

East Tennessee State University Affirmative Action Plan



EAST TENNESSEE STATE UNIVERSITY

Office of University Compliance
East Tennessee State University
201 Nell Dossett Hall
1276 Gilbreath Drive
Johnson City, TN 37614
(423) 439-8545

<https://www.etsu.edu/universitycounsel/compliance/>

This Affirmative Action Plan, effective October 1, 2019 is issued as a revision of the East Tennessee State University Affirmative Action Plan. It supersedes all earlier plans.

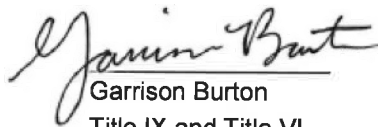
An Equal Opportunity University

East Tennessee State University Affirmative Action Plan

Effective October 1, 2019 through September 30, 2020



Brian Noland, PHD
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Coordinator

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POLICY OF EAST TENNESSEE STATE UNIVERSITY

The [East Tennessee State University Non-discrimination Policy](#) states:

East Tennessee State University is an AA/EEO employer and does not discriminate on the basis of race, color, ethnicity, national origin, sex, sexual orientation, gender identity, gender expression, religion, age, disability, veteran's status, genetic information, or any other protected class in its education programs and activities. The following position has been designated to handle inquiries regarding East Tennessee State University's non-discrimination policies: Compliance Officer/Title IX Coordinator/Title VI Coordinator. The Compliance Officer may be contacted at:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Dossett Hall
Johnson City, TN 37614
Phone: 423.439.8545
Fax: 423.439.8540

Additionally, the Compliance Officer is designated to monitor and oversee Title IX complaints as the university's Title IX Coordinator.

INTRODUCTION

East Tennessee State University (ETSU) is a public university located in Johnson City, Tennessee. Established in 1911, ETSU now enrolls more than 14,000 students. ETSU is home to 11 colleges, and 53 academic departments with more than 100 degree programs, 15 center and Chairs of Excellence, 55 departments, and 15 research programs. East Tennessee State University (ETSU) is a member of the state university and community college system of Tennessee governed by its Board of Trustees.

ETSU was formerly part of the Tennessee Board of Regents (TBR), the state university and community college system of Tennessee. TBR consisted of six (6) universities, 12 community colleges, and 27 colleges of applied technology.

With the passage of the Focus on College and University Success (FOCUS) Act by the 109th Tennessee General Assembly, ETSU began the transition from governance by TBR to an institutional Board of Trustees. The FOCUS Act granted the state's six public universities in the TBR system additional autonomy to empower each individual institution to be successful as Tennessee works to achieve its goal of 55 percent of adult Tennesseans having a postsecondary degree or credential by 2025.

Eight of the ten-member Board of Trustees (the Board) for ETSU are appointed by the Governor of Tennessee with confirmation by the Tennessee General Assembly. The ETSU Faculty elects a faculty trustee who serves a two-year term on the board. The Board selects a student trustee to serve each year via a process developed by ETSU student leadership. The state level coordinating body, the Tennessee Higher Education Commission (THEC), provides training for all public higher education board members.

The ETSU Board of Trustees has the authority to appoint the campus president, manage the university budget and set tuition, and oversee other operational tasks. The inaugural ETSU Board of Trustees assumed formal responsibility at its first meeting called by Governor Haslam on March 24, 2017. Due to this, the past few years have been transition years, and some control and policies are still under TBR, while the University continues the process of transferring everything under the Board of Trustees. The Board of Trustees consists of [ten members](#), five (5) males, and five (5) females, one of whom is African American.

On March 24, 2017, the Board of Trustees approved the ETSU Vision and the ETSU Mission and Values. The ETSU Vision is:

Developing a world-class environment to enhance student success and improve the quality of life in the region and beyond.

The ETSU Mission and Values State:

ETSU provides a student-centered community of learning, reflecting high standards and promoting a balance of liberal arts and professional preparation, and continuous improvement. The university conducts a wide array of educational and research programs and clinical services including a comprehensive Academic Health Sciences Center. Education is the university's highest priority, and the institution is committed to increasing the level of educational attainment in the state and region based on [core values](#) where:

PEOPLE come first, are treated with dignity and respect, and are encouraged to achieve their full potential; **RELATIONSHIPS** are built on honesty, integrity, and trust; **DIVERSITY** of people and thought is respected; **EXCELLENCE** is achieved through teamwork, leadership, creativity, and a strong work ethic; **EFFICIENCY** is achieved through wise use of human and financial resources; and **COMMITMENT** to intellectual achievement is embraced.

ETSU endorses the value of liberal education and provides enriching experiences in honors education, student research and creative activity, study abroad, service learning, and community-based education.

ETSU honors and preserves the rich heritage of Southern Appalachia through distinctive education, research, and service programs and is actively engaged in regional stewardship.

ETSU affirms the contributions of diverse people, cultures, and thought to intellectual, social, and economic development.

ETSU offers students a total university experience that includes cultural and artistic programs, diverse student activities, a variety of residential opportunities, and outstanding recreational and intercollegiate athletic programs.

ETSU awards degrees in over one hundred baccalaureate, master, and doctoral programs, including distinctive interdisciplinary programs and distance education offerings that serve students from the region and beyond.

AFFIRMATIVE ACTION FEDERAL EXECUTIVE ORDER 11246

The Civil Rights Act of 1964, 42 U.S.C. 2000(e) prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin. The Act was amended in 1972 to apply to employment by state agencies, to education institutions, and to faculty employment. To carry out this national policy, the President of the United States directed by Executive Order 11246, and amended by Executive Order 11375, that all federal agencies should place an "affirmative action clause" in every contract in excess of \$50,000. Anyone entering into a contract with the United States, even if not otherwise obligated by law, must agree to comply with the substance of the Civil Rights Act of 1964.

As a federal contractor receiving more than \$50,000 in federal contracts annually and employing greater than 50 employees, East Tennessee State University is mandated by federal Executive Order 11246, as amended, to have a written affirmative action plan for women and minorities. East Tennessee State University in good faith affirms the components of this affirmative action plan as required in Executive Order 11246 and as detailed in the implementing regulations, 41 CFR Chapter 60 by the Department of Labor Office of Federal Contract Compliance Programs.

The included statistical and narrative analyses, identification of problem areas, and establishment of goals and timetables are required components as set out in the aforementioned regulations. Terms used in the context of implementing regulations in no way should be read as an admission of violation of any statute, federal or state, or violation of any East Tennessee State University policy or rule. Goals and timetables established in the context of the affirmative action program are not established as fixed quotas but rather as guidelines to support the underlying East Tennessee State University commitment to equal opportunity for all persons, regardless of membership or lack of membership in a protected group. Nothing in the East Tennessee State University affirmative action program is intended to sanction the discriminatory treatment of any person.

REAFFIRMATION OF AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY POLICY

East Tennessee State University hereby reaffirms its commitment to the principles of affirmative action and equal employment opportunity in its policies and procedures. ETSU [Policy PPP-04 Employment Opportunity, Affirmative Action and Discrimination](#) states the University nondiscrimination policy:

ETSU will not discriminate against any employee or applicant for employment because of race, color, religion, ethnic or national origin, sex, disability, age, veteran status, or sexual orientation/gender identity. Similarly, the University shall not, on the basis of a protected status, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation in nor denied the benefits of any educational program on the basis of a protected status.

ETSU specifically finds that diversity of students, faculty, administrators and staff is a crucial element of the educational process and reaffirms its commitment to enhancing education through affirmative action to increase diversity at all levels.

[Policy PPP-04 Employment Opportunity, Affirmative Action and Discrimination](#) also includes a statement on diversity and a commitment to affirmative action and equal opportunity laws:

East Tennessee State University (ETSU) is fully in accord with the belief that educational and employment opportunities should be available to all eligible persons without regard to race, creed, color, sex, religion, age, ethnic or national origin, physical or mental disabilities, veteran status, or sexual orientation/gender identity.

The University fully complies with Executive Order 11246, as amended; the Rehabilitation Act of 1973; the American with Disabilities Act (ADA) of 1990; the Vietnam Era Veterans Readjustment Act of 1974, as amended; the Immigration Reform and Control Act; the Uniformed Services Employment and Reemployment Rights Act; the Genetic Information Nondiscrimination Act of 2008; the Equal Pay Act of 1963, as amended; the Age Discrimination in Employment Act of 1967, as amended the Age Discrimination Act of 1975; the Older Workers Benefit Protection Act; the Pregnancy Discrimination Act; applicable state statutes and all regulations promulgated pursuant thereto.

It is the intent of ETSU that its campus be free of harassment on the basis of sex, race, color, religion, national origin, age or any other protected status and will fully comply with the anti-harassment provisions of Title VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972, as amended, the federal and state constitutions, and all other applicable federal and state statutes.

This same policy further delineates these government regulations by establishing procedures the University shall take to ensure full compliance:

ETSU will take affirmative action to ensure that all individuals are treated during the employment process without regard to their race, color, religion, ethnic or national origin, sex, disability, age, veteran status, or sexual orientation/gender identity. Such action shall include, but not be limited to, actions to:

- Recruit, hire, train, and promote persons in all job titles, without regard to any of the foregoing prohibited factors;
- Base decisions on employment so as to further the principle of affirmative action and equal employment opportunity;
- Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
- Insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, and institution or school-sponsored training, education, tuition assistance, and social and recreation programs will be administered without regard to any of the foregoing prohibited factors.

It is the policy of ETSU to maintain a campus environment as a place of work and study for faculty, staff and students, free of sexual harassment and harassment on the basis of race, color, religion, ethnic or national origin, age, veteran status or sexual orientation/gender identity. Such harassment is a form of discrimination and harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated.

Finally, Policy PPP-04 places responsibility on the President of ETSU to ensure the University not only complies with government regulations, but also the University's individual goals pertaining to affirmative action and equal opportunity:

The President of ETSU shall be responsible for the development and implementation of the University's equal employment opportunity and affirmative action program as well as assuring that illegal discrimination and harassment is investigated and educational efforts regarding discrimination and harassment take place in carrying out this responsibility, the President shall:

1. Appoint an Equity Compliance Officer who will be responsible for promoting and assuring compliance with this policy and with all applicable laws and regulations, receiving and investigating complaints, reviewing the effectiveness of the program and recommending improvements to the President.
2. Insure that affirmative action plans are developed annually and implemented as a means of aggressively pursuing the principles of equal employment opportunity.
3. Develop affirmative action goals and timetables directed toward correcting problem areas and situations, contributing to the underutilization, under representation, or inequitable treatment of protected class employee.
4. Provide positive leadership in the implementation of the affirmative action program on the campus and insure that appropriate attention is devoted to the program in staff and faculty meetings. This shall include informing all management officials and supervisors

that their performance evaluation will be partially determined by the effectiveness of their participation in the equal opportunity and affirmative action programs.

5. Designate the Equity Compliance Officer to be responsible for gathering and reporting data related to the equal employment and affirmative action plan.
6. Assure policies and procedures are instituted to deal with all forms of discrimination and harassment, including a procedure for the University Compliance Office to receive and investigate complaints and recommend necessary action to the President.
7. Designate the Equity Compliance Officer as the staff person responsible for the development and implementation of educational efforts regarding all types of illegal harassment, affirmative action, equal opportunity, and discrimination.

If an employee or applicant believes he/she has been discriminated against based upon race, creed, color, sex, religion, age, national origin, disability, veteran status, or sexual orientation/gender identity, he/she can seek resolution of the problem by filing a complaint directly with the Equity Compliance Officer. ETSU will not retaliate against a person who files a charge of discrimination, participates in an investigation or opposes an unlawful employment practice.

The Office of University Compliance is the university office responsible for the development of policy and monitoring compliance with all of the East Tennessee State University equal opportunity commitments. The Office of University Compliance is responsible for the ongoing analysis and reporting under the Affirmative Action Plan. For additional information and assistance, contact the Equity Compliance Officer:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Dossett Hall Johnson
City, TN 37614 Phone:
423.439.8545
Fax: 423.439.8540

Source: [Tennessee Board of Regents Personnel Policy No. 5:01:02:00](#)

Related Links:

[U.S. Equal Employment Opportunity Commission Statement on Employment Discrimination Based on Religion, Ethnicity, or Country of Origin](#)

[EEOC Joint Statement Against Employment Discrimination in the Aftermath of the September 11 Terrorist Attacks](#)

[Tennessee Board of Regents Title IX FACT SHEET](#)

DISSEMINATION OF THE AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY POLICY

41 CFR §60-4.3

The affirmative action and equal opportunity policies for East Tennessee State University are disseminated both internally and externally. The communication of these policies are available both as a resource and as identification of executive, employee and university community responsibilities.

Internal Dissemination

- The ETSU Non-Discrimination Statement is available on [the University website](#).
- All affirmative action, equal opportunity, non-discrimination and Title IX policies and procedures for resolution are available on the University policies intranet [website](#).
- All affirmative action, equal opportunity, nondiscrimination, and Title IX policies and procedures for resolution are available in the Office of University Compliance:
 - In person
 - Website: <https://www.etsu.edu/universitycounsel/compliance/resources/universitypolicies.php>
- All affirmative action, equal opportunity, nondiscrimination and Title IX policies and procedures are available on the [Human Resources Website](#).
- Policy [PPP-04](#) contains the employment opportunity affirmative action and discrimination policy.
- All affirmative action, equal opportunity and non-discrimination policies and procedures for resolution are available in the Office of Student Life and Enrollment:
 - In person
 - Department Brochures
 - [Department Website](#)
- All federal and state, equal opportunity, nondiscrimination and Title IX policies and procedures are presented in both faculty and staff orientation programs.
- All ETSU employees receive annual online Title VI and Title IX training that includes the university affirmative action, equal opportunity, nondiscrimination and Title IX policies and procedures.
- Copies of the Affirmative Action Plan are distributed to the President, Office of the Provost, Human Resources, Equity & Inclusion Office, and the University Library.
- Copies of the Affirmative Action Plan (executive summary) are distributed to Academic Deans.

External Dissemination

- All ETSU vendor agreements (purchase orders, leases, contracts, etc.) include a nondiscrimination statement.
- All recruitment advertisements include the statement that ETSU is an affirmative action, equal opportunity employer.

DISSEMINATION OF THE AFFIRMATIVE ACTION PLAN

The East Tennessee State University Affirmative Action Plan as detailed in this document must be submitted upon request to the United States Department of Labor Office of Federal Contract Compliance Programs (OFCCP). The written East Tennessee State University Affirmative Action Plan (AAP), in accordance with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, and The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), may be viewed in the Office of University Compliance. The AAP is available from 8:00am until 4:30pm Monday through Friday when East Tennessee State University is officially in session. The AAP can also be viewed on the Office of University Compliance website at www.etsu.edu/universitycounsel/compliance. A hardcopy of the plan is kept at the reference desk for checkout at the Charles C. Sherrod Library.

RESPONSIBILITY FOR IMPLEMENTATION OF THE AFFIRMATIVE ACTION PROGRAM

41 CFR §60-2.17(a)

The responsibility for directing the East Tennessee State University policies in employment, as in many other areas, has been assigned to the President of the University by the Board of Trustees. The President has designated the Office of University Compliance as responsible for the oversight and administration of all ETSU's equal opportunity commitments.

The specific responsibilities of the President of East Tennessee State University may include, but are not limited to, the following:

- Designate the Office of University Compliance to develop, maintain, and monitor the ETSU Affirmative Action Plan.
- Designate the Office of University Compliance to respond to questions and complaints related to affirmative action, equal opportunity, discrimination, harassment, and sexual misconduct.
- Designate the Office of University Compliance to appropriately investigate and make reasonable recommendations to him regarding faculty and/or staff responsibility/non-responsibility for non-compliance with sexual misconduct policies as appropriate.

The specific responsibilities of the Office of University Compliance may include, but are not limited to, the following:

- I. Assure that ETSU's affirmative action, equal opportunity and Title IX policies comply with federal and state laws.
- II. Assure that ETSU'S affirmative action, equal opportunity and Title IX policies are made available to University employees.
- III. Assure that ETSU's affirmative action, equal opportunity and Title IX policies are made available to external entities as appropriate.
- IV. Annually prepare the University Affirmative Action Plan.
- V. Annually coordinate and monitor participation in Title VI and Title IX training for all employees.
- VI. Inform the University President and all appropriate leadership, faculty and staff of policy and/or procedure changes regarding affirmative action and equal opportunity.
- VII. Conduct appropriate university investigations for complaints of harassment, discrimination and sexual misconduct.

The specific responsibilities of Human Resources may include, but are not limited to, the following:

- I. Collaborate with the Provost and/or Vice President's designees in reviewing and monitoring all faculty recruitment, hiring, promotion, and transfer decisions for academic positions.

- II. Collaborate with departments in reviewing and monitoring all non-faculty recruitment, hiring, promotion, and transfer decisions.
- III. Conduct annual audits of personnel practices to assure no impediments to the attainment of goals and objectives.
- IV. Collaborate with all deans and department heads to assess recruitment efforts and progress towards affirmative action placement goals.

The specific responsibilities of the Provost, Vice Presidents, Deans and other ETSU Leaders may include, but are not limited to, the following:

- I. Collaborate with Human Resources to address ETSU Affirmative action placement goals.
- II. Communicate ETSU affirmative action, equal opportunity and Title IX policies to all University Employees on a regular basis.
- III. Actively participate in efforts to prevent and/or resolve issues/complaints of harassment, discrimination and Title IX.
- IV. Assure that faculty and/or staff who file complaints of harassment, discrimination or Title IX may do so without fear of retaliation.

All employees of ETSU shall:

Comply with all affirmative action, equal opportunity and Title IX policies of ETSU.

Report non-compliance with affirmative action, equal opportunity and Title IX policies of ETSU.

Non-faculty employees are evaluated annually on their understanding and adherence to affirmative action, equal opportunity, and Title IX policies of ETSU.

UNIVERSITY ANALYSES

The East Tennessee State University statistics and goals have been calculated based on the snapshot dates of November 1, 2018 to October 31, 2019. A partner vendor, Berkshire, calculates ETSU data. The University has partnered with Berkshire utilizing the current system for calculation since 2013. This system allows the University to compare its workforce to the national, regional, state and local census defined availability from the University's established recruiting venues. The system also provides an infrastructure to monitor historical progress.

ORGANIZATIONAL PROFILE

41 CFR §60-2.11

The ETSU organizational profile is completed annually as a required component of the Affirmative Action Plan. This information is provided upon request to the OFCCP. The profile is the view of the University at the department level. The profile displays each organizational unit in the University and includes the total number of incumbents by racial group and gender. All race and gender information reported is based on either employee self-identification or observer-identification. ETSU as an employer is required to attempt to allow employees to use self-identification for reporting. However, if an employee declined to self-identify, employment records or observer identification may be used.

This analysis for East Tennessee State University may be found at AAP Appendix A, Workforce Analysis Summary

JOB GROUP ANALYSIS

41 CFR §60-2.12(c)

The ETSU Job Group Analysis is a view of the University in job group categories by race and gender. Job groups are defined by position/titles that are grouped together based on similar duties, responsibilities, opportunities for advancement, professional development, transfer and other employment benefits. Every ETSU position/job title is clustered into an established job group.

All faculty job groups are presented according to rank (professor, associate professor, assistant professor and instructor). Faculty who are classified in the 200D instructor category include adjunct, temporary, lecturer, visiting, etc. Non-Faculty Job Groups represent all other ETSU employees.

This analysis for East Tennessee State University may be found at AAP Appendix B, Job Group Analysis Summary

PLACEMENT OF INCUMBENTS

41 CFR §60-2.13

Executive Order 11246 requires an annual analysis of all job groups at the University. The University must place all employees into a job group and state the percentage of minorities and women in each group. Placement goals must be established where availability is determined to be greater than the current percentage of women or minorities reported in each job group. To determine where placement goals are required it is first necessary to determine availability.

AVAILABILITY ANALYSIS

41 CFR §60-2.13

The ETSU availability data is calculated through the Berkshire system. The University is required to use the most current and reliable statistical information available. Availability is determined by estimating the number of qualified women and individuals of color in specific job groups by completing a two-factor analysis: internal availability and external availability. The estimate is expressed as a percentage of all qualified persons available for employment in the job group.

Internal availability is the estimate or the proportion of women and individuals of color in the University who are considered to be available to be re-trained, promoted, or transferred to fill a vacancy in each job group.

External Availability is an estimate of the proportion of women and individuals of color in the labor force who meet requisite skills in specific recruitment areas for each job group. ETSU recruitment area for executives and assistant professors are, in most cases, calculated based on the national labor pool. The recruitment area in most cases for professors, associate professors, and some lecturers is internal through tenure and promotion. Limited lecturer appointments, instructors, and professional non-faculty positions are calculated based on the labor pool throughout Washington, Carter, Unicoi, Greene, Hawkins and Sullivan counties and the State of Tennessee. All other non-faculty recruitment area estimates are calculated on the immediate surrounding to Washington County and Johnson City, Tennessee.

This analysis for East Tennessee State University may be found at AAP Appendix C, Incumbency vs. Availability.

COMPARING INCUMBANCY TO AVAILABILITY

41 CFR §60-2.15

The East Tennessee State University utilization analysis is a comparison of the availability estimates with the job group analysis. If the percent of incumbent women and individuals of color is lower than availability, there is an underutilization. Having established availability using the factors as prescribed, placement goals are established in any job group where the percentage of women and individuals of color in the labor force fall below the expected availability.

If underutilization exists, an affirmative action placement goal is identified. Placement goals are an opportunity for ETSU to focus its recruitment efforts on the identified areas of underutilization. Focused recruitment efforts are not illegal quotas. Focused recruitment efforts are attainable goals that serve as targets for attention to eliminate underrepresentation of women and individuals of color in the workforce.

This analysis for East Tennessee State University may be found at AAP Appendix D, Utilization Analysis Detail – Veteran and APP Appendix E, Utilization Analysis Detail – Disabled.

ESTABLISHMENT OF PLACEMENT GOALS

41 CFR §60-2.16

For the purposes of East Tennessee State University, full utilization is defined as having the same representation in each job group as the calculated availability of women and individuals of color in the areas where each facility can reasonably expect to recruit.

This analysis for East Tennessee State University may be found at AAP Appendix F.

IDENTIFICATION OF PROBLEM AREAS

41 CFR §60-2.17(b)

In this plan year, the goal placement rates and actual placement rates per job group are as follows:

Job Group	Total Employees	Breakdown %	Placement Goal	Goal Attained?
2B	21	Minority: 0	22.87%	No
2D	52	Minority: 9.62 Female: 34.62	21.84% 55.55%	No No
2GB	105	Minority: 13.33 Female: 27.62	23.4% 47.95%	No No
2GC	79	Minority: 15.19 Female: 20.25	25.27% 44.29%	No No
2IB	123	Minority: 13.82	25.84%	No
2IC	46	Female: 36.96	54.26%	No
2KB	74	Minority: 13.51	29.09%	No
2KC	127	Minority: 15.75	25.08%	No
2M	68	Minority: 7.35	24.82%	Yes
2RA	11	Minority: 0	28.77%	No
2RB1	30	Minority: 3.33	30.19%	No
2RB2	48	Minority: 8.33	25.63%	No
2RB3	141	Minority: 9.22	22.12%	No
2RB5	84	Minority: 7.76	21.83%	Yes
2RB6	81	Minority: 9.88	25.66%	No
2RC	13	Minority: 0	22.66%	No
3P	48	Minority: 20.83	38.89%	No
3T2	187	Female: 68.45	94.38%	No Opportunity
3T3	143	Female: 62.94	97.90%	No Opportunity
3T4	6	Female: 66.67	100.00%	No Opportunity
3T6	33	Female: 45.45	76.83%	No
3T7	82	Female: 32.93	69.68%	No
3U	64	Female: 43.75	76.60%	No
4B	41	Female: 73.17	88.49%	No Opportunity
4G1	96	Female: 89.58	95.72%	No Opportunity
5B	42	Female: 23.81	48.87%	No
7H	99	Female: 61.62	71.04%	No Opportunity

This analysis for East Tennessee State University may be found at AAP Appendix G, AAP Assessment and AAP Appendix H, AAP Profile Analysis.

As part of the ETSU affirmative action program, a thorough analysis is conducted of the total employment process, including the workforce by organizational unit and job group, personnel activity, compensation, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist

Faculty

ETSU recruits faculty both nationally and internationally. Consistent efforts have been made to recruit women and individuals of color to the faculty.

It is the commitment of ETSU to recruit and retain diverse candidates to the faculty and to promote them into higher ranks and into leadership positions. To assist in this process, the Office of the Provost (OOP) coordinates the faculty search and hiring process. In each search process for new faculty, efforts to recruit diverse candidates are documented and monitored in the PeopleAdmin online system. Human Resources reviews and approves each department applicant pool once individuals of color, individuals with disabilities and covered veterans have not been excluded from the process. Human Resources also approves all candidates from these pools who have been recommended for hire to assure that diverse candidates with significant experience have not been excluded. Additionally, every search committee is required to reflect diverse representation of incumbent employees.

Non-Faculty

The ETSU Human Resources Office has responsibility for the recruitment of all non-faculty positions with the exception of graduate assistants. These positions are recruited through academic departments. Note that graduate assistants are not regular employees of the University who are calculated for utilization based on race and gender.

The search for non-faculty employees is also a rigorous process that mirrors the faculty commitment to recruit diverse candidates. These positions are also documented in the People Admin online system with reviews by Human Resources on the applicant pool and recommended candidates for hire. When a search committee is utilized for non-faculty positions, they are also required to reflect diverse representation of both race and gender. Classified and most non-faculty professional positions do not require search committees. Candidates interviewed and recommended for hire without a search are reviewed and selected by the hiring manager. In these instances, Human Resources reviews all steps in the employment process to assure there are no barriers for diverse applicants/candidates.

ETSU recruits for non-professional positions in the local geographical areas of Washington County and the city of Johnson City, Tennessee. Recruitment for professional positions includes the local area, as well as the rest of the State of Tennessee. Non-Faculty Executives are recruited nationally.

ETSU primarily advertises positions on [higheredjobs.com](https://www.higheredjobs.com), which has targeted advertising to diverse candidates. HigherEdJobs receives traffic from minorities, women, veterans and disabled candidates. Our future plans include an automatic feed from our Applicant Tracking System to HigherEdJobs, so that all vacancies at ETSU are posted to their website. In 2018, HighEdJobs was visited by 1.5+ million unique visitors, broken down as follows: 32% were minorities, 63% were female, 5% were veterans, and 10% were self-identified as disabled.

All open positions are automatically posted to the Higher Education Recruitment Consortium (HERC). HERC member institutions utilize HERC to comply with EEOC requirements by reaching highly diverse jobseekers.

All open positions are automatically posted to www.Jobs4TN.gov. Jobs4TN is maintained by the Tennessee Department of Labor and Workforce Development.

All open positions are posted to the ETSU HR accounts on Twitter, Facebook, and LinkedIn, an RSS Feed and are listed at www.etsu.edu/jobs.

ETSU also advertises positions in publications that target diverse groups, such as Diverse Issues in Higher Education, as well as the local newspapers. ETSU posts our faculty positions on the Southern Regional Education Board Doctoral Program (SREB) job-posting site, which is available to all of their scholars and young faculty members. SREB has 1664 attendees from 107 institutions in 43 states. The race/ethnicity of the students are: 79% African-American, 11% Hispanic, 3% Asian American, 2% American Indian/Alaskan Native, and 5% other; 66% of these students are female.

Support staff positions (non-exempt) are generally only posted on the website www.etsu.edu/jobs; however, departments may choose to run advertisements in the local paper(s) or request posting to HigherEdJobs. Administrative and Faculty positions are posted on the website www.etsu.edu/jobs and are generally required to be posted in at least one other place. Departments can choose to have the positions posted on HigherEdJobs, in a newspaper, or in a journal specific to their discipline/needs. Many departments also utilize listservs for organizations specific to their needs.

ETSU Discrimination and Harassment Policy

As ETSU continues to enhance its efforts to address its areas of underutilization, it is firmly committed to working to ensure that all employees, students, visitors and individuals who are authorized to conduct business with and/or perform other services on its behalf are not subject to discrimination or harassment based on any protected category. To that end, it is the policy of ETSU to comply with TBR Policy, Board of Trustees Policy, and all applicable provisions of federal and state civil rights laws.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for its employees, students, visitors, and individuals who are authorized to conduct business with and/or perform other services on its behalf. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding discrimination and harassment. These policies are available on the ETSU website and major publications are available in Human Resources, the Office of University Compliance, the Offices of the Provost, VP of Health Affairs, and also posted throughout campus. Additionally ETSU provides required Title VI and Title IX training for all employees. All complaints of discrimination are filed through:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Dossett Hall Johnson
City, TN 37614 Phone:
423.439.8545

DEVELOPMENT AND EXECUTION OF DIVERSITY ORIENTED PROGRAMS

41 CFR §60-2.17(c)

East Tennessee State University continues to make efforts to recruit and retain a diverse workforce. However, there is much work to be completed to address the areas of underutilization at ETSU. The President, through his leadership team, has charged all managers with recruiting and retaining a representative workforce. To that end, it is the goal of ETSU to enhance its efforts toward achieving the established affirmative action goals.

Office of Equity and Inclusion

ETSU's Office of Equity and Inclusion is to:

Build awareness of equity and inclusion institution wide, thereby affirming the educational value of a diverse and fully inclusive campus community. We aspire to become a campus enriched by persons of different backgrounds, points of view, cultures, socioeconomic statuses, and other diverse characteristics by infusing inclusion into all aspects of university life.

As part of the Office of Equity and Inclusion's mission, the Equity and Inclusion Advisory Committee serves as an advisory and working group for the coordination of the university's efforts relating to equity, inclusion, and cultural competency. The committee plays a lead role in advising the creation and coordination of strategies for equitable and inclusive campus activities and outreach. The committee is comprised of a chair and eight members consisting of cross-functional representation of employee groups across ETSU's main campus and the VA campus.

Individual Colleges

- The [ETSU College of Public Health](#) enacted a Strategic Diversity Plan in 2014 with the intention that it would be completed in 2019. The plan was devised by a workgroup, chaired by Karen Ervin, Assistant Dean for Finance and Administration.
- The [ETSU James H. Quillen College of Medicine](#) has a Diversity Council whose charge is: implementing and monitoring of the institutional diversity plan; developing and monitoring data collection to assure achievement of diversity goals; monitoring the institutional diversity profile annually; reviewing current recruitment and retention efforts and identifying opportunities' to enhance diversity; developing and recommending initiatives, programs, policies and practices to promote diversity among students, residents, faculty, and administration; recommended college-wide efforts to recruit and retain diverse members of the college community; and coordinating activities with university affirmative action programs.

Organizations

ETSU has various organizations that target and foster growth for a diverse community. Each of these organizations work with university and community leaders in their areas, which provides for outreach as well as promotion of a university environment that is committed to diversity.

- Black Affairs Association
- South Asian Cultural Exchange
- Chinese Student Scholars Association
- Chinese Club
- Feminist Majority Leadership Alliance
- Hispanic American Student Community Alliance
- Japanese Cultural Society
- La Societe Francaise
- Silent Bucs

ETSU also has a Commission for Women Standing Committee, which reports to the President and is charged to:

- Make recommendations addressing policies and procedures which relate to equitable treatment issues involving university facilities and personnel.
- Make recommendations addressing enhancement of the campus climate with respect to opportunity for women.
- Make recommendations aimed at improving institutional commitment to include practices in recruitment, retention, and development of women.
- Request and review data on reports pertaining to equal opportunity for women.

Language and Culture Resource Center

ETSU has a [Language and Culture Resource Center](#) (LCRC) whose vision is to expand community partnerships and to bridge boundaries between the Spanish-speaking and English-speaking communities in East Tennessee. Its mission is to increase the awareness and understanding of diversity by involving the University faculty and students in hands-on, community-based learning experiences; and to bring together people from every age and background, to share cultural strengths and humanity through research and outreach programs as they work toward the acculturation of the local Hispanic communities. The LCRC publishes EL Nuevo Tennessean, a bilingual newspaper and provides a bilingual Resource Guide for Washington, Unicoi, Carter, and Greene Counties. The LCRC also provides translation and interpretation services as well as English as a Second Language classes in the community.

The LCRC sponsors an annual Hispanic Student Day at ETSU for high school students of Hispanic heritage to ETSU for a one-day introduction to after high school life. The goal is to encourage Hispanic students to complete high school and further their education.

Women's Resource Center

ETSU has a [Women's Resource Center](#), which is responsible to Equity and Inclusion for facilitating the programs, services and resources involving education and outreach about issues of significance to women and/or issues having to do with gender; identifying resources that support enrichment of women; assisting with and promoting positive institutional change addressing women's concerns; and performing other related duties as assigned.

The Women's Resource Center (WRC) facilitates programming dealing with an extensive variety of issues and concerns affecting women and/or issues having to do with gender; identifying resources that support enrichment of women; assisting with and promoting institutional change addressing women's concerns; and performing other related duties as assigned.

The WRC goal is to enrich and enlighten women on the issues confronting them. The WRC is dedicated to providing seminar and lecture series that explore a wide spectrum of concerns. Although programs are designed to enrich and enlighten women, they are not limited to this group. Many seminars and lectures will interest the entire campus, community, and region. Their core programs are: Personal Finance Series, Women's Health Series, Women's Legal Issues Series, Women's Professional Enrichment Series, Women's Social Change Series, and WRC Book Review Group.

Multicultural Center

ETSU has a [Multicultural Center](#), which is a division of Student Life & Enrollment and is located in the Culp Center. The Multicultural Affairs Center features an open student lounge where students are able to engage in conversations, collaborate on projects and relax. The center also houses staff and offices from the Office of Access and Student Services; International Studies; and the Office of Multicultural Affairs. The Multicultural Affairs Center is a place where all students, faculty, and staff can interact and feel welcome to share their experiences. The vision of the Multicultural Affairs Center is that it will positively affect lives by creating an environment that supports and sustains the affirmation, celebration, and understanding of human differences and similarities. Its mission is to actively promote, lead, and facilitate the University's commitment to diversity; champion the importance of diversity; provide a supportive atmosphere for students; engage the university community in intercultural dialogue; build collaborative relationships among students, faculty, staff, and the community; and overcome barriers to inclusion.

The Multicultural Affairs Center is responsible for creating and fostering a campus-wide climate of respect for each individual and advocating for a culturally diverse and non-discriminatory campus community. The Multicultural Affairs Center embraces all students regardless of ethnicity, gender, color, religion, national origin, disability, or sexual orientation. Students receive many services through the office including counseling, academic advisement, numerous educational programs and social opportunities. The center provides numerous formal and informal opportunities for students of color to learn about their history and take pride in their

heritage. The center affirms and celebrates the diversity of the community through signature programs, cultural programs, and programs and services. The center also advises and collaborates with student organizations to enhance intercultural understanding while assisting the university community in acquiring the knowledge, attitudes, and values necessary to live and work in a changing, diverse, and global community.

UMOJA Festival

ETSU has provided financial support to the [UMOJA \(Unity\) Festival](#) in Johnson City, Tennessee, which was initiated nearly 20 years ago by the African American Community in town. The festival has grown to be inclusive of diversity and unity. The two-day festival attracts close to 30,000 attendees. It offers cultural entertainment and activities. The University has been involved in various ways over the life of the Festival; however, within the past five years, the University has increased its participation in the planning, implementation, and financial support to this diversity effort. This increased participation, in large part, is to support a cultural environment for our faculty, staff, and students that recognized the benefits of unity within diversity and enhance the availability of diverse entertainment opportunities for our community. To that end, the ETSU/UMOJA Collaborative meets on a regular basis (generally quarterly) to discuss the University's participation. The University's involvement has also elevated the community's interest in this festival and is intended to promote the University's commitment to hiring and fostering a diverse community.

Southern Regional Education Board Scholars Program

The [Southern Regional Education Board](#) (SREB) Doctoral Scholars Program's goal is to increase the number of minority students who earn doctorates and choose to become faculty at colleges and universities. The program provides multiple layers of support; not only financial assistance and research funding, but also career counseling, job postings and a scholar directory for networking and recruiting. Since its beginning in 1993, the program has supported approximately 1,600 scholars at 107 institutions in 30 states.

Each fall, SREB Compact for Faculty Diversity sponsors the Institute on Teaching and Mentoring, a four-day conference that has become the largest gathering of minority doctoral scholars in the country. Now in its 25th year, the Institute gives the issue of faculty diversity a national focus and provides minority scholars with the strategies necessary to survive the rigors of graduate school; earn the doctoral degree; and succeed as a member of the professoriate.

In addition, the Institute provides scholars and their faculty mentors with opportunities to share knowledge about research and academia, to meet other scholars and faculty from throughout the country, and to link to a larger community of scholars and faculty in various academic fields.

Scholars can network with faculty representatives and other doctoral scholars to share information on teaching, mentoring, research and building a career in higher education. The hope is that these methods will also increase faculty diversity at the nation's campuses.

Minority Recruitment Program

For the last ten years, ETSU sent a recruitment team to the Institute on Teaching and Mentoring to attend the recruitment fair that spans three of the four days. We actively recruit scholars not only for vacant faculty positions but also to become part of our *A Diverse ETSU* database, which is part of our Minority Recruitment Program. The goal of the program is to identify qualified applicants of diverse and ethnic backgrounds that best fit the needs of ETSU and the professional goals of the applicants and to develop a pool of qualified applicants of diverse backgrounds from which departments may draw when faculty openings occur.

Each February 20-30 scholars from the Minority Recruitment Program are invited to campus for a recruiting visit. They have an opportunity to meet with the University President, Academic Vice President, Health Sciences Vice President, Deans for the college of their field of study and the Chairs of the department of study. They also have the opportunity to spend time in different departments meeting current faculty. Additionally, the scholars are invited to meet influential community members and tour the surrounding area.

ETSU posts our faculty positions on the SREB Doctoral Program job-posting site, which is available to all of their scholars and young faculty members.

Office of Equity and Inclusion Strategic Diversity Plan

The [ETSU Office of Equity and Inclusion](#) published a [Strategic Diversity Plan](#) in 2014 with the intent to lay out a framework for the comprehensive diversity tasks that have been set. In 2020, the plan was updated and extended through 2022.

COMPLIANCE WITH SEX DISCRIMINATION REGULATIONS

41 CFR §60-20

East Tennessee State University does not discriminate against any employee or applicant on the basis of sex, sexual orientation, or gender identity/expression in admission, employment or its programs and services and activities. The ETSU Affirmative Action Plan is implemented in accordance with federal guidelines regarding contractors and subcontractors under the requirements of Executive Order 11246 and Title IX as specified in the sex discrimination guidelines.

ETSU Employment Policies and Practices

It is the policy and practice of ETSU to advertise, recruit, hire, promote, train and provide professional opportunities without regard to sex, sexual orientation or gender identity/expression. ETSU also does not make any distinction in terms of employment based on sex, sexual orientation or gender identity/expression.

ETSU Employee Leave Policies and Practices

All ETSU leave policies are applied equitably to all employees. The policies include annual, bereavement, civil, parental, military, sick, FMLA, voting, educational, disaster relief, pregnancy, childbirth and other related conditions.

ETSU Compensation Policies and Practices

ETSU does not make any distinction in policy or practice in compensation of employee's (including gender, sexual orientation, gender identity/expression) wages, salaries or benefits. Employees are compensated based on similar qualifications, experience, skill, performance, and terms and conditions or work in compliance with the Equal Pay Act.

Tennessee Board of Regents Sexual Discrimination, Sexual Harassment or Sexual Misconduct Policy

It is the intent of the Tennessee Board of Regents that the institutions under its jurisdiction shall fully comply with Title IX of the Education Amendments of 1972, §485(f) of the HEA, as amended by §304 of the Violence Against Women Reauthorization Act of 2013, the regulations implementing these Acts found at 34 CFR §668.41, §668.46, and Appendix A to Subpart D of Part 668; and Sections 799A and 845 of the Public Health Service Act and Regulations issued pursuant thereto found at 45 CFR parts 83 and 86. The policies in this area are adopted to address such compliance.

ETSU Sexual Misconduct Policy

ETSU is firmly committed to working to ensure that all employees, students, visitors and individuals who are authorized to conduct business with and/or perform other services on its behalf are not subject to sexual misconduct that includes: sexual violence, relationship violence, stalking, and intimidation. To that end, it is a policy of ETSU to comply with all federal laws.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for all employees, student, visitors and individuals who are authorized to conduct business with and/or perform other services on behalf of ETSU. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding gender discrimination, sexual harassment and sexual misconduct. The policies are available on the ETSU website and major publication in Human Resources, the Office of University Compliance, and the Offices of the Provost, VP of Health Affairs and Student Life and Enrollment and posted throughout campus. Additionally, ETSU provides annual required training for all employees, and in person training to departments upon request.

All complaints of this nature should be filed through:

Garrison Burton
Title IX Coordinator
Phone 423-439-8545
Fax 423-439-8540
compliance@etsu.edu

COMPLIANCE WITH RELIGIOUS AND NATIONAL DISCRIMINATION REGULATIONS

41 CFR §60-50

East Tennessee State University does not discriminate against any employee or applicant on the basis of religion or national origin. As a state institution, it does not and will not require or collect information concerning the religious affiliation (if any) of its employees. The University has taken the following actions:

- I. Created and maintained a policy that prohibits discrimination on the basis of religion or national origin.
- II. Developed procedures to investigate and resolve complaints of discrimination on the basis of religion or national origin.
- III. Advertised available positions in public arenas to which persons of any religious or national origin group should have access.
- IV. Distributed the [ETSU policy prohibiting religious and national origin](#) discrimination on the internet.

ETSU is aware of its obligations to make reasonable accommodations based on an employee's sincerely held religious beliefs. In most situations, changes in work schedules due to religious reasons can be accomplished without undue hardship.

COMPLIANCE WITH REGULATIONS FOR INDIVIDUALS WITH DISABILITIES

41 CFR §60-741

East Tennessee State University is firmly committed to the fullest extent possible to providing full access to individuals with disabilities. In doing so, ETSU intends to fully comply with the Americans with Disabilities Act (1990) as amended (ADAA) and Sections 503 and 504 of the Rehabilitation Act.

It is also the policy of ETSU to ensure that employees are treated fairly and that all personnel actions including, but not limited to, salary, rates of pay, benefits and other forms of compensation, selection for training or professional development opportunities, and all sponsored social and recreational programs are administered in a manner that does not discriminate against individuals with disabilities. Additionally, all employment decisions related to discipline, reductions in force, demotion, tenure denial or termination are administered in a manner that does not discriminate against individuals with disabilities.

Definitions

- An individual with a disability is a person who:
 - Has a physical or mental impairment which substantially limits on or more major life activities;
 - Has a record of such impairment; or
 - Is regarded as having an impairment.
- Qualified Individual with Disability: An individual who meets the skill, experience, education, and/or other job related requirements or the employment position held or desired and who, with or without reasonable accommodation, can perform the essential functions of a position.
- Reasonable Accommodation: A reasonable modification to the work environment or the way things are customarily done that enables an individual with a disability to enjoy equal opportunities.

ETSU policy extends reasonable accommodations to the known limitations of qualified persons with disabilities who are applicants for employment or employees in order for the individual to be able to perform the essential functions of a position and/or participate in the employment application process, as long as the accommodation does not impose an undue hardship on the department or unit. All requests for reasonable accommodation should be made to:

Disability Services

East Tennessee State University
D.P.Culp University Center
412 J L Seehorn Jr Rd
Johnson City, TN 37604 Phone
423-439-8346
Fax 423-439-8489

Self-Identification and Reasonable Accommodation Process

ETSU is an affirmative action, equal opportunity employer and is committed to making reasonable accommodations for qualified individuals with disabilities. It is the policy of ETSU that all applicants are considered and that all recruitment and hiring activities and decisions, testing, and medical examinations are not discriminatory against individuals with disabilities.

In general, it is the responsibility of the applicant or employee with a disability to inform ETSU that an accommodation is necessary to participate in the application process, perform the essential job functions, or receive benefits and privileges of employment.

All requests for accommodations are evaluated on a case-by-case basis to determine the appropriateness of the request. Further, employment opportunities shall not be denied because of the need to make reasonable accommodations to an individual's disability. Submission of this information is voluntary and refusal to provide it will not subject any applicant or employee to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the ADAA, as amended. The information submitted is kept confidential, except when it is necessary (1) for supervisors and managers to be informed regarding restrictions on the work or duties and regarding necessary accommodations; (2) first aid and safety personnel may be informed, when and to the extent appropriate, if there is a condition that might require emergency treatment; and (3) government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance. ETSU uses the required OFCCP Self-Identification form for individuals with disabilities.

The process for requesting accommodations is described on the ETSU Disability Services web page. A formal request begins with disclosure of disability and formal request for accommodations by the faculty or staff person using the Employee Request for an ADA Reasonable Accommodation form. This form is also on the web page. The employee makes an appointment with the Director or Disability Services and provides the request form along with appropriate medical documentation that describes the disability and the associate limitation that needs to be accommodated. The employee may also provide the job description for review where needed.

Assessment of Physical and Mental Qualifications

The University does not follow a set schedule for the periodic review of all physical and mental job qualification standards; however, the Offices of Human Resources and University Compliance take affirmative action on a daily basis to prevent any discrimination against applicants and/or employees.

The University's Search Guidelines for Filling Faculty, Administrative, and Clerical/Support Vacancies, PPP-35, provides detailed guidance for all search committees and hiring managers regarding the Americans with Disabilities Act, including the topics of proper position

advertisements; essential job functions; pre-employment testing; interviewing; and reasonable accommodations.

Attached to all Position Classification Questionnaires (job descriptions) for administrative/professional and clerical/support positions is a Questionnaire Supplemental Form. These forms are completed by direct supervisors and include the following job information: Physical Working Conditions; Environmental Working Conditions; and Mental Working Conditions. The Office of Human Resources reviews these forms when positions are created and/or changed by the supervisor. Job information is reviewed in conjunction with the required Essential & Secondary Functions of the position as also noted in the Position Classification Questionnaire. Issues are discussed with the supervisor.

Job advertisements are reviewed by Human Resources on a daily basis before the advertisements are posted to the ETSU job web portal and/or released to off-campus advertising sources. Job advertisements denote any significant physical demands/requirements of a position.

Employees requesting reasonable accommodations may contact the Office of Disability Services for assistance. The Office of Disability Services will work with the Office of Human Resources to amend job requirements as appropriate.

Outreach and Audit

As part of ETSU's commitment to individuals with disabilities the University is making efforts to work toward a utilization of 7.0% of all employees who identify as having a disability at the job group level. ETSU will not impose any quota or ceiling in its efforts to achieve the goal, but rather focus its efforts on better management, coordination, and implementation of its internal process for self-identification. ETSU currently invites qualified individuals with disabilities to apply for vacant positions through its affirmative action equal opportunity statement on all position postings. See posting statement:

East Tennessee State University is an AA/EEO employer and does not discriminate on the basis of race, color, ethnicity, national origin, sex, sexual orientation, gender identity, gender expression, religion, age, disability, veteran's status, genetic information, or any other protected class in its education programs and activities.

ETSU also currently invites applicants to voluntarily self-identify as having a disability at the application and post-offer state of the hiring process before the employee begins working for the University. This effort allows individuals who may have been reluctant to self-identify prior to being selected an opportunity to request accommodations as needed.

Additionally, ETSU collects data through its People Admin online applicant and new hire tracking system at the pre-offer state. The data for this plan year indicates that ETSU is underutilized in all categories.

All contractual agreements (leases, vendors, suppliers, etc.) state that ETSU is an affirmative action and equal opportunity employer. This affirmative action clause includes disability. ETSU

recruitment and hiring decisions do not deny opportunities for employment to qualify with disabilities.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for all employees, student, visitors and individuals who are authorized to conduct business with and/or perform other services on behalf of ETSU. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding discrimination based on disability. The policies are available on the ETSU website and major publication in Human Resources, the Office of University Compliance, and the Offices of the Provost, VP of Health Affairs and Student Life and Enrollment. The policies and procedures are also posted throughout campus. Individuals who believe they have been discriminated against because of their status as an individual with a disability should contact:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Dossett Hall
Johnson City, TN 37614
Phone: 423.439.8545
Fax: 423.439.8540

COMPLIANCE WITH REGULATIONS FOR VETERANS

41 CFR §61-300.10

East Tennessee State University does not discriminate against any applicant or employee because he or she is a covered veteran in admission, employment or its programs, services and activities. ETSU is committed to taking affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) armed forces service medal veterans.

The ETSU Affirmative Action Plan is implemented in accordance with federal guidelines regarding contractors and subcontractors under the requirements of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA) and the Uniformed Services Employment and Reemployment Rights Act.

Veteran Definitions

- A "disabled veteran" is one of the following: A veteran of the U.S. Military ground, naval, or air service who is entitled to compensation (or who, but for the receipt of military recruitment pay, would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.
- A "Recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. Military ground, naval, or air service.
- An "Active duty wartime campaign badge veteran" means a veteran who served on active duty in the U.S. Military ground, naval, or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An "armed forces services medal veteran" means a veteran who, while serving on active duty in the U.S. Military ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Accommodation to the Physical and Mental Limitation of Veterans

ETSU considers all applicants or employees (including veterans) as qualified for its vacancies based on essential functions of a position and reasonable accommodations under the ADAA.

Applicants and current ETSU employees who are disabled veterans are encouraged to self-identify whether they require accommodations that could enable them to perform essential functions of a job they are applying for or currently hold, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision or personal assistance services or other accommodations for their disability.

Submission of this information is voluntary and refusal to provide it will not subject any veteran applicant or employee to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended. The information submitted is kept confidential, except when it is necessary

- (1) for supervisors and managers to be informed regarding restrictions on the work or duties of disabled veterans and regarding necessary accommodations;
- (2) first aid and safety personnel emergency treatment and
- (3) government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance. ETSU uses the required OFCCP self-identification form for disabled veterans.

Employment Procedures for Veterans

It is the policy of ETSU to ensure that employees are treated fairly and that all personnel actions including, but not limited to, salary, rates of pay, benefits and other forms of compensation, selection for training or professional development opportunities, and all sponsored social and recreational programs are administered in a manner that does not discriminate against veterans. Additionally, all employment decisions related to discipline, reductions in force, demotion, tenure denial or termination are administered in a manner that does not discriminate against an individual's status as a veteran.

Outreach and Audit

As part of ETSU'S commitment to veterans, and to make a good faith effort towards achieving the required benchmark of 7.0% employment, the University has begun to enhance its efforts to increase the representation of veteran employees. In this plan year, ETSU is significantly below the representation benchmark for veterans based on self-identification.

ETSU has increased its efforts to work towards the federally established goal. ETSU will not impose any quota or ceiling in its efforts to achieve the goal but rather, focus its efforts on better management, coordination, and implementation of its outreach efforts.

ETSU continues to advertise all permanent positions for employment at JOBS4TN.gov and the site is run by the TN Department of Labor and Workforce Development. Additionally, ETSU continues to monitor its veteran hires through its People Admin monitoring system that supports the recruitment and hiring processes.

(Note: It should be noted that for every position vacancy, the hiring manager is required to review all essential functions and physical or mental qualifications for each position. Human Resources reviews the hiring manager's assessment to assure that the qualifications are appropriate for the position and that there are no barriers to employment.)

ETSU invites applicants to self-identify as a veteran at the application and post offer stage and before the first day of employment. This effort allows individuals who may have been reluctant to self-identify prior to being selected an opportunity to request accommodation if needed.

All contractual agreements (leases, vendors, suppliers, etc.) state that ETSU is an affirmative action and equal opportunity employer.

Covered veterans may have additional rights under USERRA (Uniformed Services Employment and Reemployment Rights Act). In particular, if a veteran was absent from employment to perform service in the uniformed service, he or she may be entitled to be reemployed by ETSU in the position they would have obtained with reasonable certainty if not for the absence due to service. For more information, veterans may contact the U.S. Department of Labor's Veterans Employment and Training Services (VETS), toll-free, at 1-866-4-USA-DOL.

Outreach

ETSU advertises positions and the university in diverse publications that target Veterans, including running ads in U.S. Veterans Magazine for recruitment purposes.

Employees are provided an opportunity during the Human Resources in-processing to identify themselves as a veteran. If they have served in the military, they can elect to: (1) decline to self-identify for HR purposes; (2) identify themselves as a "protected veteran," or (3) identify themselves as a "Non-Protected Veteran." Identifying themselves as a protected veteran means they would not object to being highlighted as a veteran.

The University has provided voluntary training opportunities for our staff and faculty to understand our veteran population.

ETSU has a fully-staffed Office of Veterans Affairs, who work with faculty, staff, and students alike on veteran's issues.

ETSU also has a Veterans Affairs Standing Committee comprised of faculty, staff, and students to discuss veteran issues on campus.

ETSU'S Office of Veterans Affairs has conducted outreach to Veterans of Foreign Wars and American Legion Posts within a 50-mile radius to establish a connection with these veterans groups and the university. The Posts visited thus far include: Mountain City, TN; Boone, NC; Elizabethton, TN; Johnson City, TN; Greeneville, TN; and Erwin, TN.

Our ETSU Veterans Affairs Office URL is: www.etsu.edu/academicaffairs/veteransaffairs/

The long-term efforts of the ETSU Veterans Affairs Office, the Veterans Upward Bound Program and participation in the Yellow Ribbon Program led ETSU to be named a Military Friendly School by the magazine GI Jobs.

ETSU's office of Veterans Affairs also has a Facebook page at www.facebook.com/etsuveterans/

ETSU also has a Veterans Upward Bound Program, which helps to enroll veterans and help them succeed within and after their time with the university free of charge. It is funded by a grant from the Department of Education under Title IV.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for all employees, student, visitors and individuals who are authorized to conduct business with and/or perform other services on behalf of ETSU. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding discrimination based on veterans' status. The policies are available on the ETSU website and major publication in Human Resources, the Office of University Compliance, and the Offices of the Provost, VP of Health Affairs and Student Life and Enrollment. The policies and procedures are also posted throughout campus. Individuals who believe they have been discriminated against because of their status as a veteran should contact:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Dossett Hall
Johnson City, TN 37614
Phone: 423.439.8545
Fax: 423.439.8540

CONCLUSION

The East Tennessee State University Affirmative Plan as outlined in this document is put forth as evidence of East Tennessee State University's good faith efforts to meet all of the requirements of a federal contractor as prescribed in Executive Order 11246, as amended, and as detailed in the implementing federal regulations 41 CFR § 60. This document reaffirms East Tennessee State University's commitment to equal opportunity as defined by federal and state statutes.

Furthermore, the ETSU Affirmative Action Plan is a reaffirmation of ETSU's commitment to equal opportunity for faculty, staff, students, and the greater community promoted by the Board of Trustees and proffered as a supporting document to the ETSU Strategic Diversity Plan.

APPENDICES

- Appendix A:** Workforce Analysis Summary
- Appendix B:** Job Group Analysis Summary
- Appendix C:** Incumbency vs. Availability
- Appendix D:** Utilization Analysis Detail – Veteran
- Appendix E:** Utilization Analysis Detail – Disabled
- Appendix F:** Placement Goals
- Appendix G:** AAP Assessment
- Appendix H:** AAP Profile Analysis

Appendix A

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Workforce Analysis

11000

Office of the President

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-290		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Office of the President	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-155		Total	1	Mal	1	1	0	0	0	0	0
Assistant to the President	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-852		Total	1	Mal	1	1	0	0	0	0	0
Temporary Monthly-Office of the	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-226		Total	1	Mal	1	1	0	0	0	0	0
Chief of Staff & Sec of BT	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-605		Total	1	Mal	1	1	0	0	0	0	0
President	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 11000		Total	6	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

11020

Office of Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-848		Total	1	Mal	0	0	0	0	0	0	0
Temporary Monthly-Office of	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-369		Total	1	Mal	1	1	0	0	0	0	0
Director of Operations	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-227		Total	1	Mal	1	1	0	0	0	0	0
Chief Operating Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 11020	Total	5	Mal	2	2	0	0	0	0	0	0	0
	Tot Min	0	Fem	3	3	0	0	0	0	0	0	0

12000 Office of University Relations

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
2019-795		Total 1	Mal	1	1	0	0	0	0	0	0
Temporary Hourly-Office of	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2019-649		Total 1	Mal	0	0	0	0	0	0	0	0
Secretary 2	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-291		Total 2	Mal	0	0	0	0	0	0	0	0
Coordinator-Office of University	4	Tot Min 0	Fem	2	2	0	0	0	0	0	0
2019-587-5		Total 1	Mal	1	1	0	0	0	0	0	0
Photographer-5	5	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2019-670		Total 1	Mal	0	0	0	0	0	0	0	0
Special Events Coordinator	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-569		Total 1	Mal	0	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-671-3		Total 1	Mal	0	0	0	0	0	0	0	0
Specialist-3	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-182		Total 1	Mal	0	0	0	0	0	0	0	0
Asst Dir for Communications	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-186		Total 1	Mal	0	0	0	0	0	0	0	0
Asst Director Univ Relations	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-881		Total 1	Mal	1	1	0	0	0	0	0	0
Video Services Manager	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2019-541		Total 1	Mal	0	0	0	0	0	0	0	0
Marketing & Social Media Mgr	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-349-3		Total 3	Mal	1	1	0	0	0	0	0	0
Director-3	3	Tot Min 0	Fem	2	2	0	0	0	0	0	0
2019-223		Total 1	Mal	0	0	0	0	0	0	0	0
Chief Branding Officer	1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-402		Total 1	Mal	1	1	0	0	0	0	0	0
Ex Asst to Pres Unv Rel/CCO	1	Tot Min 0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 12000	Total	17	Mal	5	5	0	0	0	0	0	0	0
	Tot Min	0	Fem	12	12	0	0	0	0	0	0	0

12010

Campus Radio FM

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-622		Total 1	Mal	1	1	0	0	0	0	0
Radio Station Operator	5	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-405		Total 1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-478		Total 1	Mal	1	1	0	0	0	0	0
Information Research Tech 1	4	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-621		Total 1	Mal	1	1	0	0	0	0	0
Radio Station Chief Engineer	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-398		Total 1	Mal	1	0	0	0	0	0	1
Engineer	3	Tot Min 1	Fem	0	0	0	0	0	0	0
2019-610		Total 1	Mal	1	1	0	0	0	0	0
Program Director	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-728		Total 1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Campus Radio	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-349-1		Total 1	Mal	1	0	0	0	0	0	1
Director-1	1	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 12010		Total 8	Mal	7	5	0	0	0	0	2
		Tot Min 2	Fem	1	1	0	0	0	0	0

12020

Photo Lab

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-801		Total 1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Photo Lab	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-509		Total 1	Mal	1	1	0	0	0	0	0
Lead Photographer	5	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 12020		Total 2	Mal	2	2	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

12050

University Relations Advertis

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-828		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-University	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 12050		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

15000

Office of Equity and Diversity

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 15000		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

15055

Multicultural Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	1	1	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-551		Total	1	Mal	1	0	1	0	0	0	0
Mentoring Coordinator	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-284		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Multicultural Center	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-344		Total	1	Mal	0	0	0	0	0	0	0
Dir, MC/Student Access Success	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 15055		Total	5	Mal	2	1	1	0	0	0	0
		Tot Min	3	Fem	3	1	2	0	0	0	0

Workforce Analysis

16000

Office of Intercoll Athletics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-790		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Office of Intercoll	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-176		Total	1	Mal	1	1	0	0	0	0	0
Asst AthDir Facilities/Game Op	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-676		Total	1	Mal	1	1	0	0	0	0	0
Sr Assoc Ath Dir/Chief Fin Ofc	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-353		Total	1	Mal	1	1	0	0	0	0	0
Director of Athletics	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 16000		Total	5	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

16010

Athletic Compliance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-241		Total	1	Mal	0	0	0	0	0	0	0
Compliance Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-653		Total	1	Mal	0	0	0	0	0	0	0
Senior Assoc Athletic Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 16010		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

16020

Athletic Training Room

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-721		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Athletic Training	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-199		Total	2	Mal	1	1	0	0	0	0	0
Athletic Trainer	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

16020

Athletic Training Room

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-131		Total	2	Mal	1	1	0	0	0	0	0
Assistant Athletic Trainer	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-655		Total	1	Mal	1	1	0	0	0	0	0
Senior Athletic Trainer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 16020		Total	6	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

16030

Athletic Weight Room

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-130		Total	2	Mal	2	2	0	0	0	0	0
Assistant Athletic Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 16030		Total	2	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

16040

Athletic Equipment Management

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-720		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Athletic	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-153		Total	1	Mal	1	1	0	0	0	0	0
Assistant Equipment Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 16040		Total	2	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

16050

Bucs Sports Network

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-727		Total	9	Mal	9	9	0	0	0	0	0
Temporary Hourly-Bucs Sports	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

16050

Bucs Sports Network

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-151		Total	2	2	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	0	0	0	0	0	0	0
2019-334		Total	1	1	0	0	0	0	0	0
Dir Media Rel/Broadcast Ops	3	Tot Min	0	0	0	0	0	0	0	0
2019-358		Total	1	1	0	0	0	0	0	0
Director of Creative Services	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16050		Total	13	13	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

16060

Marketing and Promotion

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-151		Total	1	0	1	0	0	0	0	0
Assistant Director	3	Tot Min	1	0	0	0	0	0	0	0
2019-177		Total	1	1	0	0	0	0	0	0
Asst Athletic Director	3	Tot Min	0	0	0	0	0	0	0	0
2019-653		Total	1	1	0	0	0	0	0	0
Senior Assoc Athletic Director	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16060		Total	3	2	1	0	0	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

16080

Sports Information

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-815		Total	2	2	0	0	0	0	0	0
Temporary Hourly-Sports Information	3	Tot Min	0	0	0	0	0	0	0	0
2019-357		Total	1	1	0	0	0	0	0	0
Director of Communications	3	Tot Min	0	0	0	0	0	0	0	0
2019-168		Total	1	1	0	0	0	0	0	0
Associate Athletic Director	3	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 16080	Total	4	Mal	4	4	0	0	0	0	0	0	0
	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

16090 Ticket Office

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-867		Total 1	Mal	1	1	0	0	0	0	0
Ticket Manager	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-151		Total 1	Mal	1	1	0	0	0	0	0
Assistant Director	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 16090		Total 2	Mal	2	2	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

16110 Athletic Academic Service

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-719		Total 23	Mal	10	8	1	1	0	0	0
Temporary Hourly-Athletic Academic	3	Tot Min 2	Fem	13	13	0	0	0	0	0
2019-106		Total 1	Mal	0	0	0	0	0	0	0
AD Academic Student Success	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-151		Total 1	Mal	1	0	1	0	0	0	0
Assistant Director	3	Tot Min 1	Fem	0	0	0	0	0	0	0
2019-175		Total 1	Mal	0	0	0	0	0	0	0
Asst AD Academic Services	3	Tot Min 1	Fem	1	0	1	0	0	0	0
Total for 16110		Total 26	Mal	11	8	2	1	0	0	0
		Tot Min 4	Fem	15	14	1	0	0	0	0

16115 Men's Football

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-779		Total 4	Mal	4	3	1	0	0	0	0
Temporary Hourly-Men's Football	3	Tot Min 1	Fem	0	0	0	0	0	0	0
2019-154		Total 9	Mal	8	5	3	0	0	0	0
Assistant Football Coach	3	Tot Min 3	Fem	1	1	0	0	0	0	0

Workforce Analysis

16115

Men's Football

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-320		Total	1	1	0	0	0	0	0	0
Defensive Coordinator	3	Tot Min	0	0	0	0	0	0	0	0
2019-459		Total	1	1	0	0	0	0	0	0
Head Football Coach	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16115		Total	15	10	4	0	0	0	0	0
		Tot Min	4	1	0	0	0	0	0	0

16119

Game Operations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-762		Total	49	28	26	2	0	0	0	0
Temporary Hourly-Game Operations	3	Tot Min	2	21	21	0	0	0	0	0
Total for 16119		Total	49	28	26	2	0	0	0	0
		Tot Min	2	21	21	0	0	0	0	0

16120

Mens Basketball

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-332		Total	1	1	0	0	0	0	0	0
Dir for Basketball Operations	3	Tot Min	0	0	0	0	0	0	0	0
2019-135		Total	3	2	1	0	0	0	0	0
Assistant Coach 1-Mens Basketball	3	Tot Min	1	0	0	0	0	0	0	0
2019-460		Total	1	1	0	0	0	0	0	0
Head Men's Basketball Coach	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16120		Total	5	4	1	0	0	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

Workforce Analysis

16130

Mens Baseball

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-134		Total	1	1	0	0	0	0	0	0
Assistant Coach 1-Mens Baseball	3	Tot Min	0	0	0	0	0	0	0	0
2019-132		Total	1	1	0	0	0	0	0	0
Assistant Baseball Coach	3	Tot Min	0	0	0	0	0	0	0	0
2019-454		Total	1	1	0	0	0	0	0	0
Head Baseball Coach	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16130		Total	3	3	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

16140

Mens Track And Field

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-781		Total	2	1	0	0	0	0	0	0
Temporary Hourly-Mens Track And	3	Tot Min	0	1	0	0	0	0	0	0
2019-139		Total	1	0	0	0	1	0	0	0
Assistant Coach-Mens Track And	3	Tot Min	1	0	0	0	0	0	0	0
2019-137		Total	1	0	0	0	0	0	0	1
Assistant Coach 1-Mens Track And	3	Tot Min	1	0	0	0	0	0	0	0
2019-457		Total	1	1	0	0	0	0	0	0
Head Coach Track & Field & CC	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16140		Total	5	4	0	0	1	0	0	1
		Tot Min	2	1	0	0	0	0	0	0

16150

Mens Golf

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-461		Total	1	1	0	0	0	0	0	0
Head Men's Golf Coach	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16150		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

16160

Mens Tennis

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-456		Total	1	1	0	0	0	0	0	0
Head Coach - Tennis	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16160		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

16161

Mens Soccer

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-780		Total	1	1	0	0	0	0	0	0
Temporary Hourly-Mens Soccer	3	Tot Min	0	0	0	0	0	0	0	0
2019-136		Total	1	1	0	0	0	0	0	0
Assistant Coach 1-Mens Soccer	3	Tot Min	0	0	0	0	0	0	0	0
2019-550		Total	1	1	0	0	0	0	0	0
Men's Soccer Head Coach	3	Tot Min	0	0	0	0	0	0	0	0
Total for 16161		Total	3	3	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

16170

Womens Basketball

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-195		Total	1	0	0	0	0	0	0	0
Asst Women's Basketball Coach	3	Tot Min	0	1	0	0	0	0	0	0
2019-140		Total	1	0	0	0	0	0	0	0
Assistant Coach-Womens Basketball	3	Tot Min	0	1	0	0	0	0	0	0
2019-171		Total	1	0	0	0	0	0	0	0
Associate Head Coach	3	Tot Min	1	0	1	0	0	0	0	0
2019-349-3		Total	1	1	0	0	0	0	0	0
Director-3	3	Tot Min	0	0	0	0	0	0	0	0
2019-455		Total	1	0	0	0	0	0	0	0
Head Coach	3	Tot Min	0	1	0	0	0	0	0	0

Workforce Analysis

Total for 16170	Total	5	Mal	1	1	0	0	0	0	0	0
	Tot Min	1	Fem	4	3	1	0	0	0	0	0

16180 Womens Softball

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
2019-833		Total	1	1	0	0	0	0	0
Temporary Hourly-Womens Softball	3	Tot Min	0	0	0	0	0	0	0
2019-138		Total	1	0	0	0	0	0	0
Assistant Coach 1-Womens Softball	3	Tot Min	0	1	1	0	0	0	0
2019-455		Total	1	1	1	0	0	0	0
Head Coach	3	Tot Min	0	0	0	0	0	0	0
Total for 16180		Total	3	2	2	0	0	0	0
		Tot Min	0	1	1	0	0	0	0

16190 Womens Soccer

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
2019-462		Total	1	1	0	0	0	0	0
Head Women's Soccer Coach	3	Tot Min	0	0	0	0	0	0	0
Total for 16190		Total	1	1	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0

16200 Womens Tennis

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
2019-834		Total	1	0	0	0	1	0	0
Temporary Hourly-Womens Tennis	3	Tot Min	1	0	0	0	0	0	0
Total for 16200		Total	1	0	0	0	1	0	0
		Tot Min	1	0	0	0	0	0	0

Workforce Analysis

16220

Womens Volleyball

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-157		Total	1	Mal	1	0	1	0	0	0	0
Assistant Volleyball Coach	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-455		Total	1	Mal	0	0	0	0	0	0	0
Head Coach	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 16220		Total	2	Mal	1	0	1	0	0	0	0
		Tot Min	2	Fem	1	0	1	0	0	0	0

16230

Womens Golf

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-455		Total	1	Mal	0	0	0	0	0	0	0
Head Coach	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 16230		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

16245

Triathlon

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-824		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Triathlon	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 16245		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

16270

Athletic Develop

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-837		Total	1	Mal	1	1	0	0	0	0	0
Temporary Monthly-Athletic Develop	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-168		Total	1	Mal	0	0	0	0	0	0	0
Associate Athletic Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 16270	Total	2	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

16290 Cheerleaders

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-731		Total 1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Cheerleaders	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 16290		Total 1	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

17000 Office of Internal Audit

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-489		Total 2	Mal	1	1	0	0	0	0	0
Internal Auditor	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-170		Total 1	Mal	0	0	0	0	0	0	0
Associate Director	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-222		Total 1	Mal	0	0	0	0	0	0	0
Chief Audit Executive	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 17000		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

18000 Office of University Counsel

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-794		Total 1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Office of	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-169		Total 2	Mal	0	0	0	0	0	0	0
Associate Counsel	3	Tot Min 0	Fem	2	2	0	0	0	0	0
2019-874		Total 2	Mal	2	2	0	0	0	0	0
University Counsel	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 18000		Total 5	Mal	2	2	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

Workforce Analysis

18030

HIPAA Compliance and Security

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 18030		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

18035

University Compliance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-1052		Total	1	Mal	0	0	0	0	0	0	0
Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-243		Total	1	Mal	1	1	0	0	0	0	0
Compliance Officer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-242		Total	1	Mal	0	0	0	0	0	0	0
Compliance Counsel	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 18035		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

19000

Government Relations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-173-1		Total	1	Mal	0	0	0	0	0	0	0
Associate Vice President-1	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 19000		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

20000

Provost VP Academic Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-354		Total	1	Mal	0	0	0	0	0	0	0
Director of Budget & Personnel	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-856		Total	1	Mal	0	0	0	0	0	0	0
Temporary Monthly-Provost VP	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-880		Total	1	Mal	1	1	0	0	0	0	0
Vice Provost for Undergrade Ed	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-669		Total	1	Mal	1	1	0	0	0	0	0
Special Asst to the President	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 20000		Total	7	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0

20025

Carter Train Museum

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-729		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Carter Train	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 20025		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

21000

Dean College of Arts and Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	2	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	1	Fem	2	1	1	0	0	0	0

Workforce Analysis

21000

Dean College of Arts and Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-556		Total	1	Mal	0	0	0	0	0	0	0
Mrketing/Media Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-142		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean-Dean College of Arts	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-196		Total	1	Mal	1	1	0	0	0	0	0
Ast Dean for Budget & Planning	3	Tot Min	0	Fem	0	0	0	0	0	0	0
DIRASODNPRF-21000		Total	1	Mal	0	0	0	0	0	0	0
Director/Assoc Dean/Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-319-1		Total	1	Mal	1	1	0	0	0	0	0
Dean-1	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21000		Total	9	Mal	2	2	0	0	0	0	0
		Tot Min	2	Fem	7	5	2	0	0	0	0

21004

Center of Excellence Math Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRFASTDIR-21004		Total	1	Mal	1	0	0	1	0	0	0
Assc Professor/Asst Director-Center	2	Tot Min	1	Fem	0	0	0	0	0	0	0
PRFECDIR-21004		Total	1	Mal	1	0	0	1	0	0	0
Professor/Executive Director-Center	2	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 21004		Total	3	Mal	2	0	0	2	0	0	0
		Tot Min	2	Fem	1	1	0	0	0	0	0

Workforce Analysis

21005

Natural History Museum

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-785		Total	3	Mal	1	1	0	0	0	0	0
Temporary Hourly-Natural History	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-285		Total	1	Mal	1	1	0	0	0	0	0
Coordinator-Natural History Museum	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-560		Total	2	Mal	1	1	0	0	0	0	0
Museum Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-499		Total	1	Mal	1	1	0	0	0	0	0
Laboratory & Field Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-559		Total	1	Mal	0	0	0	0	0	0	0
Museum Registrar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-458		Total	1	Mal	1	1	0	0	0	0	0
Head Curator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21005		Total	9	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

21008

Mary B Martin School of the Arts

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-776		Total	2	Mal	1	1	0	0	0	0	0
Temporary Hourly-Mary B Martin	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-415		Total	1	Mal	0	0	0	0	0	0	0
Facility/General Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 21008		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

21010

Appalachian Studies

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ADJFAC4M-21010		Total	15	Mal	14	14	0	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

21010

Appalachian Studies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-713		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Appalachian	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
LECT-21010		Total	1	Mal	0	0	0	0	0	0	0
Lecturer-Appalachian Studies	2	Tot Min	0	Fem	1	1	0	0	0	0	0
SRLECT-21010		Total	2	Mal	1	1	0	0	0	0	0
Senior Lecturer, Bluegrass-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-624		Total	1	Mal	1	1	0	0	0	0	0
Recording Laboratory Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-21010		Total	2	Mal	0	0	0	0	0	0	0
Assistant Professor-Appalachian	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASOPRF-21010		Total	2	Mal	2	2	0	0	0	0	0
Associate Professor-Appalachian	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRFASTDIR-21010		Total	1	Mal	1	1	0	0	0	0	0
Asst Professor/Asst Director-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-21010		Total	1	Mal	1	1	0	0	0	0	0
Professor-Appalachian Studies	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFDIR-21010		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor/Director-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRFDIR-21010		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor/Director-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21010		Total	29	Mal	22	22	0	0	0	0	0
		Tot Min	0	Fem	7	7	0	0	0	0	0

21020

Geosciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-21020		Total	3	Mal	2	1	0	1	0	0	0
Adjunct Faculty 4-month-	2	Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

21020

Geosciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	1	Fem	1	0	0	0	0	0	1
LECT-21020		Total	1	Mal	1	1	0	0	0	0	0
Lecturer-Geosciences	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-763		Total	4	Mal	3	3	0	0	0	0	0
Temporary Hourly-Geosciences	3	Tot Min	0	Fem	1	1	0	0	0	0	0
SRLECT-21020		Total	1	Mal	1	0	0	0	0	0	1
Senior Lecturer-Geosciences	2	Tot Min	1	Fem	0	0	0	0	0	0	0
ASTPRF-21020		Total	3	Mal	1	1	0	0	0	0	0
Assistant Professor-Geosciences	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASOPRF-21020		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-Geosciences	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-21020-F9		Total	1	Mal	1	1	0	0	0	0	0
Professor-Geosciences-F9	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-21020-FA		Total	1	Mal	1	1	0	0	0	0	0
Professor-Geosciences-FA	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-21020		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Geosciences	2	Tot Min	1	Fem	1	0	0	1	0	0	0
DIRPRF-21020		Total	1	Mal	1	1	0	0	0	0	0
Director/Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21020		Total	18	Mal	12	10	0	1	0	0	1
		Tot Min	4	Fem	6	4	0	1	0	0	1

21031

Arts and Sciences CASE

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-716		Total	3	Mal	1	1	0	0	0	0	0
Temporary Hourly-Arts and Sciences	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

21031

Arts and Sciences CASE

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-114		Total	3	Mal	0	0	0	0	0	0	0
Advisor	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-101		Total	4	Mal	0	0	0	0	0	0	0
Academic Advisor	3	Tot Min	0	Fem	4	4	0	0	0	0	0
2019-103		Total	2	Mal	0	0	0	0	0	0	0
Academic Counselor	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-179		Total	1	Mal	0	0	0	0	0	0	0
Asst Dean Student Success	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 21031		Total	15	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	14	13	0	1	0	0	0

21050

Art and Design

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-21050		Total	10	Mal	4	4	0	0	0	0	0
Adjunct Faculty 4-month-Art and	2	Tot Min	1	Fem	6	5	0	0	0	0	1
2019-715		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Art and Design	3	Tot Min	0	Fem	1	1	0	0	0	0	0
PSTRET9-21050		Total	1	Mal	0	0	0	0	0	0	0
Post Retiree 9-month-Art and Design 2		Tot Min	0	Fem	1	1	0	0	0	0	0
2019-123		Total	1	Mal	1	1	0	0	0	0	0
Arts Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-882		Total	1	Mal	1	1	0	0	0	0	0
Visiting Assistant Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-21050		Total	4	Mal	1	1	0	0	0	0	0
Assistant Professor-Art and Design	2	Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

21050

Art and Design

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRFPH-21050		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor of Photography-Art	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-21050		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor-Art and Design	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	1	Fem	1	0	0	1	0	0	0
PRF-2100		Total	5	Mal	3	3	0	0	0	0	0
Professor-Art and Design	2	Tot Min	0	Fem	2	2	0	0	0	0	0
PRFDIR-21050		Total	1	Mal	1	1	0	0	0	0	0
Professor/Director-Art and Design	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-21050		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Art and Design	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 21050		Total	30	Mal	12	12	0	0	0	0	0
		Tot Min	2	Fem	18	16	0	1	0	0	1

21100

Biology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-21100		Total	3	Mal	2	2	0	0	0	0	0
Adjunct Faculty 4-month-Biology	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-723		Total	3	Mal	0	0	0	0	0	0	0
Temporary Hourly-Biology	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
LECT-21100		Total	1	Mal	1	1	0	0	0	0	0
Lecturer-Biology	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-21100		Total	3	Mal	2	1	0	0	1	0	0
Assistant Professor-Biology	2	Tot Min	2	Fem	1	0	1	0	0	0	0
ASOPRF-21100		Total	4	Mal	2	2	0	0	0	0	0
Associate Professor-Biology	2	Tot Min	1	Fem	2	1	0	1	0	0	0

Workforce Analysis

21100

Biology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
PRF-21100		Total	9							
		Mal	8	7	0	1	0	0	0	0
Professor-Biology	2	Tot Min	1	1	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
CHRPRF-21100		Total	1							
		Mal	1	1	0	0	0	0	0	0
Chair/Professor-Biology	2	Tot Min	0	0	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
Total for 21100		Total	25							
		Mal	16	14	0	1	1	0	0	0
		Tot Min	4	7	1	1	0	0	0	0
		Fem	9	7	1	1	0	0	0	0

21150

Chemistry

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-21150		Total	2							
		Mal	1	1	0	0	0	0	0	0
Adjunct Faculty 4-month-Chemistry	2	Tot Min	1	0	0	1	0	0	0	0
		Fem	1	0	0	1	0	0	0	0
2019-732		Total	4							
		Mal	3	2	0	0	1	0	0	0
Temporary Hourly-Chemistry	3	Tot Min	1	1	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
2019-502		Total	1							
		Mal	1	1	0	0	0	0	0	0
Laboratory Assistant, Senior	5	Tot Min	0	0	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
LECT-21150		Total	3							
		Mal	1	1	0	0	0	0	0	0
Lecturer-Chemistry	2	Tot Min	1	1	1	0	0	0	0	0
		Fem	2	1	1	0	0	0	0	0
2019-405		Total	1							
		Mal	0	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
2019-535		Total	1							
		Mal	1	0	0	0	0	1	0	0
Manager	3	Tot Min	1	0	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0
ASTPRF-21150		Total	5							
		Mal	4	4	0	0	0	0	0	0
Assistant Professor-Chemistry	2	Tot Min	0	1	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
ASOPRF-21150		Total	4							
		Mal	2	2	0	0	0	0	0	0
Associate Professor-Chemistry	2	Tot Min	1	1	0	1	0	0	0	0
		Fem	2	1	0	1	0	0	0	0
PRF-21150		Total	1							
		Mal	0	0	0	0	0	0	0	0
Professor-Chemistry	2	Tot Min	0	1	0	0	0	0	0	0
		Fem	1	1	0	0	0	0	0	0
CHRPRF-21150		Total	1							
		Mal	1	1	0	0	0	0	0	0
Chair/Professor-Chemistry	2	Tot Min	0	0	0	0	0	0	0	0
		Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 21150	Total	23	Mal	14	12	0	0	1	1	0	0
	Tot Min	5	Fem	9	6	1	2	0	0	0	0

21200 Communication and Performance

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
ADJFAC4M-21200		Total 4	Mal 1	1	0	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min 0	Fem 3	3	0	0	0	0	0
LECT-21200		Total 1	Mal 1	0	0	0	0	0	1
Lecturer-Communication and	2	Tot Min 1	Fem 0	0	0	0	0	0	0
2019-405		Total 1	Mal 0	0	0	0	0	0	0
Executive Aide	4	Tot Min 1	Fem 1	0	0	0	0	0	1
SRLECT-21200		Total 5	Mal 1	1	0	0	0	0	0
Senior Lecturer-Communication and	2	Tot Min 0	Fem 4	4	0	0	0	0	0
ASTPRF-21200		Total 3	Mal 0	0	0	0	0	0	0
Assistant Professor-Communication	2	Tot Min 0	Fem 3	3	0	0	0	0	0
ASOPRF-21200		Total 2	Mal 2	2	0	0	0	0	0
Associate Professor-Communication	2	Tot Min 0	Fem 0	0	0	0	0	0	0
PRF-21200		Total 1	Mal 0	0	0	0	0	0	0
Professor-Communication and	2	Tot Min 0	Fem 1	1	0	0	0	0	0
CHRPRF-21200		Total 1	Mal 0	0	0	0	0	0	0
Chair/Professor-Communication and	2	Tot Min 0	Fem 1	1	0	0	0	0	0
Total for 21200		Total 18	Mal 5	4	0	0	0	0	1
		Tot Min 2	Fem 13	12	0	0	0	0	1

21203 Theatre and Dance

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
ADJFAC4M-21203		Total 3	Mal 0	0	0	0	0	0	0
Adjunct Faculty 4-month-Theatre	2	Tot Min 0	Fem 3	3	0	0	0	0	0
PSTRET9-21203		Total 1	Mal 1	1	0	0	0	0	0
Post Retiree 9-month-Theatre and	2	Tot Min 0	Fem 0	0	0	0	0	0	0
2019-405		Total 1	Mal 1	1	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem 0	0	0	0	0	0	0

Workforce Analysis

21203

Theatre and Dance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-865		Total	1	Mal	0	0	0	0	0	0	0
Theatre Costume Shop Suprv	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-697		Total	1	Mal	1	1	0	0	0	0	0
Technical Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-21203		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Theatre and	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21203		Total	2	Mal	2	2	0	0	0	0	0
Assistant Professor-Theatre and	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-21203		Total	3	Mal	2	1	1	0	0	0	0
Professor-Theatre and Dance	2	Tot Min	1	Fem	1	1	0	0	0	0	0
CHRPRF-21203		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Theatre and Dance	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFDIRART-21203		Total	1	Mal	1	1	0	0	0	0	0
Prof/Director of Arts Outreach-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21203		Total	15	Mal	8	7	1	0	0	0	0
		Tot Min	1	Fem	7	7	0	0	0	0	0

21206

Womens Studies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-21206		Total	3	Mal	1	0	1	0	0	0	0
Adjunct Faculty 4-month-Womens	2	Tot Min	1	Fem	2	2	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 21206		Total	4	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	3	3	0	0	0	0	0

Workforce Analysis

21250

Criminal Justice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-21250		Total	3	Mal	1	1	0	0	0	0	0
Adjunct Faculty 4-month-Criminal	2	Tot Min	0	Fem	2	2	0	0	0	0	0
LECT-21250		Total	2	Mal	0	0	0	0	0	0	0
Lecturer-Criminal Justice	2	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21250		Total	3	Mal	2	2	0	0	0	0	0
Assistant Professor-Criminal Justice	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-21250		Total	2	Mal	0	0	0	0	0	0	0
Associate Professor-Criminal Justice	2	Tot Min	0	Fem	2	2	0	0	0	0	0
PRFCHR-21250		Total	1	Mal	1	1	0	0	0	0	0
Professor and Chair-Criminal Justice	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21250		Total	12	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	8	8	0	0	0	0	0

21300

Literature and Language

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-21300		Total	34	Mal	13	13	0	0	0	0	0
Adjunct Faculty 4-month-Literature	2	Tot Min	3	Fem	21	18	0	1	1	0	1
PSTRET9-21300		Total	3	Mal	1	1	0	0	0	0	0
Post Retiree 9-month-Literature and	2	Tot Min	0	Fem	2	2	0	0	0	0	0
LECT-21300		Total	3	Mal	2	2	0	0	0	0	0
Lecturer-Literature and Language	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	2	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	1	Fem	2	1	0	1	0	0	0
SRLECT-21300		Total	4	Mal	1	1	0	0	0	0	0
Senior Lecturer-Literature and	2	Tot Min	1	Fem	3	2	0	1	0	0	0
ASTPRF-21300		Total	6	Mal	4	3	0	0	1	0	0
Assistant Professor-Literature and	2	Tot Min	2	Fem	2	1	0	0	1	0	0

Workforce Analysis

21300

Literature and Language

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ASOPRF-21300		Total	7	Mal	4	3	0	0	0	0	1
Associate Professor-Literature and	2	Tot Min	1	Fem	3	3	0	0	0	0	0
PRF-21300		Total	9	Mal	6	4	1	0	0	0	1
Professor-Literature and Language	2	Tot Min	3	Fem	3	2	1	0	0	0	0
CHRPRF-21300		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Literature and	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRFPOINRS-21300		Total	1	Mal	1	1	0	0	0	0	0
Assoc Prof/Poet in Residence-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-107		Total	1	Mal	1	1	0	0	0	0	0
AD for Student Affairs/AP	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNPRF-21300		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dean/Professor-Literature	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21300		Total	72	Mal	34	30	1	0	1	0	2
		Tot Min	11	Fem	38	31	1	3	2	0	1

21400

History

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ADJFAC4M-21400		Total	15	Mal	12	12	0	0	0	0	0
Adjunct Faculty 4-month-History	2	Tot Min	1	Fem	3	2	0	0	0	0	1
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
SRLECT-21400		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer-History	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-21400		Total	8	Mal	6	5	0	0	0	0	1
Associate Professor-History	2	Tot Min	3	Fem	2	0	1	0	0	1	0
PRF-21400		Total	5	Mal	4	3	1	0	0	0	0
Professor-History	2	Tot Min	2	Fem	1	0	1	0	0	0	0
PRFCHR-21400		Total	1	Mal	1	1	0	0	0	0	0
Professor/Chair-History	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 21400	Total	31	Mal	23	21	1	0	0	0	0	1
	Tot Min	6	Fem	8	4	2	0	0	0	1	1

21450 Mathematics and Statistics

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
ADJFAC4M-21450		Total 3	Mal 3	3	0	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min 0	Fem 0	0	0	0	0	0	0
PSTRET9-21450		Total 1	Mal 1	1	0	0	0	0	0
Post Retiree 9-month-Mathematics	2	Tot Min 0	Fem 0	0	0	0	0	0	0
2019-405		Total 1	Mal 0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem 1	1	0	0	0	0	0
SRLECT-21450		Total 3	Mal 1	1	0	0	0	0	0
Senior Lecturer-Mathematics and	2	Tot Min 1	Fem 2	1	0	0	0	0	1
ASTPRF-21450		Total 5	Mal 2	2	0	0	0	0	0
Assistant Professor-Mathematics	2	Tot Min 0	Fem 3	3	0	0	0	0	0
ASOPRF-21450		Total 4	Mal 2	1	0	0	1	0	0
Associate Professor-Mathematics	2	Tot Min 1	Fem 2	2	0	0	0	0	0
PRF-21450		Total 6	Mal 5	5	0	0	0	0	0
Professor-Mathematics and	2	Tot Min 0	Fem 1	1	0	0	0	0	0
CHRPRF-21450		Total 1	Mal 1	1	0	0	0	0	0
Chair/Professor-Mathematics and	2	Tot Min 0	Fem 0	0	0	0	0	0	0
Total for 21450		Total 24	Mal 15	14	0	0	1	0	0
		Tot Min 2	Fem 9	8	0	0	0	0	1

21452 Mathematics and Statistics Lab

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
2019-708		Total 1	Mal 0	0	0	0	0	0	0
Temporary Hourly-Mathematics and	3	Tot Min 0	Fem 1	1	0	0	0	0	0
Total for 21452		Total 1	Mal 0	0	0	0	0	0	0
		Tot Min 0	Fem 1	1	0	0	0	0	0

Workforce Analysis

21500

Music

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
ADJFAC4M-21500		Total	13	Mal	5	4	0	0	1	0	0	0
Adjunct Faculty 4-month-Music	2	Tot Min	1	Fem	8	8	0	0	0	0	0	0
2019-406		Total	1	Mal	0	0	0	0	0	0	0	0
Executive Aide, Marching Band	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-784		Total	4	Mal	3	3	0	0	0	0	0	0
Temporary Hourly-Music	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
LECT-21500		Total	3	Mal	3	2	0	1	0	0	0	0
Lecturer(Marching Percussion)-	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
SRLECT-21500		Total	1	Mal	0	0	0	0	0	0	0	0
Senior Lecturer-Music	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
PRFDIR-21500		Total	1	Mal	1	1	0	0	0	0	0	0
Professor/Director-Music	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
ASTPRF-21500		Total	7	Mal	5	4	0	1	0	0	0	0
Assistant Professor-Music	2	Tot Min	2	Fem	2	1	0	0	0	0	0	1
ASOPRF-21500		Total	2	Mal	1	1	0	0	0	0	0	0
Associate Professor-Music	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
PRFDIRBND-21500		Total	1	Mal	1	1	0	0	0	0	0	0
Professor/Dir of Bands-Music	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
PRF-21500-F9		Total	4	Mal	1	1	0	0	0	0	0	0
Professor-Music-F9	2	Tot Min	1	Fem	3	2	0	1	0	0	0	0
CHRASOPRFDIR-21500		Total	1	Mal	1	1	0	0	0	0	0	0
Chair/Assoc Prof/Director-Music	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
PRF-21500-FA		Total	1	Mal	0	0	0	0	0	0	0	0
Professor-Music-FA	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-328		Total	1	Mal	1	1	0	0	0	0	0	0
Dir Ath Band/Assoc Dir of Band	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 21500	Total	42	Mal	22	19	0	2	1	0	0	0
	Tot Min	5	Fem	20	18	0	1	0	0	0	1

21512 Marching Band

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
2019-775		Total 5	Mal 4	3	1	0	0	0	0
Temporary Hourly-Marching Band	3	Tot Min 1	Fem 1	1	0	0	0	0	0
Total for 21512		Total 5	Mal 4	3	1	0	0	0	0
		Tot Min 1	Fem 1	1	0	0	0	0	0

21550 Philosophy and Humanities

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
ADJFAC4M-21550		Total 2	Mal 0	0	0	0	0	0	0
Adjunct Faculty 4-month-Philosophy	2	Tot Min 0	Fem 2	2	0	0	0	0	0
2019-800		Total 2	Mal 1	1	0	0	0	0	0
Temporary Hourly-Philosophy and	3	Tot Min 0	Fem 1	1	0	0	0	0	0
2019-405		Total 1	Mal 0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem 1	1	0	0	0	0	0
LECT-21550		Total 1	Mal 1	1	0	0	0	0	0
Lecturer-Philosophy and Humanities	2	Tot Min 0	Fem 0	0	0	0	0	0	0
SRLECT-21550		Total 1	Mal 1	1	0	0	0	0	0
Senior Lecturer-Philosophy and	2	Tot Min 0	Fem 0	0	0	0	0	0	0
2019-882		Total 1	Mal 0	0	0	0	0	0	0
Visiting Assistant Professor	2	Tot Min 0	Fem 1	1	0	0	0	0	0
ASOPRF-21550		Total 1	Mal 1	1	0	0	0	0	0
Associate Professor-Philosophy and	2	Tot Min 0	Fem 0	0	0	0	0	0	0
CHRASOPRF-21550		Total 1	Mal 0	0	0	0	0	0	0
Chair/Associate Professor-	2	Tot Min 0	Fem 1	1	0	0	0	0	0
PRF-21550		Total 4	Mal 4	4	0	0	0	0	0
Professor-Philosophy and	2	Tot Min 0	Fem 0	0	0	0	0	0	0
Total for 21550		Total 14	Mal 8	8	0	0	0	0	0
		Tot Min 0	Fem 6	6	0	0	0	0	0

Workforce Analysis

21600

Physics and Astronomy

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-21600		Total 6	Mal 4	4	0	0	0	0	0	0
Adjunct Faculty 4-month-Physics &	2	Tot Min 0	Fem 2	2	0	0	0	0	0	0
PSTRET9-21600		Total 1	Mal 1	1	0	0	0	0	0	0
Post Retiree 9-month-Physics &	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
2019-405		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Aide	4	Tot Min 1	Fem 1	0	0	0	0	0	0	1
SRLECT-21600		Total 2	Mal 1	0	0	0	1	0	0	0
Senior Lecturer-Physics & Anatomy	2	Tot Min 2	Fem 1	0	0	1	0	0	0	0
COORD-21600		Total 1	Mal 0	0	0	0	0	0	0	0
Coordinator-Physics & Astronomy	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
ASOPRF-21600		Total 2	Mal 2	2	0	0	0	0	0	0
Associate Professor-21600	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
PRF-21600		Total 3	Mal 2	2	0	0	0	0	0	0
Professor-Physics & Anatomy	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
CHRPRF-21600		Total 1	Mal 1	1	0	0	0	0	0	0
Chair/Professor-21600	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
PRFDIR-21600		Total 1	Mal 1	1	0	0	0	0	0	0
Professor/Director-Physics &	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 21600		Total 18	Mal 12	11	0	0	1	0	0	0
		Tot Min 3	Fem 6	4	0	1	0	0	0	1

21650

Pol Science Intl Affairs Public Adm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-21650		Total 5	Mal 4	3	1	0	0	0	0	0
Adjunct Faculty 4-month-Pol Science	2	Tot Min 1	Fem 1	1	0	0	0	0	0	0
2019-405		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
ASTPRF-21650		Total 2	Mal 1	1	0	0	0	0	0	0
Assistant Professor-Pol Science Intl	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0

Workforce Analysis

21650

Pol Science Intl Affairs Public Adm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ASOPRFDIRMPA-21650		Total	1	1	0	0	0	0	0	0
Assoc Prof/Dir MPA Program-Pol	2	Tot Min	0	0	0	0	0	0	0	0
ASOPRF-21650		Total	3	2	0	0	0	0	0	0
Associate Professor-Pol Science Intl	2	Tot Min	0	1	0	0	0	0	0	0
ASOPRFDIR-21650		Total	1	1	0	0	0	0	0	0
Associate Professor/Director-Pol	2	Tot Min	0	0	0	0	0	0	0	0
ASOPRFCHR-21650		Total	1	1	0	0	0	0	0	0
Associate Professor/Chair-Pol	2	Tot Min	0	0	0	0	0	0	0	0
Total for 21650		Total	14	9	1	0	0	0	0	0
		Tot Min	1	4	0	0	0	0	0	0

21700

Psychology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-21700		Total	5	3	1	0	0	0	0	0
Adjunct Faculty 4-month-Psychology	2	Tot Min	1	2	0	0	0	0	0	0
2019-858		Total	2	2	0	0	0	0	0	1
Temporary Monthly-Psychology	3	Tot Min	1	0	0	0	0	0	0	0
2019-809		Total	1	0	0	0	0	0	0	0
Temporary Hourly-Psychology	3	Tot Min	0	1	0	0	0	0	0	0
2019-405		Total	3	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	3	0	0	0	0	0	0
SRLECT-21700		Total	1	0	0	0	0	0	0	0
Senior Lecturer-Psychology	2	Tot Min	0	1	0	0	0	0	0	0
2019-882		Total	1	0	0	0	0	0	0	0
Visiting Assistant Professor	2	Tot Min	0	1	0	0	0	0	0	0
ASTPRFDIR-21700		Total	1	0	0	0	0	0	0	0
Assistant Professor/Director-	2	Tot Min	0	1	0	0	0	0	0	0
ASOPRF-21700		Total	3	2	0	0	1	0	0	0
Associate Professor-Psychology	2	Tot Min	1	1	0	0	0	0	0	0

Workforce Analysis

21700

Psychology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRF-21700		Total	7	Mal	2	2	0	0	0	0	0
Assistant Professor-Psychology	2	Tot Min	0	Fem	5	5	0	0	0	0	0
PRF-21700		Total	6	Mal	3	3	0	0	0	0	0
Professor-Psychology	2	Tot Min	0	Fem	3	3	0	0	0	0	0
CHRPRF-21700		Total	1	Mal	1	0	0	0	0	0	1
Chair/Professor-Psychology	2	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 21700		Total	31	Mal	13	9	1	0	1	0	2
		Tot Min	4	Fem	18	18	0	0	0	0	0

21750

Social Work

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFACDS-21750		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty - DUAL SERVICE-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ADJFAC4M-21750		Total	10	Mal	2	2	0	0	0	0	0
Adjunct Faculty 4-month-Social Work	2	Tot Min	2	Fem	8	6	1	0	0	0	1
2019-813		Total	4	Mal	0	0	0	0	0	0	0
Temporary Hourly-Social Work	3	Tot Min	0	Fem	4	4	0	0	0	0	0
2019-405		Total	2	Mal	1	1	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-297		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Social Work	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21750-C9		Total	3	Mal	1	1	0	0	0	0	0
Assistant Professor-Social Work-C9	2	Tot Min	0	Fem	2	2	0	0	0	0	0
CLNASTPRF-21750		Total	3	Mal	1	1	0	0	0	0	0
Clinical Assistant Professor-Social	2	Tot Min	1	Fem	2	1	0	0	1	0	0
2019-345		Total	1	Mal	0	0	0	0	0	0	0
Dir, MSW Field Education	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21750-F9		Total	6	Mal	1	1	0	0	0	0	0
Assistant Professor-Social Work-F9	2	Tot Min	0	Fem	5	5	0	0	0	0	0

Workforce Analysis

21750

Social Work

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-363		Total	1	Mal	0	0	0	0	0	0	0
Director of Field Inst, BSW	3	Tot Min	0	Fem	1	1	0	0	0	0	0
CLNASOPRF-21750		Total	2	Mal	1	1	0	0	0	0	0
Clinical Associate Professor-Social	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-21750		Total	3	Mal	1	1	0	0	0	0	0
Associate Professor-Social Work	2	Tot Min	0	Fem	2	2	0	0	0	0	0
PRF-21750		Total	1	Mal	1	1	0	0	0	0	0
Professor-Social Work	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-221		Total	1	Mal	0	0	0	0	0	0	0
Chairperson/Assc Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 21750		Total	39	Mal	9	9	0	0	0	0	0
		Tot Min	3	Fem	30	27	1	0	0	1	1

21755

Rehabilitative Sciences

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ADJFAC4M-21755		Total	5	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min	0	Fem	5	5	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRFUGPD-21050		Total	1	Mal	0	0	0	0	0	0	0
Asst Prof/Underg Program Dir-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21755-F9		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Rehabilitative	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21755-C9		Total	1	Mal	1	1	0	0	0	0	0
Asst Professor-Rehabilitative	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-21755-FA		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Rehabilitative	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-21755		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Rehabilitative	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

21755

Rehabilitative Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
CHRPRF-21755		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Rehabilitative	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRODNRCLPRA-21755		Total	1	Mal	1	1	0	0	0	0	0
Prof/ADean Res & Clin Pract-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21755		Total	13	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	10	10	0	0	0	0	0

21800

Sociology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4MRODP-21800		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month - RODP-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ADJFAC4M-21800		Total	9	Mal	3	2	1	0	0	0	0
Adjunct Faculty 4-month-Sociology	2	Tot Min	1	Fem	6	6	0	0	0	0	0
2019-814		Total	2	Mal	1	1	0	0	0	0	0
Temporary Hourly-Sociology	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	1	Fem	1	0	1	0	0	0	0
SRLECT-21800		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer-Sociology	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-21800		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor-Sociology	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21800		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Sociology	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-21800		Total	4	Mal	1	1	0	0	0	0	0
Professor-Sociology	2	Tot Min	0	Fem	3	3	0	0	0	0	0
ASOPRFDIR-21800		Total	1	Mal	0	0	0	0	0	0	0
Assc Professor/Dir of ASRL-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
CHRASOPRF-21800		Total	1	Mal	1	1	0	0	0	0	0
Chair/Associate Professor-Sociology	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 21800	Total	23	Mal	7	6	1	0	0	0	0	0	0
	Tot Min	2	Fem	16	15	1	0	0	0	0	0	0

21803 Sociology Support ASRL

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-151		Total 1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 21803		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

21850 Regional Resources Institute

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-405		Total 1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 21850		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

21860 Archives Administration

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-514		Total 1	Mal	0	0	0	0	0	0	0
Library Assistant 3	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-545		Total 1	Mal	1	1	0	0	0	0	0
Media Collections Manager	5	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-257		Total 1	Mal	1	1	0	0	0	0	0
Coordinator-Archives Administration	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-235		Total 1	Mal	0	0	0	0	0	0	0
Collections Archivist Coord	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-349-3		Total 1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 21860		Total 5	Mal	3	3	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

Workforce Analysis

21870

Reece Museum

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-409		Total	1	Mal	1	1	0	0	0	0	0
Exhibition Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-236		Total	1	Mal	0	0	0	0	0	0	0
Collections Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 21870		Total	3	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

21900

Media and Communication

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-21900		Total	7	Mal	5	5	0	0	0	0	0
Adjunct Faculty 4-month-Media and	2	Tot Min	1	Fem	2	1	1	0	0	0	0
2019-648		Total	1	Mal	0	0	0	0	0	0	0
Secretary 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-777		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Media and	3	Tot Min	1	Fem	1	0	0	0	1	0	0
LECT-21900		Total	1	Mal	1	1	0	0	0	0	0
Lecturer-Media and Communication	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	1	Fem	1	0	1	0	0	0	0
SRLECT-21900		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer-Media and	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-701		Total	1	Mal	1	1	0	0	0	0	0
Technician/Assistant Engineer	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-671-3		Total	1	Mal	0	0	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-21900-F9		Total	4	Mal	3	3	0	0	0	0	0
Asst Professor-Media &	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

21900

Media and Communication

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ASOPRF-21900		Total 3	Mal 1	1	0	0	0	0	0	0
Associate Professor-Media and	2	Tot Min 0	Fem 2	2	0	0	0	0	0	0
2019-349-3		Total 1	Mal 1	1	0	0	0	0	0	0
Director-3	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
ASTPRF-21900-FA		Total 1	Mal 0	0	0	0	0	0	0	0
Asst Professor-Media &	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
CHRASOPRF-21900		Total 1	Mal 1	1	0	0	0	0	0	0
Chair/Associate Professor-Media	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 21900		Total 24	Mal 13	13	0	0	0	0	0	0
		Tot Min 3	Fem 11	8	2	0	1	0	0	0

22000

Dean College Of Bus and Technology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-405		Total 2	Mal 0	0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem 2	2	0	0	0	0	0	0
2019-569		Total 1	Mal 0	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
2019-114		Total 4	Mal 2	2	0	0	0	0	0	0
Advisor	3	Tot Min 0	Fem 2	2	0	0	0	0	0	0
2019-101		Total 2	Mal 1	1	0	0	0	0	0	0
Academic Advisor	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
2019-555		Total 1	Mal 0	0	0	0	0	0	0	0
Mrketing/Communications Manager	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
2019-356		Total 1	Mal 0	0	0	0	0	0	0	0
Director of Career Services	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
2019-374		Total 1	Mal 0	0	0	0	0	0	0	0
Director of Student Success	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
2019-208		Total 1	Mal 0	0	0	0	0	0	0	0
Business Manager	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0

Workforce Analysis

22000

Dean College Of Bus and Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-125		Total	1	Mal	0	0	0	0	0	0	0
Ascc Dean/Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-675		Total	1	Mal	1	1	0	0	0	0	0
Sr AsccDean/AsccProf/Int Chair	2	Tot Min	0	Fem	0	0	0	0	0	0	0
DNPRF-22000		Total	1	Mal	1	1	0	0	0	0	0
Dean/Professor-Dean College Of	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22000		Total	16	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	11	11	0	0	0	0	0

22050

Accountancy

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFACDS-22050		Total	1	Mal	1	1	0	0	0	0	0
Adjunct Faculty - DUAL SERVICE-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ADJFAC4M-22050		Total	3	Mal	2	2	0	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
SRLECT-22050		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer-Accountancy	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-22050		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Accountancy	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-22050		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor-Accountancy	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-22050		Total	5	Mal	4	4	0	0	0	0	0
Professor-Accountancy	2	Tot Min	0	Fem	1	1	0	0	0	0	0
CHRPRF-22050		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Accountancy	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22050		Total	15	Mal	9	9	0	0	0	0	0
		Tot Min	0	Fem	6	6	0	0	0	0	0

Workforce Analysis

22100

Bureau of Business Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRFDIR-22100		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor/Director-Bureau	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22100		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

22150

Computing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-22150		Total	1	Mal	1	1	0	0	0	0	0
Adjunct Faculty 4-month-Computing	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-736		Total	8	Mal	6	6	0	0	0	0	0
Temporary Hourly-Computing	3	Tot Min	1	Fem	2	1	0	0	1	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
LECT-22150		Total	6	Mal	5	4	0	0	1	0	0
Lecturer-Computing	2	Tot Min	2	Fem	1	0	0	1	0	0	0
2019-535		Total	1	Mal	1	1	0	0	0	0	0
Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
INST-22150		Total	1	Mal	1	1	0	0	0	0	0
Instructor-Computing	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-22150		Total	4	Mal	3	1	0	2	0	0	0
Assistant Professor-Computing	2	Tot Min	2	Fem	1	1	0	0	0	0	0
ASOPRF-22150		Total	5	Mal	5	2	0	1	0	0	2
Associate Professor-Computing	2	Tot Min	3	Fem	0	0	0	0	0	0	0
ASTPRFASTCH-22150		Total	1	Mal	1	1	0	0	0	0	0
Asst Prof/Asst Chair-Computing	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

22150

Computing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
PRF-22150		Total	4	4	0	0	0	0	0	0
Professor-Computing	2	Tot Min	0	0	0	0	0	0	0	0
Total for 22150		Total	33	22	0	3	1	0	0	2
		Tot Min	8	3	0	1	1	0	0	0

22250

Economics and Finance

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-22250		Total	4	3	0	0	0	0	0	0
Adjunct Faculty 4-month-Economics	2	Tot Min	0	1	0	0	0	0	0	0
PSTRET9-22250		Total	1	1	0	0	0	0	0	0
Post Retiree 9-month-Counseling &	2	Tot Min	0	0	0	0	0	0	0	0
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	0	0	0	0	0	0
LECT-22250		Total	2	1	0	0	0	0	0	0
Lecturer-Economics and Finance	2	Tot Min	0	1	0	0	0	0	0	0
SRLECT-22250		Total	1	1	0	0	0	0	0	0
Senior Lecturer-Economics and	2	Tot Min	0	0	0	0	0	0	0	0
INST-22250		Total	1	1	0	1	0	0	0	0
Instructor-Economics and Finance	2	Tot Min	1	0	0	0	0	0	0	0
ASOPRF-22250		Total	5	4	0	1	0	0	0	0
Associate Professor-Economics and	2	Tot Min	1	1	0	0	0	0	0	0
ASTPRF-22250		Total	3	1	0	0	0	0	0	0
Assistant Professor-Economics and	2	Tot Min	1	2	0	1	0	0	0	0
PRF-22250		Total	5	5	0	1	0	0	0	1
Professor-Economics and Finance	2	Tot Min	2	0	0	0	0	0	0	0
CHRASOPRF-22250		Total	1	1	0	0	0	0	0	0
Chair/Associate Professor-	2	Tot Min	0	0	0	0	0	0	0	0
Total for 22250		Total	24	18	0	3	0	0	0	1
		Tot Min	5	6	0	1	0	0	0	0

Workforce Analysis

22350

Management and Marketing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ADJFAC4M-22350		Total	8	Mal	5	4	1	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min	1	Fem	3	3	0	0	0	0	0
PSTRET-22350		Total	1	Mal	1	1	0	0	0	0	0
Post Retiree-Management and	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
LECT-22350		Total	4	Mal	3	2	0	1	0	0	0
Lecturer-Management and	2	Tot Min	1	Fem	1	1	0	0	0	0	0
SRLECT-22350		Total	1	Mal	0	0	0	0	0	0	0
Senior Lecturer-Management and	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-22350		Total	8	Mal	4	3	0	1	0	0	0
Associate Professor-Management	2	Tot Min	3	Fem	4	2	1	1	0	0	0
ASTPRF-22350		Total	4	Mal	3	3	0	0	0	0	0
Assistant Professor-Management	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-22350		Total	6	Mal	5	4	1	0	0	0	0
Professor-Management and	2	Tot Min	1	Fem	1	1	0	0	0	0	0
CHRASOPRF-22350		Total	1	Mal	1	1	0	0	0	0	0
Chair/ Assoc Professor-Management	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22350		Total	34	Mal	22	18	2	2	0	0	0
		Tot Min	6	Fem	12	10	1	1	0	0	0

22400

Military Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-584		Total	3	Mal	1	1	0	0	0	0	0
Personnel Clerk	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-873		Total	6	Mal	6	6	0	0	0	0	0
U.S. Army	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ADJFAC4M-22400		Total	1	Mal	1	1	0	0	0	0	0
Adjunct Faculty 4-month-Military	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

22400

Military Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-283		Total	1	0	0	0	0	0	0	0
Coordinator-Military Science	4	Tot Min	0	1	1	0	0	0	0	0
Total for 22400		Total	11	8	8	0	0	0	0	0
		Tot Min	0	3	3	0	0	0	0	0

22450

Engineering Engineer Tech Surveying

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFACNP-22450		Total	1	0	0	0	0	0	0	0
Adjunct Faculty - NO PAY-	2	Tot Min	0	1	1	0	0	0	0	0
ADJFACDS-22450		Total	2	1	1	0	0	0	0	0
Adjunct Faculty - DUAL SERVICE-	2	Tot Min	0	1	1	0	0	0	0	0
ADJFAC4MRODP-22450		Total	1	0	0	0	0	0	0	0
Adjunct Faculty 4-month - RODP-	2	Tot Min	0	1	1	0	0	0	0	0
ADJFAC4M-22450		Total	7	4	4	0	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min	0	3	3	0	0	0	0	0
PSTRET9-22450		Total	3	2	2	0	0	0	0	0
Post Retiree 9-month-Engineering	2	Tot Min	0	1	1	0	0	0	0	0
2019-405		Total	2	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	2	2	0	0	0	0	0
2019-101		Total	1	0	0	0	0	0	0	0
Academic Advisor	3	Tot Min	1	1	0	0	0	0	0	1
2019-692		Total	1	0	0	0	0	0	0	0
Systems Manager	3	Tot Min	0	1	1	0	0	0	0	0
LECT-22450		Total	2	2	2	0	0	0	0	0
Lecturer-Engineering Engineer Tech	2	Tot Min	0	0	0	0	0	0	0	0
ASOPRFDIR-22450		Total	1	1	0	0	1	0	0	0
Assc Professor/Director-Engineering	2	Tot Min	1	0	0	0	0	0	0	0
ASOPRF-22450		Total	5	5	5	0	0	0	0	0
Associate Professor-Engineering	2	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

22450

Engineering Engineer Tech Surveying

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ASTPRF-22450		Total	5	4	2	0	2	0	0	0
Assistant Professor-Engineering	2	Tot Min	3	1	0	0	1	0	0	0
DIRPRF-22450		Total	1	1	1	0	0	0	0	0
Director/Professor	2	Tot Min	0	0	0	0	0	0	0	0
CHRPRFCBATVP-22450		Total	1	1	0	1	0	0	0	0
Chair/Prof CBAT/VP Eqty & Inc-	2	Tot Min	1	0	0	0	0	0	0	0
Total for 22450		Total	33	21	17	1	3	0	0	0
		Tot Min	6	12	10	0	1	0	0	1

22452

Digital Media

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-22452		Total	4	3	3	0	0	0	0	0
Adjunct Faculty 4-month-Digital	2	Tot Min	0	1	1	0	0	0	0	0
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	1	0	0	0	0	0
ASTPRF-22452		Total	3	3	2	0	1	0	0	0
Assistant Professor-Digital Media	2	Tot Min	1	0	0	0	0	0	0	0
PRF-22452		Total	2	2	2	0	0	0	0	0
Professor-Digital Media	2	Tot Min	0	0	0	0	0	0	0	0
ASOPRF-22452		Total	2	1	1	0	0	0	0	0
Associate Professor-Digital Media	2	Tot Min	0	1	1	0	0	0	0	0
CHRPRF-22452		Total	1	1	1	0	0	0	0	0
Chair/Professor-Digital Media	2	Tot Min	0	0	0	0	0	0	0	0
Total for 22452		Total	13	10	9	0	1	0	0	0
		Tot Min	1	3	3	0	0	0	0	0

Workforce Analysis

22457

AFG Chair

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-649		Total	1	Mal	0	0	0	0	0	0	0
Secretary 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-220		Total	1	Mal	1	1	0	0	0	0	0
Chair of Excellence/Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22457		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

22500

Harris Chair

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-220		Total	1	Mal	1	1	0	0	0	0	0
Chair of Excellence/Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22500		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

22650

Accelerated Masters in Business Adm

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-543		Total	1	Mal	1	1	0	0	0	0	0
MBA Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 22650		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

22750

Small Business Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	1	Mal	1	1	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

22750

Small Business Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-349-3		Total	1	1	0	0	0	0	0	0
Director-3	3	Tot Min	0	0	0	0	0	0	0	0
Total for 22750		Total	3	2	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

22800

Chair of Banking

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
PRFCHRDIR-22800		Total	1	1	0	0	0	0	0	0
Professor/Chair/Director-Chair of	2	Tot Min	0	0	0	0	0	0	0	0
Total for 22800		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

23000

Dean Clemmer College

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-746		Total	4	1	0	0	0	0	0	0
Temporary Hourly-Dean Clemmer	3	Tot Min	0	3	0	0	0	0	0	0
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	0	0	0	0	0	0
2019-479		Total	1	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	1	0	0	0	0	0	0
2019-569		Total	1	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	1	0	0	0	0	0	0
2019-114		Total	1	0	0	0	0	0	0	0
Advisor	3	Tot Min	0	1	0	0	0	0	0	0
2019-589		Total	1	1	0	0	0	0	0	0
Placement Coordinator	3	Tot Min	0	0	0	0	0	0	0	0
2019-309		Total	1	0	0	0	0	0	0	0
Credentialing Coordinator	3	Tot Min	0	1	0	0	0	0	0	0

Workforce Analysis

23000

Dean Clemmer College

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-306		Total	1	Mal	0	0	0	0	0	0	0
Counselor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-253		Total	1	Mal	1	1	0	0	0	0	0
Coordinator, Student Serv	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-401		Total	1	Mal	0	0	0	0	0	0	0
ETRC Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-365		Total	1	Mal	0	0	0	0	0	0	0
Director of Fiscal Affairs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-488		Total	1	Mal	0	0	0	0	0	0	0
Interim Dean/Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-248		Total	1	Mal	1	1	0	0	0	0	0
Consultant	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 23000		Total	17	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	13	13	0	0	0	0	0

23007

Ctr Excell Sport Science Coach Educ

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 23007		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

23050

Curriculum and Instruction

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ADJFAC4M-23050		Total	21	Mal	4	4	0	0	0	0	0
Adjunct Faculty 4-month-Curriculum	2	Tot Min	1	Fem	17	16	1	0	0	0	0
2019-742		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Curriculum and	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
LECT-23050		Total	1	Mal	0	0	0	0	0	0	0
Lecturer-Curriculum and Instruction	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-233		Total	1	Mal	1	1	0	0	0	0	0
Cohort Advisor/Field Suprv C&I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
CLININST-23050		Total	2	Mal	0	0	0	0	0	0	0
Clinical Instructor-Curriculum and	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASTPRF-23050		Total	4	Mal	0	0	0	0	0	0	0
Assistant Professor-Curriculum and	2	Tot Min	1	Fem	4	3	0	1	0	0	0
ASOPRF-23050		Total	5	Mal	1	1	0	0	0	0	0
Associate Professor-Curriculum and	2	Tot Min	0	Fem	4	4	0	0	0	0	0
ASOPRFCHR-23050		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor/Chair-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-23050		Total	1	Mal	1	1	0	0	0	0	0
Professor-Curriculum and Instruction	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 23050		Total	38	Mal	7	7	0	0	0	0	0
		Tot Min	2	Fem	31	29	1	1	0	0	0

23100

Educ Leadership Policy Analysis

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ADJFAC4MRODP-23100		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month - RODP-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ADJFAC4M-23100		Total	3	Mal	2	2	0	0	0	0	0
Adjunct Faculty 4-month-Educ	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

23100

Educ Leadership Policy Analysis

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-844		Total	1	1	0	0	0	0	0	0
Temporary Monthly-Educ Leadership 3		Tot Min	0	0	0	0	0	0	0	0
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	0	0	0	0	0	0
ASTPRF-23100		Total	1	0	0	0	0	0	0	0
Assistant Professor-Educ	2	Tot Min	0	1	0	0	0	0	0	0
CHRASOPRF-23100		Total	1	1	0	0	0	0	0	0
Chair/Assoc Professor-Educ	2	Tot Min	0	0	0	0	0	0	0	0
PRF-23100-FA		Total	1	0	0	0	0	0	0	0
Professor-Educ Leadership Policy	2	Tot Min	0	1	0	0	0	0	0	0
PRF-23100-F9		Total	7	4	3	1	0	0	0	0
Professor-Educ Leadership Policy	2	Tot Min	2	3	2	1	0	0	0	0
Total for 23100		Total	16	8	7	1	0	0	0	0
		Tot Min	2	8	7	1	0	0	0	0

23140

Ctr for Community College Leadershi

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-841		Total	1	1	0	0	0	0	0	0
Temporary Monthly-Ctr for	3	Tot Min	0	0	0	0	0	0	0	0
Total for 23140		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

23150

Ctr for Excell in Early Child

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	0	0	0	0	0	0
2019-588		Total	1	1	0	0	0	0	0	0
Photographer/Cinematographer	5	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

23150

Ctr for Excell in Early Child

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-842		Total	11	0	0	0	0	0	0	0
Temporary Monthly-Ctr for Excell in	3	Tot Min	0	11	11	0	0	0	0	0
2019-609-3		Total	1	0	0	0	0	0	0	0
Program Coordinator-3	3	Tot Min	0	1	1	0	0	0	0	0
2019-671-3		Total	2	0	0	0	0	0	0	0
Specialist-3	3	Tot Min	0	2	2	0	0	0	0	0
2019-252		Total	1	0	0	0	0	0	0	0
Coordinator of Services	3	Tot Min	1	1	0	1	0	0	0	0
Total for 23150		Total	17	1	1	0	0	0	0	0
		Tot Min	1	16	15	0	1	0	0	0

23152

Child Study Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-733		Total	2	1	1	0	0	0	0	0
Temporary Hourly-Child Study	3	Tot Min	0	1	1	0	0	0	0	0
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	1	0	0	0	0	0
2019-228		Total	5	0	0	0	0	0	0	0
Child Care Specialist	7	Tot Min	0	5	5	0	0	0	0	0
2019-693		Total	4	0	0	0	0	0	0	0
Teacher 1	3	Tot Min	0	4	4	0	0	0	0	0
2019-839		Total	1	0	0	0	0	0	0	0
Temporary Monthly-Child Study	3	Tot Min	0	1	1	0	0	0	0	0
Total for 23152		Total	13	1	1	0	0	0	0	0
		Tot Min	0	12	12	0	0	0	0	0

Workforce Analysis

23153

Child Study Little Bucs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-693		Total	5	Mal	0	0	0	0	0	0	0
Teacher 1	3	Tot Min	0	Fem	5	5	0	0	0	0	0
2019-542		Total	1	Mal	0	0	0	0	0	0	0
Master Teacher - Teacher 2	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 23153		Total	7	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	7	7	0	0	0	0	0

23200

Early Childhood Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-23200		Total	11	Mal	1	1	0	0	0	0	0
Adjunct Faculty 4-month-Early	2	Tot Min	0	Fem	10	10	0	0	0	0	0
PSTRET9-23200		Total	1	Mal	0	0	0	0	0	0	0
Post Retiree 9-month-Early	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	1	1	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	0	0	0	0	0	0	0
CLININST-23200		Total	1	Mal	0	0	0	0	0	0	0
Clinical Instructor-Early Childhood	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-234		Total	1	Mal	0	0	0	0	0	0	0
Cohort Advisor/Field Supv	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-23200		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Early Childhood	2	Tot Min	1	Fem	1	0	0	1	0	0	0
ASOPRF-23200		Total	4	Mal	0	0	0	0	0	0	0
Associate Professor-Early Childhood	2	Tot Min	0	Fem	4	4	0	0	0	0	0
PRF-23200-F9		Total	1	Mal	0	0	0	0	0	0	0
Professor-Early Childhood	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-23200-FA		Total	1	Mal	0	0	0	0	0	0	0
Professor-Early Childhood	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

23200

Early Childhood Education

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
CHRPRF-23200		Total	1	0	0	0	0	0	0	0
Chair/Professor-Early Childhood	2	Tot Min	0	1	0	0	0	0	0	0
Total for 23200		Total	23	2	2	0	0	0	0	0
		Tot Min	1	21	20	0	1	0	0	0

23250

Kinesiology Sport & Recreation Mgmt

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-23250		Total	1	1	0	0	0	0	0	0
Adjunct Faculty 4-month-Kinesiology	2	Tot Min	0	0	0	0	0	0	0	0
Total for 23250		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

23300

University School

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-860		Total	2	2	0	0	0	0	0	0
Temporary Monthly-University	3	Tot Min	0	0	0	0	0	0	0	0
2019-772		Total	1	1	0	0	0	0	0	0
Temporary Hourly-Learning Services	3	Tot Min	0	0	0	0	0	0	0	0
2019-829		Total	25	3	3	0	0	0	0	0
Temporary Hourly-University School	3	Tot Min	1	22	21	0	0	0	0	1
2019-707		Total	1	0	0	0	0	0	0	0
Temporary Help Non-Exempt-	3	Tot Min	0	1	1	0	0	0	0	0
2019-649		Total	1	0	0	0	0	0	0	0
Secretary 2	4	Tot Min	0	1	1	0	0	0	0	0
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	1	0	0	0	0	0
2019-592		Total	1	1	0	0	0	0	0	1
Police Officer 2	7	Tot Min	1	0	0	0	0	0	0	0

Workforce Analysis

23300

University School

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-306		Total	1	Mal	0	0	0	0	0	0	0
Counselor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-335		Total	1	Mal	1	1	0	0	0	0	0
Dir of Athletics & Finance Dir	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-485		Total	1	Mal	0	0	0	0	0	0	0
Instructor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
INST-23300		Total	34	Mal	8	7	1	0	0	0	0
Instructor-University School	2	Tot Min	3	Fem	26	24	0	1	0	0	1
2019-486		Total	1	Mal	0	0	0	0	0	0	0
Instructor/Assistant Director	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-553		Total	1	Mal	0	0	0	0	0	0	0
Middle School Engl Instructor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRFDIR-23300		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor/Director-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 23300		Total	72	Mal	17	15	1	0	0	0	1
		Tot Min	5	Fem	55	52	0	1	0	0	2

23301

University School Athletics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-861		Total	5	Mal	5	3	2	0	0	0	0
Temporary Monthly-University	3	Tot Min	2	Fem	0	0	0	0	0	0	0
2019-830		Total	2	Mal	0	0	0	0	0	0	0
Temporary Hourly-University School	3	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 23301		Total	7	Mal	5	3	2	0	0	0	0
		Tot Min	2	Fem	2	2	0	0	0	0	0

Workforce Analysis

23350

Quillen Chair Education

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-220		Total	1	0	0	0	0	0	0	0
Chair of Excellence/Professor	2	Tot Min	0	1	0	0	0	0	0	0
Total for 23350		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

23500

Counseling & Human Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-23500		Total	22	6	5	1	0	0	0	0
Adjunct Faculty 4-month-Counseling	2	Tot Min	2	16	15	1	0	0	0	0
PSTRET9-22250		Total	1	1	0	0	0	0	0	0
Post Retiree 9-month-Counseling &	2	Tot Min	0	0	0	0	0	0	0	0
2019-840		Total	1	0	0	0	0	0	0	0
Temporary Monthly-Counseling &	3	Tot Min	0	1	0	0	0	0	0	0
PSTRET9-23500		Total	1	1	0	0	0	0	0	0
Post Retiree 9-month-Counseling &	2	Tot Min	0	0	0	0	0	0	0	0
2019-650		Total	1	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	1	0	0	0	0	0	0
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	0	0	0	0	0	0
LECT-23500		Total	1	0	0	0	0	0	0	0
Lecturer-Counseling & Human	2	Tot Min	1	1	0	1	0	0	0	0
ASTPRF-23500-F9		Total	7	3	2	0	1	0	0	0
Asst Professor-Counseling & Human	2	Tot Min	2	4	3	1	0	0	0	0
ASTPRF-23500-FA		Total	1	0	0	0	0	0	0	0
Asst Professor-Counseling & Human	2	Tot Min	0	1	1	0	0	0	0	0
ASOPRFIC-50760		Total	1	0	0	0	0	0	0	0
Assc Professor/Int Chair-Counseling	2	Tot Min	0	1	1	0	0	0	0	0
2019-364		Total	1	0	0	0	0	0	0	0
Director of Field Instruction	3	Tot Min	0	1	1	0	0	0	0	0

Workforce Analysis

23500

Counseling & Human Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASOPRF-23500		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Counseling &	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-23500		Total	4	Mal	2	2	0	0	0	0	0
Professor-Counseling & Human	2	Tot Min	1	Fem	2	1	0	0	0	0	1
Total for 23500		Total	43	Mal	13	11	1	1	0	0	0
		Tot Min	6	Fem	30	26	3	0	0	0	1

23550

Sport Exercise Recreation Kinesiolo

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-23550		Total	15	Mal	6	5	0	1	0	0	0
Adjunct Faculty 4-month-Sport	2	Tot Min	1	Fem	9	9	0	0	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-629		Total	1	Mal	1	1	0	0	0	0	0
Research Assistant 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-23550		Total	8	Mal	6	6	0	0	0	0	0
Assistant Professor-Sport Exercise	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASOPRF-23550-F9		Total	4	Mal	2	2	0	0	0	0	0
Assoc Professor-Sport Exercise	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASOPRF-23550-FA		Total	2	Mal	2	1	0	1	0	0	0
Assoc Professor-Sport Exercise	2	Tot Min	1	Fem	0	0	0	0	0	0	0
PRF-23550		Total	1	Mal	1	1	0	0	0	0	0
Professor-Sport Exercise Recreation	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-23550		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Sport Exercise	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 23550		Total	34	Mal	19	17	0	2	0	0	0
		Tot Min	2	Fem	15	15	0	0	0	0	0

Workforce Analysis

23600

Educational Foundations and Spec Ed

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFAC4M-23600		Total 8	Mal 3	3	0	0	0	0	0	0
Adjunct Faculty 4-month-Educational		Tot Min 0	Fem 5	5	0	0	0	0	0	0
2019-754		Total 1	Mal 1	1	0	0	0	0	0	0
Temporary Hourly-Educational	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
2019-405		Total 1	Mal 1	1	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
2019-272		Total 1	Mal 0	0	0	0	0	0	0	0
Coordinator-Educational	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
CLININST-23600		Total 2	Mal 1	1	0	0	0	0	0	0
Clinical Instructor-Educational	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
ASTPRF-23600		Total 2	Mal 0	0	0	0	0	0	0	0
Assistant Professor-Educational	2	Tot Min 1	Fem 2	1	1	0	0	0	0	0
ASOPRF-23600		Total 5	Mal 2	1	1	0	0	0	0	0
Associate Professor-Educational	2	Tot Min 1	Fem 3	3	0	0	0	0	0	0
ASOPRFASODN-23600		Total 1	Mal 0	0	0	0	0	0	0	0
Assoc Prof/Assoc Dean R&G-	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
ASODNPRF-23600		Total 1	Mal 0	0	0	0	0	0	0	0
Assoc Dean/Professor-Educational	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
PRF-23600		Total 2	Mal 2	2	0	0	0	0	0	0
Professor-Educational Foundations	2	Tot Min 0	Fem 0	0	0	0	0	0	0	0
ASOPRFDIR-23600		Total 1	Mal 0	0	0	0	0	0	0	0
Assc Professor/Director-Educational	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
PRFCHR-23600		Total 1	Mal 0	0	0	0	0	0	0	0
Professor/Chair-Educational	2	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 23600		Total 26	Mal 10	9	1	0	0	0	0	0
		Tot Min 2	Fem 16	15	1	0	0	0	0	0

Workforce Analysis

24100

Graduate School

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-445		Total	5	Mal	0	0	0	0	0	0	0
Graduate Program Specialist	3	Tot Min	1	Fem	5	4	1	0	0	0	0
2019-866		Total	1	Mal	0	0	0	0	0	0	0
Thesis/Dissertation Coordin	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-444		Total	1	Mal	0	0	0	0	0	0	0
Graduate Prog Spec/Data Anlyst	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-671-3		Total	2	Mal	1	1	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-112		Total	1	Mal	1	1	0	0	0	0	0
Admissions Counselor/Recruiter	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-690		Total	1	Mal	1	1	0	0	0	0	0
Systems Analyst 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNPRF-34100		Total	2	Mal	1	1	0	0	0	0	0
Associate Dean/Professor-Graduate	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-319-1		Total	1	Mal	0	0	0	0	0	0	0
Dean-1	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 24100		Total	16	Mal	4	4	0	0	0	0	0
		Tot Min	2	Fem	12	10	2	0	0	0	0

24101

Global Sports Leadership EdD

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-24101		Total	1	Mal	1	1	0	0	0	0	0
Adjunct Faculty 4-month-Global	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-846		Total	1	Mal	0	0	0	0	0	0	0
Temporary Monthly-Global Sports	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

24101

Global Sports Leadership EdD

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-408		Total	1	1	0	0	0	0	0	0
Executive in Residence/Dir GSL	1	Tot Min	0	0	0	0	0	0	0	0
ASOPRF-24101		Total	1	1	0	0	0	0	0	0
Associate Professor-Global Sports	2	Tot Min	0	0	0	0	0	0	0	0
Total for 24101		Total	4	3	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

24400

Assessment and Teaching

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-128		Total	1	0	0	0	0	0	0	0
Assessment Coordinator	3	Tot Min	0	1	0	0	0	0	0	0
2019-151		Total	1	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	1	0	0	0	0	0	0
2019-341		Total	1	0	0	0	0	0	0	0
Dir of Inst Eff/Accred Liaison	3	Tot Min	0	1	0	0	0	0	0	0
Total for 24400		Total	3	0	0	0	0	0	0	0
		Tot Min	0	3	0	0	0	0	0	0

24520

Res Imp Comm Outreach

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-479		Total	7	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	1	7	0	0	0	0	0	1
2019-888		Total	12	4	4	0	0	0	0	0
WIOA Career Specialist	3	Tot Min	0	8	0	0	0	0	0	0
2019-315		Total	1	0	0	0	0	0	0	0
Data Integrity Coordinator	4	Tot Min	1	0	1	0	0	0	0	0
2019-245		Total	1	1	0	0	0	0	0	0
Computer Technician	5	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

24520

Res Imp Comm Outreach

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-889		Total	1	Mal	0	0	0	0	0	0	0
WIOA Program Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-211		Total	4	Mal	1	1	0	0	0	0	0
Career Coach	3	Tot Min	2	Fem	3	1	2	0	0	0	0
2019-671-3		Total	1	Mal	1	1	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-306		Total	3	Mal	0	0	0	0	0	0	0
Counselor	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-656		Total	1	Mal	0	0	0	0	0	0	0
Senior Career Specialist	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-331		Total	1	Mal	0	0	0	0	0	0	0
Dir Family Focused Solutions	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-565		Total	2	Mal	1	1	0	0	0	0	0
Nurse	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-468		Total	1	Mal	0	0	0	0	0	0	0
Home Visiting Nurse	3	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 24520		Total	36	Mal	8	8	0	0	0	0	0
		Tot Min	6	Fem	28	22	4	0	1	0	1

24526

Applied Social Research Lab

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-714		Total	2	Mal	0	0	0	0	0	0	0
Temporary Hourly-Applied Social	3	Tot Min	1	Fem	2	1	0	0	0	0	1
Total for 24526		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

Workforce Analysis

24530

Institutional Review Board

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-769		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Institutional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 24530		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

24550

Office of Sponsored Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-793		Total	49	Mal	18	16	2	0	0	0	0
Temporary Hourly-Office of	3	Tot Min	7	Fem	31	26	3	0	0	0	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-315		Total	4	Mal	0	0	0	0	0	0	0
Data Integrity Coordinator	4	Tot Min	0	Fem	4	4	0	0	0	0	0
2019-289		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Office of Sponsored	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-498		Total	2	Mal	0	0	0	0	0	0	0
IRB Coordinator	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-211		Total	12	Mal	1	1	0	0	0	0	0
Career Coach	3	Tot Min	4	Fem	11	7	3	0	0	0	1
2019-671-3		Total	1	Mal	0	0	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-450		Total	1	Mal	0	0	0	0	0	0	0
Grants & Contracts Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-416		Total	5	Mal	0	0	0	0	0	0	0
Family Services Counselor	3	Tot Min	1	Fem	5	4	1	0	0	0	0
2019-431		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

24550

Office of Sponsored Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-468		Total	3	Mal	0	0	0	0	0	0	0
Home Visiting Nurse	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-339		Total	1	Mal	0	0	0	0	0	0	0
Dir of Families First-Dist 2	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-166		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir, Sponsored Programs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-340		Total	1	Mal	1	1	0	0	0	0	0
Dir of Families First-Knox Co	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-164		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dir, Contract Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-362		Total	1	Mal	0	0	0	0	0	0	0
Director of Families First	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-194		Total	1	Mal	0	0	0	0	0	0	0
Asst VP-Research/Dir-Spon Prog	1	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFASTVP-24550		Total	1	Mal	1	1	0	0	0	0	0
Professor/Asst VP Comm Outreac-	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-879		Total	1	Mal	1	1	0	0	0	0	0
Vice Provost for Research	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 24550		Total	90	Mal	24	22	2	0	0	0	0
		Tot Min	12	Fem	66	56	7	0	0	0	3

24570

Innovation Laboratory

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

24570

Innovation Laboratory

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-377		Total	1	Mal	0	0	0	0	0	0	0
Director, ETSU Innovation Lab	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 24570		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

25000

Dean Cont Studies and Acad Outreach

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-431		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-146		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean-Dean Cont Studies	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-319-1		Total	1	Mal	1	1	0	0	0	0	0
Dean-1	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 25000		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

25010

Distance Education

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-751		Total	6	Mal	1	1	0	0	0	0	0
Temporary Hourly-Distance	3	Tot Min	0	Fem	5	5	0	0	0	0	0
2019-706		Total	1	Mal	1	1	0	0	0	0	0
Temporary Help Non-Exempt-	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-396		Total	1	Mal	1	1	0	0	0	0	0
Electronic Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-270-3		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Distance Education-3	3	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

25010

Distance Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-910		Total	1	Mal	1	1	0	0	0	0	0
Coordinator-Distance Education	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-407		Total	1	Mal	1	1	0	0	0	0	0
Executive Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 25010		Total	12	Mal	5	5	0	0	0	0	0
		Tot Min	1	Fem	7	6	1	0	0	0	0

25011

Online Fee Distance Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-546		Total	1	Mal	1	1	0	0	0	0	0
Media Specialist	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-671-3		Total	1	Mal	1	1	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-535		Total	1	Mal	0	0	0	0	0	0	0
Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-373		Total	1	Mal	1	1	0	0	0	0	0
Director of Research Computing	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 25011		Total	5	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

25020

Degree Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFACDS-25020		Total	1	Mal	1	1	0	0	0	0	0
Adjunct Faculty - DUAL SERVICE-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ADJFAC4M-25020		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month-Degree	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

25020

Degree Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4MRODP-25020		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month - RODP-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-749		Total	2	Mal	1	0	0	0	0	0	1
Temporary Hourly-Degree Programs	3	Tot Min	1	Fem	1	1	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-269		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Degree Programs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-114		Total	2	Mal	0	0	0	0	0	0	0
Advisor	3	Tot Min	0	Fem	2	2	0	0	0	0	0
ASTPRF-25020		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Degree	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFASTDN-25020		Total	1	Mal	0	0	0	0	0	0	0
Professor/Assistant Dean-Degree	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-343		Total	1	Mal	0	0	0	0	0	0	0
Dir, MA in Liberal Stud/Prof	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25020		Total	12	Mal	2	1	0	0	0	0	1
		Tot Min	1	Fem	10	10	0	0	0	0	0

25040

ETSU at Kingsport

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-649		Total	1	Mal	0	0	0	0	0	0	0
Secretary 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-695		Total	1	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-571		Total	2	Mal	0	0	0	0	0	0	0
Office Supervisor	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-114		Total	1	Mal	0	0	0	0	0	0	0
Advisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

25040

ETSU at Kingsport

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-101		Total	1	0	0	0	0	0	0	0
Academic Advisor	3	Tot Min	0	1	0	0	0	0	0	0
Total for 25040		Total	6	0	0	0	0	0	0	0
		Tot Min	0	6	0	0	0	0	0	0

25042

Valleybrook Support Costs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-650		Total	1	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	1	0	0	0	0	0	0
Total for 25042		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

25050

Learning Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-772		Total	29	12	11	0	1	0	0	0
Temporary Hourly-Learning Services 3		Tot Min	5	17	13	0	0	1	1	2
2019-405		Total	1	1	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	0	0	0	0	0	0	0
2019-511		Total	1	0	0	0	0	0	0	0
Learning Services Coordinator	3	Tot Min	0	1	1	0	0	0	0	0
Total for 25050		Total	31	13	12	0	1	0	0	0
		Tot Min	5	18	14	0	0	1	1	2

25070

Office of Prof Development

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-851		Total	3	1	1	0	0	0	0	0
Temporary Monthly-Office of Prof	3	Tot Min	0	2	2	0	0	0	0	0

Workforce Analysis

25070

Office of Prof Development

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-792		Total	4	0	0	0	0	0	0	0
Temporary Hourly-Office of Prof	3	Tot Min	0	4	4	0	0	0	0	0
2019-695		Total	1	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	1	1	0	0	0	0	0
2019-151		Total	1	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	1	1	0	0	0	0	0
2019-349-3		Total	1	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	1	1	0	0	0	0	0
Total for 25070		Total	10	1	1	0	0	0	0	0
		Tot Min	0	9	9	0	0	0	0	0

25080

Student Support Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-114		Total	1	0	0	0	0	0	0	0
Advisor	3	Tot Min	0	1	1	0	0	0	0	0
2019-151		Total	2	1	1	0	0	0	0	0
Assistant Director	3	Tot Min	0	1	1	0	0	0	0	0
Total for 25080		Total	3	1	1	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

25090

Trio Outreach

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-825		Total	55	17	16	0	1	0	0	0
Temporary Hourly-Trio Outreach	3	Tot Min	5	38	34	1	1	1	0	1
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	1	0	0	0	0	0
2019-478		Total	1	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	1	1	0	0	0	0	0

Workforce Analysis

25090

Trio Outreach

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-302		Total	2	Mal	0	0	0	0	0	0	0
Coordinator-Trio Outreach	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-389		Total	1	Mal	1	1	0	0	0	0	0
Education Advisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-114		Total	6	Mal	3	3	0	0	0	0	0
Advisor	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-237		Total	2	Mal	0	0	0	0	0	0	0
College Access Coordinator	3	Tot Min	1	Fem	2	1	0	0	1	0	0
2019-646		Total	2	Mal	0	0	0	0	0	0	0
Retention Coordinator	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-102		Total	2	Mal	0	0	0	0	0	0	0
Academic Coordinator	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-151		Total	2	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-170		Total	2	Mal	1	1	0	0	0	0	0
Associate Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 25090		Total	77	Mal	23	22	0	1	0	0	0
		Tot Min	6	Fem	54	49	1	1	1	0	1

25100

Cohort Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-734		Total	2	Mal	1	1	0	0	0	0	0
Temporary Hourly-Cohort Programs	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25100		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

Workforce Analysis

25200

ETSU at Kingsport Downtown

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-755		Total	2	Mal	1	1	0	0	0	0	0
Temporary Hourly-ETSU at	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-378		Total	1	Mal	0	0	0	0	0	0	0
Director, ETSU Kingsport	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25200		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

25210

ETSU at Sevier Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-756		Total	2	Mal	1	1	0	0	0	0	0
Temporary Hourly-ETSU at Sevier	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-273		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-ETSU at Sevier Center	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25210		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

25510

Office of Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-789		Total	6	Mal	3	2	1	0	0	0	0
Temporary Hourly-Office of	3	Tot Min	2	Fem	3	2	1	0	0	0	0
2019-649		Total	1	Mal	0	0	0	0	0	0	0
Secretary 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-695		Total	1	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

25510

Office of Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-110		Total	1	Mal	0	0	0	0	0	0	0
Admissions & Records Lead Wkr	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-868		Total	5	Mal	1	1	0	0	0	0	0
Transcript Analyst	4	Tot Min	0	Fem	4	4	0	0	0	0	0
2019-870		Total	1	Mal	0	0	0	0	0	0	0
Transfer Eval&Articulated Prg	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-487		Total	1	Mal	1	1	0	0	0	0	0
Inter Adm Counselor/Recruiter	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-109		Total	1	Mal	1	0	0	0	1	0	0
Adm Counselor for Latino/Hispanic	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-111		Total	1	Mal	1	1	0	0	0	0	0
Admissions Counselor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-306		Total	5	Mal	4	4	0	0	0	0	0
Counselor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-492		Total	1	Mal	0	0	0	0	0	0	0
Intl. Academic Credential Eval	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	3	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-170		Total	1	Mal	0	0	0	0	0	0	0
Associate Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25510		Total	29	Mal	11	9	1	0	1	0	0
		Tot Min	3	Fem	18	17	1	0	0	0	0

25520

Office of Financial Aid

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-420		Total	1	Mal	0	0	0	0	0	0	0
Financial Aid Clerk 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-650		Total	1	Mal	1	1	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

25520

Office of Financial Aid

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-419		Total	3	Mal	0	0	0	0	0	0	0
Financial Aid Assistant 2	4	Tot Min	1	Fem	3	2	1	0	0	0	0
2019-405		Total	1	Mal	1	1	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-696		Total	1	Mal	0	0	0	0	0	0	0
Technical Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-421		Total	3	Mal	3	3	0	0	0	0	0
Financial Aid Counselor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-239		Total	1	Mal	1	1	0	0	0	0	0
Communications Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-679		Total	1	Mal	0	0	0	0	0	0	0
State Programs Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-306		Total	2	Mal	1	1	0	0	0	0	0
Counselor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	2	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-170		Total	1	Mal	1	1	0	0	0	0	0
Associate Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25520		Total	19	Mal	8	8	0	0	0	0	0
		Tot Min	1	Fem	11	10	1	0	0	0	0

25521

Scholarship Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

25521

Scholarship Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25521		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

25530

Transfer Articulation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-301		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Transfer Articulation	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-869		Total	2	Mal	0	0	0	0	0	0	0
Transfer Advisor	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-101		Total	1	Mal	0	0	0	0	0	0	0
Academic Advisor	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 25530		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

25540

Registrar

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-811		Total	2	Mal	1	1	0	0	0	0	0
Temporary Hourly-Registrar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-695		Total	4	Mal	2	2	0	0	0	0	0
Technical Clerk	4	Tot Min	1	Fem	2	1	1	0	0	0	0
2019-446		Total	3	Mal	2	2	0	0	0	0	0
Graduation Analyst 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

25540

Registrar

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-296		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Registrar	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-310		Total	1	Mal	0	0	0	0	0	0	0
Curriculum & Catalog Coord	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-447		Total	1	Mal	0	0	0	0	0	0	0
Graduation Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-190		Total	1	Mal	0	0	0	0	0	0	0
Asst Registrar, Reg & Sched.	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-189		Total	1	Mal	0	0	0	0	0	0	0
Asst Registrar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-191		Total	1	Mal	0	0	0	0	0	0	0
Asst Registrar-Data Mgmt	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-698		Total	1	Mal	0	0	0	0	0	0	0
Technical Manager	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-172		Total	2	Mal	0	0	0	0	0	0	0
Associate Registrar	3	Tot Min	1	Fem	2	1	0	0	1	0	0
2019-627		Total	1	Mal	1	1	0	0	0	0	0
Registrar	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 25540		Total	20	Mal	6	6	0	0	0	0	0
		Tot Min	3	Fem	14	11	2	0	1	0	0

25542

Graduation Expense

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-764		Total	3	Mal	1	1	0	0	0	0	0
Temporary Hourly-Graduation	3	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 25542		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

25546

Veterans Affairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-831		Total	3	Mal	1	1	0	0	0	0	0
Temporary Hourly-Veterans Affairs	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-405		Total	1	Mal	1	1	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-151		Total	1	Mal	1	1	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 25546		Total	5	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

25560

University Advisement

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-114		Total	2	Mal	1	1	0	0	0	0	0
Advisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-101		Total	1	Mal	0	0	0	0	0	0	0
Academic Advisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-306		Total	1	Mal	0	0	0	0	0	0	0
Counselor	3	Tot Min	1	Fem	1	0	0	0	0	0	1
2019-103		Total	1	Mal	0	0	0	0	0	0	0
Academic Counselor	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-352		Total	1	Mal	0	0	0	0	0	0	0
Director of Advisement Center	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-351		Total	1	Mal	0	0	0	0	0	0	0
Director of Advisement	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 25560	Total	10	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	2	Fem	9	7	1	0	0	0	0	0	1

25590 Tech Systems for Enrollment Serv

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-376		Total 1	Mal	1	1	0	0	0	0	0
Director Tech Sys for Enrollmt	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 25590		Total 1	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

26000 Library Administration

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-773		Total 3	Mal	1	1	0	0	0	0	0
Temporary Hourly-Library	3	Tot Min 0	Fem	2	2	0	0	0	0	0
2019-651		Total 1	Mal	1	1	0	0	0	0	0
Security Guard 1	7	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-513		Total 1	Mal	1	0	1	0	0	0	0
Library Assistant 2	4	Tot Min 1	Fem	0	0	0	0	0	0	0
2019-695		Total 1	Mal	1	1	0	0	0	0	0
Technical Clerk	4	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-405		Total 1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-516		Total 1	Mal	0	0	0	0	0	0	0
Library Assistant, Senior	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-514		Total 5	Mal	2	2	0	0	0	0	0
Library Assistant 3	4	Tot Min 0	Fem	3	3	0	0	0	0	0
2019-681		Total 1	Mal	0	0	0	0	0	0	0
Stu Engag/Instruct Specialist	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-685-4		Total 1	Mal	1	1	0	0	0	0	0
Supervisor-4	4	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-686		Total 1	Mal	0	0	0	0	0	0	0
Supervisor-Access Services	3	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

26000

Library Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-671-3		Total	2	Mal	2	2	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-314		Total	1	Mal	0	0	0	0	0	0	0
Customer Support Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-685-3		Total	1	Mal	1	1	0	0	0	0	0
Supervisor-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
LECT-26000		Total	2	Mal	0	0	0	0	0	0	0
Lecturer-Library Administration	2	Tot Min	1	Fem	2	1	0	0	0	0	1
2019-326		Total	1	Mal	0	0	0	0	0	0	0
Digital Shlrshp Libr/Asst Prof	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-120		Total	1	Mal	0	0	0	0	0	0	0
AP/Resource & Acq Librarian	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-690		Total	1	Mal	1	0	1	0	0	0	0
Systems Analyst 2	3	Tot Min	1	Fem	0	0	0	0	0	0	0
ASTPRFELRSLI-26000		Total	1	Mal	1	1	0	0	0	0	0
Asst Prof/ElectronicRes Librar-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-535		Total	1	Mal	0	0	0	0	0	0	0
Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRFGRSYLI-26000		Total	1	Mal	0	0	0	0	0	0	0
Asst Prof/Grad Study Librarian-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-517		Total	1	Mal	1	1	0	0	0	0	0
Library Technology Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-26000		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor-Library	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-26000		Total	3	Mal	0	0	0	0	0	0	0
Professor-Library Administration	2	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-319-1		Total	1	Mal	1	1	0	0	0	0	0
Dean-1	1	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 26000	Total	36	Mal	15	13	2	0	0	0	0	0
	Tot Min	4	Fem	21	19	1	0	0	0	0	1

27000

Institutional Research

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-569		Total 1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-151		Total 1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-127		Total 1	Mal	1	1	0	0	0	0	0
Assc VP/Chief Planning Officer	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 27000		Total 3	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

27515

Center for Teaching Excellence

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-671-3		Total 1	Mal	1	1	0	0	0	0	0
Specialist-3	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-349-3		Total 1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 27515		Total 2	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

28000

Dean Honors College

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-650		Total 1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min 1	Fem	1	0	1	0	0	0	0
2019-569		Total 1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-266		Total 1	Mal	0	0	0	0	0	0	0
Coordinator-Dean Honors College	3	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

28000

Dean Honors College

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-333		Total	1	Mal	1	1	0	0	0	0	0
Dir Honors Sch/Cir Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-614		Total	1	Mal	0	0	0	0	0	0	0
Project Manager	3	Tot Min	1	Fem	1	0	0	0	1	0	0
PRFDIRHN-28000		Total	1	Mal	1	1	0	0	0	0	0
Prof/Dir Honors in Discipline-Dean	2	Tot Min	0	Fem	0	0	0	0	0	0	0
DNPRF-28000		Total	1	Mal	1	1	0	0	0	0	0
Dean/Professor-Dean Honors	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 28000		Total	7	Mal	3	3	0	0	0	0	0
		Tot Min	2	Fem	4	2	1	0	1	0	0

28010

University Honors Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	1	1	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	0	0	0	0	0	0	0
PRFDIRUNIHN-28010		Total	1	Mal	0	0	0	0	0	0	0
Prof/Dir Univ&Midway Hon-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 28010		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

28030

International Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-695		Total	1	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-282		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-International Programs	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

28030

International Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-490		Total	2	Mal	0	0	0	0	0	0	0
International Student Advisor	3	Tot Min	1	Fem	2	1	0	0	1	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 28030		Total	6	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	6	4	0	0	1	1	0

28037

International Education General

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-771		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-International	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 28037		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

28520

Testing Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-864		Total	1	Mal	0	0	0	0	0	0	0
Testing Technician 2	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-863		Total	1	Mal	1	1	0	0	0	0	0
Testing Services Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 28520		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

29000

Roan Scholars Leadership Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

29000

Roan Scholars Leadership Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-346		Total	1	1	0	0	0	0	0	0
Dir, Roan Scholars Ldrshp Prog	3	Tot Min	0	0	0	0	0	0	0	0
Total for 29000		Total	2	1	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

29500

Academic Technology Support

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-405		Total	1	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	1	0	0	0	0	0	0
2019-884		Total	1	0	0	0	0	0	0	0
Web Coordinator	4	Tot Min	0	1	0	0	0	0	0	0
2019-694		Total	1	1	0	0	0	0	0	0
Tech Development Coordinator	3	Tot Min	0	0	0	0	0	0	0	0
2019-885		Total	1	1	0	0	0	0	0	0
Web Developer	3	Tot Min	0	0	0	0	0	0	0	0
2019-484		Total	1	0	0	0	0	0	0	0
Instructnl Design Coordinator	3	Tot Min	0	1	0	0	0	0	0	0
2019-255		Total	1	0	0	0	0	0	0	0
Coordinator-Academic Technology	3	Tot Min	0	1	0	0	0	0	0	0
2019-491		Total	1	0	0	0	0	0	0	0
Internet Program Support Coord	3	Tot Min	0	1	0	0	0	0	0	0
2019-350		Total	1	1	0	0	0	0	0	0
Director of Academic Tech Serv	3	Tot Min	0	0	0	0	0	0	0	0
2019-886		Total	1	0	0	0	0	0	0	0
Web Manager	3	Tot Min	0	1	0	0	0	0	0	0
2019-158		Total	1	0	0	0	0	0	0	0
Assoc CIO/Chief of Staff	1	Tot Min	0	1	0	0	0	0	0	0
Total for 29500		Total	10	3	0	0	0	0	0	0
		Tot Min	0	7	0	0	0	0	0	0

Workforce Analysis

30000

Vice Pres for Health Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-304		Total	1	Mal	1	1	0	0	0	0	0
Coordinator-Vice Pres for Health	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-201		Total	1	Mal	1	1	0	0	0	0	0
AVP - HA&Sec to ETSU Brd/Prof	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-678		Total	1	Mal	0	0	0	0	0	0	0
Sr VP for Acad & Int Provost	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 30000		Total	5	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

30020

IPERC Interprofessional Ed Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-572		Total	1	Mal	1	1	0	0	0	0	0
Operations Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 30020		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

31000

Dean College of Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
VAACFAC-31000		Total	1	Mal	1	1	0	0	0	0	0
VA Academic Faculty-Dean College	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

31000

Dean College of Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-143		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean-Dean College of	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-407		Total	1	Mal	0	0	0	0	0	0	0
Executive Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFASODNRS-31000		Total	1	Mal	1	1	0	0	0	0	0
Prof/Assc Dean Research/GradEd-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
DNPRF-31000		Total	1	Mal	1	1	0	0	0	0	0
Dean/Professor-Dean College of	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31000		Total	7	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

31100

Assoc Dean Academic Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-31100		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month-Assoc	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-695		Total	1	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	1	Fem	1	0	0	0	0	0	1
2019-836		Total	6	Mal	4	3	1	0	0	0	0
Temporary Monthly-Assoc Dean	3	Tot Min	1	Fem	2	2	0	0	0	0	0
CLNASOPRF-31100		Total	2	Mal	2	1	0	1	0	0	0
Clinical Associate Professor-Assoc	2	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

31100

Assoc Dean Academic Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-258		Total	4	Mal	0	0	0	0	0	0	0
Coordinator-Assoc Dean Academic	3	Tot Min	0	Fem	4	4	0	0	0	0	0
PRF-31100-CT		Total	1	Mal	1	1	0	0	0	0	0
Professor-Assoc Dean Academic	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-699		Total	1	Mal	1	1	0	0	0	0	0
Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-587-3		Total	1	Mal	1	1	0	0	0	0	0
Photographer-3	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-535		Total	4	Mal	3	3	0	0	0	0	0
Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-36300-CT		Total	2	Mal	1	1	0	0	0	0	0
Assoc Professor-Assoc Dean	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFEMINCHR-31100		Total	1	Mal	1	1	0	0	0	0	0
Prof Emeritus/Interim Chair-Assoc	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-31100-FA		Total	1	Mal	1	1	0	0	0	0	0
Professor-Assoc Dean Academic	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFASTDN-31100		Total	1	Mal	0	0	0	0	0	0	0
Assoc Prof/Assistant Dean-Assoc	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-36300-RT		Total	2	Mal	1	1	0	0	0	0	0
Assoc Professor-Assoc Dean	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-404		Total	1	Mal	1	1	0	0	0	0	0
Exec Assoc Dean/Professor	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31100		Total	34	Mal	17	15	1	1	0	0	0
		Tot Min	3	Fem	17	16	0	0	0	0	1

Workforce Analysis

31105

College of Medicine Rural Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-647		Total	1	Mal	0	0	0	0	0	0	0
Rural Programs Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 31105		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

31110

Continuing Medical Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-737		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Continuing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-265		Total	3	Mal	1	1	0	0	0	0	0
Coordinator-Continuing Medical	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-609-3		Total	2	Mal	0	0	0	0	0	0	0
Program Coordinator-3	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-1052		Total	1	Mal	0	0	0	0	0	0	0
Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 31110		Total	9	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	8	8	0	0	0	0	0

31120

Medical Library Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-513		Total	1	Mal	1	1	0	0	0	0	0
Library Assistant 2	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

31120

Medical Library Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-547		Total	1	Mal	1	1	0	0	0	0	0
Medical Library Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-515		Total	2	Mal	0	0	0	0	0	0	0
Library Assistant, Medical	4	Tot Min	1	Fem	2	1	1	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-778		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Medical Library	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-671-3		Total	1	Mal	1	1	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-512		Total	1	Mal	0	0	0	0	0	0	0
Librarian 3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-483		Total	1	Mal	1	1	0	0	0	0	0
Instrl Design & Technology Mgr	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-481		Total	1	Mal	1	0	1	0	0	0	0
Information Technology Manager	3	Tot Min	1	Fem	0	0	0	0	0	0	0
ASOPRF-31120		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Medical Library	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-31120		Total	2	Mal	0	0	0	0	0	0	0
Assistant Professor-Medical Library	2	Tot Min	0	Fem	2	2	0	0	0	0	0
PRF-31120		Total	1	Mal	1	1	0	0	0	0	0
Professor-Medical Library	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNASOPRF-31120		Total	1	Mal	0	0	0	0	0	0	0
Associate Dean/Assoc Prof-Medical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 31120		Total	16	Mal	6	5	1	0	0	0	0
		Tot Min	2	Fem	10	9	1	0	0	0	0

Workforce Analysis

31130

Biomedical Communications

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-724		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Biomedical	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-671-3		Total	1	Mal	0	0	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-260		Total	2	Mal	1	1	0	0	0	0	0
Coordinator-Biomedical	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 31130		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

31140

Academic Affairs Instruction

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-709		Total	75	Mal	22	19	2	0	0	0	1
Temporary Hourly-Academic Affairs	3	Tot Min	10	Fem	53	46	4	1	2	0	0
Total for 31140		Total	75	Mal	22	19	2	0	0	0	1
		Tot Min	10	Fem	53	46	4	1	2	0	0

31270

Biomedical Sciences

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-725		Total	20	Mal	10	8	0	2	0	0	0
Temporary Hourly-Biomedical	3	Tot Min	4	Fem	10	8	1	1	0	0	0
2019-649		Total	1	Mal	0	0	0	0	0	0	0
Secretary 2	4	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-695		Total	1	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	2	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

31270

Biomedical Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-652		Total	1	Mal	0	0	0	0	0	0	0
Senior Anatomic Technician	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-629		Total	1	Mal	1	1	0	0	0	0	0
Research Assistant 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0
RESASO-31270		Total	2	Mal	0	0	0	0	0	0	0
Research Associate-Biomedical	3	Tot Min	2	Fem	2	0	0	2	0	0	0
2019-423		Total	1	Mal	0	0	0	0	0	0	0
Financial Management Analyst	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-31270-RT		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Biomedical	2	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-261-4		Total	2	Mal	0	0	0	0	0	0	0
Coordinator-Biomedical Sciences-4	4	Tot Min	1	Fem	2	1	0	0	0	0	1
2019-838		Total	2	Mal	0	0	0	0	0	0	0
Temporary Monthly-Biomedical	3	Tot Min	1	Fem	2	1	0	1	0	0	0
2019-640		Total	1	Mal	0	0	0	0	0	0	0
Research Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-261		Total	4	Mal	2	2	0	0	0	0	0
Coordinator-Biomedical Sciences	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-372		Total	1	Mal	0	0	0	0	0	0	0
Director of Research	3	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-685-3		Total	1	Mal	0	0	0	0	0	0	0
Supervisor-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-539		Total	1	Mal	1	1	0	0	0	0	0
Manager, Human Anat Lab	3	Tot Min	0	Fem	0	0	0	0	0	0	0
RESASTPRF-31270		Total	3	Mal	3	2	0	1	0	0	0
Research Assistant Professor-	2	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

31270

Biomedical Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRF-31270-RT		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Biomedical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-31270-FA		Total	5	Mal	5	5	0	0	0	0	0
Associate Professor-Biomedical	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-31270-FA		Total	8	Mal	4	3	0	1	0	0	0
Assistant Professor-Biomedical	2	Tot Min	3	Fem	4	2	0	2	0	0	0
PRF-31270-FA		Total	12	Mal	11	9	0	2	0	0	0
Professor-Biomedical Sciences-FA	2	Tot Min	3	Fem	1	0	0	1	0	0	0
PRF-31270-RT		Total	2	Mal	1	1	0	0	0	0	0
Professor-Biomedical Sciences-RT	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFMICDIR-31270		Total	1	Mal	1	1	0	0	0	0	0
Prof/Microscopy Core Director-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRFVICCHR-31130		Total	1	Mal	1	1	0	0	0	0	0
Professor/Vice Chair-Biomedical	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNPRF-31270		Total	1	Mal	1	1	0	0	0	0	0
Associate Dean/Professor-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-31270		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Biomedical	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31270		Total	80	Mal	42	36	0	6	0	0	0
		Tot Min	18	Fem	38	26	1	10	0	0	1

31400

Office of Graduate Medical Educ

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-849		Total	7	Mal	6	6	0	0	0	0	0
Temporary Monthly-Office of	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-288-4		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Office of Graduate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-288-3		Total	4	Mal	0	0	0	0	0	0	0
Coordinator-Office of Graduate	3	Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

31400

Office of Graduate Medical Educ

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-482		Total	1	Mal	0	0	0	0	0	0	0
Institutional Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-148		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean-Office of Graduate	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASODNPRF-31400		Total	1	Mal	1	1	0	0	0	0	0
Associate Dean/Professor-Office of	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31400		Total	15	Mal	7	7	0	0	0	0	0
		Tot Min	0	Fem	8	8	0	0	0	0	0

31500

Family Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	3	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-548		Total	1	Mal	0	0	0	0	0	0	0
Medical Program Facilitator	4	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-758		Total	2	Mal	1	1	0	0	0	0	0
Temporary Hourly-Family Medicine	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-581		Total	1	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-417		Total	1	Mal	0	0	0	0	0	0	0
Fellowship Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-274		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Family Medicine	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-442		Total	1	Mal	0	0	0	0	0	0	0
Grad Med Educ Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-615		Total	1	Mal	0	0	0	0	0	0	0
Project Manager (HRSA)	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

31500

Family Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-638		Total	1	Mal	1	1	0	0	0	0	0
Research Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-845		Total	2	Mal	1	1	0	0	0	0	0
Temporary Monthly-Family Medicine	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-573		Total	1	Mal	0	0	0	0	0	0	0
Operations Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-636		Total	1	Mal	0	0	0	0	0	0	0
Research Division Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-645		Total	59	Mal	36	33	1	1	1	0	0
Resident Physician	3	Tot Min	5	Fem	23	21	1	0	1	0	0
2019-448		Total	1	Mal	0	0	0	0	0	0	0
Grant Writer/Grant Admin	3	Tot Min	1	Fem	1	0	0	0	0	0	1
ASTPRF-31500		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor-Family Medicine	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-31500		Total	1	Mal	1	1	0	0	0	0	0
Professor-Family Medicine	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNCHSTF-31500		Total	1	Mal	0	0	0	0	0	0	0
Associate Dean/Chief of Staff-Family	2	Tot Min	0	Fem	1	1	0	0	0	0	0
CHRPRF-31500		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Family Medicine	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31500		Total	81	Mal	42	39	1	1	1	0	0
		Tot Min	7	Fem	39	35	2	0	1	0	1

31510

Internal Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
VAACFAC-31510		Total	7	Mal	6	4	0	2	0	0	0
VA Academic Faculty-Internal	2	Tot Min	2	Fem	1	1	0	0	0	0	0
2019-847		Total	4	Mal	4	4	0	0	0	0	0
Temporary Monthly-Internal	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

31510

Internal Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
2019-770		Total	5	Mal	1	0	0	1	0	0	0	0
Temporary Hourly-Internal Medicine	3	Tot Min	5	Fem	4	0	0	4	0	0	0	0
2019-641		Total	1	Mal	1	0	0	1	0	0	0	0
Research Technician	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2019-548		Total	3	Mal	0	0	0	0	0	0	0	0
Medical Program Facilitator	4	Tot Min	1	Fem	3	2	0	0	0	0	0	1
2019-478		Total	2	Mal	0	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	1	Fem	2	1	0	0	1	0	0	0
2019-250		Total	1	Mal	0	0	0	0	0	0	0	0
Coord (Retention Specialist)	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-479		Total	2	Mal	0	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2019-629		Total	1	Mal	0	0	0	0	0	0	0	0
Research Assistant 2	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
2019-281-4		Total	6	Mal	1	1	0	0	0	0	0	0
Coordinator-Internal Medicine-4	4	Tot Min	0	Fem	5	5	0	0	0	0	0	0
2019-417		Total	1	Mal	0	0	0	0	0	0	0	0
Fellowship Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-231		Total	1	Mal	1	1	0	0	0	0	0	0
Clinical Research Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2019-503		Total	2	Mal	0	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	1	Fem	2	1	0	1	0	0	0	0
2019-281-3		Total	1	Mal	0	0	0	0	0	0	0	0
Coordinator-Internal Medicine-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-644		Total	1	Mal	0	0	0	0	0	0	0	0
Residency Progrm Administrator	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-596		Total	1	Mal	0	0	0	0	0	0	0	0
Post Doctoral Associate	3	Tot Min	1	Fem	1	0	0	1	0	0	0	0

Workforce Analysis

31510

Internal Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-535		Total	2	Mal	1	1	0	0	0	0	0
Manager	3	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-606		Total	1	Mal	0	0	0	0	0	0	0
Prevention/Outreach Director	3	Tot Min	1	Fem	1	0	0	0	0	0	1
2019-645		Total	79	Mal	62	20	2	37	1	2	0
Resident Physician	3	Tot Min	55	Fem	17	4	1	12	0	0	0
PRFDIRECTRECL-31510		Total	1	Mal	1	0	0	1	0	0	0
Prof/Director Centers of Excel-	2	Tot Min	1	Fem	0	0	0	0	0	0	0
PSTRET12-31510		Total	1	Mal	1	0	0	1	0	0	0
Post Retiree 12-month-Internal	2	Tot Min	1	Fem	0	0	0	0	0	0	0
ASTPRF-31510-RT		Total	2	Mal	1	0	0	1	0	0	0
Assistant Professor-Internal	2	Tot Min	2	Fem	1	0	0	1	0	0	0
2019-566		Total	1	Mal	0	0	0	0	0	0	0
Nurse Practitioner	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-31510-CT		Total	11	Mal	3	3	0	0	0	0	0
Assistant Professor-Internal	2	Tot Min	3	Fem	8	5	0	3	0	0	0
2019-407		Total	1	Mal	0	0	0	0	0	0	0
Executive Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-129		Total	1	Mal	0	0	0	0	0	0	0
Assist Prof/Scholarly Activity	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRFAPD-31510		Total	1	Mal	1	0	0	1	0	0	0
Assc Prof/Assoc Prog Director-	2	Tot Min	1	Fem	0	0	0	0	0	0	0
ASOPRF-31510-CT		Total	6	Mal	4	1	0	3	0	0	0
Associate Professor-Internal	2	Tot Min	5	Fem	2	0	0	1	0	0	1
ASOPRF-31510-FA		Total	2	Mal	2	1	0	1	0	0	0
Associate Professor-Internal	2	Tot Min	1	Fem	0	0	0	0	0	0	0
PRF-31510-CT		Total	3	Mal	2	0	0	2	0	0	0
Professor-Internal Medicine-CT	2	Tot Min	2	Fem	1	1	0	0	0	0	0

Workforce Analysis

31510

Internal Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
PRFVICCHRRS-31510		Total	1	Mal	1	1	0	0	0	0	0
Prof/Vice Chair for Research-Internal 2		Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-31510-FA		Total	10	Mal	9	7	0	2	0	0	0
Professor-Internal Medicine-FA 2		Tot Min	2	Fem	1	1	0	0	0	0	0
CHRPRF-31510		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Internal Medicine 2		Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31510		Total	165	Mal	103	45	2	53	1	2	0
		Tot Min	88	Fem	62	32	2	24	1	0	3

31516

R&I Start-up for CIIDI

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-411		Total	1	Mal	1	1	0	0	0	0	0
Facilities Manager 3		Tot Min	0	Fem	0	0	0	0	0	0	0
2019-581		Total	1	Mal	1	1	0	0	0	0	0
Patient Care Specialist 5		Tot Min	0	Fem	0	0	0	0	0	0	0
2019-634		Total	1	Mal	0	0	0	0	0	0	0
Research Center Coordinator 3		Tot Min	0	Fem	1	1	0	0	0	0	0
2019-566		Total	1	Mal	0	0	0	0	0	0	0
Nurse Practitioner 3		Tot Min	0	Fem	1	1	0	0	0	0	0
2019-585		Total	1	Mal	1	1	0	0	0	0	0
Pharmacist 3		Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31516		Total	5	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

31530

OB GYN

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-788		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-OB GYN 3		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

31530

OB GYN

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-650		Total	2	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-287-4		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-OB GYN-4	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-287-3		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-OB GYN-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-645		Total	13	Mal	2	1	0	1	0	0	0
Resident Physician	3	Tot Min	2	Fem	11	10	0	0	1	0	0
ASTPRFHOSP-31530		Total	2	Mal	1	1	0	0	0	0	0
Asst Professor/Hospitalist-OB GYN	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-31530-CT		Total	6	Mal	2	2	0	0	0	0	0
Assistant Professor-OB GYN-CT	2	Tot Min	2	Fem	4	2	1	1	0	0	0
ASOPRF-31530-CT		Total	5	Mal	3	3	0	0	0	0	0
Associate Professor-OB GYN-CT	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASTPRF-31530-FA		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-OB GYN-FA	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-31530-FA		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-OB GYN-FA	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-31530		Total	2	Mal	2	2	0	0	0	0	0
Professor-OB GYN	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-160		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dean Clinical Affair COM	1	Tot Min	0	Fem	1	1	0	0	0	0	0
CHRPRF-31530		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-OB GYN	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31530		Total	38	Mal	12	11	0	1	0	0	0
		Tot Min	4	Fem	26	23	1	1	1	0	0

Workforce Analysis

31540

Pathology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-798		Total	5	Mal	2	2	0	0	0	0	0
Temporary Hourly-Pathology	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-548		Total	1	Mal	1	1	0	0	0	0	0
Medical Program Facilitator	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-497		Total	1	Mal	0	0	0	0	0	0	0
Investigator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-434		Total	1	Mal	0	0	0	0	0	0	0
Forensic Center Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-435		Total	1	Mal	1	1	0	0	0	0	0
Forensic Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-549		Total	4	Mal	2	2	0	0	0	0	0
Medicolegal Death Inv 2	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-645		Total	7	Mal	3	1	0	2	0	0	0
Resident Physician	3	Tot Min	5	Fem	4	1	1	2	0	0	0
2019-369		Total	1	Mal	0	0	0	0	0	0	0
Director of Operations	3	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-31540		Total	4	Mal	4	4	0	0	0	0	0
Professor-Pathology	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-31540		Total	3	Mal	0	0	0	0	0	0	0
Assistant Professor-Pathology	2	Tot Min	1	Fem	3	2	1	0	0	0	0
CHRPRF-31540		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Pathology	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31540		Total	31	Mal	14	12	0	2	0	0	0
		Tot Min	6	Fem	17	13	2	2	0	0	0

Workforce Analysis

31550

Pediatrics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-853		Total	2	Mal	0	0	0	0	0	0	0
Temporary Monthly-Pediatrics	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-799		Total	4	Mal	1	1	0	0	0	0	0
Temporary Hourly-Pediatrics	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	2	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	1	Fem	2	1	0	0	0	0	1
2019-629		Total	1	Mal	0	0	0	0	0	0	0
Research Assistant 2	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-581		Total	2	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-424		Total	1	Mal	0	0	0	0	0	0	0
Financial Management Analyst 1	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	1	Fem	1	0	0	0	0	0	1
2019-292		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Pediatrics	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-503		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-639		Total	1	Mal	0	0	0	0	0	0	0
Research Services Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	1	Fem	1	0	0	0	0	0	1
2019-645		Total	22	Mal	6	4	0	1	1	0	0
Resident Physician	3	Tot Min	9	Fem	16	9	1	5	1	0	0
2019-439		Total	2	Mal	0	0	0	0	0	0	0
Genetic Nurse Practitioner	3	Tot Min	0	Fem	2	2	0	0	0	0	0
ASTPRF-31550-FA		Total	3	Mal	1	1	0	0	0	0	0
Assistant Professor-Pediatrics-FA	2	Tot Min	1	Fem	2	1	1	0	0	0	0

Workforce Analysis

31550

Pediatrics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ASTPRF-31550-CT		Total	19	Mal	11	9	0	2	0	0	0
Assistant Professor-Pediatrics-CT	2	Tot Min	2	Fem	8	8	0	0	0	0	0
ASOPRF-31550		Total	4	Mal	2	1	0	1	0	0	0
Associate Professor-Pediatrics	2	Tot Min	1	Fem	2	2	0	0	0	0	0
PRF-31550-CT		Total	5	Mal	1	0	0	1	0	0	0
Professor-Pediatrics-CT	2	Tot Min	2	Fem	4	3	0	1	0	0	0
PRF-31550-FA		Total	6	Mal	5	4	0	1	0	0	0
Professor-Pediatrics-FA	2	Tot Min	1	Fem	1	1	0	0	0	0	0
PRFINTCHR-31550		Total	1	Mal	0	0	0	0	0	0	0
Professor/Interim Chair-Pediatrics	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 31550		Total	80	Mal	27	20	0	6	1	0	0
		Tot Min	19	Fem	53	41	2	6	1	0	3

31560

Psychiatry

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
VAACFAC-31560		Total	8	Mal	2	1	0	1	0	0	0
VA Academic Faculty-Psychiatry	2	Tot Min	2	Fem	6	5	0	1	0	0	0
2019-857		Total	2	Mal	2	2	0	0	0	0	0
Temporary Monthly-Psychiatry	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-104		Total	1	Mal	0	0	0	0	0	0	0
Account Clerk 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-571		Total	1	Mal	0	0	0	0	0	0	0
Office Supervisor	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-295		Total	3	Mal	0	0	0	0	0	0	0
Coordinator-Psychiatry	4	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-611		Total	1	Mal	0	0	0	0	0	0	0
Program Management Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

31560

Psychiatry

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-230		Total	1	Mal	0	0	0	0	0	0	0
Clinical Research Coord	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-643		Total	1	Mal	0	0	0	0	0	0	0
Residency Program Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-671-3		Total	1	Mal	0	0	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-808		Total	2	Mal	1	0	0	1	0	0	0
Temporary Hourly-Psychiatry	3	Tot Min	1	Fem	1	1	0	0	0	0	0
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-645		Total	19	Mal	10	4	0	6	0	0	0
Resident Physician	3	Tot Min	10	Fem	9	5	0	4	0	0	0
INST-31560		Total	1	Mal	1	1	0	0	0	0	0
Instructor-Psychiatry	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-31560		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor-Psychiatry	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-31560		Total	3	Mal	0	0	0	0	0	0	0
Professor-Psychiatry	2	Tot Min	1	Fem	3	2	1	0	0	0	0
ASTPRF-31560		Total	1	Mal	1	0	0	0	1	0	0
Assistant Professor-Psychiatry	2	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 31560		Total	49	Mal	18	9	0	8	1	0	0
		Tot Min	15	Fem	31	25	1	5	0	0	0

31570

Surgery

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
VAACFAC-31570		Total	3	Mal	3	3	0	0	0	0	0
VA Academic Faculty-Surgery	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-822		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Surgery	3	Tot Min	1	Fem	1	0	0	1	0	0	0

Workforce Analysis

31570

Surgery

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-695		Total	1	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-546		Total	1	Mal	0	0	0	0	0	0	0
Media Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	4	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	4	4	0	0	0	0	0
2019-504		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Technician	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-300		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Surgery	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-640		Total	1	Mal	0	0	0	0	0	0	0
Research Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-443		Total	1	Mal	0	0	0	0	0	0	0
Grad Med Education Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-596		Total	1	Mal	1	0	0	1	0	0	0
Post Doctoral Associate	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-595		Total	1	Mal	1	0	0	1	0	0	0
Post Doctoral Assistant	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-535		Total	1	Mal	1	0	0	1	0	0	0
Manager	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-645		Total	29	Mal	13	11	1	0	1	0	0
Resident Physician	3	Tot Min	6	Fem	16	12	0	1	1	2	0
RESINST-31570		Total	1	Mal	0	0	0	0	0	0	0
Research Instructor-Surgery	2	Tot Min	1	Fem	1	0	0	1	0	0	0
ASTPRFRS-31570		Total	1	Mal	1	0	0	1	0	0	0
Assistant Prof/Research Asst-	2	Tot Min	1	Fem	0	0	0	0	0	0	0
PRF-31570-CT		Total	3	Mal	1	1	0	0	0	0	0
Professor-Surgery-CT	2	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

31570

Surgery

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
RESASOPRF-31570		Total	1	Mal	0	0	0	0	0	0	0
Research Associate Professor-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-31570-FA		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Surgery-FA	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-31570-CT		Total	6	Mal	4	3	0	1	0	0	0
Associate Professor-Surgery-CT	2	Tot Min	2	Fem	2	1	1	0	0	0	0
PRF-31570-FA		Total	8	Mal	7	5	0	1	1	0	0
Professor-Surgery-FA	2	Tot Min	2	Fem	1	1	0	0	0	0	0
ASTPRF-31570		Total	2	Mal	1	1	0	0	0	0	0
Assistant Professor-Surgery	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFTRMCCDIR-31570		Total	1	Mal	1	1	0	0	0	0	0
Prof/Trauma/Critical Care Dir-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-31570		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Surgery	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 31570		Total	72	Mal	35	26	1	6	2	0	0
		Tot Min	16	Fem	37	30	1	3	1	2	0

31580

Ctr for Geriatrics and Gerontol

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-741		Total	2	Mal	0	0	0	0	0	0	0
Temporary Hourly-Ctr for Geriatrics	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-219		Total	1	Mal	0	0	0	0	0	0	0
Chair Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-566		Total	1	Mal	0	0	0	0	0	0	0
Nurse Practitioner	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 31580		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

31581

Quillen Chair of Geriat Geront

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
PRF-31581		Total	1	1	0	0	0	0	0	0
Professor-Quillen Chair of Geriat	2	Tot Min	0	0	0	0	0	0	0	0
Total for 31581		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

32100

Family Practice Resid Kpt

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-580		Total	2	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min	0	2	2	0	0	0	0	0
2019-478		Total	1	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	1	1	0	0	0	0	0
2019-581		Total	2	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min	0	2	2	0	0	0	0	0
2019-436		Total	1	0	0	0	0	0	0	0
Front Office Supervisor	4	Tot Min	0	1	1	0	0	0	0	0
2019-276		Total	1	0	0	0	0	0	0	0
Coordinator-Family Practice Resid	3	Tot Min	0	1	1	0	0	0	0	0
2019-761		Total	3	0	0	0	0	0	0	0
Temporary Hourly-Family Practice	3	Tot Min	0	3	3	0	0	0	0	0
2019-566		Total	1	0	0	0	0	0	0	0
Nurse Practitioner	3	Tot Min	0	1	1	0	0	0	0	0
ASOPRF-32100-FA		Total	1	0	0	0	0	0	0	0
Assoc Professor-Family Practice	2	Tot Min	0	1	1	0	0	0	0	0
ASOPRF-32100-CT		Total	2	0	0	0	0	0	0	0
Assoc Professor-Family Practice	2	Tot Min	1	2	1	0	1	0	0	0
ASTPRFASOPDIR-32100		Total	1	1	1	0	0	0	0	0
Asst Professor/Assoc Prog Dir-	2	Tot Min	0	0	0	0	0	0	0	0
ASTPRF-32100		Total	3	0	0	0	0	0	0	0
Assistant Professor-Family Practice	2	Tot Min	0	3	3	0	0	0	0	0

Workforce Analysis

32100

Family Practice Resid Kpt

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASOPRFMDIR-32100		Total	1	Mal	1	1	0	0	0	0	0
Ascc Professor/Med Dir-Family	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFCMO-32100		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor/CMO-Family	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFPDIR-32100		Total	1	Mal	0	0	0	0	0	0	0
Assoc Prof/Program Director-Family	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 32100		Total	21	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	18	17	0	1	0	0	0

32105

Academic Support Kingsport

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-580		Total	5	Mal	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min	0	Fem	5	5	0	0	0	0	0
2019-581		Total	4	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min	1	Fem	4	3	0	0	1	0	0
2019-544		Total	1	Mal	0	0	0	0	0	0	0
Med Social Worker/Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-583		Total	1	Mal	0	0	0	0	0	0	0
Patient Health Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-567		Total	1	Mal	0	0	0	0	0	0	0
Nurse Supervisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 32105		Total	12	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	12	11	0	0	1	0	0

32110

Family Practice Resid Brist

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-580		Total	3	Mal	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

32110

Family Practice Resid Brist

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-581		Total	3	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-582		Total	1	Mal	0	0	0	0	0	0	0
Patient Care Speciallist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-436		Total	1	Mal	0	0	0	0	0	0	0
Front Office Supervisor	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-275		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Family Practice Resid	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-518		Total	1	Mal	0	0	0	0	0	0	0
Licensed Clinical Social Wkr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-583		Total	1	Mal	0	0	0	0	0	0	0
Patient Health Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-759		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Family Practice	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRFDIR-32110		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor/Director-Family	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-32110		Total	3	Mal	1	1	0	0	0	0	0
Assistant Professor-Family Practice	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASOPRF-32110		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-Family Practice	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFPDIR-32110		Total	1	Mal	1	1	0	0	0	0	0
Assoc Professor/Program Dir-Family	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-32110-FA		Total	1	Mal	1	1	0	0	0	0	0
Professor-Family Practice Resid	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFPDIR-32110		Total	1	Mal	0	0	0	0	0	0	0
Assc Professor/Program Dir-Family	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-32110-CT		Total	1	Mal	1	1	0	0	0	0	0
Professor-Family Practice Resid	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 32110	Total	22	Mal	7	7	0	0	0	0	0	0	0
	Tot Min	0	Fem	15	15	0	0	0	0	0	0	0

32114 Academic Support Bristol

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
2019-710		Total 1	Mal	1	1	0	0	0	0	0	0
Temporary Hourly-Academic Support 3		Tot Min 0	Fem	0	0	0	0	0	0	0	0
2019-650		Total 1	Mal	0	0	0	0	0	0	0	0
Secretary 3	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-580		Total 3	Mal	0	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min 0	Fem	3	3	0	0	0	0	0	0
2019-478		Total 1	Mal	0	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-581		Total 4	Mal	0	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min 0	Fem	4	4	0	0	0	0	0	0
2019-685-3		Total 1	Mal	0	0	0	0	0	0	0	0
Supervisor-3	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2019-566		Total 1	Mal	1	1	0	0	0	0	0	0
Nurse Practitioner	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 32114		Total 12	Mal	2	2	0	0	0	0	0	0
		Tot Min 0	Fem	10	10	0	0	0	0	0	0

32120 Family Practice Resid Johnson City

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-580		Total 5	Mal	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min 0	Fem	5	5	0	0	0	0	0
2019-478		Total 1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-581		Total 1	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-582		Total 1	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

32120

Family Practice Resid Johnson City

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-218		Total	1	Mal	0	0	0	0	0	0	0
Center Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-568		Total	1	Mal	0	0	0	0	0	0	0
Nursing Supervisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-760		Total	3	Mal	2	1	0	0	1	0	0
Temporary Hourly-Family Practice	3	Tot Min	1	Fem	1	1	0	0	0	0	0
2019-566		Total	1	Mal	0	0	0	0	0	0	0
Nurse Practitioner	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-32120		Total	2	Mal	0	0	0	0	0	0	0
Associate Professor-Family Practice	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASTPRF-32120		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Family Practice	2	Tot Min	1	Fem	1	0	0	1	0	0	0
PRFGMLIS-32120		Total	1	Mal	0	0	0	0	0	0	0
Professor/GME Liasion-Family	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-32120		Total	2	Mal	1	1	0	0	0	0	0
Professor-Family Practice Resid	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 32120		Total	20	Mal	3	2	0	0	1	0	0
		Tot Min	2	Fem	17	16	0	1	0	0	0

32124

Academic Support JC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-711		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Academic Support	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-580		Total	1	Mal	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-581		Total	4	Mal	1	1	0	0	0	0	0
Patient Care Specialist	5	Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

32124

Academic Support JC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-254		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Academic Support JC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-667		Total	1	Mal	0	0	0	0	0	0	0
Social Health Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-668		Total	1	Mal	0	0	0	0	0	0	0
Social Worker	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-210		Total	1	Mal	0	0	0	0	0	0	0
Care Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 32124		Total	11	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	10	10	0	0	0	0	0

32210

Family Practice Clin Educ Supp

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRFDIRPCRS-32210		Total	1	Mal	0	0	0	0	0	0	0
Asst Prof/Dir Prim Care Resch-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-32210		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Family Practice	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 32210		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

32230

Finance Office Family Practice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-554		Total	1	Mal	1	1	0	0	0	0	0
Mkting & Communications Coord	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

32230

Finance Office Family Practice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-277		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Finance Office Family	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-208		Total	1	Mal	0	0	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-535		Total	1	Mal	0	0	0	0	0	0	0
Manager	3	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-604		Total	1	Mal	0	0	0	0	0	0	0
Practice Administrator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-368		Total	1	Mal	0	0	0	0	0	0	0
Director of Inform & Optimiz	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-32230		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Finance Office	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-407		Total	1	Mal	0	0	0	0	0	0	0
Executive Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-32230		Total	1	Mal	1	1	0	0	0	0	0
Professor-Finance Office Family	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 32230		Total	11	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	9	8	0	1	0	0	0

34300

Finance and Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-105		Total	1	Mal	0	0	0	0	0	0	0
Accountant 2	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

34300

Finance and Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-449		Total	1	Mal	0	0	0	0	0	0	0
Grants & Contracts Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-535		Total	1	Mal	0	0	0	0	0	0	0
Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-147		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean-Finance and	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-161		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dean for Finance and Adm	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 34300		Total	8	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	7	7	0	0	0	0	0

34315

Ambulatory Teaching

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 34315		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

34333

Orthopaedic Residents-HVHMC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-645		Total	10	Mal	9	8	0	1	0	0	0
Resident Physician	3	Tot Min	1	Fem	1	1	0	0	0	0	0
Total for 34333		Total	10	Mal	9	8	0	1	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

34345

Div of Lab Animal Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-752		Total	2	Mal	0	0	0	0	0	0	0
Temporary Hourly-Div of Lab Animal	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-500		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Animal Caretaker	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-188		Total	1	Mal	1	0	1	0	0	0	0
Asst Lab Animal Technician	5	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-660		Total	1	Mal	0	0	0	0	0	0	0
Senior Laboratory Animal Tech	7	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-659		Total	2	Mal	0	0	0	0	0	0	0
Senior Lab Animal Tech	7	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-271		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Div of Lab Animal	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-640		Total	1	Mal	0	0	0	0	0	0	0
Research Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 34345		Total	11	Mal	3	2	1	0	0	0	0
		Tot Min	1	Fem	8	8	0	0	0	0	0

34400

Courier Service

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-739		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Courier Service	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-871		Total	2	Mal	2	2	0	0	0	0	0
Truck Driver	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-685-4		Total	1	Mal	1	1	0	0	0	0	0
Supervisor-4	4	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 34400	Total	4	Mal	4	4	0	0	0	0	0	0	0
	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

34600 Graduate Program COM

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-278		Total 1	Mal	0	0	0	0	0	0	0
Coordinator-Graduate Program	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 34600		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

34720 Student Services COM

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-821		Total 2	Mal	0	0	0	0	0	0	0
Temporary Hourly-Student Services	3	Tot Min 0	Fem	2	2	0	0	0	0	0
2019-649		Total 1	Mal	0	0	0	0	0	0	0
Secretary 2	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-418		Total 1	Mal	0	0	0	0	0	0	0
Financial Aid Assistant	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-548		Total 1	Mal	0	0	0	0	0	0	0
Medical Program Facilitator	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-479		Total 1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-299-4		Total 1	Mal	0	0	0	0	0	0	0
Coordinator-Student Services COM-	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-684		Total 1	Mal	0	0	0	0	0	0	0
Student Records Coordinator	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-111		Total 1	Mal	0	0	0	0	0	0	0
Admissions Counselor	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-570		Total 1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-908		Total 1	Mal	0	0	0	0	0	0	0
Coordinator-Student Services COM	3	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

34720

Student Services COM

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-159		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dean Admissions/Records	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 34720		Total	14	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	13	13	0	0	0	0	0

34731

Student Activity Support

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-817		Total	16	Mal	6	4	0	1	0	0	1
Temporary Hourly-Student Activity	3	Tot Min	2	Fem	10	10	0	0	0	0	0
Total for 34731		Total	16	Mal	6	4	0	1	0	0	1
		Tot Min	2	Fem	10	10	0	0	0	0	0

35000

Dean College of Nursing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-267		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Dean College of	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-430		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Administrator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-200		Total	1	Mal	1	1	0	0	0	0	0
Audio Visual Specialist	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-316		Total	1	Mal	1	1	0	0	0	0	0
Data Network Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

35000

Dean College of Nursing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-317		Total	1	Mal	1	1	0	0	0	0	0
Data/Network Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-703		Total	1	Mal	1	1	0	0	0	0	0
Technology Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-365		Total	1	Mal	1	0	1	0	0	0	0
Director of Fiscal Affairs	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-144		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean-Dean College of	3	Tot Min	0	Fem	1	1	0	0	0	0	0
DNPRF-35000		Total	1	Mal	0	0	0	0	0	0	0
Dean/Professor-Dean College of	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 35000		Total	10	Mal	5	4	1	0	0	0	0
		Tot Min	1	Fem	5	5	0	0	0	0	0

35020

Res Imp Nursing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-628		Total	1	Mal	0	0	0	0	0	0	0
Research & Eval Services Coord	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 35020		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	1	0	0	0

35030

Student Health Clinic

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-859		Total	1	Mal	1	1	0	0	0	0	0
Temporary Monthly-Student Health	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-819		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Student Health	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-580		Total	2	Mal	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

35030

Student Health Clinic

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	1	Fem	1	0	0	1	0	0	0
2019-626		Total	4	Mal	0	0	0	0	0	0	0
Registered Nurse	3	Tot Min	0	Fem	4	4	0	0	0	0	0
2019-218		Total	1	Mal	1	1	0	0	0	0	0
Center Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-566		Total	1	Mal	0	0	0	0	0	0	0
Nurse Practitioner	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-149		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dean-Student Health Clinic 3		Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 35030		Total	12	Mal	2	2	0	0	0	0	0
		Tot Min	2	Fem	10	8	1	1	0	0	0

35100

Acad Pgms Student Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-114		Total	2	Mal	0	0	0	0	0	0	0
Advisor	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-101		Total	2	Mal	0	0	0	0	0	0	0
Academic Advisor	3	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 35100		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

35200

Nursing Undergraduate Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFACZP-35200		Total	6	Mal	0	0	0	0	0	0	0
Adjunct Faculty - ZERO PAY-Nursing2		Tot Min	0	Fem	6	6	0	0	0	0	0

Workforce Analysis

35200

Nursing Undergraduate Programs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADJFACDS-35200		Total	3	0	0	0	0	0	0	0
Adjunct Faculty - DUAL SERVICE-	2	Tot Min	0	3	3	0	0	0	0	0
ADJFAC4M-35200		Total	59	4	4	0	0	0	0	0
Adjunct Faculty 4-month-Nursing	2	Tot Min	6	55	49	5	1	0	0	0
2019-786		Total	1	0	0	0	0	0	0	0
Temporary Hourly-Nursing	3	Tot Min	0	1	1	0	0	0	0	0
2019-405		Total	4	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	4	4	0	0	0	0	0
2019-286		Total	1	0	0	0	0	0	0	0
Coordinator-Nursing Undergraduate	4	Tot Min	0	1	1	0	0	0	0	0
2019-862		Total	1	0	0	0	0	0	0	0
Test Administrator	5	Tot Min	0	1	1	0	0	0	0	0
2019-503		Total	2	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	2	2	0	0	0	0	0
2019-666		Total	1	0	0	0	0	0	0	0
Skills Lab Coordinator	3	Tot Min	0	1	1	0	0	0	0	0
2019-663		Total	1	0	0	0	0	0	0	0
Simulation Lab Coordinator	3	Tot Min	0	1	1	0	0	0	0	0
ASTPRF35200-F9		Total	4	0	0	0	0	0	0	0
Asst Professor-Nursing	2	Tot Min	0	4	4	0	0	0	0	0
ASTPRF35200-C9		Total	6	1	1	0	0	0	0	0
Asst Professor-Nursing	2	Tot Min	4	5	1	3	0	0	0	1
INST-35200		Total	28	1	1	0	0	0	0	0
Instructor-Nursing Undergraduate	2	Tot Min	1	27	26	1	0	0	0	0
ASOPRF-35200		Total	2	0	0	0	0	0	0	0
Associate Professor-Nursing	2	Tot Min	0	2	2	0	0	0	0	0
ASTPRF35200-FA		Total	2	0	0	0	0	0	0	0
Asst Professor-Nursing	2	Tot Min	0	2	2	0	0	0	0	0
ASTPRFACDIR-35200		Total	1	0	0	0	0	0	0	0
Asst Prof/Acad Dir BSN Program-	2	Tot Min	0	1	1	0	0	0	0	0

Workforce Analysis

35200

Nursing Undergraduate Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRF35200-CT		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Nursing	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-35200		Total	1	Mal	1	1	0	0	0	0	0
Professor-Nursing Undergraduate	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFDNUP-35200		Total	1	Mal	0	0	0	0	0	0	0
Assc Prof/Assc Dean Undergrad-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 35200		Total	125	Mal	7	7	0	0	0	0	0
		Tot Min	11	Fem	118	107	9	1	0	0	1

35300

Center for Nursing Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-451		Total	1	Mal	0	0	0	0	0	0	0
Grants & Scholarship Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 35300		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

35400

Nursing Graduate Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFACNP-35400		Total	6	Mal	0	0	0	0	0	0	0
Adjunct Faculty - NO PAY-Nursing	2	Tot Min	0	Fem	6	6	0	0	0	0	0
ADJFACDUL-35400		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty - DUAL-Nursing	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ADJFAC4M-35400		Total	22	Mal	4	3	0	0	1	0	0
Adjunct Faculty 4-month-Nursing	2	Tot Min	2	Fem	18	17	0	0	0	0	1
PSTRET9-35400		Total	2	Mal	1	1	0	0	0	0	0
Post Retiree 9-month-Nursing	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

35400

Nursing Graduate Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	2	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-479		Total	2	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-581		Total	1	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-251		Total	1	Mal	0	0	0	0	0	0	0
Coord/Patient Family Advocate	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-35400-F9		Total	7	Mal	1	0	0	0	0	1	0
Asst Professor-Nursing Graduate	2	Tot Min	1	Fem	6	6	0	0	0	0	0
ASTPRF-35400-C9		Total	2	Mal	0	0	0	0	0	0	0
Asst Professor-Nursing Graduate	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASOPRF-35400-F9		Total	5	Mal	0	0	0	0	0	0	0
Assoc Professor-Nursing Graduate	2	Tot Min	0	Fem	5	5	0	0	0	0	0
ASTPRF-35400-FA		Total	4	Mal	1	1	0	0	0	0	0
Asst Professor-Nursing Graduate	2	Tot Min	0	Fem	3	3	0	0	0	0	0
ASTPRF-35400-CT		Total	3	Mal	0	0	0	0	0	0	0
Asst Professor-Nursing Graduate	2	Tot Min	0	Fem	3	3	0	0	0	0	0
PRF-35400		Total	1	Mal	0	0	0	0	0	0	0
Professor-Nursing Graduate	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-35400-FA		Total	2	Mal	0	0	0	0	0	0	0
Assoc Professor-Nursing Graduate	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASOPRFDNGP-35400		Total	1	Mal	0	0	0	0	0	0	0
Assc Prof/Assc Dean Grad Progs-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 35400		Total	62	Mal	7	5	0	0	1	1	0
		Tot Min	3	Fem	55	54	0	0	0	0	1

Workforce Analysis

35500

Office of Practice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-580		Total	8	Mal	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min	1	Fem	8	7	0	0	1	0	0
2019-465		Total	1	Mal	0	0	0	0	0	0	0
Health Education Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-791		Total	23	Mal	2	2	0	0	0	0	0
Temporary Hourly-Office of Practice	3	Tot Min	2	Fem	21	19	1	0	0	0	1
2019-321		Total	1	Mal	0	0	0	0	0	0	0
Dental Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-664		Total	1	Mal	0	0	0	0	0	0	0
Site Coord - JCCHC Dental	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-581		Total	6	Mal	0	0	0	0	0	0	0
Patient Care Specialist	5	Tot Min	0	Fem	6	6	0	0	0	0	0
2019-506		Total	1	Mal	0	0	0	0	0	0	0
Lead Interpreter(Cert Medical)	5	Tot Min	1	Fem	1	0	0	0	1	0	0
2019-671-5		Total	1	Mal	0	0	0	0	0	0	0
Specialist-5	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-626		Total	2	Mal	0	0	0	0	0	0	0
Registered Nurse	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-215		Total	1	Mal	0	0	0	0	0	0	0
Case Manager - Social Worker	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-214		Total	2	Mal	0	0	0	0	0	0	0
Case Manager	3	Tot Min	1	Fem	2	1	1	0	0	0	0
2019-218		Total	3	Mal	0	0	0	0	0	0	0
Center Manager	3	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-668		Total	1	Mal	0	0	0	0	0	0	0
Social Worker	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-519		Total	1	Mal	1	1	0	0	0	0	0
Licensed Clinical Social Wrker	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-535		Total	1	Mal	0	0	0	0	0	0	0
Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

35500

Office of Practice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-623		Total	1	Mal	0	0	0	0	0	0	0
Radiography Technician	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-318		Total	1	Mal	0	0	0	0	0	0	0
Day Center Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-323		Total	1	Mal	0	0	0	0	0	0	0
Dental Hygienist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-566		Total	6	Mal	1	1	0	0	0	0	0
Nurse Practitioner	3	Tot Min	0	Fem	5	5	0	0	0	0	0
2019-407		Total	1	Mal	1	1	0	0	0	0	0
Executive Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-384		Total	1	Mal	0	0	0	0	0	0	0
Director/Dentist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASODNPRF-35500		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dean Pract/Prof-Office of	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 35500		Total	65	Mal	5	5	0	0	0	0	0
		Tot Min	5	Fem	60	55	2	0	2	0	1

35501

Nursing - Community Practice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
PRFSNPRJAD-35501		Total	1	Mal	0	0	0	0	0	0	0
Prof/SANE Proj Administrator-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 35501		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

35600

Nursing-Office of Student Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-787		Total	12	Mal	4	4	0	0	0	0	0
Temporary Hourly-Nursing-Office of	3	Tot Min	0	Fem	8	8	0	0	0	0	0

Workforce Analysis

35600

Nursing-Office of Student Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
2019-114		Total	1	Mal	1	0	0	1	0	0	0	0
Advisor	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2019-112		Total	1	Mal	0	0	0	0	0	0	0	0
Admissions Counselor/Recruiter	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 35600		Total	14	Mal	5	4	0	1	0	0	0	0
		Tot Min	1	Fem	9	9	0	0	0	0	0	0

36000

Dean College of Pharmacy

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
2019-569		Total	1	Mal	0	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-535		Total	1	Mal	0	0	0	0	0	0	0	0
Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-145		Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Dean-Dean College of	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
PRFSPCASTPRVP-36000		Total	1	Mal	1	1	0	0	0	0	0	0
Prof/Spec Asst to Pres & VP HA-	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
DNPRF-36000		Total	1	Mal	0	0	0	0	0	0	0	0
Dean and Professor-Dean College of 1		Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 36000		Total	5	Mal	2	2	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0	0

36025

Pharmaceutical Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
2019-629		Total	1	Mal	1	1	0	0	0	0	0	0
Research Assistant 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

36025

Pharmaceutical Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-503		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
PSTRET12-36025		Total	1	Mal	1	1	0	0	0	0	0
Post Retiree 12-month-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-36025		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Pharmaceutical	2	Tot Min	1	Fem	1	0	0	1	0	0	0
ASOPRF-36025		Total	1	Mal	1	0	0	1	0	0	0
Associate Professor-Pharmaceutical	2	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-877		Total	1	Mal	0	0	0	0	0	0	0
Vice Chair/Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-36025		Total	5	Mal	3	3	0	0	0	0	0
Professor-Pharmaceutical Sciences	2	Tot Min	1	Fem	2	1	0	0	1	0	0
CHRPRF-36025		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Pharmaceutical	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 36025		Total	13	Mal	7	6	0	1	0	0	0
		Tot Min	3	Fem	6	4	0	1	1	0	0

36050

Pharmacy Practice

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-854		Total	3	Mal	2	2	0	0	0	0	0
Temporary Monthly-Pharmacy	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-293		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Pharmacy Practice	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-390		Total	1	Mal	0	0	0	0	0	0	0
Educational Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

36050

Pharmacy Practice

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ASTPRF-36050-FA		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Pharmacy Practice-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-36050-CT		Total	4	Mal	1	1	0	0	0	0	0
Asst Professor-Pharmacy Practice-	2	Tot Min	0	Fem	3	3	0	0	0	0	0
ASOPRF-36050-FA		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-Pharmacy	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-36050-CT		Total	10	Mal	6	6	0	0	0	0	0
Associate Professor-Pharmacy	2	Tot Min	0	Fem	4	4	0	0	0	0	0
ASOPRFVCDIR-36050		Total	1	Mal	1	1	0	0	0	0	0
Assc Prof/VChr/Dir IPE & Res-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRF-36050		Total	1	Mal	0	0	0	0	0	0	0
Professor-Pharmacy Practice	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFVICCHR-36050		Total	1	Mal	1	1	0	0	0	0	0
Professor/Vice Chair-Pharmacy	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-36050		Total	1	Mal	1	1	0	0	0	0	0
Chair/Professor-Pharmacy Practice	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 36050		Total	27	Mal	13	13	0	0	0	0	0
		Tot Min	0	Fem	14	14	0	0	0	0	0

36080

COP Residents

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-586		Total	5	Mal	4	4	0	0	0	0	0
Pharmacy Resident	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 36080		Total	5	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

36300

Assoc Dean Academic Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-717		Total	10	Mal	5	4	0	1	0	0	0
Temporary Hourly-Assoc Dean	3	Tot Min	1	Fem	5	5	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-671-3		Total	1	Mal	0	0	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-535		Total	1	Mal	1	1	0	0	0	0	0
Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNASOPRF-31100		Total	1	Mal	1	1	0	0	0	0	0
Associate Dean/Assoc Professor-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 36300		Total	14	Mal	7	6	0	1	0	0	0
		Tot Min	1	Fem	7	7	0	0	0	0	0

36305

Experiential Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-361		Total	1	Mal	0	0	0	0	0	0	0
Director of Experiential Opr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRFDIR-36305		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor/Director-Experiential	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 36305		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

36350

Assoc Dean Student Serv

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-259		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Assoc Dean Student	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

36350

Assoc Dean Student Serv

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-683		Total	1	Mal	0	0	0	0	0	0	0
Student Life Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-181		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir Enrlmnt Mgmt, Comm	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-113		Total	1	Mal	0	0	0	0	0	0	0
Admissions Mgr/Assoc Registrar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-163		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir of Financial Aid	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-718		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Assoc Dean	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-141		Total	1	Mal	1	0	1	0	0	0	0
Assistant Dean-Assoc Dean Student	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 36350		Total	8	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	7	7	0	0	0	0	0

37000

Dean CCRHS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-665		Total	1	Mal	0	0	0	0	0	0	0
Site Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-114		Total	2	Mal	0	0	0	0	0	0	0
Advisor	3	Tot Min	1	Fem	2	1	1	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

37000

Dean CCRHS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-180		Total	1	Mal	1	1	0	0	0	0	0
Asst Dean(FiscAff)/Cli Ins/Dir	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNPRF-37000		Total	1	Mal	0	0	0	0	0	0	0
Associate Dean/Professor-Dean	2	Tot Min	0	Fem	1	1	0	0	0	0	0
DNPRF-37000		Total	1	Mal	1	1	0	0	0	0	0
Dean/Professor-Dean CCRHS	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 37000		Total	9	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	7	6	1	0	0	0	0

37100

Allied Health Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFACDS-37100		Total	1	Mal	1	1	0	0	0	0	0
Adjunct Faculty - DUAL SERVICE-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ADJFAC4M-37100		Total	18	Mal	3	3	0	0	0	0	0
Adjunct Faculty 4-month-Allied	2	Tot Min	2	Fem	15	13	0	0	2	0	0
2019-650		Total	1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-322		Total	1	Mal	0	0	0	0	0	0	0
Dental Equipment Serv Worker	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-256		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Allied Health Sciences	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-835		Total	1	Mal	1	1	0	0	0	0	0
Temporary Monthly-Allied Health	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-37100-C9		Total	2	Mal	0	0	0	0	0	0	0
Asst Professor-Allied Health	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASTPRF-37100-FA		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Allied Health	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

37100

Allied Health Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRF-37100-CT		Total	2	Mal	1	1	0	0	0	0	0
Asst Professor-Allied Health	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRFPDIS-37100		Total	1	Mal	0	0	0	0	0	0	0
Assc Prof/Prog Dir Imaging Sci-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-37100		Total	1	Mal	1	1	0	0	0	0	0
Professor-Allied Health Sciences	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-37100		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Allied Health	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 37100		Total	32	Mal	7	7	0	0	0	0	0
		Tot Min	2	Fem	25	23	0	0	2	0	0

37200

Audiology and Speech Lang Pathology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
VAACFAC-37200		Total	7	Mal	2	2	0	0	0	0	0
VA Academic Faculty-Audiology and	2	Tot Min	1	Fem	5	4	0	1	0	0	0
ADJFAC4M-37200		Total	8	Mal	1	1	0	0	0	0	0
Adjunct Faculty 4-month-Audiology	2	Tot Min	0	Fem	7	7	0	0	0	0	0
2019-722		Total	4	Mal	1	0	1	0	0	0	0
Temporary Hourly-Audiology and	3	Tot Min	1	Fem	3	3	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-37200-C9		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Audiology & Speech	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-673		Total	2	Mal	0	0	0	0	0	0	0
Speech-Language Pathologist	3	Tot Min	0	Fem	2	2	0	0	0	0	0
ASTPRF-37200-CT		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Audiology & Speech	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-37200-FA		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Audiology & Speech	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

37200

Audiology and Speech Lang Pathology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASOPRF-37200		Total	3	Mal	0	0	0	0	0	0	0
Associate Professor-Audiology and	2	Tot Min	2	Fem	3	1	1	1	0	0	0
PRF-37200		Total	4	Mal	3	2	0	1	0	0	0
Professor-Audiology and Speech	2	Tot Min	1	Fem	1	1	0	0	0	0	0
CHRPRF-37200		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Audiology and	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 37200		Total	33	Mal	7	5	1	1	0	0	0
		Tot Min	5	Fem	26	23	1	2	0	0	0

37220

Communicative Disorders Clinic

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-580		Total	1	Mal	0	0	0	0	0	0	0
Patient Care Representative	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-672		Total	1	Mal	1	1	0	0	0	0	0
Speech Language Pathologist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-673		Total	1	Mal	0	0	0	0	0	0	0
Speech-Language Pathologist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-37220		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Communicative	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 37220		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

37300

Environmental Health

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-37300		Total	2	Mal	2	2	0	0	0	0	0
Adjunct Faculty 4-month-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-642		Total	1	Mal	1	1	0	0	0	0	0
Research Technician 2	5	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

37300

Environmental Health

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	1	1	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-640		Total	1	Mal	1	1	0	0	0	0	0
Research Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-37300		Total	2	Mal	1	1	0	0	0	0	0
Associate Professor-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-37300		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Environmental	2	Tot Min	1	Fem	1	0	0	1	0	0	0
PRF-37300		Total	1	Mal	1	1	0	0	0	0	0
Professor-Environmental Health	2	Tot Min	0	Fem	0	0	0	0	0	0	0
PRFCHR-37300		Total	1	Mal	1	1	0	0	0	0	0
Professor/Chair-Environmental	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 37300		Total	10	Mal	8	8	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	1	0	0	0

37400

Health Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-765		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Health Sciences	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-501		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	1	1	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	0	0	0	0	0	0	0
CLININST-37400		Total	1	Mal	0	0	0	0	0	0	0
Clinical Instructor-Health Sciences	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-279		Total	2	Mal	0	0	0	0	0	0	0
Coordinator-Health Sciences	3	Tot Min	1	Fem	2	1	0	1	0	0	0
LECT-37400		Total	1	Mal	1	1	0	0	0	0	0
Lecturer-Health Sciences	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

37400

Health Sciences

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ASTPRF-37400		Total	4	Mal	2	1	0	1	0	0	0
Assistant Professor-Health Sciences	2	Tot Min	1	Fem	2	2	0	0	0	0	0
ASOPRF-37400-F9		Total	6	Mal	4	4	0	0	0	0	0
Associate Professor-Health	2	Tot Min	0	Fem	2	2	0	0	0	0	0
PRF-37400		Total	1	Mal	1	1	0	0	0	0	0
Professor-Health Sciences	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-37400-FA		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-Health	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-37400		Total	1	Mal	1	0	0	1	0	0	0
Chair & Professor-Health Sciences	2	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 37400		Total	20	Mal	11	9	0	2	0	0	0
		Tot Min	3	Fem	9	8	0	1	0	0	0

37500

Physical Therapy

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-855		Total	1	Mal	1	1	0	0	0	0	0
Temporary Monthly-Physical	3	Tot Min	0	Fem	0	0	0	0	0	0	0
VAACFAC-37500		Total	3	Mal	1	1	0	0	0	0	0
VA Academic Faculty-Physical	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ADJFAC4M-37500		Total	2	Mal	2	2	0	0	0	0	0
Adjunct Faculty 4-month-Physical	2	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-864		Total	1	Mal	0	0	0	0	0	0	0
Testing Technician 2	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-803		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Physical Therapy	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

37500

Physical Therapy

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-850		Total	1	Mal	0	0	0	0	0	0	0
Temporary Monthly-Office of Practice3		Tot Min	0	Fem	1	1	0	0	0	0	0
PRF-37500		Total	1	Mal	0	0	0	0	0	0	0
Professor-Physical Therapy	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-37500-CT		Total	3	Mal	2	2	0	0	0	0	0
Assistant Professor-Physical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-37500-FA		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Physical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-37500		Total	2	Mal	2	2	0	0	0	0	0
Associate Professor-Physical	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRF-37500		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Physical Therapy	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 37500		Total	19	Mal	8	8	0	0	0	0	0
		Tot Min	0	Fem	11	11	0	0	0	0	0

37505

Physical Therapy Course Fee

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
ASTPRF-37505		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Physical	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 37505		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

37700

Dental Hygiene

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ASTPRF-37700		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor-Dental Hygiene	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

37700

Dental Hygiene

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASOPRF-37700-F9		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Dental Hygiene- 2		Tot Min	0	Fem	1	1	0	0	0	0	0
ASOPRF-37700-FA		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-Dental Hygiene- 2		Tot Min	0	Fem	0	0	0	0	0	0	0
2019-174		Total	1	Mal	1	1	0	0	0	0	0
AssocProf/Prog Dir-Dental Hyg	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 37700		Total	5	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

38000

Dean College of Public Health Adm

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-796		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Orientation	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-747		Total	13	Mal	7	5	2	0	0	0	0
Temporary Hourly-Dean College of	3	Tot Min	2	Fem	6	6	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-268		Total	2	Mal	1	1	0	0	0	0	0
Coordinator-Dean College of Public	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-610		Total	1	Mal	0	0	0	0	0	0	0
Program Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-535		Total	1	Mal	1	1	0	0	0	0	0
Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
LECT-38000		Total	1	Mal	0	0	0	0	0	0	0
Lecturer-Dean College of Public	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	2	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-178		Total	1	Mal	0	0	0	0	0	0	0
Asst Dean for Fin & Adm/Instru	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

38000

Dean College of Public Health Adm

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-319-1		Total	1	Mal	1	1	0	0	0	0	0
Dean-1	1	Tot Min	0	Fem	0	0	0	0	0	0	0
ASODNPRF--38000		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dean/Professor-Dean College 2		Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 38000		Total	25	Mal	12	10	2	0	0	0	0
		Tot Min	2	Fem	13	13	0	0	0	0	0

38010

Res Imp Public Health

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 38010		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

38050

Center for PDAP and T

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRF-38050		Total	2	Mal	1	1	0	0	0	0	0
Assistant Professor-Center for PDAP 2		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 38050		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

38200

Community and Behavioral Health

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-38200		Total	6	Mal	1	0	1	0	0	0	0
Adjunct Faculty 4-month-Community 2		Tot Min	1	Fem	5	5	0	0	0	0	0
2019-735		Total	2	Mal	0	0	0	0	0	0	0
Temporary Hourly-Community and 3		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

38200

Community and Behavioral Health

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
SRLECT-38200		Total	2	Mal	0	0	0	0	0	0	0
Senior Lecturer-Community and	2	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-264		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Community and	3	Tot Min	1	Fem	1	0	0	0	0	0	1
CLNINST-38200		Total	1	Mal	1	1	0	0	0	0	0
Clinical Instructor-Community and	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRFUC-38200		Total	1	Mal	1	1	0	0	0	0	0
Assc Prof/Undergrad Coordinatr-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-38200		Total	1	Mal	0	0	0	0	0	0	0
Asst Professor-Community and	2	Tot Min	0	Fem	1	1	0	0	0	0	0
PRFASODNRS-38200		Total	1	Mal	1	1	0	0	0	0	0
Prof/Assoc Dean for Research-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
CHRPRFPG-38200		Total	1	Mal	0	0	0	0	0	0	0
Chair/Prof/DrPH Prg Coord-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 38200		Total	17	Mal	4	3	1	0	0	0	0
		Tot Min	2	Fem	13	12	0	0	0	0	1

38400

Biostatistics and Epidemiology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-612		Total	1	Mal	0	0	0	0	0	0	0
Project Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
SRLECT-38400		Total	1	Mal	1	1	0	0	0	0	0
Senior Lecturer-Biostatistics and	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-38400		Total	4	Mal	3	1	0	2	0	0	0
Associate Professor-Biostatistics	2	Tot Min	2	Fem	1	1	0	0	0	0	0
ASTPRF-38400		Total	2	Mal	0	0	0	0	0	0	0
Assistant Professor-Biostatistics and	2	Tot Min	2	Fem	2	0	0	1	1	0	0

Workforce Analysis

38400

Biostatistics and Epidemiology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
CHRPRF-38400		Total	1	Mal	0	0	0	0	0	0	0
Chair/Professor-Biostatistics and	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 38400		Total	9	Mal	4	2	0	2	0	0	0
		Tot Min	4	Fem	5	3	0	1	1	0	0

38500

Health Services Mgmt and Policy

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFACDS-38500		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty - DUAL SERVICE-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ADJFAC4M-38500		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month-Health	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-766		Total	5	Mal	1	1	0	0	0	0	0
Temporary Hourly-Health Services	3	Tot Min	0	Fem	4	4	0	0	0	0	0
2019-405		Total	2	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-671-5		Total	1	Mal	1	1	0	0	0	0	0
Specialist-5	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-635		Total	2	Mal	0	0	0	0	0	0	0
Research Coordinator	3	Tot Min	1	Fem	2	1	1	0	0	0	0
2019-124		Total	1	Mal	1	1	0	0	0	0	0
Asoc Dir Research & Data Mgm't	3	Tot Min	0	Fem	0	0	0	0	0	0	0
CLININST-38500		Total	1	Mal	0	0	0	0	0	0	0
Clinical Instructor-Health Services	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-614		Total	1	Mal	0	0	0	0	0	0	0
Project Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
RESASO-38500		Total	3	Mal	3	0	2	1	0	0	0
Research Associate-Health Services	2	Tot Min	3	Fem	0	0	0	0	0	0	0
RESASORSDIR-38500		Total	1	Mal	0	0	0	0	0	0	0
Research Assoc/Research Dir-	2	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

38500

Health Services Mgmt and Policy

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASTPRF-38500-CT		Total	1	Mal	1	1	0	0	0	0	0
Asst Professor-Health Services	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASTPRF-38500-FA		Total	2	Mal	1	0	0	1	0	0	0
Asst Professor-Health Services	2	Tot Min	1	Fem	1	1	0	0	0	0	0
ASTPRFPRJDIR-21755		Total	1	Mal	1	1	0	0	0	0	0
Asst Prof/Project Director-Health	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASOPRF-38500		Total	2	Mal	2	1	1	0	0	0	0
Associate Professor-Health Services	2	Tot Min	1	Fem	0	0	0	0	0	0	0
CHRPREFASODN-38500		Total	1	Mal	0	0	0	0	0	0	0
Chair/Prof/Assoc Dean Qty Plan-	2	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 38500		Total	26	Mal	11	6	3	2	0	0	0
		Tot Min	8	Fem	15	12	2	1	0	0	0

39500

COM IPE Initiative

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-609-4		Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator-4	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-263		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-COM IPE Initiative	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-609-3		Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 39500		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

40000

Business and Finance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40000

Business and Finance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-428		Total	1	Mal	1	1	0	0	0	0	0
Financial Systems Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-380		Total	1	Mal	0	0	0	0	0	0	0
Director, Foundation Acct	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-224		Total	1	Mal	0	0	0	0	0	0	0
Chief Financial Officer	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40000		Total	6	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0

40100

Office of Financial Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-479		Total	4	Mal	2	2	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-105		Total	7	Mal	2	2	0	0	0	0	0
Accountant 2	3	Tot Min	0	Fem	5	5	0	0	0	0	0
2019-427		Total	1	Mal	0	0	0	0	0	0	0
Financial Reporting Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-152		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director of Payroll	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-150		Total	1	Mal	0	0	0	0	0	0	0
Assistant Dir Financial Acct	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-382		Total	1	Mal	0	0	0	0	0	0	0
Director, Payroll	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-379		Total	1	Mal	0	0	0	0	0	0	0
Director, Financial Accounting	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40100

Office of Financial Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-381		Total	1	Mal	1	1	0	0	0	0	0
Director, Grant Accounting	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-173-1		Total	1	Mal	0	0	0	0	0	0	0
Associate Vice President-1	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40100		Total	18	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	13	13	0	0	0	0	0

40110

Director Auxiliary Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-327		Total	1	Mal	0	0	0	0	0	0	0
Dir (Aux/Nonrs Alien Tax Comp)	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40110		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

40120

Post Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-600		Total	4	Mal	2	2	0	0	0	0	0
Postal Clerk	4	Tot Min	1	Fem	2	1	1	0	0	0	0
2019-805		Total	2	Mal	2	1	0	0	1	0	0
Temporary Hourly-Post Office	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-601		Total	1	Mal	1	1	0	0	0	0	0
Postal Clerk 2	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-510		Total	1	Mal	0	0	0	0	0	0	0
Lead Postal Clerk	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-342		Total	1	Mal	1	1	0	0	0	0	0
Dir of Postal & Passport Servi	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40120		Total	9	Mal	6	5	0	0	1	0	0
		Tot Min	2	Fem	3	2	1	0	0	0	0

Workforce Analysis

40122

Passport Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-602		Total	1	Mal	1	1	0	0	0	0	0
Postal Coordinator	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40122		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

40160

Parking Service

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-797		Total	1	Mal	1	0	1	0	0	0	0
Temporary Hourly-Parking Service	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-579		Total	3	Mal	1	1	0	0	0	0	0
Parking Attendant 2	7	Tot Min	2	Fem	2	0	2	0	0	0	0
2019-508		Total	1	Mal	1	1	0	0	0	0	0
Lead Parking Attendant	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-370		Total	1	Mal	1	0	1	0	0	0	0
Director of Parking Services	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 40160		Total	8	Mal	4	2	2	0	0	0	0
		Tot Min	5	Fem	4	1	3	0	0	0	0

40200

Procurement and Contract Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-871		Total	1	Mal	1	1	0	0	0	0	0
Truck Driver	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-479		Total	4	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

40200

Procurement and Contract Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-619		Total	1	Mal	1	1	0	0	0	0	0
Purchasing Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-687		Total	2	Mal	1	1	0	0	0	0	0
Supply Store Lead Worker	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-607		Total	1	Mal	0	0	0	0	0	0	0
Procard Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-249		Total	1	Mal	0	0	0	0	0	0	0
Contract Administrator/Buyer	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-618		Total	1	Mal	0	0	0	0	0	0	0
Purchasing Agent	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-685-3		Total	1	Mal	1	1	0	0	0	0	0
Supervisor-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-608		Total	1	Mal	1	1	0	0	0	0	0
Procurement Compliance Officer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	2	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-167		Total	1	Mal	0	0	0	0	0	0	0
Assoc VP Adm Services	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40200		Total	16	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	11	11	0	0	0	0	0

40210

Emergency Preparedness

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-397		Total	1	Mal	1	1	0	0	0	0	0
Emergency Mgmt Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40210		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40300

Physical Plant

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-802		Total	3	Mal	1	1	0	0	0	0	0
Temporary Hourly-Physical Plant	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-871		Total	1	Mal	1	1	0	0	0	0	0
Truck Driver	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-695		Total	1	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-680		Total	1	Mal	1	1	0	0	0	0	0
Stock Clerk 2	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	2	Mal	2	1	1	0	0	0	0
Assistant Director	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-614		Total	1	Mal	0	0	0	0	0	0	0
Project Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-324		Total	1	Mal	1	1	0	0	0	0	0
Design and Construction Coord	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-246		Total	1	Mal	1	1	0	0	0	0	0
Construction Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-232		Total	1	Mal	1	1	0	0	0	0	0
Communication Infrastructure Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	2	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-247		Total	1	Mal	1	1	0	0	0	0	0
Construction Mgmt Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-371		Total	1	Mal	1	1	0	0	0	0	0
Director of Project Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-156		Total	1	Mal	1	1	0	0	0	0	0
Assistant Vice President	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-330		Total	1	Mal	1	1	0	0	0	0	0
Dir Facilities Mgmt Operations	1	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40300

Physical Plant

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-173-1		Total	1	1	0	0	0	0	0	0
Associate Vice President-1	1	Tot Min	0	0	0	0	0	0	0	0
Total for 40300		Total	20	12	1	0	0	0	0	0
		Tot Min	2	6	1	0	0	0	0	0

40310

Plant Maintenance and Repairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-804		Total	3	2	1	0	0	0	0	0
Temporary Hourly-Plant	3	Tot Min	1	0	0	0	0	0	0	0
2019-875		Total	1	1	0	0	0	0	0	0
Utility Worker - Driver	7	Tot Min	0	0	0	0	0	0	0	0
2019-532		Total	5	5	0	0	0	0	0	0
Maintenance Worker	6	Tot Min	0	0	0	0	0	0	0	0
2019-577		Total	2	2	0	0	0	0	0	0
Painter	6	Tot Min	0	0	0	0	0	0	0	0
2019-213		Total	2	2	0	0	0	0	0	0
Carpenter (Finish)	6	Tot Min	0	0	0	0	0	0	0	0
2019-525		Total	1	1	0	0	0	0	0	0
Locksmith 2	6	Tot Min	0	0	0	0	0	0	0	0
2019-471		Total	1	1	0	0	0	0	0	0
Horticulture Technician 2	7	Tot Min	0	0	0	0	0	0	0	0
2019-527		Total	1	1	0	0	0	0	0	0
Maintenance Lead Worker	6	Tot Min	0	0	0	0	0	0	0	0
2019-116		Total	1	1	0	0	0	0	0	0
Air Condition/Heating Mech 2	6	Tot Min	0	0	0	0	0	0	0	0
2019-496		Total	1	1	0	0	0	0	0	0
Inventory Supervisor	4	Tot Min	0	0	0	0	0	0	0	0
2019-115		Total	1	1	0	0	0	0	0	0
Air Condition/Heating Mech 1	6	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

40310

Plant Maintenance and Repairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-393		Total	3	3	0	0	0	0	0	0
Electrician	6	Tot Min	0	0	0	0	0	0	0	0
2019-590		Total	2	1	0	0	0	0	0	1
Plumber	6	Tot Min	1	0	0	0	0	0	0	0
2019-117		Total	1	1	0	0	0	0	0	0
Air Condition/Heating Mech 3	6	Tot Min	0	0	0	0	0	0	0	0
2019-394		Total	1	1	0	0	0	0	0	0
Electrician High Voltage	6	Tot Min	0	0	0	0	0	0	0	0
2019-529		Total	1	1	0	0	0	0	0	0
Maintenance Mechanic Lead Wrk	6	Tot Min	0	0	0	0	0	0	0	0
2019-578		Total	1	1	0	0	0	0	0	0
Painter Lead Worker	6	Tot Min	0	0	0	0	0	0	0	0
2019-437		Total	1	1	0	0	0	0	0	0
Gen Maint Mechanic Supervisor	6	Tot Min	0	0	0	0	0	0	0	0
2019-524		Total	1	1	0	0	0	0	0	0
Lockshop Supervisor	6	Tot Min	0	0	0	0	0	0	0	0
2019-392		Total	1	1	0	0	0	0	0	0
Electrical Shop Supervisor	6	Tot Min	0	0	0	0	0	0	0	0
2019-429		Total	1	1	0	0	0	0	0	0
Fire Protection Specialist	5	Tot Min	0	0	0	0	0	0	0	0
2019-507		Total	1	1	0	0	0	0	0	0
Lead Maintenance Engineer	6	Tot Min	0	0	0	0	0	0	0	0
2019-591		Total	1	0	1	0	0	0	0	0
Plumbing Shop Supervisor	6	Tot Min	1	0	0	0	0	0	0	0
2019-151		Total	1	1	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	0	0	0	0	0	0	0
Total for 40310		Total	35	32	2	0	0	0	0	1
		Tot Min	3	0	0	0	0	0	0	0

Workforce Analysis

40312

Plant Maint Repairs Housing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-532		Total	2	Mal	2	2	0	0	0	0	0
Maintenance Worker	6	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-590		Total	1	Mal	1	1	0	0	0	0	0
Plumber	6	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-438		Total	1	Mal	1	1	0	0	0	0	0
Gen Maintenance Mechanc Superv	6	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40312		Total	4	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

40320

Custodial Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-744		Total	12	Mal	5	5	0	0	0	0	0
Temporary Hourly-Custodial	3	Tot Min	2	Fem	7	5	2	0	0	0	0
2019-313		Total	72	Mal	34	32	1	0	0	0	1
Custodian	7	Tot Min	11	Fem	38	29	6	0	3	0	0
2019-530		Total	3	Mal	2	2	0	0	0	0	0
Maintenance Utility Helper	7	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-533		Total	1	Mal	1	1	0	0	0	0	0
Maintenance/Custodial Worker	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-534		Total	7	Mal	4	4	0	0	0	0	0
Maintenance/Custodial Worker	7	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-472		Total	1	Mal	0	0	0	0	0	0	0
Housekeeper	7	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-311		Total	8	Mal	6	6	0	0	0	0	0
Custodial Foreman	7	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-527		Total	1	Mal	1	1	0	0	0	0	0
Maintenance Lead Worker	6	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-685		Total	1	Mal	1	1	0	0	0	0	0
Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40320

Custodial Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-312		Total	1	Mal	1	1	0	0	0	0	0
Custodial Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-165		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dir, Custodial Services	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40320		Total	108	Mal	56	54	1	0	0	0	1
		Tot Min	13	Fem	52	41	8	0	3	0	0

40321

Custodial Services Housing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-745		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Custodial	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-313		Total	8	Mal	6	4	2	0	0	0	0
Custodian	7	Tot Min	2	Fem	2	2	0	0	0	0	0
2019-530		Total	1	Mal	1	1	0	0	0	0	0
Maintenance Utility Helper	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-534		Total	1	Mal	1	0	1	0	0	0	0
Maintenance/Custodian Worker	7	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-311		Total	4	Mal	3	3	0	0	0	0	0
Custodial Foreman	7	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-312		Total	1	Mal	1	1	0	0	0	0	0
Custodial Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40321		Total	16	Mal	12	9	3	0	0	0	0
		Tot Min	4	Fem	4	3	1	0	0	0	0

40322

Custodial Library SAAC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-743		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Custodial Library	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 40322	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

40330 Power House Operations

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-532		Total 1	Mal	1	1	0	0	0	0	0
Maintenance Worker	6	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-206		Total 2	Mal	2	2	0	0	0	0	0
Boiler Operator 2	7	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-205		Total 2	Mal	2	2	0	0	0	0	0
Boiler Mechanic	6	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-535		Total 1	Mal	1	1	0	0	0	0	0
Manager	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40330		Total 6	Mal	6	6	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

40340 Maintenance of Grounds

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-774		Total 3	Mal	1	1	0	0	0	0	0
Temporary Hourly-Maintenance of	3	Tot Min 0	Fem	2	2	0	0	0	0	0
2019-875		Total 3	Mal	2	2	0	0	0	0	0
Utility Worker - Driver	7	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-452		Total 1	Mal	1	1	0	0	0	0	0
Grounds Foreman	7	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-531		Total 1	Mal	1	1	0	0	0	0	0
Maintenance Utility Worker	7	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-527		Total 1	Mal	1	1	0	0	0	0	0
Maintenance Lead Worker	6	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-685		Total 1	Mal	1	1	0	0	0	0	0
Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-528		Total 1	Mal	1	1	0	0	0	0	0
Maintenance Mechanic Lead Wkr	6	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40340

Maintenance of Grounds

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-453		Total	1	Mal	1	1	0	0	0	0	0
Grounds Shop Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-121		Total	1	Mal	1	1	0	0	0	0	0
Arborist Manager	7	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40340		Total	13	Mal	10	10	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

40341

Practice Facility

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-806		Total	2	Mal	2	2	0	0	0	0	0
Temporary Hourly-Practice Facility	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-452		Total	2	Mal	2	2	0	0	0	0	0
Grounds Foreman	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-470		Total	2	Mal	2	2	0	0	0	0	0
Horticulture Technician 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-469		Total	1	Mal	1	1	0	0	0	0	0
Horticulture Tech 1 - Arborist	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-471		Total	2	Mal	2	2	0	0	0	0	0
Horticulture Technician 2	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-872		Total	1	Mal	1	1	0	0	0	0	0
Turf Manager	7	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40341		Total	10	Mal	10	10	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

40342

Horticulture Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-875		Total	1	Mal	1	1	0	0	0	0	0
Utility Worker - Driver	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40342

Horticulture Department

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-471		Total	1	1	0	0	0	0	0	0
Horticulture Technician 2	7	Tot Min	0	0	0	0	0	0	0	0
Total for 40342		Total	2	2	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

40345

Valleybrook Operations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-526		Total	1	1	0	0	0	0	0	0
Maint/Custodial Supervisor	6	Tot Min	0	0	0	0	0	0	0	0
Total for 40345		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

40355

Environmental Health and Safety

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-464		Total	1	1	0	0	0	0	0	0
Health & Safety Technician	5	Tot Min	0	0	0	0	0	0	0	0
2019-463		Total	1	1	0	0	0	0	0	0
Health & Safety Specialist	3	Tot Min	0	0	0	0	0	0	0	0
2019-400		Total	1	1	0	0	0	0	0	0
Environmental Compliance Mgr	3	Tot Min	0	0	0	0	0	0	0	0
2019-349-3		Total	1	1	0	0	0	0	0	0
Director-3	3	Tot Min	0	0	0	0	0	0	0	0
2019-620		Total	1	0	0	0	0	0	0	0
Radiation Safety Officer	3	Tot Min	0	1	0	0	0	0	0	0
2019-407		Total	1	1	0	0	0	0	0	0
Executive Director	3	Tot Min	0	0	0	0	0	0	0	0
Total for 40355		Total	6	5	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

Workforce Analysis

40365

Recycling and Sustainability Progra

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-625		Total	1	1	0	0	0	0	0	0
Recycling Coordinator	4	Tot Min	0	0	0	0	0	0	0	0
Total for 40365		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

40380

Physical Plant Adm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-532		Total	2	2	0	0	0	0	0	0
Maintenance Worker	6	Tot Min	0	0	0	0	0	0	0	0
2019-117		Total	1	1	0	0	0	0	0	0
Air Condition/Heating Mech 3	6	Tot Min	0	0	0	0	0	0	0	0
2019-467		Total	1	1	0	0	0	0	0	0
High Voltage Electrician	6	Tot Min	0	0	0	0	0	0	0	0
2019-394		Total	1	1	0	0	0	0	0	0
Electrician High Voltage	6	Tot Min	0	0	0	0	0	0	0	0
2019-661		Total	1	1	0	0	0	0	0	0
Senior Maintenance Mechanic	6	Tot Min	0	0	0	0	0	0	0	0
Total for 40380		Total	6	6	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

40384

Building Maintenance

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-313		Total	1	0	0	1	0	0	0	0
Custodian	7	Tot Min	1	0	0	0	0	0	0	0
2019-532		Total	1	1	0	0	0	0	0	0
Maintenance Worker	6	Tot Min	0	0	0	0	0	0	0	0
2019-212		Total	1	1	0	0	0	0	0	0
Carpenter	6	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

40384

Building Maintenance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-393		Total	1	Mal	1	1	0	0	0	0	0
Electrician	6	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-590		Total	1	Mal	1	1	0	0	0	0	0
Plumber	6	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-170		Total	1	Mal	1	1	0	0	0	0	0
Associate Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40384		Total	6	Mal	6	5	0	1	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

40385

Custodial Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-313		Total	16	Mal	9	8	0	0	0	0	1
Custodian	7	Tot Min	1	Fem	7	7	0	0	0	0	0
2019-311		Total	2	Mal	1	0	1	0	0	0	0
Custodial Foreman	7	Tot Min	1	Fem	1	1	0	0	0	0	0
2019-312		Total	1	Mal	0	0	0	0	0	0	0
Custodial Supervisor	7	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40385		Total	19	Mal	10	8	1	0	0	0	1
		Tot Min	2	Fem	9	9	0	0	0	0	0

40400

Budget and Financial Planning

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-425		Total	1	Mal	0	0	0	0	0	0	0
Financial Management Analyst 2	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-170		Total	1	Mal	0	0	0	0	0	0	0
Associate Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-654		Total	1	Mal	0	0	0	0	0	0	0
Senior Assoc Vice President	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 40400	Total	3	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	0	Fem	3	3	0	0	0	0	0	0	0

40500 Tax and Revenue Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
2019-823		Total	2	Mal	0	0	0	0	0	0	0	0
Temporary Hourly-Tax and Revenue	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2019-479		Total	2	Mal	1	1	0	0	0	0	0	0
Information Research Tech	4	Tot Min	1	Fem	1	0	1	0	0	0	0	0
2019-671-3		Total	1	Mal	0	0	0	0	0	0	0	0
Specialist-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-682		Total	1	Mal	1	1	0	0	0	0	0	0
Student Account Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2019-105		Total	3	Mal	1	1	0	0	0	0	0	0
Accountant 2	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2019-133		Total	1	Mal	1	1	0	0	0	0	0	0
Assistant Bursar	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2019-207		Total	1	Mal	0	0	0	0	0	0	0	0
Bursar	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-173-1		Total	1	Mal	0	0	0	0	0	0	0	0
Associate Vice President-1	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40500		Total	12	Mal	4	4	0	0	0	0	0	0
		Tot Min	1	Fem	8	7	1	0	0	0	0	0

50200 Human Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
2019-767		Total	2	Mal	1	1	0	0	0	0	0	0
Temporary Hourly-Human	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-474		Total	1	Mal	0	0	0	0	0	0	0	0
Human Resource Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2019-476		Total	1	Mal	1	1	0	0	0	0	0	0
Human Resources Asst Senior	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

50200

Human Resources

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-280		Total 3	Mal	0	0	0	0	0	0	0
Coordinator-Human Resources	4	Tot Min 0	Fem	3	3	0	0	0	0	0
2019-475		Total 2	Mal	1	1	0	0	0	0	0
Human Resource Generalist	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-203		Total 1	Mal	0	0	0	0	0	0	0
Benefits Specialist	5	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-391		Total 1	Mal	0	0	0	0	0	0	0
EEO Specialist	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-477		Total 1	Mal	0	0	0	0	0	0	0
Human Resources Specialist	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-540		Total 1	Mal	1	1	0	0	0	0	0
Manager, Training	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-473		Total 1	Mal	0	0	0	0	0	0	0
HR Business Partner	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-538		Total 1	Mal	1	1	0	0	0	0	0
Manager, HR Information Systms	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-202		Total 1	Mal	0	0	0	0	0	0	0
Benefits Manager	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-367		Total 1	Mal	0	0	0	0	0	0	0
Director of HR Operations	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-156		Total 2	Mal	0	0	0	0	0	0	0
Assistant Vice President	1	Tot Min 0	Fem	2	2	0	0	0	0	0
Total for 50200		Total 19	Mal	5	5	0	0	0	0	0
		Tot Min 0	Fem	14	14	0	0	0	0	0

50300

Infor Technology Comp Svcs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-768		Total 23	Mal	16	14	1	0	0	0	1
Temporary Hourly-Infor Technology	3	Tot Min 4	Fem	7	5	2	0	0	0	0

Workforce Analysis

50300

Infor Technology Comp Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-695		Total	2	Mal	0	0	0	0	0	0	0
Technical Clerk	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-244		Total	1	Mal	1	1	0	0	0	0	0
Computer Operations Specialst	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-563		Total	1	Mal	1	1	0	0	0	0	0
Network Support Specialist	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-314		Total	5	Mal	5	4	0	0	1	0	0
Customer Support Specialist	5	Tot Min	1	Fem	0	0	0	0	0	0	0
2019-658		Total	2	Mal	2	2	0	0	0	0	0
Senior Help Desk Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-699		Total	1	Mal	1	1	0	0	0	0	0
Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-558		Total	1	Mal	1	1	0	0	0	0	0
Multimedia Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-885		Total	2	Mal	2	2	0	0	0	0	0
Web Developer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-399		Total	1	Mal	1	1	0	0	0	0	0
Enterprise App Developer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-208		Total	1	Mal	1	1	0	0	0	0	0
Business Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-395		Total	1	Mal	1	1	0	0	0	0	0
Electronic Content Developer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-690		Total	1	Mal	1	1	0	0	0	0	0
Systems Analyst 2	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-613		Total	1	Mal	0	0	0	0	0	0	0
Project Management Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-535		Total	3	Mal	2	1	1	0	0	0	0
Manager	3	Tot Min	1	Fem	1	1	0	0	0	0	0
2019-119		Total	3	Mal	3	3	0	0	0	0	0
Analyst 3	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

50300

Infor Technology Comp Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-466		Total	1	Mal	1	1	0	0	0	0	0
Help Desk Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-561		Total	1	Mal	1	1	0	0	0	0	0
Network Administrator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-689		Total	2	Mal	2	2	0	0	0	0	0
Systems Administrator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-552		Total	1	Mal	1	1	0	0	0	0	0
Mgr Computing Technology Svcs	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-677		Total	1	Mal	1	1	0	0	0	0	0
Sr Dir Customer Service	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-562		Total	1	Mal	1	1	0	0	0	0	0
Network Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-662		Total	4	Mal	4	4	0	0	0	0	0
Senior Software Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-480		Total	1	Mal	1	1	0	0	0	0	0
Information Security Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-537		Total	1	Mal	1	1	0	0	0	0	0
Manager of Systems Support	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-704		Total	1	Mal	0	0	0	0	0	0	0
Telecommunications Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-325		Total	1	Mal	1	1	0	0	0	0	0
DevOps Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-657		Total	1	Mal	1	1	0	0	0	0	0
Senior DevOps Architect	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-225		Total	1	Mal	1	1	0	0	0	0	0
Chief Info SO & Assoc (CIO)	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-229		Total	1	Mal	0	0	0	0	0	0	0
CIO/Sr Vice Provost for ITS	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 50300	Total	68	Mal	54	50	2	0	1	0	0	1
	Tot Min	6	Fem	14	12	2	0	0	0	0	0

50310 Telecommunications

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-396		Total 1	Mal	0	0	0	0	0	0	0
Electronic Technician	5	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-240		Total 1	Mal	1	1	0	0	0	0	0
Communications Support Spec.	5	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-564		Total 1	Mal	1	1	0	0	0	0	0
Network Technician	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-705		Total 1	Mal	1	1	0	0	0	0	0
Telecommunications Manager	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-561		Total 1	Mal	1	1	0	0	0	0	0
Network Administrator	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 50310		Total 5	Mal	4	4	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

50500 Safety Security

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-651		Total 2	Mal	1	1	0	0	0	0	0
Security Guard 1	7	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-388		Total 5	Mal	2	2	0	0	0	0	0
Dispatcher	7	Tot Min 0	Fem	3	3	0	0	0	0	0
2019-592		Total 10	Mal	7	7	0	0	0	0	0
Police Officer 2	7	Tot Min 0	Fem	3	3	0	0	0	0	0
2019-617		Total 1	Mal	0	0	0	0	0	0	0
Public Safety Officer 2	7	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-593		Total 2	Mal	2	2	0	0	0	0	0
Police Officer 3	7	Tot Min 0	Fem	0	0	0	0	0	0	0
2019-387		Total 1	Mal	0	0	0	0	0	0	0
Dispatch Supervisor	7	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

50500

Safety Security

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-594		Total	3	Mal	2	2	0	0	0	0	0
Police Officer 4	7	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-520		Total	2	Mal	1	1	0	0	0	0	0
Lieutenant	7	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-209		Total	1	Mal	1	1	0	0	0	0	0
Captain	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-193		Total	1	Mal	0	0	0	0	0	0	0
Asst VP for PS/Chief of Police	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 50500		Total	28	Mal	16	16	0	0	0	0	0
		Tot Min	1	Fem	12	11	1	0	0	0	0

50700

Student Services Adm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-405		Total	2	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-319-3		Total	1	Mal	0	0	0	0	0	0	0
Dean-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-126		Total	1	Mal	1	1	0	0	0	0	0
Assc VP for Student Engagement	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-156		Total	1	Mal	1	1	0	0	0	0	0
Assistant Vice President	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-883		Total	1	Mal	1	1	0	0	0	0	0
VP Student Life & Enrollment	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 50700		Total	8	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0

Workforce Analysis

50704

Orientation Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-796		Total	4	Mal	3	3	0	0	0	0	0
Temporary Hourly-Orientation	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-198		Total	1	Mal	1	1	0	0	0	0	0
Ast Dir-New Stud & Family Prog	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-386		Total	1	Mal	0	0	0	0	0	0	0
Dir-New Student/Family Progrms	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50704		Total	6	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

50710

University Center Adm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-396		Total	2	Mal	2	2	0	0	0	0	0
Electronic Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-303		Total	2	Mal	0	0	0	0	0	0	0
Coordinator-University Center Adm	3	Tot Min	1	Fem	2	1	0	0	0	0	1
2019-700		Total	1	Mal	1	1	0	0	0	0	0
Technician Manager	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-375		Total	1	Mal	0	0	0	0	0	0	0
Director of UnivCenter&ID Serv	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50710		Total	7	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	0	0	0	1

50713

SORC Administration

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
2019-151		Total	1	Mal	1	1	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

50713

SORC Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-197		Total	1	Mal	0	0	0	0	0	0	0
Ast Dean Studnt for Stud Eng	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-557		Total	1	Mal	0	0	0	0	0	0	0
Multicultural Director	3	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 50713		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	2	Fem	3	1	2	0	0	0	0

50721

Center for Physical Activity

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-216		Total	1	Mal	0	0	0	0	0	0	0
Casual Care I	7	Tot Min	1	Fem	1	0	1	0	0	0	0
2019-412		Total	48	Mal	30	24	5	0	0	1	0
Facilities Operations I	7	Tot Min	11	Fem	18	13	4	0	0	0	1
2019-410		Total	1	Mal	1	1	0	0	0	0	0
Facilities I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-413		Total	6	Mal	3	3	0	0	0	0	0
Facilities Operations II	7	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-574		Total	2	Mal	0	0	0	0	0	0	0
Outdoor Lead	7	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-414		Total	3	Mal	0	0	0	0	0	0	0
Facility Supervisor I	7	Tot Min	0	Fem	3	3	0	0	0	0	0
2019-522		Total	1	Mal	0	0	0	0	0	0	0
Lifeguard I	7	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-925		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Horticulture	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-730		Total	1	Mal	1	0	1	0	0	0	0
Temporary Hourly-Center for	3	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

50721

Center for Physical Activity

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
PRF-50721		Total	1	1	0	0	0	0	0	0
Professor-Center for Physical Activity 2		Tot Min	0	0	0	0	0	0	0	0
Total for 50721		Total	65	29	6	0	0	0	1	0
		Tot Min	13	23	5	0	0	0	0	1

50722

CPA - Aquatics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-521		Total	5	4	0	0	0	0	0	0
Lifeguard	7	Tot Min	0	1	0	0	0	0	0	0
2019-522		Total	3	0	0	0	0	0	0	0
Lifeguard I	7	Tot Min	0	3	0	0	0	0	0	0
2019-523		Total	3	2	0	0	0	0	0	0
Lifeguard II	7	Tot Min	0	1	0	0	0	0	0	0
2019-688		Total	1	1	0	0	0	0	0	0
Swim Instructor II	7	Tot Min	0	0	0	0	0	0	0	0
Total for 50722		Total	12	7	0	0	0	0	0	0
		Tot Min	0	5	0	0	0	0	0	0

50723

CPA - Fitness

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-216		Total	9	0	0	0	0	0	0	0
Casual Care I	7	Tot Min	2	9	1	0	0	0	0	1
2019-887		Total	1	1	0	0	0	0	0	0
Weight Room Tech I	7	Tot Min	0	0	0	0	0	0	0	0
2019-217		Total	2	0	0	0	0	0	0	0
Casual Care II	7	Tot Min	0	2	0	0	0	0	0	0
2019-413		Total	2	1	0	1	0	0	0	0
Facilities Operations II	7	Tot Min	1	1	0	0	0	0	0	0

Workforce Analysis

50723

CPA - Fitness

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-924		Total	1	1	0	0	0	0	0	0
Temporary Hourly-CPA - Fitness	3	Tot Min	0	0	0	0	0	0	0	0
2019-433		Total	35	8	1	0	1	0	0	1
Fitness Staff II	7	Tot Min	4	23	0	0	1	0	0	0
Total for 50723		Total	50	10	1	1	1	0	0	1
		Tot Min	7	33	1	0	1	0	0	1

50724

CPA - Outdoor Adventure

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-575		Total	11	8	0	0	0	0	0	0
Outdoor Staff	7	Tot Min	0	3	0	0	0	0	0	0
2019-574		Total	8	4	0	0	0	0	0	1
Outdoor Lead	7	Tot Min	1	3	0	0	0	0	0	0
2019-204		Total	1	0	0	0	0	0	0	0
BOA Lead Instructor	7	Tot Min	1	0	0	0	0	0	0	1
2019-740		Total	4	2	0	0	0	0	0	0
Temporary Hourly-CPA - Outdoor	3	Tot Min	0	2	0	0	0	0	0	0
Total for 50724		Total	24	14	0	0	0	0	0	1
		Tot Min	2	8	0	0	0	0	0	1

50725

CPA - Intramural Sports

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-494		Total	19	11	1	1	0	0	0	1
Intramural Staff I	7	Tot Min	6	8	0	1	1	0	0	1
2019-495		Total	3	2	0	0	0	0	0	0
Intramural Supervisors	7	Tot Min	0	1	0	0	0	0	0	0
2019-493		Total	1	1	0	0	0	0	0	0
Intramural Manager	7	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 50725	Total	23	Mal	14	11	1	1	0	0	0	1
	Tot Min	6	Fem	9	6	0	1	1	0	0	1

50750 Disability Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-505		Total 1	Mal	0	0	0	0	0	0	0
Lead Interpreter	5	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-348		Total 1	Mal	0	0	0	0	0	0	0
Dir/Campus ADA Coordinator	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-170		Total 1	Mal	0	0	0	0	0	0	0
Associate Director	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 50750		Total 3	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

50751 Disability Services Access

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
2019-750		Total 4	Mal	1	1	0	0	0	0	0
Temporary Hourly-Disability Services	3	Tot Min 0	Fem	3	3	0	0	0	0	0
Total for 50751		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

50760 Counseling Center

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
ADJFAC4M-50760		Total 1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month-Counseling	2	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-738		Total 2	Mal	1	1	0	0	0	0	0
Temporary Hourly-Counseling	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-650		Total 1	Mal	0	0	0	0	0	0	0
Secretary 3	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2019-405		Total 1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

50760

Counseling Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-308		Total	1	Mal	1	1	0	0	0	0	0
Counselor/Coord of Suicide	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-307		Total	1	Mal	0	0	0	0	0	0	0
Counselor/AOD Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-305		Total	1	Mal	0	0	0	0	0	0	0
Counselor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-170		Total	1	Mal	0	0	0	0	0	0	0
Associate Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	1	1	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 50760		Total	10	Mal	3	3	0	0	0	0	0
		Tot Min	0	Fem	7	7	0	0	0	0	0

50770

University Career Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	1	Fem	1	0	0	0	1	0	0
2019-479		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-576		Total	1	Mal	0	0	0	0	0	0	0
Outreach & Employer Serv Coord	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	1	Mal	1	1	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	1	0	1	0	0	0	0
Director-3	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 50770		Total	5	Mal	2	1	1	0	0	0	0
		Tot Min	2	Fem	3	2	0	0	1	0	0

Workforce Analysis

50780

Student Housing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-820		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Student Housing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-651		Total	1	Mal	1	1	0	0	0	0	0
Security Guard 1	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-649		Total	1	Mal	0	0	0	0	0	0	0
Secretary 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-478		Total	1	Mal	0	0	0	0	0	0	0
Information Research Tech 1	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-298		Total	2	Mal	0	0	0	0	0	0	0
Coordinator-Student Housing	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-122		Total	2	Mal	2	2	0	0	0	0	0
Area Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-536		Total	1	Mal	1	1	0	0	0	0	0
Manager of Student Apartments	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-151		Total	1	Mal	1	1	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-108		Total	1	Mal	0	0	0	0	0	0	0
AD of Housing Residence Life	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-162		Total	1	Mal	0	0	0	0	0	0	0
Assoc Dir Housing Operations	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-366		Total	1	Mal	0	0	0	0	0	0	0
Director of Housing/Res Life	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50780		Total	14	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	9	9	0	0	0	0	0

Workforce Analysis

50785

Buc Ridge Maintenance

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-313		Total	1	0	1	0	0	0	0	0
Custodian	7	Tot Min	1	0	0	0	0	0	0	0
2019-532		Total	4	3	1	0	0	0	0	0
Maintenance Worker	6	Tot Min	1	0	0	0	0	0	0	0
2019-471		Total	1	0	1	0	0	0	0	0
Horticulture Technician 2	7	Tot Min	1	0	0	0	0	0	0	0
2019-528		Total	1	1	0	0	0	0	0	0
Maintenance Mechanic Lead Wkr	6	Tot Min	0	0	0	0	0	0	0	0
Total for 50785		Total	7	4	3	0	0	0	0	0
		Tot Min	3	0	0	0	0	0	0	0

50790

Millennium Center Student Affairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-782		Total	2	1	0	0	0	0	0	0
Temporary Hourly-Millennium Center 3		Tot Min	0	1	0	0	0	0	0	0
Total for 50790		Total	2	1	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

50900

Student Activities Other

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-795		Total	1	0	0	0	0	0	0	0
Temporary Hourly-Office of	3	Tot Min	0	1	0	0	0	0	0	0
2019-816		Total	18	9	0	0	0	0	0	0
Temporary Hourly-Student Activities 3		Tot Min	3	9	1	0	2	0	0	0
Total for 50900		Total	19	9	0	0	0	0	0	0
		Tot Min	3	10	1	0	2	0	0	0

Workforce Analysis

50901

Student Government Association

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-818		Total	7	Mal	2	1	0	0	0	0	1
Temporary Hourly-Student	3	Tot Min	2	Fem	5	4	0	1	0	0	0
Total for 50901		Total	7	Mal	2	1	0	0	0	0	1
		Tot Min	2	Fem	5	4	0	1	0	0	0

50902

Debit Card Operation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-748		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Debit Card	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-422		Total	1	Mal	0	0	0	0	0	0	0
Financial Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-691		Total	1	Mal	0	0	0	0	0	0	0
Systems Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50902		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

50903

East Tennessean

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-571		Total	1	Mal	0	0	0	0	0	0	0
Office Supervisor	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-114		Total	1	Mal	1	1	0	0	0	0	0
Advisor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 50903		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

50904

Campus Recreation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-674		Total	2	Mal	2	2	0	0	0	0	0
Sport Club Van Driver	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-262		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Campus Recreation	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-432		Total	1	Mal	0	0	0	0	0	0	0
Fitness Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-184		Total	1	Mal	1	1	0	0	0	0	0
Asst Dir of Sport Programs	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-151		Total	1	Mal	1	1	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-170		Total	1	Mal	1	1	0	0	0	0	0
Associate Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-355		Total	1	Mal	0	0	0	0	0	0	0
Director of Campus Recreation	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50904		Total	9	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

50906

Volunteer ETSU

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-832		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-Volunteer ETSU	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50906		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

50908

Student Org. Resource Ctr.

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADJFAC4M-50908		Total	1	Mal	0	0	0	0	0	0	0
Adjunct Faculty 4-month-Student	2	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-649		Total	1	Mal	0	0	0	0	0	0	0
Secretary 2	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50908		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

50910

University Productions/Buctainment

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-827		Total	5	Mal	2	1	1	0	0	0	0
Temporary Hourly-University	3	Tot Min	1	Fem	3	3	0	0	0	0	0
Total for 50910		Total	5	Mal	2	1	1	0	0	0	0
		Tot Min	1	Fem	3	3	0	0	0	0	0

50911

Adult, Commuter and Transfer Svs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-712		Total	1	Mal	1	1	0	0	0	0	0
Temporary Hourly-Adult, Commuter	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-405		Total	1	Mal	0	0	0	0	0	0	0
Executive Aide	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-151		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 50911		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

50913

Multicultural Affairs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-783		Total	3	2	0	1	0	0	0	1
Temporary Hourly-Multicultural	3	Tot Min	3	1	0	1	0	0	0	0
Total for 50913		Total	3	2	0	1	0	0	0	1
		Tot Min	3	1	0	1	0	0	0	0

50916

ETSU Gospel Choir

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-757		Total	2	2	0	2	0	0	0	0
Temporary Hourly-ETSU Gospel	3	Tot Min	2	0	0	0	0	0	0	0
Total for 50916		Total	2	2	0	2	0	0	0	0
		Tot Min	2	0	0	0	0	0	0	0

50917

Fraternity/Sorority Life/Greek Life

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-347		Total	1	0	0	0	0	0	0	0
Dir., of Fraternity & Sorority	3	Tot Min	0	1	1	0	0	0	0	0
Total for 50917		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

50925

Eco Nuts & Eco Ambassador Educ Prog

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
2019-753		Total	3	0	0	0	0	0	0	0
Temporary Hourly-Eco Nuts & Eco	3	Tot Min	1	3	2	1	0	0	0	0
Total for 50925		Total	3	0	0	0	0	0	0	0
		Tot Min	1	3	2	1	0	0	0	0

Workforce Analysis

60000

Office of VP for Univ Adv

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-570		Total	1	Mal	0	0	0	0	0	0	0
Office Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-192		Total	1	Mal	0	0	0	0	0	0	0
Asst VP for Advancement Srvcs	1	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-878		Total	1	Mal	0	0	0	0	0	0	0
Vice Pres for Univ Advancement	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 60000		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

61000

Alumni

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-238		Total	1	Mal	0	0	0	0	0	0	0
Comm & Technology Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-118		Total	1	Mal	0	0	0	0	0	0	0
Alumni Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-185		Total	1	Mal	1	1	0	0	0	0	0
Asst Director for Alumni	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 61000		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

62000

University Advancement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-826		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-University	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

62000

University Advancement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-440		Total	1	Mal	0	0	0	0	0	0	0
Gift Processor(Info Res Tech2)	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-441		Total	1	Mal	0	0	0	0	0	0	0
Gift Processor(Info Tech 2)	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-569		Total	2	Mal	0	0	0	0	0	0	0
Office Coordinator	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2019-187		Total	1	Mal	1	1	0	0	0	0	0
Asst Director, Annual Giving	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-426		Total	1	Mal	0	0	0	0	0	0	0
Financial Mgmt Analyst 1	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-616		Total	1	Mal	1	1	0	0	0	0	0
Prospect Research Analyst 1	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-702		Total	1	Mal	0	0	0	0	0	0	0
Technology Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-703		Total	1	Mal	1	1	0	0	0	0	0
Technology Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-336		Total	1	Mal	0	0	0	0	0	0	0
Dir of Dev., Nursing/CRHS	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-359		Total	5	Mal	1	0	1	0	0	0	0
Director of Development	3	Tot Min	2	Fem	4	3	1	0	0	0	0
2019-338		Total	1	Mal	0	0	0	0	0	0	0
Dir of Dev., Univ Programs	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-337		Total	1	Mal	1	1	0	0	0	0	0
Dir of Dev., Pharmacy/PHealth	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-329		Total	1	Mal	1	1	0	0	0	0	0
Dir Dev., Arts & Sciences	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-349-3		Total	1	Mal	0	0	0	0	0	0	0
Director-3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-407		Total	1	Mal	1	1	0	0	0	0	0
Executive Director	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

62000

University Advancement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-360		Total	1	Mal	0	0	0	0	0	0	0
Director of Development COM	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-403		Total	1	Mal	1	1	0	0	0	0	0
Exe Director of Annual Giving	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-173-3		Total	1	Mal	1	1	0	0	0	0	0
Associate Vice President-3	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 62000		Total	24	Mal	9	8	1	0	0	0	0
		Tot Min	2	Fem	15	14	1	0	0	0	0

70025

President Emeritus

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-807		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly-President	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 70025		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

70100

Postal Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
2019-294		Total	1	Mal	0	0	0	0	0	0	0
Coordinator-Postal Services	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2019-603		Total	2	Mal	2	2	0	0	0	0	0
Postal Services Coordinator	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2019-183		Total	1	Mal	0	0	0	0	0	0	0
Asst Dir of Postal & Passport	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 70100		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Organizational Display

- 11000 - Office of the President Total 6 (4 WM / 2 WF)
- 11020 - Office of Administration Total 5 (2 WM / 3 WF)
- 12000 - Office of University Relations Total 17 (5 WM / 12 WF)
- 12010 - Campus Radio FM Total 8 (5 WM / 1 WF / 2 2M)
- 12020 - Photo Lab Total 2 (2 WM)
- 12050 - University Relations Advertis Total 1 (1 WM)
- 15000 - Office of Equity and Diversity Total 1 (1 WF)
- 15055 - Multicultural Center Total 5 (1 WM / 1 WF / 1 BM / 2 BF)
- 16000 - Office of Intercol Athletics Total 5 (3 WM / 2 WF)
- 16010 - Athletic Compliance Total 2 (2 WF)
- 16020 - Athletic Training Room Total 6 (4 WM / 2 WF)
- 16030 - Athletic Weight Room Total 2 (2 WM)
- 16040 - Athletic Equipment Management Total 2 (2 WM)
- 16050 - Bucs Sports Network Total 13 (13 WM)
- 16060 - Marketing and Promotion Total 3 (2 WM / 1 BM)
- 16080 - Sports Information Total 4 (4 WM)
- 16090 - Ticket Office Total 2 (2 WM)
- 16110 - Athletic Academic Service Total 26 (8 WM / 14 WF / 2 BM / 1 BF / 1 AM)
- 16115 - Men's Football Total 15 (10 WM / 1 WF / 4 BM)
- 16119 - Game Operations Total 49 (26 WM / 21 WF / 2 BM)
- 16120 - Mens Basketball Total 5 (4 WM / 1 BM)
- 16130 - Mens Baseball Total 3 (3 WM)
- 16140 - Mens Track And Field Total 5 (2 WM / 1 WF / 1 HM / 1 2M)
- 16150 - Mens Golf Total 1 (1 WM)
- 16160 - Mens Tennis Total 1 (1 WM)
- 16161 - Mens Soccer Total 3 (3 WM)
- 16170 - Womens Basketball Total 5 (1 WM / 3 WF / 1 BF)
- 16180 - Womens Softball Total 3 (2 WM / 1 WF)

Organizational Display

16190 - Womens Soccer Total 1 (1 WM)
16200 - Womens Tennis Total 1 (1 HM)
16220 - Womens Volleyball Total 2 (1 BM / 1 BF)
16230 - Womens Golf Total 1 (1 WF)
16245 - Triathlon Total 1 (1 WM)
16270 - Athletic Develop Total 2 (1 WM / 1 WF)
16290 - Cheerleaders Total 1 (1 WM)
17000 - Office of Internal Audit Total 4 (1 WM / 3 WF)
18000 - Office of University Counsel Total 5 (2 WM / 3 WF)
18030 - HIPAA Compliance and Security Total 1 (1 WF)
18035 - University Compliance Total 4 (2 WM / 2 WF)
19000 - Government Relations Total 2 (2 WF)
20000 - Provost VP Academic Affairs Total 7 (2 WM / 5 WF)
20025 - Carter Train Museum Total 1 (1 WF)
21000 - Dean College of Arts and Sciences Total 9 (2 WM / 5 WF / 2 BF)
21004 - Center of Excellence Math Science Total 3 (1 WF / 2 AM)
21005 - Natural History Museum Total 9 (5 WM / 4 WF)
21008 - Mary B Martin School of the Arts Total 3 (1 WM / 2 WF)
21010 - Appalachian Studies Total 29 (22 WM / 7 WF)
21020 - Geosciences Total 18 (10 WM / 4 WF / 1 AM / 1 AF / 1 2M / 1 2F)
21031 - Arts and Sciences CASE Total 15 (1 WM / 13 WF / 1 AF)
21050 - Art and Design Total 30 (12 WM / 16 WF / 1 AF / 1 2F)
21100 - Biology Total 25 (14 WM / 7 WF / 1 BF / 1 AM / 1 AF / 1 HM)
21150 - Chemistry Total 23 (12 WM / 6 WF / 1 BF / 2 AF / 1 HM / 1 IM)
21200 - Communication and Performance Total 18 (4 WM / 12 WF / 1 2M / 1 2F)
21203 - Theatre and Dance Total 15 (7 WM / 7 WF / 1 BM)
21206 - Womens Studies Total 4 (3 WF / 1 BM)
21250 - Criminal Justice Total 12 (4 WM / 8 WF)
21300 - Literature and Language Total 72 (30 WM / 31 WF / 1 BM / 1 BF / 3 AF / 1 HM / 2 HF / 2 2M / 1 2F)
21400 - History Total 31 (21 WM / 4 WF / 1 BM / 2 BF / 1 PF / 1 2M / 1 2F)

Organizational Display

21450 - Mathematics and Statistics Total 24 (14 WM / 8 WF / 1 HM / 1 2F)
21452 - Mathematics and Statistics Lab Total 1 (1 WF)
21500 - Music Total 42 (19 WM / 18 WF / 2 AM / 1 AF / 1 HM / 1 2F)
21512 - Marching Band Total 5 (3 WM / 1 WF / 1 BM)
21550 - Philosophy and Humanities Total 14 (8 WM / 6 WF)
21600 - Physics and Astronomy Total 18 (11 WM / 4 WF / 1 AF / 1 HM / 1 2F)
21650 - Pol Science Intl Affairs Public Adm Total 14 (9 WM / 4 WF / 1 BM)
21700 - Psychology Total 31 (9 WM / 18 WF / 1 BM / 1 HM / 2 2M)
21750 - Social Work Total 39 (9 WM / 27 WF / 1 BF / 1 IF / 1 2F)
21755 - Rehabilitative Sciences Total 13 (3 WM / 10 WF)
21800 - Sociology Total 23 (6 WM / 15 WF / 1 BM / 1 BF)
21803 - Sociology Support ASRL Total 1 (1 WF)
21850 - Regional Resources Institute Total 1 (1 WF)
21860 - Archives Administration Total 5 (3 WM / 2 WF)
21870 - Reece Museum Total 3 (2 WM / 1 WF)
21900 - Media and Communication Total 24 (13 WM / 8 WF / 2 BF / 1 HF)
22000 - Dean College Of Bus and Technology Total 16 (5 WM / 11 WF)
22050 - Accountancy Total 15 (9 WM / 6 WF)
22100 - Bureau of Business Research Total 2 (1 WM / 1 WF)
22150 - Computing Total 33 (22 WM / 3 WF / 3 AM / 1 AF / 1 HM / 1 HF / 2 2M)
22250 - Economics and Finance Total 24 (14 WM / 5 WF / 3 AM / 1 AF / 1 2M)
22350 - Management and Marketing Total 34 (18 WM / 10 WF / 2 BM / 1 BF / 2 AM / 1 AF)
22400 - Military Science Total 11 (8 WM / 3 WF)
22450 - Engineering Engineer Tech Surveying Total 33 (17 WM / 10 WF / 1 BM / 3 AM / 1 AF / 1 2F)
22452 - Digital Media Total 13 (9 WM / 3 WF / 1 AM)
22457 - AFG Chair Total 2 (1 WM / 1 WF)
22500 - Harris Chair Total 1 (1 WM)
22650 - Accelerated Masters in Business Adm Total 1 (1 WM)
22750 - Small Business Program Total 3 (2 WM / 1 WF)
22800 - Chair of Banking Total 1 (1 WM)

Organizational Display

23000 - Dean Clemmer College Total 17 (4 WM / 13 WF)
23007 - Ctr Excell Sport Science Coach Educ Total 2 (2 WF)
23050 - Curriculum and Instruction Total 38 (7 WM / 29 WF / 1 BF / 1 AF)
23100 - Educ Leadership Policy Analysis Total 16 (7 WM / 7 WF / 1 BM / 1 BF)
23140 - Ctr for Community College Leadershi Total 1 (1 WM)
23150 - Ctr for Excell in Early Child Total 17 (1 WM / 15 WF / 1 AF)
23152 - Child Study Center Total 13 (1 WM / 12 WF)
23153 - Child Study Little Bucs Total 7 (7 WF)
23200 - Early Childhood Education Total 23 (2 WM / 20 WF / 1 AF)
23250 - Kinesiology Sport & Recreation Mgmt Total 1 (1 WM)
23300 - University School Total 72 (15 WM / 52 WF / 1 BM / 1 AF / 1 2M / 2 2F)
23301 - University School Athletics Total 7 (3 WM / 2 WF / 2 BM)
23350 - Quillen Chair Education Total 1 (1 WF)
23500 - Counseling & Human Services Total 43 (11 WM / 26 WF / 1 BM / 3 BF / 1 AM / 1 2F)
23550 - Sport Exercise Recreation Kinesiolo Total 34 (17 WM / 15 WF / 2 AM)
23600 - Educational Foundations and Spec Ed Total 26 (9 WM / 15 WF / 1 BM / 1 BF)
24100 - Graduate School Total 16 (4 WM / 10 WF / 2 BF)
24101 - Global Sports Leadership EdD Total 4 (3 WM / 1 WF)
24400 - Assessment and Teaching Total 3 (3 WF)
24520 - Res Imp Comm Outreach Total 36 (8 WM / 22 WF / 4 BF / 1 HF / 1 2F)
24526 - Applied Social Research Lab Total 2 (1 WF / 1 2F)
24530 - Institutional Review Board Total 2 (2 WF)
24550 - Office of Sponsored Programs Total 90 (22 WM / 56 WF / 2 BM / 7 BF / 3 2F)
24570 - Innovation Laboratory Total 2 (2 WF)
25000 - Dean Cont Studies and Acad Outreach Total 3 (1 WM / 2 WF)
25010 - Distance Education Total 12 (5 WM / 6 WF / 1 BF)
25011 - Online Fee Distance Education Total 5 (3 WM / 2 WF)
25020 - Degree Programs Total 12 (1 WM / 10 WF / 1 2M)
25040 - ETSU at Kingsport Total 6 (6 WF)
25042 - Valleybrook Support Costs Total 1 (1 WF)

Organizational Display

25050 - Learning Services Total 31 (12 WM / 14 WF / 1 AM / 1 HF / 1 IF / 2 2F)
25070 - Office of Prof Development Total 10 (1 WM / 9 WF)
25080 - Student Support Services Total 3 (1 WM / 2 WF)
25090 - Trio Outreach Total 77 (22 WM / 49 WF / 1 BF / 1 AM / 1 AF / 1 HF / 1 IF / 1 2F)
25100 - Cohort Programs Total 3 (1 WM / 1 WF / 1 BF)
25200 - ETSU at Kingsport Downtown Total 3 (1 WM / 2 WF)
25210 - ETSU at Sevier Center Total 4 (1 WM / 3 WF)
25510 - Office of Admissions Total 29 (9 WM / 17 WF / 1 BM / 1 BF / 1 HM)
25520 - Office of Financial Aid Total 19 (8 WM / 10 WF / 1 BF)
25521 - Scholarship Office Total 3 (3 WF)
25530 - Transfer Articulation Total 5 (4 WF / 1 BF)
25540 - Registrar Total 20 (6 WM / 11 WF / 2 BF / 1 HF)
25542 - Graduation Expense Total 3 (1 WM / 2 WF)
25546 - Veterans Affairs Total 5 (3 WM / 2 WF)
25560 - University Advisement Total 10 (1 WM / 7 WF / 1 BF / 1 2F)
25590 - Tech Systems for Enrollment Serv Total 1 (1 WM)
26000 - Library Administration Total 36 (13 WM / 19 WF / 2 BM / 1 BF / 1 2F)
27000 - Institutional Research Total 3 (1 WM / 2 WF)
27515 - Center for Teaching Excellence Total 2 (1 WM / 1 WF)
28000 - Dean Honors College Total 7 (3 WM / 2 WF / 1 BF / 1 IF)
28010 - University Honors Program Total 2 (1 WM / 1 WF)
28030 - International Programs Total 6 (4 WF / 1 HF / 1 IF)
28037 - International Education General Total 1 (1 WF)
28520 - Testing Services Total 2 (1 WM / 1 WF)
29000 - Roan Scholars Leadership Program Total 2 (1 WM / 1 WF)
29500 - Academic Technology Support Total 10 (3 WM / 7 WF)
30000 - Vice Pres for Health Affairs Total 5 (3 WM / 2 WF)
30020 - IPERC Interprofessional Ed Research Total 1 (1 WM)
31000 - Dean College of Medicine Total 7 (3 WM / 4 WF)
31100 - Assoc Dean Academic Affairs Total 34 (15 WM / 16 WF / 1 BM / 1 AM / 1 2F)

Organizational Display

31105 - College of Medicine Rural Programs Total 1 (1 WF)
31110 - Continuing Medical Education Total 9 (1 WM / 8 WF)
31120 - Medical Library Administration Total 16 (5 WM / 9 WF / 1 BM / 1 BF)
31130 - Biomedical Communications Total 4 (1 WM / 3 WF)
31140 - Academic Affairs Instruction Total 75 (19 WM / 46 WF / 2 BM / 4 BF / 1 AF / 2 HF / 1 2M)
31270 - Biomedical Sciences Total 80 (36 WM / 26 WF / 1 BF / 6 AM / 10 AF / 1 2F)
31400 - Office of Graduate Medical Educ Total 15 (7 WM / 8 WF)
31500 - Family Medicine Total 81 (39 WM / 35 WF / 1 BM / 2 BF / 1 AM / 1 HM / 1 HF / 1 2F)
31510 - Internal Medicine Total 165 (45 WM / 32 WF / 2 BM / 2 BF / 53 AM / 24 AF / 1 HM / 1 HF / 2 IM / 3 2F)
31516 - R&I Start-up for CIIDI Total 5 (3 WM / 2 WF)
31530 - OB GYN Total 38 (11 WM / 23 WF / 1 BF / 1 AM / 1 AF / 1 HF)
31540 - Pathology Total 31 (12 WM / 13 WF / 2 BF / 2 AM / 2 AF)
31550 - Pediatrics Total 80 (20 WM / 41 WF / 2 BF / 6 AM / 6 AF / 1 HM / 1 HF / 3 2F)
31560 - Psychiatry Total 49 (9 WM / 25 WF / 1 BF / 8 AM / 5 AF / 1 HM)
31570 - Surgery Total 72 (26 WM / 30 WF / 1 BM / 1 BF / 6 AM / 3 AF / 2 HM / 1 HF / 2 IF)
31580 - Ctr for Geriatrics and Gerontol Total 4 (4 WF)
31581 - Quillen Chair of Geriat Geront Total 1 (1 WM)
32100 - Family Practice Resid Kpt Total 21 (3 WM / 17 WF / 1 AF)
32105 - Academic Support Kingsport Total 12 (11 WF / 1 HF)
32110 - Family Practice Resid Brist Total 22 (7 WM / 15 WF)
32114 - Academic Support Bristol Total 12 (2 WM / 10 WF)
32120 - Family Practice Resid Johnson City Total 20 (2 WM / 16 WF / 1 AF / 1 HM)
32124 - Academic Support JC Total 11 (1 WM / 10 WF)
32210 - Family Practice Clin Educ Supp Total 2 (2 WF)
32230 - Finance Office Family Practice Total 11 (2 WM / 8 WF / 1 AF)
34300 - Finance and Administration Total 8 (1 WM / 7 WF)
34315 - Ambulatory Teaching Total 1 (1 WF)
34333 - Orthopaedic Residents-HVHMC Total 10 (8 WM / 1 WF / 1 AM)
34345 - Div of Lab Animal Resources Total 11 (2 WM / 8 WF / 1 BM)
34400 - Courier Service Total 4 (4 WM)

Organizational Display

34600 - Graduate Program COM Total 1 (1 WF)
34720 - Student Services COM Total 14 (1 WM / 13 WF)
34731 - Student Activity Support Total 16 (4 WM / 10 WF / 1 AM / 1 2M)
35000 - Dean College of Nursing Total 10 (4 WM / 5 WF / 1 BM)
35020 - Res Imp Nursing Total 1 (1 AF)
35030 - Student Health Clinic Total 12 (2 WM / 8 WF / 1 BF / 1 AF)
35100 - Acad Pgms Student Services Total 5 (4 WF / 1 BF)
35200 - Nursing Undergraduate Programs Total 125 (7 WM / 107 WF / 9 BF / 1 AF / 1 2F)
35300 - Center for Nursing Research Total 2 (2 WF)
35400 - Nursing Graduate Programs Total 62 (5 WM / 54 WF / 1 PM / 1 IM / 1 2F)
35500 - Office of Practice Total 65 (5 WM / 55 WF / 2 BF / 2 HF / 1 2F)
35501 - Nursing - Community Practice Total 1 (1 WF)
35600 - Nursing-Office of Student Services Total 14 (4 WM / 9 WF / 1 AM)
36000 - Dean College of Pharmacy Total 5 (2 WM / 3 WF)
36025 - Pharmaceutical Sciences Total 13 (6 WM / 4 WF / 1 AM / 1 AF / 1 HF)
36050 - Pharmacy Practice Total 27 (13 WM / 14 WF)
36080 - COP Residents Total 5 (4 WM / 1 WF)
36300 - Assoc Dean Academic Affairs Total 14 (6 WM / 7 WF / 1 AM)
36305 - Experiential Programs Total 3 (3 WF)
36350 - Assoc Dean Student Serv Total 8 (7 WF / 1 BM)
37000 - Dean CCRHS Total 9 (2 WM / 6 WF / 1 BF)
37100 - Allied Health Sciences Total 32 (7 WM / 23 WF / 2 HF)
37200 - Audiology and Speech Lang Pathology Total 33 (5 WM / 23 WF / 1 BM / 1 BF / 1 AM / 2 AF)
37220 - Communicative Disorders Clinic Total 4 (1 WM / 3 WF)
37300 - Environmental Health Total 10 (8 WM / 1 WF / 1 AF)
37400 - Health Sciences Total 20 (9 WM / 8 WF / 2 AM / 1 AF)
37500 - Physical Therapy Total 19 (8 WM / 11 WF)
37505 - Physical Therapy Course Fee Total 1 (1 WF)
37700 - Dental Hygiene Total 5 (2 WM / 3 WF)
38000 - Dean College of Public Health Adm Total 25 (10 WM / 13 WF / 2 BM)

Organizational Display

38010 - Res Imp Public Health Total 1 (1 WF)
38050 - Center for PDAP and T Total 2 (1 WM / 1 WF)
38200 - Community and Behavioral Health Total 17 (3 WM / 12 WF / 1 BM / 1 2F)
38400 - Biostatistics and Epidemiology Total 9 (2 WM / 3 WF / 2 AM / 1 AF / 1 HF)
38500 - Health Services Mgmt and Policy Total 26 (6 WM / 12 WF / 3 BM / 2 BF / 2 AM / 1 AF)
39500 - COM IPE Initiative Total 3 (3 WF)
40000 - Business and Finance Total 6 (1 WM / 5 WF)
40100 - Office of Financial Services Total 18 (5 WM / 13 WF)
40110 - Director Auxiliary Services Total 1 (1 WF)
40120 - Post Office Total 9 (5 WM / 2 WF / 1 BF / 1 HM)
40122 - Passport Office Total 1 (1 WM)
40160 - Parking Service Total 8 (2 WM / 1 WF / 2 BM / 3 BF)
40200 - Procurement and Contract Services Total 16 (5 WM / 11 WF)
40210 - Emergency Preparedness Total 1 (1 WM)
40300 - Physical Plant Total 20 (12 WM / 6 WF / 1 BM / 1 BF)
40310 - Plant Maintenance and Repairs Total 35 (32 WM / 2 BM / 1 2M)
40312 - Plant Maint Repairs Housing Total 4 (4 WM)
40320 - Custodial Services Total 108 (54 WM / 41 WF / 1 BM / 8 BF / 3 HF / 1 2M)
40321 - Custodial Services Housing Total 16 (9 WM / 3 WF / 3 BM / 1 BF)
40322 - Custodial Library SAAC Total 1 (1 WM)
40330 - Power House Operations Total 6 (6 WM)
40340 - Maintenance of Grounds Total 13 (10 WM / 3 WF)
40341 - Practice Facility Total 10 (10 WM)
40342 - Horticulture Department Total 2 (2 WM)
40345 - Valleybrook Operations Total 1 (1 WM)
40355 - Environmental Health and Safety Total 6 (5 WM / 1 WF)
40365 - Recycling and Sustainability Progra Total 1 (1 WM)
40380 - Physical Plant Adm Total 6 (6 WM)
40384 - Building Maintenance Total 6 (5 WM / 1 AM)
40385 - Custodial Services Total 19 (8 WM / 9 WF / 1 BM / 1 2M)

Organizational Display

40400 - Budget and Financial Planning Total 3 (3 WF)
40500 - Tax and Revenue Services Total 12 (4 WM / 7 WF / 1 BF)
50200 - Human Resources Total 19 (5 WM / 14 WF)
50300 - Infor Technology Comp Svcs Total 68 (50 WM / 12 WF / 2 BM / 2 BF / 1 HM / 1 2M)
50310 - Telecommunications Total 5 (4 WM / 1 WF)
50500 - Safety Security Total 28 (16 WM / 11 WF / 1 BF)
50700 - Student Services Adm Total 8 (3 WM / 5 WF)
50704 - Orientation Services Total 6 (4 WM / 2 WF)
50710 - University Center Adm Total 7 (3 WM / 3 WF / 1 2F)
50713 - SORC Administration Total 4 (1 WM / 1 WF / 2 BF)
50721 - Center for Physical Activity Total 65 (29 WM / 23 WF / 6 BM / 5 BF / 1 PM / 1 2F)
50722 - CPA - Aquatics Total 12 (7 WM / 5 WF)
50723 - CPA - Fitness Total 50 (10 WM / 33 WF / 1 BM / 1 BF / 1 AM / 1 HM / 1 HF / 1 2M / 1 2F)
50724 - CPA - Outdoor Adventure Total 24 (14 WM / 8 WF / 1 2M / 1 2F)
50725 - CPA - Intramural Sports Total 23 (11 WM / 6 WF / 1 BM / 1 AM / 1 AF / 1 HF / 1 2M / 1 2F)
50750 - Disability Services Total 3 (3 WF)
50751 - Disability Services Access Total 4 (1 WM / 3 WF)
50760 - Counseling Center Total 10 (3 WM / 7 WF)
50770 - University Career Services Total 5 (1 WM / 2 WF / 1 BM / 1 IF)
50780 - Student Housing Total 14 (5 WM / 9 WF)
50785 - Buc Ridge Maintenance Total 7 (4 WM / 3 BM)
50790 - Millennium Center Student Affairs Total 2 (1 WM / 1 WF)
50900 - Student Activities Other Total 19 (9 WM / 7 WF / 1 BF / 2 HF)
50901 - Student Government Association Total 7 (1 WM / 4 WF / 1 AF / 1 2M)
50902 - Debit Card Operation Total 3 (1 WM / 2 WF)
50903 - East Tennessean Total 2 (1 WM / 1 WF)
50904 - Campus Recreation Total 9 (5 WM / 4 WF)
50906 - Volunteer ETSU Total 1 (1 WF)
50908 - Student Org. Resource Ctr. Total 2 (2 WF)
50910 - University Productions/Buctainment Total 5 (1 WM / 3 WF / 1 BM)

Organizational Display

50911 - Adult, Commuter and Transfer Svs Total 4 (1 WM / 3 WF)

50913 - Multicultural Affairs Total 3 (1 BM / 1 BF / 1 2M)

50916 - ETSU Gospel Choir Total 2 (2 BM)

50917 - Fraternity/Sorority Life/Greek Life Total 1 (1 WF)

50925 - Eco Nuts & Eco Ambassador Educ Prog Total 3 (2 WF / 1 BF)

60000 - Office of VP for Univ Adv Total 3 (3 WF)

61000 - Alumni Total 5 (1 WM / 4 WF)

62000 - University Advancement Total 24 (8 WM / 14 WF / 1 BM / 1 BF)

70025 - President Emeritus Total 1 (1 WF)

70100 - Postal Services Total 4 (2 WM / 2 WF)

Appendix B

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Job Group Analysis

1A

President

EEO Code: 1

Job Code & Title		Min	Fem							
2019-605 - President	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

1B

Vice President

EEO Code: 1

Job Code & Title		Min	Fem							
2019-678 - Sr VP for Acad & Int Provost	#	0	1							
1 Employee	%	0.00	100.00							
PRFSPCASTPRVP-36000 - Prof/Spec Asst to Pres & VP HA-	#	0	0							
1 Employee	%	0.00	0.00							
2019-883 - VP Student Life & Enrollment	#	0	0							
1 Employee	%	0.00	0.00							
2019-878 - Vice Pres for Univ Advancement	#	0	1							
1 Employee	%	0.00	100.00							
4 Employees	Totals	#	0	2						
		%	0.00	50.00						

Job Group Analysis

1C

Assoc./Asst. Vice President

EEO Code: 1

Job Code & Title		Min	Fem							
2019-654 - Senior Assoc Vice President	#	0	1							
1 Employee	%	0.00	100.00							
2019-173-1 - Associate Vice President-1	#	0	3							
4 Employees	%	0.00	75.00							
PRFASTVP-24550 - Professor/Asst VP Comm Outreac-Office of	#	0	0							
1 Employee	%	0.00	0.00							
2019-127 - Assc VP/Chief Planning Officer	#	0	0							
1 Employee	%	0.00	0.00							
2019-192 - Asst VP for Advancement Srvcs	#	0	1							
1 Employee	%	0.00	100.00							
2019-173-3 - Associate Vice President-3	#	0	0							
1 Employee	%	0.00	0.00							
2019-167 - Assoc VP Adm Services	#	0	1							
1 Employee	%	0.00	100.00							
2019-156 - Assistant Vice President	#	0	2							
4 Employees	%	0.00	50.00							
2019-126 - Assc VP for Student Engagement	#	0	0							
1 Employee	%	0.00	0.00							
15 Employees										
	Totals	#	0	8						
		%	0.00	53.33						

Job Group Analysis

1E

Provost/Vice Provost

EEO Code: 1

Job Code & Title		Min	Fem							
2019-879 - Vice Provost for Research	#	0	0							
1 Employee	%	0.00	0.00							
2019-880 - Vice Provost for Undergrade Ed	#	0	0							
1 Employee	%	0.00	0.00							
2 Employees	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

1G

Assistant Vice Provost

EEO Code: 1

Job Code & Title		Min	Fem							
2019-201 - AVP - HA&Sec to ETSU Brd/Prof	#	0	0							
1 Employee	%	0.00	0.00							
2019-193 - Asst VP for PS/Chief of Police	#	1	1							
1 Employee	%	100.00	100.00							
2019-194 - Asst VP-Research/Dir-Spon Prog	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals #	1	2							
	%	33.33	66.67							

Job Group Analysis

1H

Dean

EEO Code: 1

Job Code & Title		Min	Fem							
DNPRF-31000 - Dean/Professor-Dean College of Medicine	#	0	0							
1 Employee	%	0.00	0.00							
DNPRF-36000 - Dean and Professor-Dean College of	#	0	1							
1 Employee	%	0.00	100.00							
DNPRF-22000 - Dean/Professor-Dean College Of Bus and	#	0	0							
1 Employee	%	0.00	0.00							
DNPRF-37000 - Dean/Professor-Dean CCRHS	#	0	0							
1 Employee	%	0.00	0.00							
DNPRF-35000 - Dean/Professor-Dean College of Nursing	#	0	1							
1 Employee	%	0.00	100.00							
2019-319-1 - Dean-1	#	0	1							
5 Employees	%	0.00	20.00							
DNPRF-28000 - Dean/Professor-Dean Honors College	#	0	0							
1 Employee	%	0.00	0.00							
11 Employees	Totals	#	0	3						
		%	0.00	27.27						

Job Group Analysis

11

Associate Dean

EEO Code: 1

Job Code & Title		Min	Fem							
2019-404 - Exec Assoc Dean/Professor	#	0	0							
1 Employee	%	0.00	0.00							
ASODNPRF-31400 - Associate Dean/Professor-Office of	#	0	0							
1 Employee	%	0.00	0.00							
2019-160 - Assoc Dean Clinical Affair COM	#	0	1							
1 Employee	%	0.00	100.00							
2019-161 - Assoc Dean for Finance and Adm	#	0	0							
1 Employee	%	0.00	0.00							
4 Employees	Totals	#	0	1						
		%	0.00	25.00						

Job Group Analysis

1K

Chief

EEO Code: 1

Job Code & Title		Min	Fem							
2019-227 - Chief Operating Officer	#	0	0							
1 Employee	%	0.00	0.00							
2019-224 - Chief Financial Officer	#	0	1							
1 Employee	%	0.00	100.00							
2019-229 - CIO/Sr Vice Provost for ITS	#	0	1							
1 Employee	%	0.00	100.00							
2019-226 - Chief of Staff & Sec of BT	#	0	0							
1 Employee	%	0.00	0.00							
2019-158 - Assoc CIO/Chief of Staff	#	0	1							
1 Employee	%	0.00	100.00							
2019-225 - Chief Info SO & Assoc (CIO)	#	0	0							
1 Employee	%	0.00	0.00							
2019-222 - Chief Audit Executive	#	0	1							
1 Employee	%	0.00	100.00							
2019-223 - Chief Branding Officer	#	0	1							
1 Employee	%	0.00	100.00							
8 Employees										
	Totals	#	0	5						
		%	0.00	62.50						

Job Group Analysis

1N

Director

EEO Code: 1

Job Code & Title		Min	Fem							
2019-669 - Special Asst to the President	#	0	0							
1 Employee	%	0.00	0.00							
2019-353 - Director of Athletics	#	0	0							
1 Employee	%	0.00	0.00							
2019-874 - University Counsel	#	0	0							
2 Employees	%	0.00	0.00							
2019-402 - Ex Asst to Pres Unv Rel/CCO	#	0	0							
1 Employee	%	0.00	0.00							
2019-330 - Dir Facilities Mgmt Operations	#	0	0							
1 Employee	%	0.00	0.00							
2019-366 - Director of Housing/Res Life	#	0	1							
1 Employee	%	0.00	100.00							
2019-627 - Registrar	#	0	0							
1 Employee	%	0.00	0.00							
2019-408 - Executive in Residence/Dir GSL	#	0	0							
1 Employee	%	0.00	0.00							
2019-207 - Bursar	#	0	1							
1 Employee	%	0.00	100.00							
2019-349-1 - Director-1	#	1	0							
1 Employee	%	100.00	0.00							
11 Employees										
	Totals	#	1	2						
		%	9.09	18.18						

Job Group Analysis

2A

Dean-Faculty

EEO Code: 2

Job Code & Title		Min	Fem							
2019-488 - Interim Dean/Professor	#	0	1							
1 Employee	%	0.00	100.00							
PRFDIRHN-28000 - Prof/Dir Honors in Discipline-Dean Honors	#	0	0							
1 Employee	%	0.00	0.00							
2 Employees	Totals	#	0	1						
		%	0.00	50.00						

Job Group Analysis

2B

Assoc./Asst. Dean-Faculty

EEO Code: 2

Job Code & Title		Min	Fem							
PRFASODNRS-31000 - Prof/Asst Dean Research/GradEd- 1 Employee	#	0	0							
	%	0.00	0.00							
ASODNCHSTF-31500 - Associate Dean/Chief of Staff-Family 1 Employee	#	0	1							
	%	0.00	100.00							
ASODNPRF--38000 - Assoc Dean/Professor-Dean College of 1 Employee	#	0	0							
	%	0.00	0.00							
ASODNPRF-31270 - Associate Dean/Professor-Biomedical 1 Employee	#	0	0							
	%	0.00	0.00							
ASODNASOPRF-31100 - Associate Dean/Assoc Professor- 1 Employee	#	0	0							
	%	0.00	0.00							
ASODNPRF-35500 - Assoc Dean Pract/Prof-Office of Practice 1 Employee	#	0	1							
	%	0.00	100.00							
ASODNPRF-37000 - Associate Dean/Professor-Dean CCRHS 1 Employee	#	0	1							
	%	0.00	100.00							
PRODNRCLPRA-21755 - Prof/ADean Res & Clin Pract- 1 Employee	#	0	0							
	%	0.00	0.00							
2019-675 - Sr AsscDean/AsscProf/Int Chair 1 Employee	#	0	0							
	%	0.00	0.00							
ASOPRFDNGP-35400 - Assc Prof/Assc Dean Grad Progs- 1 Employee	#	0	1							
	%	0.00	100.00							
ASOPRFDNUP-35200 - Assc Prof/Assc Dean Undergrad- 1 Employee	#	0	1							
	%	0.00	100.00							
PRFASODNRS-38200 - Prof/Assoc Dean for Research- 1 Employee	#	0	0							
	%	0.00	0.00							
PRF-31100-FA - Professor-Assoc Dean Academic Affairs-FA 1 Employee	#	0	0							
	%	0.00	0.00							
ASODNASOPRF-31120 - Associate Dean/Assoc Prof-Medical 1 Employee	#	0	1							
	%	0.00	100.00							
DIRASODNPRF-21000 - Director/Assoc Dean/Professor 1 Employee	#	0	1							
	%	0.00	100.00							
2019-125 - Assc Dean/Associate Professor 1 Employee	#	0	1							
	%	0.00	100.00							

Job Group Analysis

2B

Assoc./Asst. Dean-Faculty

EEO Code: 2

Job Code & Title		Min	Fem							
ASODNPRF-21300 - Assoc Dean/Professor-Literature and	#	0	0							
1 Employee	%	0.00	0.00							
ASODNPRF-23600 - Assoc Dean/Professor-Educational	#	0	1							
1 Employee	%	0.00	100.00							
2019-107 - AD for Student Affairs/AP	#	0	0							
1 Employee	%	0.00	0.00							
PRFASTDN-25020 - Professor/Assistant Dean-Degree	#	0	1							
1 Employee	%	0.00	100.00							
PRF-31100-CT - Professor-Assoc Dean Academic Affairs-CT	#	0	0							
1 Employee	%	0.00	0.00							
21 Employees	Totals	#	0	10						
		%	0.00	47.62						

Job Group Analysis

2D

Chair

EEO Code: 2

Job Code & Title		Min	Fem							
CHRPRF-31530 - Chair/Professor-OB GYN	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-31570 - Chair/Professor-Surgery	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-31510 - Chair/Professor-Internal Medicine	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-31500 - Chair/Professor-Family Medicine	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-31540 - Chair/Professor-Pathology	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-31270 - Chair/Professor-Biomedical Sciences	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-36025 - Chair/Professor-Pharmaceutical Sciences	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-36050 - Chair/Professor-Pharmacy Practice	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-38400 - Chair/Professor-Biostatistics and	#	0	1							
1 Employee	%	0.00	100.00							
CHRPRFASODN-38500 - Chair/Prof/Assoc Dean Qty Plan-	#	1	1							
1 Employee	%	100.00	100.00							
CHRPRFCBATVP-22450 - Chair/Prof CBAT/VP Eqty & Inc-	#	1	0							
1 Employee	%	100.00	0.00							
CHRPRF-37500 - Chair/Professor-Physical Therapy	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRFVCDIR-36050 - Assc Prof/VChr/Dir IPE & Res-	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-22050 - Chair/Professor-Accountancy	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRFPG-38200 - Chair/Prof/DrPH Prg Coord-Community	#	0	1							
1 Employee	%	0.00	100.00							
CHRPRF-37400 - Chair & Professor-Health Sciences	#	1	0							
1 Employee	%	100.00	0.00							

Job Group Analysis

2D

Chair

EEO Code: 2

Job Code & Title		Min	Fem							
2019-877 - Vice Chair/Professor	#	0	1							
1 Employee	%	0.00	100.00							
CHRASOPRF-22350 - Chair/ Assoc Professor-Management and	#	0	0							
1 Employee	%	0.00	0.00							
PRFCHR-37300 - Professor/Chair-Environmental Health	#	0	0							
1 Employee	%	0.00	0.00							
CHRASOPRF-22250 - Chair/Associate Professor-Economics	#	0	0							
1 Employee	%	0.00	0.00							
PRFCHRDIR-22800 - Professor/Chair/Director-Chair of Banking	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-21150 - Chair/Professor-Chemistry	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-37200 - Chair/Professor-Audiology and Speech Lang	#	0	1							
1 Employee	%	0.00	100.00							
2019-220 - Chair of Excellence/Professor	#	0	1							
3 Employees	%	0.00	33.33							
CHRPRF-21755 - Chair/Professor-Rehabilitative Sciences	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-37100 - Chair/Professor-Allied Health Sciences	#	0	1							
1 Employee	%	0.00	100.00							
CHRPRF-21100 - Chair/Professor-Biology	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-23200 - Chair/Professor-Early Childhood Education	#	0	1							
1 Employee	%	0.00	100.00							
CHRPRFDIR-21010 - Chair/Professor/Director-Appalachian	#	0	0							
1 Employee	%	0.00	0.00							
CHRPRF-22452 - Chair/Professor-Digital Media	#	0	0							
1 Employee	%	0.00	0.00							
PRFCHR-21400 - Professor/Chair-History	#	0	0							
1 Employee	%	0.00	0.00							
CHRASOPRF-21900 - Chair/Associate Professor-Media and	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

2D

Chair

EEO Code: 2

Job Code & Title		Min	Fem							
CHRPRF-21200 - Chair/Professor-Communication and 1 Employee	#	0	1							
	%	0.00	100.00							
2019-221 - Chairperson/Assc Professor 1 Employee	#	0	1							
	%	0.00	100.00							
CHRPRF-21020 - Chair/Professor-Geosciences 1 Employee	#	1	1							
	%	100.00	100.00							
CHRPRF-21700 - Chair/Professor-Psychology 1 Employee	#	1	0							
	%	100.00	0.00							
PRFCHR-23600 - Professor/Chair-Educational Foundations and 1 Employee	#	0	1							
	%	0.00	100.00							
PRFCHR-21250 - Professor and Chair-Criminal Justice 1 Employee	#	0	0							
	%	0.00	0.00							
CHRPRF-21050 - Chair/Professor-Art and Design 1 Employee	#	0	1							
	%	0.00	100.00							
CHRPRF-23550 - Chair/Professor-Sport Exercise Recreation 1 Employee	#	0	0							
	%	0.00	0.00							
CHRPRF-21203 - Chair/Professor-Theatre and Dance 1 Employee	#	0	1							
	%	0.00	100.00							
CHRASOPRF-21800 - Chair/Associate Professor-Sociology 1 Employee	#	0	0							
	%	0.00	0.00							
CHRPRF-21450 - Chair/Professor-Mathematics and Statistics 1 Employee	#	0	0							
	%	0.00	0.00							
PRFEMINCHR-31100 - Prof Emeritus/Interim Chair-Assoc Dean 1 Employee	#	0	0							
	%	0.00	0.00							
CHRPRF-21600 - Chair/Professor-21600 1 Employee	#	0	0							
	%	0.00	0.00							
CHRASOPRFDIR-21500 - Chair/Assoc Prof/Director-Music 1 Employee	#	0	0							
	%	0.00	0.00							
CHRASOPRF-23100 - Chair/Assoc Professor-Educ Leadership 1 Employee	#	0	0							
	%	0.00	0.00							
CHRPRF-21300 - Chair/Professor-Literature and Language 1 Employee	#	0	1							
	%	0.00	100.00							

Job Group Analysis

2D

Chair

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRFIC-50760 - Assc Professor/Int Chair-Counseling & 1 Employee	#	0	1							
	%	0.00	100.00							
CHRASOPRF-21550 - Chair/Associate Professor-Philosophy 1 Employee	#	0	1							
	%	0.00	100.00							
52 Employees	Totals	#	5	18						
		%	9.62	34.62						

Job Group Analysis

2GA

Professor-CT

EEO Code: 2

Job Code & Title		Min	Fem							
PRFTRMCCDIR-31570 - Prof/Trauma/Critical Care Dir-Surgery	#	0	0							
1 Employee	%	0.00	0.00							
PRF-32120 - Professor-Family Practice Resid Johnson City	#	0	1							
2 Employees	%	0.00	50.00							
PRFGMLIS-32120 - Professor/GME Liasion-Family Practice	#	0	1							
1 Employee	%	0.00	100.00							
PRFINTCHR-31550 - Professor/Interim Chair-Pediatrics	#	0	1							
1 Employee	%	0.00	100.00							
PRF-32110-CT - Professor-Family Practice Resid Brist CT	#	0	0							
1 Employee	%	0.00	0.00							
PRF-31560 - Professor-Psychiatry	#	1	3							
3 Employees	%	33.33	100.00							
PRFVICCHR-36050 - Professor/Vice Chair-Pharmacy Practice	#	0	0							
1 Employee	%	0.00	0.00							
PRF-36050 - Professor-Pharmacy Practice	#	0	1							
1 Employee	%	0.00	100.00							
PRF-31510-CT - Professor-Internal Medicine-CT	#	2	1							
3 Employees	%	66.67	33.33							
PRF-31550-CT - Professor-Pediatrics-CT	#	2	4							
5 Employees	%	40.00	80.00							
PRF-31570-CT - Professor-Surgery-CT	#	0	2							
3 Employees	%	0.00	66.67							
22 Employees										
	Totals	#	5	14						
		%	22.73	63.64						

Job Group Analysis

2GB

Professors-F9

EEO Code: 2

Job Code & Title		Min	Fem							
PRF-22250 - Professor-Economics and Finance	#	2	0							
5 Employees	%	40.00	0.00							
PRF-22050 - Professor-Accountancy	#	0	1							
5 Employees	%	0.00	20.00							
PRF-22350 - Professor-Management and Marketing	#	1	1							
6 Employees	%	16.67	16.67							
PRF-22150 - Professor-Computing	#	0	0							
4 Employees	%	0.00	0.00							
DIRPRF-22450 - Director/Professor	#	0	0							
1 Employee	%	0.00	0.00							
PRF-35400 - Professor-Nursing Graduate Programs	#	0	1							
1 Employee	%	0.00	100.00							
PRF-23100-F9 - Professor-Educ Leadership Policy Analysis-F9	#	2	3							
7 Employees	%	28.57	42.86							
PRF-35200 - Professor-Nursing Undergraduate Programs	#	0	0							
1 Employee	%	0.00	0.00							
PRF-23600 - Professor-Educational Foundations and Spec Ed	#	0	0							
2 Employees	%	0.00	0.00							
PRF-23050 - Professor-Curriculum and Instruction	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21750 - Professor-Social Work	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21100 - Professor-Biology	#	1	1							
9 Employees	%	11.11	11.11							
PRF-23500 - Professor-Counseling & Human Services	#	1	2							
4 Employees	%	25.00	50.00							
PRF-21450 - Professor-Mathematics and Statistics	#	0	1							
6 Employees	%	0.00	16.67							
PRF-21020-F9 - Professor-Geosciences-F9	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21600 - Professor-Physics & Anatomy	#	0	1							
3 Employees	%	0.00	33.33							

Job Group Analysis

2GB

Professors-F9

EEO Code: 2

Job Code & Title		Min	Fem							
PRF-37400 - Professor-Health Sciences	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21400 - Professor-History	#	2	1							
5 Employees	%	40.00	20.00							
PRF-22452 - Professor-Digital Media	#	0	0							
2 Employees	%	0.00	0.00							
PRF-21700 - Professor-Psychology	#	0	3							
6 Employees	%	0.00	50.00							
PRF-21800 - Professor-Sociology	#	0	3							
4 Employees	%	0.00	75.00							
PRF-21500-F9 - Professor-Music-F9	#	1	3							
4 Employees	%	25.00	75.00							
PRF-21300 - Professor-Literature and Language	#	3	3							
9 Employees	%	33.33	33.33							
PRF-2100 - Professor-Art and Design	#	0	2							
5 Employees	%	0.00	40.00							
PRF-21203 - Professor-Theatre and Dance	#	1	1							
3 Employees	%	33.33	33.33							
PRF-21550 - Professor-Philosophy and Humanities	#	0	0							
4 Employees	%	0.00	0.00							
PRF-23200-F9 - Professor-Early Childhood Education-F9	#	0	1							
1 Employee	%	0.00	100.00							
PRF-21010 - Professor-Appalachian Studies	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21200 - Professor-Communication and Performance	#	0	1							
1 Employee	%	0.00	100.00							
PRFDIRBND-21500 - Professor/Dir of Bands-Music	#	0	0							
1 Employee	%	0.00	0.00							
PRFDIR-21500 - Professor/Director-Music	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

2GB

Professors-F9

EEO Code: 2

Job Code & Title

105 Employees

Totals

	Min	Fem								
#	14	29								
%	13.33	27.62								

Job Group Analysis

2GC

Professors-FA

EEO Code: 2

Job Code & Title		Min	Fem							
PRF-31500 - Professor-Family Medicine	#	0	0							
1 Employee	%	0.00	0.00							
PRF-32110-FA - Professor-Family Practice Resid Brist FA	#	0	0							
1 Employee	%	0.00	0.00							
PRFVICCHR-31130 - Professor/Vice Chair-Biomedical Sciences	#	0	0							
1 Employee	%	0.00	0.00							
PRF-31530 - Professor-OB GYN	#	0	0							
2 Employees	%	0.00	0.00							
PRF-31510-FA - Professor-Internal Medicine-FA	#	2	1							
10 Employees	%	20.00	10.00							
PRF-31540 - Professor-Pathology	#	0	0							
4 Employees	%	0.00	0.00							
PRFVICCHRRS-31510 - Prof/Vice Chair for Research-Internal	#	0	0							
1 Employee	%	0.00	0.00							
PRF-31550-FA - Professor-Pediatrics-FA	#	1	1							
6 Employees	%	16.67	16.67							
PRFMICDIR-31270 - Prof/Microscopy Core Director-Biomedical	#	0	0							
1 Employee	%	0.00	0.00							
PRF-36025 - Professor-Pharmaceutical Sciences	#	1	2							
5 Employees	%	20.00	40.00							
PRF-31581 - Professor-Quillen Chair of Geriat Geront	#	0	0							
1 Employee	%	0.00	0.00							
PRF-37300 - Professor-Environmental Health	#	0	0							
1 Employee	%	0.00	0.00							
PRF-31570-FA - Professor-Surgery-FA	#	2	1							
8 Employees	%	25.00	12.50							
PRFECDIR-21004 - Professor/Executive Director-Center of	#	1	0							
1 Employee	%	100.00	0.00							
PRF-31270-FA - Professor-Biomedical Sciences-FA	#	3	1							
12 Employees	%	25.00	8.33							
PRF-50721 - Professor-Center for Physical Activity	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

2GC

Professors-FA

EEO Code: 2

Job Code & Title		Min	Fem							
PRF-32230 - Professor-Finance Office Family Practice	#	0	0							
1 Employee	%	0.00	0.00							
PRFSNPRJAD-35501 - Prof/SANE Proj Administrator-Nursing -	#	0	1							
1 Employee	%	0.00	100.00							
PRFDIR-21600 - Professor/Director-Physics & Anatomy	#	0	0							
1 Employee	%	0.00	0.00							
PRF-37200 - Professor-Audiology and Speech Lang Pathology	#	1	1							
4 Employees	%	25.00	25.00							
DIRPRF-21020 - Director/Professor	#	0	0							
1 Employee	%	0.00	0.00							
PRF-37100 - Professor-Allied Health Sciences	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21150 - Professor-Chemistry	#	0	1							
1 Employee	%	0.00	100.00							
PRF-23550 - Professor-Sport Exercise Recreation Kinesiolo	#	0	0							
1 Employee	%	0.00	0.00							
PRFDIRART-21203 - Prof/Director of Arts Outreach-Theatre and	#	0	0							
1 Employee	%	0.00	0.00							
PRF-31120 - Professor-Medical Library Administration	#	0	0							
1 Employee	%	0.00	0.00							
PRFDIR-21050 - Professor/Director-Art and Design	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21020-FA - Professor-Geosciences-FA	#	0	0							
1 Employee	%	0.00	0.00							
PRF-21500-FA - Professor-Music-FA	#	0	1							
1 Employee	%	0.00	100.00							
PRF-23200-FA - Professor-Early Childhood Education-FA	#	0	1							
1 Employee	%	0.00	100.00							
PRF-23100-FA - Professor-Educ Leadership Policy Analysis-FA	#	0	1							
1 Employee	%	0.00	100.00							
PRF-26000 - Professor-Library Administration	#	0	3							
3 Employees	%	0.00	100.00							

Job Group Analysis

2GC

Professors-FA

EEO Code: 2

Job Code & Title		Min	Fem							
PRFDIRUNIHN-28010 - Prof/Dir Univ&Midway Hon-University	#	0	1							
1 Employee	%	0.00	100.00							
PRFDIRECTRECL-31510 - Prof/Director Centers of Excel-	#	1	0							
1 Employee	%	100.00	0.00							
79 Employees	Totals	#	12	16						
		%	15.19	20.25						

Job Group Analysis

2GD

Professors-RT/TS

EEO Code: 2

Job Code & Title		Min	Fem							
PRF-31270-RT - Professor-Biomedical Sciences-RT	#	0	1							
2 Employees	%	0.00	50.00							
PRF-37500 - Professor-Physical Therapy	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals	#	0	2						
		%	0.00	66.67						

Job Group Analysis

2IA

Associate Professor-CT

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRFPDIR-32110 - Assc Professor/Program Dir-Family	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRFCMO-32100 - Associate Professor/CMO-Family	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRFPGDIR-32110 - Assoc Professor/Program Dir-Family	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRFMDIR-32100 - Assc Professor/Med Dir-Family Practice	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-32120 - Associate Professor-Family Practice Resid	#	0	2							
2 Employees	%	0.00	100.00							
ASOPRF-32100-CT - Assoc Professor-Family Practice Resid	#	1	2							
2 Employees	%	50.00	100.00							
ASOPRF-36050-CT - Associate Professor-Pharmacy Practice-	#	0	4							
10 Employees	%	0.00	40.00							
ASOPRF-31570-CT - Associate Professor-Surgery-CT	#	2	2							
6 Employees	%	33.33	33.33							
ASOPRF-31560 - Associate Professor-Psychiatry	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRF-31510-CT - Associate Professor-Internal Medicine-CT	#	5	2							
6 Employees	%	83.33	33.33							
ASOPRF-31550 - Associate Professor-Pediatrics	#	1	2							
4 Employees	%	25.00	50.00							
ASOPRFAPD-31510 - Assc Prof/Assoc Prog Director-Internal	#	1	0							
1 Employee	%	100.00	0.00							
ASOPRF-31530-CT - Associate Professor-OB GYN-CT	#	0	2							
5 Employees	%	0.00	40.00							
ASOPRF-36300-CT - Assoc Professor-Assoc Dean Academic	#	0	1							
2 Employees	%	0.00	50.00							
44 Employees										
Totals	#	10	19							
	%	22.73	43.18							

Job Group Analysis

2IB

Associate Professor-F9

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRFDIR-22100 - Associate Professor/Director-Bureau of	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-22050 - Associate Professor-Accountancy	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRF-22350 - Associate Professor-Management and	#	3	4							
8 Employees	%	37.50	50.00							
ASOPRF-22150 - Associate Professor-Computing	#	3	0							
5 Employees	%	60.00	0.00							
ASOPRF-22450 - Associate Professor-Engineering Engineer	#	0	0							
5 Employees	%	0.00	0.00							
ASOPRFDIR-22450 - Assc Professor/Director-Engineering	#	1	0							
1 Employee	%	100.00	0.00							
ASOPRF-22250 - Associate Professor-Economics and Finance	#	1	1							
5 Employees	%	20.00	20.00							
ASOPRF-22452 - Associate Professor-Digital Media	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRF-37300 - Associate Professor-Environmental Health	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRF-21100 - Associate Professor-Biology	#	1	2							
4 Employees	%	25.00	50.00							
ASOPRF-35400-F9 - Assoc Professor-Nursing Graduate	#	0	5							
5 Employees	%	0.00	100.00							
ASOPRF-35200 - Associate Professor-Nursing Undergraduate	#	0	2							
2 Employees	%	0.00	100.00							
ASOPRF-21750 - Associate Professor-Social Work	#	0	2							
3 Employees	%	0.00	66.67							
ASOPRFDIR-21650 - Associate Professor/Director-Pol Science	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRFUC-38200 - Assc Prof/Undergrad Coordinatr-	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-37400-F9 - Associate Professor-Health Sciences-F9	#	0	2							
6 Employees	%	0.00	33.33							

Job Group Analysis

2IB

Associate Professor-F9

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRF-21800 - Associate Professor-Sociology	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRF-21700 - Associate Professor-Psychology	#	1	1							
3 Employees	%	33.33	33.33							
ASOPRF-21900 - Associate Professor-Media and	#	0	2							
3 Employees	%	0.00	66.67							
ASOPRF-23600 - Associate Professor-Educational Foundations	#	1	3							
5 Employees	%	20.00	60.00							
ASOPRF-23500 - Associate Professor-Counseling & Human	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-37700-F9 - Associate Professor-Dental Hygiene-F9	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-21600 - Associate Professor-21600	#	0	0							
2 Employees	%	0.00	0.00							
ASOPRF-21050 - Associate Professor-Art and Design	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRF-23550-F9 - Assoc Professor-Sport Exercise	#	0	2							
4 Employees	%	0.00	50.00							
ASOPRF-21650 - Associate Professor-Pol Science Intl Affairs	#	0	1							
3 Employees	%	0.00	33.33							
ASOPRF-21150 - Associate Professor-Chemistry	#	1	2							
4 Employees	%	25.00	50.00							
ASOPRF-23200 - Associate Professor-Early Childhood	#	0	4							
4 Employees	%	0.00	100.00							
ASOPRF-23050 - Associate Professor-Curriculum and	#	0	4							
5 Employees	%	0.00	80.00							
ASOPRF-21450 - Associate Professor-Mathematics and	#	1	2							
4 Employees	%	25.00	50.00							
ASOPRF-21020 - Associate Professor-Geosciences	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-21250 - Associate Professor-Criminal Justice	#	0	2							
2 Employees	%	0.00	100.00							

Job Group Analysis

2IB

Associate Professor-F9

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRDIRMPA-21650 - Assoc Prof/Dir MPA Program-Pol	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-21200 - Associate Professor-Communication and	#	0	0							
2 Employees	%	0.00	0.00							
ASOPRF-21400 - Associate Professor-History	#	3	2							
8 Employees	%	37.50	25.00							
ASOPRF-21550 - Associate Professor-Philosophy and	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-21500 - Associate Professor-Music	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRF-21300 - Associate Professor-Literature and Language	#	1	3							
7 Employees	%	14.29	42.86							
ASOPRF-21010 - Associate Professor-Appalachian Studies	#	0	0							
2 Employees	%	0.00	0.00							
ASOPRF-21203 - Associate Professor-Theatre and Dance	#	0	1							
1 Employee	%	0.00	100.00							
123 Employees	Totals	#	17	55						
		%	13.82	44.72						

Job Group Analysis

2IC

Associate Professor-FA

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRFGDIR-32100 - Assoc Prof/Program Director-Family	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-32110 - Associate Professor-Family Practice Resid	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-31530-FA - Associate Professor-OB GYN-FA	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-36050-FA - Associate Professor-Pharmacy Practice-	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-36025 - Associate Professor-Pharmaceutical Sciences	#	1	0							
1 Employee	%	100.00	0.00							
ASOPRF-38500 - Associate Professor-Health Services Mgmt	#	1	0							
2 Employees	%	50.00	0.00							
ASOPRF-38400 - Associate Professor-Biostatistics and	#	2	1							
4 Employees	%	50.00	25.00							
ASOPRF-31510-FA - Associate Professor-Internal Medicine-FA	#	1	0							
2 Employees	%	50.00	0.00							
ASOPRF-35400-FA - Assoc Professor-Nursing Graduate	#	0	2							
2 Employees	%	0.00	100.00							
ASOPRF-31570-FA - Associate Professor-Surgery-FA	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-32210 - Associate Professor-Family Practice Clin	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-32100-FA - Assoc Professor-Family Practice Resid	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-37500 - Associate Professor-Physical Therapy	#	0	0							
2 Employees	%	0.00	0.00							
ASOPRF-31270-FA - Associate Professor-Biomedical Sciences-	#	0	0							
5 Employees	%	0.00	0.00							
2019-174 - AssocProf/Prog Dir-Dental Hyg	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-37700-FA - Associate Professor-Dental Hygiene-FA	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

2IC

Associate Professor-FA

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRF-24101 - Associate Professor-Global Sports Leadership	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRFDIR-23600 - Assc Professor/Director-Educational	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRFPDIS-37100 - Assc Prof/Prog Dir Imaging Sci-Allied	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRFASTDIR-21004 - Assc Professor/Asst Director-Center	#	1	0							
1 Employee	%	100.00	0.00							
ASOPRFCHR-23050 - Associate Professor/Chair-Curriculum	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-21755 - Associate Professor-Rehabilitative Sciences	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRFASODN-23600 - Assoc Prof/Assoc Dean R&G-	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-23550-FA - Assoc Professor-Sport Exercise	#	1	0							
2 Employees	%	50.00	0.00							
ASOPRF-37400-FA - Associate Professor-Health Sciences-FA	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-37200 - Associate Professor-Audiology and Speech	#	2	3							
3 Employees	%	66.67	100.00							
ASOPRFPOINRS-21300 - Assoc Prof/Poet in Residence-	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRFDIR-21800 - Assc Professor/Dir of ASRL-Sociology	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRFCHR-21650 - Associate Professor/Chair-Pol Science	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRFDIR-21010 - Associate Professor/Director-Appalachian	#	0	0							
1 Employee	%	0.00	0.00							
ASOPRF-26000 - Associate Professor-Library Administration	#	0	1							
2 Employees	%	0.00	50.00							

Job Group Analysis

2IC

Associate Professor-FA

EEO Code: 2

Job Code & Title

46 Employees

		Min	Fem							
Totals	#	9	17							
	%	19.57	36.96							

Job Group Analysis

2ID

Associate Professor-RT

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRF-36300-RT - Assoc Professor-Assoc Dean Academic	#	0	1							
2 Employees	%	0.00	50.00							
ASOPRFASTDN-31100 - Assoc Prof/Assistant Dean-Assoc	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-31120 - Associate Professor-Medical Library	#	0	1							
1 Employee	%	0.00	100.00							
ASOPRF-31270-RT - Associate Professor-Biomedical Sciences-	#	1	1							
1 Employee	%	100.00	100.00							
5 Employees	Totals	#	4							
		%	80.00							

Job Group Analysis

2J

Clinical Associate Professor

EEO Code: 2

Job Code & Title		Min	Fem							
CLNASOPRF-21750 - Clinical Associate Professor-Social Work	#	0	1							
2 Employees	%	0.00	50.00							
CLNASOPRF-31100 - Clinical Associate Professor-Assoc Dean	#	1	0							
2 Employees	%	50.00	0.00							
4 Employees	Totals	#	1	1						
		%	25.00	25.00						

Job Group Analysis

2KA

Assistant Professors-C9

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRF-35400-C9 - Asst Professor-Nursing Graduate	#	0	2							
2 Employees	%	0.00	100.00							
ASTPRF-21755-C9 - Asst Professor-Rehabilitative Sciences-C9	#	0	0							
1 Employee	%	0.00	0.00							
ASTPRF35200-C9 - Asst Professor-Nursing Undergraduate	#	4	5							
6 Employees	%	66.67	83.33							
ASTPRF-37200-C9 - Asst Professor-Audiology & Speech Lang	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRFUGPD-21050 - Asst Prof/Underg Program Dir-	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-37100-C9 - Asst Professor-Allied Health Sciences-C9	#	0	2							
2 Employees	%	0.00	100.00							
ASTPRF-21750-C9 - Assistant Professor-Social Work-C9	#	0	2							
3 Employees	%	0.00	66.67							
16 Employees	Totals	#	4	13						
		%	25.00	81.25						

Job Group Analysis

2KB

Assistant Professor-CT

EEO Code: 2

Job Code & Title	#	Min	Fem							
ASTPRF-31560 - Assistant Professor-Psychiatry	#	1	0							
1 Employee	%	100.00	0.00							
ASTPRF-31540 - Assistant Professor-Pathology	#	1	3							
3 Employees	%	33.33	100.00							
ASTPRF-32120 - Assistant Professor-Family Practice Resid	#	1	1							
1 Employee	%	100.00	100.00							
ASTPRF-32100 - Assistant Professor-Family Practice Resid Kpt	#	0	3							
3 Employees	%	0.00	100.00							
ASTPRFASOPDIR-32100 - Asst Professor/Assoc Prog Dir-	#	0	0							
1 Employee	%	0.00	0.00							
ASTPRF-31500 - Assistant Professor-Family Medicine	#	0	0							
1 Employee	%	0.00	0.00							
ASTPRF-32110 - Assistant Professor-Family Practice Resid	#	0	2							
3 Employees	%	0.00	66.67							
ASTPRF-31570 - Assistant Professor-Surgery	#	0	1							
2 Employees	%	0.00	50.00							
ASTPRFDIR-36305 - Asst Professor/Director-Experiential	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-36050-CT - Asst Professor-Pharmacy Practice-CT	#	0	3							
4 Employees	%	0.00	75.00							
ASTPRF-37500-CT - Assistant Professor-Physical Therapy-CT	#	0	1							
3 Employees	%	0.00	33.33							
2019-129 - Assist Prof/Scholarly Activity	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-35400-CT - Asst Professor-Nursing Graduate	#	0	3							
3 Employees	%	0.00	100.00							
ASTPRF-31510-CT - Assistant Professor-Internal Medicine-CT	#	3	8							
11 Employees	%	27.27	72.73							
ASTPRF35200-CT - Asst Professor-Nursing Undergraduate	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRFACDIR-35200 - Asst Prof/Acad Dir BSN Program-	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

2KB

Assistant Professor-CT

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRF-38500-CT - Asst Professor-Health Services Mgmt & 1 Employee	#	0	0							
	%	0.00	0.00							
ASTPRF-37100-CT - Asst Professor-Allied Health Sciences-CT 2 Employees	#	0	1							
	%	0.00	50.00							
ASTPRFDIR-32110 - Assistant Professor/Director-Family 1 Employee	#	0	0							
	%	0.00	0.00							
ASTPRF-31550-CT - Assistant Professor-Pediatrics-CT 19 Employees	#	2	8							
	%	10.53	42.11							
ASTPRF-31530-CT - Assistant Professor-OB GYN-CT 6 Employees	#	2	4							
	%	33.33	66.67							
ASTPRF-37220 - Assistant Professor-Communicative Disorders 1 Employee	#	0	1							
	%	0.00	100.00							
ASTPRFDIR-21700 - Assistant Professor/Director-Psychology 1 Employee	#	0	1							
	%	0.00	100.00							
ASTPRFHOSP-31530 - Asst Professor/Hospitalist-OB GYN 2 Employees	#	0	1							
	%	0.00	50.00							
ASTPRF-37200-CT - Asst Professor-Audiology & Speech Lang 1 Employee	#	0	1							
	%	0.00	100.00							
74 Employees										
Totals	#	10	46							
	%	13.51	62.16							

Job Group Analysis

2KC

Assistant Professor-F9

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRF-22350 - Assistant Professor-Management and 4 Employees	#	0	1							
	%	0.00	25.00							
ASTPRF-22050 - Assistant Professor-Accountancy 1 Employee	#	0	1							
	%	0.00	100.00							
ASTPRF-22250 - Assistant Professor-Economics and Finance 3 Employees	#	1	2							
	%	33.33	66.67							
ASTPRF-22150 - Assistant Professor-Computing 4 Employees	#	2	1							
	%	50.00	25.00							
ASTPRF-22450 - Assistant Professor-Engineering Engineer 5 Employees	#	3	1							
	%	60.00	20.00							
ASTPRF-22452 - Assistant Professor-Digital Media 3 Employees	#	1	0							
	%	33.33	0.00							
ASTPRF-23100 - Assistant Professor-Educ Leadership Policy 1 Employee	#	0	1							
	%	0.00	100.00							
ASTPRF-21700 - Assistant Professor-Psychology 7 Employees	#	0	5							
	%	0.00	71.43							
ASTPRF-35400-F9 - Asst Professor-Nursing Graduate 7 Employees	#	1	6							
	%	14.29	85.71							
ASTPRFPH-21050 - Asst Professor of Photography-Art and 1 Employee	#	0	1							
	%	0.00	100.00							
ASTPRF35200-F9 - Asst Professor-Nursing Undergraduate 4 Employees	#	0	4							
	%	0.00	100.00							
ASTPRF-21100 - Assistant Professor-Biology 3 Employees	#	2	1							
	%	66.67	33.33							
ASTPRF-23550 - Assistant Professor-Sport Exercise Recreation 8 Employees	#	0	2							
	%	0.00	25.00							
ASTPRF-23050 - Assistant Professor-Curriculum and Instruction 4 Employees	#	1	4							
	%	25.00	100.00							
ASTPRF-21150 - Assistant Professor-Chemistry 5 Employees	#	0	1							
	%	0.00	20.00							
ASTPRF-21750-F9 - Assistant Professor-Social Work-F9 6 Employees	#	0	5							
	%	0.00	83.33							

Job Group Analysis

2KC

Assistant Professor-F9

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRF-37400 - Assistant Professor-Health Sciences	#	1	2							
4 Employees	%	25.00	50.00							
ASTPRF-23600 - Assistant Professor-Educational Foundations	#	1	2							
2 Employees	%	50.00	100.00							
ASTPRF-23500-F9 - Asst Professor-Counseling & Human	#	2	4							
7 Employees	%	28.57	57.14							
ASTPRF-21755-F9 - Asst Professor-Rehabilitative Sciences-F9	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-23200 - Assistant Professor-Early Childhood	#	1	1							
1 Employee	%	100.00	100.00							
ASTPRF-37700 - Assistant Professor-Dental Hygiene	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-21020 - Assistant Professor-Geosciences	#	0	2							
3 Employees	%	0.00	66.67							
ASTPRF-21250 - Assistant Professor-Criminal Justice	#	0	1							
3 Employees	%	0.00	33.33							
ASTPRF-21203 - Assistant Professor-Theatre and Dance	#	0	0							
2 Employees	%	0.00	0.00							
ASTPRF-21650 - Assistant Professor-Pol Science Intl Affairs	#	0	1							
2 Employees	%	0.00	50.00							
ASTPRF-21450 - Assistant Professor-Mathematics and	#	0	3							
5 Employees	%	0.00	60.00							
ASTPRF-21050 - Assistant Professor-Art and Design	#	0	3							
4 Employees	%	0.00	75.00							
ASTPRF-21900-F9 - Asst Professor-Media & Communication-	#	0	1							
4 Employees	%	0.00	25.00							
ASTPRF-21200 - Assistant Professor-Communication and	#	0	3							
3 Employees	%	0.00	100.00							
ASTPRF-21500 - Assistant Professor-Music	#	2	2							
7 Employees	%	28.57	28.57							
ASTPRF-25020 - Assistant Professor-Degree Programs	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

2KC

Assistant Professor-F9

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRF-21010 - Assistant Professor-Appalachian Studies	#	0	2							
2 Employees	%	0.00	100.00							
ASTPRF-21300 - Assistant Professor-Literature and Language	#	2	2							
6 Employees	%	33.33	33.33							
2019-882 - Visiting Assistant Professor	#	0	2							
3 Employees	%	0.00	66.67							
127 Employees	Totals	#	20	70						
		%	15.75	55.12						

Job Group Analysis

2KD

Assistant Professor-FA

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRFDIR-23300 - Assistant Professor/Director-University	#	0	0							
1 Employee	%	0.00	0.00							
ASTPRF-36050-FA - Asst Professor-Pharmacy Practice-FA	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-38400 - Assistant Professor-Biostatistics and	#	2	2							
2 Employees	%	100.00	100.00							
ASTPRF-36025 - Assistant Professor-Pharmaceutical Sciences	#	1	1							
1 Employee	%	100.00	100.00							
ASTPRFASTCH-22150 - Asst Prof/Asst Chair-Computing	#	0	0							
1 Employee	%	0.00	0.00							
ASTPRFPRJDIR-21755 - Asst Prof/Project Director-Health	#	0	0							
1 Employee	%	0.00	0.00							
ASTPRF-31270-FA - Assistant Professor-Biomedical Sciences-	#	3	4							
8 Employees	%	37.50	50.00							
ASTPRF-37300 - Assistant Professor-Environmental Health	#	1	1							
1 Employee	%	100.00	100.00							
ASTPRF-38200 - Asst Professor-Community and Behavioral	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-37500-FA - Assistant Professor-Physical Therapy-FA	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRFDIRPCRS-32210 - Asst Prof/Dir Prim Care Resch-	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-38500-FA - Asst Professor-Health Services Mgmt &	#	1	1							
2 Employees	%	50.00	50.00							
ASTPRF-37505 - Assistant Professor-Physical Therapy Course	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-31530-FA - Assistant Professor-OB GYN-FA	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-35400-FA - Asst Professor-Nursing Graduate	#	0	3							
4 Employees	%	0.00	75.00							
ASTPRF35200-FA - Asst Professor-Nursing Undergraduate	#	0	2							
2 Employees	%	0.00	100.00							

Job Group Analysis

2KD

Assistant Professor-FA

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRF-37200-FA - Asst Professor-Audiology & Speech Lang	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-21755-FA - Asst Professor-Rehabilitative Sciences-FA	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-37100-FA - Asst Professor-Allied Health Sciences-FA	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-31550-FA - Assistant Professor-Pediatrics-FA	#	1	2							
3 Employees	%	33.33	66.67							
ASTPRF-21800 - Assistant Professor-Sociology	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-21900-FA - Asst Professor-Media & Communication-	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRFASTDIR-21010 - Asst Professor/Asst Director-	#	0	0							
1 Employee	%	0.00	0.00							
ASTPRF-23500-FA - Asst Professor-Counseling & Human	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRFGRSYLI-26000 - Asst Prof/Grad Study Librarian-Library	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRFELRSLI-26000 - Asst Prof/ElectronicRes Librar-Library	#	0	0							
1 Employee	%	0.00	0.00							
2019-326 - Digital Shlrshp Libr/Asst Prof	#	0	1							
1 Employee	%	0.00	100.00							
42 Employees	Totals	#	9	30						
		%	21.43	71.43						

Job Group Analysis

2KE

Assistant Professor-RT

EEO Code: 2

Job Code & Title		Min	Fem							
ASTPRF-32230 - Assistant Professor-Finance Office Family	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-31120 - Assistant Professor-Medical Library	#	0	2							
2 Employees	%	0.00	100.00							
ASTPRF-38050 - Assistant Professor-Center for PDAP and T	#	0	1							
2 Employees	%	0.00	50.00							
ASTPRF-31270-RT - Assistant Professor-Biomedical Sciences-	#	0	1							
1 Employee	%	0.00	100.00							
ASTPRF-31510-RT - Assistant Professor-Internal Medicine-RT	#	2	1							
2 Employees	%	100.00	50.00							
ASTPRFRS-31570 - Assistant Prof/Research Asst-Surgery	#	1	0							
1 Employee	%	100.00	0.00							
RESASTPRF-31270 - Research Assistant Professor-Biomedical	#	1	0							
3 Employees	%	33.33	0.00							
12 Employees	Totals	#	4	6						
		%	33.33	50.00						

Job Group Analysis

2L

Clinical Assistant Professor

EEO Code: 2

Job Code & Title		Min	Fem							
CLNASTPRF-21750 - Clinical Assistant Professor-Social Work	#	1	2							
3 Employees	%	33.33	66.67							
3 Employees	Totals	#	1	2						
		%	33.33	66.67						

Job Group Analysis

2M

Instructor

EEO Code: 2

Job Code & Title		Min	Fem							
INST-31560 - Instructor-Psychiatry	#	0	0							
1 Employee	%	0.00	0.00							
INST-22150 - Instructor-Computing	#	0	0							
1 Employee	%	0.00	0.00							
INST-35200 - Instructor-Nursing Undergraduate Programs	#	1	27							
28 Employees	%	3.57	96.43							
INST-22250 - Instructor-Economics and Finance	#	1	0							
1 Employee	%	100.00	0.00							
2019-553 - Middle School Engl Instructor	#	0	1							
1 Employee	%	0.00	100.00							
2019-486 - Instructor/Assistant Director	#	0	1							
1 Employee	%	0.00	100.00							
INST-23300 - Instructor-University School	#	3	26							
34 Employees	%	8.82	76.47							
2019-485 - Instructor	#	0	1							
1 Employee	%	0.00	100.00							
68 Employees	Totals	#	5	56						
		%	7.35	82.35						

Job Group Analysis

2N

Clinical Instructor

EEO Code: 2

Job Code & Title		Min	Fem							
CLNINST-38200 - Clinical Instructor-Community and Behavioral 1 Employee	#	0	0							
	%	0.00	0.00							
CLNINST-38500 - Clinical Instructor-Health Services Mgmt and 1 Employee	#	0	1							
	%	0.00	100.00							
CLNINST-23050 - Clinical Instructor-Curriculum and Instruction 2 Employees	#	0	2							
	%	0.00	100.00							
CLNINST-23600 - Clinical Instructor-Educational Foundations 2 Employees	#	0	1							
	%	0.00	50.00							
CLNINST-23200 - Clinical Instructor-Early Childhood Education 1 Employee	#	0	1							
	%	0.00	100.00							
CLNINST-37400 - Clinical Instructor-Health Sciences 1 Employee	#	0	1							
	%	0.00	100.00							
8 Employees										
	Totals	#	0	6						
		%	0.00	75.00						

Job Group Analysis

20

Sr. Lecturer

EEO Code: 2

Job Code & Title		Min	Fem							
SRLECT-22250 - Senior Lecturer-Economics and Finance	#	0	0							
1 Employee	%	0.00	0.00							
SRLECT-38400 - Senior Lecturer-Biostatistics and Epidemiology	#	0	0							
1 Employee	%	0.00	0.00							
SRLECT-22050 - Senior Lecturer-Accountancy	#	0	1							
1 Employee	%	0.00	100.00							
SRLECT-38200 - Senior Lecturer-Community and Behavioral	#	0	2							
2 Employees	%	0.00	100.00							
SRLECT-22350 - Senior Lecturer-Management and Marketing	#	0	1							
1 Employee	%	0.00	100.00							
SRLECT-21020 - Senior Lecturer-Geosciences	#	1	0							
1 Employee	%	100.00	0.00							
SRLECT-21800 - Senior Lecturer-Sociology	#	0	1							
1 Employee	%	0.00	100.00							
SRLECT-21700 - Senior Lecturer-Psychology	#	0	1							
1 Employee	%	0.00	100.00							
SRLECT-21600 - Senior Lecturer-Physics & Anatomy	#	2	1							
2 Employees	%	100.00	50.00							
SRLECT-21550 - Senior Lecturer-Philosophy and Humanities	#	0	0							
1 Employee	%	0.00	0.00							
SRLECT-21200 - Senior Lecturer-Communication and	#	0	4							
5 Employees	%	0.00	80.00							
SRLECT-21300 - Senior Lecturer-Literature and Language	#	1	3							
4 Employees	%	25.00	75.00							
SRLECT-21450 - Senior Lecturer-Mathematics and Statistics	#	1	2							
3 Employees	%	33.33	66.67							
SRLECT-21010 - Senior Lecturer, Bluegrass-Appalachian	#	0	1							
2 Employees	%	0.00	50.00							
SRLECT-21900 - Senior Lecturer-Media and Communication	#	0	1							
1 Employee	%	0.00	100.00							
SRLECT-21500 - Senior Lecturer-Music	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

20

Sr. Lecturer

EEO Code: 2

Job Code & Title		Min	Fem							
SRLECT-21400 - Senior Lecturer-History	#	0	1							
1 Employee	%	0.00	100.00							
29 Employees	Totals	#	5	20						
		%	17.24	68.97						

Job Group Analysis

2P

Lecturer

EEO Code: 2

Job Code & Title		Min	Fem							
LECT-22450 - Lecturer-Engineering Engineer Tech Surveying	#	0	0							
2 Employees	%	0.00	0.00							
LECT-38000 - Lecturer-Dean College of Public Health Adm	#	0	1							
1 Employee	%	0.00	100.00							
LECT-22150 - Lecturer-Computing	#	2	1							
6 Employees	%	33.33	16.67							
LECT-26000 - Lecturer-Library Administration	#	1	2							
2 Employees	%	50.00	100.00							
LECT-37400 - Lecturer-Health Sciences	#	0	0							
1 Employee	%	0.00	0.00							
LECT-22250 - Lecturer-Economics and Finance	#	0	1							
2 Employees	%	0.00	50.00							
LECT-22350 - Lecturer-Management and Marketing	#	1	1							
4 Employees	%	25.00	25.00							
LECT-21020 - Lecturer-Geosciences	#	0	0							
1 Employee	%	0.00	0.00							
LECT-23050 - Lecturer-Curriculum and Instruction	#	0	1							
1 Employee	%	0.00	100.00							
LECT-23500 - Lecturer-Counseling & Human Services	#	1	1							
1 Employee	%	100.00	100.00							
LECT-21550 - Lecturer-Philosophy and Humanities	#	0	0							
1 Employee	%	0.00	0.00							
LECT-21100 - Lecturer-Biology	#	0	0							
1 Employee	%	0.00	0.00							
LECT-21010 - Lecturer-Appalachian Studies	#	0	1							
1 Employee	%	0.00	100.00							
LECT-21500 - Lecturer(Marching Percussion)-Music	#	1	0							
3 Employees	%	33.33	0.00							
LECT-21300 - Lecturer-Literature and Language	#	0	1							
3 Employees	%	0.00	33.33							
LECT-21150 - Lecturer-Chemistry	#	1	2							
3 Employees	%	33.33	66.67							

Job Group Analysis

2P

Lecturer

EEO Code: 2

Job Code & Title		Min	Fem							
LECT-21200 - Lecturer-Communication and Performance	#	1	0							
1 Employee	%	100.00	0.00							
LECT-21250 - Lecturer-Criminal Justice	#	0	2							
2 Employees	%	0.00	100.00							
LECT-21900 - Lecturer-Media and Communication	#	0	0							
1 Employee	%	0.00	0.00							
37 Employees	Totals	#	8	14						
		%	21.62	37.84						

Job Group Analysis

2Q

Post-Retirees

EEO Code: 2

Job Code & Title		Min	Fem							
PSTRET12-31510 - Post Retiree 12-month-Internal Medicine	#	1	0							
1 Employee	%	100.00	0.00							
PSTRET12-36025 - Post Retiree 12-month-Pharmaceutical	#	0	0							
1 Employee	%	0.00	0.00							
PSTRET-22350 - Post Retiree-Management and Marketing	#	0	0							
1 Employee	%	0.00	0.00							
PSTRET9-21450 - Post Retiree 9-month-Mathematics and	#	0	0							
1 Employee	%	0.00	0.00							
PSTRET9-21600 - Post Retiree 9-month-Physics & Anatomy	#	0	0							
1 Employee	%	0.00	0.00							
PSTRET9-23500 - Post Retiree 9-month-Counseling & Human	#	0	0							
1 Employee	%	0.00	0.00							
PSTRET9-21203 - Post Retiree 9-month-Theatre and Dance	#	0	0							
1 Employee	%	0.00	0.00							
PSTRET9-22450 - Post Retiree 9-month-Engineering Engineer	#	0	1							
3 Employees	%	0.00	33.33							
PSTRET9-21050 - Post Retiree 9-month-Art and Design	#	0	1							
1 Employee	%	0.00	100.00							
PSTRET9-21300 - Post Retiree 9-month-Literature and	#	0	2							
3 Employees	%	0.00	66.67							
PSTRET9-22250 - Post Retiree 9-month-Counseling & Human	#	0	0							
2 Employees	%	0.00	0.00							
PSTRET9-23200 - Post Retiree 9-month-Early Childhood	#	0	1							
1 Employee	%	0.00	100.00							
PSTRET9-35400 - Post Retiree 9-month-Nursing Graduate	#	0	1							
2 Employees	%	0.00	50.00							
19 Employees										
	Totals	#	1	6						
		%	5.26	31.58						

Job Group Analysis

2R

Adjuncts

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4M-21600 - Adjunct Faculty 4-month-Physics &	#	0	2							
6 Employees	%	0.00	33.33							
6 Employees	Totals	#	0	2						
		%	0.00	33.33						

Job Group Analysis

2RA

Adjunct Faculty-Dual Service

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFACDS-21750 - Adjunct Faculty - DUAL SERVICE-Social	#	0	1							
1 Employee	%	0.00	100.00							
ADJFACDS-22050 - Adjunct Faculty - DUAL SERVICE-	#	0	0							
1 Employee	%	0.00	0.00							
ADJFACDS-22450 - Adjunct Faculty - DUAL SERVICE-	#	0	1							
2 Employees	%	0.00	50.00							
ADJFACDS-25020 - Adjunct Faculty - DUAL SERVICE-Degree	#	0	0							
1 Employee	%	0.00	0.00							
ADJFACDS-35200 - Adjunct Faculty - DUAL SERVICE-Nursing	#	0	3							
3 Employees	%	0.00	100.00							
ADJFACDS-37100 - Adjunct Faculty - DUAL SERVICE-Allied	#	0	0							
1 Employee	%	0.00	0.00							
ADJFACDS-38500 - Adjunct Faculty - DUAL SERVICE-Health	#	0	1							
1 Employee	%	0.00	100.00							
ADJFACDUL-35400 - Adjunct Faculty - DUAL-Nursing Graduate	#	0	1							
1 Employee	%	0.00	100.00							
11 Employees	Totals	#	0	7						
		%	0.00	63.64						

Job Group Analysis

2RB1

Adjunct Faculty-4 Mo-Col of Business & Tech

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4M-22452 - Adjunct Faculty 4-month-Digital Media	#	0	1							
4 Employees	%	0.00	25.00							
ADJFAC4M-22450 - Adjunct Faculty 4-month-Engineering	#	0	3							
7 Employees	%	0.00	42.86							
ADJFAC4M-22050 - Adjunct Faculty 4-month-Accountancy	#	0	1							
3 Employees	%	0.00	33.33							
ADJFAC4M-24101 - Adjunct Faculty 4-month-Global Sports	#	0	0							
1 Employee	%	0.00	0.00							
ADJFAC4M-22350 - Adjunct Faculty 4-month-Management and	#	1	3							
8 Employees	%	12.50	37.50							
ADJFAC4M-22150 - Adjunct Faculty 4-month-Computing	#	0	0							
1 Employee	%	0.00	0.00							
ADJFAC4M-22250 - Adjunct Faculty 4-month-Economics and	#	0	1							
4 Employees	%	0.00	25.00							
ADJFAC4M-22400 - Adjunct Faculty 4-month-Military Science	#	0	0							
1 Employee	%	0.00	0.00							
ADJFAC4M-50908 - Adjunct Faculty 4-month-Student Org.	#	0	1							
1 Employee	%	0.00	100.00							
30 Employees										
Totals	#	1	10							
	%	3.33	33.33							

Job Group Analysis

2RB2

Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4M-50760 - Adjunct Faculty 4-month-Counseling Center	#	0	1							
1 Employee	%	0.00	100.00							
ADJFAC4M-37100 - Adjunct Faculty 4-month-Allied Health	#	2	15							
18 Employees	%	11.11	83.33							
ADJFAC4M-37200 - Adjunct Faculty 4-month-Audiology and	#	0	7							
8 Employees	%	0.00	87.50							
ADJFAC4M-37500 - Adjunct Faculty 4-month-Physical Therapy	#	0	0							
2 Employees	%	0.00	0.00							
ADJFAC4M-21755 - Adjunct Faculty 4-month-Rehabilitative	#	0	5							
5 Employees	%	0.00	100.00							
ADJFAC4M-21750 - Adjunct Faculty 4-month-Social Work	#	2	8							
10 Employees	%	20.00	80.00							
ADJFAC4M-37300 - Adjunct Faculty 4-month-Environmental	#	0	0							
2 Employees	%	0.00	0.00							
ADJFAC4M-38500 - Adjunct Faculty 4-month-Health Services	#	0	1							
1 Employee	%	0.00	100.00							
ADJFAC4M-23250 - Adjunct Faculty 4-month-Kinesiology Sport	#	0	0							
1 Employee	%	0.00	0.00							
48 Employees										
	Totals	#	4	37						
		%	8.33	77.08						

Job Group Analysis

2RB3

Adjunct Faculty-4 Mo-Col of Arts & Sci

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4M-21550 - Adjunct Faculty 4-month-Philosophy and 2 Employees	#	0	2							
	%	0.00	100.00							
ADJFAC4M-21500 - Adjunct Faculty 4-month-Music 13 Employees	#	1	8							
	%	7.69	61.54							
ADJFAC4M-21300 - Adjunct Faculty 4-month-Literature and 34 Employees	#	3	21							
	%	8.82	61.76							
ADJFAC4M-21200 - Adjunct Faculty 4-month-Communication 4 Employees	#	0	3							
	%	0.00	75.00							
ADJFAC4M-21050 - Adjunct Faculty 4-month-Art and Design 10 Employees	#	1	6							
	%	10.00	60.00							
ADJFAC4M-21800 - Adjunct Faculty 4-month-Sociology 9 Employees	#	1	6							
	%	11.11	66.67							
ADJFAC4M-21010 - Adjunct Faculty 4-month-Appalachian 15 Employees	#	0	1							
	%	0.00	6.67							
ADJFAC4M-21400 - Adjunct Faculty 4-month-History 15 Employees	#	1	3							
	%	6.67	20.00							
ADJFAC4M-21700 - Adjunct Faculty 4-month-Psychology 5 Employees	#	1	2							
	%	20.00	40.00							
ADJFAC4M-21900 - Adjunct Faculty 4-month-Media and 7 Employees	#	1	2							
	%	14.29	28.57							
ADJFAC4M-21450 - Adjunct Faculty 4-month-Mathematics and 3 Employees	#	0	0							
	%	0.00	0.00							
ADJFAC4M-21100 - Adjunct Faculty 4-month-Biology 3 Employees	#	0	1							
	%	0.00	33.33							
ADJFAC4M-21203 - Adjunct Faculty 4-month-Theatre and 3 Employees	#	0	3							
	%	0.00	100.00							
ADJFAC4M-21206 - Adjunct Faculty 4-month-Womens Studies 3 Employees	#	1	2							
	%	33.33	66.67							
ADJFAC4M-21250 - Adjunct Faculty 4-month-Criminal Justice 3 Employees	#	0	2							
	%	0.00	66.67							
ADJFAC4MRODP-21800 - Adjunct Faculty 4-month - RODP- 1 Employee	#	0	1							
	%	0.00	100.00							

Job Group Analysis

2RB3

Adjunct Faculty-4 Mo-Col of Arts & Sci

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4MRODP-22450 - Adjunct Faculty 4-month - RODP-	#	0	1							
1 Employee	%	0.00	100.00							
ADJFAC4M-21650 - Adjunct Faculty 4-month-Pol Science Intl	#	1	1							
5 Employees	%	20.00	20.00							
ADJFAC4M-21020 - Adjunct Faculty 4-month-Geosciences	#	1	1							
3 Employees	%	33.33	33.33							
ADJFAC4M-21150 - Adjunct Faculty 4-month-Chemistry	#	1	1							
2 Employees	%	50.00	50.00							
141 Employees	Totals	#	13	67						
		%	9.22	47.52						

Job Group Analysis

2RB4

Adjunct Faculty-4 Mo-Col of Pub Health

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4M-38200 - Adjunct Faculty 4-month-Community and	#	1	5							
6 Employees	%	16.67	83.33							
6 Employees	Totals	#	1	5						
		%	16.67	83.33						

Job Group Analysis

2RB5

Adjunct Faculty-4 Mo-Clemmer Col of Educ

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4MRODP-25020 - Adjunct Faculty 4-month - RODP- 1 Employee	#	0	1							
	%	0.00	100.00							
ADJFAC4M-23050 - Adjunct Faculty 4-month-Curriculum and 21 Employees	#	1	17							
	%	4.76	80.95							
ADJFAC4M-23200 - Adjunct Faculty 4-month-Early Childhood 11 Employees	#	0	10							
	%	0.00	90.91							
ADJFAC4M-23600 - Adjunct Faculty 4-month-Educational 8 Employees	#	0	5							
	%	0.00	62.50							
ADJFAC4M-23550 - Adjunct Faculty 4-month-Sport Exercise 15 Employees	#	1	9							
	%	6.67	60.00							
ADJFAC4M-23100 - Adjunct Faculty 4-month-Educ Leadership 3 Employees	#	0	1							
	%	0.00	33.33							
ADJFAC4M-23500 - Adjunct Faculty 4-month-Counseling & 22 Employees	#	2	16							
	%	9.09	72.73							
ADJFAC4MRODP-23100 - Adjunct Faculty 4-month - RODP- 1 Employee	#	0	1							
	%	0.00	100.00							
ADJFAC4M-31100 - Adjunct Faculty 4-month-Assoc Dean 1 Employee	#	0	1							
	%	0.00	100.00							
ADJFAC4M-25020 - Adjunct Faculty 4-month-Degree Programs 1 Employee	#	0	1							
	%	0.00	100.00							
84 Employees	Totals	#	4	62						
		%	4.76	73.81						

Job Group Analysis

2RB6

Adjunct Faculty-4 Mo-College of Nursing

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFAC4M-35400 - Adjunct Faculty 4-month-Nursing Graduate	#	2	18							
22 Employees	%	9.09	81.82							
ADJFAC4M-35200 - Adjunct Faculty 4-month-Nursing	#	6	55							
59 Employees	%	10.17	93.22							
81 Employees	Totals	#	8	73						
		%	9.88	90.12						

Job Group Analysis

2RC

Adjunct Faculty-No Pay

EEO Code: 2

Job Code & Title		Min	Fem							
ADJFACNP-22450 - Adjunct Faculty - NO PAY-Engineering	#	0	1							
1 Employee	%	0.00	100.00							
ADJFACNP-35400 - Adjunct Faculty - NO PAY-Nursing	#	0	6							
6 Employees	%	0.00	100.00							
ADJFACZP-35200 - Adjunct Faculty - ZERO PAY-Nursing	#	0	6							
6 Employees	%	0.00	100.00							
13 Employees	Totals	#	0	13						
		%	0.00	100.00						

Job Group Analysis

2RD

Adjunct Faculty-Academic Faculty

EEO Code: 2

Job Code & Title		Min	Fem							
VAACFAC-31510 - VA Academic Faculty-Internal Medicine	#	2	1							
7 Employees	%	28.57	14.29							
VAACFAC-31000 - VA Academic Faculty-Dean College of	#	0	0							
1 Employee	%	0.00	0.00							
VAACFAC-31560 - VA Academic Faculty-Psychiatry	#	2	6							
8 Employees	%	25.00	75.00							
VAACFAC-31570 - VA Academic Faculty-Surgery	#	0	0							
3 Employees	%	0.00	0.00							
VAACFAC-37200 - VA Academic Faculty-Audiology and Speech	#	1	5							
7 Employees	%	14.29	71.43							
VAACFAC-37500 - VA Academic Faculty-Physical Therapy	#	0	2							
3 Employees	%	0.00	66.67							
29 Employees	Totals	#	5	14						
		%	17.24	48.28						

Job Group Analysis

2S

Librarians-Faculty

EEO Code: 2

Job Code & Title		Min	Fem							
2019-120 - AP/Resource & Acq Librarian	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

Job Group Analysis

2U

Research Associates

EEO Code: 2

Job Code & Title		Min	Fem							
RESASOPRF-31570 - Research Associate Professor-Surgery	#	0	1							
1 Employee	%	0.00	100.00							
RESASORSDIR-38500 - Research Assoc/Research Dir-Health	#	1	1							
1 Employee	%	100.00	100.00							
RESASO-38500 - Research Associate-Health Services Mgmt	#	3	0							
3 Employees	%	100.00	0.00							
RESINST-31570 - Research Instructor-Surgery	#	1	1							
1 Employee	%	100.00	100.00							
6 Employees	Totals	#	5	3						
		%	83.33	50.00						

Job Group Analysis

3A

Professional Deans

EEO Code: 3

Job Code & Title		Min	Fem							
2019-149 - Assistant Dean-Student Health Clinic	#	1	1							
1 Employee	%	100.00	100.00							
2019-159 - Assoc Dean Admissions/Records	#	0	0							
1 Employee	%	0.00	0.00							
2019-180 - Asst Dean(FiscAff)/Cli Ins/Dir	#	0	0							
1 Employee	%	0.00	0.00							
2019-147 - Assistant Dean-Finance and Administration	#	0	1							
1 Employee	%	0.00	100.00							
2019-146 - Assistant Dean-Dean Cont Studies and Acad	#	0	1							
1 Employee	%	0.00	100.00							
ASODNPRF-34100 - Associate Dean/Professor-Graduate	#	0	1							
2 Employees	%	0.00	50.00							
2019-148 - Assistant Dean-Office of Graduate Medical Educ	#	0	1							
1 Employee	%	0.00	100.00							
2019-141 - Assistant Dean-Assoc Dean Student Serv	#	1	0							
1 Employee	%	100.00	0.00							
2019-319-3 - Dean-3	#	0	1							
1 Employee	%	0.00	100.00							
2019-178 - Asst Dean for Fin & Adm/Instru	#	0	1							
1 Employee	%	0.00	100.00							
2019-144 - Assistant Dean-Dean College of Nursing	#	0	1							
1 Employee	%	0.00	100.00							
2019-179 - Asst Dean Student Success	#	0	1							
1 Employee	%	0.00	100.00							
2019-196 - Ast Dean for Budget & Planning	#	0	0							
1 Employee	%	0.00	0.00							
2019-142 - Assistant Dean-Dean College of Arts and Sciences	#	0	1							
1 Employee	%	0.00	100.00							
2019-145 - Assistant Dean-Dean College of Pharmacy	#	0	0							
1 Employee	%	0.00	0.00							
2019-197 - Ast Dean Studnt for Stud Eng	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

3A

Professional Deans

EEO Code: 3

Job Code & Title		Min	Fem							
2019-143 - Assistant Dean-Dean College of Medicine	#	0	1							
1 Employee	%	0.00	100.00							
2019-258 - Coordinator-Assoc Dean Academic Affairs	#	0	4							
4 Employees	%	0.00	100.00							
22 Employees	Totals	#	2	16						
		%	9.09	72.73						

Job Group Analysis

3B

Professional Directors

EEO Code: 3

Job Code & Title		Min	Fem							
2019-407 - Executive Director	#	0	3							
7 Employees	%	0.00	42.86							
2019-349-3 - Director-3	#	4	31							
46 Employees	%	8.70	67.39							
2019-1052 - Director	#	0	2							
2 Employees	%	0.00	100.00							
55 Employees	Totals	#	4	36						
		%	7.27	65.45						

Job Group Analysis

3B1

Professional Directors-Business Operations

EEO Code: 3

Job Code & Title		Min	Fem							
2019-403 - Exe Director of Annual Giving	#	0	0							
1 Employee	%	0.00	0.00							
2019-360 - Director of Development COM	#	0	1							
1 Employee	%	0.00	100.00							
2019-371 - Director of Project Management	#	0	0							
1 Employee	%	0.00	0.00							
2019-380 - Director, Foundation Acct	#	0	1							
1 Employee	%	0.00	100.00							
2019-704 - Telecommunications Director	#	0	1							
1 Employee	%	0.00	100.00							
2019-327 - Dir (Aux/Nonrs Alien Tax Comp)	#	0	1							
1 Employee	%	0.00	100.00							
2019-368 - Director of Inform & Optimiz	#	0	1							
1 Employee	%	0.00	100.00							
2019-677 - Sr Dir Customer Service	#	0	0							
1 Employee	%	0.00	0.00							
2019-338 - Dir of Dev., Univ Programs	#	0	1							
1 Employee	%	0.00	100.00							
2019-367 - Director of HR Operations	#	0	1							
1 Employee	%	0.00	100.00							
2019-359 - Director of Development	#	2	4							
5 Employees	%	40.00	80.00							
2019-348 - Dir/Campus ADA Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-376 - Director Tech Sys for Enrollmt	#	0	0							
1 Employee	%	0.00	0.00							
2019-361 - Director of Experiential Opr	#	0	1							
1 Employee	%	0.00	100.00							
2019-401 - ETRC Director	#	0	1							
1 Employee	%	0.00	100.00							
2019-357 - Director of Communications	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

3B1

Professional Directors-Business Operations

EEO Code: 3

Job Code & Title		Min	Fem							
2019-358 - Director of Creative Services	#	0	0							
1 Employee	%	0.00	0.00							
2019-610 - Program Director	#	0	1							
2 Employees	%	0.00	50.00							
2019-334 - Dir Media Rel/Broadcast Ops	#	0	0							
1 Employee	%	0.00	0.00							
2019-697 - Technical Director	#	0	0							
1 Employee	%	0.00	0.00							
25 Employees	Totals	#	2	15						
		%	8.00	60.00						

Job Group Analysis

3B2

Professional Directors-Academic Services

EEO Code: 3

Job Code & Title		Min	Fem							
2019-676 - Sr Assoc Ath Dir/Chief Fin Ofc	#	0	0							
1 Employee	%	0.00	0.00							
2019-328 - Dir Ath Band/Assoc Dir of Band	#	0	0							
1 Employee	%	0.00	0.00							
2019-343 - Dir, MA in Liberal Stud/Prof	#	0	1							
1 Employee	%	0.00	100.00							
2019-653 - Senior Assoc Athletic Director	#	0	1							
2 Employees	%	0.00	50.00							
2019-341 - Dir of Inst Eff/Accred Liaison	#	0	1							
1 Employee	%	0.00	100.00							
2019-377 - Director, ETSU Innovation Lab	#	0	1							
1 Employee	%	0.00	100.00							
2019-373 - Director of Research Computing	#	0	0							
1 Employee	%	0.00	0.00							
2019-329 - Dir Dev., Arts & Sciences	#	0	0							
1 Employee	%	0.00	0.00							
2019-362 - Director of Families First	#	0	1							
1 Employee	%	0.00	100.00							
2019-346 - Dir, Roan Scholars Ldrshp Prog	#	0	0							
1 Employee	%	0.00	0.00							
2019-350 - Director of Academic Tech Serv	#	0	0							
1 Employee	%	0.00	0.00							
2019-363 - Director of Field Inst, BSW	#	0	1							
1 Employee	%	0.00	100.00							
2019-364 - Director of Field Instruction	#	0	1							
1 Employee	%	0.00	100.00							
2019-340 - Dir of Families First-Knox Co	#	0	0							
1 Employee	%	0.00	0.00							
2019-345 - Dir, MSW Field Education	#	0	1							
1 Employee	%	0.00	100.00							
2019-339 - Dir of Families First-Dist 2	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

3B2

Professional Directors-Academic Services

EEO Code: 3

Job Code & Title		Min	Fem							
2019-378 - Director, ETSU Kingsport	#	0	1							
1 Employee	%	0.00	100.00							
2019-333 - Dir Honors Sch/Cir Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-386 - Dir-New Student/Family Progrms	#	0	1							
1 Employee	%	0.00	100.00							
2019-335 - Dir of Athletics & Finance Dir	#	0	0							
1 Employee	%	0.00	0.00							
2019-332 - Dir for Basketball Operations	#	0	0							
1 Employee	%	0.00	0.00							
2019-331 - Dir Family Focused Solutions	#	0	1							
1 Employee	%	0.00	100.00							
2019-372 - Director of Research	#	1	1							
1 Employee	%	100.00	100.00							
24 Employees	Totals	#	1	13						
		%	4.17	54.17						

Job Group Analysis

3B3

Professional Directors-Student Services

EEO Code: 3

Job Code & Title		Min	Fem							
2019-355 - Director of Campus Recreation	#	0	1							
1 Employee	%	0.00	100.00							
2019-351 - Director of Advisement	#	0	1							
1 Employee	%	0.00	100.00							
2019-344 - Dir, MC/Student Access Success	#	1	1							
1 Employee	%	100.00	100.00							
2019-557 - Multicultural Director	#	1	1							
1 Employee	%	100.00	100.00							
2019-375 - Director of UnivCenter&ID Serv	#	0	1							
1 Employee	%	0.00	100.00							
2019-606 - Prevention/Outreach Director	#	1	1							
1 Employee	%	100.00	100.00							
2019-352 - Director of Advisement Center	#	0	1							
1 Employee	%	0.00	100.00							
2019-374 - Director of Student Success	#	0	1							
1 Employee	%	0.00	100.00							
2019-356 - Director of Career Services	#	0	1							
1 Employee	%	0.00	100.00							
2019-347 - Dir., of Fraternity & Sorority	#	0	1							
1 Employee	%	0.00	100.00							
10 Employees	Totals	#	3	10						
		%	30.00	100.00						

Job Group Analysis

3B4

Professional Services-Finance

EEO Code: 3

Job Code & Title		Min	Fem							
2019-381 - Director, Grant Accounting	#	0	0							
1 Employee	%	0.00	0.00							
2019-379 - Director, Financial Accounting	#	0	1							
1 Employee	%	0.00	100.00							
2019-382 - Director, Payroll	#	0	1							
1 Employee	%	0.00	100.00							
2019-365 - Director of Fiscal Affairs	#	1	1							
2 Employees	%	50.00	50.00							
2019-354 - Director of Budget & Personnel	#	0	1							
1 Employee	%	0.00	100.00							
6 Employees	Totals	#	1	4						
		%	16.67	66.67						

Job Group Analysis

3B5

Professional Directors-Medical/Health

EEO Code: 3

Job Code & Title		Min	Fem							
2019-384 - Director/Dentist	#	0	1							
1 Employee	%	0.00	100.00							
2019-337 - Dir of Dev., Pharmacy/PHealth	#	0	0							
1 Employee	%	0.00	0.00							
2019-336 - Dir of Dev., Nursing/CRHS	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals	#	0	2						
		%	0.00	66.67						

Job Group Analysis

3B6

Professional Directors-Facilities

EEO Code: 3

Job Code & Title		Min	Fem							
2019-247 - Construction Mgmt Director	#	0	0							
1 Employee	%	0.00	0.00							
2019-572 - Operations Director	#	0	0							
1 Employee	%	0.00	0.00							
2019-318 - Day Center Director	#	0	1							
1 Employee	%	0.00	100.00							
2019-369 - Director of Operations	#	0	1							
2 Employees	%	0.00	50.00							
2019-370 - Director of Parking Services	#	1	0							
1 Employee	%	100.00	0.00							
2019-342 - Dir of Postal & Passport Servi	#	0	0							
1 Employee	%	0.00	0.00							
7 Employees	Totals	#	1	2						
		%	14.29	28.57						

Job Group Analysis

3C

Professional Assoc Directors

EEO Code: 3

Job Code & Title		Min	Fem							
2019-165 - Assoc Dir, Custodial Services	#	0	0							
1 Employee	%	0.00	0.00							
2019-164 - Assoc Dir, Contract Management	#	0	0							
1 Employee	%	0.00	0.00							
2019-170 - Associate Director	#	0	6							
10 Employees	%	0.00	60.00							
2019-162 - Assoc Dir Housing Operations	#	0	1							
1 Employee	%	0.00	100.00							
2019-166 - Assoc Dir, Sponsored Programs	#	0	1							
1 Employee	%	0.00	100.00							
2019-163 - Assoc Dir of Financial Aid	#	0	1							
1 Employee	%	0.00	100.00							
15 Employees	Totals	#	0	9						
		%	0.00	60.00						

Job Group Analysis

3D

Professional Asst Directors

EEO Code: 3

Job Code & Title		Min	Fem							
2019-150 - Assistant Dir Financial Acct	#	0	1							
1 Employee	%	0.00	100.00							
2019-152 - Assistant Director of Payroll	#	0	1							
1 Employee	%	0.00	100.00							
2019-181 - Asst Dir Enrlmnt Mgmnt, Comm	#	0	1							
1 Employee	%	0.00	100.00							
2019-151 - Assistant Director	#	4	23							
38 Employees	%	10.53	60.53							
2019-198 - Ast Dir-New Stud & Family Prog	#	0	0							
1 Employee	%	0.00	0.00							
2019-186 - Asst Director Univ Relations	#	0	1							
1 Employee	%	0.00	100.00							
2019-187 - Asst Director, Annual Giving	#	0	0							
1 Employee	%	0.00	0.00							
2019-185 - Asst Director for Alumni	#	0	0							
1 Employee	%	0.00	0.00							
2019-182 - Asst Dir for Communications	#	0	1							
1 Employee	%	0.00	100.00							
2019-184 - Asst Dir of Sport Programs	#	0	0							
1 Employee	%	0.00	0.00							
2019-183 - Asst Dir of Postal & Passport	#	0	1							
1 Employee	%	0.00	100.00							
48 Employees	Totals	#	4	29						
		%	8.33	60.42						

Job Group Analysis

3E

Professional Managers

EEO Code: 3

Job Code & Title		Min	Fem							
2019-537 - Manager of Systems Support	#	0	0							
1 Employee	%	0.00	0.00							
2019-552 - Mgr Computing Technology Srvs	#	0	0							
1 Employee	%	0.00	0.00							
2019-246 - Construction Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-202 - Benefits Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-538 - Manager, HR Information Systms	#	0	0							
1 Employee	%	0.00	0.00							
2019-400 - Environmental Compliance Mgr	#	0	0							
1 Employee	%	0.00	0.00							
2019-705 - Telecommunications Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-703 - Technology Manager	#	0	0							
2 Employees	%	0.00	0.00							
2019-535 - Manager	#	5	9							
21 Employees	%	23.81	42.86							
2019-541 - Marketing & Social Media Mgr	#	0	1							
1 Employee	%	0.00	100.00							
2019-539 - Manager, Human Anat Lab	#	0	0							
1 Employee	%	0.00	0.00							
2019-573 - Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-208 - Business Manager	#	1	9							
10 Employees	%	10.00	90.00							
2019-583 - Patient Health Manager	#	0	2							
2 Employees	%	0.00	100.00							
2019-685-3 - Supervisor-3	#	0	2							
4 Employees	%	0.00	50.00							
2019-698 - Technical Manager	#	1	1							
1 Employee	%	100.00	100.00							

Job Group Analysis

3E

Professional Managers

EEO Code: 3

Job Code & Title		Min	Fem							
2019-540 - Manager, Training	#	0	0							
1 Employee	%	0.00	0.00							
2019-415 - Facility/General Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-555 - Mrketing/Communications Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-218 - Center Manager	#	0	4							
5 Employees	%	0.00	80.00							
2019-865 - Theatre Costume Shop Suprv	#	0	1							
1 Employee	%	0.00	100.00							
2019-686 - Supervisor-Access Services	#	0	1							
1 Employee	%	0.00	100.00							
2019-536 - Manager of Student Apartments	#	0	0							
1 Employee	%	0.00	0.00							
2019-411 - Facilities Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-153 - Assistant Equipment Manager	#	0	0							
1 Employee	%	0.00	0.00							
63 Employees										
	Totals	#	7	34						
		%	11.11	53.97						

Job Group Analysis

3F

Student Support Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-656 - Senior Career Specialist	#	1	1							
1 Employee	%	100.00	100.00							
2019-253 - Coordinator, Student Serv	#	0	0							
1 Employee	%	0.00	0.00							
2019-908 - Coordinator-Student Services COM	#	0	1							
1 Employee	%	0.00	100.00							
2019-543 - MBA Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-102 - Academic Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
2019-305 - Counselor	#	0	1							
1 Employee	%	0.00	100.00							
2019-492 - Intl. Academic Credential Eval	#	0	1							
1 Employee	%	0.00	100.00							
2019-307 - Counselor/AOD Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-308 - Counselor/Coord of Suicide	#	0	0							
1 Employee	%	0.00	0.00							
2019-434 - Forensic Center Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-682 - Student Account Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-103 - Academic Counselor	#	1	3							
3 Employees	%	33.33	100.00							
2019-416 - Family Services Counselor	#	1	5							
5 Employees	%	20.00	100.00							
2019-306 - Counselor	#	1	8							
13 Employees	%	7.69	61.54							
2019-646 - Retention Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
2019-237 - College Access Coordinator	#	1	2							
2 Employees	%	50.00	100.00							

Job Group Analysis

3F

Student Support Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-284 - Coordinator-Multicultural Center	#	0	1							
1 Employee	%	0.00	100.00							
2019-683 - Student Life Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-684 - Student Records Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-487 - Inter Adm Counselor/Recruiter	#	0	0							
1 Employee	%	0.00	0.00							
2019-511 - Learning Services Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-551 - Mentoring Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
2019-211 - Career Coach	#	6	14							
16 Employees	%	37.50	87.50							
2019-301 - Coordinator-Transfer Articulation	#	0	1							
1 Employee	%	0.00	100.00							
2019-303 - Coordinator-University Center Adm	#	1	2							
2 Employees	%	50.00	100.00							
2019-863 - Testing Services Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-421 - Financial Aid Counselor	#	0	0							
3 Employees	%	0.00	0.00							
2019-417 - Fellowship Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
2019-681 - Stu Engag/Instruct Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2019-888 - WIOA Career Specialist	#	0	8							
12 Employees	%	0.00	66.67							
2019-298 - Coordinator-Student Housing	#	0	2							
2 Employees	%	0.00	100.00							

Job Group Analysis

3F

Student Support Professionals

EEO Code: 3

Job Code & Title

83 Employees

		Min	Fem							
Totals	#	13	62							
	%	15.66	74.70							

Job Group Analysis

3F1

Student Support Professionals-Advisors

EEO Code: 3

Job Code & Title		Min	Fem							
2019-234 - Cohort Advisor/Field Supv	#	0	1							
1 Employee	%	0.00	100.00							
2019-233 - Cohort Advisor/Field Suprv C&I	#	0	0							
1 Employee	%	0.00	0.00							
2019-101 - Academic Advisor	#	2	11							
12 Employees	%	16.67	91.67							
2019-490 - International Student Advisor	#	1	2							
2 Employees	%	50.00	100.00							
2019-114 - Advisor	#	2	18							
26 Employees	%	7.69	69.23							
2019-389 - Education Advisor	#	0	0							
1 Employee	%	0.00	0.00							
43 Employees	Totals	#	5	32						
		%	11.63	74.42						

Job Group Analysis

3G

Academic Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-175 - Asst AD Academic Services	#	1	1							
1 Employee	%	100.00	100.00							
2019-108 - AD of Housing Residence Life	#	0	1							
1 Employee	%	0.00	100.00							
2019-172 - Associate Registrar	#	1	2							
2 Employees	%	50.00	100.00							
2019-255 - Coordinator-Academic Technology Support	#	0	1							
1 Employee	%	0.00	100.00							
2019-113 - Admissions Mgr/Assoc Registrar	#	0	1							
1 Employee	%	0.00	100.00							
2019-482 - Institutional Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-910 - Coordinator-Distance Education	#	0	0							
1 Employee	%	0.00	0.00							
2019-270-3 - Coordinator-Distance Education-3	#	1	1							
1 Employee	%	100.00	100.00							
2019-191 - Asst Registrar-Data Mgmt	#	0	1							
1 Employee	%	0.00	100.00							
2019-189 - Asst Registrar	#	0	1							
1 Employee	%	0.00	100.00							
2019-190 - Asst Registrar, Reg & Sched.	#	0	1							
1 Employee	%	0.00	100.00							
2019-288-3 - Coordinator-Office of Graduate Medical Educ-3	#	0	4							
4 Employees	%	0.00	100.00							
2019-679 - State Programs Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-106 - AD Academic Student Success	#	0	1							
1 Employee	%	0.00	100.00							
2019-112 - Admissions Counselor/Recruiter	#	0	1							
2 Employees	%	0.00	50.00							
2019-111 - Admissions Counselor	#	0	1							
2 Employees	%	0.00	50.00							

Job Group Analysis

3G

Academic Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-109 - Adm Counselor for Latino/Hisp	#	1	0							
1 Employee	%	100.00	0.00							
2019-266 - Coordinator-Dean Honors College	#	0	1							
1 Employee	%	0.00	100.00							
2019-282 - Coordinator-International Programs	#	0	1							
1 Employee	%	0.00	100.00							
2019-869 - Transfer Advisor	#	0	2							
2 Employees	%	0.00	100.00							
2019-254 - Coordinator-Academic Support JC	#	0	1							
1 Employee	%	0.00	100.00							
COORD-21600 - Coordinator-Physics & Astronomy	#	0	1							
1 Employee	%	0.00	100.00							
2019-273 - Coordinator-ETSU at Sevier Center	#	0	1							
1 Employee	%	0.00	100.00							
2019-269 - Coordinator-Degree Programs	#	0	1							
1 Employee	%	0.00	100.00							
2019-272 - Coordinator-Educational Foundations and Spec Ed	#	0	1							
1 Employee	%	0.00	100.00							
2019-290 - Coordinator-Office of the President	#	0	1							
1 Employee	%	0.00	100.00							
2019-870 - Transfer Eval&Articulated Prg	#	0	1							
1 Employee	%	0.00	100.00							
2019-278 - Coordinator-Graduate Program COM	#	0	1							
1 Employee	%	0.00	100.00							
2019-542 - Master Teacher - Teacher 2	#	0	1							
1 Employee	%	0.00	100.00							
2019-693 - Teacher 1	#	0	9							
9 Employees	%	0.00	100.00							
45 Employees										
	Totals	#	4	41						
		%	8.89	91.11						

Job Group Analysis

3H

Head Coaches

EEO Code: 3

Job Code & Title		Min	Fem							
2019-460 - Head Men's Basketball Coach	#	0	0							
1 Employee	%	0.00	0.00							
2019-459 - Head Football Coach	#	0	0							
1 Employee	%	0.00	0.00							
2019-454 - Head Baseball Coach	#	0	0							
1 Employee	%	0.00	0.00							
2019-455 - Head Coach	#	1	3							
4 Employees	%	25.00	75.00							
2019-461 - Head Men's Golf Coach	#	0	0							
1 Employee	%	0.00	0.00							
2019-550 - Men's Soccer Head Coach	#	0	0							
1 Employee	%	0.00	0.00							
2019-457 - Head Coach Track & Field & CC	#	0	0							
1 Employee	%	0.00	0.00							
2019-458 - Head Curator	#	0	0							
1 Employee	%	0.00	0.00							
2019-456 - Head Coach - Tennis	#	0	0							
1 Employee	%	0.00	0.00							
2019-462 - Head Women's Soccer Coach	#	0	0							
1 Employee	%	0.00	0.00							
13 Employees										
	Totals	#	1	3						
		%	7.69	23.08						

Job Group Analysis

3I

Assistant Coaches

EEO Code: 3

Job Code & Title		Min	Fem							
2019-135 - Assistant Coach 1-Mens Basketball	#	1	0							
3 Employees	%	33.33	0.00							
2019-171 - Associate Head Coach	#	1	1							
1 Employee	%	100.00	100.00							
2019-140 - Assistant Coach-Womens Basketball	#	0	1							
1 Employee	%	0.00	100.00							
2019-195 - Asst Women's Basketball Coach	#	0	1							
1 Employee	%	0.00	100.00							
2019-132 - Assistant Baseball Coach	#	0	0							
1 Employee	%	0.00	0.00							
2019-154 - Assistant Football Coach	#	3	1							
9 Employees	%	33.33	11.11							
2019-134 - Assistant Coach 1-Mens Baseball	#	0	0							
1 Employee	%	0.00	0.00							
2019-136 - Assistant Coach 1-Mens Soccer	#	0	0							
1 Employee	%	0.00	0.00							
2019-137 - Assistant Coach 1-Mens Track And Field	#	1	0							
1 Employee	%	100.00	0.00							
2019-157 - Assistant Volleyball Coach	#	1	0							
1 Employee	%	100.00	0.00							
2019-138 - Assistant Coach 1-Womens Softball	#	0	1							
1 Employee	%	0.00	100.00							
2019-139 - Assistant Coach-Mens Track And Field	#	1	0							
1 Employee	%	100.00	0.00							
22 Employees										
	Totals	#	8	5						
		%	36.36	22.73						

Job Group Analysis

3J

Athletics/Recreational Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-320 - Defensive Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-168 - Associate Athletic Director	#	0	1							
2 Employees	%	0.00	50.00							
2019-130 - Assistant Athletic Director	#	0	0							
2 Employees	%	0.00	0.00							
2019-177 - Asst Athletic Director	#	0	0							
1 Employee	%	0.00	0.00							
2019-209 - Captain	#	0	0							
1 Employee	%	0.00	0.00							
2019-176 - Asst AthDir Facilities/Game Op	#	0	0							
1 Employee	%	0.00	0.00							
2019-655 - Senior Athletic Trainer	#	0	0							
1 Employee	%	0.00	0.00							
2019-131 - Assistant Athletic Trainer	#	0	1							
2 Employees	%	0.00	50.00							
2019-432 - Fitness Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-262 - Coordinator-Campus Recreation	#	0	1							
1 Employee	%	0.00	100.00							
2019-199 - Athletic Trainer	#	0	1							
2 Employees	%	0.00	50.00							
15 Employees	Totals	#	0	5						
		%	0.00	33.33						

Job Group Analysis

3K

Business Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-248 - Consultant	#	0	0							
1 Employee	%	0.00	0.00							
2019-242 - Compliance Counsel	#	0	1							
1 Employee	%	0.00	100.00							
2019-169 - Associate Counsel	#	0	2							
2 Employees	%	0.00	100.00							
2019-620 - Radiation Safety Officer	#	0	1							
1 Employee	%	0.00	100.00							
2019-243 - Compliance Officer	#	0	0							
1 Employee	%	0.00	0.00							
2019-604 - Practice Administrator	#	0	1							
1 Employee	%	0.00	100.00							
2019-119 - Analyst 3	#	0	0							
3 Employees	%	0.00	0.00							
2019-614 - Project Manager	#	1	3							
3 Employees	%	33.33	100.00							
2019-397 - Emergency Mgmt Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-155 - Assistant to the President	#	0	0							
1 Employee	%	0.00	0.00							
2019-613 - Project Management Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-473 - HR Business Partner	#	0	1							
1 Employee	%	0.00	100.00							
2019-489 - Internal Auditor	#	0	1							
2 Employees	%	0.00	50.00							
2019-647 - Rural Programs Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-252 - Coordinator of Services	#	1	1							
1 Employee	%	100.00	100.00							
2019-477 - Human Resources Specialist	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

3K

Business Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-570 - Office Manager	#	1	11							
11 Employees	%	9.09	100.00							
2019-615 - Project Manager (HRSA)	#	0	1							
1 Employee	%	0.00	100.00							
2019-391 - EEO Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2019-556 - Mrketing/Media Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-671-3 - Specialist-3	#	0	10							
17 Employees	%	0.00	58.82							
2019-609-3 - Program Coordinator-3	#	0	4							
4 Employees	%	0.00	100.00							
2019-867 - Ticket Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-239 - Communications Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-309 - Credentialing Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-589 - Placement Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-889 - WIOA Program Director	#	0	1							
1 Employee	%	0.00	100.00							
2019-497 - Investigator	#	0	1							
1 Employee	%	0.00	100.00							
2019-219 - Chair Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-611 - Program Management Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-612 - Project Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-498 - IRB Coordinator	#	0	2							
2 Employees	%	0.00	100.00							

Job Group Analysis

3K

Business Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-670 - Special Events Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-128 - Assessment Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-475 - Human Resource Generalist	#	0	1							
2 Employees	%	0.00	50.00							
2019-118 - Alumni Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-664 - Site Coord - JCCHC Dental	#	0	1							
1 Employee	%	0.00	100.00							
2019-665 - Site Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-122 - Area Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
2019-576 - Outreach & Employer Serv Coord	#	0	1							
1 Employee	%	0.00	100.00							
2019-241 - Compliance Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-873 - U.S. Army	#	0	0							
6 Employees	%	0.00	0.00							
85 Employees										
	Totals	#	3	58						
		%	3.53	68.24						

Job Group Analysis

3L

Financial Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-133 - Assistant Bursar	#	0	0							
1 Employee	%	0.00	0.00							
2019-448 - Grant Writer/Grant Admin	#	1	1							
1 Employee	%	100.00	100.00							
2019-428 - Financial Systems Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-427 - Financial Reporting Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-608 - Procurement Compliance Officer	#	0	0							
1 Employee	%	0.00	0.00							
2019-449 - Grants & Contracts Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-451 - Grants & Scholarship Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-618 - Purchasing Agent	#	0	1							
1 Employee	%	0.00	100.00							
2019-425 - Financial Management Analyst 2	#	0	1							
1 Employee	%	0.00	100.00							
2019-431 - Fiscal Affairs Coordinator	#	0	2							
2 Employees	%	0.00	100.00							
2019-426 - Financial Mgmt Analyst 1	#	0	1							
1 Employee	%	0.00	100.00							
2019-105 - Accountant 2	#	0	8							
11 Employees	%	0.00	72.73							
2019-450 - Grants & Contracts Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2019-249 - Contract Administrator/Buyer	#	0	1							
1 Employee	%	0.00	100.00							
2019-430 - Fiscal Administrator	#	0	1							
1 Employee	%	0.00	100.00							
2019-277 - Coordinator-Finance Office Family Practice	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

3L

Financial Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-423 - Financial Management Analyst	#	0	1							
1 Employee	%	0.00	100.00							
2019-424 - Financial Management Analyst 1	#	0	1							
1 Employee	%	0.00	100.00							
29 Employees	Totals	#	1	23						
		%	3.45	79.31						

Job Group Analysis

3M

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-657 - Senior DevOps Architect	#	0	0							
1 Employee	%	0.00	0.00							
2019-325 - DevOps Engineer	#	0	0							
1 Employee	%	0.00	0.00							
2019-886 - Web Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-480 - Information Security Engineer	#	0	0							
1 Employee	%	0.00	0.00							
2019-662 - Senior Software Engineer	#	0	0							
4 Employees	%	0.00	0.00							
2019-562 - Network Engineer	#	0	0							
1 Employee	%	0.00	0.00							
2019-232 - Cmunicatn Infrastrctr Engineer	#	0	0							
1 Employee	%	0.00	0.00							
2019-324 - Design and Construction Coord	#	0	0							
1 Employee	%	0.00	0.00							
2019-689 - Systems Administrator	#	0	0							
2 Employees	%	0.00	0.00							
2019-692 - Systems Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-561 - Network Administrator	#	0	0							
2 Employees	%	0.00	0.00							
2019-466 - Help Desk Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-481 - Information Technology Manager	#	1	0							
1 Employee	%	100.00	0.00							
2019-491 - Internet Program Support Coord	#	0	1							
1 Employee	%	0.00	100.00							
2019-690 - Systems Analyst 2	#	1	0							
3 Employees	%	33.33	0.00							
2019-395 - Electronic Content Developer	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

3M

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-484 - Instructnl Design Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-398 - Engineer	#	1	0							
1 Employee	%	100.00	0.00							
2019-564 - Network Technician	#	0	0							
1 Employee	%	0.00	0.00							
2019-399 - Enterprise App Developer	#	0	0							
1 Employee	%	0.00	0.00							
2019-621 - Radio Station Chief Engineer	#	0	0							
1 Employee	%	0.00	0.00							
2019-317 - Data/Network Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-881 - Video Services Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-316 - Data Network Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-702 - Technology Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-885 - Web Developer	#	0	0							
3 Employees	%	0.00	0.00							
2019-124 - Asoc Dir Research & Data Mgm't	#	0	0							
1 Employee	%	0.00	0.00							
2019-483 - Instrl Design & Technology Mgr	#	0	0							
1 Employee	%	0.00	0.00							
2019-694 - Tech Development Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-696 - Technical Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
39 Employees	Totals	#	3	6						
		%	7.69	15.38						

Job Group Analysis

3N

Librarian Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-517 - Library Technology Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-559 - Museum Registrar	#	0	1							
1 Employee	%	0.00	100.00							
2019-512 - Librarian 3	#	0	1							
1 Employee	%	0.00	100.00							
2019-560 - Museum Specialist	#	0	1							
2 Employees	%	0.00	50.00							
2019-235 - Collections Archivist Coord	#	0	1							
1 Employee	%	0.00	100.00							
2019-236 - Collections Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-257 - Coordinator-Archives Administration	#	0	0							
1 Employee	%	0.00	0.00							
2019-409 - Exhibition Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
9 Employees										
	Totals	#	0	5						
		%	0.00	55.56						

Job Group Analysis

30

Medical Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-585 - Pharmacist	#	0	0							
1 Employee	%	0.00	0.00							
2019-566 - Nurse Practitioner	#	0	11							
13 Employees	%	0.00	84.62							
2019-323 - Dental Hygienist	#	0	1							
1 Employee	%	0.00	100.00							
2019-439 - Genetic Nurse Practitioner	#	0	2							
2 Employees	%	0.00	100.00							
2019-463 - Health & Safety Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-210 - Care Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2019-568 - Nursing Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
2019-673 - Speech-Language Pathologist	#	0	3							
3 Employees	%	0.00	100.00							
2019-567 - Nurse Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
2019-645 - Resident Physician	#	93	97							
238 Employees	%	39.08	40.76							
2019-623 - Radiography Technician	#	0	1							
1 Employee	%	0.00	100.00							
2019-468 - Home Visiting Nurse	#	1	4							
4 Employees	%	25.00	100.00							
2019-549 - Medicolegal Death Inv 2	#	0	2							
4 Employees	%	0.00	50.00							
2019-565 - Nurse	#	0	1							
2 Employees	%	0.00	50.00							
2019-544 - Med Social Worker/Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2019-518 - Licensed Clinical Social Wkr	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

30

Medical Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-519 - Licensed Clinical Social Wrker	#	0	0							
1 Employee	%	0.00	0.00							
2019-586 - Pharmacy Resident	#	0	1							
5 Employees	%	0.00	20.00							
2019-668 - Social Worker	#	0	2							
2 Employees	%	0.00	100.00							
2019-667 - Social Health Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2019-672 - Speech Language Pathologist	#	0	0							
1 Employee	%	0.00	0.00							
2019-214 - Case Manager	#	1	2							
2 Employees	%	50.00	100.00							
2019-215 - Case Manager - Social Worker	#	0	1							
1 Employee	%	0.00	100.00							
2019-626 - Registered Nurse	#	0	6							
6 Employees	%	0.00	100.00							
2019-465 - Health Education Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
295 Employees										
	Totals	#	95	141						
		%	32.20	47.80						

Job Group Analysis

30A

Medical Admin Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-264 - Coordinator-Community and Behavioral Health	#	1	1							
1 Employee	%	100.00	100.00							
2019-644 - Residency Progm Administrator	#	0	1							
1 Employee	%	0.00	100.00							
2019-279 - Coordinator-Health Sciences	#	1	2							
2 Employees	%	50.00	100.00							
2019-281-3 - Coordinator-Internal Medicine-3	#	0	1							
1 Employee	%	0.00	100.00							
2019-287-3 - Coordinator-OB GYN-3	#	0	1							
1 Employee	%	0.00	100.00							
2019-292 - Coordinator-Pediatrics	#	0	1							
1 Employee	%	0.00	100.00							
2019-643 - Residency Program Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-275 - Coordinator-Family Practice Resid Brist	#	0	1							
1 Employee	%	0.00	100.00							
2019-276 - Coordinator-Family Practice Resid Kpt	#	0	1							
1 Employee	%	0.00	100.00							
2019-274 - Coordinator-Family Medicine	#	0	1							
1 Employee	%	0.00	100.00							
2019-322 - Dental Equipment Serv Worker	#	0	1							
1 Employee	%	0.00	100.00							
12 Employees	Totals	#	2	12						
		%	16.67	100.00						

Job Group Analysis

3P

Research Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-636 - Research Division Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-595 - Post Doctoral Assistant	#	1	0							
1 Employee	%	100.00	0.00							
2019-596 - Post Doctoral Associate	#	2	1							
2 Employees	%	100.00	50.00							
2019-639 - Research Services Manager	#	0	1							
1 Employee	%	0.00	100.00							
2019-616 - Prospect Research Analyst 1	#	0	0							
1 Employee	%	0.00	0.00							
2019-638 - Research Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-624 - Recording Laboratory Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-261 - Coordinator-Biomedical Sciences	#	0	2							
4 Employees	%	0.00	50.00							
2019-635 - Research Coordinator	#	1	2							
2 Employees	%	50.00	100.00							
2019-499 - Laboratory & Field Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-663 - Simulation Lab Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-666 - Skills Lab Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-628 - Research & Eval Services Coord	#	1	1							
1 Employee	%	100.00	100.00							
2019-503 - Laboratory Coordinator	#	1	6							
6 Employees	%	16.67	100.00							
2019-260 - Coordinator-Biomedical Communications	#	0	1							
2 Employees	%	0.00	50.00							
2019-443 - Grad Med Education Coordinator	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

3P

Research Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-640 - Research Specialist	#	0	3							
4 Employees	%	0.00	75.00							
2019-442 - Grad Med Educ Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-230 - Clinical Research Coord	#	0	1							
1 Employee	%	0.00	100.00							
2019-231 - Clinical Research Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-634 - Research Center Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-444 - Graduate Prog Spec/Data Anlyst	#	0	1							
1 Employee	%	0.00	100.00							
2019-445 - Graduate Program Specialist	#	1	5							
5 Employees	%	20.00	100.00							
RESASO-31270 - Research Associate-Biomedical Sciences	#	2	2							
2 Employees	%	100.00	100.00							
2019-629 - Research Assistant 2	#	1	2							
5 Employees	%	20.00	40.00							
48 Employees										
	Totals	#	10	34						
		%	20.83	70.83						

Job Group Analysis

3T1

Hourly Temporary Professionals-Business Operations

EEO Code: 3

Job Code & Title		Min	Fem							
2019-791 - Temporary Hourly-Office of Practice	#	2	21							
23 Employees	%	8.70	91.30							
2019-750 - Temporary Hourly-Disability Services Access	#	0	3							
4 Employees	%	0.00	75.00							
2019-831 - Temporary Hourly-Veterans Affairs	#	0	2							
3 Employees	%	0.00	66.67							
2019-767 - Temporary Hourly-Human Resources	#	0	1							
2 Employees	%	0.00	50.00							
2019-826 - Temporary Hourly-University Advancement	#	0	1							
1 Employee	%	0.00	100.00							
2019-794 - Temporary Hourly-Office of University Counsel	#	0	1							
1 Employee	%	0.00	100.00							
2019-736 - Temporary Hourly-Computing	#	1	2							
8 Employees	%	12.50	25.00							
2019-832 - Temporary Hourly-Volunteer ETSU	#	0	1							
1 Employee	%	0.00	100.00							
2019-768 - Temporary Hourly-Infor Technology Comp Svcs	#	4	7							
23 Employees	%	17.39	30.43							
2019-793 - Temporary Hourly-Office of Sponsored Programs	#	7	31							
49 Employees	%	14.29	63.27							
115 Employees										
	Totals	#	14	70						
		%	12.17	60.87						

Job Group Analysis

3T2

Hourly Temporary Professionals-Academic Services

EEO Code: 3

Job Code & Title		Min	Fem							
2019-807 - Temporary Hourly-President Emeritus	#	0	1							
1 Employee	%	0.00	100.00							
2019-711 - Temporary Hourly-Academic Support JC	#	0	1							
1 Employee	%	0.00	100.00							
2019-709 - Temporary Hourly-Academic Affairs Instruction	#	10	53							
75 Employees	%	13.33	70.67							
2019-717 - Temporary Hourly-Assoc Dean Academic Affairs	#	1	5							
10 Employees	%	10.00	50.00							
2019-746 - Temporary Hourly-Dean Clemmer College	#	0	3							
4 Employees	%	0.00	75.00							
2019-773 - Temporary Hourly-Library Administration	#	0	2							
3 Employees	%	0.00	66.67							
2019-713 - Temporary Hourly-Appalachian Studies	#	0	1							
1 Employee	%	0.00	100.00							
2019-707 - Temporary Help Non-Exempt-University School	#	0	1							
1 Employee	%	0.00	100.00							
2019-737 - Temporary Hourly-Continuing Medical Education	#	0	1							
1 Employee	%	0.00	100.00							
2019-756 - Temporary Hourly-ETSU at Sevier Center	#	0	1							
2 Employees	%	0.00	50.00							
2019-769 - Temporary Hourly-Institutional Review Board	#	0	1							
1 Employee	%	0.00	100.00							
2019-829 - Temporary Hourly-University School	#	1	22							
25 Employees	%	4.00	88.00							
2019-710 - Temporary Hourly-Academic Support Bristol	#	0	0							
1 Employee	%	0.00	0.00							
2019-749 - Temporary Hourly-Degree Programs	#	1	1							
2 Employees	%	50.00	50.00							
2019-789 - Temporary Hourly-Office of Admissions	#	2	3							
6 Employees	%	33.33	50.00							
2019-719 - Temporary Hourly-Athletic Academic Service	#	2	13							
23 Employees	%	8.70	56.52							

Job Group Analysis

3T2

Hourly Temporary Professionals-Academic Services

EEO Code: 3

Job Code & Title		Min	Fem							
2019-755 - Temporary Hourly-ETSU at Kingsport Downtown	#	0	1							
2 Employees	%	0.00	50.00							
2019-811 - Temporary Hourly-Registrar	#	0	1							
2 Employees	%	0.00	50.00							
2019-706 - Temporary Help Non-Exempt-Distance Education	#	0	0							
1 Employee	%	0.00	0.00							
2019-742 - Temporary Hourly-Curriculum and Instruction	#	0	1							
1 Employee	%	0.00	100.00							
2019-754 - Temporary Hourly-Educational Foundations and	#	0	0							
1 Employee	%	0.00	0.00							
2019-771 - Temporary Hourly-International Education General	#	0	1							
1 Employee	%	0.00	100.00							
2019-813 - Temporary Hourly-Social Work	#	0	4							
4 Employees	%	0.00	100.00							
2019-814 - Temporary Hourly-Sociology	#	0	1							
2 Employees	%	0.00	50.00							
2019-751 - Temporary Hourly-Distance Education	#	0	5							
6 Employees	%	0.00	83.33							
2019-753 - Temporary Hourly-Eco Nuts & Eco Ambassador	#	1	3							
3 Employees	%	33.33	100.00							
2019-800 - Temporary Hourly-Philosophy and Humanities	#	0	1							
2 Employees	%	0.00	50.00							
2019-796 - Temporary Hourly-Orientation Services	#	0	1							
5 Employees	%	0.00	20.00							
187 Employees	Totals	#	18	128						
		%	9.63	68.45						

Job Group Analysis

3T3

Hourly Temporary Professionals-Student Services

EEO Code: 3

Job Code & Title		Min	Fem							
2019-718 - Temporary Hourly-Assoc Dean Student Serv	#	0	1							
1 Employee	%	0.00	100.00							
2019-738 - Temporary Hourly-Counseling Center	#	0	1							
2 Employees	%	0.00	50.00							
2019-821 - Temporary Hourly-Student Services COM	#	0	2							
2 Employees	%	0.00	100.00							
2019-792 - Temporary Hourly-Office of Prof Development	#	0	4							
4 Employees	%	0.00	100.00							
2019-816 - Temporary Hourly-Student Activities Other	#	3	9							
18 Employees	%	16.67	50.00							
2019-734 - Temporary Hourly-Cohort Programs	#	1	1							
2 Employees	%	50.00	50.00							
2019-818 - Temporary Hourly-Student Government Association	#	2	5							
7 Employees	%	28.57	71.43							
2019-772 - Temporary Hourly-Learning Services	#	5	17							
30 Employees	%	16.67	56.67							
2019-825 - Temporary Hourly-Trio Outreach	#	5	38							
55 Employees	%	9.09	69.09							
2019-712 - Temporary Hourly-Adult, Commuter and Transfer	#	0	0							
1 Employee	%	0.00	0.00							
2019-782 - Temporary Hourly-Millennium Center Student Affairs	#	0	1							
2 Employees	%	0.00	50.00							
2019-817 - Temporary Hourly-Student Activity Support	#	2	10							
16 Employees	%	12.50	62.50							
2019-783 - Temporary Hourly-Multicultural Affairs	#	3	1							
3 Employees	%	100.00	33.33							
143 Employees	Totals	#	21	90						
		%	14.69	62.94						

Job Group Analysis

3T4

Hourly Temporary Professionals-Finance

EEO Code: 3

Job Code & Title		Min	Fem							
2019-748 - Temporary Hourly-Debit Card Operation	#	0	0							
1 Employee	%	0.00	0.00							
2019-823 - Temporary Hourly-Tax and Revenue Services	#	0	2							
2 Employees	%	0.00	100.00							
2019-764 - Temporary Hourly-Graduation Expense	#	0	2							
3 Employees	%	0.00	66.67							
6 Employees	Totals	#	4							
		%	66.67							

Job Group Analysis

3T5

Hourly Temporary Professionals-Medical/Health

EEO Code: 3

Job Code & Title		Min	Fem							
2019-759 - Temporary Hourly-Family Practice Resid Brist	#	0	0							
1 Employee	%	0.00	0.00							
2019-760 - Temporary Hourly-Family Practice Resid Johnson Cit	#	1	1							
3 Employees	%	33.33	33.33							
2019-761 - Temporary Hourly-Family Practice Resid Kpt	#	0	3							
3 Employees	%	0.00	100.00							
2019-808 - Temporary Hourly-Psychiatry	#	1	1							
2 Employees	%	50.00	50.00							
2019-803 - Temporary Hourly-Physical Therapy	#	0	1							
1 Employee	%	0.00	100.00							
2019-758 - Temporary Hourly-Family Medicine	#	0	1							
2 Employees	%	0.00	50.00							
2019-798 - Temporary Hourly-Pathology	#	0	3							
5 Employees	%	0.00	60.00							
2019-766 - Temporary Hourly-Health Services Mgmt and Policy	#	0	4							
5 Employees	%	0.00	80.00							
2019-722 - Temporary Hourly-Audiology and Speech Lang	#	1	3							
4 Employees	%	25.00	75.00							
2019-770 - Temporary Hourly-Internal Medicine	#	5	4							
5 Employees	%	100.00	80.00							
2019-765 - Temporary Hourly-Health Sciences	#	0	1							
1 Employee	%	0.00	100.00							
2019-799 - Temporary Hourly-Pediatrics	#	0	3							
4 Employees	%	0.00	75.00							
2019-822 - Temporary Hourly-Surgery	#	1	1							
1 Employee	%	100.00	100.00							
2019-741 - Temporary Hourly-Ctr for Geriatrics and Gerontol	#	0	2							
2 Employees	%	0.00	100.00							
2019-786 - Temporary Hourly-Nursing Undergraduate Programs	#	0	1							
1 Employee	%	0.00	100.00							
2019-788 - Temporary Hourly-OB GYN	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

3T5

Hourly Temporary Professionals-Medical/Health

EEO Code: 3

Job Code & Title		Min	Fem							
2019-819 - Temporary Hourly-Student Health Clinic	#	0	1							
1 Employee	%	0.00	100.00							
2019-735 - Temporary Hourly-Community and Behavioral Health	#	0	2							
2 Employees	%	0.00	100.00							
2019-809 - Temporary Hourly-Psychology	#	0	1							
1 Employee	%	0.00	100.00							
2019-747 - Temporary Hourly-Dean College of Public Health	#	2	6							
13 Employees	%	15.38	46.15							
2019-787 - Temporary Hourly-Nursing-Office of Student Service	#	0	8							
12 Employees	%	0.00	66.67							
70 Employees	Totals	#	11	48						
		%	15.71	68.57						

Job Group Analysis

3T6

Hourly Temporary Professionals-Facilities

EEO Code: 3

Job Code & Title		Min	Fem							
2019-802 - Temporary Hourly-Physical Plant	#	0	2							
3 Employees	%	0.00	66.67							
2019-739 - Temporary Hourly-Courier Service	#	0	0							
1 Employee	%	0.00	0.00							
2019-733 - Temporary Hourly-Child Study Center	#	0	1							
2 Employees	%	0.00	50.00							
2019-820 - Temporary Hourly-Student Housing	#	0	1							
1 Employee	%	0.00	100.00							
2019-804 - Temporary Hourly-Plant Maintenance and Repairs	#	1	0							
3 Employees	%	33.33	0.00							
2019-797 - Temporary Hourly-Parking Service	#	1	0							
1 Employee	%	100.00	0.00							
2019-745 - Temporary Hourly-Custodial Services Housing	#	1	1							
1 Employee	%	100.00	100.00							
2019-806 - Temporary Hourly-Practice Facility	#	0	0							
2 Employees	%	0.00	0.00							
2019-925 - Temporary Hourly-Horticulture Department	#	0	1							
1 Employee	%	0.00	100.00							
2019-744 - Temporary Hourly-Custodial Services	#	2	7							
12 Employees	%	16.67	58.33							
2019-774 - Temporary Hourly-Maintenance of Grounds	#	0	2							
3 Employees	%	0.00	66.67							
2019-743 - Temporary Hourly-Custodial Library SAAC	#	0	0							
1 Employee	%	0.00	0.00							
2019-805 - Temporary Hourly-Post Office	#	1	0							
2 Employees	%	50.00	0.00							
33 Employees										
	Totals	#	6	15						
		%	18.18	45.45						

Job Group Analysis

3T7

Hourly Temporary Professionals-Sports/Recreation

EEO Code: 3

Job Code & Title		Min	Fem							
2019-834 - Temporary Hourly-Womens Tennis	#	1	0							
1 Employee	%	100.00	0.00							
2019-727 - Temporary Hourly-Bucs Sports Network	#	0	0							
9 Employees	%	0.00	0.00							
2019-762 - Temporary Hourly-Game Operations	#	2	21							
49 Employees	%	4.08	42.86							
2019-790 - Temporary Hourly-Office of Intercoll Athletics	#	0	1							
1 Employee	%	0.00	100.00							
2019-833 - Temporary Hourly-Womens Softball	#	0	0							
1 Employee	%	0.00	0.00							
2019-731 - Temporary Hourly-Cheerleaders	#	0	0							
1 Employee	%	0.00	0.00							
2019-830 - Temporary Hourly-University School Athletics	#	0	2							
2 Employees	%	0.00	100.00							
2019-815 - Temporary Hourly-Sports Information	#	0	0							
2 Employees	%	0.00	0.00							
2019-781 - Temporary Hourly-Mens Track And Field	#	0	1							
2 Employees	%	0.00	50.00							
2019-780 - Temporary Hourly-Mens Soccer	#	0	0							
1 Employee	%	0.00	0.00							
2019-721 - Temporary Hourly-Athletic Training Room	#	0	0							
1 Employee	%	0.00	0.00							
2019-730 - Temporary Hourly-Center for Physical Activity	#	1	0							
1 Employee	%	100.00	0.00							
2019-779 - Temporary Hourly-Men's Football	#	1	0							
4 Employees	%	25.00	0.00							
2019-824 - Temporary Hourly-Triathlon	#	0	0							
1 Employee	%	0.00	0.00							
2019-740 - Temporary Hourly-CPA - Outdoor Adventure	#	0	2							
4 Employees	%	0.00	50.00							
2019-924 - Temporary Hourly-CPA - Fitness	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

3T7

Hourly Temporary Professionals-Sports/Recreation

EEO Code: 3

Job Code & Title		Min	Fem							
2019-720 - Temporary Hourly-Athletic Equipment Management	#	0	0							
1 Employee	%	0.00	0.00							
82 Employees	Totals	#	5	27						
		%	6.10	32.93						

Job Group Analysis

3T8

Hourly Temporary Professionals-Arts

EEO Code: 3

Job Code & Title		Min	Fem							
2019-784 - Temporary Hourly-Music	#	0	1							
4 Employees	%	0.00	25.00							
2019-775 - Temporary Hourly-Marching Band	#	1	1							
5 Employees	%	20.00	20.00							
2019-801 - Temporary Hourly-Photo Lab	#	0	0							
1 Employee	%	0.00	0.00							
2019-785 - Temporary Hourly-Natural History Museum	#	0	2							
3 Employees	%	0.00	66.67							
2019-715 - Temporary Hourly-Art and Design	#	0	1							
1 Employee	%	0.00	100.00							
2019-776 - Temporary Hourly-Mary B Martin School of the Arts	#	0	1							
2 Employees	%	0.00	50.00							
2019-716 - Temporary Hourly-Arts and Sciences CASE	#	0	2							
3 Employees	%	0.00	66.67							
2019-729 - Temporary Hourly-Carter Train Museum	#	0	1							
1 Employee	%	0.00	100.00							
2019-757 - Temporary Hourly-ETSU Gospel Choir	#	2	0							
2 Employees	%	100.00	0.00							
22 Employees										
	Totals									
	#	3	9							
	%	13.64	40.91							

Job Group Analysis

3T9

Hourly Temporary Professionals-Media & Commun.

EEO Code: 3

Job Code & Title		Min	Fem							
2019-728 - Temporary Hourly-Campus Radio FM	#	0	0							
1 Employee	%	0.00	0.00							
2019-778 - Temporary Hourly-Medical Library Administration	#	0	1							
1 Employee	%	0.00	100.00							
2019-777 - Temporary Hourly-Media and Communication	#	1	1							
1 Employee	%	100.00	100.00							
2019-828 - Temporary Hourly-University Relations Advertis	#	0	0							
1 Employee	%	0.00	0.00							
2019-795 - Temporary Hourly-Office of University Relations	#	0	1							
2 Employees	%	0.00	50.00							
2019-827 - Temporary Hourly-University	#	1	3							
5 Employees	%	20.00	60.00							
11 Employees										
	Totals									
	#	2	6							
	%	18.18	54.55							

Job Group Analysis

3T10

Hourly Temporary Professionals-Research & Science

EEO Code: 3

Job Code & Title		Min	Fem							
2019-763 - Temporary Hourly-Geosciences	#	0	1							
4 Employees	%	0.00	25.00							
2019-724 - Temporary Hourly-Biomedical Communications	#	0	1							
1 Employee	%	0.00	100.00							
2019-725 - Temporary Hourly-Biomedical Sciences	#	4	10							
20 Employees	%	20.00	50.00							
2019-752 - Temporary Hourly-Div of Lab Animal Resources	#	0	2							
2 Employees	%	0.00	100.00							
2019-723 - Temporary Hourly-Biology	#	0	3							
3 Employees	%	0.00	100.00							
2019-708 - Temporary Hourly-Mathematics and Statistics Lab	#	0	1							
1 Employee	%	0.00	100.00							
2019-732 - Temporary Hourly-Chemistry	#	1	1							
4 Employees	%	25.00	25.00							
2019-714 - Temporary Hourly-Applied Social Research Lab	#	1	2							
2 Employees	%	50.00	100.00							
37 Employees	Totals	#	6	21						
		%	16.22	56.76						

Job Group Analysis

3U

Monthly Temporary Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-841 - Temporary Monthly-Ctr for Community College	#	0	0							
1 Employee	%	0.00	0.00							
2019-856 - Temporary Monthly-Provost VP Academic Affairs	#	0	1							
1 Employee	%	0.00	100.00							
2019-846 - Temporary Monthly-Global Sports Leadership EdD	#	0	1							
1 Employee	%	0.00	100.00							
2019-852 - Temporary Monthly-Office of the President	#	0	0							
1 Employee	%	0.00	0.00							
2019-845 - Temporary Monthly-Family Medicine	#	0	1							
2 Employees	%	0.00	50.00							
2019-837 - Temporary Monthly-Athletic Develop	#	0	0							
1 Employee	%	0.00	0.00							
2019-838 - Temporary Monthly-Biomedical Sciences	#	1	2							
2 Employees	%	50.00	100.00							
2019-850 - Temporary Monthly-Office of Practice	#	0	1							
1 Employee	%	0.00	100.00							
2019-835 - Temporary Monthly-Allied Health Sciences	#	0	0							
1 Employee	%	0.00	0.00							
2019-836 - Temporary Monthly-Assoc Dean Academic Affairs	#	1	2							
6 Employees	%	16.67	33.33							
2019-839 - Temporary Monthly-Child Study Center	#	0	1							
1 Employee	%	0.00	100.00							
2019-842 - Temporary Monthly-Ctr for Excell in Early Child	#	0	11							
11 Employees	%	0.00	100.00							
2019-844 - Temporary Monthly-Educ Leadership Policy Analysis	#	0	0							
1 Employee	%	0.00	0.00							
2019-849 - Temporary Monthly-Office of Graduate Medical Educ	#	0	1							
7 Employees	%	0.00	14.29							
2019-840 - Temporary Monthly-Counseling & Human Services	#	0	1							
1 Employee	%	0.00	100.00							
2019-853 - Temporary Monthly-Pediatrics	#	0	2							
2 Employees	%	0.00	100.00							

Job Group Analysis

3U

Monthly Temporary Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
2019-848 - Temporary Monthly-Office of Administration	#	0	1							
1 Employee	%	0.00	100.00							
2019-860 - Temporary Monthly-University School	#	0	0							
2 Employees	%	0.00	0.00							
2019-857 - Temporary Monthly-Psychiatry	#	0	0							
2 Employees	%	0.00	0.00							
2019-859 - Temporary Monthly-Student Health Clinic	#	0	0							
1 Employee	%	0.00	0.00							
2019-858 - Temporary Monthly-Psychology	#	1	0							
2 Employees	%	50.00	0.00							
2019-847 - Temporary Monthly-Internal Medicine	#	0	0							
4 Employees	%	0.00	0.00							
2019-861 - Temporary Monthly-University School Athletics	#	2	0							
5 Employees	%	40.00	0.00							
2019-851 - Temporary Monthly-Office of Prof Development	#	0	2							
3 Employees	%	0.00	66.67							
2019-854 - Temporary Monthly-Pharmacy Practice	#	0	1							
3 Employees	%	0.00	33.33							
2019-855 - Temporary Monthly-Physical Therapy	#	0	0							
1 Employee	%	0.00	0.00							
64 Employees										
	Totals	#	5	28						
		%	7.81	43.75						

Job Group Analysis

4A

Clerical/Secretarial Managers

EEO Code: 4

Job Code & Title		Min	Fem							
2019-436 - Front Office Supervisor	#	0	2							
2 Employees	%	0.00	100.00							
2019-685-4 - Supervisor-4	#	0	0							
2 Employees	%	0.00	0.00							
2019-687 - Supply Store Lead Worker	#	0	1							
2 Employees	%	0.00	50.00							
2019-496 - Inventory Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2019-571 - Office Supervisor	#	0	4							
4 Employees	%	0.00	100.00							
2019-110 - Admissions & Records Lead Wkr	#	0	1							
1 Employee	%	0.00	100.00							
2019-510 - Lead Postal Clerk	#	0	1							
1 Employee	%	0.00	100.00							
13 Employees	Totals	#	0	9						
		%	0.00	69.23						

Job Group Analysis

4B

Student Supp./Academic Affair Clerical/Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
2019-268 - Coordinator-Dean College of Public Health Adm	#	0	1							
2 Employees	%	0.00	50.00							
2019-267 - Coordinator-Dean College of Nursing	#	0	1							
1 Employee	%	0.00	100.00							
2019-288-4 - Coordinator-Office of Graduate Medical Educ-4	#	0	1							
1 Employee	%	0.00	100.00							
2019-289 - Coordinator-Office of Sponsored Programs	#	0	1							
1 Employee	%	0.00	100.00							
2019-265 - Coordinator-Continuing Medical Education	#	0	2							
3 Employees	%	0.00	66.67							
2019-447 - Graduation Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-310 - Curriculum & Catalog Coord	#	0	1							
1 Employee	%	0.00	100.00							
2019-259 - Coordinator-Assoc Dean Student Serv	#	0	1							
1 Employee	%	0.00	100.00							
2019-296 - Coordinator-Registrar	#	0	1							
1 Employee	%	0.00	100.00							
2019-302 - Coordinator-Trio Outreach	#	0	2							
2 Employees	%	0.00	100.00							
2019-515 - Library Assistant, Medical	#	1	2							
2 Employees	%	50.00	100.00							
2019-514 - Library Assistant 3	#	0	4							
6 Employees	%	0.00	66.67							
2019-285 - Coordinator-Natural History Museum	#	0	0							
1 Employee	%	0.00	0.00							
2019-390 - Educational Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-516 - Library Assistant, Senior	#	0	1							
1 Employee	%	0.00	100.00							
2019-283 - Coordinator-Military Science	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

4B

Student Supp./Academic Affair Clerical/Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
2019-299-4 - Coordinator-Student Services COM-4	#	0	1							
1 Employee	%	0.00	100.00							
2019-291 - Coordinator-Office of University Relations	#	0	2							
2 Employees	%	0.00	100.00							
2019-446 - Graduation Analyst 2	#	0	1							
3 Employees	%	0.00	33.33							
2019-286 - Coordinator-Nursing Undergraduate Programs	#	0	1							
1 Employee	%	0.00	100.00							
2019-868 - Transcript Analyst	#	0	4							
5 Employees	%	0.00	80.00							
2019-547 - Medical Library Assistant	#	0	0							
1 Employee	%	0.00	0.00							
2019-513 - Library Assistant 2	#	1	0							
2 Employees	%	50.00	0.00							
41 Employees	Totals	#	2	30						
		%	4.88	73.17						

Job Group Analysis

4G

Business Clerical/Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
2019-569 - Office Coordinator	#	3	31							
31 Employees	%	9.68	100.00							
2019-607 - Procard Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-422 - Financial Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-280 - Coordinator-Human Resources	#	0	3							
3 Employees	%	0.00	100.00							
2019-619 - Purchasing Assistant	#	0	0							
1 Employee	%	0.00	0.00							
2019-476 - Human Resources Asst Senior	#	0	0							
1 Employee	%	0.00	0.00							
2019-250 - Coord (Retention Specialist)	#	0	1							
1 Employee	%	0.00	100.00							
2019-441 - Gift Processor(Info Tech 2)	#	0	1							
1 Employee	%	0.00	100.00							
2019-263 - Coordinator-COM IPE Initiative	#	0	1							
1 Employee	%	0.00	100.00							
2019-440 - Gift Processor(Info Res Tech2)	#	0	1							
1 Employee	%	0.00	100.00							
2019-680 - Stock Clerk 2	#	0	0							
1 Employee	%	0.00	0.00							
2019-603 - Postal Services Coordinator	#	0	0							
2 Employees	%	0.00	0.00							
2019-104 - Account Clerk 3	#	0	1							
1 Employee	%	0.00	100.00							
2019-474 - Human Resource Assistant	#	0	1							
1 Employee	%	0.00	100.00							
2019-419 - Financial Aid Assistant 2	#	1	3							
3 Employees	%	33.33	100.00							
2019-294 - Coordinator-Postal Services	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

4G

Business Clerical/Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
2019-625 - Recycling Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-650 - Secretary 3	#	1	18							
19 Employees	%	5.26	94.74							
2019-602 - Postal Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
2019-420 - Financial Aid Clerk 2	#	0	1							
1 Employee	%	0.00	100.00							
2019-418 - Financial Aid Assistant	#	0	1							
1 Employee	%	0.00	100.00							
2019-609-4 - Program Coordinator-4	#	0	1							
1 Employee	%	0.00	100.00							
2019-649 - Secretary 2	#	1	9							
9 Employees	%	11.11	100.00							
2019-648 - Secretary 1	#	0	1							
1 Employee	%	0.00	100.00							
2019-601 - Postal Clerk 2	#	0	0							
1 Employee	%	0.00	0.00							
2019-600 - Postal Clerk	#	1	2							
4 Employees	%	25.00	50.00							
2019-584 - Personnel Clerk	#	0	2							
3 Employees	%	0.00	66.67							
93 Employees										
	Totals	#	7	81						
		%	7.53	87.10						

Job Group Analysis

4G1

Business Clerical/Secretarial-Executive Aides

EEO Code: 4

Job Code & Title		Min	Fem							
2019-405 - Executive Aide	#	9	85							
95 Employees	%	9.47	89.47							
2019-406 - Executive Aide, Marching Band	#	0	1							
1 Employee	%	0.00	100.00							
96 Employees	Totals	#	9	86						
		%	9.38	89.58						

Job Group Analysis

4H

IT Clerical/Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
2019-884 - Web Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-691 - Systems Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-315 - Data Integrity Coordinator	#	1	5							
5 Employees	%	20.00	100.00							
2019-695 - Technical Clerk	#	2	12							
15 Employees	%	13.33	80.00							
22 Employees	Totals	#	3	19						
		%	13.64	86.36						

Job Group Analysis

4H1

Research Technicians

EEO Code: 4

Job Code & Title		Min	Fem							
2019-479 - Information Research Tech 2	#	5	36							
40 Employees	%	12.50	90.00							
2019-478 - Information Research Tech 1	#	3	26							
27 Employees	%	11.11	96.30							
67 Employees	Totals	#	8	62						
		%	11.94	92.54						

Job Group Analysis

4I

Clinical Clerical/Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
2019-297 - Coordinator-Social Work	#	0	1							
1 Employee	%	0.00	100.00							
2019-300 - Coordinator-Surgery	#	0	1							
1 Employee	%	0.00	100.00							
2019-251 - Coord/Patient Family Advocate	#	0	1							
1 Employee	%	0.00	100.00							
2019-256 - Coordinator-Allied Health Sciences	#	0	1							
1 Employee	%	0.00	100.00							
2019-287-4 - Coordinator-OB GYN-4	#	0	1							
1 Employee	%	0.00	100.00							
2019-281-4 - Coordinator-Internal Medicine-4	#	0	5							
6 Employees	%	0.00	83.33							
2019-295 - Coordinator-Psychiatry	#	0	3							
3 Employees	%	0.00	100.00							
2019-293 - Coordinator-Pharmacy Practice	#	0	1							
1 Employee	%	0.00	100.00							
2019-548 - Medical Program Facilitator	#	2	5							
6 Employees	%	33.33	83.33							
2019-580 - Patient Care Representative	#	1	30							
30 Employees	%	3.33	100.00							
51 Employees										
	Totals	#	3	49						
		%	5.88	96.08						

Job Group Analysis

4J

Research Clerical/Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
2019-261-4 - Coordinator-Biomedical Sciences-4	#	1	2							
2 Employees	%	50.00	100.00							
2019-271 - Coordinator-Div of Lab Animal Resources	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals	#	1	3						
		%	33.33	100.00						

Job Group Analysis

5A

Laboratory/Medical Paraprofessionals

EEO Code: 5

Job Code & Title		Min	Fem							
2019-304 - Coordinator-Vice Pres for Health Affairs	#	0	0							
1 Employee	%	0.00	0.00							
2019-435 - Forensic Technician	#	0	0							
1 Employee	%	0.00	0.00							
2019-505 - Lead Interpreter	#	0	1							
1 Employee	%	0.00	100.00							
2019-582 - Patient Care Specialist	#	0	2							
2 Employees	%	0.00	100.00							
2019-506 - Lead Interpreter(Cert Medical)	#	1	1							
1 Employee	%	100.00	100.00							
2019-581 - Patient Care Specialist	#	1	27							
29 Employees	%	3.45	93.10							
2019-504 - Laboratory Technician	#	0	1							
1 Employee	%	0.00	100.00							
2019-652 - Senior Anatomic Technician	#	0	1							
1 Employee	%	0.00	100.00							
2019-321 - Dental Assistant	#	0	1							
1 Employee	%	0.00	100.00							
2019-501 - Laboratory Assistant	#	0	1							
1 Employee	%	0.00	100.00							
2019-642 - Research Technician 2	#	0	0							
1 Employee	%	0.00	0.00							
2019-641 - Research Technician	#	1	0							
1 Employee	%	100.00	0.00							
2019-188 - Asst Lab Animal Technician	#	1	0							
1 Employee	%	100.00	0.00							
2019-502 - Laboratory Assistant, Senior	#	0	0							
1 Employee	%	0.00	0.00							
2019-500 - Laboratory Animal Caretaker	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

5A

Laboratory/Medical Paraprofessionals

EEO Code: 5

Job Code & Title

44 Employees

		Min	Fem							
Totals	#	4	35							
	%	9.09	79.55							

Job Group Analysis

5B

Paraprofessionals

EEO Code: 5

Job Code & Title		Min	Fem							
2019-587-3 - Photographer-3	#	0	0							
1 Employee	%	0.00	0.00							
2019-558 - Multimedia Technician	#	0	0							
1 Employee	%	0.00	0.00							
2019-699 - Technician	#	0	0							
2 Employees	%	0.00	0.00							
2019-658 - Senior Help Desk Technician	#	0	0							
2 Employees	%	0.00	0.00							
2019-429 - Fire Protection Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-314 - Customer Support Specialist	#	1	1							
6 Employees	%	16.67	16.67							
2019-200 - Audio Visual Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-700 - Technician Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-509 - Lead Photographer	#	0	0							
1 Employee	%	0.00	0.00							
2019-545 - Media Collections Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-240 - Communications Support Spec.	#	0	0							
1 Employee	%	0.00	0.00							
2019-563 - Network Support Specialist	#	0	0							
1 Employee	%	0.00	0.00							
2019-701 - Technician/Assistant Engineer	#	0	0							
1 Employee	%	0.00	0.00							
2019-203 - Benefits Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2019-464 - Health & Safety Technician	#	0	0							
1 Employee	%	0.00	0.00							
2019-554 - Mkting & Communications Coord	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

5B

Paraprofessionals

EEO Code: 5

Job Code & Title		Min	Fem							
2019-245 - Computer Technician	#	0	0							
1 Employee	%	0.00	0.00							
2019-671-5 - Specialist-5	#	0	1							
2 Employees	%	0.00	50.00							
2019-587-5 - Photographer-5	#	0	0							
1 Employee	%	0.00	0.00							
2019-866 - Thesis/Dissertation Coordin	#	0	1							
1 Employee	%	0.00	100.00							
2019-238 - Comm & Technology Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
2019-244 - Computer Operations Specialst	#	0	0							
1 Employee	%	0.00	0.00							
2019-396 - Electronic Technician	#	0	1							
4 Employees	%	0.00	25.00							
2019-864 - Testing Technician 2	#	0	2							
2 Employees	%	0.00	100.00							
2019-862 - Test Administrator	#	0	1							
1 Employee	%	0.00	100.00							
2019-588 - Photographer/Cinematographer	#	0	0							
1 Employee	%	0.00	0.00							
2019-546 - Media Specialist	#	0	1							
2 Employees	%	0.00	50.00							
2019-123 - Arts Technician	#	0	0							
1 Employee	%	0.00	0.00							
2019-622 - Radio Station Operator	#	0	0							
1 Employee	%	0.00	0.00							
42 Employees										
	Totals	#	1	10						
		%	2.38	23.81						

Job Group Analysis

6A

Skilled Craft Workers Supervisors

EEO Code: 6

Job Code & Title		Min	Fem							
2019-438 - Gen Maintenance Mechanc Superv	#	0	0							
1 Employee	%	0.00	0.00							
2019-591 - Plumbing Shop Supervisor	#	1	0							
1 Employee	%	100.00	0.00							
2019-507 - Lead Maintenance Engineer	#	0	0							
1 Employee	%	0.00	0.00							
2019-392 - Electrical Shop Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2019-524 - Lockshop Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2019-437 - Gen Maint Mechanic Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2019-578 - Painter Lead Worker	#	0	0							
1 Employee	%	0.00	0.00							
2019-529 - Maintenance Mechanic Lead Wrk	#	0	0							
1 Employee	%	0.00	0.00							
2019-526 - Maint/Custodial Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2019-528 - Maintenance Mechanic Lead Wkr	#	0	0							
2 Employees	%	0.00	0.00							
2019-527 - Maintenance Lead Worker	#	0	0							
3 Employees	%	0.00	0.00							
14 Employees	Totals	#	1	0						
		%	7.14	0.00						

Job Group Analysis

6B

Skilled Craft Workers

EEO Code: 6

Job Code & Title		Min	Fem							
2019-661 - Senior Maintenance Mechanic	#	0	0							
1 Employee	%	0.00	0.00							
2019-205 - Boiler Mechanic	#	0	0							
2 Employees	%	0.00	0.00							
2019-394 - Electrician High Voltage	#	0	0							
2 Employees	%	0.00	0.00							
2019-467 - High Voltage Electrician	#	0	0							
1 Employee	%	0.00	0.00							
2019-117 - Air Condition/Heating Mech 3	#	0	0							
2 Employees	%	0.00	0.00							
2019-590 - Plumber	#	1	0							
4 Employees	%	25.00	0.00							
2019-393 - Electrician	#	0	0							
4 Employees	%	0.00	0.00							
2019-115 - Air Condition/Heating Mech 1	#	0	0							
1 Employee	%	0.00	0.00							
2019-116 - Air Condition/Heating Mech 2	#	0	0							
1 Employee	%	0.00	0.00							
2019-212 - Carpenter	#	0	0							
1 Employee	%	0.00	0.00							
2019-525 - Locksmith 2	#	0	0							
1 Employee	%	0.00	0.00							
2019-213 - Carpenter (Finish)	#	0	0							
2 Employees	%	0.00	0.00							
2019-577 - Painter	#	0	0							
2 Employees	%	0.00	0.00							
2019-532 - Maintenance Worker	#	1	0							
15 Employees	%	6.67	0.00							
39 Employees										
	Totals	#	2	0						
		%	5.13	0.00						

Job Group Analysis

7A

Groundskeeping Supervisors

EEO Code: 7

Job Code & Title		Min	Fem							
2019-121 - Arborist Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-872 - Turf Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-453 - Grounds Shop Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
2019-452 - Grounds Foreman	#	0	0							
3 Employees	%	0.00	0.00							
6 Employees	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

7B

Groundskeepers

EEO Code: 7

Job Code & Title		Min	Fem							
2019-471 - Horticulture Technician 2	#	1	0							
5 Employees	%	20.00	0.00							
2019-469 - Horticulture Tech 1 - Arborist	#	0	0							
1 Employee	%	0.00	0.00							
2019-470 - Horticulture Technician 1	#	0	0							
2 Employees	%	0.00	0.00							
8 Employees	Totals #	1	0							
	%	12.50	0.00							

Job Group Analysis

7C

Protective Services Supervisors

EEO Code: 7

Job Code & Title		Min	Fem							
2019-520 - Lieutenant	#	0	1							
2 Employees	%	0.00	50.00							
2019-387 - Dispatch Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals	#	0	2						
		%	0.00	66.67						

Job Group Analysis

7D

Protective Services

EEO Code: 7

Job Code & Title		Min	Fem							
2019-594 - Police Officer 4	#	0	1							
3 Employees	%	0.00	33.33							
2019-593 - Police Officer 3	#	0	0							
2 Employees	%	0.00	0.00							
2019-617 - Public Safety Officer 2	#	0	1							
1 Employee	%	0.00	100.00							
2019-592 - Police Officer 2	#	1	3							
11 Employees	%	9.09	27.27							
2019-388 - Dispatcher	#	0	3							
5 Employees	%	0.00	60.00							
2019-651 - Security Guard 1	#	0	1							
4 Employees	%	0.00	25.00							
26 Employees	Totals	#	9							
		%	34.62							

Job Group Analysis

7E

Transportation Services

EEO Code: 7

Job Code & Title		Min	Fem							
2019-871 - Truck Driver	#	0	0							
4 Employees	%	0.00	0.00							
2019-875 - Utility Worker - Driver	#	0	1							
5 Employees	%	0.00	20.00							
2019-674 - Sport Club Van Driver	#	0	0							
2 Employees	%	0.00	0.00							
11 Employees	Totals	#	0	1						
		%	0.00	9.09						

Job Group Analysis

7F

Parking Services

EEO Code: 7

Job Code & Title		Min	Fem							
2019-508 - Lead Parking Attendant	#	0	0							
1 Employee	%	0.00	0.00							
2019-579 - Parking Attendant 2	#	2	2							
3 Employees	%	66.67	66.67							
4 Employees										
	Totals									
	#	2	2							
	%	50.00	50.00							

Job Group Analysis

7G

Maintenance Services

EEO Code: 7

Job Code & Title		Min	Fem							
2019-531 - Maintenance Utility Worker	#	0	0							
1 Employee	%	0.00	0.00							
2019-206 - Boiler Operator 2	#	0	0							
2 Employees	%	0.00	0.00							
2019-534 - Maintenance/Custodian Worker	#	1	3							
8 Employees	%	12.50	37.50							
2019-533 - Maintenance/Custodial Worker	#	0	0							
1 Employee	%	0.00	0.00							
2019-530 - Maintenance Utility Helper	#	0	1							
4 Employees	%	0.00	25.00							
16 Employees	Totals	#	1	4						
		%	6.25	25.00						

Job Group Analysis

7HA

Service Workers-Managers/Supervisors

EEO Code: 7

Job Code & Title		Min	Fem							
2019-685 - Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
2019-204 - BOA Lead Instructor	#	1	1							
1 Employee	%	100.00	100.00							
2019-493 - Intramural Manager	#	0	0							
1 Employee	%	0.00	0.00							
2019-574 - Outdoor Lead	#	1	5							
10 Employees	%	10.00	50.00							
2019-495 - Intramural Supervisors	#	0	1							
3 Employees	%	0.00	33.33							
17 Employees	Totals	#	2	7						
		%	11.76	41.18						

Job Group Analysis

7H

Service Workers

EEO Code: 7

Job Code & Title		Min	Fem							
2019-659 - Senior Lab Animal Tech	#	0	2							
2 Employees	%	0.00	100.00							
2019-228 - Child Care Specialist	#	0	5							
5 Employees	%	0.00	100.00							
2019-660 - Senior Laboratory Animal Tech	#	0	1							
1 Employee	%	0.00	100.00							
2019-688 - Swim Instructor II	#	0	0							
1 Employee	%	0.00	0.00							
2019-433 - Fitness Staff II	#	4	24							
35 Employees	%	11.43	68.57							
2019-523 - Lifeguard II	#	0	1							
3 Employees	%	0.00	33.33							
2019-522 - Lifeguard I	#	0	4							
4 Employees	%	0.00	100.00							
2019-521 - Lifeguard	#	0	1							
5 Employees	%	0.00	20.00							
2019-217 - Casual Care II	#	0	2							
2 Employees	%	0.00	100.00							
2019-887 - Weight Room Tech I	#	0	0							
1 Employee	%	0.00	0.00							
2019-216 - Casual Care I	#	3	10							
10 Employees	%	30.00	100.00							
2019-494 - Intramural Staff I	#	6	8							
19 Employees	%	31.58	42.11							
2019-575 - Outdoor Staff	#	0	3							
11 Employees	%	0.00	27.27							
99 Employees										
	Totals	#	13	61						
		%	13.13	61.62						

Job Group Analysis

7I

Facilities Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
2019-312 - Custodial Supervisor	#	0	1							
3 Employees	%	0.00	33.33							
2019-311 - Custodial Foreman	#	1	4							
14 Employees	%	7.14	28.57							
2019-414 - Facility Supervisor I	#	0	3							
3 Employees	%	0.00	100.00							
20 Employees	Totals #	1	8							
	%	5.00	40.00							

Job Group Analysis

7J

Facilities Workers

EEO Code: 7

Job Code & Title		Min	Fem							
2019-413 - Facilities Operations II	#	1	4							
8 Employees	%	12.50	50.00							
2019-410 - Facilities I	#	0	0							
1 Employee	%	0.00	0.00							
2019-412 - Facilities Operations I	#	11	18							
48 Employees	%	22.92	37.50							
57 Employees	Totals #	12	22							
	%	21.05	38.60							

Job Group Analysis

7J1

Facilities Workers-Custodians

EEO Code: 7

Job Code & Title		Min	Fem							
2019-472 - Housekeeper	#	0	1							
1 Employee	%	0.00	100.00							
2019-313 - Custodian	#	16	47							
98 Employees	%	16.33	47.96							
99 Employees	Totals #	16	48							
	%	16.16	48.48							

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem							
1 - Executive & Administrative	#	2	23							
59 Employees	%	3.39	38.98							
2 - Faculty	#	182	749							
1397 Employees	%	13.03	53.61							
3 - Professional Non-Faculty	#	261	1043							
1786 Employees	%	14.61	58.40							
4 - Clerical	#	33	339							
386 Employees	%	8.55	87.82							
5 - Technical and Paraprofessionals	#	5	45							
86 Employees	%	5.81	52.33							
6 - Skilled Crafts	#	3	0							
53 Employees	%	5.66	0.00							
7 - Service	#	49	164							
366 Employees	%	13.39	44.81							
4133 Employees	Totals	#	535	2363						
		%	12.94	57.17						

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
1A - President		#	0	0								
1 Employee	1	%	0.00	0.00								
1B - Vice President		#	0	2								
4 Employees	1	%	0.00	50.00								
1C - Assoc./Asst. Vice President		#	0	8								
15 Employees	1	%	0.00	53.33								
1E - Provost/Vice Provost		#	0	0								
2 Employees	1	%	0.00	0.00								
1G - Assistant Vice Provost		#	1	2								
3 Employees	1	%	33.33	66.67								
1H - Dean		#	0	3								
11 Employees	1	%	0.00	27.27								
1I - Associate Dean		#	0	1								
4 Employees	1	%	0.00	25.00								
1K - Chief		#	0	5								
8 Employees	1	%	0.00	62.50								
1N - Director		#	1	2								
11 Employees	1	%	9.09	18.18								
2A - Dean-Faculty		#	0	1								
2 Employees	2	%	0.00	50.00								
2B - Assoc./Asst. Dean-Faculty		#	0	10								
21 Employees	2	%	0.00	47.62								
2D - Chair		#	5	18								
52 Employees	2	%	9.62	34.62								
2GA - Professor-CT		#	5	14								
22 Employees	2	%	22.73	63.64								
2GB - Professors-F9		#	14	29								
105 Employees	2	%	13.33	27.62								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
2GC - Professors-FA		#	12	16								
79 Employees	2	%	15.19	20.25								
2GD - Professors-RT/TS		#	0	2								
3 Employees	2	%	0.00	66.67								
2IA - Associate Professor-CT		#	10	19								
44 Employees	2	%	22.73	43.18								
2IB - Associate Professor-F9		#	17	55								
123 Employees	2	%	13.82	44.72								
2IC - Associate Professor-FA		#	9	17								
46 Employees	2	%	19.57	36.96								
2ID - Associate Professor-RT		#	1	4								
5 Employees	2	%	20.00	80.00								
2J - Clinical Associate Professor		#	1	1								
4 Employees	2	%	25.00	25.00								
2KA - Assistant Professors-C9		#	4	13								
16 Employees	2	%	25.00	81.25								
2KB - Assistant Professor-CT		#	10	46								
74 Employees	2	%	13.51	62.16								
2KC - Assistant Professor-F9		#	20	70								
127 Employees	2	%	15.75	55.12								
2KD - Assistant Professor-FA		#	9	30								
42 Employees	2	%	21.43	71.43								
2KE - Assistant Professor-RT		#	4	6								
12 Employees	2	%	33.33	50.00								
2L - Clinical Assistant Professor		#	1	2								
3 Employees	2	%	33.33	66.67								
2M - Instructor		#	5	56								
68 Employees	2	%	7.35	82.35								
2N - Clinical Instructor		#	0	6								
8 Employees	2	%	0.00	75.00								
2O - Sr. Lecturer		#	5	20								
29 Employees	2	%	17.24	68.97								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
2P - Lecturer		#	8	14								
37 Employees	2	%	21.62	37.84								
2Q - Post-Retirees		#	1	6								
19 Employees	2	%	5.26	31.58								
2R - Adjuncts		#	0	2								
6 Employees	2	%	0.00	33.33								
2RA - Adjunct Faculty-Dual Service		#	0	7								
11 Employees	2	%	0.00	63.64								
2RB1 - Adjunct Faculty-4 Mo-Col of Business & Tech		#	1	10								
30 Employees	2	%	3.33	33.33								
2RB2 - Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc		#	4	37								
48 Employees	2	%	8.33	77.08								
2RB3 - Adjunct Faculty-4 Mo-Col of Arts & Sci		#	13	67								
141 Employees	2	%	9.22	47.52								
2RB4 - Adjunct Faculty-4 Mo-Col of Pub Health		#	1	5								
6 Employees	2	%	16.67	83.33								
2RB5 - Adjunct Faculty-4 Mo-Clemmer Col of Educ		#	4	62								
84 Employees	2	%	4.76	73.81								
2RB6 - Adjunct Faculty-4 Mo-College of Nursing		#	8	73								
81 Employees	2	%	9.88	90.12								
2RC - Adjunct Faculty-No Pay		#	0	13								
13 Employees	2	%	0.00	100.00								
2RD - Adjunct Faculty-Academic Faculty		#	5	14								
29 Employees	2	%	17.24	48.28								
2S - Librarians-Faculty		#	0	1								
1 Employee	2	%	0.00	100.00								
2U - Research Associates		#	5	3								
6 Employees	2	%	83.33	50.00								
3A - Professional Deans		#	2	16								
22 Employees	3	%	9.09	72.73								
3B - Professional Directors		#	4	36								
55 Employees	3	%	7.27	65.45								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
3B1 - Professional Directors-Business Operations		#	2	15								
25 Employees	3	%	8.00	60.00								
3B2 - Professional Directors-Academic Services		#	1	13								
24 Employees	3	%	4.17	54.17								
3B3 - Professional Directors-Student Services		#	3	10								
10 Employees	3	%	30.00	100.00								
3B4 - Professional Services-Finance		#	1	4								
6 Employees	3	%	16.67	66.67								
3B5 - Professional Directors-Medical/Health		#	0	2								
3 Employees	3	%	0.00	66.67								
3B6 - Professional Directors-Facilities		#	1	2								
7 Employees	3	%	14.29	28.57								
3C - Professional Assoc Directors		#	0	9								
15 Employees	3	%	0.00	60.00								
3D - Professional Asst Directors		#	4	29								
48 Employees	3	%	8.33	60.42								
3E - Professional Managers		#	7	34								
63 Employees	3	%	11.11	53.97								
3F - Student Support Professionals		#	13	62								
83 Employees	3	%	15.66	74.70								
3F1 - Student Support Professionals-Advisors		#	5	32								
43 Employees	3	%	11.63	74.42								
3G - Academic Affairs Professionals		#	4	41								
45 Employees	3	%	8.89	91.11								
3H - Head Coaches		#	1	3								
13 Employees	3	%	7.69	23.08								
3I - Assistant Coaches		#	8	5								
22 Employees	3	%	36.36	22.73								
3J - Athletics/Recreational Professionals		#	0	5								
15 Employees	3	%	0.00	33.33								
3K - Business Professionals		#	3	58								
85 Employees	3	%	3.53	68.24								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem							
3L - Financial Professionals		#	1	23							
29 Employees	3	%	3.45	79.31							
3M - Information Technology Professionals		#	3	6							
39 Employees	3	%	7.69	15.38							
3N - Librarian Professionals		#	0	5							
9 Employees	3	%	0.00	55.56							
3O - Medical Professionals		#	95	141							
295 Employees	3	%	32.20	47.80							
3OA - Medical Admin Professionals		#	2	12							
12 Employees	3	%	16.67	100.00							
3P - Research Professionals		#	10	34							
48 Employees	3	%	20.83	70.83							
3T1 - Hourly Temporary Professionals-Business Operations		#	14	70							
115 Employees	3	%	12.17	60.87							
3T2 - Hourly Temporary Professionals-Academic Services		#	18	128							
187 Employees	3	%	9.63	68.45							
3T3 - Hourly Temporary Professionals-Student Services		#	21	90							
143 Employees	3	%	14.69	62.94							
3T4 - Hourly Temporary Professionals-Finance		#	0	4							
6 Employees	3	%	0.00	66.67							
3T5 - Hourly Temporary Professionals-Medical/Health		#	11	48							
70 Employees	3	%	15.71	68.57							
3T6 - Hourly Temporary Professionals-Facilities		#	6	15							
33 Employees	3	%	18.18	45.45							
3T7 - Hourly Temporary Professionals-Sports/Recreation		#	5	27							
82 Employees	3	%	6.10	32.93							
3T8 - Hourly Temporary Professionals-Arts		#	3	9							
22 Employees	3	%	13.64	40.91							
3T9 - Hourly Temporary Professionals-Media & Commun.		#	2	6							
11 Employees	3	%	18.18	54.55							
3T10 - Hourly Temporary Professionals-Research & Science		#	6	21							
37 Employees	3	%	16.22	56.76							

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
3U - Monthly Tempory Professionals		#	5	28								
64 Employees	3	%	7.81	43.75								
4A - Clerical/Secretarial Managers		#	0	9								
13 Employees	4	%	0.00	69.23								
4B - Student Supp./Academic Affair Clerical/Secretarial		#	2	30								
41 Employees	4	%	4.88	73.17								
4G - Business Clerical/Secretarial		#	7	81								
93 Employees	4	%	7.53	87.10								
4G1 - Business Clerical/Secretarial-Executive Aides		#	9	86								
96 Employees	4	%	9.38	89.58								
4H - IT Clerical/Secretarial		#	3	19								
22 Employees	4	%	13.64	86.36								
4H1 - Research Technicians		#	8	62								
67 Employees	4	%	11.94	92.54								
4I - Clinical Clerical/Secretarial		#	3	49								
51 Employees	4	%	5.88	96.08								
4J - Research Clerical/Secretarial		#	1	3								
3 Employees	4	%	33.33	100.00								
5A - Laboratory/Medical Paraprofessionals		#	4	35								
44 Employees	5	%	9.09	79.55								
5B - Paraprofessionals		#	1	10								
42 Employees	5	%	2.38	23.81								
6A - Skilled Craft Workers Supervisors		#	1	0								
14 Employees	6	%	7.14	0.00								
6B - Skilled Craft Workers		#	2	0								
39 Employees	6	%	5.13	0.00								
7A - Groundskeeping Supervisors		#	0	0								
6 Employees	7	%	0.00	0.00								
7B - Groundskeepers		#	1	0								
8 Employees	7	%	12.50	0.00								
7C - Protective Services Supervisors		#	0	2								
3 Employees	7	%	0.00	66.67								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
7D - Protective Services		#	1	9								
26 Employees	7	%	3.85	34.62								
7E - Transportation Services		#	0	1								
11 Employees	7	%	0.00	9.09								
7F - Parking Services		#	2	2								
4 Employees	7	%	50.00	50.00								
7G - Maintenance Services		#	1	4								
16 Employees	7	%	6.25	25.00								
7HA - Service Workers-Managers/Supervisors		#	2	7								
17 Employees	7	%	11.76	41.18								
7H - Service Workers		#	13	61								
99 Employees	7	%	13.13	61.62								
7I - Facilities Supervisor		#	1	8								
20 Employees	7	%	5.00	40.00								
7J - Facilities Workers		#	12	22								
57 Employees	7	%	21.05	38.60								
7J1 - Facilities Workers-Custodians		#	16	48								
99 Employees	7	%	16.16	48.48								
4133 Employees	Totals	#	535	2363								
		%	12.94	57.17								

Appendix C

Incumbency vs. Estimated Availability

1A		President	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	13.60	22.19
		1.000E	1.000E
1B		Vice President	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	17.93	56.07
		1.000E	1.000E
1C		Assoc./Asst. Vice President	
Total Emp 15	Employment %	Min	Fem
	Availability %	0.00	53.33
	Statistical Value	7.88	34.39
		0.625E	
1E		Provost/Vice Provost	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	18.70	56.60
		1.000E	0.188E
1G		Assistant Vice Provost	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	66.67
	Statistical Value	16.37	47.88
1H		Dean	
Total Emp 11	Employment %	Min	Fem
	Availability %	0.00	27.27
	Statistical Value	17.03	54.94
		0.230E	0.075E

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

1I		Associate Dean	
Total Emp 4	Employment %	Min	Fem
	Availability %	0.00	25.00
	Statistical Value	17.93	56.07
		1.000E	0.326E
1K		Chief	
Total Emp 8	Employment %	Min	Fem
	Availability %	0.00	62.50
	Statistical Value	13.59	43.97
		0.609E	
1N		Director	
Total Emp 11	Employment %	Min	Fem
	Availability %	9.09	18.18
	Statistical Value	12.88	37.99
		1.000E	0.225E
2A		Dean-Faculty	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	20.30	51.61
		1.000E	1.000E
2B		Assoc./Asst. Dean-Faculty	
Total Emp 21	Employment %	Min	Fem
	Availability %	0.00	47.62
	Statistical Value	22.87	59.40
		0.007E	0.276E
2D		Chair	
Total Emp 52	Employment %	Min	Fem
	Availability %	9.62	34.62
	Statistical Value	21.84	55.55
		2.134	3.038
2GA		Professor-CT	
Total Emp 22	Employment %	Min	Fem
	Availability %	22.73	63.64
	Statistical Value	30.13	34.67
		0.642E	

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Incumbency vs. Estimated Availability

2GB		Professors-F9	
Total Emp 105	Employment %	13.33	27.62
	Availability %	23.40	47.95
	Statistical Value	2.436	4.170
2GC		Professors-FA	
Total Emp 79	Employment %	15.19	20.25
	Availability %	25.27	44.29
	Statistical Value	2.062	4.301
2GD		Professors-RT/TS	
Total Emp 3	Employment %	0.00	66.67
	Availability %	20.48	52.88
	Statistical Value	1.000E	
2IA		Associate Professor-CT	
Total Emp 44	Employment %	22.73	43.18
	Availability %	29.20	39.22
	Statistical Value	0.944	
2IB		Associate Professor-F9	
Total Emp 123	Employment %	13.82	44.72
	Availability %	25.84	49.75
	Statistical Value	3.045	1.117
2IC		Associate Professor-FA	
Total Emp 46	Employment %	19.57	36.96
	Availability %	23.39	54.26
	Statistical Value	0.613	2.356
2ID		Associate Professor-RT	
Total Emp 5	Employment %	20.00	80.00
	Availability %	21.85	52.60
	Statistical Value	1.000E	

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Incumbency vs. Estimated Availability

2J		Clinical Associate Professor	
Total Emp 4		Min	Fem
	Employment %	25.00	25.00
	Availability %	26.74	63.08
	Statistical Value	1.000E	0.146E
2KA		Assistant Professors-C9	
Total Emp 16		Min	Fem
	Employment %	25.00	81.25
	Availability %	25.89	83.70
	Statistical Value	1.000E	0.736E
2KB		Assistant Professor-CT	
Total Emp 74		Min	Fem
	Employment %	13.51	62.16
	Availability %	29.09	42.24
	Statistical Value	2.950	
2KC		Assistant Professor-F9	
Total Emp 127		Min	Fem
	Employment %	15.75	55.12
	Availability %	25.08	54.62
	Statistical Value	2.426	
2KD		Assistant Professor-FA	
Total Emp 42		Min	Fem
	Employment %	21.43	71.43
	Availability %	25.64	59.45
	Statistical Value	0.625	
2KE		Assistant Professor-RT	
Total Emp 12		Min	Fem
	Employment %	33.33	50.00
	Availability %	23.62	46.93
	Statistical Value		
2L		Clinical Assistant Professor	
Total Emp 3		Min	Fem
	Employment %	33.33	66.67
	Availability %	29.41	80.13
	Statistical Value		0.485E

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Incumbency vs. Estimated Availability

2M		Instructor	
Total Emp 68	Employment %	Min 7.35	Fem 82.35
	Availability %	24.82	63.05
	Statistical Value	3.334	
2N		Clinical Instructor	
Total Emp 8	Employment %	Min 0.00	Fem 75.00
	Availability %	27.39	53.40
	Statistical Value	0.117E	
2O		Sr. Lecturer	
Total Emp 29	Employment %	Min 17.24	Fem 68.97
	Availability %	25.80	55.19
	Statistical Value	0.396E	
2P		Lecturer	
Total Emp 37	Employment %	Min 21.62	Fem 37.84
	Availability %	27.36	44.16
	Statistical Value	0.783	0.774
2Q		Post-Retirees	
Total Emp 19	Employment %	Min 5.26	Fem 31.58
	Availability %	25.63	50.23
	Statistical Value	0.061E	0.114E
2R		Adjuncts	
Total Emp 6	Employment %	Min 0.00	Fem 33.33
	Availability %	19.58	15.26
	Statistical Value	0.605E	
2RA		Adjunct Faculty-Dual Service	
Total Emp 11	Employment %	Min 0.00	Fem 63.64
	Availability %	28.77	64.50
	Statistical Value	0.041E	1.000E

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Incumbency vs. Estimated Availability

2RB1		Adjunct Faculty-4 Mo-Col of Business & Tech	
Total Emp 30		Min	Fem
	Employment %	3.33	33.33
	Availability %	30.19	41.49
	Statistical Value	3.204	0.907
2RB2		Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc	
Total Emp 48		Min	Fem
	Employment %	8.33	77.08
	Availability %	25.63	73.16
	Statistical Value	2.745	
2RB3		Adjunct Faculty-4 Mo-Col of Arts & Sci	
Total Emp 141		Min	Fem
	Employment %	9.22	47.52
	Availability %	22.12	49.23
	Statistical Value	3.691	0.407
2RB4		Adjunct Faculty-4 Mo-Col of Pub Health	
Total Emp 6		Min	Fem
	Employment %	16.67	83.33
	Availability %	34.20	71.02
	Statistical Value	0.671E	
2RB5		Adjunct Faculty-4 Mo-Clemmer Col of Educ	
Total Emp 84		Min	Fem
	Employment %	4.76	73.81
	Availability %	21.83	57.37
	Statistical Value	3.787	
2RB6		Adjunct Faculty-4 Mo-College of Nursing	
Total Emp 81		Min	Fem
	Employment %	9.88	90.12
	Availability %	25.66	89.52
	Statistical Value	3.252	
2RC		Adjunct Faculty-No Pay	
Total Emp 13		Min	Fem
	Employment %	0.00	100.00
	Availability %	26.22	84.60
	Statistical Value	0.027E	

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Incumbency vs. Estimated Availability

2RD		Adjunct Faculty-Academic Faculty	
Total Emp 29	Employment %	Min	Fem
	Availability %	17.24	48.28
	Statistical Value	24.30	50.99
		0.516E	0.853E
2S		Librarians-Faculty	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	12.42	83.06
		1.000E	
2U		Research Associates	
Total Emp 6	Employment %	Min	Fem
	Availability %	83.33	50.00
	Statistical Value	34.08	44.64
3A		Professional Deans	
Total Emp 22	Employment %	Min	Fem
	Availability %	9.09	72.73
	Statistical Value	7.90	50.48
3B		Professional Directors	
Total Emp 55	Employment %	Min	Fem
	Availability %	7.27	65.45
	Statistical Value	0.00	29.46
3B1		Professional Directors-Business Operations	
Total Emp 25	Employment %	Min	Fem
	Availability %	8.00	60.00
	Statistical Value	3.02	27.17
3B2		Professional Directors-Academic Services	
Total Emp 24	Employment %	Min	Fem
	Availability %	4.17	54.17
	Statistical Value	7.44	42.37
		1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

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Incumbency vs. Estimated Availability

3B3		Professional Directors-Student Services	
Total Emp 10	Employment %	Min	Fem
	Availability %	30.00	100.00
	Statistical Value	10.75	48.39
3B4		Professional Services-Finance	
Total Emp 6	Employment %	Min	Fem
	Availability %	16.67	66.67
	Statistical Value	0.00	49.34
3B5		Professional Directors-Medical/Health	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	66.67
	Statistical Value	10.67	58.67
		1.000E	
3B6		Professional Directors-Facilities	
Total Emp 7	Employment %	Min	Fem
	Availability %	14.29	28.57
	Statistical Value	0.00	2.50
3C		Professional Assoc Directors	
Total Emp 15	Employment %	Min	Fem
	Availability %	0.00	60.00
	Statistical Value	0.71	27.76
		1.000E	
3D		Professional Asst Directors	
Total Emp 48	Employment %	Min	Fem
	Availability %	8.33	60.42
	Statistical Value	0.86	29.89
3E		Professional Managers	
Total Emp 63	Employment %	Min	Fem
	Availability %	11.11	53.97
	Statistical Value	3.01	26.17

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

3F		Student Support Professionals	
Total Emp 83	Employment %	Min	Fem
	Availability %	15.66	74.70
	Statistical Value	3.26	78.87
			0.931
3F1		Student Support Professionals-Advisors	
Total Emp 43	Employment %	Min	Fem
	Availability %	11.63	74.42
	Statistical Value	5.94	61.39
3G		Academic Affairs Professionals	
Total Emp 45	Employment %	Min	Fem
	Availability %	8.89	91.11
	Statistical Value	4.74	81.51
3H		Head Coaches	
Total Emp 13	Employment %	Min	Fem
	Availability %	7.69	23.08
	Statistical Value	8.99	20.64
		1.000E	
3I		Assistant Coaches	
Total Emp 22	Employment %	Min	Fem
	Availability %	36.36	22.73
	Statistical Value	8.62	20.69
3J		Athletics/Recreational Professionals	
Total Emp 15	Employment %	Min	Fem
	Availability %	0.00	33.33
	Statistical Value	8.12	27.53
		0.628E	
3K		Business Professionals	
Total Emp 85	Employment %	Min	Fem
	Availability %	3.53	68.24
	Statistical Value	3.56	65.46
		0.015	

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

3L		Financial Professionals	
Total Emp 29	Employment %	Min	Fem
	Availability %	3.45	79.31
	Statistical Value	1.36	63.30
3M		Information Technology Professionals	
Total Emp 39	Employment %	Min	Fem
	Availability %	7.69	15.38
	Statistical Value	8.59	14.49
		0.200	
3N		Librarian Professionals	
Total Emp 9	Employment %	Min	Fem
	Availability %	0.00	55.56
	Statistical Value	10.37	37.76
		0.611E	
3O		Medical Professionals	
Total Emp 295	Employment %	Min	Fem
	Availability %	32.20	47.80
	Statistical Value	15.53	29.35
3OA		Medical Admin Professionals	
Total Emp 12	Employment %	Min	Fem
	Availability %	16.67	100.00
	Statistical Value	14.39	85.61
3P		Research Professionals	
Total Emp 48	Employment %	Min	Fem
	Availability %	20.83	70.83
	Statistical Value	38.89	67.55
		2.566	
3T1		Hourly Temporary Professionals-Business Operations	
Total Emp 115	Employment %	Min	Fem
	Availability %	12.17	60.87
	Statistical Value	0.00	56.85

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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

3T2		Hourly Temporary Professionals-Academic Services	
Total Emp 187	Employment %	Min	Fem
	Availability %	9.63	68.45
	Statistical Value	1.31	94.38
			15.397
3T3		Hourly Temporary Professionals-Student Services	
Total Emp 143	Employment %	Min	Fem
	Availability %	14.69	62.94
	Statistical Value	0.34	97.90
			29.159
3T4		Hourly Temporary Professionals-Finance	
Total Emp 6	Employment %	Min	Fem
	Availability %	0.00	66.67
	Statistical Value	0.00	100.00
			0.000E
3T5		Hourly Temporary Professionals-Medical/Health	
Total Emp 70	Employment %	Min	Fem
	Availability %	15.71	68.57
	Statistical Value	5.50	51.25
3T6		Hourly Temporary Professionals-Facilities	
Total Emp 33	Employment %	Min	Fem
	Availability %	18.18	45.45
	Statistical Value	0.00	76.83
			4.272
3T7		Hourly Temporary Professionals-Sports/Recreation	
Total Emp 82	Employment %	Min	Fem
	Availability %	6.10	32.93
	Statistical Value	9.49	69.68
		1.048	7.241
3T8		Hourly Temporary Professionals-Arts	
Total Emp 22	Employment %	Min	Fem
	Availability %	13.64	40.91
	Statistical Value	1.35	55.08
			0.203E

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

3T9		Hourly Temporary Professionals-Media & Commun.	
Total Emp 11	Employment %	Min	Fem
	Availability %	18.18	54.55
	Statistical Value	13.64	77.26
			0.140E
3T10		Hourly Temporary Professionals-Research & Science	
Total Emp 37	Employment %	Min	Fem
	Availability %	16.22	56.76
	Statistical Value	5.58	57.99
			0.152
3U		Monthly Tempoary Professionals	
Total Emp 64	Employment %	Min	Fem
	Availability %	7.81	43.75
	Statistical Value	5.82	76.60
			6.207
4A		Clerical/Secretarial Managers	
Total Emp 13	Employment %	Min	Fem
	Availability %	0.00	69.23
	Statistical Value	9.02	70.73
		0.623E	1.000E
4B		Student Supp./Academic Affair Clerical/Secretarial	
Total Emp 41	Employment %	Min	Fem
	Availability %	4.88	73.17
	Statistical Value	7.20	88.49
		0.575	3.074
4G		Business Clerical/Secretarial	
Total Emp 93	Employment %	Min	Fem
	Availability %	7.53	87.10
	Statistical Value	4.81	73.34
4G1		Business Clerical/Secretarial-Executive Aides	
Total Emp 96	Employment %	Min	Fem
	Availability %	9.38	89.58
	Statistical Value	3.85	95.72
			2.971

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

4H		IT Clerical/Secretarial	
Total Emp 22	Employment %	Min	Fem
	Availability %	13.64	86.36
	Statistical Value	9.64	78.31
4H1		Research Technicians	
Total Emp 67	Employment %	Min	Fem
	Availability %	11.94	92.54
	Statistical Value	13.49	79.37
		0.371	
4I		Clinical Clerical/Secretarial	
Total Emp 51	Employment %	Min	Fem
	Availability %	5.88	96.08
	Statistical Value	9.29	78.39
		0.838	
4J		Research Clerical/Secretarial	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	100.00
	Statistical Value	3.21	66.10
5A		Laboratory/Medical Paraprofessionals	
Total Emp 44	Employment %	Min	Fem
	Availability %	9.09	79.55
	Statistical Value	8.60	21.35
5B		Paraprofessionals	
Total Emp 42	Employment %	Min	Fem
	Availability %	2.38	23.81
	Statistical Value	4.55	48.87
		0.675	3.249
6A		Skilled Craft Workers Supervisors	
Total Emp 14	Employment %	Min	Fem
	Availability %	7.14	0.00
	Statistical Value	3.37	3.20
			1.000E

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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

6B		Skilled Craft Workers	
Total Emp 39	Employment %	Min	Fem
	Availability %	5.13	0.00
	Statistical Value	4.20	3.80
			1.241
7A		Groundskeeping Supervisors	
Total Emp 6	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	0.63	0.00
		1.000E	
7B		Groundskeepers	
Total Emp 8	Employment %	Min	Fem
	Availability %	12.50	0.00
	Statistical Value	8.32	9.65
			1.000E
7C		Protective Services Supervisors	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	66.67
	Statistical Value	0.39	3.46
		1.000E	
7D		Protective Services	
Total Emp 26	Employment %	Min	Fem
	Availability %	3.85	34.62
	Statistical Value	0.24	15.63
7E		Transportation Services	
Total Emp 11	Employment %	Min	Fem
	Availability %	0.00	9.09
	Statistical Value	0.00	0.00
7F		Parking Services	
Total Emp 4	Employment %	Min	Fem
	Availability %	50.00	50.00
	Statistical Value	0.00	0.00

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Incumbency vs. Estimated Availability

7G		Maintenance Services	
Total Emp 16	Employment %	Min	Fem
	Availability %	6.25	25.00
	Statistical Value	6.25	28.39
		1.000E	1.000E
7HA		Service Workers-Managers/Supervisors	
Total Emp 17	Employment %	Min	Fem
	Availability %	11.76	41.18
	Statistical Value	0.00	41.67
			1.000E
7H		Service Workers	
Total Emp 99	Employment %	Min	Fem
	Availability %	13.13	61.62
	Statistical Value	7.96	71.04
			2.067
7I		Facilities Supervisor	
Total Emp 20	Employment %	Min	Fem
	Availability %	5.00	40.00
	Statistical Value	0.89	16.38
7J		Facilities Workers	
Total Emp 57	Employment %	Min	Fem
	Availability %	21.05	38.60
	Statistical Value	7.14	32.44
7J1		Facilities Workers-Custodians	
Total Emp 99	Employment %	Min	Fem
	Availability %	16.16	48.48
	Statistical Value	7.20	33.02

Total Employment: 4133

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.

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East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Availability Factor Computation Form

1A - 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	13.60	22.19									United States
		Weighted Factor	13.60	22.19									
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	13.60	22.19									

Availability Factor Computation Form

1B - 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	17.93	56.07								Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	17.93	56.07								
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			17.93	56.07								

Availability Factor Computation Form

1C - 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.	75.00	Raw Statistics	10.51	31.56								Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	7.88	23.67								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	0.00	42.86								Feeder Job Computations
		Weighted Factor	0.00	10.72								
Availability			7.88	34.39								

Availability Factor Computation Form

1E - Provost/Vice Provost

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	17.93	56.07									Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	17.03	53.27									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	33.33	66.67									Feeder Job Computations
		Weighted Factor	1.67	3.33									
		Availability	18.70	56.60									

Availability Factor Computation Form

1G - Assistant 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	16.37	47.88								Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	16.37	47.88								
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			16.37	47.88								

Availability Factor Computation Form

1H - Dean

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	17.93	56.07									Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	17.03	53.27									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	0.00	33.33									Feeder Job Computations
		Weighted Factor	0.00	1.67									
		Availability	17.03	54.94									

Availability Factor Computation Form

1I - Associate Dean

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	17.93	56.07								Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	17.93	56.07								
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			17.93	56.07								

Availability Factor Computation Form

1K - Chief

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	13.59	43.97								Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	13.59	43.97								
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			13.59	43.97								

Availability Factor Computation Form

1N - Director

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	12.88	37.99								Johnson City, TN Metropolitan Statistical Area 50%; United States 50%
		Weighted Factor	12.88	37.99								
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			12.88	37.99								

Availability Factor Computation Form

2A - Dean-Faculty

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	22.55	51.35									United States - Graduate or Professional Degree
		Weighted Factor	20.30	46.22									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	53.85									Feeder Job Computations
		Weighted Factor	0.00	5.38									
		Availability	20.30	51.61									

Availability Factor Computation Form

2B - Assoc./Asst. Dean-Faculty

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	23.47	60.61								United States - Graduate or Professional Degree
		Weighted Factor	22.30	57.58								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	11.36	36.36								Feeder Job Computations
		Weighted Factor	0.57	1.82								
		Availability	22.87	59.40								

Availability Factor Computation Form

2D - Chair

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	21.84	55.55								United States - Graduate or Professional Degree
		Weighted Factor	21.84	55.55								
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			21.84	55.55								

Availability Factor Computation Form

2GA - Professor-CT

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	30.55	34.27									United States - Graduate or Professional Degree
		Weighted Factor	29.02	32.56									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	22.22	42.22									Feeder Job Computations
		Weighted Factor	1.11	2.11									
		Availability	30.13	34.67									

Availability Factor Computation Form

2GB - Professors-F9

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	23.91	48.09									United States - Graduate or Professional Degree
		Weighted Factor	22.71	45.69									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	13.71	45.16									Feeder Job Computations
		Weighted Factor	0.69	2.26									
		Availability	23.40	47.95									

Availability Factor Computation Form

2GC - Professors-FA

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	25.61	44.54									United States - Graduate or Professional Degree
		Weighted Factor	24.33	42.31									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	18.75	39.58									Feeder Job Computations
		Weighted Factor	0.94	1.98									
		Availability	25.27	44.29									

Availability Factor Computation Form

2GD - Professors-RT/TS

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	20.51	51.45									United States - Graduate or Professional Degree
		Weighted Factor	19.48	48.88									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	20.00	80.00									Feeder Job Computations
		Weighted Factor	1.00	4.00									
		Availability	20.48	52.88									

Availability Factor Computation Form

2IA - Associate Professor-CT

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	30.11	38.06								United States - Graduate or Professional Degree
		Weighted Factor	28.60	36.16								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	11.94	61.19								Feeder Job Computations
		Weighted Factor	0.60	3.06								
Availability			29.20	39.22								

Availability Factor Computation Form

2IB - Associate Professor-F9

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	26.37	49.46									United States - Graduate or Professional Degree
		Weighted Factor	25.05	46.99									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	15.75	55.12									Feeder Job Computations
		Weighted Factor	0.79	2.76									
		Availability	25.84	49.75									

Availability Factor Computation Form

2IC - Associate Professor-FA

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	23.43	53.43									United States - Graduate or Professional Degree
		Weighted Factor	22.26	50.76									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	22.50	70.00									Feeder Job Computations
		Weighted Factor	1.12	3.50									
		Availability	23.39	54.26									

Availability Factor Computation Form

2ID - Associate Professor-RT

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	21.24	52.74									United States - Graduate or Professional Degree
		Weighted Factor	20.18	50.10									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	33.33	50.00									Feeder Job Computations
		Weighted Factor	1.67	2.50									
		Availability	21.85	52.60									

Availability Factor Computation Form

2J - Clinical 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	26.39	62.89									United States - Graduate or Professional Degree
		Weighted Factor	25.07	59.75									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	33.33	66.67									Feeder Job Computations
		Weighted Factor	1.67	3.33									
		Availability	26.74	63.08									

Availability Factor Computation Form

2KA - Assistant Professors-C9

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	25.89	83.70								United States - Graduate or Professional Degree
		Weighted Factor	25.89	83.70								
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			25.89	83.70								

Availability Factor Computation Form

2KB - Assistant Professor-CT

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	29.09	42.24								United States - Graduate or Professional Degree
		Weighted Factor	29.09	42.24								
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			29.09	42.24								

Availability Factor Computation Form

2KC - Assistant Professor-F9

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	25.08	54.62								United States - Graduate or Professional Degree
		Weighted Factor	25.08	54.62								
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			25.08	54.62								

Availability Factor Computation Form

2KD - Assistant Professor-FA

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	25.64	59.45								United States - Graduate or Professional Degree
		Weighted Factor	25.64	59.45								
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			25.64	59.45								

Availability Factor Computation Form

2KE - Assistant Professor-RT

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	23.62	46.93								United States - Graduate or Professional Degree
		Weighted Factor	23.62	46.93								
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			23.62	46.93								

Availability Factor Computation Form

2L - Clinical Assistant Professor

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	29.41	80.13								United States - Graduate or Professional Degree
		Weighted Factor	29.41	80.13								
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			29.41	80.13								

Availability Factor Computation Form

2M - 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	24.82	63.05								United States - Graduate or Professional Degree
		Weighted Factor	24.82	63.05								
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			24.82	63.05								

Availability Factor Computation Form

2N - Clinical 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	27.39	53.40								United States - Graduate or Professional Degree
		Weighted Factor	27.39	53.40								
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			27.39	53.40								

Availability Factor Computation Form

20 - Sr. Lecturer

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	26.02	56.11									United States - Graduate or Professional Degree
		Weighted Factor	24.72	53.30									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	21.62	37.84									Feeder Job Computations
		Weighted Factor	1.08	1.89									
		Availability	25.80	55.19									

Availability Factor Computation Form

2P - Lecturer

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	27.36	44.16								United States - Graduate or Professional Degree
		Weighted Factor	27.36	44.16								
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			27.36	44.16								

Availability Factor Computation Form

2Q - Post-Retirees

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	25.63	50.23								United States - Graduate or Professional Degree
		Weighted Factor	25.63	50.23								
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			25.63	50.23								

Availability Factor Computation Form

2R - Adjuncts

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	19.58	15.26								United States - Graduate or Professional Degree
		Weighted Factor	19.58	15.26								
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			19.58	15.26								

Availability Factor Computation Form

2RA - Adjunct Faculty-Dual Service

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	28.77	64.50								United States - Graduate or Professional Degree
		Weighted Factor	28.77	64.50								
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			28.77	64.50								

Availability Factor Computation Form

2RB1 - Adjunct Faculty-4 Mo-Col of Business & Tech

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	30.19	41.49									United States - Graduate or Professional Degree
		Weighted Factor	30.19	41.49									
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	30.19	41.49									

Availability Factor Computation Form

2RB2 - Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc

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	25.63	73.16								United States - Graduate or Professional Degree
		Weighted Factor	25.63	73.16								
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			25.63	73.16								

Availability Factor Computation Form

2RB3 - Adjunct Faculty-4 Mo-Col of Arts & Sci

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	22.12	49.23								United States - Graduate or Professional Degree
		Weighted Factor	22.12	49.23								
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	22.12	49.23								

Availability Factor Computation Form

2RB4 - Adjunct Faculty-4 Mo-Col of Pub Health

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	34.20	71.02									United States - Graduate or Professional Degree
		Weighted Factor	34.20	71.02									
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	34.20	71.02									

Availability Factor Computation Form

2RB5 - Adjunct Faculty-4 Mo-Clemmer Col of Educ

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	21.83	57.37									United States - Graduate or Professional Degree
		Weighted Factor	21.83	57.37									
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	21.83	57.37									

Availability Factor Computation Form

2RB6 - Adjunct Faculty-4 Mo-College of Nursing

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	25.66	89.52								United States - Graduate or Professional Degree
		Weighted Factor	25.66	89.52								
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			25.66	89.52								

Availability Factor Computation Form

2RC - Adjunct Faculty-No Pay

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	26.22	84.60								United States - Graduate or Professional Degree
		Weighted Factor	26.22	84.60								
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			26.22	84.60								

Availability Factor Computation Form

2RD - Adjunct Faculty-Academic 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	24.30	50.99								United States - Graduate or Professional Degree
		Weighted Factor	24.30	50.99								
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			24.30	50.99								

Availability Factor Computation Form

2S - Librarians-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	12.42	83.06								United States - Graduate or Professional Degree
		Weighted Factor	12.42	83.06								
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			12.42	83.06								

Availability Factor Computation Form

2U - Research Associates

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	34.08	44.64								United States-Doctoral Degree or Professional Degree
		Weighted Factor	34.08	44.64								
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			34.08	44.64								

Availability Factor Computation Form

3A - Professional Deans

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	7.90	50.48								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	7.90	50.48								
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			7.90	50.48								

Availability Factor Computation Form

3B - Professional Directors

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	29.46								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	29.46								
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	29.46								

Availability Factor Computation Form

3B1 - Professional Directors-Business Operations

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	3.18	25.73									Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	3.02	24.44									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	0.00	54.55									Feeder Job Computations
		Weighted Factor	0.00	2.73									
		Availability	3.02	27.17									

Availability Factor Computation Form

3B2 - Professional Directors-Academic Services

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	7.83	39.34									Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	7.44	37.37									
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	7.44	42.37									

Availability Factor Computation Form

3B3 - Professional Directors-Student Services

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	10.75	48.39								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	10.75	48.39								
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			10.75	48.39								

Availability Factor Computation Form

3B4 - Professional Services-Finance

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	0.00	46.67								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	44.34								
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			0.00	49.34								

Availability Factor Computation Form

3B5 - Professional Directors-Medical/Health

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	10.67	58.67								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	10.67	58.67								
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			10.67	58.67								

Availability Factor Computation Form

3B6 - Professional Directors-Facilities

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	0.00	0.00								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	0.00								
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			0.00	2.50								

Availability Factor Computation Form

3C - Professional Assoc Directors

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	0.32	26.00									Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.30	24.70									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	8.16	61.22									Feeder Job Computations
		Weighted Factor	0.41	3.06									
		Availability	0.71	27.76									

Availability Factor Computation Form

3D - Professional Asst Directors

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	29.89								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.86	29.89								
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	29.89								

Availability Factor Computation Form

3E - Professional Managers

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	3.01	26.17								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	3.01	26.17								
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			3.01	26.17								

Availability Factor Computation Form

3F - Student Support Professionals

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	3.26	78.87								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	3.26	78.87								
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			3.26	78.87								

Availability Factor Computation Form

3F1 - Student Support Professionals-Advisors

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	5.94	61.39								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	5.94	61.39								
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			5.94	61.39								

Availability Factor Computation Form

3G - Academic Affairs Professionals

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	4.74	81.51								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	4.74	81.51								
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			4.74	81.51								

Availability Factor Computation Form

3H - Head Coaches

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	8.99	20.64								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	8.99	20.64								
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			8.99	20.64								

Availability Factor Computation Form

3I - Assistant Coaches

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	8.62	20.69								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	8.62	20.69								
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			8.62	20.69								

Availability Factor Computation Form

3J - Athletics/Recreational Professionals

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	8.12	27.53								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	8.12	27.53								
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			8.12	27.53								

Availability Factor Computation Form

3K - Business Professionals

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	3.56	65.46								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	3.56	65.46								
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			3.56	65.46								

Availability Factor Computation Form

3L - Financial Professionals

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	1.36	63.30								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	1.36	63.30								
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			1.36	63.30								

Availability Factor Computation Form

3M - Information Technology Professionals

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	8.59	14.49								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	8.59	14.49								
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			8.59	14.49								

Availability Factor Computation Form

3N - Librarian Professionals

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	10.37	37.76								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	10.37	37.76								
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			10.37	37.76								

Availability Factor Computation Form

30 - Medical Professionals

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	15.53	29.35								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	15.53	29.35								
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			15.53	29.35								

Availability Factor Computation Form

30A - Medical Admin Professionals

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	14.39	85.61								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	14.39	85.61								
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			14.39	85.61								

Availability Factor Computation Form

3P - Research Professionals

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	38.89	67.55								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	38.89	67.55								
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			38.89	67.55								

Availability Factor Computation Form

3T1 - Hourly Temporary Professionals-Business Operations

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	56.85								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	56.85								
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			0.00	56.85								

Availability Factor Computation Form

3T2 - Hourly Temporary Professionals-Academic Services

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	1.31	94.38								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	1.31	94.38								
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			1.31	94.38								

Availability Factor Computation Form

3T3 - Hourly Temporary Professionals-Student Services

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	0.34	97.90									Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.34	97.90									
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	0.34	97.90									

Availability Factor Computation Form

3T4 - Hourly Temporary Professionals-Finance

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								Johnson City, TN Metropolitan Statistical Area
		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

3T5 - Hourly Temporary Professionals-Medical/Health

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	5.50	51.25								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	5.50	51.25								
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			5.50	51.25								

Availability Factor Computation Form

3T6 - Hourly Temporary Professionals-Facilities

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	76.83								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	76.83								
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	76.83								

Availability Factor Computation Form

3T7 - Hourly Temporary Professionals-Sports/Recreation

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	9.49	69.68								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	9.49	69.68								
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			9.49	69.68								

Availability Factor Computation Form

3T8 - Hourly Temporary Professionals-Arts

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	1.35	55.08								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	1.35	55.08								
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			1.35	55.08								

Availability Factor Computation Form

3T9 - Hourly Temporary Professionals-Media & Commun.

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	13.64	77.26									Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	13.64	77.26									
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	13.64	77.26									

Availability Factor Computation Form

3T10 - Hourly Temporary Professionals-Research & Science

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	5.58	57.99								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	5.58	57.99								
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			5.58	57.99								

Availability Factor Computation Form

3U - Monthly Tempoary Professionals

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	5.82	76.60								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	5.82	76.60								
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			5.82	76.60								

Availability Factor Computation Form

4A - Clerical/Secretarial Managers

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	9.02	70.73								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	9.02	70.73								
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			9.02	70.73								

Availability Factor Computation Form

4B - Student Supp./Academic Affair Clerical/Secretarial

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	6.21	87.48								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	4.66	65.61								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	10.17	91.53								Feeder Job Computations
		Weighted Factor	2.54	22.88								
Availability			7.20	88.49								

Availability Factor Computation Form

4G - Business Clerical/Secretarial

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	94.10	Raw Statistics	4.33	72.30								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	4.07	68.03								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.90	Raw Statistics	12.50	90.00								Feeder Job Computations
		Weighted Factor	0.74	5.31								
Availability			4.81	73.34								

Availability Factor Computation Form

4G1 - Business Clerical/Secretarial-Executive Aides

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	3.85	95.72								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	3.85	95.72								
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			3.85	95.72								

Availability Factor Computation Form

4H - IT Clerical/Secretarial

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	9.64	78.31								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	9.64	78.31								
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			9.64	78.31								

Availability Factor Computation Form

4H1 - Research Technicians

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	13.49	79.37								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	13.49	79.37								
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			13.49	79.37								

Availability Factor Computation Form

4I - Clinical Clerical/Secretarial

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	9.29	78.39								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	9.29	78.39								
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			9.29	78.39								

Availability Factor Computation Form

4J - Research Clerical/Secretarial

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	3.21	66.10								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	3.21	66.10								
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			3.21	66.10								

Availability Factor Computation Form

5A - Laboratory/Medical Paraprofessionals

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	8.60	21.35								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	8.60	21.35								
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			8.60	21.35								

Availability Factor Computation Form

5B - Paraprofessionals

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	4.55	48.87								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	4.55	48.87								
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			4.55	48.87								

Availability Factor Computation Form

6A - Skilled Craft Workers Supervisors

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	3.37	3.20								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	3.37	3.20								
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			3.37	3.20								

Availability Factor Computation Form

6B - Skilled Craft Workers

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	4.20	3.80								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	4.20	3.80								
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			4.20	3.80								

Availability Factor Computation Form

7A - Groundskeeping Supervisors

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	0.00	0.00								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	12.50	0.00								Feeder Job Computations
		Weighted Factor	0.62	0.00								
Availability			0.63	0.00								

Availability Factor Computation Form

7B - Groundskeepers

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	8.32	9.65								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	8.32	9.65								
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			8.32	9.65								

Availability Factor Computation Form

7C - Protective Services Supervisors

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	0.00	0.00								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	0.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	3.85	34.62								Feeder Job Computations
		Weighted Factor	0.38	3.46								
Availability			0.39	3.46								

Availability Factor Computation Form

7D - Protective Services

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	0.24	15.63								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.24	15.63								
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			0.24	15.63								

Availability Factor Computation Form

7E - Transportation Services

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								Johnson City, TN Metropolitan Statistical Area
		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

7F - Parking Services

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								Johnson City, TN Metropolitan Statistical Area
		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

7G - Maintenance Services

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	6.25	28.39								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	6.25	28.39								
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			6.25	28.39								

Availability Factor Computation Form

7HA - Service Workers-Managers/Supervisors

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	41.67									Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	41.67									
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	0.00	41.67									

Availability Factor Computation Form

7H - Service Workers

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	8.38	74.78								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	7.96	71.04								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			7.96	71.04								

Availability Factor Computation Form

7I - Facilities Supervisor

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	0.00	14.89									Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	0.00	14.15									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	17.83	44.59									Feeder Job Computations
		Weighted Factor	0.89	2.23									
		Availability	0.89	16.38									

Availability Factor Computation Form

7J - Facilities Workers

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	7.14	32.44								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	7.14	32.44								
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			7.14	32.44								

Availability Factor Computation Form

7J1 - Facilities Workers-Custodians

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	7.20	33.02								Johnson City, TN Metropolitan Statistical Area
		Weighted Factor	7.20	33.02								
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			7.20	33.02								

Appendix D

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Veterans Data Collection Analysis

For Period: 11/1/2018 to 10/31/2019

	Total
Number of Job Openings	1471
Number of Jobs Filled	1471
Number of Protected Veteran Applicants	18
Number of Applicants	5600
Number of Protected Veteran Hires	18
Number of Hired Applicants	1467

Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-300.41.

Veterans Benchmarks for Hiring Analysis

For Period: 11/1/2018 to 10/31/2019

Hiring %	1.23
Benchmark %	6.40
Benchmark met?	No

Confidential - Not subject to Inspection by employees or applicants under 41 CFR Section 60-300.41.

Appendix E

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Individuals with Disabilities Data Collection Analysis

For Period: 11/1/2018 to 10/31/2019

	Total
Number of Job Openings	1471
Number of Jobs Filled	1471
Number of IWD Applicants	8
Number of Applicants	5600
Number of IWD Hires	8
Number of Hired Applicants	1467

Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-741.41.

Individuals with Disabilities Utilization Goals

1A		President
Total Emp 1	Employment %	IWDs 0.00
	Utilization Goal %	7.00

1B		Vice President
Total Emp 4	Employment %	IWDs 0.00
	Utilization Goal %	7.00

1C		Assoc./Asst. Vice President
Total Emp 15	Employment %	IWDs 0.00
	Utilization Goal %	7.00

1E		Provost/Vice Provost
Total Emp 2	Employment %	IWDs 0.00
	Utilization Goal %	7.00

1G		Assistant Vice Provost
Total Emp 3	Employment %	IWDs 0.00
	Utilization Goal %	7.00

1H		Dean
Total Emp 11	Employment %	IWDs 0.00
	Utilization Goal %	7.00

1I		Associate Dean
Total Emp 4	Employment %	IWDs 0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

1K		Chief
Total Emp 8		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

1N		Director
Total Emp 11		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2A		Dean-Faculty
Total Emp 2		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2B		Assoc./Asst. Dean-Faculty
Total Emp 21		IWDs
	Employment %	4.76
	Utilization Goal %	7.00

2D		Chair
Total Emp 52		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2GA		Professor-CT
Total Emp 22		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2GB		Professors-F9
Total Emp 105		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

2GC		Professors-FA
Total Emp 79		IWDs
	Employment %	1.27
	Utilization Goal %	7.00

2GD		Professors-RT/TS
Total Emp 3		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2IA		Associate Professor-CT
Total Emp 44		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2IB		Associate Professor-F9
Total Emp 123		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2IC		Associate Professor-FA
Total Emp 46		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2ID		Associate Professor-RT
Total Emp 5		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2J		Clinical Associate Professor
Total Emp 4		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

2KA		Assistant Professors-C9
Total Emp 16		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2KB		Assistant Professor-CT
Total Emp 74		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2KC		Assistant Professor-F9
Total Emp 127		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2KD		Assistant Professor-FA
Total Emp 42		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2KE		Assistant Professor-RT
Total Emp 12		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2L		Clinical Assistant Professor
Total Emp 3		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2M		Instructor
Total Emp 68		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

2N		Clinical Instructor
Total Emp 8		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2O		Sr. Lecturer
Total Emp 29		IWDs
	Employment %	3.45
	Utilization Goal %	7.00

2P		Lecturer
Total Emp 37		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2Q		Post-Retirees
Total Emp 19		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2R		Adjuncts
Total Emp 6		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RA		Adjunct Faculty-Dual Service
Total Emp 11		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RB1		Adjunct Faculty-4 Mo-Col of Business & Tech
Total Emp 30		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

2RB2		Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc
Total Emp 48		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RB3		Adjunct Faculty-4 Mo-Col of Arts & Sci
Total Emp 141		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RB4		Adjunct Faculty-4 Mo-Col of Pub Health
Total Emp 6		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RB5		Adjunct Faculty-4 Mo-Clemmer Col of Educ
Total Emp 84		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RB6		Adjunct Faculty-4 Mo-College of Nursing
Total Emp 81		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RC		Adjunct Faculty-No Pay
Total Emp 13		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2RD		Adjunct Faculty-Academic Faculty
Total Emp 29		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

2S		Librarians-Faculty
Total Emp 1		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

2U		Research Associates
Total Emp 6		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3A		Professional Deans
Total Emp 22		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3B		Professional Directors
Total Emp 55		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3B1		Professional Directors-Business Operations
Total Emp 25		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3B2		Professional Directors-Academic Services
Total Emp 24		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3B3		Professional Directors-Student Services
Total Emp 10		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

3B4		Professional Services-Finance
Total Emp 6		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3B5		Professional Directors-Medical/Health
Total Emp 3		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3B6		Professional Directors-Facilities
Total Emp 7		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3C		Professional Assoc Directors
Total Emp 15		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3D		Professional Asst Directors
Total Emp 48		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3E		Professional Managers
Total Emp 63		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3F		Student Support Professionals
Total Emp 83		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

3F1		Student Support Professionals-Advisors
Total Emp 43		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3G		Academic Affairs Professionals
Total Emp 45		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3H		Head Coaches
Total Emp 13		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3I		Assistant Coaches
Total Emp 22		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3J		Athletics/Recreational Professionals
Total Emp 15		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3K		Business Professionals
Total Emp 85		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3L		Financial Professionals
Total Emp 29		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

3M		Information Technology Professionals
Total Emp 39		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3N		Librarian Professionals
Total Emp 9		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3O		Medical Professionals
Total Emp 295		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3OA		Medical Admin Professionals
Total Emp 12		IWDs
	Employment %	16.67
	Utilization Goal %	7.00

3P		Research Professionals
Total Emp 48		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T1		Hourly Temporary Professionals-Business Operations
Total Emp 115		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T2		Hourly Temporary Professionals-Academic Services
Total Emp 187		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

3T3		Hourly Temporary Professionals-Student Services
Total Emp 143		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T4		Hourly Temporary Professionals-Finance
Total Emp 6		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T5		Hourly Temporary Professionals-Medical/Health
Total Emp 70		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T6		Hourly Temporary Professionals-Facilities
Total Emp 33		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T7		Hourly Temporary Professionals-Sports/Recreation
Total Emp 82		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T8		Hourly Temporary Professionals-Arts
Total Emp 22		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3T9		Hourly Temporary Professionals-Media & Commun.
Total Emp 11		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

3T10		Hourly Temporary Professionals-Research & Science
Total Emp 37		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

3U		Monthly Tempoyary Professionals
Total Emp 64		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

4A		Clerical/Secretarial Managers
Total Emp 13		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

4B		Student Supp./Academic Affair Clerical/Secretarial
Total Emp 41		IWDs
	Employment %	2.44
	Utilization Goal %	7.00

4G		Business Clerical/Secretarial
Total Emp 93		IWDs
	Employment %	1.08
	Utilization Goal %	7.00

4G1		Business Clerical/Secretarial-Executive Aides
Total Emp 96		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

4H		IT Clerical/Secretarial
Total Emp 22		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

4H1		Research Technicians
Total Emp 67		IWDs
	Employment %	1.49
	Utilization Goal %	7.00

4I		Clinical Clerical/Secretarial
Total Emp 51		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

4J		Research Clerical/Secretarial
Total Emp 3		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

5A		Laboratory/Medical Paraprofessionals
Total Emp 44		IWDs
	Employment %	2.27
	Utilization Goal %	7.00

5B		Paraprofessionals
Total Emp 42		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

6A		Skilled Craft Workers Supervisors
Total Emp 14		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

6B		Skilled Craft Workers
Total Emp 39		IWDs
	Employment %	2.56
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

7A		Groundskeeping Supervisors
Total Emp 6		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7B		Groundskeepers
Total Emp 8		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7C		Protective Services Supervisors
Total Emp 3		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7D		Protective Services
Total Emp 26		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7E		Transportation Services
Total Emp 11		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7F		Parking Services
Total Emp 4		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7G		Maintenance Services
Total Emp 16		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Individuals with Disabilities Utilization Goals

7HA		Service Workers-Managers/Supervisors
Total Emp 17		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7H		Service Workers
Total Emp 99		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7I		Facilities Supervisor
Total Emp 20		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7J		Facilities Workers
Total Emp 57		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

7J1		Facilities Workers-Custodians
Total Emp 99		IWDs
	Employment %	0.00
	Utilization Goal %	7.00

Confidential - Not subject to Inspection by employees or applicants under 41 CFR Section 60-741.41.

Appendix F

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Placement Goals

Job Group & Name	Min	Fem								
2B - Assoc./Asst. Dean-Faculty	22.87									
2D - Chair	21.84	55.55								
2GB - Professors-F9	23.40	47.95								
2GC - Professors-FA	25.27	44.29								
2IB - Associate Professor-F9	25.84									
2IC - Associate Professor-FA		54.26								
2KB - Assistant Professor-CT	29.09									
2KC - Assistant Professor-F9	25.08									
2M - Instructor	24.82									
2RA - Adjunct Faculty-Dual Service	28.77									
2RB1 - Adjunct Faculty-4 Mo-Col of Business & Tech	30.19									
2RB2 - Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc	25.63									
2RB3 - Adjunct Faculty-4 Mo-Col of Arts & Sci	22.12									
2RB5 - Adjunct Faculty-4 Mo-Clemmer Col of Educ	21.83									
2RB6 - Adjunct Faculty-4 Mo-College of Nursing	25.66									
2RC - Adjunct Faculty-No Pay	26.22									
3P - Research Professionals	38.89									
3T2 - Hourly Temporary Professionals-Academic Services		94.38								
3T3 - Hourly Temporary Professionals-Student Services		97.90								
3T4 - Hourly Temporary Professionals-Finance		100.00								
3T6 - Hourly Temporary Professionals-Facilities		76.83								
3T7 - Hourly Temporary Professionals-Sports/Recreation		69.68								
3U - Monthly Tempoary Professionals		76.60								
4B - Student Supp./Academic Affair Clerical/Secretarial		88.49								
4G1 - Business Clerical/Secretarial-Executive Aides		95.72								
5B - Paraprofessionals		48.87								
7H - Service Workers		71.04								

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 1

Executive & Administrative

		Total	Unk Race	Unk Gend	Min	Fem								
1B	S	1	0	0	0	0								
Vice President	P	1	0	0	0	0								
1C	S	1	0	0	0	0								
Assoc./Asst. Vice President	P	45	2	2	10	4								
1H	S	3	0	0	0	0								
Dean	P	62	4	5	10	16								
1I	S	1	0	0	0	1								
Associate Dean	P	1	0	0	0	1								
1K	S	1	0	0	0	0								
Chief	P	20	1	2	2	11								
1N	S	2	0	0	0	0								
Director	P	12	1	1	2	4								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 2

Faculty

		Total	Unk Race	Unk Gend	Min	Fem								
2D Chair	S	2	0	0	0	0								
	P	8	0	0	0	0								
2G Professor	S	1	0	0	0	1								
	P	5	0	0	0	4								
2GB Professors-F9	S	4	0	0	0	1								
	P	19	0	0	4	1								
2GC Professors-FA	S	1	0	0	0	0								
	P	1	0	0	0	0								
2I Associate Professor	S	0	0	0	0	0								
	P	38	4	3	6	30								
2IA Associate Professor-CT	S	5	0	0	1	4								
	P	13	0	0	5	7								
2IB Associate Professor-F9	S	3	0	0	0	1								
	P	54	2	2	23	35								
2IC Associate Professor-FA	S	4	0	0	1	3								
	P	4	0	0	1	3								
2ID Associate Professor-RT	S	2	0	0	1	2								
	P	2	0	0	1	2								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 2

Faculty

		Total	Unk Race	Unk Gend	Min	Fem							
2K Assistant Professor	S	6	0	0	4	2							
	P	274	23	22	106	120							
2KA Assistant Professors-C9	S	2	0	0	0	0							
	P	2	0	0	0	0							
2KB Assistant Professor-CT	S	24	0	0	3	18							
	P	30	0	0	3	23							
2KC Assistant Professor-F9	S	25	0	0	5	10							
	P	332	37	22	104	125							
2KD Assistant Professor-FA	S	7	0	0	2	4							
	P	46	2	2	30	11							
2KE Assistant Professor-RT	S	4	0	0	1	2							
	P	5	0	0	2	2							
2M Instructor	S	19	0	0	1	18							
	P	117	1	1	5	106							
2N Clinical Instructor	S	4	0	0	0	3							
	P	75	5	4	28	47							
2P Lecturer	S	10	0	0	3	7							
	P	140	5	6	27	64							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 2

Faculty

		Total	Unk Race	Unk Gend	Min	Fem							
2R	S	2	0	0	0	1							
Adjuncts	P	2	0	0	0	1							
2RA	S	3	0	0	0	2							
Adjunct Faculty-Dual Service	P	3	0	0	0	2							
2RB1	S	18	0	0	0	5							
Adjunct Faculty-4 Mo-Col of Business & Tech	P	18	0	0	0	5							
2RB2	S	27	0	0	2	22							
Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc	P	27	0	0	2	22							
2RB3	S	58	0	0	5	31							
Adjunct Faculty-4 Mo-Col of Arts & Sci	P	58	0	0	5	31							
2RB4	S	5	0	0	1	4							
Adjunct Faculty-4 Mo-Col of Pub Health	P	5	0	0	1	4							
2RB5	S	40	0	0	2	27							
Adjunct Faculty-4 Mo-Clemmer Col of Educ	P	40	0	0	2	27							
2RB6	S	52	0	0	4	50							
Adjunct Faculty-4 Mo-College of Nursing	P	52	0	0	4	50							
2RC	S	7	0	0	1	6							
Adjunct Faculty-No Pay	P	7	0	0	1	6							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 2

Faculty

		Total	Unk Race	Unk Gen	Min	Fem							
2RD	S	7	0	0	2	3							
Adjunct Faculty-Academic Faculty	P	7	0	0	2	3							
2U	S	4	0	0	3	1							
Research Associates	P	35	0	2	27	17							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 3

Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem								
3A Professional Deans	S	5	0	0	1	3								
	P	63	2	4	12	42								
3B Professional Directors	S	15	0	0	1	10								
	P	155	7	5	12	90								
3B1 Professional Directors-Business Operations	S	3	0	0	1	2								
	P	52	2	2	2	31								
3B2 Professional Directors-Academic Services	S	1	0	0	0	1								
	P	1	0	0	0	1								
3B4 Professional Services-Finance	S	1	0	0	0	1								
	P	1	0	0	0	1								
3B5 Professional Directors-Medical/Health	S	1	0	0	0	1								
	P	15	0	0	1	8								
3C Professional Assoc Directors	S	1	0	0	0	0								
	P	1	0	0	0	0								
3D Professional Asst Directors	S	14	0	0	3	6								
	P	416	21	24	79	129								
3E Professional Managers	S	13	0	0	3	8								
	P	80	3	0	8	58								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 3

Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem								
3F Student Support Professionals	S	37	0	0	6	27								
	P	318	13	7	40	220								
3F1 Student Support Professionals-Advisors	S	2	0	0	0	2								
	P	151	9	4	21	97								
3G Academic Affairs Professionals	S	16	0	0	0	14								
	P	83	3	1	6	61								
3H Head Coaches	S	1	0	0	1	1								
	P	11	0	0	3	10								
3I Assistant Coaches	S	6	0	0	1	2								
	P	19	13	13	1	2								
3J Athletics/Recreational Professionals	S	3	0	0	0	1								
	P	65	1	2	18	22								
3K Business Professionals	S	30	0	0	2	17								
	P	312	18	13	32	177								
3L Financial Professionals	S	4	0	0	0	3								
	P	32	2	1	3	20								
3M Information Technology Professionals	S	4	0	0	0	1								
	P	13	0	0	1	3								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 3

Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem							
3N Librarian Professionals	S	3	1	1	0	1							
	P	97	3	3	5	65							
3O Medical Professionals	S	90	0	0	28	40							
	P	224	2	5	49	154							
3OA Medical Admin Professionals	S	4	0	0	0	3							
	P	15	0	0	4	14							
3P Research Professionals	S	10	0	0	4	7							
	P	45	1	1	17	26							
3T1 Hourly Temporary Professionals-Business Operations	S	105	0	0	14	51							
	P	105	0	0	14	51							
3T2 Hourly Temporary Professionals-Academic Services	S	130	0	0	28	82							
	P	130	0	0	28	82							
3T3 Hourly Temporary Professionals-Student Services	S	97	0	0	13	63							
	P	97	0	0	13	63							
3T4 Hourly Temporary Professionals-Finance	S	7	0	0	0	4							
	P	7	0	0	0	4							
3T5 Hourly Temporary Professionals-Medical/Health	S	63	0	0	9	41							
	P	63	0	0	9	41							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 3

Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem							
3T6 Hourly Temporary Professionals-Facilities	S	36	0	0	6	21							
	P	41	0	0	6	22							
3T7 Hourly Temporary Professionals-Sports/Recreation	S	65	0	0	5	26							
	P	67	0	0	6	27							
3T8 Hourly Temporary Professionals-Arts	S	20	0	0	3	7							
	P	20	0	0	3	7							
3T9 Hourly Temporary Professionals-Media & Commun.	S	9	0	0	1	6							
	P	9	0	0	1	6							
3T10 Hourly Temporary Professionals-Research & Science	S	40	0	0	12	22							
	P	40	0	0	12	22							
3U Monthly Tempoyary Professionals	S	38	0	0	5	16							
	P	38	0	0	5	16							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 4

Clerical

		Total	Unk Race	Unk Gend	Min	Fem							
4A Clerical/Secretarial Managers	S	1	0	0	0	0							
	P	1	0	0	0	0							
4B Student Supp./Academic Affair Clerical/Secretarial	S	8	0	0	0	7							
	P	91	0	1	10	67							
4G Business Clerical/Secretarial	S	18	0	0	1	16							
	P	126	3	4	10	106							
4G1 Business Clerical/Secretarial-Executive Aides	S	25	0	0	1	21							
	P	270	6	6	36	215							
4H IT Clerical/Secretarial	S	3	0	0	1	2							
	P	34	0	0	9	24							
4H1 Research Technicians	S	16	0	0	2	14							
	P	116	1	1	14	94							
4I Clinical Clerical/Secretarial	S	13	0	0	2	13							
	P	112	1	1	15	96							
4K Tempoary Clerical/Secretarial	S	2	0	0	0	1							
	P	2	0	0	0	1							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 5

Technical and Paraprofessionals

		Total	Unk Race	Unk Gend	Min	Fem							
5A	S	14	0	0	0	7							
Laboratory/Medical Paraprofessionals	P	65	0	0	7	43							
5B	S	7	0	0	0	2							
Paraprofessionals	P	88	5	5	7	16							

EEO Code 6

Skilled Crafts

		Total	Unk Race	Unk Gend	Min	Fem							
6A	S	2	0	0	0	0							
Skilled Craft Workers Supervisors	P	2	0	0	0	0							
6B	S	2	0	0	0	0							
Skilled Craft Workers	P	13	0	1	1	0							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 7

Service

		Total	Unk Race	Unk Gend	Min	Fem								
7A	S	3	0	0	0	0								
Groundskeeping Supervisors	P	5	0	0	0	0								
7B	S	3	0	0	0	0								
Groundskeepers	P	8	0	0	2	0								
7D	S	13	0	0	1	3								
Protective Services	P	70	0	3	9	25								
7E	S	9	0	0	0	0								
Transportation Services	P	26	0	0	4	0								
7F	S	1	0	0	1	1								
Parking Services	P	16	0	0	4	8								
7G	S	1	0	0	0	0								
Maintenance Services	P	3	0	0	1	0								
7HA	S	2	0	0	1	1								
Service Workers-Managers/Supervisors	P	21	0	0	5	10								
7H	S	59	0	0	8	27								
Service Workers	P	59	0	0	8	27								
7I	S	2	0	0	0	2								
Facilities Supervisor	P	2	0	0	0	2								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2018 to 10/31/2019

EEO Code 7

Service

		Total	Unk Race	Unk Gend	Min	Fem							
7J	S	46	0	0	8	18							
Facilities Workers	P	46	0	0	8	18							
7J1	S	31	0	0	4	17							
Facilities Workers-Custodians	P	78	1	4	12	42							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	1,510	1	1	219	871							
	%		0.07	0.07	14.50	57.68							
	P	5,600	204	185	986	3,150							
	%		3.64	3.30	17.61	56.25							

S - Selected, P - Pool

Appendix G

Plan Summary

Minorities And Women

Employment Data as of 10/31/2019

	Total Employees	Min	Fem
#	4,133	535	2,363
%		12.94	57.17

Incumbency vs. Estimated Availability

2B		Assoc./Asst. Dean-Faculty	
Total Emp 21		Min	Fem
	Employment %	0.00	47.62
	Availability %	22.87	59.40
	Statistical Value	0.007E	0.276E
2D		Chair	
Total Emp 52		Min	Fem
	Employment %	9.62	34.62
	Availability %	21.84	55.55
	Statistical Value	2.134	3.038
2GB		Professors-F9	
Total Emp 105		Min	Fem
	Employment %	13.33	27.62
	Availability %	23.40	47.95
	Statistical Value	2.436	4.170

2GC		Professors-FA	
Total Emp 79	Employment %	Min	Fem
	Availability %	15.19	20.25
	Statistical Value	25.27	44.29
		2.062	4.301
2IB		Associate Professor-F9	
Total Emp 123	Employment %	Min	Fem
	Availability %	13.82	44.72
	Statistical Value	25.84	49.75
		3.045	1.117
2IC		Associate Professor-FA	
Total Emp 46	Employment %	Min	Fem
	Availability %	19.57	36.96
	Statistical Value	23.39	54.26
		0.613	2.356
2KB		Assistant Professor-CT	
Total Emp 74	Employment %	Min	Fem
	Availability %	13.51	62.16
	Statistical Value	29.09	42.24
		2.950	
2KC		Assistant Professor-F9	
Total Emp 127	Employment %	Min	Fem
	Availability %	15.75	55.12
	Statistical Value	25.08	54.62
		2.426	
2M		Instructor	
Total Emp 68	Employment %	Min	Fem
	Availability %	7.35	82.35
	Statistical Value	24.82	63.05
		3.334	

2RA		Adjunct Faculty-Dual Service	
Total Emp 11		Min	Fem
	Employment %	0.00	63.64
	Availability %	28.77	64.50
	Statistical Value	0.041E	1.000E
2RB1		Adjunct Faculty-4 Mo-Col of Business & Tech	
Total Emp 30		Min	Fem
	Employment %	3.33	33.33
	Availability %	30.19	41.49
	Statistical Value	3.204	0.907
2RB2		Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc	
Total Emp 48		Min	Fem
	Employment %	8.33	77.08
	Availability %	25.63	73.16
	Statistical Value	2.745	
2RB3		Adjunct Faculty-4 Mo-Col of Arts & Sci	
Total Emp 141		Min	Fem
	Employment %	9.22	47.52
	Availability %	22.12	49.23
	Statistical Value	3.691	0.407
2RB5		Adjunct Faculty-4 Mo-Clemmer Col of Educ	
Total Emp 84		Min	Fem
	Employment %	4.76	73.81
	Availability %	21.83	57.37
	Statistical Value	3.787	
2RB6		Adjunct Faculty-4 Mo-College of Nursing	
Total Emp 81		Min	Fem
	Employment %	9.88	90.12
	Availability %	25.66	89.52
	Statistical Value	3.252	

2RC		Adjunct Faculty-No Pay	
Total Emp 13		Min	Fem
	Employment %	0.00	100.00
	Availability %	26.22	84.60
	Statistical Value	0.027E	
3P		Research Professionals	
Total Emp 48		Min	Fem
	Employment %	20.83	70.83
	Availability %	38.89	67.55
	Statistical Value	2.566	
3T2		Hourly Temporary Professionals-Academic Services	
Total Emp 187		Min	Fem
	Employment %	9.63	68.45
	Availability %	1.31	94.38
	Statistical Value		15.397
3T3		Hourly Temporary Professionals-Student Services	
Total Emp 143		Min	Fem
	Employment %	14.69	62.94
	Availability %	0.34	97.90
	Statistical Value		29.159
3T4		Hourly Temporary Professionals-Finance	
Total Emp 6		Min	Fem
	Employment %	0.00	66.67
	Availability %	0.00	100.00
	Statistical Value		0.000E
3T6		Hourly Temporary Professionals-Facilities	
Total Emp 33		Min	Fem
	Employment %	18.18	45.45
	Availability %	0.00	76.83
	Statistical Value		4.272

3T7		Hourly Temporary Professionals-Sports/Recreation	
Total Emp 82		Min	Fem
	Employment %	6.10	32.93
	Availability %	9.49	69.68
	Statistical Value	1.048	7.241
3U		Monthly Tempoary Professionals	
Total Emp 64		Min	Fem
	Employment %	7.81	43.75
	Availability %	5.82	76.60
	Statistical Value		6.207
4B		Student Supp./Academic Affair Clerical/Secretarial	
Total Emp 41		Min	Fem
	Employment %	4.88	73.17
	Availability %	7.20	88.49
	Statistical Value	0.575	3.074
4G1		Business Clerical/Secretarial-Executive Aides	
Total Emp 96		Min	Fem
	Employment %	9.38	89.58
	Availability %	3.85	95.72
	Statistical Value		2.971
5B		Paraprofessionals	
Total Emp 42		Min	Fem
	Employment %	2.38	23.81
	Availability %	4.55	48.87
	Statistical Value	0.675	3.249
7H		Service Workers	
Total Emp 99		Min	Fem
	Employment %	13.13	61.62
	Availability %	7.96	71.04
	Statistical Value		2.067

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.

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

Personnel Activity Data for: 11/1/2018 - 10/31/2019

		Total	Min	Fem	Unk Race	Unk Gend
Applicant Pool	#	5,600	986	3,150	204	185
	%		17.61	56.25	3.64	3.30
Applicant Selected	#	1,510	219	871	1	1
	%		14.50	57.68	0.07	0.07

		Total	Min	Fem
New Hire	#	1,449	206	835
	%		14.22	57.63
Promotion	#	22	4	14
	%		18.18	63.64
Termination	#	976	163	569
	%		16.70	58.30
Involuntary Termination	#	149	17	89
	%		11.41	59.73

Adverse Impact

2D		Chair					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.00	3.030	0	YES	Min
Promotion	Wht	YES	0.00	6.782	0	YES	Blk

2KD		Assistant Professor-FA					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Asi	YES	0.21	2.284	2	YES	Wht
Applicant	Mal	YES	0.25	2.142	2	YES	Fem
Applicant	Min	YES	0.19	2.454	2	YES	Wht

20		Sr. Lecturer					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Min	YES	0.00	2.034	0	YES	Wht

2RB6		Adjunct Faculty-4 Mo-College of Nursing					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Fem	YES	0.00	2.413	2	YES	Mal

3B1		Professional Directors-Business Operations					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.08	2.674	0	YES	Min

3G		Academic Affairs Professionals					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.00	2.479	0	YES	Min
Promotion	Wht	YES	0.00	3.038	0	YES	Blk

3O		Medical Professionals					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Blk	YES	0.13	5.504	4	YES	Asi
Applicant	Fem	YES	0.34	7.001	23	YES	Mal
Applicant	His	YES	0.20	0.000F	1	YES	Asi
Applicant	Ind	YES	0.50	0.017F	0	YES	Asi
Applicant	Two	YES	0.00	0.003F	0	YES	Asi
Applicant	Wht	YES	0.36	5.833	8	YES	Asi
Applicant	Wht	YES	0.63	2.681	8	YES	Min
Involuntary Termination	Fem	YES	0.00	2.533	3	YES	Mal

3T1		Hourly Temporary Professionals-Business Operations					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Mal	YES	0.34	8.820	13	YES	Fem

3T2		Hourly Temporary Professionals-Academic Services					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Blk	YES	0.32	8.371	12	YES	Wht
Termination	His	YES	0.29	4.059	2	YES	Wht
Termination	Min	YES	0.37	8.429	15	YES	Wht

3T5		Hourly Temporary Professionals-Medical/Health					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Mal	YES	0.79	2.210	2	YES	Fem
Termination	Wht	YES	0.00	2.475	0	YES	His

3T7		Hourly Temporary Professionals-Sports/Recreation					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Asi	YES	0.51	3.839	0	YES	Wht
Termination	Fem	YES	0.61	3.272	5	YES	Mal

3U		Monthly Tempoary Professionals					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Min	YES	0.40	2.043	1	YES	Wht

4G		Business Clerical/Secretarial					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Mal	YES	0.18	2.450	2	YES	Fem
Involuntary Termination	Mal	YES	0.00	2.367	0	YES	Fem

5A		Laboratory/Medical Paraprofessionals					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Fem	YES	0.00	1.995	0	YES	Mal
Promotion	Wht	YES	0.00	2.825	0	YES	Min
Promotion	Wht	YES	0.00	4.471	0	YES	Blk
Involuntary Termination	Mal	YES	0.32	2.001	2	YES	Fem

6B		Skilled Craft Workers					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Blk	YES	0.11	2.305	0	YES	Wht

7H		Service Workers					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Mal	YES	0.51	3.548	7	YES	Fem

Infin - indicates that the denominator was zero
 "--" indicates that the result could not be calculated

Goal Attainment

2B		Assoc./Asst. Dean-Faculty					
	Total	Min	Fem				
Prior Year Goal		22.41					
New Hire	0	0	N/A				
Promotion	0	0	N/A				
Total Opps	0	0	N/A				
Achieved? *		NO OPPS					

2D		Chair			
	Total	Min	Fem		
Prior Year Goal		21.88	55.55		
New Hire	2	0	0.00	0	0.00
Promotion	0	0	N/A	0	N/A
Total Opps	2	0	0.00	0	0.00
Achieved? *		LIMITED	NO		

2GB		Professors-F9			
	Total	Min	Fem		
Prior Year Goal		23.13	48.59		
New Hire	4	0	0.00	1	25.00
Promotion	0	0	N/A	0	N/A
Total Opps	4	0	0.00	1	25.00
Achieved? *		LIMITED	YES		

2GC		Professors-FA												
	Total	Min	Fem											
Prior Year Goal			43.82											
New Hire	1		0	0.00										
Promotion	0		0	N/A										
Total Opps	1		0	0.00										
Achieved? *			LIMITED											

2IB		Associate Professor-F9												
	Total	Min	Fem											
Prior Year Goal		25.88												
New Hire	3	0	0.00											
Promotion	0	0	N/A											
Total Opps	3	0	0.00											
Achieved? *		LIMITED												

2IC		Associate Professor-FA												
	Total	Min	Fem											
Prior Year Goal			53.68											
New Hire	4		3	75.00										
Promotion	0		0	N/A										
Total Opps	4		3	75.00										
Achieved? *			YES											

2KB		Assistant Professor-CT												
	Total	Min	Fem											
Prior Year Goal		28.67												
New Hire	24	3	12.50											
Promotion	0	0	N/A											
Total Opps	24	3	12.50											
Achieved? *		NO												

2M		Instructor												
	Total	Min	Fem											
Prior Year Goal		24.66												
New Hire	14	1	7.14											
Promotion	0	0	N/A											
Total Opps	14	1	7.14											
Achieved? *		NO												

2RA		Adjunct Faculty-Dual Service												
	Total	Min	Fem											
Prior Year Goal		26.98												
New Hire	3	0	0.00											
Promotion	0	0	N/A											
Total Opps	3	0	0.00											
Achieved? *		LIMITED												

2RB1		Adjunct Faculty-4 Mo-Col of Business & Tech												
	Total	Min	Fem											
Prior Year Goal		30.25												
New Hire	18	0	0.00											
Promotion	0	0	N/A											
Total Opps	18	0	0.00											
Achieved? *		NO												

2RB2		Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc												
	Total	Min	Fem											
Prior Year Goal		26.65												
New Hire	27	2	7.41											
Promotion	0	0	N/A											
Total Opps	27	2	7.41											
Achieved? *		NO												

2RB3		Adjunct Faculty-4 Mo-Col of Arts & Sci											
	Total	Min	Fem										
Prior Year Goal		21.80											
New Hire	58	5	8.62										
Promotion	0	0	N/A										
Total Opps	58	5	8.62										
Achieved? *		NO											

2RB5		Adjunct Faculty-4 Mo-Clemmer Col of Educ											
	Total	Min	Fem										
Prior Year Goal		22.34											
New Hire	40	2	5.00										
Promotion	0	0	N/A										
Total Opps	40	2	5.00										
Achieved? *		NO											

2RB6		Adjunct Faculty-4 Mo-College of Nursing											
	Total	Min	Fem										
Prior Year Goal		25.66											
New Hire	52	4	7.69										
Promotion	0	0	N/A										
Total Opps	52	4	7.69										
Achieved? *		NO											

3P		Research Professionals											
	Total	Min	Fem										
Prior Year Goal		35.89											
New Hire	10	4	40.00										
Promotion	0	0	N/A										
Total Opps	10	4	40.00										
Achieved? *		YES											

3T2		Hourly Temporary Professionals-Academic Services												
	Total	Min	Fem											
Prior Year Goal			94.42											
New Hire	130		82	63.08										
Promotion	0		0	N/A										
Total Opps	130		82	63.08										
Achieved? *			NO											

3T3		Hourly Temporary Professionals-Student Services												
	Total	Min	Fem											
Prior Year Goal			97.49											
New Hire	97		63	64.95										
Promotion	0		0	N/A										
Total Opps	97		63	64.95										
Achieved? *			NO											

3T4		Hourly Temporary Professionals-Finance												
	Total	Min	Fem											
Prior Year Goal			100.00											
New Hire	7		4	57.14										
Promotion	0		0	N/A										
Total Opps	7		4	57.14										
Achieved? *			NO											

3T6		Hourly Temporary Professionals-Facilities												
	Total	Min	Fem											
Prior Year Goal			69.73											
New Hire	36		21	58.33										
Promotion	0		0	N/A										
Total Opps	36		21	58.33										
Achieved? *			NO											

3T7		Hourly Temporary Professionals-Sports/Recreation											
	Total	Min	Fem										
Prior Year Goal			70.34										
New Hire	65		26	40.00									
Promotion	0		0	N/A									
Total Opps	65		26	40.00									
Achieved? *			NO										

3U		Monthly Tempoary Professionals											
	Total	Min	Fem										
Prior Year Goal			78.23										
New Hire	38		16	42.11									
Promotion	0		0	N/A									
Total Opps	38		16	42.11									
Achieved? *			NO										

4B		Student Supp./Academic Affair Clerical/Secretarial											
	Total	Min	Fem										
Prior Year Goal			90.25										
New Hire	7		7	100.00									
Promotion	2		2	100.00									
Total Opps	9		9	100.00									
Achieved? *			YES										

5B		Paraprofessionals											
	Total	Min	Fem										
Prior Year Goal			50.00										
New Hire	7		2	28.57									
Promotion	0		0	N/A									
Total Opps	7		2	28.57									
Achieved? *			NO										

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.

Individuals with Disabilities (IWD)

Individuals with Disabilities Utilization Goals Employment Data as of 10/31/2019

The following job groups fall below the established benchmark:

1A - President, 1B - Vice President, 1C - Assoc./Asst. Vice President, 1E - Provost/Vice Provost, 1G - Assistant Vice Provost, 1H - Dean, 1I - Associate Dean, 1K - Chief, 1N - Director, 2A - Dean-Faculty, 2B - Assoc./Asst. Dean-Faculty, 2D - Chair, 2GA - Professor-CT, 2GB - Professors-F9, 2GC - Professors-FA, 2GD - Professors-RT/TS, 2IA - Associate Professor-CT, 2IB - Associate Professor-F9, 2IC - Associate Professor-FA, 2ID - Associate Professor-RT, 2J - Clinical Associate Professor, 2KA - Assistant Professors-C9, 2KB - Assistant Professor-CT, 2KC - Assistant Professor-F9, 2KD - Assistant Professor-FA, 2KE - Assistant Professor-RT, 2L - Clinical Assistant Professor, 2M - Instructor, 2N - Clinical Instructor, 2O - Sr. Lecturer, 2P - Lecturer, 2Q - Post-Retirees, 2R - Adjuncts, 2RA - Adjunct Faculty-Dual Service, 2RB1 - Adjunct Faculty-4 Mo-Col of Business & Tech, 2RB2 - Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Svc, 2RB3 - Adjunct Faculty-4 Mo-Col of Arts & Sci, 2RB4 - Adjunct Faculty-4 Mo-Col of Pub Health, 2RB5 - Adjunct Faculty-4 Mo-Clemmer Col of Educ, 2RB6 - Adjunct Faculty-4 Mo-College of Nursing, 2RC - Adjunct Faculty-No Pay, 2RD - Adjunct Faculty-Academic Faculty, 2S - Librarians-Faculty, 2U - Research Associates, 3A - Professional Deans, 3B - Professional Directors, 3B1 - Professional Directors-Business Operations, 3B2 - Professional Directors-Academic Services, 3B3 - Professional Directors-Student Services, 3B4 - Professional Services-Finance, 3B5 - Professional Directors-Medical/Health, 3B6 - Professional Directors-Facilities, 3C - Professional Assoc Directors, 3D - Professional Asst Directors, 3E - Professional Managers, 3F - Student Support Professionals, 3F1 - Student Support Professionals-Advisors, 3G - Academic Affairs Professionals, 3H - Head Coaches, 3I - Assistant Coaches, 3J - Athletics/Recreational Professionals, 3K - Business Professionals, 3L - Financial Professionals, 3M - Information Technology Professionals, 3N - Librarian Professionals, 3O - Medical Professionals, 3P - Research Professionals, 3T1 - Hourly Temporary Professionals-Business Operations, 3T2 - Hourly Temporary Professionals-Academic Services, 3T3 - Hourly Temporary Professionals-Student Services, 3T4 - Hourly Temporary Professionals-Finance, 3T5 - Hourly Temporary Professionals-Medical/Health, 3T6 - Hourly Temporary Professionals-Facilities, 3T7 - Hourly Temporary Professionals-Sports/Recreation, 3T8 - Hourly Temporary Professionals-Arts, 3T9 - Hourly Temporary Professionals-Media & Commun., 3T10 - Hourly Temporary Professionals-Research & Science, 3U - Monthly Temporary Professionals, 4A - Clerical/Secretarial Managers, 4B - Student Supp./Academic Affair Clerical/Secretarial, 4G - Business Clerical/Secretarial, 4G1 - Business Clerical/Secretarial-Executive Aides, 4H - IT Clerical/Secretarial, 4H1 - Research Technicians, 4I - Clinical Clerical/Secretarial, 4J - Research Clerical/Secretarial, 5A - Laboratory/Medical Paraprofessionals, 5B - Paraprofessionals, 6A - Skilled Craft Workers Supervisors, 6B - Skilled Craft Workers, 7A - Groundskeeping Supervisors, 7B - Groundskeepers, 7C - Protective Services Supervisors, 7D - Protective Services, 7E - Transportation Services, 7F - Parking Services, 7G - Maintenance Services, 7HA - Service Workers-Managers/Supervisors, 7H - Service Workers, 7I - Facilities Supervisor, 7J - Facilities Workers, 7J1 - Facilities Workers-Custodians

Protected Veterans Hiring Activity for: 11/1/2018 - 10/31/2019

Veteran Benchmark for Hiring

Hiring %	1.23
Benchmark %	6.40
Benchmark met?	No

Appendix H

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

New Hire Summary

For Period: 11/1/2018 to 10/31/2019

	Total	Min	Fem								
1B - Vice President	1	0	0								
1C - Assoc./Asst. Vice President	1	0	0								
1H - Dean	2	0	0								
1I - Associate Dean	1	0	1								
1K - Chief	1	0	0								
1N - Director	2	0	0								
2D - Chair	2	0	0								
2G - Professor	1	0	1								
2GB - Professors-F9	4	0	1								
2GC - Professors-FA	1	0	0								
2IA - Associate Professor-CT	5	1	4								
2IB - Associate Professor-F9	3	0	1								
2IC - Associate Professor-FA	4	1	3								
2ID - Associate Professor-RT	2	1	2								
2KA - Assistant Professors-C9	2	0	0								
2KB - Assistant Professor-CT	24	3	18								
2KC - Assistant Professor-F9	21	3	8								
2KD - Assistant Professor-FA	7	2	4								
2KE - Assistant Professor-RT	4	1	2								
2M - Instructor	14	1	13								
2N - Clinical Instructor	4	0	3								
2P - Lecturer	9	3	6								
2R - Adjuncts	2	0	1								
2RA - Adjunct Faculty-Dual Service	3	0	2								
2RB1 - Adjunct Faculty-4 Mo-Col of Business & Tech	18	0	5								
2RB2 - Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc	27	2	22								
2RB3 - Adjunct Faculty-4 Mo-Col of Arts & Sci	58	5	31								
2RB4 - Adjunct Faculty-4 Mo-Col of Pub Health	5	1	4								

New Hire Summary

For Period: 11/1/2018 to 10/31/2019

2RB5 - Adjunct Faculty-4 Mo-Clemmer Col of Educ	40	2	27								
2RB6 - Adjunct Faculty-4 Mo-College of Nursing	52	4	50								
2RC - Adjunct Faculty-No Pay	7	1	6								
2RD - Adjunct Faculty-Academic Faculty	7	2	3								
2U - Research Associates	3	3	0								
3A - Professional Deans	4	0	3								
3B - Professional Directors	13	0	8								
3B1 - Professional Directors-Business Operations	3	1	2								
3B2 - Professional Directors-Academic Services	1	0	1								
3B4 - Professional Services-Finance	1	0	1								
3B5 - Professional Directors-Medical/Health	1	0	1								
3C - Professional Assoc Directors	1	0	0								
3D - Professional Asst Directors	9	2	3								
3E - Professional Managers	13	3	8								
3F - Student Support Professionals	34	5	24								
3F1 - Student Support Professionals-Advisors	2	0	2								
3G - Academic Affairs Professionals	12	0	10								
3H - Head Coaches	1	1	1								
3I - Assistant Coaches	5	1	2								
3J - Athletics/Recreational Professionals	3	0	1								
3K - Business Professionals	26	0	16								
3L - Financial Professionals	4	0	3								
3M - Information Technology Professionals	3	0	0								
3N - Librarian Professionals	2	0	1								
3O - Medical Professionals	87	28	38								
3OA - Medical Admin Professionals	3	0	3								
3P - Research Professionals	10	4	7								
3T1 - Hourly Temporary Professionals-Business Operations	105	14	51								
3T2 - Hourly Temporary Professionals-Academic Services	130	28	82								
3T3 - Hourly Temporary Professionals-Student Services	97	13	63								
3T4 - Hourly Temporary Professionals-Finance	7	0	4								
3T5 - Hourly Temporary Professionals-Medical/Health	63	9	41								
3T6 - Hourly Temporary Professionals-Facilities	36	6	21								

New Hire Summary

For Period: 11/1/2018 to 10/31/2019

3T7 - Hourly Temporary Professionals-Sports/Recreation	65	5	26							
3T8 - Hourly Temporary Professionals-Arts	20	3	7							
3T9 - Hourly Temporary Professionals-Media & Commun.	9	1	6							
3T10 - Hourly Temporary Professionals-Research &	40	12	22							
3U - Monthly Tempoary Professionals	38	5	16							
4A - Clerical/Secretarial Managers	1	0	0							
4B - Student Supp./Academic Affair Clerical/Secretarial	7	0	7							
4G - Business Clerical/Secretarial	17	1	15							
4G1 - Business Clerical/Secretarial-Executive Aides	19	1	15							
4H - IT Clerical/Secretarial	3	1	2							
4H1 - Research Technicians	16	2	14							
4I - Clinical Clerical/Secretarial	12	1	12							
4K - Tempoary Clerical/Secretarial	2	0	1							
5A - Laboratory/Medical Paraprofessionals	12	0	7							
5B - Paraprofessionals	7	0	2							
6A - Skilled Craft Workers Supervisors	2	0	0							
6B - Skilled Craft Workers	2	0	0							
7A - Groundskeeping Supervisors	3	0	0							
7B - Groundskeepers	2	0	0							
7D - Protective Services	10	1	3							
7E - Transportation Services	9	0	0							
7F - Parking Services	1	1	1							
7G - Maintenance Services	1	0	0							
7HA - Service Workers-Managers/Supervisors	2	1	1							
7H - Service Workers	59	8	27							
7I - Facilities Supervisor	2	0	2							
7J - Facilities Workers	46	8	18							
7J1 - Facilities Workers-Custodians	29	4	16							
Totals	#	1,449	206	835						
	%		14.22	57.63						

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Promotion Summary by Old Job

For Period: 11/1/2018 to 10/31/2019

	Total	Min	Fem								
2B - Assoc./Asst. Dean-Faculty	1	0	1								
2D - Chair	1	1	0								
3B - Professional Directors	1	0	1								
3D - Professional Asst Directors	1	0	1								
3G - Academic Affairs Professionals	1	1	1								
3I - Assistant Coaches	1	0	0								
3J - Athletics/Recreational Professionals	1	0	0								
3K - Business Professionals	2	0	2								
3P - Research Professionals	2	1	1								
4G - Business Clerical/Secretarial	4	0	4								
4H1 - Research Technicians	2	0	2								
5A - Laboratory/Medical Paraprofessionals	1	1	0								
7D - Protective Services	4	0	1								
Totals	#	22	4	14							
	%		18.18	63.64							

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Termination Summary

For Period: 11/1/2018 to 10/31/2019

	Total	Min	Fem								
1E - Provost/Vice Provost	2	1	2								
1K - Chief	1	0	1								
1N - Director	1	0	1								
2B - Assoc./Asst. Dean-Faculty	2	0	0								
2G - Professor	4	2	2								
2GA - Professor-CT	1	0	0								
2GB - Professors-F9	2	0	0								
2I - Associate Professor	5	1	2								
2IA - Associate Professor-CT	2	0	0								
2IB - Associate Professor-F9	5	1	4								
2IC - Associate Professor-FA	2	1	1								
2K - Assistant Professor	9	1	5								
2KB - Assistant Professor-CT	2	0	1								
2KC - Assistant Professor-F9	2	1	0								
2L - Clinical Assistant Professor	1	0	1								
2M - Instructor	2	0	2								
2O - Sr. Lecturer	1	1	1								
2P - Lecturer	4	0	1								
2R - Adjuncts	1	0	1								
2RA - Adjunct Faculty-Dual Service	4	0	3								
2RB1 - Adjunct Faculty-4 Mo-Col of Business & Tech	7	0	1								
2RB2 - Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc	9	0	6								
2RB3 - Adjunct Faculty-4 Mo-Col of Arts & Sci	30	2	15								
2RB4 - Adjunct Faculty-4 Mo-Col of Pub Health	1	0	0								
2RB5 - Adjunct Faculty-4 Mo-Clemmer Col of Educ	33	2	23								
2RB6 - Adjunct Faculty-4 Mo-College of Nursing	26	1	26								
2RC - Adjunct Faculty-No Pay	3	1	2								
2RD - Adjunct Faculty-Academic Faculty	5	0	3								

Termination Summary

For Period: 11/1/2018 to 10/31/2019

3B - Professional Directors	8	0	7							
3B1 - Professional Directors-Business Operations	5	1	3							
3B2 - Professional Directors-Academic Services	3	0	1							
3B5 - Professional Directors-Medical/Health	2	0	2							
3C - Professional Assoc Directors	1	0	0							
3D - Professional Asst Directors	2	0	1							
3E - Professional Managers	7	0	3							
3F - Student Support Professionals	12	1	10							
3F1 - Student Support Professionals-Advisors	2	0	2							
3G - Academic Affairs Professionals	9	2	7							
3H - Head Coaches	1	0	1							
3I - Assistant Coaches	4	1	1							
3J - Athletics/Recreational Professionals	2	0	2							
3K - Business Professionals	13	0	8							
3L - Financial Professionals	1	0	1							
3N - Librarian Professionals	1	0	1							
3O - Medical Professionals	78	31	48							
3OA - Medical Admin Professionals	5	1	3							
3P - Research Professionals	14	5	10							
3T - Hourly Temporary Professionals	4	0	2							
3T1 - Hourly Temporary Professionals-Business Operations	52	8	20							
3T2 - Hourly Temporary Professionals-Academic Services	123	27	88							
3T3 - Hourly Temporary Professionals-Student Services	57	12	32							
3T4 - Hourly Temporary Professionals-Finance	11	0	6							
3T5 - Hourly Temporary Professionals-Medical/Health	50	8	30							
3T6 - Hourly Temporary Professionals-Facilities	41	11	16							
3T7 - Hourly Temporary Professionals-Sports/Recreation	47	3	24							
3T8 - Hourly Temporary Professionals-Arts	19	2	10							
3T9 - Hourly Temporary Professionals-Media & Commun.	5	1	4							
3T10 - Hourly Temporary Professionals-Research &	46	14	27							
3U - Monthly Temporary Professionals	20	3	12							
4A - Clerical/Secretarial Managers	3	0	1							
4B - Student Supp./Academic Affair Clerical/Secretarial	1	0	0							

Termination Summary

For Period: 11/1/2018 to 10/31/2019

4G - Business Clerical/Secretarial	6	0	3							
4G1 - Business Clerical/Secretarial-Executive Aides	9	0	9							
4H1 - Research Technicians	2	0	2							
4I - Clinical Clerical/Secretarial	8	0	8							
4K - Tempoary Clerical/Secretarial	2	0	1							
5A - Laboratory/Medical Paraprofessionals	11	1	7							
5B - Paraprofessionals	5	1	2							
6A - Skilled Craft Workers Supervisors	1	0	0							
6B - Skilled Craft Workers	3	1	0							
7B - Groundskeepers	1	0	0							
7D - Protective Services	5	1	1							
7E - Transportation Services	2	0	0							
7G - Maintenance Services	3	0	1							
7HA - Service Workers-Managers/Supervisors	7	0	3							
7H - Service Workers	49	7	24							
7I - Facilities Supervisor	2	0	1							
7J - Facilities Workers	22	5	10							
7J1 - Facilities Workers-Custodians	22	1	10							
Totals	#	976	163	569						
	%		16.70	58.30						

East Tennessee State University

November 1, 2019 Annual Affirmative Action Plan

Johnson City, TN

Goal Attainment

2B		Assoc./Asst. Dean-Faculty													
	Total	Min		Fem											
Prior Year Goal		22.41													
New Hire	0	0	N/A												
Promotion	0	0	N/A												
Total Opps	0	0	N/A												
Achieved? *		NO OPPS													

2D		Chair													
	Total	Min		Fem											
Prior Year Goal		21.88		55.55											
New Hire	2	0	0.00	0	0.00										
Promotion	0	0	N/A	0	N/A										
Total Opps	2	0	0.00	0	0.00										
Achieved? *		LIMITED		NO											

2GB		Professors-F9													
	Total	Min		Fem											
Prior Year Goal		23.13		48.59											
New Hire	4	0	0.00	1	25.00										
Promotion	0	0	N/A	0	N/A										
Total Opps	4	0	0.00	1	25.00										
Achieved? *		LIMITED		YES											

Goal Attainment

2GC		Professors-FA																	
	Total	Min		Fem															
Prior Year Goal				43.82															
New Hire	1			0	0.00														
Promotion	0			0	N/A														
Total Opps	1			0	0.00														
Achieved? *				LIMITED															

2IB		Associate Professor-F9																	
	Total	Min		Fem															
Prior Year Goal		25.88																	
New Hire	3	0	0.00																
Promotion	0	0	N/A																
Total Opps	3	0	0.00																
Achieved? *		LIMITED																	

2IC		Associate Professor-FA																	
	Total	Min		Fem															
Prior Year Goal				53.68															
New Hire	4			3	75.00														
Promotion	0			0	N/A														
Total Opps	4			3	75.00														
Achieved? *				YES															

Goal Attainment

2KB		Assistant Professor-CT													
	Total	Min	Fem												
Prior Year Goal		28.67													
New Hire	24	3	12.50												
Promotion	0	0	N/A												
Total Opps	24	3	12.50												
Achieved? *		NO													

2M		Instructor													
	Total	Min	Fem												
Prior Year Goal		24.66													
New Hire	14	1	7.14												
Promotion	0	0	N/A												
Total Opps	14	1	7.14												
Achieved? *		NO													

2RA		Adjunct Faculty-Dual Service													
	Total	Min	Fem												
Prior Year Goal		26.98													
New Hire	3	0	0.00												
Promotion	0	0	N/A												
Total Opps	3	0	0.00												
Achieved? *		LIMITED													

Goal Attainment

2RB1		Adjunct Faculty-4 Mo-Col of Business & Tech													
	Total	Min	Fem												
Prior Year Goal		30.25													
New Hire	18	0	0.00												
Promotion	0	0	N/A												
Total Opps	18	0	0.00												
Achieved? *		NO													

2RB2		Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc													
	Total	Min	Fem												
Prior Year Goal		26.65													
New Hire	27	2	7.41												
Promotion	0	0	N/A												
Total Opps	27	2	7.41												
Achieved? *		NO													

2RB3		Adjunct Faculty-4 Mo-Col of Arts & Sci													
	Total	Min	Fem												
Prior Year Goal		21.80													
New Hire	58	5	8.62												
Promotion	0	0	N/A												
Total Opps	58	5	8.62												
Achieved? *		NO													

Goal Attainment

2RB5		Adjunct Faculty-4 Mo-Clemmer Col of Educ													
	Total	Min	Fem												
Prior Year Goal		22.34													
New Hire	40	2	5.00												
Promotion	0	0	N/A												
Total Opps	40	2	5.00												
Achieved? *		NO													

2RB6		Adjunct Faculty-4 Mo-College of Nursing													
	Total	Min	Fem												
Prior Year Goal		25.66													
New Hire	52	4	7.69												
Promotion	0	0	N/A												
Total Opps	52	4	7.69												
Achieved? *		NO													

3P		Research Professionals													
	Total	Min	Fem												
Prior Year Goal		35.89													
New Hire	10	4	40.00												
Promotion	0	0	N/A												
Total Opps	10	4	40.00												
Achieved? *		YES													

Goal Attainment

3T2		Hourly Temporary Professionals-Academic Services																
	Total	Min	Fem															
Prior Year Goal			94.42															
New Hire	130		82	63.08														
Promotion	0		0	N/A														
Total Opps	130		82	63.08														
Achieved? *			NO															

3T3		Hourly Temporary Professionals-Student Services																
	Total	Min	Fem															
Prior Year Goal			97.49															
New Hire	97		63	64.95														
Promotion	0		0	N/A														
Total Opps	97		63	64.95														
Achieved? *			NO															

3T4		Hourly Temporary Professionals-Finance																
	Total	Min	Fem															
Prior Year Goal			100.00															
New Hire	7		4	57.14														
Promotion	0		0	N/A														
Total Opps	7		4	57.14														
Achieved? *			NO															

Goal Attainment

3T6		Hourly Temporary Professionals-Facilities																	
	Total	Min	Fem																
Prior Year Goal			69.73																
New Hire	36		21	58.33															
Promotion	0		0	N/A															
Total Opps	36		21	58.33															
Achieved? *			NO																

3T7		Hourly Temporary Professionals-Sports/Recreation																	
	Total	Min	Fem																
Prior Year Goal			70.34																
New Hire	65		26	40.00															
Promotion	0		0	N/A															
Total Opps	65		26	40.00															
Achieved? *			NO																

3U		Monthly Temporaoy Professionals																	
	Total	Min	Fem																
Prior Year Goal			78.23																
New Hire	38		16	42.11															
Promotion	0		0	N/A															
Total Opps	38		16	42.11															
Achieved? *			NO																

Goal Attainment

4B		Student Supp./Academic Affair Clerical/Secretarial																
	Total	Min	Fem															
Prior Year Goal			90.25															
New Hire	7		7 100.00															
Promotion	2		2 100.00															
Total Opps	9		9 100.00															
Achieved? *			YES															

5B		Paraprofessionals																
	Total	Min	Fem															
Prior Year Goal			50.00															
New Hire	7		2 28.57															
Promotion	0		0 N/A															
Total Opps	7		2 28.57															
Achieved? *			NO															

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.

History Source Summary by Job Group

Job Group & Name	EEO Code		Min	Fem								
1A - President		#	0	0								
1 Employee	1	%	0.00	0.00								
1B - Vice President		#	0	2								
3 Employees	1	%	0.00	66.67								
1C - Assoc./Asst. Vice President		#	0	7								
13 Employees	1	%	0.00	53.85								
1E - Provost/Vice Provost		#	1	2								
4 Employees	1	%	25.00	50.00								
1G - Assistant Vice Provost		#	1	2								
3 Employees	1	%	33.33	66.67								
1H - Dean		#	0	3								
9 Employees	1	%	0.00	33.33								
1I - Associate Dean		#	0	0								
3 Employees	1	%	0.00	0.00								
1K - Chief		#	0	6								
8 Employees	1	%	0.00	75.00								
1N - Director		#	1	3								
10 Employees	1	%	10.00	30.00								
2A - Dean-Faculty		#	0	0								
1 Employee	2	%	0.00	0.00								
2B - Assoc./Asst. Dean-Faculty		#	0	12								
25 Employees	2	%	0.00	48.00								
2D - Chair		#	5	18								
50 Employees	2	%	10.00	36.00								
2G - Professor		#	2	2								
4 Employees	2	%	50.00	50.00								
2GA - Professor-CT		#	5	14								
23 Employees	2	%	21.74	60.87								

History Source Summary by Job Group

Job Group & Name	EEO Code		Min	Fem							
2GB - Professors-F9		#	14	28							
103 Employees	2	%	13.59	27.18							
2GC - Professors-FA		#	12	15							
77 Employees	2	%	15.58	19.48							
2GD - Professors-RT/TS		#	0	2							
3 Employees	2	%	0.00	66.67							
2I - Associate Professor		#	1	2							
5 Employees	2	%	20.00	40.00							
2IA - Associate Professor-CT		#	9	15							
41 Employees	2	%	21.95	36.59							
2IB - Associate Professor-F9		#	18	58							
125 Employees	2	%	14.40	46.40							
2IC - Associate Professor-FA		#	9	14							
43 Employees	2	%	20.93	32.56							
2ID - Associate Professor-RT		#	0	2							
3 Employees	2	%	0.00	66.67							
2J - Clinical Associate Professor		#	1	1							
4 Employees	2	%	25.00	25.00							
2K - Assistant Professor		#	1	5							
9 Employees	2	%	11.11	55.56							
2KA - Assistant Professors-C9		#	4	13							
14 Employees	2	%	28.57	92.86							
2KB - Assistant Professor-CT		#	7	29							
52 Employees	2	%	13.46	55.77							
2KC - Assistant Professor-F9		#	18	62							
108 Employees	2	%	16.67	57.41							
2KD - Assistant Professor-FA		#	7	26							
35 Employees	2	%	20.00	74.29							
2KE - Assistant Professor-RT		#	3	4							
8 Employees	2	%	37.50	50.00							
2L - Clinical Assistant Professor		#	1	3							
4 Employees	2	%	25.00	75.00							

History Source Summary by Job Group

Job Group & Name	EEO Code		Min	Fem								
2M - Instructor		#	4	45								
56 Employees	2	%	7.14	80.36								
2N - Clinical Instructor		#	0	3								
4 Employees	2	%	0.00	75.00								
2O - Sr. Lecturer		#	6	21								
30 Employees	2	%	20.00	70.00								
2P - Lecturer		#	5	9								
32 Employees	2	%	15.63	28.13								
2Q - Post-Retirees		#	1	6								
19 Employees	2	%	5.26	31.58								
2R - Adjuncts		#	0	2								
5 Employees	2	%	0.00	40.00								
2RA - Adjunct Faculty-Dual Service		#	0	8								
12 Employees	2	%	0.00	66.67								
2RB1 - Adjunct Faculty-4 Mo-Col of Business & Tech		#	1	6								
19 Employees	2	%	5.26	31.58								
2RB2 - Adjunct Faculty-4 Mo-Col of Clin & Rehab Hlth Srvc		#	2	21								
30 Employees	2	%	6.67	70.00								
2RB3 - Adjunct Faculty-4 Mo-Col of Arts & Sci		#	10	51								
113 Employees	2	%	8.85	45.13								
2RB4 - Adjunct Faculty-4 Mo-Col of Pub Health		#	0	1								
2 Employees	2	%	0.00	50.00								
2RB5 - Adjunct Faculty-4 Mo-Clemmer Col of Educ		#	4	58								
77 Employees	2	%	5.19	75.32								
2RB6 - Adjunct Faculty-4 Mo-College of Nursing		#	5	50								
56 Employees	2	%	8.93	89.29								
2RC - Adjunct Faculty-No Pay		#	0	9								
9 Employees	2	%	0.00	100.00								
2RD - Adjunct Faculty-Academic Faculty		#	3	14								
27 Employees	2	%	11.11	51.85								
2S - Librarians-Faculty		#	0	1								
1 Employee	2	%	0.00	100.00								

History Source Summary by Job Group

Job Group & Name	EEO Code		Min	Fem								
2U - Research Associates		#	2	3								
3 Employees	2	%	66.67	100.00								
3A - Professional Deans		#	2	13								
18 Employees	3	%	11.11	72.22								
3B - Professional Directors		#	4	35								
50 Employees	3	%	8.00	70.00								
3B1 - Professional Directors-Business Operations		#	2	16								
27 Employees	3	%	7.41	59.26								
3B2 - Professional Directors-Academic Services		#	1	13								
26 Employees	3	%	3.85	50.00								
3B3 - Professional Directors-Student Services		#	3	10								
10 Employees	3	%	30.00	100.00								
3B4 - Professional Services-Finance		#	1	3								
5 Employees	3	%	20.00	60.00								
3B5 - Professional Directors-Medical/Health		#	0	3								
4 Employees	3	%	0.00	75.00								
3B6 - Professional Directors-Facilities		#	1	2								
7 Employees	3	%	14.29	28.57								
3C - Professional Assoc Directors		#	0	9								
15 Employees	3	%	0.00	60.00								
3D - Professional Asst Directors		#	2	27								
41 Employees	3	%	4.88	65.85								
3E - Professional Managers		#	4	29								
57 Employees	3	%	7.02	50.88								
3F - Student Support Professionals		#	9	48								
61 Employees	3	%	14.75	78.69								
3F1 - Student Support Professionals-Advisors		#	5	32								
43 Employees	3	%	11.63	74.42								
3G - Academic Affairs Professionals		#	6	38								
42 Employees	3	%	14.29	90.48								
3H - Head Coaches		#	0	3								
12 Employees	3	%	0.00	25.00								

History Source Summary by Job Group

Job Group & Name	EEO Code		Min	Fem								
3I - Assistant Coaches		#	8	4								
22 Employees	3	%	36.36	18.18								
3J - Athletics/Recreational Professionals		#	0	6								
14 Employees	3	%	0.00	42.86								
3K - Business Professionals		#	3	50								
72 Employees	3	%	4.17	69.44								
3L - Financial Professionals		#	1	21								
26 Employees	3	%	3.85	80.77								
3M - Information Technology Professionals		#	3	6								
36 Employees	3	%	8.33	16.67								
3N - Librarian Professionals		#	0	5								
8 Employees	3	%	0.00	62.50								
3O - Medical Professionals		#	98	151								
286 Employees	3	%	34.27	52.80								
3OA - Medical Admin Professionals		#	3	12								
14 Employees	3	%	21.43	85.71								
3P - Research Professionals		#	11	37								
52 Employees	3	%	21.15	71.15								
3T - Hourly Temporary Professionals		#	0	2								
4 Employees	3	%	0.00	50.00								
3T1 - Hourly Temporary Professionals-Business Operations		#	9	42								
65 Employees	3	%	13.85	64.62								
3T2 - Hourly Temporary Professionals-Academic Services		#	17	134								
180 Employees	3	%	9.44	74.44								
3T3 - Hourly Temporary Professionals-Student Services		#	20	59								
105 Employees	3	%	19.05	56.19								
3T4 - Hourly Temporary Professionals-Finance		#	0	6								
10 Employees	3	%	0.00	60.00								
3T5 - Hourly Temporary Professionals-Medical/Health		#	10	38								
58 Employees	3	%	17.24	65.52								
3T6 - Hourly Temporary Professionals-Facilities		#	11	10								
38 Employees	3	%	28.95	26.32								

History Source Summary by Job Group

Job Group & Name	EEO Code		Min	Fem								
3T7 - Hourly Temporary Professionals-Sports/Recreation		#	3	25								
64 Employees	3	%	4.69	39.06								
3T8 - Hourly Temporary Professionals-Arts		#	2	12								
21 Employees	3	%	9.52	57.14								
3T9 - Hourly Temporary Professionals-Media & Commun.		#	2	4								
7 Employees	3	%	28.57	57.14								
3T10 - Hourly Temporary Professionals-Research & Science		#	8	26								
43 Employees	3	%	18.60	60.47								
3U - Monthly Tempopary Professionals		#	3	24								
46 Employees	3	%	6.52	52.17								
4A - Clerical/Secretarial Managers		#	0	9								
14 Employees	4	%	0.00	64.29								
4B - Student Supp./Academic Affair Clerical/Secretarial		#	2	21								
33 Employees	4	%	6.06	63.64								
4G - Business Clerical/Secretarial		#	6	72								
85 Employees	4	%	7.06	84.71								
4G1 - Business Clerical/Secretarial-Executive Aides		#	8	80								
86 Employees	4	%	9.30	93.02								
4H - IT Clerical/Secretarial		#	2	16								
18 Employees	4	%	11.11	88.89								
4H1 - Research Technicians		#	6	51								
54 Employees	4	%	11.11	94.44								
4I - Clinical Clerical/Secretarial		#	2	45								
47 Employees	4	%	4.26	95.74								
4J - Research Clerical/Secretarial		#	1	3								
3 Employees	4	%	33.33	100.00								
5A - Laboratory/Medical Paraprofessionals		#	5	35								
44 Employees	5	%	11.36	79.55								
5B - Paraprofessionals		#	2	11								
41 Employees	5	%	4.88	26.83								
6A - Skilled Craft Workers Supervisors		#	1	0								
13 Employees	6	%	7.69	0.00								

History Source Summary by Job Group

Job Group & Name	EEO Code		Min	Fem							
6B - Skilled Craft Workers		#	3	0							
40 Employees	6	%	7.50	0.00							
7A - Groundskeeping Supervisors		#	0	0							
3 Employees	7	%	0.00	0.00							
7B - Groundskeepers		#	1	0							
7 Employees	7	%	14.29	0.00							
7C - Protective Services Supervisors		#	0	1							
2 Employees	7	%	0.00	50.00							
7D - Protective Services		#	1	8							
22 Employees	7	%	4.55	36.36							
7E - Transportation Services		#	0	1							
5 Employees	7	%	0.00	20.00							
7F - Parking Services		#	1	1							
3 Employees	7	%	33.33	33.33							
7G - Maintenance Services		#	1	5							
17 Employees	7	%	5.88	29.41							
7HA - Service Workers-Managers/Supervisors		#	1	9							
22 Employees	7	%	4.55	40.91							
7H - Service Workers		#	12	58							
89 Employees	7	%	13.48	65.17							
7I - Facilities Supervisor		#	1	7							
20 Employees	7	%	5.00	35.00							
7J - Facilities Workers		#	9	14							
33 Employees	7	%	27.27	42.42							
7J1 - Facilities Workers-Custodians		#	13	42							
92 Employees	7	%	14.13	45.65							
3668 Employees	Totals	#	493	2102							
		%	13.44	57.31							