Student Services Professional	20	3	12								
411 - Counseling Professional AD	2	0	1								
412 - Athletics Professional	1	0	1								
443 - Development/Fundraising Professional	3	0	2								
444 - Marketing / Public Relations Professional	1	0	1								
446 - Technical Design Professional	2	1	1								
460 - IT (Information Technology) Professional	1	0	0								
463 - IT Client Support Professional	2	0	1								
933 - Temporary Administrator	1	0	0								
925 - Limited Term Office / Clerical	2	1	2								
900 - Student Assistant	740	132	446								
901 - Work Study Student	154	39	111								

Termination Summary

For Period: 3/1/2017 to 2/28/2018

905 - Graduate Assistant	19	4	14							
909 - Graduate Assistant (Hourly)	9	6	5							
926 - Limited Term Technical / Paraprofessional	1	1	0							
935 - Temporary Office / Clerical	118	19	61							
936 - Temporary Technical / Paraprofessional	29	2	18							
998 - Surviving Dependent	5	0	4							
999 - Retiree	39	1	22							
515 - Administrative Support Manager/Supervisor	1	0	1							
602 - Audiovisual Technical/Paraprofessional	1	1	1							
603 - IT Technical/Paraprofessional	1	0	0							
630 - Library Technical/Paraprofessional	3	1	2							
613 - Nursing Technical/Paraprofessional	1	0	1							
657 - Student Services Paraprofessional/Professional	1	0	1							
663 - IT Client Support Paraprofessional/Professional	1	0	0							
937 - Temporary Skilled Crafts / Trades	1	1	0							
938 - Temporary Service / Maintenance	1	1	0							
947 - Occasional Skilled Crafts / Trades	1	0	0							
810 - Service / Maintenance Worker	20	2	6							
820 - Police Officer	2	1	0							
Totals	#	1,605	298	977						
	%		18.57	60.87						

Outreach Recruitment and Other Good Faith Efforts

University of North Georgia has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment protected individuals. While the University believes there are no deficiencies in its current employment practices with respect to applicants and employees who are protected individuals, it engages in outreach, positive recruitment, and internal and external dissemination programs to augment its existing affirmative efforts. The University engages in or has made plans to implement the following activities:

- Written notification of University's affirmative action policy is sent to all subcontractors, including subcontracting vendors and suppliers, and requests appropriate action on their part. University of North Georgia makes the Equal Employment Opportunity Clause part of all covered contracts and purchase orders, and requires all qualified contractors and subcontractors to develop and maintain a written AAP.
- University of North Georgia advertisements or solicitations for prospective employees indicate that University of North Georgia is an equal opportunity employer.
- The University will inform recruiting sources of University of North Georgia's policy of affirmative action for protected individuals. Recruiting sources will be requested to actively recruit and refer qualified protected individuals for all positions.
- University of North Georgia will identify local organizations and/or community agencies known to specialize placing and/or developing training programs for protected individuals and send them notices of vacant positions. When appropriate, the University will invite community service and other outreach partners to tour the office and discuss the University, job recruitment needs, selection process, and other details related to recruitment and placement. In the event a partner is unable to schedule an on-site meeting, the University will suggest a telephone meeting so they can better identify qualified individuals for our positions.
- When the University recruits at colleges and universities, it will incorporate efforts to reach students who are covered by this AAP.
- The University includes a copy of its Equal Employment Opportunity and Affirmative Action Policy Statement in its Policy Manual. When applicable, University of North Georgia publicizes the policy in University publications. The policy is discussed in both new employee orientation and management training programs.
- University of North Georgia's policy on equal employment opportunity and affirmative action is posted on University bulletin boards. The posting includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under Executive Order 11246, as amended. The University also posts a copy of the policy in electronic format in a conspicuous location on the University intranet, along with other employment forms, and otherwise ensures all off-site personnel have a copy of or the ability to view the policy

- The University's employment application and electronic application processes include information about the University of North Georgia's commitment to equal employment opportunity and affirmative action.
- All other required affirmative action notices and policy statements are posted on University bulletin boards and are updated annually.
- Executives, management officials, supervisors, and other employees of the University are encouraged to assist in the effort to disseminate University of North Georgia's policy of affirmative action to appropriate individuals outside of the University. Meetings with executive management and supervisory personnel will be conducted at least annually to explain the University's policy of affirmative action, to make clear the President's support for the policy, and to impart to these personnel their responsibility in making the AAP a success.
- University of North Georgia will seek to include individuals covered by this AAP when employees are pictured in consumer and personnel recruitment advertising.
- The University will communicate to employees its obligation to take affirmative action to employ protected individuals and will encourage employee referral of covered applicants.
- An invitation to participate in University of North Georgia's policy of affirmative action is disseminated to all applicants, as well as to all employees once the University has extended a job offer, but before beginning employment duties.
- All personnel and employment records made or kept by the University are retained for the required period as mandated by OFCCP regulations.
- The University files annual EEO-1 and veteran employment reports with the appropriate agencies.

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

The University has developed and executed action oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

The University has analyzed and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.

Job descriptions have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of sex, gender, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees, applicants, and recruiting sources as appropriate.

The University has carefully evaluated the total selection process and found it to be free from discrimination.

- We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.
- Any tests administered by the University are job related and given to all applicants for applicable positions.
- Application forms do not contain questions with potential discriminatory effects.
- The University does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.

The University has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:

- Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
- The University relies on the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.
- The University provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, University rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.
- Local organizations will be contacted for referrals of potential minority and female employees.

- The University utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.
- Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women:
 - Where placement goals exist as defined by the OFCCP, we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.
- We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from March 01, 2017 to February 28, 2018, targeted recruitment activities were conducted at the following sources: HigherEdJobs, InsideHigherEdJobs, Chronicle, DiversityJobs.com, AJC - Monster, Physics Today, American Astronomical Society, Diverse Issues in Higher Education and the Applicant Clearinghouse.

The University has implemented the following programs and procedures to guarantee minority and female employees are given equal opportunities for promotion:

- On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.
- The University utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
- Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
- Seniority practices are not a problem since the University has no formal seniority system. Promotions are based on merit selection principles.
- We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.
- Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.
- We will continue to participate in targeted external training programs.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

It is the responsibility of the University's Affirmative Action Officer to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the University's Affirmative Action Policy, and to measure the effectiveness of University of North Georgia's AAP.

The University's audit and reporting system is designed and implemented to:

- Measure the effectiveness of the AAP
- Identify any need for remedial action
- Determine the degree to which the University's objectives are being attained
- Determine whether protected individuals have had the full opportunity to equal employment and to participate in all University sponsored educational, training, recreational, and social activities
- Measure the University's compliance with the AAP's specific obligations
- Document the actions taken to monitor the University's compliance with the AAP's specific obligations.

In order to measure the effectiveness of the AAP, University may take the following actions:

- Audits its voluntary self-identification process to monitor the number of individuals who choose to self-identify and evaluates whether changes could be made to University's self-identification process to encourage greater voluntary self-identification
- Monitors records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Reports on the organization's progress towards equal employment opportunity, and any identified problem areas, to top management and those involved in the selection process, so that immediate and appropriate steps can be taken to resolve any issues
- Examines available utilization and benchmark data regarding protected individuals and develops action-oriented programs to address any areas of underutilization
- Reviews available data computations and analyses regarding applicants and hires
- Reviews the effectiveness of its recruitment and outreach activities
- Audits its communications with vendors and subcontractors to ensure that such communications reflect the University's commitment to equal employment opportunity and affirmative action
- Audits its communications with applicants and employees to ensure that such communications reflect the University's commitment to equal employment opportunity and affirmative action
- Audits its job listings to ensure that the postings reflect the University's commitment to equal employment opportunity and affirmative action, and that such postings are timely

listed with the appropriate state employment delivery system

- Audits its personnel policies to ensure that such policies reflect the University's commitment to equal employment opportunity and affirmative action
- Audits its personnel processes to ensure that individuals have equal opportunity in employment without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law
- Audits any mental and physical qualifications to ensure that they are job-related and consistent with business necessity

Where the affirmative action program is found to be deficient, University shall endeavor to undertake necessary action to bring the program into compliance.

Conclusion

The AAP year, March 1, 2018 through February 28, 2019, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through its Affirmative Action Officer, Beth Arbuthnot, the University will continue to communicate its policies, both within the organization and to the community in which it works. The President affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of University of North Georgia's most recent plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed 10 areas in which the difference between incumbency vs. estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population. Nonetheless, the University expects to continue its successful outreach efforts and to ensure all applicants and employees are treated fairly, based on job related criteria and without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

The University is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead.

Finally, it should be noted the University's thorough analysis of its workforce reveals that University of North Georgia is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, University of North Georgia is ready and willing to make affirmative action both a commitment and a continued reality.

List of Exhibits

Exhibit A - Policy of Affirmative Action Letter

Exhibit B - Annual Notification to Vendors

Exhibit A - Policy of Affirmative Action Letter

Policy of Affirmative Action Letter for Recruitment & Referral Sources and Union Partners

Dear Outreach and Placement Professional:

This letter is to inform you that University of North Georgia is committed to the principles of equal employment opportunity. As a government contractor bound by Executive Order 11246; the Vietnam Era Veterans Readjustment Assistance Act of 1974; and Section 503 of the Rehabilitation Act of 1973, all as amended, University of North Georgia maintains an affirmative action plan through which it makes good faith efforts to recruit, hire and advance in employment qualified individuals without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

University of North Georgia states as its Policy of Affirmative Action the following:

- It will be the policy of University of North Georgia to recruit, hire, train, and promote persons in all job titles without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- All employment decisions shall be consistent with the principle of equal employment opportunity, and only job related qualifications will be required.
- All terms and conditions of employment will be administered without regard to an individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

We would appreciate your assistance in University of North Georgia's efforts to meet our equal employment and affirmative action goals. Members of our Human Resources Department will contact you when positions are available. We request that you refer to us all qualified candidates, including women, individuals of color, protected veterans, and individuals with disabilities.

Sincerely,

Beth Arbuthnot

Affirmative Action Officer

Exhibit B - Annual Notification to Vendors

To Whom It May Concern:

This letter is to inform you University of North Georgia is committed to the principles of equal employment opportunity. Moreover, as a government contractor subject to by Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended, University of North Georgia takes its affirmative action obligations very seriously. University of North Georgia states as its Policy of Affirmative Action the following:

- It will be the policy of University of North Georgia not to discriminate on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law. This policy applies to all recruitment, hiring, training, and promotion decisions for all job titles.
- All employment decisions shall be consistent with the principle of equal employment opportunity, and only job related qualifications will be required.
- All personnel actions, such as compensation, benefits, transfers, tuition assistance, social and recreational programs, etc. will be administered without discrimination on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

As a vendor or subcontractor, you are notified you may be subject to the regulations implementing Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended, including: 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 41 CFR Part 60-2, 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements.

As applicable, you shall abide by these requirements which require that covered entities not discriminate and take affirmative action on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, and protected veteran status.

To assure compliance with the University's AAP, Beth Arbuthnot, Affirmative Action Officer, has been designated to administer and monitor the Program and make reports to Senior Management.

Diversity and Inclusiveness Professional Development for Academic Leaders and for Faculty

From the UNG Center for Teaching, Learning, and Leadership

Face-to-Face Workshops in 2015-2016

For Academic Leaders: At Academic Affairs retreat in August 2015, Sheila Caldwell (Diversity Advisor to President Jacobs) did a session for all academic leaders.

For Academic Leaders: *Promoting Diversity and Inclusiveness Workshop* for academic leaders at Dahlonga, Gainesville, and Oconee. Sheila Caldwell presented and led hour-long discussion about best practices at UNG.

For Faculty: At New Faculty Orientation each August, we devote time to creating effective classroom environments, which means creating inclusive classrooms. Dr. Kelly McFaden led this workshop in 2015..

For Faculty: *Fostering Diversity and Inclusion in the Collegiate Classroom*. One-hour workshop held on Cumming, Dahlonga, Gainesville, and Oconee Campuses): One hour workshop with readings. Online discussions followed.

For Faculty: *Resources and Tools for High-Impact Projects on Undergraduate Research, Service-Learning, and Diversity/Global Learning* (special workshop for faculty in the High-Impact Practices Academy). One-hour workshop held on Blue-Ridge, Cumming, Dahlonga, Gainesville, and Oconee Campuses): One hour workshop with readings. Online discussions followed. Diversity/Global Learning part of this workshop led by Dr. Carly Womack-Wynne. The High-Impact Practices Academy is in its third year.

For Faculty: Safe Zone or Safe Space Training. Each year we partner with Student Affairs to offer this to faculty and staff.

Online Materials

- Diversity at UNG website was created by Sheila Caldwell's office: <http://ung.edu/about/Diversity/index.php>
- CTLL Library Guide on Diversity and Global Learning: <http://libguides.ung.edu/DGL>
- CTLL eLearning site for faculty and academic leaders: CTLL Community. We have readings and materials on diversity and inclusiveness available.

Accessibility Statement

If you need this form in an additional format, please reach out to [Michael McLeod](#), 678.717.2232