

JOB GROUP ANALYSIS
In accordance with 41 C.F.R. 60-2.12

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

In designing our job groups we considered the following elements:

- Similarity of duties and responsibilities;
- Similarity of compensation, and
- Similarity of opportunities for advancement including training, transfers, promotions, mobility and other career enhancements.

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

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

Job Group 1A Provost Executive, Administrative, & Managerial

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
014900	Provost/Professor	1	1	0	0.00	1	100.00
006000	Vice Provost	1	1	0	0.00	0	0.00
006011	Senior vice Provost/Professor	1	1	0	0.00	1	100.00
000600	Dean-Professor	1	5	0	0.00	0	0.00
022600	Associate Provost/Professor	1	1	0	0.00	0	0.00
020000	Dean	1	7	0	0.00	4	57.14
016300	Associate Director/Professor	1	2	0	0.00	0	0.00
020100	Associate Dean/Professor	1	13	1	7.69	2	15.38
0C3808	Associate Provost	1	2	1	50.00	1	50.00
0A9400	Associate Vice Provost	1	1	0	0.00	0	0.00
020200	Assistant Dean/Professor	1	2	0	0.00	1	50.00
002901	Department Head	1	60	6	10.00	17	28.33
012900	Director Professor	1	7	0	0.00	1	14.29
016800	Asst Director/Assoc Professor	1	1	0	0.00	1	100.00
020900	Asst Dean/Associate Professor	1	4	1	25.00	1	25.00
014500	Registrar	1	1	0	0.00	0	0.00
018900	Assistant Provost/Professor	1	1	0	0.00	1	100.00
0B7200	Chief Informatn Tech Architect	1	1	0	0.00	0	0.00
020400	Assoc Dean/Assoc Professor	1	3	2	66.67	1	33.33
076600	Provost Program Administrator	1	2	0	0.00	0	0.00
013200	Director/Assistant Professor	1	1	0	0.00	1	100.00

Job Group 1A Provost Executive, Administrative, & Managerial

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
016700	Assistant Director/Professor	1	1	0	0.00	0	0.00
020300	Associate Dean	1	5	0	0.00	4	80.00
016600	Associate Director/Instructor	1	2	0	0.00	1	50.00
020500	Assistant Dean	1	12	1	8.33	7	58.33
016500	Assoc Dir/ Asst Professor	1	2	1	50.00	2	100.00
013100	Director/Associate Professor	1	3	0	0.00	1	33.33
0C3805	Associate Registrar	1	1	1	100.00	0	0.00
088500	Provost Project Director	1	2	1	50.00	1	50.00
0B4600	Provost Medical Administrator	1	2	0	0.00	2	100.00
025600	Director Of Laboratories	1	2	0	0.00	1	50.00
Group Total:			149	15	10.07	52	34.90

Job Group 1C President, Executive, Administrative, & Managerial

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
007500	President	1	1	0	0.00	0	0.00
070100	Deputy Director	1	1	0	0.00	0	0.00
007600	Vice President	1	4	0	0.00	0	0.00
010500	Asst To The Chancellor/Pres	1	1	0	0.00	1	100.00
015900	Executive Assistant	1	3	0	0.00	2	66.67
040800	Associate Vice President	1	7	1	14.29	1	14.29
0B4800	Director of Budget and Special Proj	1	1	0	0.00	1	100.00
010700	Assistant Vice-Pres	1	10	2	20.00	5	50.00
0C3600	Development Director	1	1	0	0.00	1	100.00
0C3879	Director Fiscal Services	1	1	0	0.00	0	0.00
011501	Administrative Director	1	3	0	0.00	1	33.33
071800	Associate Director	1	40	3	7.50	17	42.50
040300	Director	1	91	17	18.68	45	49.45
074900	Executive Director	1	6	0	0.00	3	50.00
042000	Director of Information Systems	1	2	0	0.00	0	0.00
072500	Director of Security	1	1	0	0.00	0	0.00
013300	Director Instructor	1	2	0	0.00	2	100.00
036300	Manager/Administrator	1	26	4	15.38	14	53.85
014600	Assistant Registrar	1	3	0	0.00	2	66.67
011600	Assistant Director	1	66	9	13.64	34	51.52
011200	Administrative Officer	1	2	0	0.00	2	100.00
0A1900	Operations Manager	1	7	1	14.29	1	14.29

Job Group 1C President, Executive, Administrative, & Managerial

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
Group Total:		279	37	13.26	132	47.31

Job Group 2A Faculty

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
021000 Professor	2	10	3	30.00	5	50.00
022500 Associate Professor	2	7	1	14.29	4	57.14
023000 Assistant Professor	2	9	2	22.22	5	55.56
024810 Visiting Assistant Professor	2	7	2	28.57	1	14.29
Group Total:		33	8	24.24	15	45.45

Job Group 2B Faculty

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
023500 Instructor	2	58	11	18.97	49	84.48
024000 Assistant Instructor	2	10	1	10.00	8	80.00
034500 Scholar	2	3	2	66.67	2	66.67
Group Total:		71	14	19.72	59	83.10

Job Group 2C Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
022100	Research Professor	2	1	0	0.00	0	0.00
022300	Research Assistant Professor	2	42	22	52.38	18	42.86
022200	Research Associate Professor	2	2	0	0.00	1	50.00
Group Total:			45	22	48.89	19	42.22

Job Group 2E Agriculture Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
ASI	AS&I Distinguished Prof	2	1	0	0.00	0	0.00
AgEc	Ag Economics Distinguished Professor	2	1	0	0.00	0	0.00
PIPth	Plant Path Dist Prof	2	2	1	50.00	1	50.00
Agron	Agronomy Distinguished Prof	2	1	0	0.00	0	0.00
PMNS1	Production Mngt Professor	2	1	0	0.00	0	0.00
AgEc1	Ag Econ Prof	2	14	2	14.29	0	0.00
GSI1	Grain Science and Industry Prof	2	5	2	40.00	1	20.00
Agron1	Agronomy Prof	2	19	1	5.26	1	5.26
Ext1	Extension Professor	2	10	0	0.00	1	10.00
PIPth1	Plant Path Prof	2	6	0	0.00	1	16.67
ASI1	AS&I Prof	2	21	2	9.52	2	9.52
HFRR1	Hort Forest & Rec Resources Prof	2	9	1	11.11	2	22.22
FOURH1	Four-H Other Youth Ext Prog Prof	2	2	1	50.00	1	50.00
Ento1	Entomology Prof	2	9	3	33.33	0	0.00
GSI2	Grain Science and Industry Assoc Prof	2	4	2	50.00	0	0.00
ASI2	AS&I Assoc Prof	2	8	0	0.00	1	12.50
AgEc3	Ag Econ Asst Prof	2	3	1	33.33	0	0.00
Com2	Ag Communications Associate Professor	2	4	0	0.00	1	25.00
AgEc2	Ag Econ Assoc Prof	2	4	2	50.00	1	25.00
Ento2	Entomology Assoc Prof	2	6	1	16.67	0	0.00
Com1	Communications Professor	2	2	0	0.00	0	0.00
Ext3	Extension Asst Prof	2	7	1	14.29	0	0.00

Job Group 2E Agriculture Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
PIPth3	Plant Path Asst Prof	2	6	0	0.00	2	33.33
Ext2	Extension Associate Prof	2	5	0	0.00	0	0.00
ASI3	AS&I Asst Prof	2	9	0	0.00	5	55.56
HFRR2	Hort Forest & Rec Resources Assoc Prof	2	10	2	20.00	2	20.00
Agron3	Agronomy Asst Prof	2	6	3	50.00	2	33.33
GSI3	Grain Science and Industry Asst Prof	2	2	1	50.00	1	50.00
GSI4	Grain Science and Industry Instructor	2	3	0	0.00	0	0.00
FOURH2	Four-H Other Youth Ext Prog Assoc Prof	2	1	0	0.00	0	0.00
HFRR3	Hort Forest & Rec Resources Asst Prof	2	4	1	25.00	2	50.00
Agron2	Agronomy Assoc Prof	2	7	2	28.57	1	14.29
FOURH4	4-H Youth Instructor	2	1	0	0.00	1	100.00
PIPth4	Plant Path Instructor	2	2	0	0.00	1	50.00
PIPth2	Plant Path Assoc Prof	2	2	0	0.00	0	0.00
ASI4	AS&I Instructor	2	2	0	0.00	0	0.00
Ext4	Extension Instructor	2	23	2	8.70	13	56.52
PMNS4	Production Mngt Instructor	2	2	0	0.00	1	50.00
HFRR4	Hort Forest & Rec Resources Instructor	2	1	0	0.00	0	0.00
Agron4	Agronomy Instructor	2	1	0	0.00	1	100.00
Ento3	Entomology Asst Prof	2	2	0	0.00	0	0.00
Com4	Communications Instructor	2	2	1	50.00	1	50.00

Group Total: 230 32 13.91 46 20.00

Job Group 2F Architecture Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
IArch1	Interior Arch Prof	2	2	0	0.00	0	0.00
Arch1	Architecture Prof	2	10	0	0.00	2	20.00
LArch1	Landscape Arch Prof	2	6	0	0.00	0	0.00
Arch2	Architecture Assoc Prof	2	6	0	0.00	0	0.00
IArch2	Interior Arch Assoc Prof	2	5	1	20.00	1	20.00
LArch3	Landscape Arch Asst Prof	2	9	1	11.11	2	22.22
LArch2	Landscape Arch Assoc Prof	2	5	1	20.00	1	20.00
IArch3	Interior Arch Asst Prof	2	3	0	0.00	2	66.67
Arch3	Architecture Asst Prof	2	7	2	28.57	1	14.29
Arch4	Architecture Instructor	2	4	0	0.00	2	50.00
IArch4	Interior Arch Instructor	2	1	0	0.00	1	100.00
Group Total:			58	5	8.62	12	20.69

Job Group 2G Arts & Humanities Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
Hist	History Distinguished Prof	2	1	1	100.00	0	0.00
Engl	English Dist Prof	2	1	0	0.00	0	0.00
Art	Art Distinguished Professor	2	1	1	100.00	0	0.00
Music	Music Distinguished Prof	2	1	0	0.00	0	0.00
Music1	Music Prof	2	7	1	14.29	2	28.57
Phil1	Philosophy Professor	2	2	0	0.00	0	0.00
Engl1	English Prof	2	7	1	14.29	1	14.29
MLng1	Modern Lang Prof	2	5	2	40.00	2	40.00
Spch1	Speech, Theatre & Dance Professor	2	1	0	0.00	0	0.00
Hist1	History Prof	2	6	0	0.00	1	16.67
Hist2	History Assoc Prof	2	7	0	0.00	3	42.86
Art1	Art Prof	2	4	0	0.00	2	50.00
Engl2	English Assoc Prof	2	11	0	0.00	7	63.64
Spch2	Speech, Theatre & Dance Assoc P	2	12	2	16.67	9	75.00
MLng2	Modern Lang Assoc Prof	2	7	2	28.57	3	42.86
Art2	Art Assoc Prof	2	2	0	0.00	1	50.00
Music2	Music Assoc Prof	2	8	0	0.00	3	37.50
MLng3	Modern Lang Asst Prof	2	4	2	50.00	4	100.00
Phil2	Philosophy Assoc Prof	2	5	0	0.00	1	20.00
Hist3	History Asst Prof	2	5	0	0.00	2	40.00
Phil3	Philosophy Asst Prof	2	3	2	66.67	1	33.33
Engl3	English Asst Prof	2	9	2	22.22	7	77.78

Job Group 2G Arts & Humanities Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
Spch3	Speech, Theatre & Dance Asst P	2	4	0	0.00	2	50.00
Art3	Art Asst Prof	2	9	1	11.11	2	22.22
Hist4	History Instructor	2	1	0	0.00	1	100.00
Music3	Music Asst Prof	2	9	1	11.11	4	44.44
Spch4	Speech, Theatre & Dance Instructor	2	11	2	18.18	3	27.27
Music4	Music Instructor	2	4	1	25.00	3	75.00
MLng4	Modern Lang Instructor	2	14	6	42.86	11	78.57
Engl4	English Instructor	2	21	2	9.52	18	85.71
Art4	Art Instructor	2	4	0	0.00	1	25.00
Engl5	English Visiting Professor	2	1	0	0.00	1	100.00
Group Total:			187	29	15.51	95	50.80

Job Group 2H Natural & Computational Sciences Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
Chem	Chemistry Distinguished Prof	2	2	1	50.00	0	0.00
Phys	Physics Dist Prof	2	2	1	50.00	0	0.00
Biol	Biology Distinguished Professor	2	6	1	16.67	0	0.00
Econ1	Economics Prof	2	5	1	20.00	0	0.00
Bioch1	Biochem Prof	2	5	1	20.00	1	20.00
Chem1	Chemistry Professor	2	5	0	0.00	0	0.00
Biol1	Biology Prof	2	8	2	25.00	2	25.00
Stat1	Statistics Prof	2	5	1	20.00	1	20.00
Phys1	Physics Prof	2	11	3	27.27	0	0.00
Bioch	Biochemistry Distinguished Professor	2	2	1	50.00	0	0.00
Kin1	Kinesiology Prof	2	5	0	0.00	1	20.00
Math1	Math Prof	2	17	2	11.76	1	5.88
Geol1	Geology Prof	2	2	1	50.00	0	0.00
Biol2	Biology Assoc Prof	2	14	2	14.29	5	35.71
Phys2	Physics Assoc Prof	2	6	1	16.67	1	16.67
Econ3	Economics Asst Prof	2	5	0	0.00	1	20.00
Chem2	Chemistry Assoc Prof	2	5	2	40.00	0	0.00
Stat2	Statistics Assoc Prof	2	3	1	33.33	2	66.67
Stat3	Statistics Asst Prof	2	5	3	60.00	3	60.00
Math2	Math Assoc Prof	2	4	2	50.00	0	0.00
Bioch2	Biochem Assoc Prof	2	3	1	33.33	1	33.33
Econ2	Economics Assoc Prof	2	6	3	50.00	1	16.67

Job Group 2H Natural & Computational Sciences Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
Phys3	Physics Asst Prof	2	4	2	50.00	0	0.00
Kin3	Kinesiology Asst Prof	2	4	1	25.00	2	50.00
Math3	Math Asst Prof	2	11	2	18.18	3	27.27
Bioch3	Biochem Asst Prof	2	2	2	100.00	0	0.00
Biol3	Biology Asst Prof	2	10	0	0.00	5	50.00
Econ	Economics Distinguished Prof	2	1	0	0.00	0	0.00
Econ4	Economics Instructor	2	2	0	0.00	1	50.00
Chem4	Chemistry Instructor	2	1	0	0.00	1	100.00
Chem3	Chemistry Asst Prof	2	5	2	40.00	3	60.00
Geol3	Geology Asst Prof	2	5	1	20.00	0	0.00
Math5	Math Visiting Professor	2	2	1	50.00	1	50.00
Kin4	Kinesiology Instructor	2	4	0	0.00	2	50.00
Geol2	Geology Assoc Prof	2	3	1	33.33	1	33.33
Biol4	Biology Instructor	2	9	1	11.11	6	66.67
Group Total:			189	43	22.75	45	23.81

Job Group 2I Social Sciences Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
PolSc	Political Science Distinguished Prof	2	1	0	0.00	0	0.00
SASW	Soc Anthro & SW Distinguished Professor	2	1	1	100.00	0	0.00
PolSc1	Poli Sci Prof	2	3	2	66.67	1	33.33
Psych1	Psychology Prof	2	4	0	0.00	0	0.00
Geog1	Geography Prof	2	7	1	14.29	1	14.29
JMC1	Journalism & Mass Comm Prof	2	3	0	0.00	1	33.33
SASW1	Soc Anthro & SW Prof	2	4	0	0.00	1	25.00
JMC2	Journalism & Mass Comm Assoc Prof	2	6	1	16.67	3	50.00
SASW2	Soc Anthro & SW Assoc Prof	2	7	0	0.00	3	42.86
PolSc3	Poli Sci Asst Prof	2	6	1	16.67	2	33.33
Geog2	Geography Assoc Prof	2	4	1	25.00	1	25.00
Psych2	Psychology Assoc Prof	2	7	0	0.00	3	42.86
PolSc2	Poli Sci Assoc Prof	2	5	1	20.00	1	20.00
Geog3	Geography Asst Prof	2	2	0	0.00	1	50.00
Psych3	Psychology Assistant Prof	2	3	1	33.33	2	66.67
JMC3	Journalism & Mass Comm Asst Prof	2	5	3	60.00	4	80.00
SASW3	Soc Anthro & SW Asst Prof	2	10	0	0.00	7	70.00
SASW4	Soc Anthro & SW Instructor	2	3	2	66.67	1	33.33
JMC4	Journalism & Mass Comm Instructor	2	4	0	0.00	1	25.00
Group Total:			85	14	16.47	33	38.82

Job Group 2J Library Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
Lib1	Library Prof	2	4	0	0.00	4	100.00
Lib2	Library Assoc Prof	2	9	0	0.00	4	44.44
Lib3	Library Asst Prof	2	15	3	20.00	11	73.33
Lib4	Library Instructor	2	3	0	0.00	3	100.00
Group Total:			31	3	9.68	22	70.97

Job Group 2K Human Ecology Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
HN	Distinguished Prof Human Ec	2	1	0	0.00	0	0.00
ATID1	Apparel, Tex & Int Des Prof	2	1	0	0.00	1	100.00
HRIMD1	Hotel Rest I M & D Prof	2	1	0	0.00	1	100.00
FSHS1	Family Studies Prof	2	13	0	0.00	8	61.54
HN1	Human Nutrition Prof	2	1	0	0.00	1	100.00
HRIMD2	Hotel Rest I M & D Assoc Prof	2	2	1	50.00	2	100.00
HN2	Human Nutrition Assoc Prof	2	5	2	40.00	2	40.00
HRIMD3	Hotel Rest I M & D Asst Prof	2	3	1	33.33	0	0.00
ATID2	Apparel, Tex & Int Des Assoc Prof	2	6	0	0.00	5	83.33
FSHS2	Family Studies Assoc Prof	2	4	1	25.00	3	75.00
HN3	Human Nutrition Asst Prof	2	7	2	28.57	5	71.43
FSHS3	Family Studies Asst Prof	2	9	1	11.11	7	77.78
ATID3	Apparel, Tex & Int Des Asst Prof	2	6	1	16.67	5	83.33
HRIMD4	Hotel Rest I M & D Instructor	2	3	0	0.00	2	66.67
FSHS4	Family Studies Instructor	2	9	0	0.00	9	100.00
HN4	Human Nutrition Instructor	2	2	0	0.00	1	50.00
Group Total:			73	9	12.33	52	71.23

Job Group 2L Veterinary Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
DMP	Diag Med & Path Distinguished Professor	2	2	1	50.00	0	0.00
A&P	Anatomy & Phys distinguished Prof	2	2	0	0.00	1	50.00
CS1	Clinical Sciences Prof	2	13	0	0.00	1	7.69
DMP1	Diag Med & Path Prof	2	7	1	14.29	0	0.00
A&P1	Anatomy & Phys Prof	2	6	0	0.00	0	0.00
VMTH1	Vet Med Teach Hosp Prof	2	5	0	0.00	0	0.00
VMTH2	Vet Med Associate Professor	2	1	0	0.00	0	0.00
CS2	Clinical Sciences Assoc Prof	2	11	0	0.00	4	36.36
A&P2	Anatomy & Phys Assoc Prof	2	5	3	60.00	2	40.00
DMP2	Diag Med & Path Assoc Prof	2	5	0	0.00	2	40.00
CS3	Clinical Sciences Asst Prof	2	18	1	5.56	13	72.22
DMP3	Diag Med & Path Asst Prof	2	7	3	42.86	3	42.86
A&P3	Anatomy & Phys Asst Prof	2	1	1	100.00	1	100.00
VMTH3	Vet Med Assistant Professor	2	4	2	50.00	2	50.00
A&P4	Anatomy & Physiology Instructor	2	4	0	0.00	3	75.00
Group Total:			91	12	13.19	32	35.16

Job Group 2M Salina Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
SAv1	Salina Aviation Prof	2	3	0	0.00	0	0.00
SET1	Salina Engg Professor	2	2	1	50.00	0	0.00
SASB1	Salina Arts Sci & Bus Prof	2	5	1	20.00	1	20.00
SET2	Salina Engg Tech Assoc Prof	2	7	1	14.29	1	14.29
SAv2	Salina Aviation Associate Prof	2	4	0	0.00	0	0.00
SASB2	Salina Arts Sci & Bus Assoc Prof	2	5	1	20.00	3	60.00
SASB3	Salina Arts Sci & Bus Asst Prof	2	4	0	0.00	3	75.00
SET3	Salina Engg Tech Asst Prof	2	1	0	0.00	1	100.00
SET4	Salina Engg Tech Instructor	2	2	0	0.00	0	0.00
SAv4	Salina Aviation Instructor	2	5	0	0.00	0	0.00
SAv3	Salina Aviation Asst Prof	2	2	0	0.00	1	50.00
SL3	Salina Library Asst Prof	2	1	0	0.00	1	100.00
SASB4	Salina Arts Sci & Bus Instructor	2	4	1	25.00	2	50.00
Group Total:			45	5	11.11	13	28.89

Job Group 2N Education Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
EdL1	Edu Leadership Professor	2	6	1	16.67	2	33.33
SEd1	Secondary Ed Prof	2	1	0	0.00	1	100.00
EdL2	Edu Leadership Associate Professor	2	5	1	20.00	4	80.00
Cur2	Associate Professor	2	8	2	25.00	4	50.00
SpEd2	Special Education Associate Professor	2	4	1	25.00	4	100.00
SpEd1	Special Ed Prof	2	2	0	0.00	0	0.00
EdL3	Edu Leadership Assistant Professor	2	4	1	25.00	2	50.00
Cur1	Curriculum Professor	2	2	0	0.00	2	100.00
SpEd3	Special Ed Asst Prof	2	6	0	0.00	1	16.67
Cur3	Curriculum Asst Professor	2	7	1	14.29	6	85.71
EdL4	Edu Leadership Instructor	2	3	1	33.33	2	66.67
Cur4	Curriculum Instructor	2	10	0	0.00	10	100.00
SpEd4	Special Ed Instructor	2	2	0	0.00	2	100.00
Group Total:			60	8	13.33	40	66.67

Job Group 20 Engineering Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
CIS	CIS Distinguished Professor	2	1	0	0.00	0	0.00
ChemE1	Chemical Engineering Prof	2	5	0	0.00	1	20.00
CIS1	Computing & Info Sci Prof	2	4	1	25.00	0	0.00
IMSE1	Ind & Mfg Sys Engg Prof	2	3	2	66.67	0	0.00
MN1	Mech&Nuclear Engineering Prof	2	10	1	10.00	1	10.00
ECE1	Electrical & Comp Engg Prof	2	9	1	11.11	1	11.11
CE1	Civil Engg Prof	2	6	2	33.33	0	0.00
ArchE1	Arch Engg & Const Sci Prof	2	3	0	0.00	0	0.00
BioE1	Bio & Ag Engg Prof	2	7	3	42.86	0	0.00
CIS2	Computing & Info Sci Assoc Prof	2	7	2	28.57	0	0.00
IMSE2	Ind & Mfg Sys Engg Assoc Prof	2	6	3	50.00	2	33.33
CIS3	Computing & Info Sci Asst Prof	2	3	1	33.33	1	33.33
ECE2	Electrical & Comp Engg Assoc Prof	2	8	3	37.50	3	37.50
BioE2	Bio & Ag Engg Assoc Prof	2	3	1	33.33	1	33.33
ArchE2	Arch Engg & Const Sci Assoc Prof	2	6	0	0.00	2	33.33
MN2	Mech&Nuclear Engineering Assoc Prof	2	7	3	42.86	0	0.00
ChemE3	Chemical Engg Asst Prof	2	2	1	50.00	1	50.00
CE2	Civil Engg Assoc Prof	2	5	1	20.00	2	40.00
MN3	Mech&Nuclear Engineering Asst Prof	2	4	2	50.00	0	0.00
BioE3	Bio & Ag Engg Asst Prof	2	2	1	50.00	0	0.00
BioE4	Bio & Ag Engg Instructor	2	1	0	0.00	0	0.00
ChemE	Chemical Engineering Distinguished Prof	2	1	1	100.00	0	0.00

Job Group 20 Engineering Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
CE3	Civil Engg Asst Prof	2	1	0	0.00	0	0.00
ArchE3	Arch Engg & Const Sci Asst Prof	2	7	1	14.29	1	14.29
CE4	Civil Engineering Instructor	2	1	0	0.00	1	100.00
CIS4	Computing & Info Sci Instructor	2	1	0	0.00	1	100.00
IMSE4	Ind & Mfg Sys Engg Instructor	2	1	0	0.00	0	0.00
ECE3	Electrical & Comp Engg Asst Prof	2	1	0	0.00	0	0.00
Group Total:			115	30	26.09	18	15.65

Job Group 2P Business Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
Mangt1	Management Prof	2	6	0	0.00	1	16.67
Acctg1	Accounting Prof	2	2	0	0.00	1	50.00
Mktg1	Marketing Prof	2	2	1	50.00	0	0.00
Finan2	Finance Assoc Prof	2	2	1	50.00	0	0.00
Acctg2	Accounting Assoc Prof	2	2	0	0.00	0	0.00
Acctg3	Accounting Asst Prof	2	4	2	50.00	1	25.00
Finan3	Finance Asst Prof	2	2	1	50.00	1	50.00
Mangt2	Management Assoc Prof	2	5	2	40.00	0	0.00
Mktg2	Marketing Assoc Prof	2	2	1	50.00	0	0.00
Mktg3	Marketing Asst Prof	2	2	2	100.00	1	50.00
Mangt3	Management Asst Prof	2	2	1	50.00	1	50.00
Finan4	Finance Instructor	2	1	0	0.00	0	0.00
Finan1	Finance Professor	2	1	0	0.00	0	0.00
Mangt4	Management Instructor	2	8	0	0.00	5	62.50
Acctg4	Accounting Instructor	2	6	1	16.67	4	66.67
Mktg4	Marketing Instructor	2	3	0	0.00	1	33.33
Group Total:			50	12	24.00	16	32.00

Job Group 3B Education Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
023502	Curriculum Coordinator	3	1	0	0.00	1	100.00
073300	Education Officer	3	3	0	0.00	2	66.67
023503	Integration/Outreach Leader	3	1	0	0.00	1	100.00
012502	Director Academic Services	3	1	0	0.00	1	100.00
013400	Advisor	3	39	2	5.13	32	82.05
014501	Admissions Representative	3	9	3	33.33	6	66.67
070800	Interpreter	3	2	0	0.00	2	100.00
025000	Teachers - Child Development	3	13	1	7.69	13	100.00
Group Total:			69	6	8.70	58	84.06

Job Group 3C General Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
001600	General Counsel	3	1	0	0.00	1	100.00
0B8800	Associate General Counsel	3	1	0	0.00	0	0.00
001601	Assistant General Counsel	3	1	0	0.00	1	100.00
0A6900	Mechanical Manager	3	2	0	0.00	0	0.00
027200	Associate Specialist	3	4	0	0.00	0	0.00
070700	Senior	3	3	0	0.00	0	0.00
041001	Marketing and Development Manager	3	2	0	0.00	1	50.00
014300	Special Assistant	3	10	2	20.00	5	50.00
094600	Program Director	3	2	1	50.00	2	100.00
037500	Supervisor/Administrator	3	2	0	0.00	1	50.00
013600	Consultant	3	5	2	40.00	2	40.00
066300	Project Manager	3	16	3	18.75	7	43.75
025900	Program Associate	3	7	1	14.29	5	71.43
054700	Compliance Auditor	3	1	0	0.00	0	0.00
026000	Associate	3	13	0	0.00	6	46.15
027300	Assistant Specialist	3	6	1	16.67	2	33.33
070600	Assistant	3	23	1	4.35	10	43.48
027100	Senior Specialist	3	1	0	0.00	0	0.00
094601	Program Manager	3	8	2	25.00	7	87.50
078400	Project Coordinator	3	20	1	5.00	18	90.00
037700	Technical Director/Admin	3	1	0	0.00	0	0.00
082700	Coordinator	3	86	16	18.60	46	53.37

Job Group 3C General Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
063700	Staff Assistant	3	49	5	10.20	35	71.43
002801	Assistant Coordinator	3	4	0	0.00	3	75.00
026800	Program Assistant	3	56	11	19.64	53	94.64
4157A4	Program consultant II	3	1	0	0.00	1	100.00
8183A6	Education & Info Rep I	3	1	0	0.00	1	100.00
Group Total:			326	46	14.11	227	69.63

Job Group 3D Athletics Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
028300	Head Coach Basketball	3	2	1	50.00	1	50.00
028500	Head Coach	3	8	1	12.50	2	25.00
028510	Associate Head Coach	3	3	1	33.33	1	33.33
028100	Head Coach Track	3	1	0	0.00	0	0.00
028400	Assistant Coach Basketball	3	4	0	0.00	2	50.00
028600	Assistant Coach	3	23	3	13.04	5	21.74
029400	Head Coach Golf	3	2	0	0.00	1	50.00
034401	Equipment Manager	3	1	0	0.00	0	0.00
029500	Trainer	3	8	1	12.50	2	25.00
028800	Coach	3	1	0	0.00	1	100.00
028200	Assistant Coach Track	3	1	0	0.00	0	0.00
096302	Equine Facility Manager	3	1	0	0.00	0	0.00
Group Total:			55	7	12.73	15	27.27

Job Group 3H Student Mental Hlth Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
060900	Psychologist	3	3	0	0.00	1	33.33
013500	Counselor	3	9	2	22.22	4	44.44
Group Total:			12	2	16.67	5	41.67

Job Group 3I Ag & Extension Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
052001	Forester	3	4	0	0.00	0	0.00
052000	Agronomist	3	1	0	0.00	0	0.00
052003	Associate Forester	3	5	0	0.00	0	0.00
053000	Associate Agronomist	3	1	0	0.00	1	100.00
026600	Extension Associate	3	9	0	0.00	8	88.89
040001	Military Extension Agent	3	3	0	0.00	3	100.00
026700	Extension Assistant	3	18	0	0.00	14	77.78
052002	Assistant Forester	3	8	0	0.00	3	37.50
Group Total:			49	0	0.00	29	59.18

Job Group 3K Administrative Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
020700	Assistant To The Dean	3	4	0	0.00	3	75.00
045800	Events Coordinator	3	1	0	0.00	1	100.00
0A6700	Senior Maintenance Manager	3	1	0	0.00	0	0.00
076700	Administrative Officer III	3	1	0	0.00	1	100.00
011500	Administrative Assistant	3	47	2	4.26	45	95.74
011603	Assistant to the Director	3	1	0	0.00	1	100.00
0A1500	Human Resource Specialist II	3	1	0	0.00	1	100.00
4270A4	Public Service Adm II	3	6	0	0.00	6	100.00
4082A6	Human Resource Prof II	3	6	0	0.00	6	100.00
4097C1	Management Systems Analyst I	3	2	0	0.00	0	0.00
4269A4	Public Service Adm I	3	20	0	0.00	20	100.00
4080A6	Human Resource Prof I	3	3	1	33.33	3	100.00
4268K1	Administrative Officer	3	49	5	10.20	46	93.88
Group Total:			142	8	5.63	133	93.66

Job Group 3L Financial Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
023200	Chief Financial Officer	3	2	0	0.00	1	50.00
067000	Budget/Fiscal Officer	3	3	0	0.00	2	66.67
0C2000	Business Financial Specialist	3	1	0	0.00	1	100.00
067700	Auditor	3	1	0	0.00	0	0.00
067200	Business Manager	3	17	0	0.00	14	82.35
067800	Senior Auditor	3	1	0	0.00	1	100.00
046800	Budget Analyst	3	1	0	0.00	1	100.00
038280	Grant Specialist	3	13	1	7.69	8	61.54
067701	Internal Auditor	3	1	0	0.00	1	100.00
069000	Fiscal Analyst	3	2	0	0.00	2	100.00
067300	Accountant	3	1	0	0.00	1	100.00
4002A1	Accountant IV	3	1	0	0.00	0	0.00
4215K1	Procurement Officer III	3	1	0	0.00	0	0.00
4214K1	Procurement Officer II	3	2	0	0.00	0	0.00
4001A1	Accountant III	3	22	1	4.55	20	90.91
4000A1	Accountant II	3	29	2	6.90	28	96.55
4213K1	Procurement Officer I	3	4	0	0.00	1	25.00
4265A1	Accountant I	3	37	4	10.81	36	97.30
4004A1	Accounting Specialist	3	52	5	9.62	52	100.00
Group Total:			191	13	6.81	169	88.48

Job Group 3M Research Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
031301	Biosafety Specialists	3	3	1	33.33	2	66.67
096300	Animal Health Officer	3	1	0	0.00	0	0.00
018000	Senior Scientist	3	5	1	20.00	0	0.00
0A8900	Operations Technician	3	1	0	0.00	0	0.00
068900	Statistical & Info Officer	3	2	0	0.00	1	50.00
018200	Assistant Scientist	3	30	6	20.00	10	33.33
026400	Research analyst	3	1	0	0.00	0	0.00
018100	Associate Scientist	3	5	2	40.00	1	20.00
032600	Fellow (Post Doc)	3	18	10	55.56	5	27.78
026100	Research Associate	3	107	67	62.62	34	31.78
029100	Fellow (Post Doc Research)	3	6	3	50.00	2	33.33
026200	Research Assistant	3	123	22	17.89	75	60.98
077200	Research Technician	3	12	2	16.67	4	33.33
8175C3	Microbiologist III	3	5	1	20.00	4	80.00
8174C3	Microbiologist II	3	7	5	71.43	3	42.86
8147C3	Chemist II	3	1	0	0.00	1	100.00
8173C3	Microbiologist I	3	3	0	0.00	1	33.33
2014C1	Research Analyst II	3	2	0	0.00	2	100.00
8146C3	Chemist I	3	1	0	0.00	1	100.00
Group Total:			333	120	36.04	146	43.84

Job Group 3N Health Professional Non-faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
061400	Assoc Student Health Physician	3	6	0	0.00	1	16.67
0A3800	Pharmacist	3	3	0	0.00	0	0.00
072200	Physician's Assistant I	3	2	0	0.00	2	100.00
0A3600	Medical Technologist	3	12	0	0.00	9	75.00
035400	Lab Technologist - Research	3	5	0	0.00	3	60.00
0B3000	Nurse Practitioner	3	1	0	0.00	1	100.00
7114F2	Registered Nurse III	3	1	0	0.00	1	100.00
7113F2	Registered Nurse II	3	11	0	0.00	11	100.00
Group Total:			41	0	0.00	28	68.29

Job Group 3O Engineers, Architects, and Aviation Professional N

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
069500	Senior/Chief Engineer	3	3	0	0.00	1	33.33
072100	Pilot	3	1	0	0.00	0	0.00
050701	University Landscape Architect	3	1	0	0.00	0	0.00
050702	Assistant University Architect	3	1	0	0.00	0	0.00
069400	Associate Engineer	3	8	1	12.50	0	0.00
1718P3	Broadcast Engineer	3	4	0	0.00	0	0.00
8283B1	Landscape Architect II	3	1	0	0.00	1	100.00
8253B1	Architectural Project Designer	3	2	0	0.00	2	100.00
Group Total:			21	1	4.76	4	19.05

Job Group 3P Document and Design Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
025200	Associate Curator	3	1	0	0.00	0	0.00
0C1700	Documentation Technical Writer	3	1	0	0.00	1	100.00
025300	Assistant Curator	3	1	0	0.00	1	100.00
025800	Senior Curator	3	2	0	0.00	1	50.00
003400	Graphic Designer	3	10	0	0.00	5	50.00
015500	Librarian	3	5	0	0.00	4	80.00
8361E2	Graphic Design Specialist	3	7	0	0.00	5	71.43
8189E2	Public Prog/Perform Tech	3	1	0	0.00	0	0.00
3796N1	Print Shop Supervisor	3	2	0	0.00	0	0.00
1995E1	Librarian I	3	2	0	0.00	2	100.00
Group Total:			32	0	0.00	19	59.38

Job Group 3Q Computer/Communications Professional Non-Faculty

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
049100	Information Systems Analyst	3	3	0	0.00	1	33.33
088600	Information Systems Supervisor	3	3	1	33.33	3	100.00
0C3896	Information Technology Manager	3	2	1	50.00	0	0.00
017777	Database Administrator	3	3	1	33.33	1	33.33
068704	Network Security Analyst	3	3	0	0.00	0	0.00
017130	Programming & Analysis Manager	3	2	1	50.00	0	0.00
021400	Systems Coordinator	3	14	3	21.43	5	35.71
068700	Network Specialist	3	9	1	11.11	1	11.11
021900	Systems Specialist	3	17	7	41.18	8	47.06
0C3856	Information Resource Manager	3	2	0	0.00	0	0.00
038706	Television Producer/Director	3	2	0	0.00	1	50.00
064200	Computer Information Spec	3	74	12	16.22	14	18.92
097600	Computer Systems Analyst	3	13	3	23.08	4	30.77
0C3895	Information Technology Coordinator	3	8	1	12.50	4	50.00
094401	Web/Database Developer	3	4	0	0.00	1	25.00
065900	Program Analyst	3	2	1	50.00	0	0.00
046700	Communications Coordinator	3	4	1	25.00	4	100.00
038705	Television Production Specialist	3	1	0	0.00	0	0.00
1635P2	System Software AAnalyst III	3	1	0	0.00	1	100.00
1602P2	Applications Developer III	3	1	0	0.00	0	0.00
1639P1	Technology Support consultant II	3	4	1	25.00	4	100.00
1638P1	Technology Support Consultant I	3	10	0	0.00	8	80.00

Job Group 3Q Computer/Communications Professional Non-Faculty

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
Group Total:		182	34	18.68	60	32.97

Job Group 4A Secretaries

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
011800 Academic Administrative Assistant	4	2	0	0.00	2	100.00
1074K2 Senior Administrative Specialist	4	13	1	7.69	12	92.31
1073K2 Administrative Specialist	4	156	7	4.49	153	98.08
1072K2 Senior Administrative Assistant	4	146	11	7.53	138	94.52
1071K2 Administrative Assistant	4	63	7	11.11	58	92.06
Group Total:		380	26	6.84	363	95.53

Job Group 4C Clerical

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
066200 Office Manager	4	1	0	0.00	1	100.00
085100 Account Clerk	4	1	0	0.00	1	100.00
1317K2 Storekeeper Specialist	4	13	4	30.77	3	23.08
Group Total:		15	4	26.67	5	33.33

Job Group 4D Library Assistants Clerical and Secretarial

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
2000E1	Library Assistant III	4	17	1	5.88	16	94.12
1999E1	Library Assistant II	4	15	2	13.33	13	86.67
1998E1	Library Assistant I	4	2	0	0.00	2	100.00
Group Total:			34	3	8.82	31	91.18

Job Group 5A Computer Technical and Paraprofessionals

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
058300	Systems Analyst	5	5	1	20.00	3	60.00
0C3857	Micro Computer Support Tech	5	7	1	14.29	1	14.29
058100	Programmer 1	5	3	2	66.67	1	33.33
089100	Systems Programmer	5	2	2	100.00	0	0.00
097611	Microcomputer Support Tech I	5	3	0	0.00	1	33.33
1614P3	Equipment Planning Technician I	5	1	0	0.00	1	100.00
1631P3	Network Service Technician III	5	3	1	33.33	0	0.00
1600P2	Applications Developer I	5	3	0	0.00	0	0.00
1630P3	Network Service Technician II	5	4	0	0.00	0	0.00
1626P3	Network Control Technician II	5	1	0	0.00	0	0.00
1609P2	Computer Operator Supervisor	5	3	1	33.33	3	100.00
1642P1	Technology Support Technician II	5	2	1	50.00	2	100.00
1608P2	Computer Operator II	5	3	0	0.00	3	100.00
1641P1	Technology Support Technician I	5	1	1	100.00	0	0.00
Group Total:			41	10	24.39	15	36.59

Job Group 5B Electric/Engineering Technical and Paraprofessiona

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
0B6800	Engineering Technician Special	5	2	0	0.00	0	0.00
0A2000	Hazardous Waste Manager	5	2	0	0.00	2	100.00
8349N2	Electronics Technologist	5	2	0	0.00	0	0.00
8220L1	Fire Prevention Inspector	5	1	0	0.00	0	0.00
8266B1	Engineering Technician Senior	5	1	0	0.00	0	0.00
8348N2	Electronics Technician II	5	2	0	0.00	0	0.00
8274C3	Environmental Technician III	5	2	0	0.00	0	0.00
8347N2	Electronics Technician I	5	2	0	0.00	0	0.00
8345N2	Electronic Control Ctr Tech	5	3	0	0.00	0	0.00
8273C3	Environmental Technician II	5	1	0	0.00	0	0.00
8265B1	Engineering Technician	5	2	0	0.00	1	50.00
3290N2	Buildings System Technician	5	20	1	5.00	0	0.00
Group Total:			40	1	2.50	3	7.50

Job Group 5C Research/Teaching Technical and Paraprofessionals

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
025500 Teaching Technician	5	2	0	0.00	0	0.00
0A4100 Technology Coordinator	5	6	0	0.00	2	33.33
052300 Education Programs Tech	5	2	0	0.00	2	100.00
009800 Educational Support Technologist	5	1	0	0.00	1	100.00
031200 Teaching Assistant	5	20	4	20.00	19	95.00
8358C3 Research Technologist	5	14	1	7.14	2	14.29
8135E2 Photographer II	5	1	0	0.00	0	0.00
8342C3 Laboratory Technician III	5	4	0	0.00	4	100.00
2029C3 Lab Educational Technician	5	3	0	0.00	1	33.33
8341C3 Laboratory Technician II	5	5	0	0.00	3	60.00
Group Total:		58	5	8.62	34	58.62

Job Group 5D Ag/Vet Technical and Paraprofessionals

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
8381C3 Agricultural Technician Senior	5	57	2	3.51	3	5.26
4286F3 Veterinary Anesthesia Tech	5	2	1	50.00	2	100.00
8336F3 Veterinary Technician II	5	22	1	4.55	22	100.00
8380C3 Agricultural Technician	5	40	2	5.00	15	37.50
3265M1 Grounds Maintenance Super II	5	4	0	0.00	2	50.00
Group Total:		125	6	4.80	44	35.20

Job Group 5E Health Technical and Paraprofessionals

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
0B5900 Physical Therapist	5	1	0	0.00	1	100.00
8327F2 Radiologic Technologist II	5	1	0	0.00	1	100.00
8326F2 Radiologic Technologist I	5	1	0	0.00	1	100.00
8308F1 Health Care Technician II	5	1	0	0.00	1	100.00
7111F2 Licensed Practical Nurse	5	3	1	33.33	2	66.67
8333F1 Healthcare Assistant	5	2	1	50.00	2	100.00
2004A6 Extension Nutritional Asst I	5	20	7	35.00	20	100.00
Group Total:		29	9	31.03	28	96.55

Job Group 6A Printing Trades Skilled Crafts

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
3795N1 Printing Process Supervisor	6	3	2	66.67	0	0.00
3794N1 Printing Services Coordinator	6	3	0	0.00	2	66.67
3793N1 Printer Specialist	6	11	1	9.09	1	9.09
3792N1 Printer Senior	6	1	0	0.00	1	100.00
Group Total:		18	3	16.67	4	22.22

Job Group 6B Building Trades Skilled Crafts

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
3271N2	Facilities Specialist	6	18	1	5.56	0	0.00
3292N2	Lock System Specialist Senior	6	3	1	33.33	0	0.00
3282N2	Electrician Senior	6	12	0	0.00	0	0.00
3284N2	Plumber Senior	6	11	1	9.09	0	0.00
3281N2	Carpenter Senior	6	23	2	8.70	1	4.35
3294N2	Refrig And A C Svc Tech Sr	6	10	0	0.00	0	0.00
3268N2	Painter Supervisor	6	11	2	18.18	4	36.36
3263N2	Gen Maint And Repair Tech Senior	6	30	5	16.67	4	13.33
3273N2	Carpenter	6	1	0	0.00	0	0.00
3278N2	Plumber	6	1	0	0.00	0	0.00
3277N2	Painter	6	7	1	14.29	1	14.29
3262N2	Gen Maint And Repair Tech	6	6	0	0.00	0	0.00
Group Total:			133	13	9.77	10	7.52

Job Group 6C Building Mech Trades Skilled Crafts

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
3299N2 Physical Plant Supervisor Iii	6	2	0	0.00	0	0.00
3298N2 Physical Plant Supervisor Senior	6	10	1	10.00	2	20.00
3297N2 Physical Plant Supervisor	6	20	1	5.00	4	20.00
3269N2 Facilities Maintenance Super	6	15	1	6.67	2	13.33
3293N2 Refrig And AC Svc Tech	6	2	0	0.00	0	0.00
Group Total:		49	3	6.12	8	16.33

Job Group 6D Mechanical Skills Skilled Crafts

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
3068N3 Equipment Mechanic Specialist	6	2	0	0.00	0	0.00
3067N3 Equipment Mechanic Senior	6	5	0	0.00	0	0.00
8338N3 Aviation Technician	6	4	0	0.00	0	0.00
3066N3 Equipment Mechanic	6	4	1	25.00	0	0.00
3072N3 Equipment Operator Senior	6	13	5	38.46	1	7.69
3071N3 Equipment Operator	6	10	1	10.00	0	0.00
3056N3 Mechanic's Helper	6	1	0	0.00	1	100.00
Group Total:		39	7	17.95	2	5.13

Job Group 7A Protective Services Service-Maintenance

Job Code & Title		EEO	Total Emp	Min #	Min %	Fem #	Fem %
088000	Emergency Preparedness Planner	7	1	0	0.00	0	0.00
089802	Industrial Hygienist	7	1	0	0.00	0	0.00
048700	Fire Protection Specialist	7	1	0	0.00	0	0.00
4113L1	University Police Captain	7	2	0	0.00	0	0.00
4114L1	University Detective	7	1	1	100.00	0	0.00
4111L1	University Police Sergeant	7	27	0	0.00	2	7.41
4110L1	University Police Officer	7	8	1	12.50	1	12.50
1724L1	Communications Specialist II	7	3	0	0.00	2	66.67
4125L1	University Police Officer Trainee	7	1	0	0.00	0	0.00
1723L1	Communications Specialist 1	7	1	0	0.00	0	0.00
4131L1	Safety & Security Officer II	7	4	0	0.00	1	25.00
4130L1	Safety And Security Officer I	7	18	2	11.11	3	16.67
Group Total:			68	4	5.88	9	13.24

Job Group 7B Custodial Service-Maintenance

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
078002 Facility Security Officer	7	2	1	50.00	0	0.00
048400 Facility custodian	7	1	0	0.00	0	0.00
8346N2 Electronic Control Ctr Super	7	3	1	33.33	0	0.00
4523R2 Custodial Manager	7	6	2	33.33	4	66.67
4522R2 Custodial Supervisor Senior	7	16	5	31.25	8	50.00
4520R2 Custodial Specialist	7	169	48	28.40	84	49.70
Group Total:		197	57	28.93	96	48.73

Job Group 7C Laborers Service-Maintenance

Job Code & Title	EEO	Total Emp	Min		Fem	
			#	%	#	%
052500 Assistant Agronomist	7	4	0	0.00	1	25.00
093500 Courier	7	1	0	0.00	0	0.00
3266M1 Laborer Supervisor	7	1	1	100.00	0	0.00
3261N2 Utility Worker	7	12	2	16.67	2	16.67
1009M1 Seasonal Worker II	7	1	0	0.00	1	100.00
3412N3 Automotive Driver	7	2	0	0.00	1	50.00
Group Total:		21	3	14.29	5	23.81

Job Group 7D Food Service-Maintenance

Job Code & Title		EEO	Total Emp	Min		Fem	
				#	%	#	%
4509R1	Food Service Manager	7	4	0	0.00	4	100.00
4508R1	Food Service Supervisor II	7	16	6	37.50	15	93.75
4510R1	Cook II	7	42	10	23.81	32	76.19
4505R1	Food Service Worker	7	15	5	33.33	12	80.00
4500R2	Service Assistant	7	1	0	0.00	1	100.00
Group Total:			78	21	26.92	64	82.05

There were no annotated employees.

AVAILABILITY ANALYSIS
In accordance with 41 C.F.R. 60-2.14

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

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the 2000 census data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

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

1A - Provost Executive, Administrative, & Managerial

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

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1A - Provost Executive, Administrative, & Managerial was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1C - President, Executive, Administrative, & Managerial

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

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1C - President, Executive, Administrative, & Managerial was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2A - Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical

area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2A - Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2B - Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2B - Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2C - Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2C - Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2E - Agriculture Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2E - Agriculture Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2F - Architecture Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2F - Architecture Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2G - Arts & Humanities Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2G - Arts & Humanities Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2G - Arts & Humanities Faculty.

2H - Natural & Computational Sciences Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2H - Natural & Computational Sciences Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2I - Social Sciences Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2I - Social Sciences Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 1a: -

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2I - Social Sciences Faculty.

2J - Library Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2J - Library Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2K - Human Ecology Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2K - Human Ecology Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2K - Human Ecology Faculty.

2L - Veterinary Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2L - Veterinary Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2M - Salina Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2M - Salina Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2N - Education Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2N - Education Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

2O - Engineering Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2O - Engineering Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 1a: -

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

2P - Business Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2P - Business Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

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

3B - Education Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3B - Education Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3B - Education Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3C - General Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3C - General Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3C - General Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3D - Athletics Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3D - Athletics Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3D - Athletics Professional Non-Faculty.

3H - Student Mental Hlth Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3H - Student Mental Hlth Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3H - Student Mental Hlth Professional Non-Faculty.

3I - Ag & Extension Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3I - Ag & Extension Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3I - Ag & Extension Professional Non-Faculty.

3K - Administrative Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3K - Administrative Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3K - Administrative Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3L - Financial Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3L - Financial Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3L - Financial Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3M - Research Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3M - Research Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3M - Research Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3N - Health Professional Non-faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3N - Health Professional Non-faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3N - Health Professional Non-faculty.

3O - Engineers, Architects, and Aviation Professional N

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3O - Engineers, Architects, and Aviation Professional N. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3O - Engineers, Architects, and Aviation Professional N.

3P - Document and Design Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3P - Document and Design Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3P - Document and Design Professional Non-Faculty.

3Q - Computer/Communications Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3Q - Computer/Communications Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3Q - Computer/Communications Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4A - Secretaries

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 4A - Secretaries. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 4A - Secretaries was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4C - Clerical

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 4C - Clerical. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 4C - Clerical.

4D - Library Assistants Clerical and Secretarial

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 4D - Library Assistants Clerical and Secretarial. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 4D - Library Assistants Clerical and Secretarial.

5A - Computer Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5A - Computer Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 5A - Computer Technical and Paraprofessionals.

5B - Electric/Engineering Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5B - Electric/Engineering Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5B - Electric/Engineering Technical and Paraprofessionals was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5C - Research/Teaching Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5C - Research/Teaching Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5C - Research/Teaching Technical and Paraprofessionals was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5D - Ag/Vet Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5D - Ag/Vet Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not

to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5D - Ag/Vet Technical and Paraprofessionals was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5E - Health Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5E - Health Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 5E - Health Technical and Paraprofessionals.

6A - Printing Trades Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6A - Printing Trades Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6A - Printing Trades Skilled Crafts.

6B - Building Trades Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6B - Building Trades Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6B - Building Trades Skilled Crafts.

6C - Building Mech Trades Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6C - Building Mech Trades Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6C - Building Mech Trades Skilled Crafts.

6D - Mechanical Skills Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6D - Mechanical Skills Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6D - Mechanical Skills Skilled Crafts.

7A - Protective Services Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7A - Protective Services Service-

Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 7A - Protective Services Service-Maintenance.

7B - Custodial Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7B - Custodial Service-Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 7B - Custodial Service-Maintenance was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

7C - Laborers Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7C - Laborers Service-Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 7C - Laborers Service-Maintenance.

7D - Food Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7D - Food Service-Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 7D - Food Service-Maintenance.