

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority
Job Group: (Unassigned)		<i>Labor Area: Custom - Regional</i>		
<u>Employee Job Titles:</u>				
ACCOUNTANT <i>080 - Accountants and Auditors</i>	1.00	168572	93358 55.38%	23987 14.23%
ASSOC LECTURER <i>220 - Postsecondary Teachers</i>	1.00	111569	52814 47.34%	20064 17.98%
COMM SPEC ADV <i>282 - Public Relations Specialists</i>	1.00	11734	7425 63.28%	1280 10.91%
PE/SPTS EQPT AREA COR <i>542 - Information and Record Clerks, All O</i>	1.00	6862	5502 80.18%	1649 24.03%
	Total Weight:	4.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan

01/06/2010

		Weight	Total	Female	Minority
Job Group: 1 MGT INFO PROS TECH: ENG/REI			<i>Labor Area: Custom - Regional</i>		
<u>Employee Job Titles:</u>					
ADMIN TELECOM SPEC	001	1.00	29249	8312 28.42%	4845 16.56%
<i>111 - Netwrk Syst/Data Communications Anal</i>					
AUDITOR	001	1.00	168572	93358 55.38%	23987 14.23%
<i>080 - Accountants and Auditors</i>					
IS BUS AUTO ANALYST	001	2.00	60175	15602 25.93%	15751 26.18%
<i>102 - Computer Software Engineers</i>					
IS BUS AUTO SENIOR	001	5.00	60175	15602 25.93%	15751 26.18%
<i>102 - Computer Software Engineers</i>					
IS COMP SERV SEN	001	1.00	74301	25429 34.22%	14401 19.38%
<i>100 - Computer Scientists and Systems Anal</i>					
IS COMP SUPP TECH SR	001	1.00	60175	15602 25.93%	15751 26.18%
<i>102 - Computer Software Engineers</i>					
IS DATA SERV SENIOR	001	1.00	74301	25429 34.22%	14401 19.38%
<i>100 - Computer Scientists and Systems Anal</i>					
IS DATA SERV SPEC	001	1.00	74301	25429 34.22%	14401 19.38%
<i>100 - Computer Scientists and Systems Anal</i>					
IS NET SERV CONS/ADM	001	1.00	18178	4473 24.61%	2603 14.32%
<i>110 - Network/ Computer Systems Administra</i>					
IS NET SERV SENIOR	001	2.00	18178	4473 24.61%	2603 14.32%
<i>110 - Network/ Computer Systems Administra</i>					
IS NET SERV SPEC	001	1.00	18178	4473 24.61%	2603 14.32%
<i>110 - Network/ Computer Systems Administra</i>					
IS OPER SUPP TECH S	001	1.00	37779	14430 38.20%	6099 16.14%
<i>104 - Computer Support Specialists</i>					
IS RESOURC SUP TECH I	001	1.00	37779	14430 38.20%	6099 16.14%
<i>104 - Computer Support Specialists</i>					
IS SUPERVISOR 2	001	1.00	32534	9668 29.72%	3894 11.97%
<i>011 - Computer/Information Systems Manager</i>					
IS SYS DEV SRV SENIOR	001	2.00	18178	4473 24.61%	2603 14.32%
<i>110 - Network/ Computer Systems Administra</i>					
IS SYS DEV SRV SPEC	001	4.00	18178	4473 24.61%	2603 14.32%
<i>110 - Network/ Computer Systems Administra</i>					
IS TECH SRV PROF	001	4.00	37779	14430 38.20%	6099 16.14%
<i>104 - Computer Support Specialists</i>					
IS TECH SRV SENIOR	001	11.00	37779	14430 38.20%	6099 16.14%
<i>104 - Computer Support Specialists</i>					
IS TECH SRV SPEC	001	6.00	37779	14430 38.20%	6099 16.14%
<i>104 - Computer Support Specialists</i>					
UNIV GRANTS & CON SPE	001	2.00	59235	23156 39.09%	7605 12.84%
<i>071 - Management Analysts</i>					
	Total Weight:	49.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority
Job Group: 10 MATERIAL 7 SKILLED LABOREI		<i>Labor Area: Custom - 9 County Area</i>		
<u>Employee Job Titles:</u>				
GARDENER <i>425 - Grounds Maintenance Workers</i>	010 6.00	8988	842 9.37%	3968 44.15%
GROUND CREW LEAD <i>425 - Grounds Maintenance Workers</i>	010 3.00	8988	842 9.37%	3968 44.15%
GROUNDSKEEPER <i>425 - Grounds Maintenance Workers</i>	010 1.00	8988	842 9.37%	3968 44.15%
INV CONTROL COOR-ADV <i>560 - Prodn, Planning, and Expediting Ctr</i>	010 1.00	5359	2989 55.78%	549 10.24%
INVENT CONTROL COORD <i>560 - Prodn, Planning, and Expediting Ctr</i>	010 2.00	5359	2989 55.78%	549 10.24%
SHIP & MAIL ASSOC <i>561 - Shipping, Receiving, and Traffic Cle</i>	010 1.00	9918	2932 29.56%	2493 25.14%
SHIP & MAIL ASSOC-ADV <i>561 - Shipping, Receiving, and Traffic Cle</i>	010 1.00	9918	2932 29.56%	2493 25.14%
<i>Total Weight:</i>	15.00			
Job Group: 11 UNSKILLED LABORERS		<i>Labor Area: Custom - 9 County Area</i>		
<u>Employee Job Titles:</u>				
CUSTODIAN <i>422 - Janitors and Building Cleaners</i>	011 68.00	22662	6339 27.97%	7017 30.96%
CUSTODIAN LEAD <i>422 - Janitors and Building Cleaners</i>	011 10.00	22662	6339 27.97%	7017 30.96%
LAUNDRY WORKER <i>830 - Laundry and Dry-Cleaning Workers</i>	011 1.00	2420	1468 60.66%	1081 44.67%
MOTOR VEH OPER-LIGHT <i>913 - Driver/Sales Workers and Truck Drive</i>	011 1.00	31385	1460 4.65%	4540 14.47%
<i>Total Weight:</i>	80.00			
Job Group: 119 CHANCELLORS		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
CHANCELLOR <i>001 - Chief Executives</i>	119 1.00	1126470	212100 18.83%	118330 10.50%
<i>Total Weight:</i>	1.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

		Weight	Total	Female	Minority
Job Group: 2 LAW & PUBLIC SAFETY			<i>Labor Area: Custom - Regional</i>		
<u>Employee Job Titles:</u>					
POLICE OFFICER	002	11.00	48712	6640 13.63%	9517 19.54%
<i>385 - Police Officers</i>					
POLICE SERGEANT	002	2.00	8274	1049 12.68%	1157 13.98%
<i>371 - Frst-Line Spvrs/Mgrs of Police & Dec</i>					
RISK MANAGEMENT OFFR	002	1.00	59235	23156 39.09%	7605 12.84%
<i>071 - Management Analysts</i>					
SECURITY OFFR 2	002	1.00	57649	13551 23.51%	23020 39.93%
<i>392 - Sec Guards/Gaming Surveillance Offer</i>					
<i>Total Weight:</i>		15.00			
Job Group: 20 EXEC/ACAD ADMIN			<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>					
ASSISTANT CHANCELLOR	020	2.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
ASSOC VICE CHANCELLOR	020	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
ASST VICE CHANCELLOR	020	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
VICE CHANCELLOR	020	2.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
<i>Total Weight:</i>		6.00			
Job Group: 21 ACAD ADMIN			<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>					
ASSISTANT DEAN	021	2.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
ASSISTANT DEAN/S	021	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
ASSOC ACAD LIBRARIAN	021	2.00	190250	157070 82.56%	26715 14.04%
<i>243 - Librarians</i>					
ASSOCIATE DEAN	021	5.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DEAN	021	5.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DEAN OF STUDENTS/M	021	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
REGISTRAR/M	021	2.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
SR UNIV REL SPEC	021	1.00	65368	37189 56.89%	8883 13.59%
<i>006 - Public Relations Managers</i>					
<i>Total Weight:</i>		19.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan

01/06/2010

		Weight	Total	Female	Minority
Job Group: 22 DIRECTORS			<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>					
ASSOC INSTNL PLANNER	022	2.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
ASST TO CH-AF ACT III	022	1.00	100440	47300 47.09%	24710 24.60%
<i>056 - Cmplnce Offcrs Excpt Agri/Construct/</i>					
BUDGET PLANNER/M	022	1.00	1762725	1004805 57.00%	390570 22.16%
<i>080 - Accountants and Auditors</i>					
CONTROLLER/M	022	1.00	957090	507420 53.02%	166505 17.40%
<i>012 - Financial Managers</i>					
DIR, ACAD ADV/L	022	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, ATHLETICS/M	022	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, BUDGET/M	022	1.00	45485	28525 62.71%	11660 25.63%
<i>082 - Budget Analysts</i>					
DIR, DEVELOPMENT/M	022	1.00	65368	37189 56.89%	8883 13.59%
<i>006 - Public Relations Managers</i>					
DIR, EDUC SUPP SRV/L	022	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, EDUC SUPP SRV/S	022	2.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, FINAN AID/M	022	1.00	44618	25430 56.99%	11613 26.03%
<i>095 - Financial Specialists, All Other</i>					
DIR, INTL EDUC PGM/M	022	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, LIBRARY/M	022	1.00	190250	157070 82.56%	26715 14.04%
<i>243 - Librarians</i>					
DIR, MEDIA DEVEL/M	022	1.00	323265	96120 29.73%	51270 15.86%
<i>011 - Computer/Information Systems Manager</i>					
DIR, PERSONNEL/M	022	1.00	451205	250050 55.42%	112165 24.86%
<i>013 - Human Resources Managers</i>					
DIR, PHYSICAL PLANT/M	022	1.00	93840	37840 40.32%	16930 18.04%
<i>010 - Administrative Services Managers</i>					
DIR, PROTECTIVE SRV/M	022	1.00	104325	13365 12.81%	18765 17.99%
<i>371 - Frst-Line Spvrs/Mgrs of Police & Dec</i>					
DIR, PUBLIC INFORM/M	022	1.00	65368	37189 56.89%	8883 13.59%
<i>006 - Public Relations Managers</i>					
DIR, STUDENT UNION/M	022	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, UNIV HOUSING/M	022	1.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, UNSPECIFIED (7)	022	6.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
DIR, UNSPECIFIED (8)	022	2.00	703600	426850 60.67%	152560 21.68%
<i>023 - Education Administrators</i>					
Total Weight:		30.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

		Weight	Total	Female	Minority
Job Group: 23 ASSOC/ASST ADMIN DIRECTOR			<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>					
ASC DIR, UNSPEC (6) <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%
ASC DIR, UNSPEC (7) <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%
ASSOC DIR, CAREER PL/M <i>200 - Counselors</i>	023	1.00	572205	379765 66.37%	176725 30.88%
ASSOC DIR, ACD ADV/M <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%
ASSOC DIR, FIN AID/M <i>095 - Financial Specialists, All Other</i>	023	1.00	44618	25430 56.99%	11613 26.03%
ASSOC UNIV REL SPEC <i>006 - Public Relations Managers</i>	023	1.00	65368	37189 56.89%	8883 13.59%
ASST DIR, ATHL/M <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%
ASST DIR, PUB INF/M <i>282 - Public Relations Specialists</i>	023	1.00	146040	90115 61.71%	25495 17.46%
ASST DIR, UNSPEC (7) <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%
ASST DIR, UNV HOUS/M <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%
	<i>Total Weight:</i>	10.00			

Factor Components

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UW-Whitewater 2008-2009 AA Plan

01/06/2010

	Weight	Total	Female	Minority	
Job Group: 24 PROGRAM MANAGERS		<i>Labor Area: United States</i>			
<u>Employee Job Titles:</u>					
ADMIN PRG MANAGER I <i>255 - Other Education/Training/Library Wor</i>	024	4.00	58377	38199 65.44%	11627 19.92%
ADMIN PRG MANAGER II <i>255 - Other Education/Training/Library Wor</i>	024	3.00	58377	38199 65.44%	11627 19.92%
ADMIN PRG MANAGER III <i>255 - Other Education/Training/Library Wor</i>	024	3.00	58377	38199 65.44%	11627 19.92%
ADMIN PROGRAM SPEC <i>255 - Other Education/Training/Library Wor</i>	024	2.00	58377	38199 65.44%	11627 19.92%
ADMIN SPECIALIST <i>255 - Other Education/Training/Library Wor</i>	024	1.00	58377	38199 65.44%	11627 19.92%
ASSOC LECTURER <i>220 - Postsecondary Teachers</i>	024	5.00	1148535	531345 46.26%	230125 20.04%
ASSOC OUTREACH SPEC <i>255 - Other Education/Training/Library Wor</i>	024	2.00	58377	38199 65.44%	11627 19.92%
ATHLETIC TRAINER III <i>354 - Other Healthcare Practitioners/Tech</i>	024	1.00	66680	24420 36.62%	13860 20.79%
FACILITIES ENGINEER <i>010 - Administrative Services Managers</i>	024	1.00	93840	37840 40.32%	16930 18.04%
INSTRUCTL PRG MGR II <i>255 - Other Education/Training/Library Wor</i>	024	1.00	58377	38199 65.44%	11627 19.92%
LABORATORY MGR I <i>255 - Other Education/Training/Library Wor</i>	024	2.00	58377	38199 65.44%	11627 19.92%
MARKETING SPECIALIST <i>181 - Market and Survey Researchers</i>	024	1.00	91110	46500 51.04%	15620 17.14%
MEDICAL CONSULT-LTE <i>311 - Physician Assistants</i>	024	1.00	57975	36945 63.73%	13795 23.79%
OUTREACH PROG MGR I <i>255 - Other Education/Training/Library Wor</i>	024	1.00	58377	38199 65.44%	11627 19.92%
OUTREACH PROG MGR II <i>255 - Other Education/Training/Library Wor</i>	024	3.00	58377	38199 65.44%	11627 19.92%
OUTREACH SPECIALIST <i>255 - Other Education/Training/Library Wor</i>	024	1.00	58377	38199 65.44%	11627 19.92%
PHYSICIAN <i>306 - Physicians and Surgeons</i>	024	1.00	705960	189185 26.80%	186110 26.36%
SR ADMIN PRGM SPEC <i>255 - Other Education/Training/Library Wor</i>	024	1.00	58377	38199 65.44%	11627 19.92%
SR ADMIN SPECIALIST <i>255 - Other Education/Training/Library Wor</i>	024	1.00	58377	38199 65.44%	11627 19.92%
SR DEVELOP SPECIALIST <i>100 - Computer Scientists and Systems Anal</i>	024	2.00	694320	230705 33.23%	172525 24.85%
SR PHYSICIAN <i>306 - Physicians and Surgeons</i>	024	1.00	705960	189185 26.80%	186110 26.36%
SR SPECIAL LIBRARIAN <i>243 - Librarians</i>	024	1.00	190250	157070 82.56%	26715 14.04%
STUDENT SV PR MGR I <i>255 - Other Education/Training/Library Wor</i>	024	13.00	58377	38199 65.44%	11627 19.92%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

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STUDENT SV PR MGR II	024	6.00	58377	38199	11627
<i>255 - Other Education/Training/Library Wor</i>				65.44%	19.92%
STUDENT SV PR MGR III	024	6.00	58377	38199	11627
<i>255 - Other Education/Training/Library Wor</i>				65.44%	19.92%
<i>Total Weight:</i>		64.00			
Job Group: 25 ACAD SPT PROS/ADM SPT/HLT			<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>					
ACADEMIC LIBRARIAN	025	4.00	190250	157070	26715
<i>243 - Librarians</i>				82.56%	14.04%
ASSOC ADM SPECIALIST	025	7.00	58377	38199	11627
<i>255 - Other Education/Training/Library Wor</i>				65.44%	19.92%
ASSOC COUNSELOR	025	2.00	572205	379765	176725
<i>200 - Counselors</i>				66.37%	30.88%
CLIN NURSE SPECIALIST	025	1.00	596355	554425	188740
<i>350 - Licensed Practical/Licensed Voc Nurs</i>				92.97%	31.65%
COUNSELOR	025	2.00	572205	379765	176725
<i>200 - Counselors</i>				66.37%	30.88%
INFORM PROCESS CONSLT	025	6.00	199580	46540	41565
<i>110 - Network/ Computer Systems Administra</i>				23.32%	20.83%
LABORATORY MGR I	025	1.00	58377	38199	11627
<i>255 - Other Education/Training/Library Wor</i>				65.44%	19.92%
POLICY/PLNG ANALYST	025	1.00	104505	48330	22535
<i>122 - Operations Research Analysts</i>				46.25%	21.56%
SR ACAD LIBRARIAN	025	3.00	190250	157070	26715
<i>243 - Librarians</i>				82.56%	14.04%
SR CL PHYS THERAPIST	025	1.00	134950	94975	21260
<i>316 - Physical Therapists</i>				70.38%	15.75%
SR CLIN NURSE SPEC	025	2.00	596355	554425	188740
<i>350 - Licensed Practical/Licensed Voc Nurs</i>				92.97%	31.65%
SR COUNSELOR	025	2.00	572205	379765	176725
<i>200 - Counselors</i>				66.37%	30.88%
<i>Total Weight:</i>		32.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan

01/06/2010

	Weight	Total	Female	Minority
Job Group: 26 STUDENT SRVCS SPT PROS		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ADVISOR <i>255 - Other Education/Training/Library Wor</i>	026	13.00	58377	38199 65.44%
				11627 19.92%
ASSOC COUNSELOR <i>200 - Counselors</i>	026	1.00	572205	379765 66.37%
				176725 30.88%
ASSOC DEVELOP SPEC <i>100 - Computer Scientists and Systems Anal</i>	026	1.00	694320	230705 33.23%
				172525 24.85%
ASSOC MEDIA SPEC <i>260 - Artists and Related Workers</i>	026	1.00	231700	109040 47.06%
				35085 15.14%
ASSOC STU SERV COORD <i>255 - Other Education/Training/Library Wor</i>	026	11.00	58377	38199 65.44%
				11627 19.92%
ASSOC STUDENT SV SPEC <i>255 - Other Education/Training/Library Wor</i>	026	1.00	58377	38199 65.44%
				11627 19.92%
ASST COACH <i>023 - Education Administrators</i>	026	13.00	703600	426850 60.67%
				152560 21.68%
ATHLETIC TRAINER I <i>354 - Other Healthcare Practitioners/Tech</i>	026	2.00	66680	24420 36.62%
				13860 20.79%
COACH <i>023 - Education Administrators</i>	026	14.00	703600	426850 60.67%
				152560 21.68%
RESIDENCE HALL MGR <i>023 - Education Administrators</i>	026	7.00	703600	426850 60.67%
				152560 21.68%
SR ADVISOR <i>255 - Other Education/Training/Library Wor</i>	026	2.00	58377	38199 65.44%
				11627 19.92%
SR STUDENT SERV COORD <i>255 - Other Education/Training/Library Wor</i>	026	2.00	58377	38199 65.44%
				11627 19.92%
SR STUDENT SERV SPEC <i>255 - Other Education/Training/Library Wor</i>	026	2.00	58377	38199 65.44%
				11627 19.92%
STUDENT SERVICES CORD <i>255 - Other Education/Training/Library Wor</i>	026	2.00	58377	38199 65.44%
				11627 19.92%
STUDENT SERVICES SPEC <i>255 - Other Education/Training/Library Wor</i>	026	4.00	58377	38199 65.44%
				11627 19.92%
	Total Weight:	76.00		
Job Group: 27 UNIV RELATIONS SPECIALIST		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
DEVELOP SPECIALIST <i>100 - Computer Scientists and Systems Anal</i>	027	1.00	694320	230705 33.23%
				172525 24.85%
	Total Weight:	1.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority
Job Group: 3 FISCAL & PRINT TECHS		<i>Labor Area: Custom - Regional</i>		
<u>Employee Job Titles:</u>				
BOOKSTORE/MUS SHP MGR <i>470 - First-Line Spvrs/Mgrs Retail Sales W</i>	003	1.00	224764 95693 42.57%	28519 12.69%
BUD & POL ANA DIV <i>082 - Budget Analysts</i>	003	1.00	2241 1425 63.59%	400 17.85%
FINANCIAL SPEC PRG SU <i>095 - Financial Specialists, All Other</i>	003	1.00	3126 1807 57.81%	529 16.92%
MARKETING SPEC <i>181 - Market and Survey Researchers</i>	003	1.00	11757 5986 50.91%	1445 12.29%
PAY & BEN SP ADV CONF <i>062 - HR/Training/Labor Relations Speciali</i>	003	3.00	86959 59385 68.29%	14259 16.40%
PRINTING TECH <i>826 - Printing Machine Operators</i>	003	1.00	28233 4549 16.11%	4618 16.36%
PROF CONSULT-LTE <i>100 - Computer Scientists and Systems Anal</i>	003	2.00	74301 25429 34.22%	14401 19.38%
PUBLICATIONS EDITOR <i>283 - Editors</i>	003	1.00	17048 9920 58.19%	1339 7.85%
PURCHASING AGENT-OBJ <i>053 - Purch Agnts Excpt Whls/Retail/Farm</i>	003	1.00	24846 13399 53.93%	2431 9.78%
UNIVERSITY BUS SPEC <i>071 - Management Analysts</i>	003	1.00	59235 23156 39.09%	7605 12.84%
UW PRG SPEC SUP <i>071 - Management Analysts</i>	003	1.00	59235 23156 39.09%	7605 12.84%
<i>Total Weight:</i>		14.00		
Job Group: 4 MEDIA PROFESSIONALS		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ASSOC INF PROC CONSLT <i>110 - Network/ Computer Systems Administra</i>	004	2.00	199580 46540 23.32%	41565 20.83%
SR INFO TECH STRAT CN <i>155 - Engineering Technicians, Except Draf</i>	004	1.00	450280 85970 19.09%	111410 24.74%
<i>Total Weight:</i>		3.00		
Job Group: 40 INSTRUCTIONAL L & S		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
INSTRUCTIONAL SPEC <i>255 - Other Education/Training/Library Wor</i>	040	1.00	58377 38199 65.44%	11627 19.92%
LECTURER <i>220 - Postsecondary Teachers</i>	040	68.00	1148535 531345 46.26%	230125 20.04%
SENIOR LECTURER <i>220 - Postsecondary Teachers</i>	040	3.00	1148535 531345 46.26%	230125 20.04%
<i>Total Weight:</i>		72.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority
Job Group: 41 INSTRUCTIONAL ARTS & COM		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ARTIST <i>260 - Artists and Related Workers</i>	041 1.00	231700	109040 47.06%	35085 15.14%
ARTISTS MODEL-LTE <i>490 - Models/Demonstrators/ Product Promot</i>	041 1.00	57724	44680 77.40%	11024 19.10%
LECTURER <i>220 - Postsecondary Teachers</i>	041 34.00	1148535	531345 46.26%	230125 20.04%
SR ARTIST <i>260 - Artists and Related Workers</i>	041 1.00	231700	109040 47.06%	35085 15.14%
SR TELEVISION ARTIST <i>260 - Artists and Related Workers</i>	041 1.00	231700	109040 47.06%	35085 15.14%
	Total Weight:	38.00		
Job Group: 42 INSTRUCTIONAL BUS & ECON		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
LECTURER <i>220 - Postsecondary Teachers</i>	042 35.00	1148535	531345 46.26%	230125 20.04%
	Total Weight:	35.00		
Job Group: 43 INSTRUCTIONAL EDUCATION		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
LECTURER <i>220 - Postsecondary Teachers</i>	043 27.00	1148535	531345 46.26%	230125 20.04%
	Total Weight:	27.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority
Job Group: 5 ADMIN & PROGRAM SUPPORT		<i>Labor Area: Custom - 9 County Area</i>		
<u>Employee Job Titles:</u>				
ACADEMIC DEPT ASSOC <i>570 - Secretaries and Administrative Assts</i>	005	29.00	41885 40667 97.09%	4380 10.46%
FINANCIAL SPEC 2 <i>095 - Financial Specialists, All Other</i>	005	5.00	420 182 43.33%	53 12.62%
FINANCIAL SPEC 3 <i>095 - Financial Specialists, All Other</i>	005	10.00	420 182 43.33%	53 12.62%
FINANCIAL SPEC 4 <i>095 - Financial Specialists, All Other</i>	005	2.00	420 182 43.33%	53 12.62%
MED TECH SR <i>330 - Clinical Lab Technologists and Techn</i>	005	2.00	4558 3500 76.79%	731 16.04%
MEDICAL ASSISTANT 2 <i>365 - Med Assts/Othr Healthcare Suppt Occu</i>	005	4.00	6711 6023 89.75%	1258 18.75%
NURSE CLINIC 3 <i>313 - Registered Nurses</i>	005	3.00	27279 25618 93.91%	2874 10.54%
PRINTING ASSISTANT <i>826 - Printing Machine Operators</i>	005	1.00	4309 553 12.83%	654 15.18%
RISK MGT SPEC <i>071 - Management Analysts</i>	005	1.00	8599 3084 35.86%	719 8.36%
TEACHER <i>254 - Teacher Assistants</i>	005	2.00	9931 9185 92.49%	2188 22.03%
UW ADMIN PROG SUPV <i>010 - Administrative Services Managers</i>	005	1.00	1243 388 31.21%	92 7.40%
<i>Total Weight:</i>		60.00		
Job Group: 50 FAC: BIOLOGICAL SCIENCE L		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR <i>220 - Postsecondary Teachers</i>	050	13.00	1148535 531345 46.26%	230125 20.04%
ASSOCIATE PROFESSOR <i>220 - Postsecondary Teachers</i>	050	30.00	1148535 531345 46.26%	230125 20.04%
INSTRUCTOR <i>220 - Postsecondary Teachers</i>	050	2.00	1148535 531345 46.26%	230125 20.04%
PROFESSOR <i>220 - Postsecondary Teachers</i>	050	3.00	1148535 531345 46.26%	230125 20.04%
<i>Total Weight:</i>		48.00		
Job Group: 51 FAC: SOCIAL SCIENCE L&S		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR <i>220 - Postsecondary Teachers</i>	051	40.00	1148535 531345 46.26%	230125 20.04%
ASSOCIATE PROFESSOR <i>220 - Postsecondary Teachers</i>	051	15.00	1148535 531345 46.26%	230125 20.04%
PROFESSOR <i>220 - Postsecondary Teachers</i>	051	24.00	1148535 531345 46.26%	230125 20.04%
<i>Total Weight:</i>		79.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority
Job Group: 53 ARTS & COMM. FACULTY				
<i>Labor Area: United States</i>				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR 220 - Postsecondary Teachers	053	20.00	1148535	531345 46.26%
				230125 20.04%
ASSOCIATE PROFESSOR 220 - Postsecondary Teachers	053	15.00	1148535	531345 46.26%
				230125 20.04%
PROFESSOR 220 - Postsecondary Teachers	053	15.00	1148535	531345 46.26%
				230125 20.04%
<i>Total Weight:</i>		50.00		
Job Group: 54 BUSINESS & ECON FACULTY				
<i>Labor Area: United States</i>				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR 220 - Postsecondary Teachers	054	15.00	1148535	531345 46.26%
				230125 20.04%
ASSOCIATE PROFESSOR 220 - Postsecondary Teachers	054	25.00	1148535	531345 46.26%
				230125 20.04%
PROFESSOR 220 - Postsecondary Teachers	054	25.00	1148535	531345 46.26%
				230125 20.04%
<i>Total Weight:</i>		65.00		
Job Group: 55 FAC: L&S- MATH				
<i>Labor Area: United States</i>				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR 220 - Postsecondary Teachers	055	2.00	1148535	531345 46.26%
				230125 20.04%
ASSOCIATE PROFESSOR 220 - Postsecondary Teachers	055	19.00	1148535	531345 46.26%
				230125 20.04%
PROFESSOR 220 - Postsecondary Teachers	055	7.00	1148535	531345 46.26%
				230125 20.04%
<i>Total Weight:</i>		28.00		
Job Group: 56 FAC: EDUCATION				
<i>Labor Area: United States</i>				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR 220 - Postsecondary Teachers	056	22.00	1148535	531345 46.26%
				230125 20.04%
ASSOCIATE PROFESSOR 220 - Postsecondary Teachers	056	26.00	1148535	531345 46.26%
				230125 20.04%
PROFESSOR 220 - Postsecondary Teachers	056	12.00	1148535	531345 46.26%
				230125 20.04%
<i>Total Weight:</i>		60.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan

01/06/2010

	Weight	Total	Female	Minority
Job Group: 6 LIB & SENIOR CLERICAL		<i>Labor Area: Custom - Regional</i>		
<u>Employee Job Titles:</u>				
ACCOUNTANT - JOURNEY <i>080 - Accountants and Auditors</i>	006	1.00	168572 93358 55.38%	23987 14.23%
DEAN ASSISTANT <i>570 - Secretaries and Administrative Assts</i>	006	4.00	342855 331495 96.69%	44280 12.92%
FINANCIAL PROG SUPV <i>095 - Financial Specialists, All Other</i>	006	2.00	3126 1807 57.81%	529 16.92%
HR ASST <i>062 - HR/Training/Labor Relations Speciali</i>	006	1.00	86959 59385 68.29%	14259 16.40%
HR ASST ADV <i>062 - HR/Training/Labor Relations Speciali</i>	006	1.00	86959 59385 68.29%	14259 16.40%
IS COMP SERV SPEC <i>100 - Computer Scientists and Systems Anal</i>	006	1.00	74301 25429 34.22%	14401 19.38%
LIBRARIAN <i>243 - Librarians</i>	006	1.00	18247 15153 83.04%	1635 8.96%
LIBRY SER ASST-ADV/LD <i>532 - Library Assistants, Clerical</i>	006	3.00	16398 13659 83.30%	2504 15.27%
LIBRY SER ASST-SENIOR <i>532 - Library Assistants, Clerical</i>	006	10.00	16398 13659 83.30%	2504 15.27%
PRG ASST ADV CONF <i>570 - Secretaries and Administrative Assts</i>	006	3.00	342855 331495 96.69%	44280 12.92%
PRG ASST CONF <i>570 - Secretaries and Administrative Assts</i>	006	3.00	342855 331495 96.69%	44280 12.92%
PRG ASST SUP ADV <i>500 - First-Line Spv/Mgrs Off/Admin Sppt W</i>	006	1.00	142489 95914 67.31%	24744 17.37%
STU STATUS EXAM ASSOC <i>023 - Education Administrators</i>	006	1.00	59261 35450 59.82%	10191 17.20%
STU STATUS EXAM SENIO <i>023 - Education Administrators</i>	006	5.00	59261 35450 59.82%	10191 17.20%
UNIV EXEC STAFF ASST <i>570 - Secretaries and Administrative Assts</i>	006	1.00	342855 331495 96.69%	44280 12.92%
UNIV SVC PRG ASSOC <i>570 - Secretaries and Administrative Assts</i>	006	29.00	342855 331495 96.69%	44280 12.92%
UW HUMAN RES MGR ADV <i>013 - Human Resources Managers</i>	006	1.00	38027 21775 57.26%	6617 17.40%
<i>Total Weight:</i>		68.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority
Job Group: 7 GEN CLERICAL & TECH		<i>Labor Area: Custom - 9 County Area</i>		
<u>Employee Job Titles:</u>				
CLERICAL ASST <i>586 - Office Clerks, General</i>	007	1.00	17030	14674 86.17%
				2685 15.77%
MEDICAL PRO ASST ASSO <i>365 - Med Assts/Othr Healthcare Suppt Occu</i>	007	1.00	6711	6023 89.75%
				1258 18.75%
MEDICAL PROGRAM ASST <i>365 - Med Assts/Othr Healthcare Suppt Occu</i>	007	2.00	6711	6023 89.75%
				1258 18.75%
OFFICE ASSOCIATE <i>586 - Office Clerks, General</i>	007	5.00	17030	14674 86.17%
				2685 15.77%
OFFICE OPER ASSOCIATE <i>593 - Office/Admin Support Workers, All Ot</i>	007	4.00	6382	4831 75.70%
				922 14.45%
OPER PROGRAM ASSOC <i>570 - Secretaries and Administrative Assts</i>	007	4.00	41885	40667 97.09%
				4380 10.46%
UNIV SERVICES ASSOC 1 <i>570 - Secretaries and Administrative Assts</i>	007	4.00	41885	40667 97.09%
				4380 10.46%
UNIV SERVICES ASSOC 2 <i>570 - Secretaries and Administrative Assts</i>	007	33.00	41885	40667 97.09%
				4380 10.46%
	<i>Total Weight:</i>	54.00		

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan

01/06/2010

	Weight	Total	Female	Minority	
Job Group: 8 TRADES & PWR PLANT		<i>Labor Area: Custom - 9 County Area</i>			
<u>Employee Job Titles:</u>					
BLDGS/GROUNDS SUPT <i>022 - Construction Managers</i>	008	2.00	6608	485 7.34%	290 4.39%
BLDGS/GROUNDS SUPV <i>421 - First-Line Spvs/Mgrs Lndscp/Lwn Srvc</i>	008	3.00	1833	143 7.80%	385 21.00%
CARPENTER <i>623 - Carpenters</i>	008	1.00	15647	232 1.48%	1488 9.51%
CRAFTSWORKER SUPV <i>620 - Frst-Lne Spw/Mgr Constr Trds/Extrct</i>	008	1.00	7713	241 3.12%	571 7.40%
CUSTODIAL SRV SUPV <i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor</i>	008	5.00	1890	705 37.30%	535 28.31%
ELECTRICIAN <i>635 - Electricians</i>	008	10.00	8021	225 2.81%	697 8.69%
HVAC/REFRIG SPEC <i>731 - Heating/AC/Refrigeration Mech/Instal</i>	008	1.00	3299	38 1.15%	260 7.88%
HVAC/REFRIG SPEC-ADV <i>731 - Heating/AC/Refrigeration Mech/Instal</i>	008	2.00	3299	38 1.15%	260 7.88%
PAINTER <i>642 - Painters, Construction and Maintenanc</i>	008	2.00	5520	352 6.38%	1003 18.17%
PLUMBER <i>644 - Pipelayers/Plmbers/Pipeftters/Steamf</i>	008	3.00	5213	101 1.94%	416 7.98%
POWER PLANT SUPERINT <i>860 - Power Plnt Ops/Distributors/Dispatch</i>	008	1.00	261	22 8.43%	26 9.96%
POWER PLNT OPER INCHG <i>860 - Power Plnt Ops/Distributors/Dispatch</i>	008	2.00	261	22 8.43%	26 9.96%
POWER PLNT OPER-SENR <i>860 - Power Plnt Ops/Distributors/Dispatch</i>	008	3.00	261	22 8.43%	26 9.96%
STEAMFITTER <i>644 - Pipelayers/Plmbers/Pipeftters/Steamf</i>	008	2.00	5213	101 1.94%	416 7.98%
<i>Total Weight:</i>		38.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

UW-Whitewater 2008-2009 AA Plan
01/06/2010

	Weight	Total	Female	Minority	
Job Group: 9 MECHANICS & REPAIRERS		<i>Labor Area: Custom - 9 County Area</i>			
<u>Employee Job Titles:</u>					
AUTO/EQUIP TECH-MASTR <i>720 - Auto Service Technicians and Mechani</i>	009	1.00	10053	148 1.47%	1674 16.65%
ELEVATOR CONSTRUCTOR <i>670 - Elevator Installers and Repairers</i>	009	1.00	249	0 0.00%	0 0.00%
FAC MAINT SPEC ADV <i>734 - Maintenance and Repair Workers, Gene</i>	009	4.00	4860	134 2.76%	762 15.68%
FAC REPAIR WORKER <i>734 - Maintenance and Repair Workers, Gene</i>	009	2.00	4860	134 2.76%	762 15.68%
FAC REPAIR WORKER-ADV <i>734 - Maintenance and Repair Workers, Gene</i>	009	7.00	4860	134 2.76%	762 15.68%
FACILITIES MAINT SPEC <i>734 - Maintenance and Repair Workers, Gene</i>	009	1.00	4860	134 2.76%	762 15.68%
LOCKSMITH - JOURNEY <i>754 - Locksmiths and Safe Repairers</i>	009	1.00	266	39 14.66%	8 3.01%
NETWORK CABLE TECH <i>110 - Network/ Computer Systems Administra</i>	009	1.00	2601	561 21.57%	256 9.84%
	<i>Total Weight:</i>	18.00			
Job Group: 99 RESEARCH ASSISTANTS		<i>Labor Area: Custom - Regional</i>			
<u>Employee Job Titles:</u>					
GRADUATE ASSISTANT <i>254 - Teacher Assistants</i>	099	43.00	78976	72263 91.50%	17423 22.06%
	<i>Total Weight:</i>	43.00			