

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

2005-2006 UW-Whitewater AA Plan

11/28/2006

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	
Job Group: 001 MGT INFO PROS TECH: ENG/RI		<i>Labor Area: Custom - Regional</i>							
<u>Employee Job Titles:</u>									
ADMIN TELECOM SPEC 001 <i>111 - Netwrk Syst/Data Communications Analysts</i>	1.00	29249	8312 28.42%	4845 16.56%	1628 5.57%	951 3.25%	1962 6.71%	122 0.42%	
ELECT TECH MEDIA SENR 001 <i>290 - Brdcst/Snd Eng Tch/RdioOps/Com Eqp Wkrs</i>	1.00	6225	926 14.88%	960 15.42%	563 9.04%	185 2.97%	168 2.70%	25 0.40%	
ELECT TECH RESEARCH 001 <i>155 - Engineering Technicians, Except Drafters</i>	1.00	36604	7122 19.46%	6379 17.43%	2107 5.76%	1780 4.86%	2102 5.74%	201 0.55%	
IS BUS AUTO SENIOR 001 <i>102 - Computer Software Engineers</i>	6.00	60175	15602 25.93%	15751 26.18%	2388 3.97%	1214 2.02%	11426 18.99%	209 0.35%	
IS COMP SUPP TECH SR 001 <i>102 - Computer Software Engineers</i>	1.00	60175	15602 25.93%	15751 26.18%	2388 3.97%	1214 2.02%	11426 18.99%	209 0.35%	
IS DATA SERV SPEC 001 <i>100 - Computer Scientists and Systems Analysts</i>	1.00	74301	25429 34.22%	14401 19.38%	4139 5.57%	2009 2.70%	7503 10.10%	378 0.51%	
IS NET SERV CONS/ADM 001 <i>110 - Network/ Computer Systems Administration</i>	1.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%	
IS NET SERV PROF 001 <i>110 - Network/ Computer Systems Administration</i>	1.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%	
IS NET SERV SENIOR 001 <i>110 - Network/ Computer Systems Administration</i>	3.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%	
IS NET SERV SPEC 001 <i>110 - Network/ Computer Systems Administration</i>	1.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%	
IS OPER SUPP TECH S 001 <i>104 - Computer Support Specialists</i>	1.00	37779	14430 38.20%	6099 16.14%	2452 6.49%	1485 3.93%	1773 4.69%	192 0.51%	
IS RESOURC SUP TECH I 001 <i>104 - Computer Support Specialists</i>	1.00	37779	14430 38.20%	6099 16.14%	2452 6.49%	1485 3.93%	1773 4.69%	192 0.51%	
IS SUPERVISOR 2 001 <i>011 - Computer/Information Systems Manager</i>	2.00	32534	9668 29.72%	3894 11.97%	1402 4.31%	642 1.97%	1655 5.09%	72 0.22%	
IS SYS DEV SRV SENIOR 001 <i>110 - Network/ Computer Systems Administration</i>	2.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%	
IS SYS DEV SRV SPEC 001 <i>110 - Network/ Computer Systems Administration</i>	3.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%	
IS TECH SRV CONS/ADM 001 <i>104 - Computer Support Specialists</i>	1.00	37779	14430 38.20%	6099 16.14%	2452 6.49%	1485 3.93%	1773 4.69%	192 0.51%	
IS TECH SRV PROF 001 <i>104 - Computer Support Specialists</i>	5.00	37779	14430 38.20%	6099 16.14%	2452 6.49%	1485 3.93%	1773 4.69%	192 0.51%	
IS TECH SRV SENIOR 001 <i>104 - Computer Support Specialists</i>	5.00	37779	14430 38.20%	6099 16.14%	2452 6.49%	1485 3.93%	1773 4.69%	192 0.51%	
IS TECH SRV SPEC 001 <i>104 - Computer Support Specialists</i>	6.00	37779	14430 38.20%	6099 16.14%	2452 6.49%	1485 3.93%	1773 4.69%	192 0.51%	
<i>Total Weight:</i>	43.00								

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	
Job Group: 002 LAW & PUBLIC SAFETY		<i>Labor Area: Custom - Regional</i>							
<u>Employee Job Titles:</u>									
POLICE OFFICER <i>385 - Police Officers</i>	002 7.00	48712	6640 13.63%	9517 19.54%	5661 11.62%	2723 5.59%	592 1.22%	305 0.63%	
POLICE SERGEANT <i>371 - First-Line Spvrs/Mgrs of Police & Detective</i>	002 2.00	8274	1049 12.68%	1157 13.98%	810 9.79%	249 3.01%	19 0.23%	67 0.81%	
POLICE SERVICE ASSOC <i>593 - Office/Admin Support Workers, All Other</i>	002 1.00	49295	37353 75.77%	9330 18.93%	5352 10.86%	2328 4.72%	1246 2.53%	223 0.45%	
RISK MANAGEMENT OFFR <i>071 - Management Analysts</i>	002 1.00	59235	23156 39.09%	7605 12.84%	2688 4.54%	1245 2.10%	3133 5.29%	187 0.32%	
SECURITY OFFR 2 <i>392 - Sec Guards/Gaming Surveillance Officers</i>	002 1.00	57649	13551 23.51%	23020 39.93%	16936 29.38%	3631 6.30%	1032 1.79%	921 1.60%	
<i>Total Weight:</i>	12.00								
Job Group: 003 FISCAL & PRINT TECHS		<i>Labor Area: Custom - Regional</i>							
<u>Employee Job Titles:</u>									
ACCOUNTANT - SENIOR <i>080 - Accountants and Auditors</i>	003 2.00	168572	93358 55.38%	23987 14.23%	10185 6.04%	4728 2.80%	8008 4.75%	408 0.24%	
BOOKSTORE/MUS SHP MGR <i>470 - First-Line Spvrs/Mgrs Retail Sales Wrkrs</i>	003 1.00	224764	95693 42.57%	28519 12.69%	11204 4.98%	8930 3.97%	5913 2.63%	1017 0.45%	
FINANCIAL SPEC PRG SU <i>095 - Financial Specialists, All Other</i>	003 1.00	3126	1807 57.81%	529 16.92%	192 6.14%	177 5.66%	81 2.59%	39 1.25%	
PAY & BEN SP ADV CONF <i>062 - HR/Training/Labor Relations Specialists</i>	003 3.00	86959	59385 68.29%	14259 16.40%	7978 9.17%	3934 4.52%	1477 1.70%	529 0.61%	
PRINTING TECH <i>826 - Printing Machine Operators</i>	003 1.00	28233	4549 16.11%	4618 16.36%	1377 4.88%	2175 7.70%	714 2.53%	215 0.76%	
PROF CONSULT-LTE <i>100 - Computer Scientists and Systems Analysts</i>	003 1.00	74301	25429 34.22%	14401 19.38%	4139 5.57%	2009 2.70%	7503 10.10%	378 0.51%	
PUBLICATIONS EDITOR <i>283 - Editors</i>	003 1.00	17048	9920 58.19%	1339 7.85%	482 2.83%	394 2.31%	330 1.94%	40 0.23%	
PURCH AGENT PROG SUPV <i>053 - Purch Agnts Excpt Whlsl/Retail/Farm Prod</i>	003 1.00	24846	13399 53.93%	2431 9.78%	1160 4.67%	754 3.03%	334 1.34%	130 0.52%	
PURCHASING AGENT-OBJ <i>053 - Purch Agnts Excpt Whlsl/Retail/Farm Prod</i>	003 1.00	24846	13399 53.93%	2431 9.78%	1160 4.67%	754 3.03%	334 1.34%	130 0.52%	
UNIVERSITY BUS SPEC <i>071 - Management Analysts</i>	003 1.00	59235	23156 39.09%	7605 12.84%	2688 4.54%	1245 2.10%	3133 5.29%	187 0.32%	
UW PRG SPEC SUP <i>071 - Management Analysts</i>	003 1.00	59235	23156 39.09%	7605 12.84%	2688 4.54%	1245 2.10%	3133 5.29%	187 0.32%	
<i>Total Weight:</i>	14.00								

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Job Group: 004 MEDIA PROFESSIONALS		<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>								
ASSOC ADM SPECIALIST 004 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
ASSOC INF PROC CONSLT 004 <i>110 - Network/ Computer Systems Administration</i>	3.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%
SR INFORM PROC CONSLT 004 <i>110 - Network/ Computer Systems Administration</i>	2.00	18178	4473 24.61%	2603 14.32%	856 4.71%	603 3.32%	987 5.43%	76 0.42%
<i>Total Weight:</i>	6.00							
Job Group: 005 ADMIN & PROGRAM SUPPORT		<i>Labor Area: Custom - 9 County Area</i>						
<u>Employee Job Titles:</u>								
ACADEMIC DEPT ASSOC A 005 <i>570 - Secretaries and Administrative Assts</i>	3.00	41885	40667 97.09%	4380 10.46%	2102 5.02%	1424 3.40%	504 1.20%	187 0.45%
ACADEMIC DEPT ASSOC B 005 <i>570 - Secretaries and Administrative Assts</i>	24.00	41885	40667 97.09%	4380 10.46%	2102 5.02%	1424 3.40%	504 1.20%	187 0.45%
FINANCIAL SPEC 2 005 <i>095 - Financial Specialists, All Other</i>	5.00	420	182 43.33%	53 12.62%	8 1.90%	14 3.33%	8 1.90%	8 1.90%
FINANCIAL SPEC 3 005 <i>095 - Financial Specialists, All Other</i>	8.00	420	182 43.33%	53 12.62%	8 1.90%	14 3.33%	8 1.90%	8 1.90%
FINANCIAL SPEC 4 005 <i>095 - Financial Specialists, All Other</i>	2.00	420	182 43.33%	53 12.62%	8 1.90%	14 3.33%	8 1.90%	8 1.90%
MED TECH SR 005 <i>330 - Clinical Lab Technologists and Techns</i>	2.00	4558	3500 76.79%	731 16.04%	246 5.40%	107 2.35%	313 6.87%	30 0.66%
MEDICAL ASSISTANT 2 005 <i>365 - Med Assts/Othr Healthcare Suppt Occup</i>	5.00	6711	6023 89.75%	1258 18.75%	808 12.04%	219 3.26%	156 2.32%	42 0.63%
NURSE CLINICN 3 005 <i>313 - Registered Nurses</i>	3.00	27279	25618 93.91%	2874 10.54%	1099 4.03%	295 1.08%	1295 4.75%	105 0.38%
PRINTING ASSISTANT 005 <i>826 - Printing Machine Operators</i>	1.00	4309	553 12.83%	654 15.18%	303 7.03%	236 5.48%	64 1.49%	47 1.09%
RISK MGT SPEC 005 <i>071 - Management Analysts</i>	1.00	8599	3084 35.86%	719 8.36%	169 1.97%	156 1.81%	348 4.05%	23 0.27%
TEACHER 005 <i>0 - census code not assigned</i>	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
UNIV GRANTS & CON SPE 005 <i>071 - Management Analysts</i>	1.00	8599	3084 35.86%	719 8.36%	169 1.97%	156 1.81%	348 4.05%	23 0.27%
<i>Total Weight:</i>	56.00							

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 006 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%	10185 6.04%	4728 2.80%	8008 4.75%	408 0.24%
DEAN ASSISTANT <i>570 - Secretaries and Administrative Assts</i>	006	4.00	342855	331495 96.69%	44280 12.92%	23570 6.87%	13944 4.07%	4003 1.17%	1381 0.40%
HR ASST <i>062 - HR/Training/Labor Relations Specialists</i>	006	2.00	86959	59385 68.29%	14259 16.40%	7978 9.17%	3934 4.52%	1477 1.70%	529 0.61%
HR ASST ADV <i>062 - HR/Training/Labor Relations Specialists</i>	006	1.00	86959	59385 68.29%	14259 16.40%	7978 9.17%	3934 4.52%	1477 1.70%	529 0.61%
IS COMP SERV SPEC <i>100 - Computer Scientists and Systems Analysts</i>	006	1.00	74301	25429 34.22%	14401 19.38%	4139 5.57%	2009 2.70%	7503 10.10%	378 0.51%
LIBRARIAN <i>243 - Librarians</i>	006	1.00	18247	15153 83.04%	1635 8.96%	715 3.92%	217 1.19%	568 3.11%	47 0.26%
LIBRY SER ASST <i>532 - Library Assistants, Clerical</i>	006	1.00	16398	13659 83.30%	2504 15.27%	995 6.07%	653 3.98%	643 3.92%	64 0.39%
LIBRY SER ASST-ADV/LD <i>532 - Library Assistants, Clerical</i>	006	2.00	16398	13659 83.30%	2504 15.27%	995 6.07%	653 3.98%	643 3.92%	64 0.39%
LIBRY SER ASST-SENIOR <i>532 - Library Assistants, Clerical</i>	006	10.00	16398	13659 83.30%	2504 15.27%	995 6.07%	653 3.98%	643 3.92%	64 0.39%
PRG ASST ADV CONF <i>570 - Secretaries and Administrative Assts</i>	006	4.00	342855	331495 96.69%	44280 12.92%	23570 6.87%	13944 4.07%	4003 1.17%	1381 0.40%
PRG ASST CONF <i>570 - Secretaries and Administrative Assts</i>	006	2.00	342855	331495 96.69%	44280 12.92%	23570 6.87%	13944 4.07%	4003 1.17%	1381 0.40%
PRG ASST SUP ADV <i>500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs</i>	006	1.00	142489	95914 67.31%	24744 17.37%	14037 9.85%	6859 4.81%	2547 1.79%	777 0.55%
UNIV EXEC STAFF ASST <i>570 - Secretaries and Administrative Assts</i>	006	1.00	342855	331495 96.69%	44280 12.92%	23570 6.87%	13944 4.07%	4003 1.17%	1381 0.40%
UNIV SVC PRG ASSOC A <i>570 - Secretaries and Administrative Assts</i>	006	7.00	342855	331495 96.69%	44280 12.92%	23570 6.87%	13944 4.07%	4003 1.17%	1381 0.40%
UNIV SVC PRG ASSOC B <i>570 - Secretaries and Administrative Assts</i>	006	22.00	342855	331495 96.69%	44280 12.92%	23570 6.87%	13944 4.07%	4003 1.17%	1381 0.40%
UW HUMAN RESOURCES MG <i>013 - Human Resources Managers</i>	006	1.00	38027	21775 57.26%	6617 17.40%	3361 8.84%	2009 5.28%	967 2.54%	135 0.36%
Total Weight:		61.00							

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 007 GEN CLERICAL & TECH			<i>Labor Area: Custom - 9 County Area</i>						
<u>Employee Job Titles:</u>									
CLERICAL ASST	007	1.00	17030	14674	2685	1584	556	329	182
<i>586 - Office Clerks, General</i>				<i>86.17%</i>	<i>15.77%</i>	<i>9.30%</i>	<i>3.26%</i>	<i>1.93%</i>	<i>1.07%</i>
GRAPHIC DESIGNER	007	1.00	10062	5842	697	93	384	137	28
<i>263 - Designers</i>				<i>58.06%</i>	<i>6.93%</i>	<i>0.92%</i>	<i>3.82%</i>	<i>1.36%</i>	<i>0.28%</i>
MEDICAL PRO ASST ASSO	007	1.00	6711	6023	1258	808	219	156	42
<i>365 - Med Assts/Othr Healthcare Suppt Occup</i>				<i>89.75%</i>	<i>18.75%</i>	<i>12.04%</i>	<i>3.26%</i>	<i>2.32%</i>	<i>0.63%</i>
MEDICAL PROGRAM ASST	007	2.00	6711	6023	1258	808	219	156	42
<i>365 - Med Assts/Othr Healthcare Suppt Occup</i>				<i>89.75%</i>	<i>18.75%</i>	<i>12.04%</i>	<i>3.26%</i>	<i>2.32%</i>	<i>0.63%</i>
OFFICE ASSOCIATE	007	5.00	17030	14674	2685	1584	556	329	182
<i>586 - Office Clerks, General</i>				<i>86.17%</i>	<i>15.77%</i>	<i>9.30%</i>	<i>3.26%</i>	<i>1.93%</i>	<i>1.07%</i>
OFFICE OPER ASSOCIATE	007	3.00	6382	4831	922	612	169	83	32
<i>593 - Office/Admin Support Workers, All Other</i>				<i>75.70%</i>	<i>14.45%</i>	<i>9.59%</i>	<i>2.65%</i>	<i>1.30%</i>	<i>0.50%</i>
OPER PROGRAM ASSOC B	007	3.00	41885	40667	4380	2102	1424	504	187
<i>570 - Secretaries and Administrative Assts</i>				<i>97.09%</i>	<i>10.46%</i>	<i>5.02%</i>	<i>3.40%</i>	<i>1.20%</i>	<i>0.45%</i>
PSYCH CONSULTANT-LTE	007	1.00	2692	1646	110	18	54	24	14
<i>182 - Psychologists</i>				<i>61.14%</i>	<i>4.09%</i>	<i>0.67%</i>	<i>2.01%</i>	<i>0.89%</i>	<i>0.52%</i>
SHIP & MAIL CLERK 3	007	1.00	9918	2932	2493	978	1215	139	102
<i>561 - Shipping, Receiving, and Traffic Clerks</i>				<i>29.56%</i>	<i>25.14%</i>	<i>9.86%</i>	<i>12.25%</i>	<i>1.40%</i>	<i>1.03%</i>
UNIV SERVICES ASSOC 1	007	8.00	41885	40667	4380	2102	1424	504	187
<i>570 - Secretaries and Administrative Assts</i>				<i>97.09%</i>	<i>10.46%</i>	<i>5.02%</i>	<i>3.40%</i>	<i>1.20%</i>	<i>0.45%</i>
UNIV SERVICES ASSOC 2	007	39.00	41885	40667	4380	2102	1424	504	187
<i>570 - Secretaries and Administrative Assts</i>				<i>97.09%</i>	<i>10.46%</i>	<i>5.02%</i>	<i>3.40%</i>	<i>1.20%</i>	<i>0.45%</i>
<i>Total Weight:</i>		65.00							

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 008 TRADES & PWR PLANT			<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>									
BLDGS/GROUNDS SUPT	008	2.00	46531	3374	3268	1138	1369	383	203
<i>022 - Construction Managers</i>				7.25%	7.02%	2.45%	2.94%	0.82%	0.44%
BLDGS/GROUNDS SUPV	008	1.00	10456	668	1918	243	1582	18	55
<i>421 - First-Line Spvs/Mgrs Lndscp/Lwn Srvc Wkr</i>				6.39%	18.34%	2.32%	15.13%	0.17%	0.53%
CARPENTER	008	1.00	123928	1980	14529	3595	8326	586	1234
<i>623 - Carpenters</i>				1.60%	11.72%	2.90%	6.72%	0.47%	1.00%
CRAFTSWORKER SUPV	008	1.00	59649	1513	5087	1704	2506	288	356
<i>620 - Frst-Lne Spv/Mgr Constr Trds/Extret Wkrs</i>				2.54%	8.53%	2.86%	4.20%	0.48%	0.60%
CUSTODIAL SRV SUPV	008	5.00	14435	6099	3720	1606	1609	262	155
<i>420 - Frst-Line Spvrs/Mgrs Hskping/Janitor Wkr</i>				42.25%	25.77%	11.13%	11.15%	1.82%	1.07%
ELECTRICIAN	008	6.00	62848	1694	6749	2694	2665	680	433
<i>635 - Electricians</i>				2.70%	10.74%	4.29%	4.24%	1.08%	0.69%
HVAC/REFRIG SPEC	008	1.00	21519	310	1905	475	1068	212	96
<i>731 - Heating/AC/Refrigeration Mech/Installers</i>				1.44%	8.85%	2.21%	4.96%	0.99%	0.45%
PAINTER	008	2.00	39205	3184	8148	2441	4626	354	315
<i>642 - Painters, Construction and Maintenance</i>				8.12%	20.78%	6.23%	11.80%	0.90%	0.80%
PLUMBER	008	2.00	42310	784	4148	1713	1809	117	406
<i>644 - Pipelayers/Plmbers/Pipefters/Steamfitter</i>				1.85%	9.80%	4.05%	4.28%	0.28%	0.96%
POWER PLANT SUPERINT	008	1.00	3145	190	230	139	45	20	18
<i>860 - Power Plnt Ops/Distributors/Dispatchers</i>				6.04%	7.31%	4.42%	1.43%	0.64%	0.57%
POWER PLNT OPER INCHG	008	1.00	3145	190	230	139	45	20	18
<i>860 - Power Plnt Ops/Distributors/Dispatchers</i>				6.04%	7.31%	4.42%	1.43%	0.64%	0.57%
POWER PLNT OPER-SENR	008	4.00	3145	190	230	139	45	20	18
<i>860 - Power Plnt Ops/Distributors/Dispatchers</i>				6.04%	7.31%	4.42%	1.43%	0.64%	0.57%
STEAMFITTER	008	2.00	42310	784	4148	1713	1809	117	406
<i>644 - Pipelayers/Plmbers/Pipefters/Steamfitter</i>				1.85%	9.80%	4.05%	4.28%	0.28%	0.96%
<i>Total Weight:</i>		29.00							

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2005-2006 UW-Whitewater AA Plan

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	
Job Group: 009 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 Mechanics</i>	009 1.00	10053	148 1.47%	1674 16.65%	540 5.37%	963 9.58%	83 0.83%	74 0.74%	
ELEVATOR CONSTRUCTOR <i>670 - Elevator Installers and Repairers</i>	009 1.00	249	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	
FAC REPAIR WORKER 3 <i>734 - Maintenance and Repair Workers, General</i>	009 6.00	4860	134 2.76%	762 15.68%	265 5.45%	352 7.24%	109 2.24%	32 0.66%	
FAC REPAIR WORKER 4 <i>734 - Maintenance and Repair Workers, General</i>	009 1.00	4860	134 2.76%	762 15.68%	265 5.45%	352 7.24%	109 2.24%	32 0.66%	
LOCKSMITH - JOURNEY <i>754 - Locksmiths and Safe Repairers</i>	009 1.00	266	39 14.66%	8 3.01%	4 1.50%	0 0.00%	0 0.00%	4 1.50%	
MAINT MECHANIC 2 <i>734 - Maintenance and Repair Workers, General</i>	009 1.00	4860	134 2.76%	762 15.68%	265 5.45%	352 7.24%	109 2.24%	32 0.66%	
MAINT MECHANIC 3 <i>734 - Maintenance and Repair Workers, General</i>	009 6.00	4860	134 2.76%	762 15.68%	265 5.45%	352 7.24%	109 2.24%	32 0.66%	
MAINTENANCE SUP <i>700 - Frst-Line Spv/Mgr Mech/Install/Repairers</i>	009 2.00	3742	287 7.67%	278 7.43%	75 2.00%	162 4.33%	12 0.32%	29 0.77%	
NETWORK CABLE TECH <i>110 - Network/ Computer Systems Administration</i>	009 1.00	2601	561 21.57%	256 9.84%	45 1.73%	70 2.69%	115 4.42%	4 0.15%	
STUDENT STATUS EXAM 1 <i>023 - Education Administrators</i>	009 1.00	8252	5016 60.79%	1167 14.14%	731 8.86%	275 3.33%	76 0.92%	53 0.64%	
STUDENT STATUS EXAM 2 <i>023 - Education Administrators</i>	009 4.00	8252	5016 60.79%	1167 14.14%	731 8.86%	275 3.33%	76 0.92%	53 0.64%	
<i>Total Weight:</i>	25.00								
Job Group: 010 MATERIAL 7 SKILLED LABORE		<i>Labor Area: Custom - Regional</i>							
<u>Employee Job Titles:</u>									
ARCHITECT <i>0 - census code not assigned</i>	010 1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	
GARDENER <i>425 - Grounds Maintenance Workers</i>	010 3.00	60621	4925 8.12%	22341 36.85%	3186 5.26%	18056 29.79%	351 0.58%	492 0.81%	
GROUND CREW LEAD <i>425 - Grounds Maintenance Workers</i>	010 4.00	60621	4925 8.12%	22341 36.85%	3186 5.26%	18056 29.79%	351 0.58%	492 0.81%	
GROUNDSKEEPER <i>425 - Grounds Maintenance Workers</i>	010 4.00	60621	4925 8.12%	22341 36.85%	3186 5.26%	18056 29.79%	351 0.58%	492 0.81%	
SHIP & MAIL CLERK 2 <i>561 - Shipping, Receiving, and Traffic Clerks</i>	010 1.00	66378	19099 28.77%	20233 30.48%	7238 10.90%	10610 15.98%	1620 2.44%	387 0.58%	
STOREKEEPER <i>053 - Purch Agnts Excpt Whls/Retail/Farm Prod</i>	010 2.00	24846	13399 53.93%	2431 9.78%	1160 4.67%	754 3.03%	334 1.34%	130 0.52%	
<i>Total Weight:</i>	15.00								

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 011 UNSKILLED LABORERS			<i>Labor Area: Custom - 9 County Area</i>						
<u>Employee Job Titles:</u>									
CUSTODIAN <i>422 - Janitors and Building Cleaners</i>	011	64.00	22662	6339 27.97%	7017 30.96%	3330 14.69%	3059 13.50%	240 1.06%	229 1.01%
CUSTODIAN LEAD <i>422 - Janitors and Building Cleaners</i>	011	9.00	22662	6339 27.97%	7017 30.96%	3330 14.69%	3059 13.50%	240 1.06%	229 1.01%
LAUNDRY WORKER <i>830 - Laundry and Dry-Cleaning Workers</i>	011	1.00	2420	1468 60.66%	1081 44.67%	548 22.64%	418 17.27%	85 3.51%	10 0.41%
MOTOR VEH OPER-LIGHT <i>913 - Driver/Sales Workers and Truck Drivers</i>	011	1.00	31385	1460 4.65%	4540 14.47%	2338 7.45%	1563 4.98%	249 0.79%	231 0.74%
<i>Total Weight:</i>		75.00							
Job Group: 020 EXEC/ACAD ADMIN			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT CHANCELLOR <i>023 - Education Administrators</i>	020	2.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASSOC VICE CHANCELLOR <i>023 - Education Administrators</i>	020	2.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASST VICE CHANCELLOR <i>023 - Education Administrators</i>	020	2.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
AUDITOR - SENIOR <i>080 - Accountants and Auditors</i>	020	1.00	1762725	1004805 57.00%	390570 22.16%	139625 7.92%	90520 5.14%	136315 7.73%	10875 0.62%
SR SPECIAL ASSISTANT <i>023 - Education Administrators</i>	020	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
VICE CHANCELLOR <i>023 - Education Administrators</i>	020	2.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
<i>Total Weight:</i>		10.00							
Job Group: 021 ACAD ADMIN			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT DEAN <i>023 - Education Administrators</i>	021	2.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASSISTANT DEAN/S <i>023 - Education Administrators</i>	021	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASSOC ACAD LIBRARIAN <i>243 - Librarians</i>	021	4.00	190250	157070 82.56%	26715 14.04%	11595 6.09%	6370 3.35%	6425 3.38%	1285 0.68%
ASSOCIATE DEAN <i>023 - Education Administrators</i>	021	5.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
DEAN <i>023 - Education Administrators</i>	021	5.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
DEAN OF STUDENTS/M <i>023 - Education Administrators</i>	021	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
REGISTRAR/M <i>023 - Education Administrators</i>	021	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
SR UNIV REL SPEC <i>006 - Public Relations Managers</i>	021	1.00	65368	37189 56.89%	8883 13.59%	3855 5.90%	3005 4.60%	1319 2.02%	420 0.64%
<i>Total Weight:</i>		20.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 022 ADM DIRECTORS/INFO SPT PR			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
BUDGET PLANNER/M	022	1.00	1762725	1004805	390570	139625	90520	136315	10875
<i>080 - Accountants and Auditors</i>				57.00%	22.16%	7.92%	5.14%	7.73%	0.62%
CONTROLLER/M	022	1.00	957090	507420	166505	59950	53775	41575	5055
<i>012 - Financial Managers</i>				53.02%	17.40%	6.26%	5.62%	4.34%	0.53%
DIR, ACAD ADV/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, ADMISSIONS/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, ATHLETICS/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, CHILD CARE/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, EDUC SUPP SRV/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, FINAN AID/M	022	1.00	44618	25430	11613	4764	4110	2035	340
<i>095 - Financial Specialists, All Other</i>				56.99%	26.03%	10.68%	9.21%	4.56%	0.76%
DIR, INTL EDUC PGM/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, MEDIA DEVEL/M	022	1.00	323265	96120	51270	17030	11800	18305	1885
<i>011 - Computer/Information Systems Manager</i>				29.73%	15.86%	5.27%	3.65%	5.66%	0.58%
DIR, PERSONNEL/M	022	1.00	451205	250050	112165	47315	42230	15470	3620
<i>013 - Human Resources Managers</i>				55.42%	24.86%	10.49%	9.36%	3.43%	0.80%
DIR, PHYSICAL PLANT/M	022	1.00	93840	37840	16930	7295	5440	2600	845
<i>010 - Administrative Services Managers</i>				40.32%	18.04%	7.77%	5.80%	2.77%	0.90%
DIR, PROTECTIVE SRV/M		1.00	104325	13365	18765	9950	5965	940	1370
<i>371 - Frst-Line Spvrs/Mgrs of Police & Dective</i>				12.81%	17.99%	9.54%	5.72%	0.90%	1.31%
DIR, PUBLIC INFORM/M	022	1.00	65368	37189	8883	3855	3005	1319	420
<i>006 - Public Relations Managers</i>				56.89%	13.59%	5.90%	4.60%	2.02%	0.64%
DIR, STUDENT UNION/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, UNIV HOUSING/M	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, UNSPECIFIED (6)	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, UNSPECIFIED (7)	022	4.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, UNSPECIFIED (8)	022	2.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
DIR, UNSPECIFIED (9)	022	1.00	703600	426850	152560	84390	41355	16320	6310
<i>023 - Education Administrators</i>				60.67%	21.68%	11.99%	5.88%	2.32%	0.90%
<i>Total Weight:</i>		24.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 023 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%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASC DIR, UNSPEC (7) <i>023 - Education Administrators</i>	023	2.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASSOC DIR, CAREER PL/M <i>200 - Counselors</i>	023	1.00	572205	379765 66.37%	176725 30.88%	104670 18.29%	44780 7.83%	13215 2.31%	8595 1.50%
ASSOC DIR, ADMISS/M <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASSOC DIR, ATHL/M <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASSOC DIR, FIN AID/M <i>095 - Financial Specialists, All Other</i>	023	1.00	44618	25430 56.99%	11613 26.03%	4764 10.68%	4110 9.21%	2035 4.56%	340 0.76%
ASSOC DIR, UNV HOUS/M <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASSOC REGISTRAR/M <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASST DIR, BUS SERV/M <i>012 - Financial Managers</i>	023	1.00	957090	507420 53.02%	166505 17.40%	59950 6.26%	53775 5.62%	41575 4.34%	5055 0.53%
ASST DIR, PUB INF/M <i>282 - Public Relations Specialists</i>	023	2.00	146040	90115 61.71%	25495 17.46%	10670 7.31%	8485 5.81%	3690 2.53%	1265 0.87%
ASST DIR, UNSPEC (7) <i>023 - Education Administrators</i>	023	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ASST DIR, UNV HOUS/M <i>023 - Education Administrators</i>		1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
DEVELOP SPECIALIST <i>100 - Computer Scientists and Systems Analysts</i>	023	1.00	694320	230705 33.23%	172525 24.85%	54455 7.84%	32595 4.69%	74005 10.66%	4580 0.66%
Total Weight:		15.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 024 PROGRAM MANAGERS		<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>								
ADMIN PRG MANAGER I 024 <i>255 - Other Education/Training/Library Workers</i>	4.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
ADMIN PRG MANAGER II 024 <i>255 - Other Education/Training/Library Workers</i>	3.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
ADMIN PRG MANAGER III 024 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
ADMIN PROGRAM SPEC 024 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
ADMIN SPECIALIST 024 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
ASSOC LECTURER 024 <i>220 - Postsecondary Teachers</i>	2.00	111569	52814 47.34%	20064 17.98%	4880 4.37%	3702 3.32%	10233 9.17%	590 0.53%
ASSOC OUTREACH SPEC 024 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
ATHLETIC TRAINER III 024 <i>354 - Other Healthcare Practitioners/Tech Occp</i>	1.00	4972	2008 40.39%	619 12.45%	341 6.86%	136 2.74%	116 2.33%	8 0.16%
FACILITIES ENGINEER 024 <i>010 - Administrative Services Managers</i>	1.00	7412	2745 37.03%	771 10.40%	424 5.72%	177 2.39%	93 1.25%	45 0.61%
LABORATORY MGR I 024 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
MARKETING SPECIALIST 024 <i>181 - Market and Survey Researchers</i>	1.00	11757	5986 50.91%	1445 12.29%	664 5.65%	246 2.09%	446 3.79%	34 0.29%
MEDICAL CONSULT-LTE 024 <i>311 - Physician Assistants</i>	1.00	4155	2699 64.96%	800 19.25%	234 5.63%	238 5.73%	280 6.74%	25 0.60%
OUTREACH PROG MGR II 024 <i>255 - Other Education/Training/Library Workers</i>	3.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
OUTREACH PROG MGR III 024 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
OUTREACH SPECIALIST 024 <i>255 - Other Education/Training/Library Workers</i>	2.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
PHYSICIAN 024 <i>306 - Physicians and Surgeons</i>	1.00	59075	17005 28.79%	15406 26.08%	2066 3.50%	2126 3.60%	10551 17.86%	112 0.19%
SR ADMIN PRGM SPEC 024 <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
SR DEVELOP SPECIALIST 024 <i>100 - Computer Scientists and Systems Analysts</i>	1.00	74301	25429 34.22%	14401 19.38%	4139 5.57%	2009 2.70%	7503 10.10%	378 0.51%
SR DEVELOP SPECIALIST 024 <i>100 - Computer Scientists and Systems Analysts</i>	1.00	74301	25429 34.22%	14401 19.38%	4139 5.57%	2009 2.70%	7503 10.10%	378 0.51%
SR INFO TECH STRAT CN 024 <i>155 - Engineering Technicians, Except Drafters</i>	1.00	36604	7122 19.46%	6379 17.43%	2107 5.76%	1780 4.86%	2102 5.74%	201 0.55%
SR PHYSICIAN 024 <i>306 - Physicians and Surgeons</i>	1.00	59075	17005 28.79%	15406 26.08%	2066 3.50%	2126 3.60%	10551 17.86%	112 0.19%
SR PSYCHOLOGIST 024 <i>182 - Psychologists</i>	1.00	14932	9555 63.99%	1075 7.20%	348 2.33%	353 2.36%	290 1.94%	61 0.41%
SR SPECIAL LIBRARIAN 024 <i>243 - Librarians</i>	1.00	18247	15153 83.04%	1635 8.96%	715 3.92%	217 1.19%	568 3.11%	47 0.26%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
STUDENT SV PR MGR I <i>255 - Other Education/Training/Library Workers</i>	10.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
STUDENT SV PR MGR II <i>255 - Other Education/Training/Library Workers</i>	8.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
STUDENT SV PR MGR III <i>255 - Other Education/Training/Library Workers</i>	7.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
<i>Total Weight:</i>	57.00							
Job Group: 025 ACAD SPT PROS/ADM SPT/HLT		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ACADEMIC LIBRARIAN <i>243 - Librarians</i>	4.00	190250	157070 82.56%	26715 14.04%	11595 6.09%	6370 3.35%	6425 3.38%	1285 0.68%
ASSOC ADM SPECIALIST <i>255 - Other Education/Training/Library Workers</i>	3.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
ASSOC INSTNL PLANNER <i>023 - Education Administrators</i>	2.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
CLIN NURSE SPECIALIST <i>350 - Licensed Practical/Licensed Voc Nurses</i>	2.00	596355	554425 92.97%	188740 31.65%	124875 20.94%	34365 5.76%	15510 2.60%	7820 1.31%
COUNSELOR <i>200 - Counselors</i>	1.00	572205	379765 66.37%	176725 30.88%	104670 18.29%	44780 7.83%	13215 2.31%	8595 1.50%
DIR, EDUC SUPP SRV/S <i>023 - Education Administrators</i>	1.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
INFORM PROCESS CONSLT <i>110 - Network/ Computer Systems Administration</i>	3.00	199580	46540 23.32%	41565 20.83%	13420 6.72%	10285 5.15%	14305 7.17%	1435 0.72%
LABORATORY MGR I <i>255 - Other Education/Training/Library Workers</i>	1.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
POLICY/PLNG ANALYST <i>122 - Operations Research Analysts</i>	1.00	104505	48330 46.25%	22535 21.56%	10145 9.71%	5255 5.03%	5630 5.39%	680 0.65%
SR CL PHYS THERAPIST <i>316 - Physical Therapists</i>	1.00	134950	94975 70.38%	21260 15.75%	4795 3.55%	5200 3.85%	9940 7.37%	425 0.31%
SR CLIN NURSE SPEC <i>350 - Licensed Practical/Licensed Voc Nurses</i>	1.00	596355	554425 92.97%	188740 31.65%	124875 20.94%	34365 5.76%	15510 2.60%	7820 1.31%
SR COUNSELOR <i>200 - Counselors</i>	2.00	572205	379765 66.37%	176725 30.88%	104670 18.29%	44780 7.83%	13215 2.31%	8595 1.50%
<i>Total Weight:</i>	22.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 026 STUDENT SRVCS SPT PROS		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
ADVISOR 026 <i>255 - Other Education/Training/Library Workers</i>	8.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
ASSOC ADVISOR 026 <i>255 - Other Education/Training/Library Workers</i>	1.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
ASSOC COUNSELOR 026 <i>200 - Counselors</i>	1.00	572205	379765 66.37%	176725 30.88%	104670 18.29%	44780 7.83%	13215 2.31%	8595 1.50%
ASSOC STU SERV COORD 026 <i>255 - Other Education/Training/Library Workers</i>	10.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
ASST COACH 026 <i>023 - Education Administrators</i>	11.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
ATHLETIC TRAINER I 026 <i>354 - Other Healthcare Practitioners/Tech Occp</i>	2.00	66680	24420 36.62%	13860 20.79%	6605 9.91%	3600 5.40%	2215 3.32%	800 1.20%
COACH 026 <i>023 - Education Administrators</i>	15.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
RESIDENCE HALL MGR 026 <i>023 - Education Administrators</i>	7.00	703600	426850 60.67%	152560 21.68%	84390 11.99%	41355 5.88%	16320 2.32%	6310 0.90%
SR ADVISOR 026 <i>255 - Other Education/Training/Library Workers</i>	2.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
SR STUDENT SERV COORD 026 <i>255 - Other Education/Training/Library Workers</i>	2.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
SR STUDENT SERV SPEC 026 <i>255 - Other Education/Training/Library Workers</i>	2.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
STUDENT SERVICES CORD 026 <i>255 - Other Education/Training/Library Workers</i>	1.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
STUDENT SERVICES SPEC 026 <i>255 - Other Education/Training/Library Workers</i>	4.00	58377	38199 65.44%	11627 19.92%	5499 9.42%	3420 5.86%	1549 2.65%	690 1.18%
<i>Total Weight:</i>	66.00							
Job Group: 027 UNIV RELATIONS SPECIALIST		<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>								
DEVELOP SPECIALIST 027 <i>100 - Computer Scientists and Systems Analysts</i>	4.00	694320	230705 33.23%	172525 24.85%	54455 7.84%	32595 4.69%	74005 10.66%	4580 0.66%
<i>Total Weight:</i>	4.00							
Job Group: 040 INSTRUCTIONAL L & S		<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>								
INSTRUCTIONAL SPEC <i>255 - Other Education/Training/Library Workers</i>	1.00	5248	3511 66.90%	651 12.40%	289 5.51%	93 1.77%	203 3.87%	32 0.61%
LECTURER 040 <i>220 - Postsecondary Teachers</i>	60.00	111569	52814 47.34%	20064 17.98%	4880 4.37%	3702 3.32%	10233 9.17%	590 0.53%
SENIOR LECTURER 040 <i>220 - Postsecondary Teachers</i>	1.00	111569	52814 47.34%	20064 17.98%	4880 4.37%	3702 3.32%	10233 9.17%	590 0.53%
<i>Total Weight:</i>	62.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 041 INSTRUCTIONAL ARTS & COM			<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>									
ARTIST	041	2.00	18273	8837	2013	617	669	431	147
<i>260 - Artists and Related Workers</i>				48.36%	11.02%	3.38%	3.66%	2.36%	0.80%
LECTURER	041	32.00	111569	52814	20064	4880	3702	10233	590
<i>220 - Postsecondary Teachers</i>				47.34%	17.98%	4.37%	3.32%	9.17%	0.53%
SR ARTIST	041	1.00	18273	8837	2013	617	669	431	147
<i>260 - Artists and Related Workers</i>				48.36%	11.02%	3.38%	3.66%	2.36%	0.80%
SR TELEVISION ARTIST	041	1.00	18273	8837	2013	617	669	431	147
<i>260 - Artists and Related Workers</i>				48.36%	11.02%	3.38%	3.66%	2.36%	0.80%
<i>Total Weight:</i>		36.00							
Job Group: 042 INSTRUCTIONAL BUS & ECON			<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>									
LECTURER	042	19.00	111569	52814	20064	4880	3702	10233	590
<i>220 - Postsecondary Teachers</i>				47.34%	17.98%	4.37%	3.32%	9.17%	0.53%
<i>Total Weight:</i>		19.00							
Job Group: 043 INSTRUCTIONAL EDUCATION			<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>									
LECTURER	043	28.00	111569	52814	20064	4880	3702	10233	590
<i>220 - Postsecondary Teachers</i>				47.34%	17.98%	4.37%	3.32%	9.17%	0.53%
<i>Total Weight:</i>		28.00							
Job Group: 050 FAC: BIOLOGICAL SCIENCE L			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT PROFESSOR	050	11.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
ASSOCIATE PROFESSOR	050	30.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
INSTRUCTOR		1.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
INSTRUCTOR	050	4.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
PROFESSOR	050	2.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
<i>Total Weight:</i>		48.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd
Job Group: 051 FAC: SOCIAL SCIENCE L&S			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT PROFESSOR	051	29.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
ASSOCIATE PROFESSOR	051	17.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
PROFESSOR	051	26.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
<i>Total Weight:</i>		72.00							
Job Group: 053 ARTS & COMM. FACULTY			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT PROFESSOR	053	24.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
ASSOCIATE PROFESSOR	053	13.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
PROFESSOR	053	13.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
<i>Total Weight:</i>		50.00							
Job Group: 054 BUSINESS & ECON FACULTY			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT PROFESSOR	054	16.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
ASSOCIATE PROFESSOR	054	22.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
PROFESSOR	054	31.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
<i>Total Weight:</i>		69.00							
Job Group: 055 FAC: L&S- MATH			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT PROFESSOR	055	5.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
ASSOCIATE PROFESSOR	055	15.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
PROFESSOR	055	7.00	1148535	531345 46.26%	230125 20.04%	65900 5.74%	51445 4.48%	93125 8.11%	9215 0.80%
<i>220 - Postsecondary Teachers</i>									
<i>Total Weight:</i>		27.00							

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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		Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd
Job Group: 056 FAC: EDUCATION			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
ASSISTANT PROFESSOR	056	23.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
ASSOCIATE PROFESSOR	056	23.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
PROFESSOR	056	17.00	1148535	531345	230125	65900	51445	93125	9215
<i>220 - Postsecondary Teachers</i>				46.26%	20.04%	5.74%	4.48%	8.11%	0.80%
<i>Total Weight:</i>		63.00							
Job Group: 099 RESEARCH ASSISTANTS			<i>Labor Area: Custom - Regional</i>						
<u>Employee Job Titles:</u>									
FELLOW	099	4.00	111569	52814	20064	4880	3702	10233	590
<i>220 - Postsecondary Teachers</i>				47.34%	17.98%	4.37%	3.32%	9.17%	0.53%
<i>Total Weight:</i>		4.00							
Job Group: 119 CHANCELLORS			<i>Labor Area: United States</i>						
<u>Employee Job Titles:</u>									
CHANCELLOR	119	1.00	1126470	212100	118330	26705	34700	44965	6170
<i>001 - Chief Executives</i>				18.83%	10.50%	2.37%	3.08%	3.99%	0.55%
<i>Total Weight:</i>		1.00							