

WESTERN ILLINOIS UNIVERSITY AFFIRMATIVE ACTION PLAN UPDATE

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EEO Administrator: Director, Equal Opportunity and Access

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Establishment's Name: Western Illinois University

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Guiyou Huang, President

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Western Illinois University

EQUAL OPPORTUNITY POLICY STATEMENT

Western Illinois University complies fully with all applicable federal and state nondiscrimination laws, orders, and regulations. The University is committed to providing equal opportunity and an educational and work environment for its students, faculty, and staff that is free from discrimination based on sex, race, color, sexual orientation, gender identity and gender expression, religion, age, marital status, national origin, disability, or veteran status.

Further, the University is committed to a comprehensive Affirmative Action program that ensures access and equity in educational programs, activities, and employment.

We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with the EEO Administrator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to Western Illinois University will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

In furtherance of Western Illinois University's policy regarding Affirmative Action and Equal Employment Opportunity, Western Illinois University has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which the company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, As of October 1, 2023 at the Equal Opportunity and Access department. Any questions should be directed to your supervisor, or the Director of Equal Opportunity and Access.

Statement on Diversity, Equity & Inclusion at Western Illinois University

We are committed to diversity, equity, and inclusion at Western Illinois University. As your 12th president, I will commit time and energy to existing and new initiatives, including diversity and racial and social justice. I am dedicated to student success, growth, and transformation, and I will tirelessly advocate for our University community.

Together, we will uphold and strengthen our University's commitment to social justice, equity, and diversity, and together, we will stand up to hate and racism. At WIU, we respect every person. We welcome everyone regardless of sex, race, ethnicity, sexual orientation, gender identity, gender expression, religion, age, marital status, national origin, disability, genetic information, and veteran status.

Every member of our Western Illinois University community is essential to creating and upholding an inclusive and welcoming climate that is respectful, civil, and supportive for our students, faculty, staff and guests.

Guiyou Huang
President
10/01/2023

Introduction

History of the University

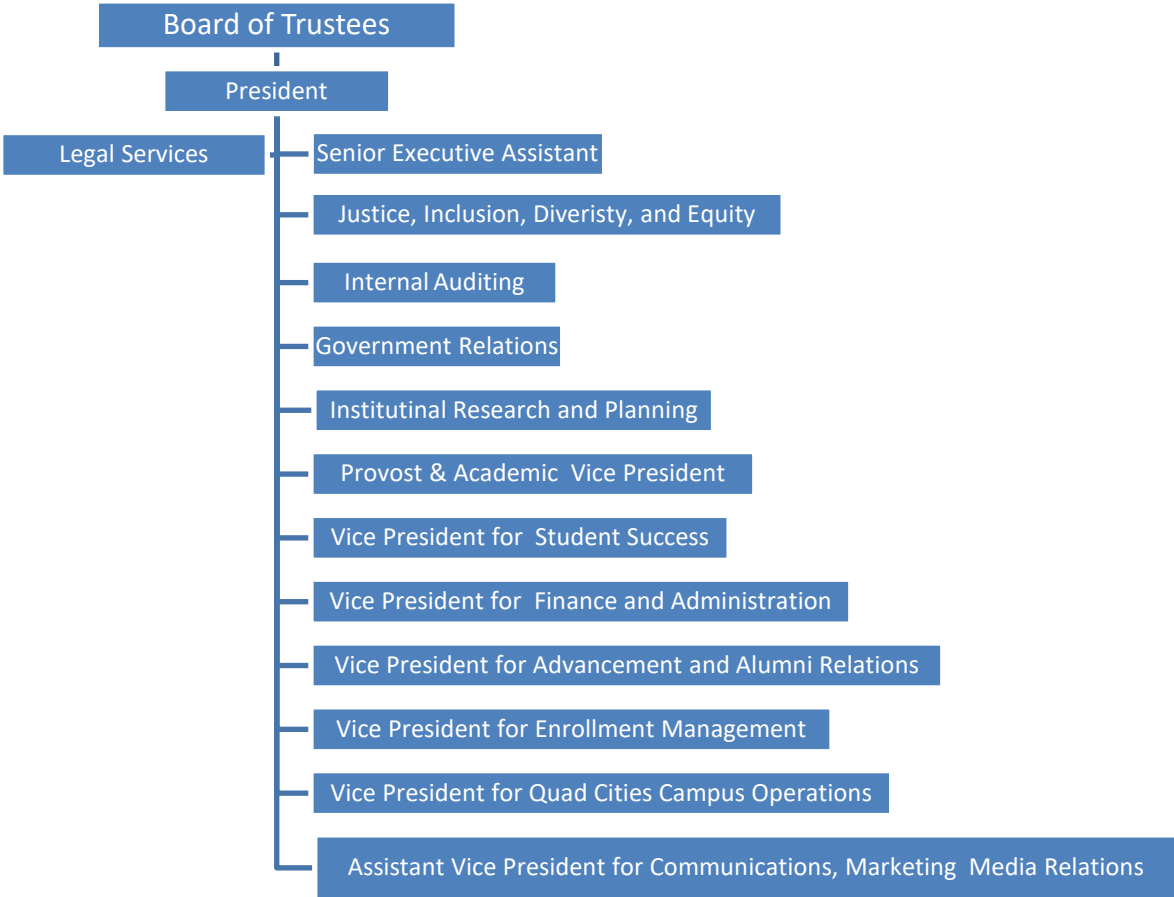
Western Illinois University (WIU) is a public, coeducational institution of higher learning located in Macomb, Illinois. WIU was founded in 1899 as Western Illinois State Normal School. Instruction began in 1902. Like many similar institutions of the time, Western Illinois State Normal School focused on teacher training for its relatively small body of students. As the normal school grew, it evolved into a four-year teachers college in 1917 and became Western Illinois State Teachers College in 1921. In 1957 the college was elevated to university status. Today, Western Illinois University is composed of two campuses that provide a wide range of academic programs for nearly 8,000 students. While the main campus is in Macomb, Western Illinois University – Quad Cities is located in Moline, Illinois.

Western Illinois University is composed of four academic colleges: Arts & Sciences, Business & Technology, Education & Human Services, and Fine Arts & Communication, in addition to an Honors College and the School of Distance Learning, International Studies and Outreach which includes nontraditional programs.

The University offers 61 undergraduate, 43 graduate degree programs, and 2 doctoral programs which includes an Ed.D. in educational leadership and a Ph.D. in environmental science.

(Source: <http://www.wiu.edu/academics/>)

Organizational Chart (Limited)



**WESTERN ILLINOIS UNIVERSITY AFFIRMATIVE ACTION PROGRAM
FOR MINORITIES AND WOMEN**

Affirmative Action Plan Requirement

Executive Order 11246, the Rehabilitation Act, and the Vietnam Era Veterans' Readjustment Assistance Act are federal laws that require federal contractors and subcontractors that employ 50 or more employees and enter into at least one contract of \$50,000 or more with the federal government to prepare and maintain a written affirmative action program for the recruitment, hiring, and promotion of minorities, women, disabled individuals, and protected veterans. (See 41 C.F.R. §§60-1.40, 60-250.40, 60-741.40.)

WIU's Affirmative Action Plan sets forth the University's commitment to equal opportunity and affirmative action and outlines a comprehensive program of activities for recruitment, hiring, and promotion for minorities and women. The Plan also includes active programs for individuals with disabilities and protected veteran's categories.

This Affirmative Action Plan is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Office of Equal Opportunity and Access.

Questions may be addressed to the Director of Equal Opportunity and Access or Tami McCoy, Office of Equal Opportunity and Access, Sherman Hall Room 312, Macomb, IL or by phone at 309-298-1977.

Equal Opportunity and Affirmative Action

Policy Statement

The University originally adopted an affirmative action and equal opportunity policy in November 1972. This policy, which has undergone review and revision over the years, serves as the official statement of commitment to the spirit and the letter of these concepts in all employment decisions. The President has reviewed this policy and reaffirmed the University's position with regard to affirmative action and equal opportunity.

The policy now reads as follows:

Western Illinois University complies fully with all applicable federal and state nondiscrimination laws, orders, and regulations. The University is committed to providing equal opportunity and an educational and work environment for its students, faculty, and staff that is free from discrimination based on sex, race, color, sexual orientation, gender identity and gender expression, religion, age, marital status, national origin, disability, or veteran status.

Further, the University is committed to a comprehensive Affirmative Action program that ensures access and equity in educational programs, activities, and employment.

The Equal Opportunity & Access Office is responsible for administering and monitoring Western Illinois University's Equal Opportunity/Affirmative Action policies and procedures. Inquiries about or complaints alleging violation of the policies should be directed to Equal Opportunity & Access, 309-298-1977, eo-office@wiu.edu. The Director of Equal Opportunity & Access also serves as the Coordinator for Title IX of the Educational Amendments of 1972 and its implementing regulations, and the Americans with Disabilities Act (ADA).

Policy Distribution

The EEO Policy statement is posted online and is available in print in the Office of Equal Opportunity and Access.

Equal Opportunity Clause

Pursuant to 41 C.F.R. section 60-1.4 and Western Illinois University's commitment to fair labor practices, WIU will continue to include the equal opportunity clause in all purchase orders, leases, and contracts. WIU will also reiterate its equal opportunity commitment in all vacancy announcements, employment advertisements, and application forms.

Administration & Monitoring

The Equal Opportunity & Access Office is responsible for administering and monitoring Western Illinois University's Equal Opportunity/Affirmative Action policies and procedures. Inquiries about or complaints alleging violation of these policies should be directed to the Director of Equal Opportunity & Access, 309/298-1977.

The Director serves as the Coordinator for the Americans with Disabilities Act (ADA) and Title IX Coordinator of the Educational Amendments of 1972 and all implementing regulations.

Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 60-2.17(a))

Designation of Responsibilities of EEO Administrator (41 CFR 60-2.17(a))

The EEO Administrator has the primary management responsibility, authority, and resources for ensuring full compliance with the provisions of E.O. 11246, as amended, and its implementing regulations. The EEO Administrator's appointment and a description of the position's basic responsibilities have been communicated to all levels of personnel in the company. The responsibilities of the EEO Administrator include, but are not necessarily limited to, the following:

1. Developing EEO policy statements, Affirmative Action Programs, and internal and external communication procedures;
2. Assisting in the identification of AAP/EEO problems;
3. Assisting management in arriving at effective solutions to AAP/EEO problems;
4. Designing and implementing an internal audit and reporting system that:
 - a. Measures the effectiveness of Western Illinois University's program;
 - b. Determines the degree to which AAP goals and objectives are met; and
 - c. Identifies the need for remedial action;
5. Keeping Western Illinois University's management informed of equal opportunity progress and reporting potential problem areas within the company through reports;
6. Reviewing the company's AAP for qualified minorities and women with management to ensure that the policy is understood and is followed in all personnel activities;
7. Auditing the contents of the company's bulletin board to ensure compliance information is posted and up-to-date; and
8. Serving as liaison between Western Illinois University and enforcement agencies.

The Responsibilities of the University's Management to Ensure Implementation of the AAP (41 CFR 60-2.17(a))

In implementing this written Affirmative Action Program, the responsibilities of the University's supervisors and managers working with the EEO Administrator include, but are not necessarily limited to, the following:

1. Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when appropriate;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and
3. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.

Identification of Problem Areas (41 CFR 60-2.17(b))

In addition, Western Illinois University performs in-depth analysis of its total employment process to determine if there are areas where minority and/or female groups may face impediments to equal opportunity. The following analyses are conducted in order to reveal any potential problem areas:

Placement Goals: An analysis of incumbency versus availability is performed to determine whether there are problems of minority or female utilization. Whenever a problem exists, Placement Goals are set (see the Placement Goals report which follows this section). Western Illinois University employs the "80 percent rule" methodology to determine whether a disparity exists. Pursuant to this approach, in any job group with more than two percent availability, a disparity exists whenever the disparity of females or minorities in a job group is less than 80 percent of the final availability percentage of the defined workforce. For those groups in which more than one position exists, placement goals are established.

For job groups that have Placement Goals, steps will be taken to encourage and increase the percentage of qualified females and/or minorities applying for positions both externally and internally. These steps may include, as appropriate, but are not limited to the following:

1. Recruiting at colleges and universities with a significant percentage of minority and female students;
2. Publishing job advertisements in newspapers and/or magazines that target females and/or minorities;
3. Offering job training to females and minorities currently employed by the university in order to increase their chances of advancing within the university;
4. Offering tuition waivers to employees to obtain educational training that will increase their chances of advancing within the university;

5. Using recruitment techniques that specifically target females and minorities; and
6. Continuing to use the services of the Illinois Employment Service.

Review of Employment Decisions: Review of employment decisions are made in order to determine whether females/minorities are selected at a less favorable rate than males/non-minorities.

Review of Hires/Promotions: Whenever females/minorities are selected at a lower rate than males/non-minorities, a review of the applicant flow is conducted to determine possible reasons why females/minorities were not selected at a more favorable rate. If the university is attracting fewer than expected females/minorities that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant flow of qualified females/minorities.

Review of Terminations: For non-voluntary terminations, if females/minorities are being terminated at a higher rate than males/non-minorities, a review of the employee files will be made to ensure that the university is applying its policies and procedures for termination equally for protected as well as non-protected classes.

The Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))

Action programs have been instituted to eliminate identified problem areas and to help achieve specific Affirmative Action goals. These programs include, but are not limited to, the following:

1. The Department of Human Resources conducts annual analyses of a third of the total job descriptions at Western Illinois University to ensure they accurately reflect job functions;
2. Making position announcements available to recruiting sources and all members of the selection committee involved in the recruiting, screening, selection and promotion processes;
3. Evaluating the total selection process to ensure freedom from bias through:
 - a. Reviewing position announcements and other pre-employment forms to ensure information requested is job-related;
 - b. Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity; and,
 - c. Training selection committees on the search and screening process;

4. Using techniques to improve recruitment and increase the flow of qualified applicants, including minority and female applicants. Western Illinois University has implemented the following actions:
 - a. Include the phrase “Western Illinois University is an Affirmative Action/Equal Opportunity employer and has a strong institutional commitment to diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including minorities, women, and persons with disabilities. WIU has a non-discrimination policy that includes sex, race, color, sexual orientation, gender identity and gender expression, religion, age, marital status, national origin, disability, or veteran status.” or a shortened tagline in all printed employment advertisements;
 - b. Place position advertisements in news media geared toward minorities and women;
 - c. Disseminate information on job opportunities to organizations representing minorities, women and employment development agencies in pertinent disciplines when job opportunities occur;
 - d. Encourage all employees to refer qualified applicants;
 - e. Actively recruit at job fairs, as well as junior colleges, colleges and universities with predominantly minority or female enrollments; and
 - f. Request Illinois employment agencies to refer qualified minorities and women.
5. Ensuring that all employees are given equal opportunity for promotion. This is achieved by:
 - a. Posting promotional opportunities;
 - b. Evaluating selection process

Internal Audit and Reporting Systems (41 CFR 60-2.17(d))

The university believes that one of the most important elements in effectively implementing a written Affirmative Action Program is an adequate internal audit and reporting system. Through this system, the Office of Equal Opportunity and Access will work in conjunction with the Office of Internal Auditing to ensure that the total program can be monitored for effectiveness, and executive administration can be kept informed of changes and progress. Western Illinois University’s audit and reporting system is designed to:

1. Measure the effectiveness of the AAP/EEO program;
2. Document personnel activities;
3. Identify problem areas where remedial action is needed; and

4. Determine the degree to which Western Illinois University's AAP goals and objectives have been attained.

The following personnel activities are reviewed, as necessary and desirable, to ensure nondiscrimination and EEO for all individuals without regard to their sex, race, color, sexual orientation, gender identity, gender expression, religion, age, marital status, national origin, disability, or veteran status:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, termination;
3. Compensation and benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

The following documents are maintained as a component of Western Illinois University's internal audit process:

1. A tracking system to monitor track applicant flow and data;
2. Summary data of external job offers and hires
3. Summary data of applicant flow documented in the Equal Opportunity information submitted by applicants; and
4. Employment applications

Western Illinois University's audit system includes periodic review of employment decisions. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. If problem areas arise, the manager or supervisor is to report problem areas immediately to the EEO Administrator. During the reporting cycle, the following occurs:

1. The EEO Administrator will discuss any problems relating to significant rejection ratios, EEO charges, etc., with the executive administration; and
2. The EEO Administrator will report the status of the university's AAP goals and objectives to executive administration. The EEO Administrator will recommend remedial actions for the effective implementation of the AAP.

Plan Dissemination

Internal

Physical Availability

Copies of the affirmative action plan are provided to designated University Administrators. Copies are also available in the Office of Equal Opportunity and Access, Sherman Hall Room 312 for any employee to review. Employees may also provide feedback to Equal Opportunity and Access personnel.

Training

Annual training regarding equal opportunity, fair labor practices, and non-discrimination policies is available for all supervisors and managers. Trainers will review the affirmative action plan during these sessions to explain the intent of the plan and address any questions or concerns they may have.

Collective Bargaining Agreements

Equal Opportunity and Access personnel will communicate the existence and goals of the affirmative action plan to the collective bargaining units to ensure compliance.

External

Physical availability

Copies of the affirmative action plan are available for any applicant to review, located in the Office of Equal Opportunity and Access, Sherman Hall Room 312.

Equal Opportunity and Access Affirmative Action Program Annual Update – October 2023

Western Illinois University (WIU) is committed to a comprehensive Affirmative Action Program that outlines specific goals, actions, and responsibilities for addressing underrepresentation and ensuring equal opportunity and access in all employment activities, including but not limited to, recruitment, selection, compensation, training, and promotion. Further, WIU is committed to providing an educational and work environment that fosters diversity and is free from discrimination on the bases of sex, race, color, religion, age, sexual orientation, gender identity, gender expression, marital status, national origin, disability, veteran status, genetic information and any other classes protected by state or federal law. To that end, the University's Affirmative Action Program includes the Discrimination, Harassment, and Sexual Misconduct Policy and related complaint procedures as well as diversity initiatives designed to help recruit, hire, train, and retain a diverse workforce. The initiatives include targeted advertising, employment monitoring, affirmative action administrative internships,

dissertation fellowships, dual career placements, domestic partner benefits, and civil service intern programs.

Reinforcement for our affirmative action program and diversity initiatives is affirmed in the University's Strategic Plan, *Higher Values in Higher Education* as these efforts support two goals outlined in the Plan: to attract, recruit, retain and develop an excellent faculty representative of the diverse and global society; and to develop strategies to increase the recruitment and retention of staff and administration from traditionally underrepresented groups.

This report section serves as an update to our affirmative action program and diversity initiatives.

Effective recruitment strategies are essential to attracting and hiring an excellent faculty and staff representative of the diverse society. The University continues to use a multi-pronged approach which includes advertising in print and electronic media, including niche publications and websites, referrals, active recruitment through nomination and identification of qualified candidates, and deliberate and defined search procedures.

In FY22, Human Resources took over responsibility for the search process, providing support and coordination for all faculty and administrative vacancies, including waivers¹, promotions, reassignments, external, and internal searches as well as rehires.

Based on the number of applicants who self-identified, during FY23:

Females comprised 28.51%, a decrease of 5.31%;
Minorities comprised 38.01%, a decrease of 5.01%;
Veterans comprised 6.21%, an increase of 3.88%;
Blacks comprised 11.36%, a decrease of 1.44%;
Asians comprised 19.72%, a decrease of 3.97%;
Hispanics comprised 4.48%, an increase of 0.26%;
Native American comprised 0.05%, a decrease of 0.49%;
2 or more comprised 1.97%, an increase of 0.27%

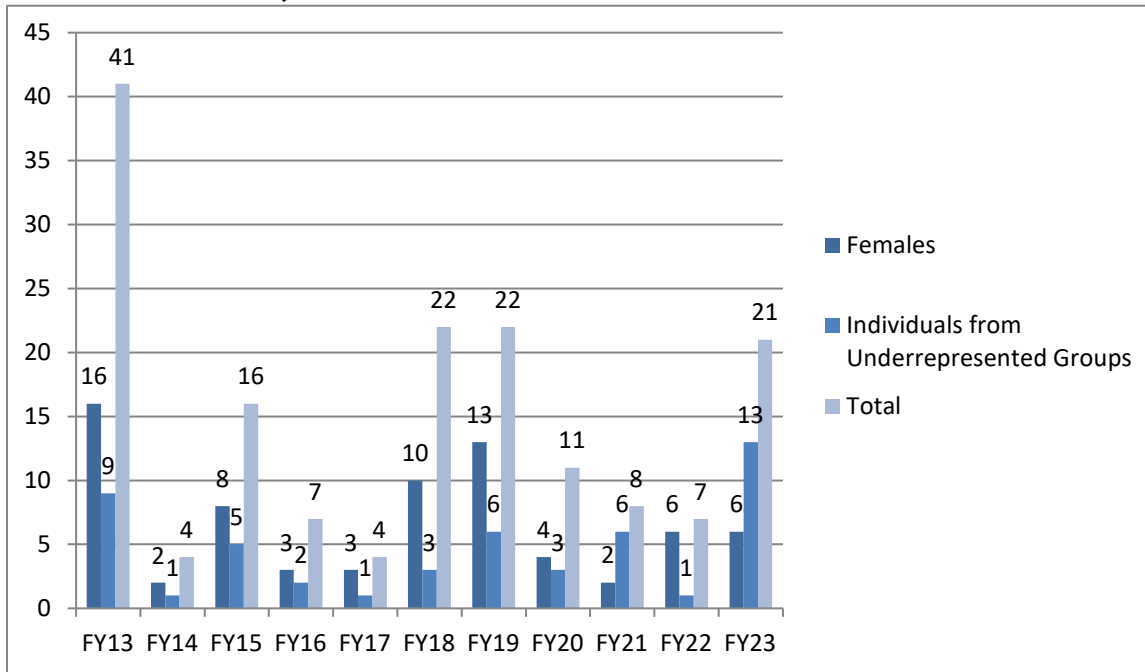
*No one self-identified as an individual with disabilities or were known to have a disability.

*No one self-identified as Native Hawaiian or Pacific Islander.

¹ The majority of waivers were processed for temporary positions of one year or less and appointments no greater than 50%, this included adjuncts and assistant coaches.

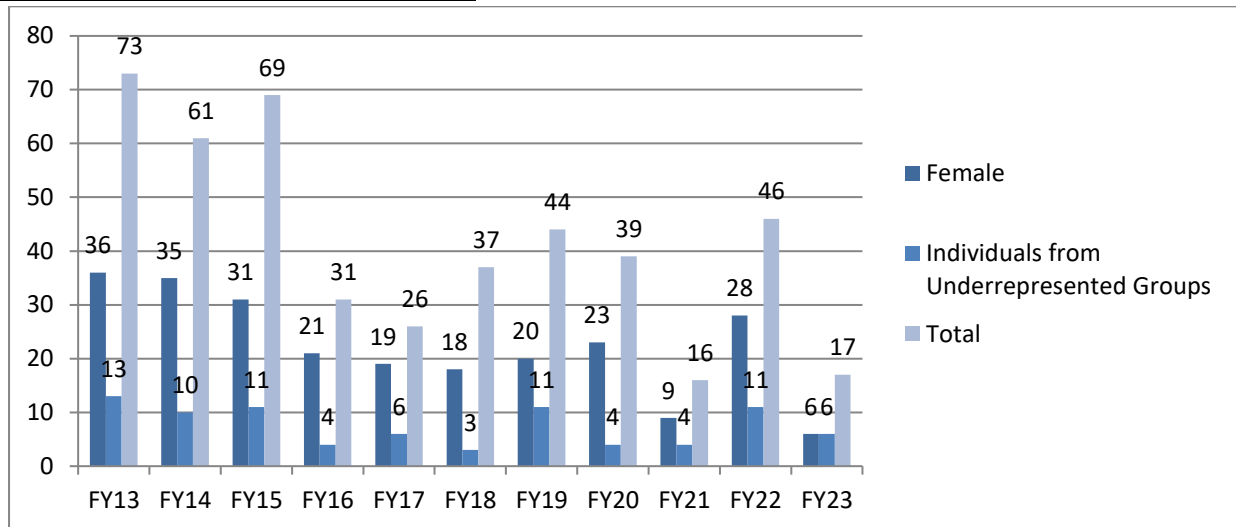
Data - New Hires

Tenure Track Faculty Positions Filled



During FY23, 21 new faculty were hired for tenure track positions, resulting in the hiring of 6 females (28.6%) and 13 individuals from an underrepresented group (61.9%). This reflects a decreased percentage of females hired and an increased percentage of minorities hired compared to FY22. The chart above shows a ten-year comparison for tenure track faculty positions filled.

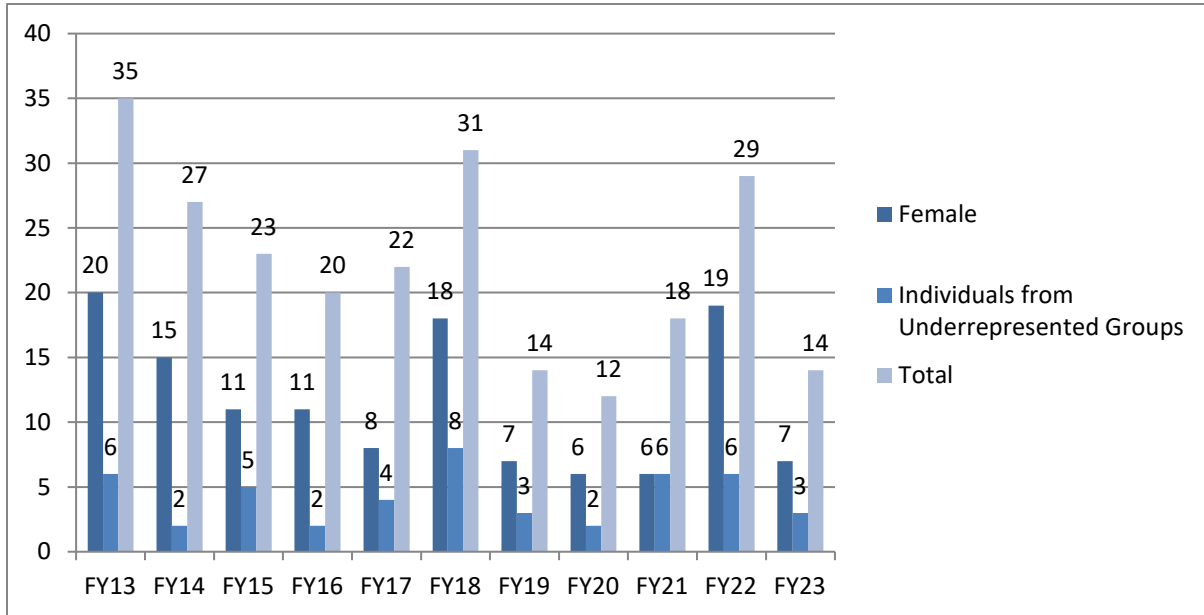
Other Instructional Positions Filled



In addition to the tenure track positions, 17 other instructional positions were filled. This category includes instructors, lecturers, faculty assistants, and coaches. Of the new employees in this

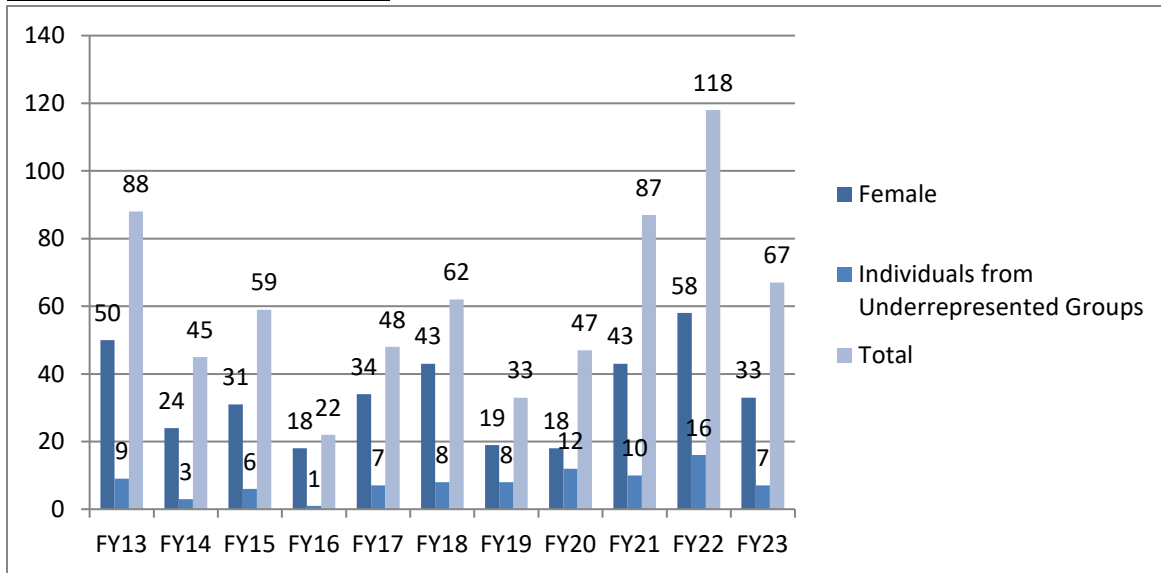
category, 6 (35.29%) are female and 6 (35.29%) are individuals from underrepresented groups. This represents a decrease in the percentage of females hired for other instructional positions compared to FY22 (45.80%). The percentage of individuals hired from underrepresented groups increased compared to FY22 (21.31%).

Administrative Positions Filled



During the past year, 14 individuals were hired to fill administrative vacancies, including 7 females (50.00%) and 3 individuals from underrepresented groups (21.43%). This reflects a decrease in the percentage of females hired by 12.07% and an increase in the percentage of individuals from underrepresented groups by 4.19%.

Civil Service Positions Filled



Data shows that hiring activity for civil service hires during FY23 involved a total of 67 hires. Individuals hired included 33 females (49.25%) and 7 individuals (10.45%) from underrepresented groups. This reflects a 7.00% decrease in the percentage of females and a 1.01% decrease for individuals from underrepresented groups.

New Hire Summary

The data for new hires shows that out of 120 new hires, 29 minorities (24.17%) and 52 females (43.33%) were hired. The breakdown of minorities hired was: 9 Hispanic, 14 African American, 19 Asian, 1 American Indian, 0 Pacific Islander, 2 two+ ethnic backgrounds, and 3 Other.

Analyses (41 CFR 60-2.12 – 60-2.15)

Western Illinois University utilizes the People Click Affirmative Action Plan AA Planner to run a series of reports in order to conduct a workforce analysis of job groups, availability, and underutilization as required to meet compliance. These analyses help identify areas of progress as well as problem areas. The Office of Institutional Research and the Office of Administrative Information Management Systems provide the internal statistics for these analyses. External statistics are provided by the appropriate census data for the job group – state or federal, as well as the National Science Foundation’s Survey of Earned Doctorates for faculty positions.

Job Group Analysis

Due to the large size of the document, the workforce agency report is located electronically and available upon request. The Work Force Analysis for FY 23 indicated the following: the University employed a total of 1,248 employees during FY23. Of that total, 185 were minorities, representing 14.82% of the total workforce, a 0.23% decrease.

The University employs 47 African-Americans, comprising 3.77% of the workforce; 31 Hispanic employees encompassing 2.48%; 77 Asian employees, comprising 6.17%; 4 American Indian

employees for .32%; 1 Native Hawaiian Pacific Islander (NHOPi); and 25 employees with two or more ethnicities, encompassing 2.00% of the workforce.

The Job Group Analysis is a review of the workforce by race, sex, and ethnicity in groups of jobs requiring similar skills, promotional opportunities and wages. Please see Appendix I attached to this document.

Utilization Analysis

The Availability Analysis is an estimate of the number of qualified minorities and women available for employment in any given job group. This analysis is the basis by which the University determines underutilization and establishes its goals. This analysis expanded the Tenure Faculty (TF) to better understand underutilization for individual academic departments.

EEO-6 Categories

- 01 – Official and Managers (OM)
(Includes WIU BOG codes: L0, L1, L2, L3, L4, L5)
- 02 – Non-Tenured Faculty
(Includes WIU BOG codes: D1, F1, F2, F3, F4, F5)
- 03 – Administrative Staff/Technicians (AST)
(Includes WIU BOG codes: C3, C5, P1, P2, P3, P4, P6, and P7)
- 04 – Professional Staff/Protective Service (PSPS)
(Includes WIU BOG code: C1)
- 05 – Office & Clerical/Para-Professional (OCPP)
(Includes WIU BOG codes: C2, C4, C6)
- 06 - Skilled Crafts (SC)
(Includes WIU BOG code: C7)
- 07 - Service Maintenance (SM)
(Includes WIU BOG code: C8)

Tenured Faculty (broken into individual academic departments)

- | | |
|--------------------------------|-------------------------------|
| 09 – Biological Sciences | 30 – History |
| 11 – Agriculture | 31 – Kinesiology |
| 12 – Art | 32 – LEJA |
| 14 – Chemistry | 34 – Management and Marketing |
| 15 – Communication | 35 – Mathematics |
| 17 – Computer Sciences | 36 – Music |
| 18 – Counselor Education | 37 – Nursing |
| 22 – School of Education. | |
| 26 – Foreign Lang. And Lit. | 38 – Physics |
| 29 – Health Sci. And Soc. Work | 39 – Political Science |

- 40 – Psychology
- 41 – Recreation, Parks, and Tourism
- 43 – Sociology and Anthropology
- 44 – Theatre And Dance
- 45 – Engineering
- 49 – Inst. Of Rural Affair
- 51 – Liberal Arts and Sciences
- 52 – Broadcasting and Journalism
- 53 - English
- 54 – Earth/Atmosphere/Geography
- 56 – Speech Pathology/Audiology
- 57 – Accounting/Finance/
Economics and Decision Sciences
- 59 – QC-Museum Studies

Please see Appendix II attached to this document.

Placement Goal Attainment Reports

Job Group	Job Category	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?		
1	OFFICIAL & MANAGERS	5	Female	0	0.00	26.32	Yes		
			Minority	5	100.00				
			Black	2	40.00			13.58	Yes
			Hispanic	1	20.00			7.78	Yes
			Asian	0	0.00			3.32	No
			AmIndian	0	0.00			0.99	No
			NHOPI	0	0.00				
			Two+	1	20.00				
11	TF-AGRCULTURE	0	Female	0		38.59	*		
			Minority	0		12.03	*		
			Black	0					
			Hispanic	0					
			Asian	0					
			AmIndian	0					
			NHOPI	0					
			Two+	0					
12	TF-ART AND DESIGN	0	Female	0				77.99	*
			Minority	0					
			Black	0					
			Hispanic	0					
			Asian	0					
			AmIndian	0					
			NHOPI	0					
			Two+	0					
14	TF-CHEMISTRY	0	Female	0		33.80	*		
			Minority	0					
			Black	0					
			Hispanic	0					
			Asian	0					
			AmIndian	0					
			NHOPI	0					
			Two+	0					
15	TF-COMMUNICATION	0	Female	0		59.70	*		
			Minority	0					
			Black	0					
			Hispanic	0					
			Asian	0					
			AmIndian	0					
			NHOPI	0					
			Two+	0					
17	TF-COMPUTER SCIENCES	0	Female	0		18.61	*		
			Minority	0					
			Black	0					
			Hispanic	0					

			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
18	TF-COUNSELOR EDUCATION	0	Female	0		24.86	*
			Minority	0		13.50	*
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
2	NON-TENURED FACULTY	0	Female	0		25.24	*
			Minority	0		6.26	*
			Black	0		5.42	*
			Hispanic	0		12.16	*
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
22	TF-SCHOOL OF EDUCATION	2	Female	0	0.00		
			Minority	2	100.00	12.08	No
			Black	0	0.00	4.26	No
			Hispanic	0	0.00		
			Asian	0	0.00		
			AmIndian	0	0.00		
			NHOPI	0	0.00		
			Two+	2	100.00		
26	TF-FOREIGN LANGUAGES AND LITER	0	Female	0		63.70	*
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
29	TF-HEALTH SCIENCES AND SOCIAL	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
3	ADMINISTRATIVE STAFF/TECHNICIA	2	Female	1	50.00		
			Minority	1	50.00	27.14	Yes
			Black	0	0.00	10.37	No

			Hispanic	0	0.00	6.62	No
			Asian	1	50.00	9.33	Yes
			AmIndian	0	0.00		
			NHOPI	0	0.00		
			Two+	0	0.00		
30	TF-HISTORY	0	Female	0		40.47	*
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
31	TF-KINESIOLOGY	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
32	TF-LEJA	0	Female	0		51.77	*
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
34	MANAGEMENT AND MARKETING TF-	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
35	TF-MATHEMATICS	0	Female	0		20.60	
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
36	TF-MUSIC	1	Female	0	0.00	49.31	No
			Minority	1	100.00		

		Black	1	100.00		Yes
		Hispanic	0	0.00		
		Asian	0	0.00		
		AmIndian	0	0.00		
		NHOPI	0	0.00		
		Two+	0	0.00		
37	TF-NURSING	Female	0			
		Minority	0			
		Black	0			
		Hispanic	0			
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	0			
38	TF-PHYSICS	Female	0			
		Minority	0			
		Black	0			
		Hispanic	0			
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	0			
39	TF-POLITICAL SCIENCE	Female	0			
		Minority	0			
		Black	0			
		Hispanic	0			
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	0			
4	PROFESSIONAL STAFF/PROTECTIVE	Female	0	0.00		
		Minority	4	100.00	27.46	Yes
		Black	1	25.00	11.12	Yes
		Hispanic	2	50.00	9.25	Yes
		Asian	1	25.00	5.35	Yes
		AmIndian	0	0.00	0.96	No
		NHOPI	0	0.00		
		Two+	0	0.00		
40	TF-PSYCHOLOGY	Female	0			
		Minority	0		21.10	*
		Black	0		5.86	*
		Hispanic	0		6.78	*
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	0			
41	TF-RPTA	Female	0			
		Minority	0			

			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
43	TF-SOCIOLOGY AND ANTHROPOLOGY	0	Female	0		62.06	*
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
44	TF-THEATRE AND DANCE	0	Female	0		58.18	*
			Minority	0		14.66	*
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
45	TF-ENGINEERING AND TECHNOLOGY	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
46	TF-WOMEN'S STUDIES	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
49	TF-INSTITUTE FOR RURAL AFFAIRS	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			

5	OFFICE & CLERICAL/PARA-PROFESS	2	Female				
			Minority	2	100.00	30.89	Yes
			Black	0	0.00	14.17	No
			Hispanic	2	100.00	11.34	Yes
			Asian	0	0.00	4.64	No
			AmIndian	0	0.00		
			NHOPI	0	0.00		
			Two+	0	0.00		
51	TF-LIBERAL ARTS AND SCIENCES	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
52	TF-BROADCASTING AND JOURNALISM	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
53	TF-ENGLISH	1	Female	1	100.00	77.28	Yes
			Minority	0	0.00		
			Black	0	0.00		
			Hispanic	0	0.00		
			Asian	0	0.00		
			AmIndian	0	0.00		
			NHOPI	0	0.00		
			Two+	0	0.00		
54	TF-EARTH,ATMOS,&GEO INFO SERV	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
56	TF-SPEECH PATHOLOGY AND AUDIOL	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			

			NHOPI	0			
			Two+	0			
57	TF- ACCOUNTING,FINANCE,ECONOMIC	0	Female	0		8.24	*
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
59	TF-QC MUSEUM STUDIES	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
6	SKILLED CRAFT	1	Female	0	0.00	7.89	No
			Minority	1	100.00	26.44	Yes
			Black	0	0.00	9.95	No
			Hispanic	0	0.00	14.69	No
			Asian	0	0.00		
			AmIndian	0	0.00		
			NHOPI	0	0.00		
			Two+	1	100.00		
7	SERVICE MAINTENANCE	0	Female	0		44.85	*
			Minority	0		17.20	*
			Black	0		24.86	*
			Hispanic	0		2.05	*
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
9	TF-BIOLOGICAL SCIENCES	0	Female	0		47.81	*
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			

Current Placement Goal Report (Detailed)

Methodology:

Gender and minority incumbent job group percentage totals are determined by dividing the incumbent number by the total job group number. For example, if there are 11 minorities in a job group containing 134 incumbents, minorities comprise 8.2% of the job group.

The goal placement rate is calculated by dividing the incumbent group percentage total by the available labor force. The available labor force is calculated using 2010 census data. The availability of women and minorities in the recruitment pool should be reflected in job group percentages. However, differing factors can affect the practical capability of employers to reflect the available labor force. To address this reality, the OFCCP allows employers to use the 80% rule to determine workforce diversity needs. This rule means that incumbent job groups should be hired at a rate that is at least 80% of the majority hiring rate. To calculate this, the selection rate of each group is divided by the selection rate of the group with the highest selection rate. When incumbent group percentages do not satisfy the 80% rule, a goal placement rate is established.

The goal placement rate percentages have been calculated for FY 2023 on the following pages:

<u>Job Group</u>	<u>Class</u>	<u>Goal Placement</u> <u>Rate %</u>
1 TENURED FACULTY/OFFICIAL & MAN	Minority	26.32
1 TENURED FACULTY/OFFICIAL & MAN	Black	13.58
1 TENURED FACULTY/OFFICIAL & MAN	Hispanic	7.78
1 TENURED FACULTY/OFFICIAL & MAN	Asian	3.32
1 TENURED FACULTY/OFFICIAL & MAN	AmIndian	0.99
11 TF-AGRICULTURE	Female	38.59
11 TF-AGRICULTURE	Black	12.03
12 TF-ART AND DESIGN	Female	77.99

14	TF-CHEMISTRY	Female	33.80
15	TF-COMMUNICATION	Female	59.70
17	TF-COMPUTER SCIENCES	Female	18.61
18	TF-COUNSELOR EDUCATION	Minority	24.86
18	TF-COUNSELOR EDUCATION	Black	13.50
2	NON-TENURED FACULTY	Minority	25.24
2	NON-TENURED FACULTY	Black	6.26
2	NON-TENURED FACULTY	Hispanic	5.42
2	NON-TENURED FACULTY	Asian	12.16
22	TF-SCHOOL OF EDUCATION	Black	12.08
22	TF-SCHOOL OF EDUCATION	Hispanic	4.26
26	TF-FOREIGN LANGUAGES AND LITER	Female	63.70
3	ADMINISTRATIVE STAFF/TECHNICIA	Minority	27.14
3	ADMINISTRATIVE STAFF/TECHNICIA	Black	10.37
3	ADMINISTRATIVE STAFF/TECHNICIA	Hispanic	6.62

3	ADMINISTRATIVE STAFF/TECHNICIA	Asian	9.33
30	TF-HISTORY	Female	40.47
32	TF-LAW ENFORCEMENT AND JUSTICE	Female	51.77
35	TF-MATHEMATICS	Minority	20.60
36	TF-MUSIC	Female	49.31
4	PROFESSIONAL STAFF/PROTECTIVE	Minority	27.42
4	PROFESSIONAL STAFF/PROTECTIVE	Black	11.12
4	PROFESSIONAL STAFF/PROTECTIVE	Hispanic	9.25
4	PROFESSIONAL STAFF/PROTECTIVE	Asian	5.35
4	PROFESSIONAL STAFF/PROTECTIVE	AmIndian	0.96
40	TF-PSYCHOLOGY	Minority	21.10
40	TF-PSYCHOLOGY	Black	5.86
40	TF-PSYCHOLOGY	Hispanic	6.78
43	TF-SOCIOLOGY AND ANTHROPOLOGY	Female	62.06
44	TF-THEATRE AND DANCE	Female	58.18

44	TF-THEATRE AND DANCE	Minority	14.66
5	OFFICE & CLERICAL/PARA-PROFESS	Minority	31.45
5	OFFICE & CLERICAL/PARA-PROFESS	Black	14.67
5	OFFICE & CLERICAL/PARA-PROFESS	Hispanic	11.60
5	OFFICE & CLERICAL/PARA-PROFESS	Asian	4.41
52	TF-BROADCASTING AND JOURNALISM	Female	54.41
53	TF-ENGLISH	Female	77.28
57	TF-SCHOOL OF ACCOUNTING,FINANC	Black	8.24
6	SKILLED CRAFT	Female	8.50
6	SKILLED CRAFT	Minority	26.36
6	SKILLED CRAFT	Black	9.66
6	SKILLED CRAFT	Hispanic	14.87
7	SERVICE MAINTENANCE	Minority	44.36
7	SERVICE MAINTENANCE	Black	16.56
7	SERVICE MAINTENANCE	Hispanic	24.89

Analysis:

Based on these calculations, there is a goal placement rate for most EEO job group at WIU, indicated above.

EEO – 1 Tenured Faculty - Tenured Faculty placement rates are calculated using availability data gathered from the Survey of Earned Doctorates rather than the U.S. Census. There are also different levels of tenured faculty; therefore, more context is needed to determine areas of underrepresented groups. As an institution, there is a represented need for females as well as Blacks and Hispanics in tenured faculty on the whole. The table above indicates the specific underutilization for each academic department to assist the institution in its recruitment and search efforts.

For the following groups, see the Incumbency v. Estimated Availability Detail Report, Appendix III attached to this report.

EEO – 1b Officials & Managers - There is a represented need for minorities in this job group. There is currently an incumbent job group percentage of 16.54%, which is significantly less than the 26.32% availability.

EEO – 2 Non-tenure Track Faculty - There is a represented need for minorities in this job group. There is currently an incumbent job group percentage of 15.79% for minorities. The national recruiting area indicates that there is 25.24% availability for minorities, establishing the goal placement rate for future hires and transfers.

EEO – 3 Administrative Staff/Technicians - There is a represented need for females and minorities in this job group, specifically, Blacks, Hispanics, and Asians, respectively. There is an incumbent percentage of 29.28 for females, which is lower than the 36.31% census availability for the United States. There is currently an incumbent job group percentage of 13.16% for minorities. The recruiting area of the United States indicates that there is 27.14% availability for minorities, establishing the goal placement rate for future hires and transfers.

EEO – 4 Professional Staff /Protective Service - There is a represented need for minorities in this job group. There is currently an incumbent job group percentage of 5.07% for minorities. The national recruiting area indicates that there is 27.42% availability for minorities, establishing the goal placement rate for future hires and transfers.

EEO – 5 Office Clerical Para-professional - There is a represented need for minorities in this job. There is currently an incumbent job group percentage of 9.71% for minorities. The recruiting area of Illinois indicates that there is 31.45% availability for minorities, establishing the goal placement rate for future hires and transfers.

EEO – 6 Skilled Craft - There is a represented need for females and minorities in this job. There is currently an incumbent job group percentage of 0.0% for women and 1.96% for minorities. The recruiting area of Illinois indicates that there is 8.5% availability for women and 26.36% availability for minorities, establishing the goal placement rate for future hires and transfers. The largest classifications in this category are Carpenter, Electrician, Stationary Engineer, and Utilities and Maintenance Repairman.

EEO – 7 Service Maintenance - There is a represented need for minorities in this job group. There is currently an incumbent job group percentage of 10.17% for minorities. The recruiting area of Illinois indicates that there is 44.36% availability for minorities, establishing the goal placement rate for future hires and transfers. The largest classifications in this job group are Building Service Worker and Building Service Foreman.

Faculty Underrepresentation by Department:

Due to the diverse student population, addressing underutilization among faculty should be an essential goal for each College's strategic plan. The individualized view by department (see the above chart) provides the most comprehensive analysis of each department.

Additional Findings:

While minorities are generally underrepresented in many departments, Hispanics are severely underrepresented at WIU. There are no Hispanic employees in Skilled Craft (SC), or Service Maintenance positions, though they comprise 14.87%, 24.89% availability in the recruiting area, respectively. There are only 4 Hispanic employees out of 103 total incumbents in the Office and Clerical/Para-professional job group. Additional recruitment efforts must be taken to recruit and hire a larger number of qualified Hispanic applicants for open positions.

Recommendations:

Ways in which the institution can meet these goals:

1. Larger departments within the job groups should embrace opportunities to diversify their personnel, as they will have more opportunities to do so.
2. Regarding faculty, each college should develop a college-wide strategy to encourage diversity in their faculty through the search process and promotions. Departments should also utilize the Underrepresented Minority Dissertation Fellowship and Visiting Professorship to identify qualified candidates.
3. The Civil Service search process is dictated by the State Universities Civil Service System; however, the Intern Program is a vital tool to assist departments in identifying qualified candidates from underrepresented groups.
4. Regarding administrative positions, continue to identify strategies to diversify administrative staff through recruitment and targeted promotional opportunities.

Training

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the university's Affirmative Action Program are implemented.

In FY18, we switched to a new provider, Get Inclusive for our training. Responses from students and employees are still very positive in that the training is much more interactive and provides relevant scenarios as examples. New trainings were added in FY22 as shown below.

Training	FY20	FY22
Student Upstanders	1664	450
Student Upstanders Refresher	13	68
Title IX for Employees	3007	185
Title IX Refresher	0	16
Harassment & Discrimination Prevention		1759
Voices for Change		788
Hazing and Bullying		202
DEI Microaggressions Expanded Learning		2104
Title IX Training		1529

Participation in this training is an important step in ensuring all employees understand their rights and responsibilities as defined in the University's Non-Discrimination and Sexual Misconduct & Gender Non-Discrimination (Title IX)

Policies. Employees may access this training at any time during the year; however, every employee who has not completed the training by the first week in February receives notification that they are required to complete the training within 30 days of the notification.

In-person non-discrimination, Title IX, and diversity trainings for student and employee constituencies are also offered throughout the year, however, in FY23, due to personnel turnover, few training sessions were provided.

Discrimination Complaints

The University's compliance with Affirmative Action and Equal Opportunity includes providing a means for reporting and resolving complaints of harassment or discrimination. During the past year, 12 discrimination and/or harassment complaints were filed and resolved under the University's Discrimination Complaint Procedures. This compares to 15 complaints in FY22.

Of the 12 complaints made in FY23, 2 based on gender, 8 based on race, and 2 based on sexual orientation. Of the 12 complaints: 8 complainants did not respond, 3 complainants did not wish to move forward, 1 were resolved utilizing the informal resolution process.

Progress

We still continue to have placement goals in many of the job groups; however, we did meet the FY23 placement goal for the following: Minorities in Officials & Managers; Two+ Ethnicity in Tenured Faculty-School of Education; Minorities and Blacks in Administrative Staff/Technicians; Blacks in Tenured Faculty-Music; Blacks and Hispanics in Professional Staff /Protective; Hispanics in Office Clerical Para-professional; Females in Tenured Faculty-English; and Minorities in Skilled Craft.

Goals

During FY23, we will continue to pursue opportunities to expand our recruiting outreach and identify retention issues in order to improve the overall workforce diversity and address the placement goals already identified earlier in this document.

**WESTERN ILLINOIS UNIVERSITY AFFIRMATIVE ACTION PROGRAM
FOR PROTECTED VETERANS**

Policy Statement (41 CFR §60-300.44 (a))

Western Illinois University (University) is committed to fostering a diverse campus community through the successful recruitment and retention of veterans. The University's commitment is mirrored in the Vietnam Era Veterans Readjustment Assistance Act, which requires the University to take affirmative action to employ and advance covered veterans² in employment.

Submission of information regarding veteran status is voluntary and information obtained concerning such individuals shall be kept confidential, except that

1. supervisors and managers may be informed regarding necessary accommodations or veteran's preference points,
2. first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, and
3. government officials investigating compliance with these Acts shall be informed.

Employees and applicants may provide information about

1. any special methods, skills and procedures which would qualify them for positions that they might not otherwise be able to perform, and
2. the accommodations which would enable them to perform the essential functions of a job properly and safely, including special equipment, changes in the physical layout of the job, restructuring of the job, or other accommodations.

Responsible Administrators:

The Office of Equal Opportunity and Access is responsible for the implementation of any affirmative action programs. The Office of Equal Opportunity and Access is located in Sherman Hall, Room 312.

Equity:

While the University strongly encourages the recruitment and retention of covered veterans, equity will be maintained by recruiting, hiring, training and promoting persons in all job titles. The University also affirms its responsibility to ensure that all personnel actions are administered without regard to protected veteran status and all employment decisions are based only on valid job requirements.

Retaliation:

Retaliation is not tolerated at Western Illinois University. Harassment, intimidation, threats, coercion, or discrimination due to another's participation in the following activities is strictly prohibited:

- (1) Filing a complaint;

² The Act defines covered veterans as: disabled veterans; veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized; veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order No. 12985 (61 Fed. Reg. 1209); recently separated veterans.\

(2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or any other Federal, state or local law requiring equal opportunity for protected veterans;

(3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans; or

(4) Exercising any other right protected by VEVRAA or its implementing regulations.

Review of Personnel Processes

In determining the qualifications of veterans, Western Illinois University limits its consideration of a qualified protected veteran's military record, including discharge papers, to only that portion of the record, which is relevant to the specific job qualifications for which the veteran is being considered.

Western Illinois University collects the data for this review based on the Equal Opportunity and Access Employee Survey form, provided to all employees for voluntary completion. In addition to the survey, the Office of Equal Opportunity and Access keeps the following record through its applicant tracking system:

1. In each case where an employee or applicant who is a protected veteran is rejected for employment, promotion, or training, a reason for non-selection is provided. The statement of the reason for rejection, and the description of the accommodations considered (if any), are treated as confidential medical records in accordance with §60-300.23(d).
2. Where applicants or employees are selected for hire, promotion, or training and the University undertakes any accommodation which makes it possible for him or her to place a disabled veteran on the job, the Office of Equal Opportunity and Access maintains a record containing a description of the accommodation for administrative and professional positions. These records are treated as a confidential medical record in accordance with §60-300.23(d).

Physical and Mental Qualifications

The physical and mental job qualifications of all jobs are reviewed to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job.

No qualification requirements have been identified which have a negative screening effect. All job qualification requirements have been found to be job-related and consistent with business necessity and safety.

Western Illinois University will continue to review physical and mental job qualification requirements whenever a job is vacated and the University intends to fill it through hiring, promotion or transfer and will conduct a qualifications review whenever job duties change.

If at any time Western Illinois University should inquire into an employee's physical or mental condition or should conduct a medical examination prior to a change in employment status, Western Illinois University affirms that information obtained as a result of the inquiry will be kept confidential, except as otherwise provided for in Section 503 of the Rehabilitation Act of 1973 regulations. The results of the examination or inquiry will be used in accordance with the aforementioned regulations:

1. Supervisors, managers, and university officials may be informed regarding restrictions and accommodations for the work or duties of individuals with a disability.
2. Employees familiar with first aid may be informed, where and to the extent appropriate, if an individual with a disability might require emergency treatment.
3. OFCCP officials investigating compliance with either the 1973 Rehabilitation Act or VEVRAA, as amended.

Reasonable accommodation to physical and mental limitations

As a matter of nondiscrimination, the University will make reasonable accommodation to the known physical or mental limitations of an otherwise qualified veteran unless it can demonstrate that the accommodation would impose an undue hardship on the operation of its business. As a matter of affirmative action, if an employee who is known to be a qualified veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the University shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability; if the employee responds affirmatively, the University shall confidentially inquire whether the employee is in need of a reasonable accommodation.

Harassment and Discrimination

Harassment and Discrimination

Western Illinois University's Discrimination, Harassment, and Sexual Misconduct Policy is posted on the EOA website and is physically available for employees and applicants to view. Any employees or applicants who feel that they have been subject to harassment, intimidation, threats, coercion, or discrimination because of their status as a qualified protected veteran should contact the EEO Administrator for assistance. Employees of and applicants to Western Illinois University will not be subject to retaliation because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified protected veterans.

External Dissemination of Policy, Outreach, and Positive Recruitment

The University has taken the following steps to externally disseminate its policy:

1. Notify all hiring administrators of Western Illinois University's EEO and AA policy.
2. Inform recruiting sources, including the Illinois Employment Service, of the university's policy concerning the employment of qualified protected veterans.
3. List all suitable employment openings with the appropriate local office of the State Employment Service.
4. Participate in local job fairs sponsored by support groups for qualified protected veterans when possible.
5. Include Western Illinois University's Equal Employment Opportunity clause concerning the employment of qualified protected veterans in all nonexempt subcontracts and purchase orders.

After reviewing and determining that the Affirmative Action policies of the university provide the required Affirmative Action for the employment and the advancement of qualified protected veterans, the university has undertaken the following outreach and positive recruitment activities:

(i) Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for veterans, in order to fulfill its commitment to provide meaningful employment opportunities for such veterans:

- (A) Western Illinois University's Veteran Resource Center (outreach to student veterans);
- (B) The veterans' counselors and coordinators ("Vet-Reps") at Western Illinois University ROTC;
- (C) Local veterans' groups and veterans' service centers, including the Quad Cities;
- (D) Western Illinois University lists all job openings with the Veterans in Higher Ed online service and includes AA statement in all position announcements;
- (E) Include Western Illinois University's Equal Employment Opportunity clause concerning the employment of qualified protected veterans in all nonexempt subcontracts and purchase orders;
- (F) Partnering with campus and community organizations to organize recruitment and job fairs to encourage veterans to consider employment in higher education.

a.) Inviting veterans to serve on event panels to discuss their experiences and assist in recruitment.

Assessment of external outreach and recruitment efforts

Western Illinois University will review the outreach and recruitment efforts it has taken to evaluate the effectiveness in identifying and recruiting qualified protected veterans. If the University finds that the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, it will identify and implement alternative efforts in order to fulfill its obligations.

Recordkeeping Obligation

The University will document all activities it undertakes and retain these documents for a period of three (3) years.

Internal Dissemination of Policy

In an effort to promote positive affirmative action for qualified protected veterans, the university has developed internal communications that foster understanding, acceptance, and support.

University employees have been notified and encouraged to take the necessary action to aid the university in meeting its affirmative action obligations. The university has informed its employees and applicants for employment of its commitment to engage in Affirmative Action to increase the employment opportunities for qualified protected veterans.

The university realizes that a strong outreach program is ineffective without the adequate internal support from the executive administration and other employees. In order to ensure greater employee cooperation and participation in

the university's affirmative action efforts, Western Illinois University has adopted and disseminated an internal policy. This policy's dissemination includes, but is not limited to the following:

1. Copies of Western Illinois University's Affirmative Action Plan (AAP) for Qualified Protected Veterans will be made available for inspection to any employee or applicant upon request to promote understanding, acceptance and support.
2. Policies are re-emphasized to managers and supervisors annually.
3. EEO poster are posted on bulletin boards located throughout the facilities and work areas.
4. All employees may be advised annually of the university's policy and encouraged to aid in Western Illinois University's Affirmative Action efforts to ensure a fair and effective program.
5. Briefing sessions may be conducted for managers and supervisors to review the applicable regulations and to discuss such Affirmative Action measures as training and reasonable accommodation.
6. When making internal equal opportunity audits, implementation of this affirmative action program will be reviewed.
7. Articles (and pictures) regarding accomplishments of employees who are qualified protected veterans may be included in university and/or facility publications whenever available.
8. The policy is communicated and/or distributed to all employees.
9. Union officials will be informed of the policy and their cooperation requested in its implementation and success.

Audit and Reporting Systems

The University has designed and implemented audit and reporting systems that:

1. Measure the effectiveness of the University's programs;
2. Document personnel activities;
3. Identify problem areas where remedial action is needed; and
4. Determine the degree to which Western Illinois University's AAP goals and objectives have been attained.
5. Determine whether known protected veterans have had the opportunity to participate in all company sponsored educational, training, recreational and social activities.
6. Measure the University's compliance with the affirmative action program's specific obligations.

The following activities will be reviewed as necessary to ensure freedom from stereotyping qualified protected veterans in any manner, including that which may limit their access to any job for which they are qualified:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, reclassification;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

The following documents are maintained as a component of Western Illinois University's internal audit process:

1. A tracking system to monitor track applicant flow and data;
2. Summary data of external job offers and hires
3. Summary data of applicant flow documented in the Equal Opportunity Form submitted by applicants; and
4. Employment applications

Western Illinois University's audit system includes periodic reports documenting the University's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. During the reporting, the following occurs:

1. The EEO Administrator will discuss any problems relating to significant rejection ratios, incumbent disparity, and EEO charges, with executive administration; and
2. The EEO Administrator will report the status of the university's AAP goals and objectives to executive administration. The EEO Administrator will recommend remedial actions for the effective implementation of the AAP.

Responsibility for Implementation

Responsibilities of the EEO Administrator

The EEO Administrator is responsible for the overall execution, implementation and monitoring of the Affirmative Action Program for qualified protected veterans with the support of all executive administration.

Those responsibilities shall include, but not be limited to, the following:

1. The development of the AAP for qualified protected veterans, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;

2. Assisting in the identification of problem areas and the development of solutions to those problems;
3. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit- and reporting- system that measures the effectiveness of the program.
4. Keeping executive administration informed of equal opportunity progress and problems within the university through, at a minimum, periodic reports;
5. Auditing the contents of university bulletin boards annually to ensure that compliance information is posted and is up-to-date;
6. Serving as a liaison between Western Illinois University and enforcement agencies; and
7. Serving as a liaison between Western Illinois University and organizations for individuals with disabilities and protected veterans.

Training

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the university’s affirmative action program are implemented.

Data Collection Analysis

Western Illinois University has collected the following data regarding protected veterans for faculty and administrative positions.

The number of applicants who self-identified as protected veterans pursuant to §60-300.42(a), or who are otherwise known as protected veterans:	18
The total number of job openings and total number of jobs filled (External, Internal, and Waiver)	162/125
The total number of applicants for all jobs	290
The number of protected veteran applicants hired	9
The total number of applicants hired	125

Benchmarks for hiring (§60-300.45)

Western Illinois University has established the following benchmark for FY 23: 5.5%

The average percentage of veterans in the civilian labor force in Illinois over the preceding five years, as calculated by the Bureau of Labor Statistics and published on the OFCCP Web site (https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark)	2018	2019	2020	2021	2022
	4.3%	4.3%	4.0%	3.5%	3.5%

The number of veterans, over the previous four quarters, who were participants in the employment service delivery system in Illinois, as tabulated by the Veterans' Employment and Training Service and published on the OFCCP Web site (https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark)	1,893	
The applicant ratio and hiring ratio for the previous year, based on the data collected pursuant to §60-300.44(k);	Applicant Ratio: 6.21%	Hiring Ratio 3.10%
The contractor's recent assessments of the effectiveness of its external outreach and recruitment efforts, as set forth in §60-300.44(f)(3)	Despite participation in veteran job fairs WIU has failed to attract a large pool of veteran applicants.	
Any other factors, including but not limited to the nature of the contractor's job openings and/or its location, which would tend to affect the availability of qualified protected veterans	Western Illinois University's Engineering Department (Quad Cities Campus) is less than 20 miles from the Rock Island Arsenal Army Garrison. However, Macomb, Illinois struggles to attract talent due to its remote location.	

To arrive at this benchmark, Western Illinois University considers the data in the following way:

- Factor 1 indicates that the number of veterans in Illinois' civilian labor force has been on the decrease over the last 4 years.
- Factor 2 indicates that a number of veterans are seeking employment within the state, however the number has significantly decreased.
- Factors 3 and 4 are based on applicant and hiring ratio data for the previous year.
- Factor 5 indicates that there may be recruitment opportunities in the Quad Cities for recruitment of highly trained reservists or service personnel leaving active duty.

Summary

Considering all the available data from Factors 1-5, Western Illinois University will rely on Factor 1 data reflecting the general availability of veterans in Illinois' civilian labor as the basis for its benchmark. Based on the data, although 9 veterans were hired for faculty and administrative positions, Western Illinois University did not meet its benchmark for FY23, with 52 self-identified veterans, composing 4.17% of the workforce, this is a decrease of 0.51% from FY22. This could be due to the fact that many of our veterans are reaching retirement and leaving the workforce.

**WESTERN ILLINOIS UNIVERSITY AFFIRMATIVE ACTION PROGRAM
FOR INDIVIDUALS WITH DISABILITIES**

Policy Statement (41 CFR §60-741.44 (a))

Western Illinois University (University) is committed to fostering a diverse campus community through the successful recruitment and retention of individuals with disabilities. The University's commitment is mirrored in Section 503 of the Rehabilitation Act of 1973 (Section 503), which requires the University to take affirmative action to employ and advance qualified individuals with disabilities in employment.

Submission of information regarding disability status is voluntary and information obtained concerning such individuals shall be kept confidential, except that

1. supervisors and managers may be informed regarding necessary accommodations
2. first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, and
3. government officials investigating compliance with these Acts shall be informed.

Employees and applicants may provide information about

1. any special methods, skills and procedures which would qualify them for positions that they might not otherwise be able to perform, and
2. the accommodations which would enable them to perform the essential functions of a job properly and safely, including special equipment, changes in the physical layout of the job, restructuring of the job, or other accommodations.

Responsible Administrators:

The Office of Equal Opportunity and Access is responsible for the implementation of any affirmative action programs. The Office of Equal Opportunity and Access is located in Sherman Hall, Room 312.

Equity:

While the University strongly encourages the recruitment and retention of qualified individuals with disabilities, equity will be maintained by recruiting, hiring, training and promoting persons in all job titles. The University also affirms its responsibility to ensure that all personnel actions are administered without regard to disability status and all employment decisions are based only on valid job requirements.

Retaliation:

Retaliation is not tolerated at Western Illinois University. Harassment, intimidation, threats, coercion, or discrimination due to another's participation in the following activities is strictly prohibited:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of Section 503 or any other Federal, state or local law requiring equal opportunity for qualified individuals with disabilities;
- (3) Opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans; or
- (4) Exercising any other right protected by Section 503 or its implementing regulations.

Review of Personnel Processes

Western Illinois University conducts personnel review to ensure that its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of qualified individuals with disabilities for job vacancies filled either by hiring or promotion, and for all training opportunities available. The University also employs search committee trainings to ensure that the personnel processes do not stereotype individuals with disabilities in a manner that limits their access to jobs for which they are qualified and equal access is provided at all times.

The University collects the data for this review based on the Equal Opportunity and Access Employee Survey form, provided to all employees for voluntary completion. In addition to the survey, the Office of Equal Opportunity and Access keeps the following record through its applicant tracking system:

1. The application or personnel form of each known applicant who is a qualified individual with a disability is annotated to identify each vacancy for which the applicant was considered,
2. The personnel or application records of each known qualified individual with a disability include the identification of each promotion for which the individual was considered.
3. In each case where an employee or applicant who is a qualified individual with a disability is rejected for employment, promotion, or training, a reason for non-selection is provided. The statement of the reason for rejection is documented. The description of any accommodations requested or provided, are treated as confidential medical records.
4. Where applicants or employees are selected for hire, promotion, or training and the University undertakes any accommodation which makes it possible for him or her to place a qualified individual with a disability on the job, the Office of Equal Opportunity and Access maintains a record containing a description of the accommodation for all employees. The Human Resources Office maintains records for Civil Service employees. These records are treated as a confidential medical record.

Physical and Mental Qualifications

The physical and mental job qualifications of all jobs are reviewed to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job.

No qualification requirements have been identified which have a negative screening effect. All job qualification requirements have been found to be job-related and consistent with business necessity and safety.

Western Illinois University will continue to review physical and mental job qualification requirements whenever a job is vacated and the University intends to fill it through hiring, promotion or transfer and will conduct a qualifications review whenever job duties change.

If at any time Western Illinois University should inquire into an employee's physical or mental condition or should conduct a medical examination prior to a change in employment status, Western Illinois University affirms that information obtained as a result of the inquiry will be kept confidential, except as otherwise provided for in Section 503 of the Rehabilitation Act of 1973 regulations. The results of the examination or inquiry will be used in accordance with the aforementioned regulations:

1. Supervisors, managers, and university officials may be informed regarding restrictions and accommodations for the work or duties of individuals with a disability.
2. Employees familiar with first aid may be informed, where and to the extent appropriate, if an individual with a disability might require emergency treatment.
3. OFCCP officials investigating compliance with either Section 503 or VEVRAA, as amended.

Reasonable accommodation to physical and mental limitations

As a matter of nondiscrimination, the University will make reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability unless it can demonstrate that the accommodation would impose an undue hardship on the operation of its business. As a matter of affirmative action, if an employee who is known to be a qualified individual with a disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the University shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability; if the employee responds affirmatively, the University shall confidentially inquire whether the employee is in need of a reasonable accommodation.

Harassment and Discrimination

Western Illinois University's Discrimination, Harassment, and Sexual Misconduct Policy is posted on the EOA website and is physically available for employees and applicants to view. Any employees or applicants who feel that they have been subject to harassment, intimidation, threats, coercion, or discrimination because of their status as a individual with a disability should contact the EEO Administrator for assistance. Employees of and applicants to Western Illinois University will not be subject to retaliation because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities.

External Dissemination of Policy, Outreach, and Positive Recruitment

The University has taken the following steps to externally disseminate its policy:

1. Notify all hiring administrators of Western Illinois University's EEO and AA policy regarding the employment of qualified individuals with disabilities.
2. Inform recruiting sources of the university's policy concerning the employment of qualified individuals with disabilities to encourage active recruitment and referral of qualified persons for job opportunities.
3. List all suitable employment openings with the appropriate local office of the State Employment Service and maintain regular contact with the local advocates of individuals with disabilities.
4. Participate in local job fairs sponsored by support groups for qualified individuals with disabilities when possible.
5. Include Western Illinois University's Equal Employment Opportunity clause concerning the employment of qualified individuals with disabilities in all nonexempt subcontracts and purchase orders.

After reviewing and determining that the Affirmative Action policies of the university provide the required Affirmative Action for the employment and the advancement of qualified individuals with disabilities, the university seeks to undertake the following outreach and positive recruitment activities:

(i) Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for qualified individuals with disabilities, in order to fulfill its commitment to provide meaningful employment opportunities for such individuals:

- (A) Western Illinois University's Disability Resource Center (to reach students who are qualified individuals with disabilities);
- (C) List job openings with the online disability services. Include Western Illinois University's non-discrimination clause in all position announcements;
- (D) Include Western Illinois University's Equal Employment Opportunity clause concerning the employment of qualified individuals with disabilities in all nonexempt subcontracts and purchase orders;
- (E) Partnering with campus and community organizations to organize recruitment and job fairs to encourage qualified individuals with disabilities to consider employment in higher education.
 - a.) Inviting qualified individuals with disabilities to serve on event panels to discuss their experiences and assist in recruitment.

Assessment of external outreach and recruitment efforts.

Western Illinois University will review the outreach and recruitment efforts it has taken to evaluate the effectiveness in identifying and recruiting qualified individuals with disabilities. If the University finds that the totality of its efforts were not effective in identifying and recruiting qualified individuals with disabilities, it will identify and implement alternative efforts in order to fulfill its obligations.

Recordkeeping Obligation

The University will document all activities it undertakes and retain these documents for a period of three (3) years.

Internal Dissemination of Policy

In an effort to promote positive affirmative action for qualified individuals with disabilities, the university has developed internal communications that foster understanding, acceptance, and support.

University employees have been notified and encouraged to take the necessary action to aid the university in meeting its affirmative action obligations. The university has informed its employees and applicants for employment of its commitment to engage in Affirmative Action to increase the employment opportunities for qualified individuals with disabilities.

The university realizes that a strong outreach program is ineffective without the adequate internal support from the executive administration and other employees. In order to ensure greater employee cooperation and participation in the university's affirmative action efforts, Western Illinois University has adopted and disseminated an internal policy. This policy's dissemination includes, but is not limited to the following:

1. Copies of Western Illinois University's Affirmative Action Plan (AAP) for Qualified Individuals with Disabilities will be made available for inspection to any employee or applicant upon request to promote understanding, acceptance and support.
2. Policies are re-emphasized to managers and supervisors annually.
3. EEO poster are posted on bulletin boards located throughout the facilities and work areas.
4. All employees who believe they are a qualified individual with a disability under the EEO provisions of Section 503, as amended, have been invited to identify themselves if they wish to benefit under this Affirmative Action Program. Such invitation is sent to employees annually.
5. All employees may be advised annually of the university's policy and encouraged to aid in Western Illinois University's Affirmative Action efforts to ensure a fair and effective program.
6. Briefing sessions may be conducted annually for managers and supervisors to review the applicable regulations and to discuss such Affirmative Action measures as training and reasonable accommodation.
7. When making internal equal opportunity audits, implementation of this affirmative action program will be reviewed.
8. Articles (and pictures) regarding accomplishments of employees who are qualified individuals with disabilities may be included in university and/or facility publications whenever available.
9. The policy is communicated and/or distributed to all employees.
10. Union officials will be informed of the policy and their cooperation requested in its implementation and success.

Audit and Reporting Systems

The University has designed and implemented audit and reporting systems that:

1. Measure the effectiveness of the University's programs;
2. Document personnel activities;
3. Identify problem areas where remedial action is needed; and
4. Determine the degree to which Western Illinois University's AAP goals and objectives have been attained.
5. Determine whether known qualified individuals with a disability have had the opportunity to participate in all company sponsored educational, training, recreational and social activities.
6. Measure the University's compliance with the affirmative action program's specific obligations.

The following activities are reviewed as necessary to ensure freedom from stereotyping qualified individuals with a disability in any manner, including that which may limit their access to any job for which they are qualified:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, reclassification;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

Western Illinois University's audit system includes periodic reports documenting the University's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. During the reporting, the following occurs:

1. The EEO Administrator will discuss any problems relating to significant rejection ratios, incumbent disparity, and EEO charges, with executive administration; and
2. The EEO Administrator will report the status of the university's AAP goals and objectives to executive administration. The EEO Administrator will recommend remedial actions for the effective implementation of the AAP.

Responsibility for Implementation

Responsibilities of the EEO Administrator

The EEO Administrator is responsible for the overall execution, implementation and monitoring of the Affirmative Action Program for qualified persons with a disability with the support of all executive administration.

Those responsibilities shall include, but not be limited to, the following:

1. The development of the AAP for qualified individuals with disabilities, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;
2. Reviewing all personnel actions, policies, and procedures to ensure compliance with Western Illinois University's affirmative action obligations;
3. Assisting in the identification of problem areas and the development of solutions to those problems;
4. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit- and reporting- system that measures the effectiveness of the program.

5. Keeping executive administration informed of equal opportunity progress and problems within the university through, at a minimum, periodic reports;
6. Auditing the contents of university bulletin boards annually to ensure that compliance information is posted and is up-to-date;
7. Serving as a liaison between Western Illinois University and enforcement agencies; and
8. Serving as a liaison between Western Illinois University and organizations for individuals with disabilities and protected veterans.

Training

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the university's affirmative action program are implemented.

Data collection analysis

Western Illinois University has collected the following data regarding individuals with disabilities:

The number of applicants who self-identified as individuals with disabilities pursuant to §60-741.42(a), or who are otherwise known to be individuals with disabilities:	0
The total number of job openings and total number of jobs filled (External, Internal, and Waiver)	162/125
The total number of applicants for all jobs	290
The number of applicants with disabilities hired	0
The total number of applicants hired	125

Analysis:

We have limited data on the status of applicants to Civil Service positions, which comprise half of the university's workforce. We also had a number of applicants who chose not to answer the question or left the area blank, further skewing our numbers. To address these issues to the extent possible, we have added the forms to the Civil Service application and provided applicants with our contact information if they have any questions regarding the search process and how their information will be used. Though there were no applicants self-identified as individuals with disabilities, the University will continue to attempt to address this issue.

Utilization Goals (§60-741.45)

Western Illinois University establishes the following goal pursuant to the OFCCP: 5.4% of each job group. This goal will not be used as a quota or ceiling that limits or restricts the employment of individuals with disabilities.

EEO-6 Categories	Total/IWD	% of Job Group	Goal Met?
01 – Official and Managers (OM) (Includes WIU BOG codes: L0, L1, L2, L3, L4, L5)	132/7	5.30%	No
01b – Tenured Faculty	358/20	5.59%	Yes
02 – Non-Tenured Faculty (Includes WIU BOG codes: D1, F1, F2, F3, F4, F5)	91/2	2.19%	No
03 – Administrative Staff/Technicians (AST) (Includes WIU BOG codes: C3, C5, P1, P2, P3, P4, P6, and P7)	118/2	1.69%	No
04 – Professional Staff/Protective Service (PSPS) (Includes WIU BOG code: C1)	277/11	3.97%	No
05 – Office & Clerical/Para-Professional (OCPP) (Includes WIU BOG codes: C2, C4, C6)	103/13	12.38%	Yes
(06 - Skilled Craft (SC) (Includes WIU BOG code: C7)	51/3	5.88%	Yes
07 - Service Maintenance (SM)	118/8	6.78 %	Yes

Analysis:

Sixty-six employees identified as individuals with disabilities, comprising 5.29% of the workforce. We achieved our goal in the Tenured Faculty job group 1b, Office Clerical/Para-Professional job group 5, Skilled Craft job group 6 and Service Maintenance job group 7. All other groups show an underutilization.

Annual Evaluation

The University will annually evaluate its utilization of individuals in each job group.

Identification of Problem Areas

In addition, Western Illinois University performs analysis of its total employment process to determine if there are areas where individuals with disabilities may face impediments to equal opportunity. The following analyses are conducted in order to reveal any potential problem areas:

Utilization Goals: The University will use the Utilization Goals as a guide in its affirmative action program. If a problem is identified, the University will work with appropriate departments and personnel to correct the issue through training, recruitment, and evaluation.

For FY24, Western Illinois University will work with all job groups to identify areas of opportunity in which they can expand recruitment and retention of applicants and employees with disabilities.

For job groups that have Utilization Goals, steps will be taken to encourage and increase the percentage of qualified individuals with disabilities applying for positions both externally and internally. These steps may include, as appropriate, but are not limited to the following:

1. Publishing job advertisements in newspapers and/or magazines that target qualified individuals with disabilities;
3. Offering job training to qualified individuals with disabilities currently employed by the university in order to increase their chances of advancing within the university; particularly, the Illinois Intern Program, implemented through the State Universities Civil Service System and the Affirmative Action Internship Program;
5. Offering tuition waivers to employees to obtain educational training that will increase their chances of advancing within the university;
6. Using recruitment techniques that specifically target qualified individuals with disabilities; and
7. Continuing to use the services of the Illinois Employment Service.

Review of Employment Decisions: Review of employment decisions are made in order to determine whether individuals with disabilities are selected at a less favorable rate than individuals without an identified disability.

Review of Hires/Promotions: Whenever individuals with disabilities are selected at a lower rate than individuals without an identified disability, a review of the applicant flow is conducted to determine possible reasons why individuals with disabilities were not selected at a more favorable rate. If the university is attracting fewer than expected individuals with disabilities that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant flow of qualified individuals with disabilities.

Review of Terminations: For non-voluntary terminations, if individuals with disabilities are being terminated at a higher rate than individuals without an identified disability, a review of the employee files will be made to ensure that the university is applying its policies and procedures for termination equally for protected as well as non-protected classes.

The Development and Execution of Action-Oriented Programs

Action programs have been instituted to eliminate identified problem areas and to help achieve specific Affirmative Action goals. These programs include, but are not limited to, the following:

1. The Department of Human Resources conducts annual analyses of a third of the total job descriptions at Western Illinois University to ensure they accurately reflect job functions;
2. Making position announcements available to recruiting sources and all members of the selection committee involved in the recruiting, screening, selection and promotion processes;
3. Evaluating the total selection process to ensure freedom from bias through:
 - a. Reviewing position announcements and other pre-employment forms to ensure information requested is job-related;
 - b. Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity; and,
 - c. Training selection committees on the search and screening process;
4. Using techniques to improve recruitment and increase the flow of qualified applicants, including applicants with disabilities. Western Illinois University has implemented the following actions:
 - a. Include the phrase “*Western Illinois University is an Affirmative Action/Equal Opportunity employer and has a strong institutional commitment to diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including minorities, women, and persons with disabilities. WTU has a non-discrimination policy that includes sex, race, color, sexual orientation, gender identity and gender expression, religion, age, marital status, national origin, disability, or veteran status.*” or a shortened tagline in all printed employment advertisements;
 - b. Place position advertisements in news media geared toward minorities and women;
 - c. Disseminate information on job opportunities to organizations representing minorities, women and employment development agencies in pertinent disciplines when job opportunities occur;
 - d. Encourage all employees to refer qualified applicants;

- e. Actively recruit at job fairs, as well as junior colleges, colleges and universities; and
 - f. Request Illinois employment agencies to refer qualified minorities and women.
5. Ensuring that all employees are given equal opportunity for promotion. This is achieved by:
- a. Posting promotional opportunities;
 - b. Evaluating the selection process.

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3,084	3	1	Male	2	2						
					Female	1		1					
ADMISSIONS COUNSELOR	Various	3,207 - 5,763	11	5	Male	3	1		2				
					Female	8	5	2	1				
ACADEMIC ADVISOR	Various	3,286 - 6,219	13	3	Male	3	2	1					
					Female	10	8	2					
RECRUITMENT COORDINATOR	MUSIC	3,297	1		Male								
					Female	1	1						
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3,488 - 6,250	2		Male	1	1						
					Female	1	1						
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3,527	1		Male	1	1						
					Female								
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3,570	1		Male								
					Female	1	1						
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3,570 - 6,339	6	1	Male	1		1					
					Female	5	5						
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4,125 - 5,913	3	1	Male	1							1
					Female	2	2						
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS	4,200	1		Male	1	1						
					Female								
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	4,378	1		Male								
					Female	1	1						
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	4,449 - 6,570	3		Male								
					Female	3	3						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL /PUBLIC SERVICE RAD	4,543	1		Male Female	1	1						
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4,583	1		Male Female	1	1						
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	4,874 - 5,223	3		Male Female	2 1	2 1						
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR STEWARDS	DEVELOPMENT OFFICE	4,917	1		Male Female	1	1						
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5,100	1		Male Female	1	1						
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT & SUCCESS	5,417	1		Male Female	1	1						
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5,582	1		Male Female	1	1						
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	RETENTION	5,684 - 6,424	2		Male Female	2	2						
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5,692 - 6,527	5		Male Female	5	5						
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5,734	1		Male Female	1	1						
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	5,951	1		Male Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	5,993	1		Male								
					Female	1	1						
STUDENT LEGAL ADVOCATE	LEGAL SERVICES	6,044	1		Male								
					Female	1	1						
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6,057	1		Male								
					Female	1	1						
MANAGER, RADIO OPERATIONS	EDUCATIONAL /PUBLIC SERVICE RAD	6,057	1		Male								
					Female	1	1						
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6,065	1		Male								
					Female	1	1						
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS CENTER	STUDENT DEVELOPMENT & SUCCESS	6,120	1		Male								
					Female	1	1						
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6,120	1	1	Male	1		1					
					Female								
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6,120	1		Male	1	1						
					Female								
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6,120	1		Male								
					Female	1	1						
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6,205	1		Male								
					Female	1	1						
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	6,250	3		Male								
					Female	3	3						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR	Various	6,426 - 13,334	96	43	Male	50	29	2	3	7			6
					Female	46	24		1	6			6
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6,490	1		Male								
					Female	1	1						
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6,544	1		Male								
					Female	1	1						
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6,767	1	1	Male	1			1				
					Female								
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7,041	1		Male								
					Female	1	1						
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS	7,083	1	1	Male								
					Female	1							
DIRECTOR, PURCHASING	PURCHASING OFFICE	7,226	1		Male								
					Female	1	1						
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7,500	1		Male								
					Female	1	1						
REGISTRAR	REGISTRAR	7,565	1		Male								
					Female	1	1						
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7,579	1		Male								
					Female	1	1						
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7,650	1		Male								
					Female	1	1						
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,928	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR	Various	7,928 - 15,611	77	21	Male	45	31	2		9		1	1
					Female	32	25		2	5			
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8,074	1		Male								
					Female	1	1						
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8,330	1		Male								
					Female	1	1						
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8,334	1		Male								
					Female	1	1						
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8,357	1		Male	1	1						
					Female								
EXECUTIVE DIRECTOR OF RETENTION INITIATIVES	RETENTION	8,501	1		Male	1	1						
					Female								
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8,667	1		Male								
					Female	1	1						
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8,668	1	1	Male	1				1			
					Female								
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	8,917	1		Male	1	1						
					Female								
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISK MGT	VICE PRESIDENT FOR STUDENT	9,334	1		Male	1	1						
					Female								
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	9,501	1		Male	1	1						
					Female								
PROFESSOR	Various	9,613 - 15,978	175	46	Male	115	84	6	1	21			3
					Female	60	45	3	1	10	1		

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	9,751	1		Male								
					Female	1	1						
DIRECTOR, SCHOOL OF NURSING	NURSING	10,102	1		Male								
					Female	1	1						
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10,167	1		Male								
					Female	1	1						
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10,431	1		Male	1	1						
					Female								
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTING AND JOURNALISM	10,435	1		Male	1	1						
					Female								
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATURE	FOREIGN LANGUAGES AND LITERATURE	10,532	1	1	Male	1			1				
					Female								
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK AND TOURISM ADMIN	10,546	1		Male	1	1						
					Female								
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10,617	1		Male								
					Female	1	1						
CHAIRPERSON, DEPT OF HISTORY	HISTORY	10,732	1		Male	1	1						
					Female								
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	10,751	1		Male								
					Female	1	1						
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	10,834	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Basic
08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERIC, & GEOGRAPH	10,872	1	1	Male Female	1		1					
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLO	10,932	1		Male Female	1	1						
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	10,991	1		Male Female	1	1						
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND	10,998	1		Male Female	1	1						
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11,001	1		Male Female	1	1						
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11,030	1		Male Female	1	1						
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND	11,083	1		Male Female	1	1						
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATI ON	11,204	1		Male Female	1	1						
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11,250	1	1	Male Female	1		1					
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11,253	1		Male Female	1	1						
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11,364	1		Male Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	11,407	1		Male								
					Female	1	1						
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS	11,417	1		Male								
					Female	1	1						
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11,417	1	1	Male	1			1				
					Female								
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	11,417	1	1	Male	1		1					
					Female								
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11,498	1	1	Male	1				1			
					Female								
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS	11,500	1		Male	1	1						
					Female								
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION	COUNSELOR EDUCATION	11,552	1		Male								
					Female	1	1						
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11,555	1		Male	1	1						
					Female								
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	11,567	1	1	Male	1			1				
					Female								
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11,652	1		Male	1	1						
					Female								
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12,027	1		Male	1	1						
					Female								
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12,193	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMINISTRATION	LAW ENFORCEMENT AND	12,211	1		Male								
					Female	1	1						
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12,334	1	1	Male								
					Female	1		1					
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12,458	1		Male								
					Female	1	1						
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	12,500	1		Male	1	1						
					Female								
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12,500	1		Male	1	1						
					Female								
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12,667	1		Male	1	1						
					Female								
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	12,736	1		Male	1	1						
					Female								
ASSOC PROV & ASSOC VP UG STUDIES & STRG PLANNING	PROVOST & ACADEMIC VICE PRESID	12,792	1		Male	1	1						
					Female								
DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STUDIES	BIOLOGICAL SCIENCES	12,865	1	1	Male	1			1				
					Female								
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS	VP FOR QUAD CITIES CAMPUS	12,917	1		Male								
					Female	1	1						
DIRECTOR, SCHOOL OF ACCT, FIN, ECON & DECISION SCI	SCHOOL OF ACCOUNTING, FINANCE, E	13,250	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR ASSOC PROV FOR BUDGET, PERSONNEL, & RESEARCH	PROVOST & ACADEMIC VICE PRESID	13,330	1		Male	1	1						
					Female								
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT	13,750	1		Male	1	1						
					Female								
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND	13,829	1	1	Male								
					Female	1			1				
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS	13,865	1		Male	1	1						
					Female								
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMEN	15,000	1		Male								
					Female	1	1						
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS	15,334	1		Male	1	1						
					Female								
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE	18,417	1		Male	1	1						
					Female								
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	19,167	1		Male	1	1						
					Female								
PRESIDENT	PRESIDENT'S OFFICE	26,667	1	1	Male	1						1	
					Female								
Job Group Total			500	136	Male	274	191	16	11	40	0	1	11
<i>% of Total</i>				<i>27.20</i>	<i>% of Total</i>	<i>54.80</i>	<i>38.20</i>	<i>3.20</i>	<i>2.20</i>	<i>8.00</i>	<i>.00</i>	<i>.20</i>	<i>2.20</i>
					Female	226	173	9	6	21	1	0	6
					<i>% of Total</i>	<i>45.20</i>	<i>34.60</i>	<i>1.80</i>	<i>1.20</i>	<i>4.20</i>	<i>.20</i>	<i>.00</i>	<i>1.20</i>

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 2 NON-TENURED FACULTY

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR	Various	3,467 - 9,294	56	10	Male	18	13		1	1			1
					Female	38	33	1	1	2		1	
ASSOCIATE INSTRUCTOR	Various	4,901 - 8,913	11	1	Male	1	1						
					Female	10	9			1			
ASSISTANT PROFESSOR UNIT B	Various	5,174 - 9,784	10		Male	3	3						
					Female	7	7						
SENIOR INSTRUCTOR	Various	5,230 - 8,064	12	1	Male	4	4						
					Female	8	7		1				
LECTURER	Various	5,556	2	2	Male	2			1				
					Female								
DIRECTOR, SCHOOL OF MANAGEMENT	MANAGEMENT AND MARKETING	12,727	1	1	Male	1				1			
					Female								
Job Group Total			92	15	Male	29	21	0	2	2	0	0	1
<i>% of Total</i>				16.30	<i>% of Total</i>	31.52	22.83	.00	2.17	2.17	.00	.00	1.09
					Female	63	56	1	2	3	0	0	1
					<i>% of Total</i>	68.48	60.87	1.09	2.17	3.26	.00	.00	1.09

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
POSTDOCTORAL SCHOLAR	COUNSELING CENTER	1,951	1		Male								
					Female	1	1						
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2,546 - 3,970	10	3	Male	9	6			2	1		
					Female	1	1						
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	2,964	1		Male	1	1						
					Female								
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1		Male	1	1						
					Female								
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1		Male								
					Female	1	1						
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	2,978 - 6,799	45	2	Male	32	30			2			
					Female	13	13						
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3,125	1	1	Male	1		1					
					Female								
COSTUME SHOP MANAGER	THEATRE AND DANCE	3,190	1		Male								
					Female	1	1						
RESEARCH AGRONOMIST	Various	3,230 - 4,000	2	1	Male	2	1						
					Female								
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3,333 - 4,676	3		Male	1	1						
					Female	2	2						
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3,401	1		Male								
					Female	1	1						
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3,401	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3,717	1		Male								
					Female	1	1						
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3,750	1		Male	1	1						
					Female								
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3,750 - 7,500	8	3	Male	8	5	3					
					Female								
COUNSELOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	3,988 - 6,342	4	1	Male	1	1						
					Female	3	2		1				
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4,000 - 5,250	3	1	Male	3	2	1					
					Female								
STAFF ACCOMPANIST	MUSIC	4,182 - 5,167	2	2	Male	1					1		
					Female	1							1
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4,308 - 4,675	2		Male								
					Female	2	2						
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4,416	1		Male								
					Female	1	1						
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4,597	1		Male	1	1						
					Female								
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4,676	1	1	Male								
					Female	1							1
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5,250	1		Male	1	1						
					Female								
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND TECH	5,500	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5,750	1		Male								
					Female	1	1						
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	5,833	1		Male	1	1						
					Female								
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6,163	1		Male	1	1						
					Female								
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	6,300	1		Male								
					Female	1	1						
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6,401	1		Male	1	1						
					Female								
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6,885	1		Male	1	1						
					Female								
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	7,884	1		Male	1	1						
					Female								
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8,501	1		Male								
					Female	1	1						
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12,675	1		Male	1	1						
					Female								
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15,000	1		Male	1	1						
					Female								
STAFF PHYSICIAN	BEU HEALTH CENTER	15,948 - 16,507	2		Male	2	2						
					Female								
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16,443	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	16,667	1		Male Female	1	1						
Job Group Total			108	15	Male	75	63	5	0	5	1	0	0
<i>% of Total</i>				<i>13.89</i>	<i>% of Total</i>	<i>69.44</i>	<i>58.33</i>	<i>4.63</i>	<i>.00</i>	<i>4.63</i>	<i>.93</i>	<i>.00</i>	<i>.00</i>
					Female	33	30	0	1	0	0	0	2
					<i>% of Total</i>	<i>30.56</i>	<i>27.78</i>	<i>.00</i>	<i>.93</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>1.85</i>

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2,476	1		Male								
					Female	1	1						
SENIOR LIBRARY SPECIALIST	LIBRARIES	2,500 - 3,086	5		Male	1	1						
					Female	4	4						
MEDICAL ASSISTANT	Various	2,568 - 2,769	3		Male								
					Female	3	3						
PROGRAM ASSISTANT	Various	2,632 - 3,214	7		Male								
					Female	7	7						
ADMISSIONS/RECORDS OFFICER	Various	2,665 - 3,311	15	1	Male	2	2						
					Female	13	12	1					
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2,674	1		Male								
					Female	1	1						
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2,792	1		Male								
					Female	1	1						
FINANCIAL AID COORDINATOR	FINANCIAL AID	2,895 - 3,120	2		Male	1	1						
					Female	1	1						
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2,902 - 3,364	2		Male								
					Female	2	2						
FINANCIAL AID MANAGER	FINANCIAL AID	2,978	1		Male	1	1						
					Female								
MUSICAL INSTRUMENT SPECIALIST	MUSIC	2,978	1		Male	1	1						
					Female								
PROGRAM/STUDENT ADVISOR	Various	2,978 - 3,244	2		Male	1	1						
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROCUREMENT OFFICER	PURCHASING OFFICE	3,052	1		Male								
					Female	1	1						
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3,052 - 3,144	6		Male								
					Female	6	6						
PROGRAM COORDINATOR	Various	3,052 - 8,327	42	7	Male	11	8	2					1
					Female	31	27	2	2				
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3,102 - 3,179	2		Male	1	1						
					Female	1	1						
ADMISSIONS AND RECORDS COORDINATOR	Various	3,153 - 3,374	5		Male								
					Female	5	5						
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3,209 - 4,213	4		Male	2	2						
					Female	2	2						
GRAPHIC DESIGNER	Various	3,270 - 3,660	2		Male	1	1						
					Female	1	1						
RADIO STATION PRODUCTION SUPERVISOR	EDUCATIONAL /PUBLIC SERVICE RAD	3,291 - 4,875	4		Male	2	2						
					Female	2	2						
TELEVISION PRODUCTION COORDINATOR	TELEVISION SERVICES	3,312	1		Male	1	1						
					Female								
FACILITY OPERATIONS COORDINATOR	Various	3,368 - 4,640	5		Male	4	4						
					Female	1	1						
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3,368 - 6,639	7		Male	1	1						
					Female	6	6						
EVENTS ADMINISTRATOR ASSOCIATE	UU ADMINISTRATIVE	3,431	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
MEDIA WRITER/PRODUCER/ANNOUNCE R II	EDUCATIONAL /PUBLIC SERVICE RAD	3,441	1		Male Female	1	1						
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3,470 - 5,080	4		Male Female	2 2	2 2						
COLLECTION MANAGER	BILLING AND RECEIVABLES	3,538	1		Male Female	1	1						
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3,538	1		Male Female	1	1						
MANAGER OF SPORTS FACILITIES	Various	3,538 - 3,668	2		Male Female	2	2						
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3,538 - 4,520	4		Male Female	4	4						
MARKETING ASSOCIATE	Various	3,538 - 4,742	6		Male Female	2 4	2 4						
STAFF NURSE II	BEU HEALTH CENTER	3,583	1		Male Female	1	1						
PROGRAM DIRECTOR	Various	3,707 - 6,651	19	3	Male Female	6 13	5 11	1	2				
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3,750	1		Male Female	1	1						
ACCOUNTING ASSOCIATE	Various	3,767 - 5,333	7		Male Female	7	7						
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3,779	1		Male Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3,791 - 4,229	2	1	Male								
					Female	2	1			1			
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	3,810	1		Male	1	1						
					Female								
BUSINESS MANAGER	Various	3,810	3		Male								
					Female	3	3						
ADMINISTRATIVE ASSISTANT	Various	3,810 - 4,367	8		Male								
					Female	8	8						
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3,810 - 5,518	3		Male								
					Female	3	3						
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	3,886	1		Male								
					Female	1	1						
TELEVISION DIRECTOR-PRODUCER	TELEVISION SERVICES	3,886 - 4,273	2		Male	2	2						
					Female								
BUDGET ANALYST	BUDGET OFFICE	3,892	1		Male								
					Female	1	1						
HOUSING ADMINISTRATOR	Various	3,905 - 3,983	2		Male								
					Female	2	2						
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	3,947	1		Male	1	1						
					Female								
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	3,989	1		Male								
					Female	1	1						
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUCT	4,100 - 4,296	3		Male	2	2						
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHIEF BROADCASTING ENGINEER	Various	4,103 - 5,318	3		Male	3	3						
					Female								
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATI ON	4,206	1		Male	1	1						
					Female								
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	4,311	1		Male								
					Female	1	1						
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURI NG LAB	4,397	1		Male	1	1						
					Female								
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4,466	1		Male								
					Female	1	1						
COMMUNICATIONS TECHNICIAN III	TELECOMMUN ICATIONS SERVICES	4,505	1		Male	1	1						
					Female								
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4,620 - 10,205	25		Male	20	20						
					Female	5	5						
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS	4,676	1		Male								
					Female	1	1						
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4,820	1		Male	1	1						
					Female								
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATI ONS	4,837 - 7,787	2		Male								
					Female	2	2						
SENIOR BUDGET ANALYST	BUDGET OFFICE	4,877	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4,877 - 6,690	2		Male	1	1						
					Female	1	1						
CENTRAL STORES MANAGER II	FACILITIES MANAGEMENT STORES	4,901	1		Male								
					Female	1	1						
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	4,943	1		Male								
					Female	1	1						
POLICE OFFICER	PUBLIC SAFETY	4,981 - 6,284	9	1	Male	7	6		1				
					Female	2	2						
DEPUTY DIRECTOR	Various	5,357 - 7,363	6		Male	4	4						
					Female	2	2						
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5,777	1		Male								
					Female	1	1						
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6,091	1		Male	1	1						
					Female								
ASSISTANT COMPROLLER	Various	6,170 - 7,083	2		Male								
					Female	2	2						
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6,222	1		Male								
					Female	1	1						
BURSAR	BILLING AND RECEIVABLES	6,250	1		Male								
					Female	1	1						
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6,527 - 9,457	2		Male	1	1						
					Female	1	1						
UNIVERSITY BUDGET OFFICER	BUDGET OFFICE	6,690	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
POLICE CORPORAL	PUBLIC SAFETY	6,912	4		Male	4	4						
					Female								
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7,180	1		Male	1	1						
					Female								
POLICE SERGEANT	PUBLIC SAFETY	7,604	4	1	Male	4	3	1					
					Female								
NURSE PRACTITIONER	BEU HEALTH CENTER	7,818 - 8,800	3		Male	1	1						
					Female	2	2						
POLICE CAPTAIN	PUBLIC SAFETY	9,200	1		Male	1	1						
					Female								
Job Group Total			276	14	Male	101	95	4	1	0	0	0	1
<i>% of Total</i>				5.07	<i>% of Total</i>	36.59	34.42	1.45	.36	.00	.00	.00	.36
					Female	175	167	3	4	1	0	0	0
					<i>% of Total</i>	63.41	60.51	1.09	1.45	.36	.00	.00	.00

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
LIBRARY ASSISTANT	LIBRARIES	2,113	1		Male								
					Female	1	1						
OFFICE SUPPORT ASSOCIATE	Various	2,113 - 2,745	5		Male								
					Female	5	5						
LIBRARY SPECIALIST	LIBRARIES	2,160 - 2,501	5	1	Male	2	1		1				
					Female	3	3						
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2,188 - 2,407	3	1	Male	1	1						
					Female	2	1		1				
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2,272	2	2	Male								
					Female	2				1			1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2,274	1		Male	1	1						
					Female								
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2,318 - 2,337	2		Male								
					Female	2	2						
OFFICE SUPPORT SPECIALIST	Various	2,324 - 3,406	13		Male	1	1						
					Female	12	12						
HUMAN RESOURCE REPRESENTATIVE	HUMAN RESOURCES	2,326	1	1	Male	1			1				
					Female								
OFFICE MANAGER	Various	2,326 - 3,676	30	2	Male	2	2						
					Female	28	26		1		1		
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2,364	1		Male	1	1						
					Female								
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2,418	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PHLEBOTOMIST	BEU HEALTH CENTER	2,568	1		Male								
					Female	1	1						
OFFICE ADMINISTRATOR	Various	2,632 - 4,295	7		Male								
					Female	7	7						
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2,643	1		Male								
					Female	1	1						
RETAIL ASSOCIATE	UU BOOKSTORE	2,724	1		Male								
					Female	1	1						
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2,782	1		Male								
					Female	1	1						
STOREKEEPER III	BIOLOGICAL SCIENCES	2,811	1		Male								
					Female	1	1						
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2,815	1		Male								
					Female	1	1						
CASHIER III	UU SERVICE CENTER	2,825	1		Male								
					Female	1	1						
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	2,923	1		Male								
					Female	1	1						
ACCOUNTING OFFICER	Various	2,928 - 3,572	3		Male								
					Female	3	3						
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	2,940	1		Male								
					Female	1	1						
ACCOUNTING SPECIALIST	UU BOOKSTORE	2,958	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
RETAIL SUPERVISOR	UU BOOKSTORE	2,963	1		Male								
					Female	1	1						
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	2,978	1		Male	1	1						
					Female								
ADMINISTRATIVE AIDE	Various	3,038 - 4,118	4		Male								
					Female	4	4						
PHYSICAL SCIENCE TECH. ASST.	Various	3,038 - 4,769	2	2	Male								
					Female	2				2			
HOUSING OFFICER	UHDS ADMINISTRATI VE	3,113	1		Male								
					Female	1	1						
ACCOUNTANT II	BUSINESS SERVICES	3,164	1		Male								
					Female	1	1						
PAYROLL SPECIALIST III	PAYROLL OFFICE	3,223	1		Male								
					Female	1	1						
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3,538	1		Male								
					Female	1	1						
TECHNICAL DIRECTOR	MUSIC	3,744	1		Male								
					Female	1	1						
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	3,752	1		Male								
					Female	1	1						
RETAIL MANAGER	UU BOOKSTORE	4,191 - 4,275	2		Male	1	1						
					Female	1	1						
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATI VE	4,195	1	1	Male								
					Female	1		1					

Continued...

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5,585	1		Male Female	1	1						
Job Group Total			103	10	Male	14	12	0	2	0	0	0	0
<i>% of Total</i>				9.71	<i>% of Total</i>	13.59	11.65	.00	1.94	.00	.00	.00	.00
					Female	89	81	1	2	3	1	0	1
					<i>% of Total</i>	86.41	78.64	.97	1.94	2.91	.97	.00	.97

Job Group Analysis

FY 23 Basic
08/09/2023

Job Group: 6 SKILLED CRAFT

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2,820	1		Male	1	1						
					Female								
MAINTENANCE REPAIR/WORKER	BUILDING MAINTENANCE	3,705	1		Male	1	1						
					Female								
STEAM AND POWER PLANT I	HEATING PLANT	4,222	3		Male	3	3						
					Female								
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5,177 - 5,421	2		Male	2	2						
					Female								
ROOFER	BUILDING MAINTENANCE	5,525	1		Male	1	1						
					Female								
BRICKMASON	BUILDING MAINTENANCE	5,527	1		Male	1	1						
					Female								
CARPENTER	BUILDING MAINTENANCE	5,702	7	1	Male	7	6						1
					Female								
STEAM AND POWER PLANT II	HEATING PLANT	5,909	6		Male	6	6						
					Female								
PLUMBER	BUILDING MECHANICAL MAINTENANC	6,216	4		Male	4	4						
					Female								
CARPENTER FOREMAN	BUILDING MAINTENANCE	6,272	1		Male	1	1						
					Female								
PAINTER	BUILDING MAINTENANCE	6,328	2		Male	2	2						
					Female								
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6,435	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Basic
08/09/2023

Job Group: 6 SKILLED CRAFT

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
TEMPERATURE CONTROL MECHANIC	Various	6,435	2		Male	2	2						
					Female								
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6,435 - 7,652	4		Male	4	4						
					Female								
BUILDING OPERATING ENGINEER	Various	6,512	5		Male	5	5						
					Female								
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6,512	2		Male	2	2						
					Female								
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6,512	1		Male	1	1						
					Female								
ELECTRICIAN	Various	6,671	3		Male	3	3						
					Female								
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	6,828	1		Male	1	1						
					Female								
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	6,828	1		Male	1	1						
					Female								
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7,338	1		Male	1	1						
					Female								
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7,511	1		Male	1	1						
					Female								
Job Group Total			51	1	Male	51	50	0	0	0	0	0	1
<i>% of Total</i>				1.96	<i>% of Total</i>	100.00	98.04	.00	.00	.00	.00	.00	1.96
					Female	0	0	0	0	0	0	0	0
					<i>% of Total</i>	.00	.00	.00	.00	.00	.00	.00	.00

Job Group Analysis

FY 23 Basic

08/09/2023

Job Group: 7 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2,149	1		Male								
					Female	1	1						
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2,314	1		Male	1	1						
					Female								
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2,314	1	1	Male	1						1	
					Female								
PARKING SERVICES AGENT II	PARKING OPERATIONS	2,403	1	1	Male	1		1					
					Female								
MAIL MESSENGER	Various	2,567 - 2,766	2		Male								
					Female	2	2						
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2,688	1		Male								
					Female	1	1						
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2,692	1		Male								
					Female	1	1						
STOREKEEPER I	UU BOOKSTORE	2,699	1		Male	1	1						
					Female								
BUILDING SERVICE WORKER	Various	2,818 - 4,080	84	8	Male	58	52	4				1	
					Female	26	24	2					1
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,038 - 3,922	2		Male	2	2						
					Female								
GROUNDS WORKER	Various	3,219 - 3,380	7		Male	6	6						
					Female	1	1						
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3,367	2		Male	1	1						
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Basic
08/09/2023

Job Group: 7 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,538 - 5,058	2		Male	2	2						
					Female								
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3,556	1		Male	1	1						
					Female								
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND	3,598	1		Male	1	1						
					Female								
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3,669	1	1	Male	1					1		
					Female								
GARAGE FOREMAN	TRANSPORTATION SERVICES	3,926	1		Male	1	1						
					Female								
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4,024	1		Male	1	1						
					Female								
BUILDING SERVICE FOREMAN	Various	4,701	6	1	Male	4	3	1					
					Female	2	2						
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5,171	1		Male	1	1						
					Female								
Job Group Total			118	12	Male	83	73	6	0	2	1	0	1
<i>% of Total</i>				10.17	<i>% of Total</i>	70.34	61.86	5.08	.00	1.69	.85	.00	.85
Facility Total			1248	203	Female	35	33	2	0	0	0	0	0
<i>% of Total</i>				16.27	<i>% of Total</i>	29.66	27.97	1.69	.00	.00	.00	.00	.00
Facility Total			1248	203	Male	627	505	31	16	49	2	1	15
<i>% of Total</i>				16.27	<i>% of Total</i>	50.24	40.46	2.48	1.28	3.93	.16	.08	1.20
Facility Total			1248	203	Female	621	540	16	15	28	2	0	10
<i>% of Total</i>				16.27	<i>% of Total</i>	49.76	43.27	1.28	1.20	2.24	.16	.00	.80

Factor Availabilities

FY 23 Basic
08/09/2023

Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPi (%)	Two+ (%)
Factor 1 - Requisite Skills in Reasonable Recruiting Area								
1 TENURED FACULTY/OFFICIAL & MAN <i>Labor Area: United States</i>	52.37	25.44	8.42	6.12	9.45	0.73	0.08	0.65
2 NON-TENURED FACULTY <i>Labor Area: United States</i>	48.16	25.15	6.27	5.43	12.06	0.62	0.06	0.72
3 ADMINISTRATIVE STAFF/TECHNICIA <i>Labor Area: Illinois</i>	38.03	27.66	11.45	6.68	8.68	0.12	0.00	0.72
4 PROFESSIONAL STAFF/PROTECTIVE <i>Labor Area: United States</i>	61.16	26.12	9.88	9.39	5.20	0.92	0.15	0.58
5 OFFICE & CLERICAL/PARA-PROFESS <i>Labor Area: Illinois</i>	75.97	31.31	14.38	11.64	4.49	0.32	0.07	0.41
6 SKILLED CRAFT <i>Labor Area: Illinois</i>	8.00	26.53	9.60	15.10	1.32	0.32	0.03	0.17
7 SERVICE MAINTENANCE <i>Labor Area: Illinois</i>	67.43	50.24	16.73	30.09	2.61	0.20	0.09	0.52
Factor 2 - Promotable, Transferable, and Trainable within Organization								
1 TENURED FACULTY/OFFICIAL & MAN	-	-	-	-	-	-	-	-
2 NON-TENURED FACULTY	-	-	-	-	-	-	-	-
3 ADMINISTRATIVE STAFF/TECHNICIA	-	-	-	-	-	-	-	-
4 PROFESSIONAL STAFF/PROTECTIVE	-	-	-	-	-	-	-	-
5 OFFICE & CLERICAL/PARA-PROFESS	-	-	-	-	-	-	-	-
6 SKILLED CRAFT	-	-	-	-	-	-	-	-
7 SERVICE MAINTENANCE	-	-	-	-	-	-	-	-

Factor Availabilities

FY 23 Basic
08/09/2023

Job Group	Female (%)	Minority (%)
Factor 1 - Requisite Skills in Reasonable Recruiting Area		
1 TENURED FACULTY/OFFICIAL & MAN <i>Labor Area: United States</i>	52.37	25.44
2 NON-TENURED FACULTY <i>Labor Area: United States</i>	48.16	25.15
3 ADMINISTRATIVE STAFF/TECHNICIA <i>Labor Area: Illinois</i>	38.03	27.66
4 PROFESSIONAL STAFF/PROTECTIVE <i>Labor Area: United States</i>	61.16	26.12
5 OFFICE & CLERICAL/PARA-PROFESS <i>Labor Area: Illinois</i>	75.97	31.31
6 SKILLED CRAFT <i>Labor Area: Illinois</i>	8.00	26.53
7 SERVICE MAINTENANCE <i>Labor Area: Illinois</i>	67.43	50.24
Factor 2 - Promotable, Transferable, and Trainable within Organization		
1 TENURED FACULTY/OFFICIAL & MAN	-	-
2 NON-TENURED FACULTY	-	-
3 ADMINISTRATIVE STAFF/TECHNICIA	-	-
4 PROFESSIONAL STAFF/PROTECTIVE	-	-
5 OFFICE & CLERICAL/PARA-PROFESS	-	-
6 SKILLED CRAFT	-	-
7 SERVICE MAINTENANCE	-	-

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
Job Group: 1 TENURED FACULTY/OFFICIAL & M		<i>Labor Area: United States</i>								
<u>Employee Job Titles:</u>										
ACADEMIC ADVISOR <i>2000 - Counselors</i>	13.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, COL OF EDUCATION & HUMA <i>2000 - Counselors</i>	5.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TI <i>2000 - Counselors</i>	3.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, HONORS <i>2000 - Counselors</i>	1.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC <i>2000 - Counselors</i>	6.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR <i>2000 - Counselors</i>	2.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ADMISSIONS COUNSELOR <i>2000 - Counselors</i>	11.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSISTANT DIRECTOR, DEVELOPMENT <i>0230 - Education administrators</i>	2.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSISTANT PROFESSOR <i>2200 - Postsecondary teachers</i>	96.00	1351005	648605 48.01%	340945 25.24%	84515 6.26%	73280 5.42%	164220 12.16%	8380 0.62%	765 0.06%	9785 0.72%
ASSISTANT VICE PRESIDENT FOR FACILITIES MAN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIO <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOC PROV & ASSOC VP UG STUDIES & STRG P <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMU <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND T <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTF <i>0230 - Education administrators</i>	3.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE PROFESSOR <i>2200 - Postsecondary teachers</i>	77.00	1351005	648605 48.01%	340945 25.24%	84515 6.26%	73280 5.42%	164220 12.16%	8380 0.62%	765 0.06%	9785 0.72%
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATH <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPARTMENT OF COMMUNICATIO <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF ART <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CHAIRPERSON, DEPT OF BROADCASTING <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF CHEMISTRY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF COUNSELOR EDUCATIO <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO IN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF ENGLISH <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF HISTORY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF KINESIOLOGY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF MATHEMATICS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF PHYSICS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF POLITICAL SCIENCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF PSYCHOLOGY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF REC, PARK AND TOURISI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & . <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
CHAIRPERSON, DEPT OF THEATRE AND DANCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
COMPLEX DIRECTOR <i>4640 - Residential advisors</i>	3.00	73260	46475 63.44%	28310 38.64%	18935 25.85%	4375 5.97%	2800 3.82%	1450 1.98%	75 0.10%	675 0.92%
COORDINATOR, UNIV FIELD & CLINICAL EXPERIEN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, CENTENNIAL HONORS COLLEGE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, COLLEGE OF ARTS & SCIENCES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, COLLEGE OF BUSINESS AND TECHNOLOG <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, COLLEGE OF EDUCATION & HUMAN SERVIC <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, COLLEGE OF FINE ARTS AND COMMUNICAT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, INNOVATION AND ECONOMIC DEVELOPMEI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, UNIVERSITY LIBRARIES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEPUTY DIRECTOR OF ATHLETICS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DEVELOPMENT RESEARCH ANALYST SPECIALIST <i>1220 - Operations research analysts</i>	1.00	120785	58315 48.28%	33480 27.72%	13845 11.46%	8245 6.83%	9920 8.21%	605 0.50%	190 0.16%	675 0.56%
DIR, UNDERGRADUATE ADMISSIONS & ENROLLME <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF INTERCOLLEGIATE ATHLETICS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINIS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF STUDENT DEVELOPMENT AND SUC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF STUDENT RIGHTS AND RESPONSIE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF STUDENT SERVICES, QUAD CITIES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF TALENT ACQUISITION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, ACADEMIC ADVISING CENTER, COBT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, CAMPUS RECREATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, DEPT OF AGRICULTURE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, DEVELOPMENT <i>0735 - Market research analysts & marketing specialist</i>	3.00	184365	101545 55.08%	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, DEVELOPMENT, WQPT <i>0735 - Market research analysts & marketing specialist</i>	1.00	184365	101545 55.08%	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
DIRECTOR, DISTANCE EDUCATION AND SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, FINANCIAL AID <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, FOUNDATION COMMUNICATIONS/DON <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, GOLF OPERATIONS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, INTERNAL AUDITING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, MUSEUM STUDIES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, PUBLIC SAFETY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, PURCHASING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, RADIO DEVELOPMENT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SCHOOL OF COMPUTER SCIENCES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, SCHOOL OF EDUCATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SCHOOL OF ENGINEERING & TECHNICAL <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUDICIAL <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SCHOOL OF MUSIC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SCHOOL OF NURSING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SPONSORED PROJECTS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, STUDENT LIFE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, UNIVERSITY ART GALLERY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, UNIVERSITY COUNSELING CENTER <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, UNIVERSITY UNION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, WQPT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SCHOOL OF ACCOUNTING, FINANCE, ECONOMIC & DECISION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
EQUAL OPPORTUNITY OFFICER <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%	20110 11.22%	16430 9.16%	9945 5.55%	2020 1.13%	315 0.18%	1140 0.64%
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISK <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE DIRECTOR OF RETENTION INITIATIVE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOG <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE OFFICER OF THE FOUNDATION <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%	20110 11.22%	16430 9.16%	9945 5.55%	2020 1.13%	315 0.18%	1140 0.64%
GENERAL COUNSEL ATTORNEY <i>2100 - Lawyers/judges/magistrates/other judicial wrkrs</i>	1.00	1038900	347305 33.43%	148085 14.25%	49565 4.77%	47480 4.57%	40730 3.92%	5615 0.54%	320 0.03%	4375 0.42%
MANAGER, RADIO OPERATIONS <i>2900 - Broadcast/sound engineering tech/radio operator</i>	1.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 0.12%	820 0.87%
PRESIDENT <i>0010 - Chief executives and legislators</i>	1.00	1158885	257150 22.19%	157650 13.60%	39710 3.43%	52320 4.51%	52755 4.55%	8565 0.74%	460 0.04%	3840 0.33%
PROFESSOR <i>2200 - Postsecondary teachers</i>	175.00	1351005	648605 48.01%	340945 25.24%	84515 6.26%	73280 5.42%	164220 12.16%	8380 0.62%	765 0.06%	9785 0.72%
PROVOST AND ACADEMIC VICE PRESIDENT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
RECRUITMENT COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
REGISTRAR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic
08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL, <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%	8490 16.04%	3715 7.02%	4030 7.61%	560 1.06%	125 0.24%	450 0.85%
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDEI <i>5700 - Secretaries and administrative assistants</i>	1.00	3991495	3828300 95.91%	941795 23.60%	367605 9.21%	399615 10.01%	111665 2.80%	37235 0.93%	4995 0.13%	20680 0.52%
STUDENT LEGAL ADVOCATE <i>2160 - Misc legal support workers</i>	1.00	245905	181315 73.73%	64765 26.34%	24990 10.16%	24670 10.03%	10655 4.33%	2870 1.17%	260 0.11%	1320 0.54%
SUPERVISION FIELD SPECIALIST <i>4210 - First-line supervisor: landscaping, groundskepng</i>	3.00	200475	12980 6.47%	55500 27.68%	10635 5.30%	39945 19.93%	1920 0.96%	1930 0.96%	430 0.21%	640 0.32%
UNDERWRITING AND OUTREACH COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VICE PRESIDENT FOR FINANCE AND ADMINISTRA` <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VICE PRESIDENT FOR STUDENT SUCCESS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
<i>Total Weight:</i>	500.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic
08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPi	Two+
Job Group: 2 NON-TENURED FACULTY		<i>Labor Area: United States</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR UNIT B <i>2200 - Postsecondary teachers</i>	10.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
ASSOCIATE INSTRUCTOR <i>2200 - Postsecondary teachers</i>	11.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
DIRECTOR, SCHOOL OF MANAGEMENT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 <i>61.59%</i>	9370 <i>17.47%</i>	3890 <i>7.25%</i>	3070 <i>5.72%</i>	1815 <i>3.38%</i>	385 <i>0.72%</i>	95 <i>0.18%</i>	115 <i>0.21%</i>
INSTRUCTOR <i>2200 - Postsecondary teachers</i>	56.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
LECTURER <i>2200 - Postsecondary teachers</i>	2.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
SENIOR INSTRUCTOR <i>2200 - Postsecondary teachers</i>	12.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
Total Weight:	92.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
Job Group: 3 ADMINISTRATIVE STAFF/TECHNIC		<i>Labor Area: Illinois</i>								
<u>Employee Job Titles:</u>										
AOD COUNSELING SPECIALIST <i>2000 - Counselors</i>	2.00	27638	18818 68.09%	10578 38.27%	7230 26.16%	2455 8.88%	695 2.51%	78 0.28%	0 0.00%	120 0.43%
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFC <i>0120 - Financial managers</i>	1.00	55694	28775 51.67%	13519 24.27%	5270 9.46%	4525 8.12%	3445 6.19%	74 0.13%	0 0.00%	205 0.37%
ASSISTANT CROSS COUNTRY & TRACK AND FIELD <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT DIRECTOR FOR SPORTS PERFORMAN <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%	6900 17.97%	2200 5.73%	845 2.20%	155 0.40%	0 0.00%	130 0.34%
ASSISTANT DIRECTOR OF ANNUAL GIVING <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%	6900 17.97%	2200 5.73%	845 2.20%	155 0.40%	0 0.00%	130 0.34%
ASSISTANT FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	8.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	3.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSOCIATE MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ATHLETIC TRAINER <i>3540 - Other healthcare practitioner/tech occupations</i>	3.00	2804	1340 47.79%	564 20.11%	235 8.38%	215 7.67%	89 3.17%	25 0.89%	0 0.00%	0 0.00%
COSTUME SHOP MANAGER <i>0020 - General and operations managers</i>	1.00	41550	12390 29.82%	6735 16.21%	2480 5.97%	2360 5.68%	1610 3.87%	125 0.30%	35 0.08%	125 0.30%
COUNSELOR, UNIVERSITY COUNSELING CENTER <i>2000 - Counselors</i>	4.00	27638	18818 68.09%	10578 38.27%	7230 26.16%	2455 8.88%	695 2.51%	78 0.28%	0 0.00%	120 0.43%
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CH <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEM <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOA <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
DIRECTOR/LEAD TEACHER <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
ENGINEERING LABORATORY PROFESSIONAL <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	13945	10645 76.34%	5485 39.33%	1695 12.15%	945 6.78%	2765 19.83%	10 0.07%	0 0.00%	70 0.50%
HEAD FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD MEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
HEAD WOMEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
INFORMATION TECHNOLOGY SUPPORT ASSOCIAT <i>1107 - Computer occupations, all other</i>	10.00	14870	3815 25.66%	4685 31.51%	1445 9.72%	1045 7.03%	2035 13.69%	15 0.10%	0 0.00%	145 0.98%
INFORMATION TECHNOLOGY TECHNICAL ASSOCI <i>1107 - Computer occupations, all other</i>	45.00	14870	3815 25.66%	4685 31.51%	1445 9.72%	1045 7.03%	2035 13.69%	15 0.10%	0 0.00%	145 0.98%
LEAD TEACHER - INFANT/TODDLER <i>2300 - Preschool and kindergarten teachers</i>	1.00	21480	21005 97.79%	6095 28.38%	3765 17.53%	1595 7.43%	555 2.58%	55 0.26%	0 0.00%	125 0.58%
LEAD TEACHER - PRESCHOOL <i>2300 - Preschool and kindergarten teachers</i>	1.00	21480	21005 97.79%	6095 28.38%	3765 17.53%	1595 7.43%	555 2.58%	55 0.26%	0 0.00%	125 0.58%
MEDICAL CHIEF OF STAFF <i>0350 - Medical and health services managers</i>	1.00	22464	15729 70.02%	5894 26.24%	2920 13.00%	1370 6.10%	1555 6.92%	20 0.09%	0 0.00%	29 0.13%
POSTDOCTORAL SCHOLAR <i>2550 - Other education, training, and library workers</i>	1.00	3515	2730 77.67%	1035 29.45%	620 17.64%	310 8.82%	95 2.70%	10 0.28%	0 0.00%	0 0.00%
RESEARCH AGRONOMIST <i>1220 - Operations research analysts</i>	2.00	4759	2029 42.64%	1564 32.86%	780 16.39%	265 5.57%	475 9.98%	4 0.08%	0 0.00%	40 0.84%
SENIOR RESEARCH ENGINEER <i>1220 - Operations research analysts</i>	1.00	4759	2029 42.64%	1564 32.86%	780 16.39%	265 5.57%	475 9.98%	4 0.08%	0 0.00%	40 0.84%
STAFF ACCOMPANIST <i>2750 - Musicians, singers, and related workers</i>	2.00	7724	3250 42.08%	2059 26.66%	1335 17.28%	490 6.34%	230 2.98%	4 0.05%	0 0.00%	0 0.00%
STAFF PHYSICIAN <i>3500 - Licensed practical, licensed vocational nurses</i>	2.00	20784	19500 93.82%	7879 37.91%	5709 27.47%	985 4.74%	895 4.31%	90 0.43%	15 0.07%	185 0.89%
<i>Total Weight:</i>	108.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
Job Group: 4 PROFESSIONAL STAFF/PROTECTI		<i>Labor Area: United States</i>								
<u>Employee Job Titles:</u>										
ACCOUNTING ASSOCIATE <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	7.00	1548285	1371360 88.57%	359555 23.22%	122035 7.88%	143485 9.27%	69460 4.49%	14550 0.94%	2150 0.14%	7875 0.51%
ADMINISTRATIVE ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	8.00	3991495	3828300 95.91%	941795 23.60%	367605 9.21%	399615 10.01%	111665 2.80%	37235 0.93%	4995 0.13%	20680 0.52%
ADMISSIONS AND RECORDS ASSOCIATE <i>5420 - Information and record clerks, all other</i>	3.00	102655	86425 84.19%	34275 33.39%	15065 14.68%	12065 11.75%	4560 4.44%	1720 1.68%	295 0.29%	570 0.56%
ADMISSIONS AND RECORDS COORDINATOR <i>5420 - Information and record clerks, all other</i>	5.00	102655	86425 84.19%	34275 33.39%	15065 14.68%	12065 11.75%	4560 4.44%	1720 1.68%	295 0.29%	570 0.56%
ADMISSIONS/RECORDS OFFICER <i>5420 - Information and record clerks, all other</i>	15.00	102655	86425 84.19%	34275 33.39%	15065 14.68%	12065 11.75%	4560 4.44%	1720 1.68%	295 0.29%	570 0.56%
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS E <i>1430 - Industrial engineers, incl health and safety</i>	1.00	178065	33355 18.73%	37350 20.98%	8305 4.66%	9965 5.60%	17075 9.59%	1045 0.59%	210 0.12%	750 0.42%
ASSISTANT COMPTRROLLER <i>0800 - Accountants and auditors</i>	2.00	2100705	1260110 59.99%	563150 26.81%	173525 8.26%	139540 6.64%	225375 10.73%	12320 0.59%	2045 0.10%	10345 0.49%
ATHLETIC COMMUNICATIONS ASSOCIATE <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 0.15%	2225 0.83%
BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%	8490 16.04%	3715 7.02%	4030 7.61%	560 1.06%	125 0.24%	450 0.85%
BURSAR <i>0710 - Management analysts</i>	1.00	690680	282865 40.95%	148650 21.52%	45920 6.65%	34595 5.01%	59495 8.61%	4115 0.60%	405 0.06%	4120 0.60%
BUSINESS ADMINISTRATIVE ASSOCIATE <i>0740 - Business operations specialists, all other</i>	2.00	231260	144415 62.45%	72885 31.52%	28390 12.28%	22830 9.87%	17880 7.73%	2105 0.91%	165 0.07%	1515 0.66%
BUSINESS MANAGER <i>0710 - Management analysts</i>	3.00	690680	282865 40.95%	148650 21.52%	45920 6.65%	34595 5.01%	59495 8.61%	4115 0.60%	405 0.06%	4120 0.60%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CENTRAL STORES MANAGER II <i>4700 - First-line supervisor: retail sales workers</i>	1.00	3182315	1416730 44.52%	832170 26.15%	255115 8.02%	352095 11.06%	174715 5.49%	27365 0.86%	3815 0.12%	19065 0.60%
CHIEF BROADCASTING ENGINEER <i>2900 - Broadcast/sound engineering tech/radio operator</i>	3.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 0.12%	820 0.87%
COLLECTION ASSISTANT MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%	52245 21.30%	37285 15.20%	6075 2.48%	2050 0.84%	450 0.18%	1490 0.61%
COLLECTION MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%	52245 21.30%	37285 15.20%	6075 2.48%	2050 0.84%	450 0.18%	1490 0.61%
COMMUNICATIONS TECHNICIAN III <i>7020 - Radio/telecommunications equip install/repair</i>	1.00	196010	24015 12.25%	56725 28.94%	24455 12.48%	22665 11.56%	7145 3.65%	1475 0.75%	195 0.10%	790 0.40%
CONSTRUCTION PROJECT COORDINATOR I <i>0220 - Construction managers</i>	3.00	893935	63895 7.15%	144360 16.15%	32250 3.61%	81265 9.09%	18350 2.05%	8560 0.96%	770 0.09%	3165 0.35%
CONSTRUCTION PROJECT COORDINATOR II <i>0220 - Construction managers</i>	1.00	893935	63895 7.15%	144360 16.15%	32250 3.61%	81265 9.09%	18350 2.05%	8560 0.96%	770 0.09%	3165 0.35%
DEPUTY DIRECTOR <i>0230 - Education administrators</i>	6.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
EVENTS ADMINISTRATOR ASSOCIATE <i>0725 - Meeting, convention, and event planners</i>	1.00	60652	46849 77.24%	14792 24.39%	5855 9.65%	5310 8.75%	2740 4.52%	404 0.67%	8 0.01%	475 0.78%
FACILITY OPERATIONS COORDINATOR <i>0020 - General and operations managers</i>	5.00	969815	283200 29.20%	184295 19.00%	58015 5.98%	71225 7.34%	41805 4.31%	8040 0.83%	1070 0.11%	4140 0.43%
FINANCIAL AID ASSOCIATE <i>0910 - Credit counselors and loan officers</i>	7.00	386055	205905 53.34%	107645 27.88%	38370 9.94%	43465 11.26%	20705 5.36%	2060 0.53%	805 0.21%	2240 0.58%
FINANCIAL AID COORDINATOR <i>0910 - Credit counselors and loan officers</i>	2.00	386055	205905 53.34%	107645 27.88%	38370 9.94%	43465 11.26%	20705 5.36%	2060 0.53%	805 0.21%	2240 0.58%
FINANCIAL AID MANAGER <i>0910 - Credit counselors and loan officers</i>	1.00	386055	205905 53.34%	107645 27.88%	38370 9.94%	43465 11.26%	20705 5.36%	2060 0.53%	805 0.21%	2240 0.58%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
GOLF COURSE GROUNDS SUPERINTENDENT <i>4210 - First-line supervisor: landscaping, groundskeeping</i>	1.00	200475	12980 6.47%	55500 27.68%	10635 5.30%	39945 19.93%	1920 0.96%	1930 0.96%	430 0.21%	640 0.32%
GRANTS AND CONTRACTS ASSOCIATE <i>0726 - Fundraisers</i>	4.00	85835	61760 71.95%	12340 14.38%	5235 6.10%	3605 4.20%	2680 3.12%	400 0.47%	65 0.08%	355 0.41%
GRAPHIC DESIGN MANAGER <i>2630 - Designers</i>	1.00	820860	442945 53.96%	179980 21.93%	34265 4.17%	76060 9.27%	59755 7.28%	4925 0.60%	640 0.08%	4335 0.53%
GRAPHIC DESIGNER <i>2630 - Designers</i>	2.00	820860	442945 53.96%	179980 21.93%	34265 4.17%	76060 9.27%	59755 7.28%	4925 0.60%	640 0.08%	4335 0.53%
HOUSING ADMINISTRATOR <i>0340 - Lodging managers</i>	2.00	143375	73290 51.12%	44525 31.05%	11240 7.84%	13045 9.10%	16705 11.65%	1485 1.04%	435 0.30%	1615 1.13%
HUMAN RESOURCE ASSOCIATE <i>0630 - Human resources workers</i>	1.00	651080	459810 70.62%	200880 30.85%	92985 14.28%	67480 10.36%	28875 4.43%	6345 0.97%	1030 0.16%	4165 0.64%
HUMAN RESOURCE MANAGER <i>5360 - Human resources assists, excl payroll/timekeeping</i>	1.00	55445	45900 82.78%	21300 38.42%	10155 18.32%	7755 13.99%	2285 4.12%	745 1.34%	45 0.08%	315 0.57%
HUMAN RESOURCE OFFICER <i>0630 - Human resources workers</i>	6.00	651080	459810 70.62%	200880 30.85%	92985 14.28%	67480 10.36%	28875 4.43%	6345 0.97%	1030 0.16%	4165 0.64%
IMMIGRATION SPECIALIST <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%	20110 11.22%	16430 9.16%	9945 5.55%	2020 1.13%	315 0.18%	1140 0.64%
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR <i>1107 - Computer occupations, all other</i>	1.00	287435	70150 24.41%	92760 32.27%	29500 10.26%	22260 7.74%	35650 12.40%	2510 0.87%	480 0.17%	2360 0.82%
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATOR <i>1107 - Computer occupations, all other</i>	25.00	287435	70150 24.41%	92760 32.27%	29500 10.26%	22260 7.74%	35650 12.40%	2510 0.87%	480 0.17%	2360 0.82%
INSTRUCTIONAL DEVELOPMENT SPECIALIST <i>1107 - Computer occupations, all other</i>	2.00	287435	70150 24.41%	92760 32.27%	29500 10.26%	22260 7.74%	35650 12.40%	2510 0.87%	480 0.17%	2360 0.82%
LIBRARY OPERATIONS ASSOCIATE <i>2440 - Library technicians</i>	4.00	60370	45920 76.06%	16025 26.54%	5620 9.31%	5255 8.70%	3865 6.40%	695 1.15%	100 0.17%	490 0.81%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
MANAGER OF PHOTOGRAPHIC LABORATORY <i>2910 - Photographers</i>	1.00	153925	69615 45.23%	32395 21.05%	9100 5.91%	14205 9.23%	6830 4.44%	1210 0.79%	145 0.09%	905 0.59%
MANAGER OF SPORTS FACILITIES <i>4430 - Misc entertainment attendants, related workers</i>	2.00	196760	81015 41.17%	59985 30.49%	22645 11.51%	24020 12.21%	7775 3.95%	3150 1.60%	455 0.23%	1940 0.99%
MANAGER OF UNIVERSITY CASHIERING OPERATI <i>0050 - Marketing and sales managers</i>	1.00	871110	382860 43.95%	156055 17.91%	42410 4.87%	58670 6.74%	45135 5.18%	4820 0.55%	615 0.07%	4405 0.51%
MARKETING ASSOCIATE <i>0735 - Market research analysts & marketing specialist</i>	6.00	184365	101545 55.08%	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
MATERIALS TECHNOLOGIST II <i>1450 - Materials engineers</i>	1.00	32824	3955 12.05%	8169 24.89%	1170 3.56%	1600 4.87%	4980 15.17%	245 0.75%	50 0.15%	124 0.38%
MEDIA WRITER/PRODUCER/ANNOUNCER II <i>2860 - Misc media and communication workers</i>	1.00	85650	59345 69.29%	45645 53.29%	4485 5.24%	29925 34.94%	9980 11.65%	615 0.72%	50 0.06%	590 0.69%
MEDICAL ASSISTANT <i>3645 - Medical assistants</i>	3.00	393050	369205 93.93%	170290 43.33%	54525 13.87%	91335 23.24%	16870 4.29%	3655 0.93%	1265 0.32%	2640 0.67%
MEDICAL OFFICE SPECIALIST <i>5840 - Insurance claims and policy processing clerks</i>	1.00	325030	272525 83.85%	103670 31.90%	53095 16.34%	36815 11.33%	9140 2.81%	2195 0.68%	450 0.14%	1975 0.61%
MEDICAL TECHNOLOGIST I <i>3300 - Clinical laboratory technologists/technicians</i>	2.00	345970	256270 74.07%	128060 37.01%	49340 14.26%	30200 8.73%	43220 12.49%	2530 0.73%	495 0.14%	2275 0.66%
MEDICAL TECHNOLOGIST III <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	345970	256270 74.07%	128060 37.01%	49340 14.26%	30200 8.73%	43220 12.49%	2530 0.73%	495 0.14%	2275 0.66%
MUSICAL INSTRUMENT SPECIALIST <i>7430 - Precision instrument and equipment repairers</i>	1.00	64940	7355 11.33%	15435 23.77%	4330 6.67%	6590 10.15%	3425 5.27%	460 0.71%	90 0.14%	540 0.83%
NURSE PRACTITIONER <i>3258 - Nurse practitioners and nurse midwives</i>	3.00	81810	75865 92.73%	11655 14.25%	3965 4.85%	3190 3.90%	3785 4.63%	355 0.43%	10 0.01%	350 0.43%
PHARMACY SUPERVISOR <i>3050 - Pharmacists</i>	2.00	253935	133680 52.64%	67820 26.71%	14570 5.74%	9380 3.69%	41565 16.37%	1050 0.41%	170 0.07%	1085 0.43%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
POLICE CAPTAIN <i>3850 - Police officers</i>	1.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE CORPORAL <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE OFFICER <i>3850 - Police officers</i>	9.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE SERGEANT <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE TELECOMMUNICATOR <i>5520 - Dispatchers</i>	4.00	290115	163755 56.44%	82215 28.34%	36205 12.48%	35105 12.10%	5030 1.73%	3770 1.30%	460 0.16%	1645 0.57%
PROCUREMENT OFFICER <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%	3835 12.34%	2490 8.01%	1430 4.60%	389 1.25%	10 0.03%	360 1.16%
PROCUREMENT OFFICER SPECIALIST <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%	3835 12.34%	2490 8.01%	1430 4.60%	389 1.25%	10 0.03%	360 1.16%
PROGRAM ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	7.00	3991495	3828300 95.91%	941795 23.60%	367605 9.21%	399615 10.01%	111665 2.80%	37235 0.93%	4995 0.13%	20680 0.52%
PROGRAM COORDINATOR <i>5700 - Secretaries and administrative assistants</i>	42.00	3991495	3828300 95.91%	941795 23.60%	367605 9.21%	399615 10.01%	111665 2.80%	37235 0.93%	4995 0.13%	20680 0.52%
PROGRAM DIRECTOR <i>2050 - Directors, religious activities and education</i>	19.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
PROGRAM/STUDENT ADVISOR <i>5700 - Secretaries and administrative assistants</i>	2.00	3991495	3828300 95.91%	941795 23.60%	367605 9.21%	399615 10.01%	111665 2.80%	37235 0.93%	4995 0.13%	20680 0.52%
PUBLIC INFORMATION ASSOCIATE <i>2825 - Public relations specialists</i>	2.00	138940	89125 64.15%	27690 19.93%	10930 7.87%	9730 7.00%	5310 3.82%	920 0.66%	75 0.05%	725 0.52%
PUBLICITY-PROMOTION ASSOCIATE <i>2825 - Public relations specialists</i>	1.00	138940	89125 64.15%	27690 19.93%	10930 7.87%	9730 7.00%	5310 3.82%	920 0.66%	75 0.05%	725 0.52%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
RADIO STATION PRODUCTION SUPERVISOR <i>0020 - General and operations managers</i>	4.00	969815	283200 29.20%	184295 19.00%	58015 5.98%	71225 7.34%	41805 4.31%	8040 0.83%	1070 0.11%	4140 0.43%
RADIOLOGIC TECHNOLOGIST <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	345970	256270 74.07%	128060 37.01%	49340 14.26%	30200 8.73%	43220 12.49%	2530 0.73%	495 0.14%	2275 0.66%
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALI <i>1430 - Industrial engineers, incl health and safety</i>	1.00	178065	33355 18.73%	37350 20.98%	8305 4.66%	9965 5.60%	17075 9.59%	1045 0.59%	210 0.12%	750 0.42%
SENIOR BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%	8490 16.04%	3715 7.02%	4030 7.61%	560 1.06%	125 0.24%	450 0.85%
SENIOR LIBRARY SPECIALIST <i>2430 - Librarians</i>	5.00	181670	151875 83.60%	28600 15.74%	10660 5.87%	8025 4.42%	7510 4.13%	1530 0.84%	55 0.03%	820 0.45%
SENIOR PHOTOGRAPHER <i>2910 - Photographers</i>	2.00	153925	69615 45.23%	32395 21.05%	9100 5.91%	14205 9.23%	6830 4.44%	1210 0.79%	145 0.09%	905 0.59%
STAFF NURSE II <i>3500 - Licensed practical, licensed vocational nurses</i>	1.00	680940	630615 92.61%	245965 36.12%	160330 23.55%	49330 7.24%	25340 3.72%	6860 1.01%	530 0.08%	3575 0.53%
SUPERINTENDENT OF BUILDING MAINTENANCE <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	314875	22680 7.20%	66155 21.01%	24205 7.69%	30300 9.62%	6500 2.06%	3245 1.03%	535 0.17%	1370 0.44%
SUPT OF BUILDING SERVICES <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	268380	105165 39.19%	116885 43.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 0.73%
TELEVISION DIRECTOR-PRODUCER <i>2920 - TV/video/motion picture camera operators/editor</i>	2.00	48410	8970 18.53%	11220 23.18%	3470 7.17%	4495 9.29%	2475 5.11%	310 0.64%	80 0.17%	390 0.81%
TELEVISION PRODUCTION COORDINATOR <i>2920 - TV/video/motion picture camera operators/editor</i>	1.00	48410	8970 18.53%	11220 23.18%	3470 7.17%	4495 9.29%	2475 5.11%	310 0.64%	80 0.17%	390 0.81%
UNIVERSITY BUDGET OFFICER <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%	20110 11.22%	16430 9.16%	9945 5.55%	2020 1.13%	315 0.18%	1140 0.64%
<i>Total Weight:</i>	276.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
Job Group: 5 OFFICE & CLERICAL/PARA-PROFE		<i>Labor Area: Illinois</i>								
<u>Employee Job Titles:</u>										
ACCOUNTANT II <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 0.10%	255 0.25%
ACCOUNTING OFFICER <i>0800 - Accountants and auditors</i>	3.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 0.10%	255 0.25%
ACCOUNTING SPECIALIST <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 0.10%	255 0.25%
ACCOUNTING ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	1.00	177364	169595 95.62%	36399 20.52%	17325 9.77%	14375 8.10%	3770 2.13%	524 0.30%	55 0.03%	350 0.20%
ADMINISTRATIVE AIDE <i>5700 - Secretaries and administrative assistants</i>	4.00	177364	169595 95.62%	36399 20.52%	17325 9.77%	14375 8.10%	3770 2.13%	524 0.30%	55 0.03%	350 0.20%
ADMISSIONS AND RECORDS ASSISTANT <i>5420 - Information and record clerks, all other</i>	2.00	3785	3200 84.54%	1290 34.08%	650 17.17%	270 7.13%	350 9.25%	20 0.53%	0 0.00%	0 0.00%
ADMISSIONS/RECORDS REPRESENTATIVE <i>5420 - Information and record clerks, all other</i>	3.00	3785	3200 84.54%	1290 34.08%	650 17.17%	270 7.13%	350 9.25%	20 0.53%	0 0.00%	0 0.00%
ASSISTANT PAYROLL MANAGER <i>0120 - Financial managers</i>	1.00	55694	28775 51.67%	13519 24.27%	5270 9.46%	4525 8.12%	3445 6.19%	74 0.13%	0 0.00%	205 0.37%
ASST SUPT OF BLDG SERVICES <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
CASHIER III <i>4720 - Cashiers</i>	1.00	154920	113700 73.39%	72180 46.59%	32115 20.73%	29185 18.84%	9545 6.16%	385 0.25%	65 0.04%	885 0.57%
CHILD DEVELOPMENT ASSOCIATE <i>4600 - Childcare workers</i>	2.00	64174	60475 94.24%	25534 39.79%	14080 21.94%	9120 14.21%	1515 2.36%	264 0.41%	55 0.09%	500 0.78%
CHILD DEVELOPMENT SUPERVISOR <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%	14080 21.94%	9120 14.21%	1515 2.36%	264 0.41%	55 0.09%	500 0.78%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CLIENT RELATIONS REPRESENTATIVE II <i>5240 - Customer service representatives</i>	1.00	106590	74055 69.48%	40280 37.79%	20005 18.77%	15240 14.30%	4175 3.92%	320 0.30%	0 0.00%	540 0.51%
DESKTOP PUBLISHER/COORDINATOR <i>5940 - Misc office/admin support wkr, desktop publish</i>	1.00	24293	17799 73.27%	7803 32.12%	4420 18.19%	2340 9.63%	870 3.58%	83 0.34%	45 0.19%	45 0.19%
HEALTH INFORMATION TECHNICIAN <i>3535 - Misc health technologists and technicians</i>	1.00	5714	4174 73.05%	2374 41.55%	1445 25.29%	375 6.56%	460 8.05%	44 0.77%	0 0.00%	50 0.88%
HOUSING OFFICER <i>0340 - Lodging managers</i>	1.00	3710	2110 56.87%	1290 34.77%	360 9.70%	410 11.05%	485 13.07%	25 0.67%	0 0.00%	10 0.27%
HUMAN RESOURCE REPRESENTATIVE <i>0630 - Human resources workers</i>	1.00	31030	21280 68.58%	8820 28.42%	4245 13.68%	2865 9.23%	1525 4.91%	100 0.32%	0 0.00%	85 0.27%
LIBRARY ASSISTANT <i>2440 - Library technicians</i>	1.00	3195	2395 74.96%	775 24.26%	230 7.20%	365 11.42%	155 4.85%	10 0.31%	0 0.00%	15 0.47%
LIBRARY SPECIALIST <i>2440 - Library technicians</i>	5.00	3195	2395 74.96%	775 24.26%	230 7.20%	365 11.42%	155 4.85%	10 0.31%	0 0.00%	15 0.47%
MAILING SERVICES SUPERVISOR I <i>5550 - Postal service mail carriers</i>	1.00	15899	6810 42.83%	6134 38.58%	4230 26.61%	1250 7.86%	555 3.49%	45 0.28%	0 0.00%	54 0.34%
OFFICE ADMINISTRATOR <i>5700 - Secretaries and administrative assistants</i>	7.00	177364	169595 95.62%	36399 20.52%	17325 9.77%	14375 8.10%	3770 2.13%	524 0.30%	55 0.03%	350 0.20%
OFFICE MANAGER <i>5860 - Office clerks, general</i>	30.00	59429	48055 80.86%	20149 33.90%	9385 15.79%	7680 12.92%	2550 4.29%	184 0.31%	70 0.12%	280 0.47%
OFFICE SUPPORT ASSOCIATE <i>5860 - Office clerks, general</i>	5.00	59429	48055 80.86%	20149 33.90%	9385 15.79%	7680 12.92%	2550 4.29%	184 0.31%	70 0.12%	280 0.47%
OFFICE SUPPORT SPECIALIST <i>5860 - Office clerks, general</i>	13.00	59429	48055 80.86%	20149 33.90%	9385 15.79%	7680 12.92%	2550 4.29%	184 0.31%	70 0.12%	280 0.47%
PAYROLL SPECIALIST III <i>5140 - Payroll and timekeeping clerks</i>	1.00	8105	7195 88.77%	2565 31.65%	1570 19.37%	810 9.99%	165 2.04%	0 0.00%	0 0.00%	20 0.25%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic
08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PHLEBOTOMIST <i>3649 - Phlebotomists</i>	1.00	3739	3389 90.64%	1479 39.56%	895 23.94%	385 10.30%	149 3.99%	0 0.00%	0 0.00%	50 1.34%
PHYSICAL SCIENCE TECH. ASST. <i>2540 - Teacher assistants</i>	2.00	43749	39219 89.65%	14854 33.95%	7530 17.21%	5675 12.97%	1225 2.80%	229 0.52%	25 0.06%	170 0.39%
RETAIL ASSISTANT MANAGER <i>4700 - First-line supervisor: retail sales workers</i>	1.00	121544	54365 44.73%	31284 25.74%	11990 9.86%	12210 10.05%	6115 5.03%	400 0.33%	19 0.02%	550 0.45%
RETAIL ASSOCIATE <i>0520 - Wholesale and retail buyers, excl farm products</i>	1.00	10274	5539 53.91%	1899 18.48%	645 6.28%	765 7.45%	314 3.06%	25 0.24%	0 0.00%	150 1.46%
RETAIL MANAGER <i>4700 - First-line supervisor: retail sales workers</i>	2.00	121544	54365 44.73%	31284 25.74%	11990 9.86%	12210 10.05%	6115 5.03%	400 0.33%	19 0.02%	550 0.45%
RETAIL SUPERVISOR <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	66869	44004 65.81%	18909 28.28%	8955 13.39%	6955 10.40%	2420 3.62%	219 0.33%	0 0.00%	360 0.54%
ROUTING DISPATCHER III <i>9130 - Driver/sales workers and truck drivers</i>	1.00	156685	6590 4.21%	45710 29.17%	18635 11.89%	23990 15.31%	2015 1.29%	745 0.48%	20 0.01%	305 0.19%
SHIPPING/RECEIVING CLERK <i>5610 - Shipping, receiving, and traffic clerks</i>	1.00	32463	8469 26.09%	16028 49.37%	4100 12.63%	10655 32.82%	955 2.94%	154 0.47%	4 0.01%	160 0.49%
STOREKEEPER II <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%	13155 17.34%	15655 20.63%	2335 3.08%	260 0.34%	15 0.02%	230 0.30%
STOREKEEPER III <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%	13155 17.34%	15655 20.63%	2335 3.08%	260 0.34%	15 0.02%	230 0.30%
TECHNICAL DIRECTOR <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
UNIV UNION NIGHT SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
Total Weight:	103.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
Job Group: 6 SKILLED CRAFT		<i>Labor Area: Illinois</i>								
<u>Employee Job Titles:</u>										
ASST CHIEF BLDG OPR ENGINEER <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
AUTOMOTIVE TECHNICIAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%	2000 5.89%	7095 20.88%	1150 3.38%	145 0.43%	4 0.01%	95 0.28%
BRICKMASON <i>6220 - Brickmasons, blockmasons, and stonemasons</i>	1.00	8368	110 1.31%	2303 27.52%	495 5.92%	1775 21.21%	0 0.00%	8 0.10%	0 0.00%	25 0.30%
BUILDING HEAT/FROST INSULATOR <i>6400 - Insulation workers</i>	2.00	1344	25 1.86%	304 22.62%	25 1.86%	245 18.23%	10 0.74%	24 1.79%	0 0.00%	0 0.00%
BUILDING OPERATING ENGINEER <i>4200 - First-line supervisor: housekeeping/janitorial</i>	5.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
CARPENTER <i>6230 - Carpenters</i>	7.00	67854	1205 1.78%	16739 24.67%	3004 4.43%	13210 19.47%	165 0.24%	190 0.28%	10 0.01%	160 0.24%
CARPENTER FOREMAN <i>6230 - Carpenters</i>	1.00	67854	1205 1.78%	16739 24.67%	3004 4.43%	13210 19.47%	165 0.24%	190 0.28%	10 0.01%	160 0.24%
ELECTRICIAN <i>6355 - Electricians</i>	3.00	34618	749 2.16%	6613 19.10%	2780 8.03%	3510 10.14%	225 0.65%	44 0.13%	15 0.04%	39 0.11%
ELECTRICIAN SUB-FOREMAN <i>7720 - Electrical/electronics/electromechanic assemblr</i>	1.00	10285	6380 62.03%	6445 62.66%	815 7.92%	4270 41.52%	1310 12.74%	25 0.24%	0 0.00%	25 0.24%
MAINTENANCE REPAIR/WORKER <i>7340 - Maintenance and repair workers, general</i>	1.00	18988	493 2.60%	4678 24.64%	1495 7.87%	2750 14.48%	309 1.63%	114 0.60%	0 0.00%	10 0.05%
PAINTER <i>6420 - Painters, construction and maintenance</i>	2.00	24810	1290 5.20%	9090 36.64%	1475 5.95%	7470 30.11%	45 0.18%	50 0.20%	0 0.00%	50 0.20%
PIPEFITTER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%	1625 6.86%	2425 10.24%	194 0.82%	110 0.46%	15 0.06%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PLUMBER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%	1625 6.86%	2425 10.24%	194 0.82%	110 0.46%	15 0.06%	0 0.00%
PNEUMATIC INSTRUMENTS AND CONTROLS MECI <i>7300 - Control and valve installers and repairers</i>	1.00	785	60 7.64%	140 17.83%	45 5.73%	85 10.83%	10 1.27%	0 0.00%	0 0.00%	0 0.00%
ROOFER <i>6515 - Roofers</i>	1.00	9218	170 1.84%	4003 43.43%	350 3.80%	3560 38.62%	30 0.33%	59 0.64%	0 0.00%	4 0.04%
STEAM AND POWER PLANT I <i>8610 - Stationary engineers and boiler operators</i>	3.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
STEAM AND POWER PLANT II <i>8610 - Stationary engineers and boiler operators</i>	6.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
STEAM AND POWER PLANT III <i>8610 - Stationary engineers and boiler operators</i>	2.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
STEAM AND POWER PLANT IV <i>8610 - Stationary engineers and boiler operators</i>	1.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
SUPERVISOR OF BUILDING CRAFTSMEN <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	11363	950 8.36%	2048 18.02%	989 8.70%	750 6.60%	194 1.71%	60 0.53%	0 0.00%	55 0.48%
TEMPERATURE CONTROL MECHANIC <i>7300 - Control and valve installers and repairers</i>	2.00	785	60 7.64%	140 17.83%	45 5.73%	85 10.83%	10 1.27%	0 0.00%	0 0.00%	0 0.00%
WATER STATION OPERATOR <i>8620 - Water/wastewater treatment plant/system operatr</i>	1.00	2695	115 4.27%	520 19.29%	250 9.28%	235 8.72%	35 1.30%	0 0.00%	0 0.00%	0 0.00%
Total Weight:	51.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic
08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
Job Group: 7 SERVICE MAINTENANCE		<i>Labor Area: Illinois</i>								
<u>Employee Job Titles:</u>										
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN <i>1900 - Agricultural and food science technicians</i>	2.00	1174	509 43.36%	279 23.76%	79 6.73%	115 9.80%	85 7.24%	0 0.00%	0 0.00%	0 0.00%
ATHLETIC TURF SPECIALIST <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
BUILDING SERVICE FOREMAN <i>4200 - First-line supervisor: housekeeping/janitorial</i>	6.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
BUILDING SERVICE SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
BUILDING SERVICE WORKER <i>4230 - Maids and housekeeping cleaners</i>	84.00	57255	48285 84.33%	31360 54.77%	10840 18.93%	18560 32.42%	1430 2.50%	110 0.19%	65 0.11%	355 0.62%
CAMPUS PARKING MANAGER <i>0160 - Transportation, storage, distribution managers</i>	1.00	10844	2050 18.90%	2554 23.55%	855 7.88%	1210 11.16%	354 3.26%	25 0.23%	45 0.41%	65 0.60%
CULINARY WORKER III <i>4020 - Cooks</i>	1.00	93310	34590 37.07%	53090 56.90%	13720 14.70%	34795 37.29%	3970 4.25%	330 0.35%	20 0.02%	255 0.27%
FACILITY OPERATIONS SPECIALIST <i>0020 - General and operations managers</i>	1.00	41550	12390 29.82%	6735 16.21%	2480 5.97%	2360 5.68%	1610 3.87%	125 0.30%	35 0.08%	125 0.30%
GARAGE FOREMAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%	2000 5.89%	7095 20.88%	1150 3.38%	145 0.43%	4 0.01%	95 0.28%
GROUNDS EQUIPMENT MECHANIC <i>7330 - Industrial and refractory machinery mechanics</i>	1.00	19470	845 4.34%	5490 28.20%	835 4.29%	3985 20.47%	540 2.77%	85 0.44%	0 0.00%	45 0.23%
GROUNDS FOREMAN <i>4250 - Grounds maintenance workers</i>	1.00	50160	2945 5.87%	28140 56.10%	3730 7.44%	24020 47.89%	145 0.29%	110 0.22%	0 0.00%	135 0.27%
GROUNDS GARDENER <i>4250 - Grounds maintenance workers</i>	2.00	50160	2945 5.87%	28140 56.10%	3730 7.44%	24020 47.89%	145 0.29%	110 0.22%	0 0.00%	135 0.27%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
GROUNDWORKER <i>4250 - Grounds maintenance workers</i>	7.00	50160	2945 5.87%	28140 56.10%	3730 7.44%	24020 47.89%	145 0.29%	110 0.22%	0 0.00%	135 0.27%
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECI <i>4430 - Misc entertainment attendants, related workers</i>	1.00	8169	3399 41.61%	2514 30.77%	1100 13.47%	1190 14.57%	195 2.39%	4 0.05%	0 0.00%	25 0.31%
LAUNDRY WORKER <i>8300 - Laundry and dry-cleaning workers</i>	1.00	9635	5500 57.08%	5495 57.03%	1340 13.91%	3710 38.51%	380 3.94%	45 0.47%	0 0.00%	20 0.21%
MAIL MESSENGER <i>5550 - Postal service mail carriers</i>	2.00	15899	6810 42.83%	6134 38.58%	4230 26.61%	1250 7.86%	555 3.49%	45 0.28%	0 0.00%	54 0.34%
PARKING SERVICES AGENT II <i>3840 - Misc law enforcement workers</i>	1.00	270	45 16.67%	85 31.48%	85 31.48%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SENIOR AGRICULTURAL RESEARCH TECHNICIAN <i>1600 - Agricultural and food scientists</i>	2.00	1679	385 22.93%	309 18.40%	25 1.49%	74 4.41%	210 12.51%	0 0.00%	0 0.00%	0 0.00%
SPORTS EQUIPMENT SUPERVISOR <i>2760 - Entertain/perform, sports/related wrkr, other</i>	1.00	1615	830 51.39%	350 21.67%	140 8.67%	145 8.98%	35 2.17%	0 0.00%	0 0.00%	30 1.86%
STOREKEEPER I <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%	13155 17.34%	15655 20.63%	2335 3.08%	260 0.34%	15 0.02%	230 0.30%
Total Weight:	118.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
Job Group: 1 TENURED FACULTY/OFFICIAL & M		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ACADEMIC ADVISOR <i>2000 - Counselors</i>	13.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, COL OF EDUCATION & HUMA <i>2000 - Counselors</i>	5.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TI <i>2000 - Counselors</i>	3.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, HONORS <i>2000 - Counselors</i>	1.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC <i>2000 - Counselors</i>	6.00	689200	475440 68.98%	241310 35.01%
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOI <i>2000 - Counselors</i>	2.00	689200	475440 68.98%	241310 35.01%
ADMISSIONS COUNSELOR <i>2000 - Counselors</i>	11.00	689200	475440 68.98%	241310 35.01%
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSISTANT DIRECTOR, DEVELOPMENT <i>0230 - Education administrators</i>	2.00	848630	541160 63.77%	212945 25.09%
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSISTANT PROFESSOR <i>2200 - Postsecondary teachers</i>	96.00	1351005	648605 48.01%	340945 25.24%
ASSISTANT VICE PRESIDENT FOR FACILITIES MAN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIO <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOC PROV & ASSOC VP UG STUDIES & STRG P <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMU <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND T <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTR <i>0230 - Education administrators</i>	3.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE PROFESSOR <i>2200 - Postsecondary teachers</i>	77.00	1351005	648605 48.01%	340945 25.24%
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATH <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPARTMENT OF COMMUNICATIC <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF ART <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
CHAIRPERSON, DEPT OF BROADCASTING <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF CHEMISTRY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF COUNSELOR EDUCATIO <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO IN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF ENGLISH <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF HISTORY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF KINESIOLOGY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF MATHEMATICS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF PHYSICS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF POLITICAL SCIENCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF PSYCHOLOGY <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF REC, PARK AND TOURISI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & . <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHAIRPERSON, DEPT OF THEATRE AND DANCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
COMPLEX DIRECTOR <i>4640 - Residential advisors</i>	3.00	73260	46475 63.44%	28310 38.64%
COORDINATOR, UNIV FIELD & CLINICAL EXPERIEN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, CENTENNIAL HONORS COLLEGE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, COLLEGE OF ARTS & SCIENCES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, COLLEGE OF BUSINESS AND TECHNOLOG\` <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, COLLEGE OF EDUCATION & HUMAN SERVIC <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, COLLEGE OF FINE ARTS AND COMMUNICAT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, INNOVATION AND ECONOMIC DEVELOPMEI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, UNIVERSITY LIBRARIES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEPUTY DIRECTOR OF ATHLETICS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
DEVELOPMENT RESEARCH ANALYST SPECIALIST <i>1220 - Operations research analysts</i>	1.00	120785	58315 48.28%	33480 27.72%
DIR, UNDERGRADUATE ADMISSIONS & ENROLLME <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF INTERCOLLEGIATE ATHLETICS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINIS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF STUDENT DEVELOPMENT AND SUC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF STUDENT RIGHTS AND RESPONSIE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF STUDENT SERVICES, QUAD CITIES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF TALENT ACQUISITION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, ACADEMIC ADVISING CENTER, COBT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, CAMPUS RECREATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, DEPT OF AGRICULTURE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, DEVELOPMENT <i>0735 - Market research analysts & marketing specialist</i>	3.00	184365	101545 55.08%	40840 22.15%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
DIRECTOR, DEVELOPMENT, WQPT <i>0735 - Market research analysts & marketing specialist</i>	1.00	184365	101545 55.08%	40840 22.15%
DIRECTOR, DISTANCE EDUCATION AND SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, FINANCIAL AID <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, FOUNDATION COMMUNICATIONS/DON <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, GOLF OPERATIONS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, INTERNAL AUDITING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, MUSEUM STUDIES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, PUBLIC SAFETY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, PURCHASING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, RADIO DEVELOPMENT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SCHOOL OF COMPUTER SCIENCES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
DIRECTOR, SCHOOL OF EDUCATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SCHOOL OF ENGINEERING & TECHNICAL <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUDICIAL <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SCHOOL OF MUSIC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SCHOOL OF NURSING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SPONSORED PROJECTS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, STUDENT LIFE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, UNIVERSITY ART GALLERY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, UNIVERSITY COUNSELING CENTER <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, UNIVERSITY UNION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, WQPT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SCHOOL OF ACCOUNTING, FINANCE, ECONOMICS & DECISION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
EQUAL OPPORTUNITY OFFICER <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISI <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE DIRECTOR OF RETENTION INITIATIVE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOG <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE OFFICER OF THE FOUNDATION <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%
GENERAL COUNSEL ATTORNEY <i>2100 - Lawyers/judges/magistrates/other judicial wrkrs</i>	1.00	1038900	347305 33.43%	148085 14.25%
MANAGER, RADIO OPERATIONS <i>2900 - Broadcast/sound engineering tech/radio operator</i>	1.00	94075	11010 11.70%	23815 25.31%
PRESIDENT <i>0010 - Chief executives and legislators</i>	1.00	1158885	257150 22.19%	157650 13.60%
PROFESSOR <i>2200 - Postsecondary teachers</i>	175.00	1351005	648605 48.01%	340945 25.24%
PROVOST AND ACADEMIC VICE PRESIDENT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
RECRUITMENT COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
REGISTRAR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL, <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDEI <i>5700 - Secretaries and administrative assistants</i>	1.00	3991495	3828300 95.91%	941795 23.60%
STUDENT LEGAL ADVOCATE <i>2160 - Misc legal support workers</i>	1.00	245905	181315 73.73%	64765 26.34%
SUPERVISION FIELD SPECIALIST <i>4210 - First-line supervisor: landscaping, groundskepng</i>	3.00	200475	12980 6.47%	55500 27.68%
UNDERWRITING AND OUTREACH COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VICE PRESIDENT FOR FINANCE AND ADMINISTRA` <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VICE PRESIDENT FOR STUDENT SUCCESS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
<i>Total Weight:</i>	500.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
Job Group: 2 NON-TENURED FACULTY		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR UNIT B <i>2200 - Postsecondary teachers</i>	10.00	1351005	648605 48.01%	340945 25.24%
ASSOCIATE INSTRUCTOR <i>2200 - Postsecondary teachers</i>	11.00	1351005	648605 48.01%	340945 25.24%
DIRECTOR, SCHOOL OF MANAGEMENT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
INSTRUCTOR <i>2200 - Postsecondary teachers</i>	56.00	1351005	648605 48.01%	340945 25.24%
LECTURER <i>2200 - Postsecondary teachers</i>	2.00	1351005	648605 48.01%	340945 25.24%
SENIOR INSTRUCTOR <i>2200 - Postsecondary teachers</i>	12.00	1351005	648605 48.01%	340945 25.24%
<i>Total Weight:</i>	<hr/> 92.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
Job Group: 3 ADMINISTRATIVE STAFF/TECHNIC		<i>Labor Area: Illinois</i>		
<u>Employee Job Titles:</u>				
AOD COUNSELING SPECIALIST <i>2000 - Counselors</i>	2.00	27638	18818 68.09%	10578 38.27%
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFC <i>0120 - Financial managers</i>	1.00	55694	28775 51.67%	13519 24.27%
ASSISTANT CROSS COUNTRY & TRACK AND FIELD <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSISTANT DIRECTOR FOR SPORTS PERFORMAN <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%
ASSISTANT DIRECTOR OF ANNUAL GIVING <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%
ASSISTANT FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	8.00	12060	4380 36.32%	2205 18.28%
ASSISTANT MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	3.00	12060	4380 36.32%	2205 18.28%
ASSISTANT SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSISTANT WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSISTANT WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSOCIATE MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
ATHLETIC TRAINER <i>3540 - Other healthcare practitioner/tech occupations</i>	3.00	2804	1340 47.79%	564 20.11%
COSTUME SHOP MANAGER <i>0020 - General and operations managers</i>	1.00	41550	12390 29.82%	6735 16.21%
COUNSELOR, UNIVERSITY COUNSELING CENTER <i>2000 - Counselors</i>	4.00	27638	18818 68.09%	10578 38.27%
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CH <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEM <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOA <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
DIRECTOR/LEAD TEACHER <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
ENGINEERING LABORATORY PROFESSIONAL <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	13945	10645 76.34%	5485 39.33%
HEAD FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD MEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
HEAD WOMEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
INFORMATION TECHNOLOGY SUPPORT ASSOCIAT <i>1107 - Computer occupations, all other</i>	10.00	14870	3815 25.66%	4685 31.51%
INFORMATION TECHNOLOGY TECHNICAL ASSOCI <i>1107 - Computer occupations, all other</i>	45.00	14870	3815 25.66%	4685 31.51%
LEAD TEACHER - INFANT/TODDLER <i>2300 - Preschool and kindergarten teachers</i>	1.00	21480	21005 97.79%	6095 28.38%
LEAD TEACHER - PRESCHOOL <i>2300 - Preschool and kindergarten teachers</i>	1.00	21480	21005 97.79%	6095 28.38%
MEDICAL CHIEF OF STAFF <i>0350 - Medical and health services managers</i>	1.00	22464	15729 70.02%	5894 26.24%
POSTDOCTORAL SCHOLAR <i>2550 - Other education, training, and library workers</i>	1.00	3515	2730 77.67%	1035 29.45%
RESEARCH AGRONOMIST <i>1220 - Operations research analysts</i>	2.00	4759	2029 42.64%	1564 32.86%
SENIOR RESEARCH ENGINEER <i>1220 - Operations research analysts</i>	1.00	4759	2029 42.64%	1564 32.86%
STAFF ACCOMPANIST <i>2750 - Musicians, singers, and related workers</i>	2.00	7724	3250 42.08%	2059 26.66%
STAFF PHYSICIAN <i>3500 - Licensed practical, licensed vocational nurses</i>	2.00	20784	19500 93.82%	7879 37.91%
<i>Total Weight:</i>	108.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
Job Group: 4 PROFESSIONAL STAFF/PROTECTI		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ACCOUNTING ASSOCIATE <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	7.00	1548285	1371360 88.57%	359555 23.22%
ADMINISTRATIVE ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	8.00	3991495	3828300 95.91%	941795 23.60%
ADMISSIONS AND RECORDS ASSOCIATE <i>5420 - Information and record clerks, all other</i>	3.00	102655	86425 84.19%	34275 33.39%
ADMISSIONS AND RECORDS COORDINATOR <i>5420 - Information and record clerks, all other</i>	5.00	102655	86425 84.19%	34275 33.39%
ADMISSIONS/RECORDS OFFICER <i>5420 - Information and record clerks, all other</i>	15.00	102655	86425 84.19%	34275 33.39%
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS E <i>1430 - Industrial engineers, incl health and safety</i>	1.00	178065	33355 18.73%	37350 20.98%
ASSISTANT COMPTRROLLER <i>0800 - Accountants and auditors</i>	2.00	2100705	1260110 59.99%	563150 26.81%
ATHLETIC COMMUNICATIONS ASSOCIATE <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	267995	93245 34.79%	59100 22.05%
BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%
BURSAR <i>0710 - Management analysts</i>	1.00	690680	282865 40.95%	148650 21.52%
BUSINESS ADMINISTRATIVE ASSOCIATE <i>0740 - Business operations specialists, all other</i>	2.00	231260	144415 62.45%	72885 31.52%
BUSINESS MANAGER <i>0710 - Management analysts</i>	3.00	690680	282865 40.95%	148650 21.52%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
CENTRAL STORES MANAGER II <i>4700 - First-line supervisor: retail sales workers</i>	1.00	3182315	1416730 44.52%	832170 26.15%
CHIEF BROADCASTING ENGINEER <i>2900 - Broadcast/sound engineering tech/radio operator</i>	3.00	94075	11010 11.70%	23815 25.31%
COLLECTION ASSISTANT MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%
COLLECTION MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%
COMMUNICATIONS TECHNICIAN III <i>7020 - Radio/telecommunications equip install/repair</i>	1.00	196010	24015 12.25%	56725 28.94%
CONSTRUCTION PROJECT COORDINATOR I <i>0220 - Construction managers</i>	3.00	893935	63895 7.15%	144360 16.15%
CONSTRUCTION PROJECT COORDINATOR II <i>0220 - Construction managers</i>	1.00	893935	63895 7.15%	144360 16.15%
DEPUTY DIRECTOR <i>0230 - Education administrators</i>	6.00	848630	541160 63.77%	212945 25.09%
EVENTS ADMINISTRATOR ASSOCIATE <i>0725 - Meeting, convention, and event planners</i>	1.00	60652	46849 77.24%	14792 24.39%
FACILITY OPERATIONS COORDINATOR <i>0020 - General and operations managers</i>	5.00	969815	283200 29.20%	184295 19.00%
FINANCIAL AID ASSOCIATE <i>0910 - Credit counselors and loan officers</i>	7.00	386055	205905 53.34%	107645 27.88%
FINANCIAL AID COORDINATOR <i>0910 - Credit counselors and loan officers</i>	2.00	386055	205905 53.34%	107645 27.88%
FINANCIAL AID MANAGER <i>0910 - Credit counselors and loan officers</i>	1.00	386055	205905 53.34%	107645 27.88%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
GOLF COURSE GROUNDS SUPERINTENDENT <i>4210 - First-line supervisor: landscaping, groundskeeping</i>	1.00	200475	12980 6.47%	55500 27.68%
GRANTS AND CONTRACTS ASSOCIATE <i>0726 - Fundraisers</i>	4.00	85835	61760 71.95%	12340 14.38%
GRAPHIC DESIGN MANAGER <i>2630 - Designers</i>	1.00	820860	442945 53.96%	179980 21.93%
GRAPHIC DESIGNER <i>2630 - Designers</i>	2.00	820860	442945 53.96%	179980 21.93%
HOUSING ADMINISTRATOR <i>0340 - Lodging managers</i>	2.00	143375	73290 51.12%	44525 31.05%
HUMAN RESOURCE ASSOCIATE <i>0630 - Human resources workers</i>	1.00	651080	459810 70.62%	200880 30.85%
HUMAN RESOURCE MANAGER <i>5360 - Human resources assists, excl payroll/timekeeping</i>	1.00	55445	45900 82.78%	21300 38.42%
HUMAN RESOURCE OFFICER <i>0630 - Human resources workers</i>	6.00	651080	459810 70.62%	200880 30.85%
IMMIGRATION SPECIALIST <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR <i>1107 - Computer occupations, all other</i>	1.00	287435	70150 24.41%	92760 32.27%
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATOR <i>1107 - Computer occupations, all other</i>	25.00	287435	70150 24.41%	92760 32.27%
INSTRUCTIONAL DEVELOPMENT SPECIALIST <i>1107 - Computer occupations, all other</i>	2.00	287435	70150 24.41%	92760 32.27%
LIBRARY OPERATIONS ASSOCIATE <i>2440 - Library technicians</i>	4.00	60370	45920 76.06%	16025 26.54%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
MANAGER OF PHOTOGRAPHIC LABORATORY <i>2910 - Photographers</i>	1.00	153925	69615 45.23%	32395 21.05%
MANAGER OF SPORTS FACILITIES <i>4430 - Misc entertainment attendants, related workers</i>	2.00	196760	81015 41.17%	59985 30.49%
MANAGER OF UNIVERSITY CASHIERING OPERATI <i>0050 - Marketing and sales managers</i>	1.00	871110	382860 43.95%	156055 17.91%
MARKETING ASSOCIATE <i>0735 - Market research analysts & marketing specialist</i>	6.00	184365	101545 55.08%	40840 22.15%
MATERIALS TECHNOLOGIST II <i>1450 - Materials engineers</i>	1.00	32824	3955 12.05%	8169 24.89%
MEDIA WRITER/PRODUCER/ANNOUNCER II <i>2860 - Misc media and communication workers</i>	1.00	85650	59345 69.29%	45645 53.29%
MEDICAL ASSISTANT <i>3645 - Medical assistants</i>	3.00	393050	369205 93.93%	170290 43.33%
MEDICAL OFFICE SPECIALIST <i>5840 - Insurance claims and policy processing clerks</i>	1.00	325030	272525 83.85%	103670 31.90%
MEDICAL TECHNOLOGIST I <i>3300 - Clinical laboratory technologists/technicians</i>	2.00	345970	256270 74.07%	128060 37.01%
MEDICAL TECHNOLOGIST III <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	345970	256270 74.07%	128060 37.01%
MUSICAL INSTRUMENT SPECIALIST <i>7430 - Precision instrument and equipment repairers</i>	1.00	64940	7355 11.33%	15435 23.77%
NURSE PRACTITIONER <i>3258 - Nurse practitioners and nurse midwives</i>	3.00	81810	75865 92.73%	11655 14.25%
PHARMACY SUPERVISOR <i>3050 - Pharmacists</i>	2.00	253935	133680 52.64%	67820 26.71%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
POLICE CAPTAIN <i>3850 - Police officers</i>	1.00	663600	98500 14.84%	194065 29.24%
POLICE CORPORAL <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%
POLICE OFFICER <i>3850 - Police officers</i>	9.00	663600	98500 14.84%	194065 29.24%
POLICE SERGEANT <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%
POLICE TELECOMMUNICATOR <i>5520 - Dispatchers</i>	4.00	290115	163755 56.44%	82215 28.34%
PROCUREMENT OFFICER <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%
PROCUREMENT OFFICER SPECIALIST <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%
PROGRAM ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	7.00	3991495	3828300 95.91%	941795 23.60%
PROGRAM COORDINATOR <i>5700 - Secretaries and administrative assistants</i>	42.00	3991495	3828300 95.91%	941795 23.60%
PROGRAM DIRECTOR <i>2050 - Directors, religious activities and education</i>	19.00	53635	33035 61.59%	9370 17.47%
PROGRAM/STUDENT ADVISOR <i>5700 - Secretaries and administrative assistants</i>	2.00	3991495	3828300 95.91%	941795 23.60%
PUBLIC INFORMATION ASSOCIATE <i>2825 - Public relations specialists</i>	2.00	138940	89125 64.15%	27690 19.93%
PUBLICITY-PROMOTION ASSOCIATE <i>2825 - Public relations specialists</i>	1.00	138940	89125 64.15%	27690 19.93%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
RADIO STATION PRODUCTION SUPERVISOR <i>0020 - General and operations managers</i>	4.00	969815	283200 29.20%	184295 19.00%
RADIOLOGIC TECHNOLOGIST <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	345970	256270 74.07%	128060 37.01%
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALI <i>1430 - Industrial engineers, incl health and safety</i>	1.00	178065	33355 18.73%	37350 20.98%
SENIOR BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%
SENIOR LIBRARY SPECIALIST <i>2430 - Librarians</i>	5.00	181670	151875 83.60%	28600 15.74%
SENIOR PHOTOGRAPHER <i>2910 - Photographers</i>	2.00	153925	69615 45.23%	32395 21.05%
STAFF NURSE II <i>3500 - Licensed practical, licensed vocational nurses</i>	1.00	680940	630615 92.61%	245965 36.12%
SUPERINTENDENT OF BUILDING MAINTENANCE <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	314875	22680 7.20%	66155 21.01%
SUPT OF BUILDING SERVICES <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	268380	105165 39.19%	116885 43.55%
TELEVISION DIRECTOR-PRODUCER <i>2920 - TV/video/motion picture camera operators/editor</i>	2.00	48410	8970 18.53%	11220 23.18%
TELEVISION PRODUCTION COORDINATOR <i>2920 - TV/video/motion picture camera operators/editor</i>	1.00	48410	8970 18.53%	11220 23.18%
UNIVERSITY BUDGET OFFICER <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%
<i>Total Weight:</i>	276.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
Job Group: 5 OFFICE & CLERICAL/PARA-PROFE		<i>Labor Area: Illinois</i>		
<u>Employee Job Titles:</u>				
ACCOUNTANT II <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%
ACCOUNTING OFFICER <i>0800 - Accountants and auditors</i>	3.00	101610	57055 56.15%	24875 24.48%
ACCOUNTING SPECIALIST <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%
ACCOUNTING ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	1.00	177364	169595 95.62%	36399 20.52%
ADMINISTRATIVE AIDE <i>5700 - Secretaries and administrative assistants</i>	4.00	177364	169595 95.62%	36399 20.52%
ADMISSIONS AND RECORDS ASSISTANT <i>5420 - Information and record clerks, all other</i>	2.00	3785	3200 84.54%	1290 34.08%
ADMISSIONS/RECORDS REPRESENTATIVE <i>5420 - Information and record clerks, all other</i>	3.00	3785	3200 84.54%	1290 34.08%
ASSISTANT PAYROLL MANAGER <i>0120 - Financial managers</i>	1.00	55694	28775 51.67%	13519 24.27%
ASST SUPT OF BLDG SERVICES <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%
CASHIER III <i>4720 - Cashiers</i>	1.00	154920	113700 73.39%	72180 46.59%
CHILD DEVELOPMENT ASSOCIATE <i>4600 - Childcare workers</i>	2.00	64174	60475 94.24%	25534 39.79%
CHILD DEVELOPMENT SUPERVISOR <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
CLIENT RELATIONS REPRESENTATIVE II <i>5240 - Customer service representatives</i>	1.00	106590	74055 69.48%	40280 37.79%
DESKTOP PUBLISHER/COORDINATOR <i>5940 - Misc office/admin support wkr, desktop publish</i>	1.00	24293	17799 73.27%	7803 32.12%
HEALTH INFORMATION TECHNICIAN <i>3535 - Misc health technologists and technicians</i>	1.00	5714	4174 73.05%	2374 41.55%
HOUSING OFFICER <i>0340 - Lodging managers</i>	1.00	3710	2110 56.87%	1290 34.77%
HUMAN RESOURCE REPRESENTATIVE <i>0630 - Human resources workers</i>	1.00	31030	21280 68.58%	8820 28.42%
LIBRARY ASSISTANT <i>2440 - Library technicians</i>	1.00	3195	2395 74.96%	775 24.26%
LIBRARY SPECIALIST <i>2440 - Library technicians</i>	5.00	3195	2395 74.96%	775 24.26%
MAILING SERVICES SUPERVISOR I <i>5550 - Postal service mail carriers</i>	1.00	15899	6810 42.83%	6134 38.58%
OFFICE ADMINISTRATOR <i>5700 - Secretaries and administrative assistants</i>	7.00	177364	169595 95.62%	36399 20.52%
OFFICE MANAGER <i>5860 - Office clerks, general</i>	30.00	59429	48055 80.86%	20149 33.90%
OFFICE SUPPORT ASSOCIATE <i>5860 - Office clerks, general</i>	5.00	59429	48055 80.86%	20149 33.90%
OFFICE SUPPORT SPECIALIST <i>5860 - Office clerks, general</i>	13.00	59429	48055 80.86%	20149 33.90%
PAYROLL SPECIALIST III <i>5140 - Payroll and timekeeping clerks</i>	1.00	8105	7195 88.77%	2565 31.65%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
PHLEBOTOMIST <i>3649 - Phlebotomists</i>	1.00	3739	3389 90.64%	1479 39.56%
PHYSICAL SCIENCE TECH. ASST. <i>2540 - Teacher assistants</i>	2.00	43749	39219 89.65%	14854 33.95%
RETAIL ASSISTANT MANAGER <i>4700 - First-line supervisor: retail sales workers</i>	1.00	121544	54365 44.73%	31284 25.74%
RETAIL ASSOCIATE <i>0520 - Wholesale and retail buyers, excl farm products</i>	1.00	10274	5539 53.91%	1899 18.48%
RETAIL MANAGER <i>4700 - First-line supervisor: retail sales workers</i>	2.00	121544	54365 44.73%	31284 25.74%
RETAIL SUPERVISOR <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	66869	44004 65.81%	18909 28.28%
ROUTING DISPATCHER III <i>9130 - Driver/sales workers and truck drivers</i>	1.00	156685	6590 4.21%	45710 29.17%
SHIPPING/RECEIVING CLERK <i>5610 - Shipping, receiving, and traffic clerks</i>	1.00	32463	8469 26.09%	16028 49.37%
STOREKEEPER II <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%
STOREKEEPER III <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%
TECHNICAL DIRECTOR <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
UNIV UNION NIGHT SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%
<i>Total Weight:</i>	103.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
Job Group: 6 SKILLED CRAFT		<i>Labor Area: Illinois</i>		
<u>Employee Job Titles:</u>				
ASST CHIEF BLDG OPR ENGINEER <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%
AUTOMOTIVE TECHNICIAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%
BRICKMASON <i>6220 - Brickmasons, blockmasons, and stonemasons</i>	1.00	8368	110 1.31%	2303 27.52%
BUILDING HEAT/FROST INSULATOR <i>6400 - Insulation workers</i>	2.00	1344	25 1.86%	304 22.62%
BUILDING OPERATING ENGINEER <i>4200 - First-line supervisor: housekeeping/janitorial</i>	5.00	9689	3694 38.13%	3439 35.49%
CARPENTER <i>6230 - Carpenters</i>	7.00	67854	1205 1.78%	16739 24.67%
CARPENTER FOREMAN <i>6230 - Carpenters</i>	1.00	67854	1205 1.78%	16739 24.67%
ELECTRICIAN <i>6355 - Electricians</i>	3.00	34618	749 2.16%	6613 19.10%
ELECTRICIAN SUB-FOREMAN <i>7720 - Electrical/electronics/electromechanic assemblr</i>	1.00	10285	6380 62.03%	6445 62.66%
MAINTENANCE REPAIR/WORKER <i>7340 - Maintenance and repair workers, general</i>	1.00	18988	493 2.60%	4678 24.64%
PAINTER <i>6420 - Painters, construction and maintenance</i>	2.00	24810	1290 5.20%	9090 36.64%
PIPEFITTER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
PLUMBER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%
PNEUMATIC INSTRUMENTS AND CONTROLS MECI <i>7300 - Control and valve installers and repairers</i>	1.00	785	60 7.64%	140 17.83%
ROOFER <i>6515 - Roofers</i>	1.00	9218	170 1.84%	4003 43.43%
STEAM AND POWER PLANT I <i>8610 - Stationary engineers and boiler operators</i>	3.00	7565	210 2.78%	2140 28.29%
STEAM AND POWER PLANT II <i>8610 - Stationary engineers and boiler operators</i>	6.00	7565	210 2.78%	2140 28.29%
STEAM AND POWER PLANT III <i>8610 - Stationary engineers and boiler operators</i>	2.00	7565	210 2.78%	2140 28.29%
STEAM AND POWER PLANT IV <i>8610 - Stationary engineers and boiler operators</i>	1.00	7565	210 2.78%	2140 28.29%
SUPERVISOR OF BUILDING CRAFTSMEN <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	11363	950 8.36%	2048 18.02%
TEMPERATURE CONTROL MECHANIC <i>7300 - Control and valve installers and repairers</i>	2.00	785	60 7.64%	140 17.83%
WATER STATION OPERATOR <i>8620 - Water/wastewater treatment plant/system operatr</i>	1.00	2695	115 4.27%	520 19.29%
Total Weight:	51.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
Job Group: 7 SERVICE MAINTENANCE		<i>Labor Area: Illinois</i>		
<u>Employee Job Titles:</u>				
ASSOCIATE AGRICULTURAL RESEARCH TECHNICI <i>1900 - Agricultural and food science technicians</i>	2.00	1174	509 43.36%	279 23.76%
ATHLETIC TURF SPECIALIST <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
BUILDING SERVICE FOREMAN <i>4200 - First-line supervisor: housekeeping/janitorial</i>	6.00	9689	3694 38.13%	3439 35.49%
BUILDING SERVICE SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%
BUILDING SERVICE WORKER <i>4230 - Maids and housekeeping cleaners</i>	84.00	57255	48285 84.33%	31360 54.77%
CAMPUS PARKING MANAGER <i>0160 - Transportation, storage, distribution managers</i>	1.00	10844	2050 18.90%	2554 23.55%
CULINARY WORKER III <i>4020 - Cooks</i>	1.00	93310	34590 37.07%	53090 56.90%
FACILITY OPERATIONS SPECIALIST <i>0020 - General and operations managers</i>	1.00	41550	12390 29.82%	6735 16.21%
GARAGE FOREMAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%
GROUNDS EQUIPMENT MECHANIC <i>7330 - Industrial and refractory machinery mechanics</i>	1.00	19470	845 4.34%	5490 28.20%
GROUNDS FOREMAN <i>4250 - Grounds maintenance workers</i>	1.00	50160	2945 5.87%	28140 56.10%
GROUNDS GARDENER <i>4250 - Grounds maintenance workers</i>	2.00	50160	2945 5.87%	28140 56.10%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Basic

08/09/2023

	Weight	Total	Female	Minority
GROUNDS WORKER <i>4250 - Grounds maintenance workers</i>	7.00	50160	2945 5.87%	28140 56.10%
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECI <i>4430 - Misc entertainment attendants, related workers</i>	1.00	8169	3399 41.61%	2514 30.77%
LAUNDRY WORKER <i>8300 - Laundry and dry-cleaning workers</i>	1.00	9635	5500 57.08%	5495 57.03%
MAIL MESSENGER <i>5550 - Postal service mail carriers</i>	2.00	15899	6810 42.83%	6134 38.58%
PARKING SERVICES AGENT II <i>3840 - Misc law enforcement workers</i>	1.00	270	45 16.67%	85 31.48%
SENIOR AGRICULTURAL RESEARCH TECHNICIAN <i>1600 - Agricultural and food scientists</i>	2.00	1679	385 22.93%	309 18.40%
SPORTS EQUIPMENT SUPERVISOR <i>2760 - Entertain/perform, sports/related wrkr, other</i>	1.00	1615	830 51.39%	350 21.67%
STOREKEEPER I <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%
Total Weight:	118.00			

Incumbency v. Estimated Availability Detail

FY 23 Basic
08/09/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	500	Female	226	45.20	52.37	261.8	-35.8	86.31	
		Minority	136	27.20	25.44	127.2	8.8	106.91	
		Black	25	5.00	8.42	42.1	-17.1	59.41	Yes
		Hispanic	17	3.40	6.12	30.6	-13.6	55.60	Yes
		Asian	61	12.20	9.45	47.2	13.8	129.14	
		AmIndian	1	0.20	0.73	3.6	-2.6	27.51	Yes
		NHOPI	1	0.20	0.08	0.4	0.6	242.88	
		Two+	17	3.40	0.65	3.3	13.7	520.56	
2 NON-TENURED FACULTY	92	Female	63	68.48	48.16	44.3	18.7	142.20	
		Minority	15	16.30	25.15	23.1	-8.1	64.82	Yes
		Black	1	1.09	6.27	5.8	-4.8	17.35	Yes
		Hispanic	4	4.35	5.43	5.0	-1.0	80.11	
		Asian	5	5.43	12.06	11.1	-6.1	45.06	Yes
		AmIndian	0	0.00	0.62	0.6	-0.6	0.00	
		NHOPI	0	0.00	0.06	0.1	-0.1	0.00	
		Two+	2	2.17	0.72	0.7	1.3	302.46	
3 ADMINISTRATIVE STAFF/TECHNICIA	108	Female	33	30.56	38.03	41.1	-8.1	80.34	
		Minority	15	13.89	27.66	29.9	-14.9	50.21	Yes
		Black	5	4.63	11.45	12.4	-7.4	40.43	Yes
		Hispanic	1	0.93	6.68	7.2	-6.2	13.86	Yes
		Asian	5	4.63	8.68	9.4	-4.4	53.35	Yes
		AmIndian	1	0.93	0.12	0.1	0.9	749.82	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	2	1.85	0.72	0.8	1.2	255.59	
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female	175	63.41	61.16	168.8	6.2	103.67	
		Minority	14	5.07	26.12	72.1	-58.1	19.42	Yes
		Black	7	2.54	9.88	27.3	-20.3	25.68	Yes
		Hispanic	5	1.81	9.39	25.9	-20.9	19.30	Yes
		Asian	1	0.36	5.20	14.4	-13.4	6.97	Yes
		AmIndian	0	0.00	0.92	2.5	-2.5	0.00	Yes
		NHOPI	0	0.00	0.15	0.4	-0.4	0.00	
		Two+	1	0.36	0.58	1.6	-0.6	62.92	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

FY 23 Basic
08/09/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female	89	86.41	75.97	78.2	10.8	113.74	
		Minority	10	9.71	31.31	32.2	-22.2	31.01	Yes
		Black	1	0.97	14.38	14.8	-13.8	6.75	Yes
		Hispanic	4	3.88	11.64	12.0	-8.0	33.37	Yes
		Asian	3	2.91	4.49	4.6	-1.6	64.82	Yes
		AmIndian	1	0.97	0.32	0.3	0.7	307.32	
		NHOPI	0	0.00	0.07	0.1	-0.1	0.00	
		Two+	1	0.97	0.41	0.4	0.6	237.20	
6 SKILLED CRAFT	51	Female	0	0.00	8.00	4.1	-4.1	0.00	Yes
		Minority	1	1.96	26.53	13.5	-12.5	7.39	Yes
		Black	0	0.00	9.60	4.9	-4.9	0.00	Yes
		Hispanic	0	0.00	15.10	7.7	-7.7	0.00	Yes
		Asian	0	0.00	1.32	0.7	-0.7	0.00	
		AmIndian	0	0.00	0.32	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.03	0.0	0.0	0.00	
		Two+	1	1.96	0.17	0.1	0.9	1160.92	
7 SERVICE MAINTENANCE	118	Female	35	29.66	67.43	79.6	-44.6	43.98	Yes
		Minority	12	10.17	50.24	59.3	-47.3	20.24	Yes
		Black	8	6.78	16.73	19.7	-11.7	40.52	Yes
		Hispanic	0	0.00	30.09	35.5	-35.5	0.00	Yes
		Asian	2	1.69	2.61	3.1	-1.1	64.94	Yes
		AmIndian	1	0.85	0.20	0.2	0.8	423.74	
		NHOPI	0	0.00	0.09	0.1	-0.1	0.00	
		Two+	1	0.85	0.52	0.6	0.4	163.63	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

FY 23 Basic
08/09/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	500	Female Minority	226 136	45.20 27.20	52.37 25.44	261.8 127.2	-35.8 8.8	86.31 106.91	
2 NON-TENURED FACULTY	92	Female Minority	63 15	68.48 16.30	48.16 25.15	44.3 23.1	18.7 -8.1	142.20 64.82	Yes
3 ADMINISTRATIVE STAFF/TECHNICIA	108	Female Minority	33 15	30.56 13.89	38.03 27.66	41.1 29.9	-8.1 -14.9	80.34 50.21	Yes
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female Minority	175 14	63.41 5.07	61.16 26.12	168.8 72.1	6.2 -58.1	103.67 19.42	Yes
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female Minority	89 10	86.41 9.71	75.97 31.31	78.2 32.2	10.8 -22.2	113.74 31.01	Yes
6 SKILLED CRAFT	51	Female Minority	0 1	0.00 1.96	8.00 26.53	4.1 13.5	-4.1 -12.5	0.00 7.39	Yes Yes
7 SERVICE MAINTENANCE	118	Female Minority	35 12	29.66 10.17	67.43 50.24	79.6 59.3	-44.6 -47.3	43.98 20.24	Yes Yes

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Basic
08/09/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	500	Female	226	45.20	52.37	
		Minority	136	27.20	25.44	
		Black	25	5.00	8.42	Yes
		Hispanic	17	3.40	6.12	Yes
		Asian	61	12.20	9.45	
		AmIndian	1	0.20	0.73	Yes
		NHOPI	1	0.20	0.08	
		Two+	17	3.40	0.65	
2 NON-TENURED FACULTY	92	Female	63	68.48	48.16	
		Minority	15	16.30	25.15	Yes
		Black	1	1.09	6.27	Yes
		Hispanic	4	4.35	5.43	
		Asian	5	5.43	12.06	Yes
		AmIndian	0	0.00	0.62	
		NHOPI	0	0.00	0.06	
		Two+	2	2.17	0.72	
3 ADMINISTRATIVE STAFF/TECHNICIA	108	Female	33	30.56	38.03	
		Minority	15	13.89	27.66	Yes
		Black	5	4.63	11.45	Yes
		Hispanic	1	0.93	6.68	Yes
		Asian	5	4.63	8.68	Yes
		AmIndian	1	0.93	0.12	
		NHOPI	0	0.00	0.00	
		Two+	2	1.85	0.72	
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female	175	63.41	61.16	
		Minority	14	5.07	26.12	Yes
		Black	7	2.54	9.88	Yes
		Hispanic	5	1.81	9.39	Yes
		Asian	1	0.36	5.20	Yes
		AmIndian	0	0.00	0.92	Yes
		NHOPI	0	0.00	0.15	
		Two+	1	0.36	0.58	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Basic
08/09/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female	89	86.41	75.97	
		Minority	10	9.71	31.31	Yes
		Black	1	0.97	14.38	Yes
		Hispanic	4	3.88	11.64	Yes
		Asian	3	2.91	4.49	Yes
		AmIndian	1	0.97	0.32	
		NHOPI	0	0.00	0.07	
		Two+	1	0.97	0.41	
6 SKILLED CRAFT	51	Female	0	0.00	8.00	Yes
		Minority	1	1.96	26.53	Yes
		Black	0	0.00	9.60	Yes
		Hispanic	0	0.00	15.10	Yes
		Asian	0	0.00	1.32	
		AmIndian	0	0.00	0.32	
		NHOPI	0	0.00	0.03	
		Two+	1	1.96	0.17	
7 SERVICE MAINTENANCE	118	Female	35	29.66	67.43	Yes
		Minority	12	10.17	50.24	Yes
		Black	8	6.78	16.73	Yes
		Hispanic	0	0.00	30.09	Yes
		Asian	2	1.69	2.61	Yes
		AmIndian	1	0.85	0.20	
		NHOPI	0	0.00	0.09	
		Two+	1	0.85	0.52	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Basic
08/09/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	500	Female Minority	226 136	45.20 27.20	52.37 25.44	
2 NON-TENURED FACULTY	92	Female Minority	63 15	68.48 16.30	48.16 25.15	Yes
3 ADMINISTRATIVE STAFF/TECHNICIA	108	Female Minority	33 15	30.56 13.89	38.03 27.66	Yes
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female Minority	175 14	63.41 5.07	61.16 26.12	Yes
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female Minority	89 10	86.41 9.71	75.97 31.31	Yes
6 SKILLED CRAFT	51	Female Minority	0 1	0.00 1.96	8.00 26.53	Yes Yes
7 SERVICE MAINTENANCE	118	Female Minority	35 12	29.66 10.17	67.43 50.24	Yes Yes

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Basic
08/09/2023

Job Group		Less than 80% ?							
		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
1	TENURED FACULTY/OFFICIAL & MAN			Yes	Yes		Yes		
2	NON-TENURED FACULTY		Yes	Yes		Yes			
3	ADMINISTRATIVE STAFF/TECHNICIA		Yes	Yes	Yes	Yes			
4	PROFESSIONAL STAFF/PROTECTIVE		Yes	Yes	Yes	Yes	Yes		
5	OFFICE & CLERICAL/PARA-PROFESS		Yes	Yes	Yes	Yes			
6	SKILLED CRAFT	Yes	Yes	Yes	Yes				
7	SERVICE MAINTENANCE	Yes	Yes	Yes	Yes	Yes			

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Basic
08/09/2023

	Less than 80% ?	
Job Group	Female	Minority
1 TENURED FACULTY/OFFICIAL & MAN		
2 NON-TENURED FACULTY		Yes
3 ADMINISTRATIVE STAFF/TECHNICIA		Yes
4 PROFESSIONAL STAFF/PROTECTIVE		Yes
5 OFFICE & CLERICAL/PARA-PROFESS		Yes
6 SKILLED CRAFT	Yes	Yes
7 SERVICE MAINTENANCE	Yes	Yes

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Job Group Analysis Summary

FY 23 Basic
08/09/2023

Job Group	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	500	136	27.20	Male	274	54.80	191	38.20	16	3.20	11	2.20	40	8.00	0	0.00	1	0.20	11	2.20
				Female	226	45.20	173	34.60	9	1.80	6	1.20	21	4.20	1	0.20	0	0.00	6	1.20
2 NON-TENURED FACULTY	92	15	16.30	Male	29	31.52	21	22.83	0	0.00	2	2.17	2	2.17	0	0.00	0	0.00	1	1.09
				Female	63	68.48	56	60.87	1	1.09	2	2.17	3	3.26	0	0.00	0	0.00	1	1.09
3 ADMINISTRATIVE STAFF/TECHNICIA	108	15	13.89	Male	75	69.44	63	58.33	5	4.63	0	0.00	5	4.63	1	0.93	0	0.00	0	0.00
				Female	33	30.56	30	27.78	0	0.00	1	0.93	0	0.00	0	0.00	0	0.00	2	1.85
4 PROFESSIONAL STAFF/PROTECTIVE	276	14	5.07	Male	101	36.59	95	34.42	4	1.45	1	0.36	0	0.00	0	0.00	0	0.00	1	0.36
				Female	175	63.41	167	60.51	3	1.09	4	1.45	1	0.36	0	0.00	0	0.00	0	0.00
5 OFFICE & CLERICAL/PARA-PROFESS	103	10	9.71	Male	14	13.59	12	11.65	0	0.00	2	1.94	0	0.00	0	0.00	0	0.00	0	0.00
				Female	89	86.41	81	78.64	1	0.97	2	1.94	3	2.91	1	0.97	0	0.00	1	0.97
6 SKILLED CRAFT	51	1	1.96	Male	51	100.00	50	98.04	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.96
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
7 SERVICE MAINTENANCE	118	12	10.17	Male	83	70.34	73	61.86	6	5.08	0	0.00	2	1.69	1	0.85	0	0.00	1	0.85
				Female	35	29.66	33	27.97	2	1.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Facility Total % of Total	1248	203	16.27	Male	627	50.24	505	40.46	31	2.48	16	1.28	49	3.93	2	0.16	1	0.08	15	1.20
				Female	621	49.76	540	43.27	16	1.28	15	1.20	28	2.24	2	0.16	0	0.00	10	0.80

Job Group Analysis Summary

FY 23 Basic
08/09/2023

Job Group	Total	Female		Minority	
		#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	500	226	45.20	136	27.20
2 NON-TENURED FACULTY	92	63	68.48	15	16.30
3 ADMINISTRATIVE STAFF/TECHNICIA	108	33	30.56	15	13.89
4 PROFESSIONAL STAFF/PROTECTIVE	276	175	63.41	14	5.07
5 OFFICE & CLERICAL/PARA-PROFESS	103	89	86.41	10	9.71
6 SKILLED CRAFT	51	0	0.00	1	1.96
7 SERVICE MAINTENANCE	118	35	29.66	12	10.17
Facility Total <i>% of Facility Total</i>	1248	621	49.76	203	16.27

Job Group Analysis Summary

FY 23 Basic
08/09/2023

Job Group	Total	Female		Total Min		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	500	226	45.20	136	27.20	25	5.00	17	3.40	61	12.20	1	0.20	1	0.20	17	3.40
2 NON-TENURED FACULTY	92	63	68.48	15	16.30	1	1.09	4	4.35	5	5.43	0	0.00	0	0.00	2	2.17
3 ADMINISTRATIVE STAFF/TECHNICIA	108	33	30.56	15	13.89	5	4.63	1	0.93	5	4.63	1	0.93	0	0.00	2	1.85
4 PROFESSIONAL STAFF/PROTECTIVE	276	175	63.41	14	5.07	7	2.54	5	1.81	1	0.36	0	0.00	0	0.00	1	0.36
5 OFFICE & CLERICAL/PARA-PROFESS	103	89	86.41	10	9.71	1	0.97	4	3.88	3	2.91	1	0.97	0	0.00	1	0.97
6 SKILLED CRAFT	51	0	0.00	1	1.96	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.96
7 SERVICE MAINTENANCE	118	35	29.66	12	10.17	8	6.78	0	0.00	2	1.69	1	0.85	0	0.00	1	0.85
Facility Total <i>% of Facility Total</i>	1248	621	49.76	203	16.27	47	3.77	31	2.48	77	6.17	4	0.32	1	0.08	25	2.00

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3,084	3	1	1
ADMISSIONS COUNSELOR	Various	3,207 - 5,763	11	8	5
ACADEMIC ADVISOR	Various	3,286 - 6,219	13	10	3
RECRUITMENT COORDINATOR	MUSIC	3,297	1	1	
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3,488 - 6,250	2	1	
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3,527	1		
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3,570	1	1	
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3,570 - 6,339	6	5	1
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4,125 - 5,913	3	2	1
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4,200	1		
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	4,378	1	1	
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	4,449 - 6,570	3	3	
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4,543	1		
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4,583	1	1	
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	4,874 - 5,223	3	1	
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR STEWARDS	DEVELOPMENT OFFICE	4,917	1		
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5,100	1		

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT & SUCCESS	5,417	1		
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5,582	1	1	
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	RETENTION	5,684 - 6,424	2	2	
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5,692 - 6,527	5	5	
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5,734	1		
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	5,951	1	1	
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	5,993	1	1	
STUDENT LEGAL ADVOCATE	LEGAL SERVICES	6,044	1	1	
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6,057	1	1	
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6,057	1	1	
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6,065	1	1	
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS CENTER	STUDENT DEVELOPMENT & SUCCESS	6,120	1	1	
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6,120	1		1
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6,120	1		
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6,120	1	1	
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6,205	1	1	
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	6,250	3	3	
ASSISTANT PROFESSOR	Various	6,426 - 13,334	96	46	43

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6,490	1	1	
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6,544	1	1	
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6,767	1		1
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7,041	1	1	
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7,083	1	1	1
DIRECTOR, PURCHASING	PURCHASING OFFICE	7,226	1	1	
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7,500	1	1	
REGISTRAR	REGISTRAR	7,565	1	1	
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7,579	1	1	
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7,650	1	1	
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,928	1	1	
ASSOCIATE PROFESSOR	Various	7,928 - 15,611	77	32	21
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8,074	1	1	
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8,330	1	1	
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8,334	1	1	
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8,357	1		
EXECUTIVE DIRECTOR OF RETENTION INITIATIVES	RETENTION	8,501	1		
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8,667	1	1	
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8,668	1		1
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	8,917	1		

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISK MGT	VICE PRESIDENT FOR STUDENT SUC	9,334	1		
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	9,501	1		
PROFESSOR	Various	9,613 - 15,978	175	60	46
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	9,751	1	1	
DIRECTOR, SCHOOL OF NURSING	NURSING	10,102	1	1	
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10,167	1	1	
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10,431	1		
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTING AND JOURNALISM	10,435	1		
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10,532	1		1
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK AND TOURISM A	10,546	1		
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10,617	1	1	
CHAIRPERSON, DEPT OF HISTORY	HISTORY	10,732	1		
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	10,751	1	1	
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	10,834	1		
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERIC, & GEOGRAPH	10,872	1		1
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	10,932	1	1	
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	10,991	1		
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	10,998	1	1	
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11,001	1		

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11,030	1	1	
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	11,083	1		
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATION	11,204	1		
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11,250	1		1
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11,253	1	1	
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11,364	1		
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11,407	1	1	
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11,417	1	1	
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11,417	1		1
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	11,417	1		1
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11,498	1		1
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11,500	1		
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION	COUNSELOR EDUCATION	11,552	1	1	
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11,555	1		
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	11,567	1		1
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11,652	1		
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12,027	1		
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12,193	1		

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMENT AND JUSTICE AD	12,211	1	1	
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12,334	1	1	1
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12,458	1	1	
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12,500	1		
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12,500	1		
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12,667	1		
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	12,736	1		
ASSOC PROV & ASSOC VP UG STUDIES & STRG PLANNING	PROVOST & ACADEMIC VICE PRESID	12,792	1		
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUDIES	BIOLOGICAL SCIENCES	12,865	1		1
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS	VP FOR QUAD CITIES CAMPUS OPER	12,917	1	1	
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISION SCI	SCHOOL OF ACCOUNTING,FINANCE,E	13,250	1	1	
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL,& RESEARCH	PROVOST & ACADEMIC VICE PRESID	13,330	1		
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	13,750	1		
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13,829	1	1	1
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	13,865	1		
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT AND	15,000	1	1	

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15,334	1		
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18,417	1		
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	19,167	1		
PRESIDENT	PRESIDENT'S OFFICE	26,667	1		1
		Job Group Total	500	226	136
		<i>% of Total</i>		<i>45.20</i>	<i>27.20</i>

Job Group Analysis

Job Group: 2 NON-TENURED FACULTY

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR	Various	3,467 - 9,294	56	38	10
ASSOCIATE INSTRUCTOR	Various	4,901 - 8,913	11	10	1
ASSISTANT PROFESSOR UNIT B	Various	5,174 - 9,784	10	7	
SENIOR INSTRUCTOR	Various	5,230 - 8,064	12	8	1
LECTURER	Various	5,556	2		2
DIRECTOR, SCHOOL OF MANAGEMENT	MANAGEMENT AND MARKETING	12,727	1		1
		Job Group Total <i>% of Total</i>	92	63 <i>68.48</i>	15 <i>16.30</i>

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
POSTDOCTORAL SCHOLAR	COUNSELING CENTER	1,951	1	1	
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2,546 - 3,970	10	1	3
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	2,964	1		
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1		
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1	1	
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	2,978 - 6,799	45	13	2
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3,125	1		1
COSTUME SHOP MANAGER	THEATRE AND DANCE	3,190	1	1	
RESEARCH AGRONOMIST	Various	3,230 - 4,000	2		1
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3,333 - 4,676	3	2	
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3,401	1	1	
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3,401	1	1	
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3,717	1	1	
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3,750	1		
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3,750 - 7,500	8		3
COUNSELOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	3,988 - 6,342	4	3	1
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4,000 - 5,250	3		1

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
STAFF ACCOMPANIST	MUSIC	4,182 - 5,167	2	1	2
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4,308 - 4,675	2	2	
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4,416	1	1	
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4,597	1		
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4,676	1	1	1
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5,250	1		
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND TECH	5,500	1		
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5,750	1	1	
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	5,833	1		
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6,163	1		
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	6,300	1	1	
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6,401	1		
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6,885	1		
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	7,884	1		
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8,501	1	1	
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12,675	1		

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15,000	1		
STAFF PHYSICIAN	BEU HEALTH CENTER	15,948 - 16,507	2		
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16,443	1		
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	16,667	1		
		Job Group Total	108	33	15
		<i>% of Total</i>		<i>30.56</i>	<i>13.89</i>

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2,476	1	1	
SENIOR LIBRARY SPECIALIST	LIBRARIES	2,500 - 3,086	5	4	
MEDICAL ASSISTANT	Various	2,568 - 2,769	3	3	
PROGRAM ASSISTANT	Various	2,632 - 3,214	7	7	
ADMISSIONS/RECORDS OFFICER	Various	2,665 - 3,311	15	13	1
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2,674	1	1	
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2,792	1	1	
FINANCIAL AID COORDINATOR	FINANCIAL AID	2,895 - 3,120	2	1	
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2,902 - 3,364	2	2	
FINANCIAL AID MANAGER	FINANCIAL AID	2,978	1		
MUSICAL INSTRUMENT SPECIALIST	MUSIC	2,978	1		
PROGRAM/STUDENT ADVISOR	Various	2,978 - 3,244	2	1	
PROCUREMENT OFFICER	PURCHASING OFFICE	3,052	1	1	
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3,052 - 3,144	6	6	
PROGRAM COORDINATOR	Various	3,052 - 8,327	42	31	7
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3,102 - 3,179	2	1	
ADMISSIONS AND RECORDS COORDINATOR	Various	3,153 - 3,374	5	5	
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3,209 - 4,213	4	2	
GRAPHIC DESIGNER	Various	3,270 - 3,660	2	1	
RADIO STATION PRODUCTION SUPERVISOR	EDUCATIONAL/PUBLIC SERVICE RAD	3,291 - 4,875	4	2	
TELEVISION PRODUCTION COORDINATOR	TELEVISION SERVICES	3,312	1		
FACILITY OPERATIONS COORDINATOR	Various	3,368 - 4,640	5	1	
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3,368 - 6,639	7	6	

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
EVENTS ADMINISTRATOR ASSOCIATE	UU ADMINISTRATIVE	3,431	1	1	
MEDIA WRITER/PRODUCER/ANNOUNCER II	EDUCATIONAL/PUBLIC SERVICE RAD	3,441	1		
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3,470 - 5,080	4	2	
COLLECTION MANAGER	BILLING AND RECEIVABLES	3,538	1	1	
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3,538	1	1	
MANAGER OF SPORTS FACILITIES	Various	3,538 - 3,668	2		
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3,538 - 4,520	4	4	
MARKETING ASSOCIATE	Various	3,538 - 4,742	6	4	
STAFF NURSE II	BEU HEALTH CENTER	3,583	1	1	
PROGRAM DIRECTOR	Various	3,707 - 6,651	19	13	3
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3,750	1	1	
ACCOUNTING ASSOCIATE	Various	3,767 - 5,333	7	7	
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3,779	1	1	
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3,791 - 4,229	2	2	1
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	3,810	1		
BUSINESS MANAGER	Various	3,810	3	3	
ADMINISTRATIVE ASSISTANT	Various	3,810 - 4,367	8	8	
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3,810 - 5,518	3	3	
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	3,886	1	1	
TELEVISION DIRECTOR-PRODUCER	TELEVISION SERVICES	3,886 - 4,273	2		
BUDGET ANALYST	BUDGET OFFICE	3,892	1	1	

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
HOUSING ADMINISTRATOR	Various	3,905 - 3,983	2	2	
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	3,947	1		
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	3,989	1	1	
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4,100 - 4,296	3	1	
CHIEF BROADCASTING ENGINEER	Various	4,103 - 5,318	3		
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4,206	1		
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	4,311	1	1	
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4,397	1		
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4,466	1	1	
COMMUNICATIONS TECHNICIAN III	TELECOMMUNICATIONS SERVICES	4,505	1		
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4,620 - 10,205	25	5	
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4,676	1	1	
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4,820	1		
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4,837 - 7,787	2	2	
SENIOR BUDGET ANALYST	BUDGET OFFICE	4,877	1	1	
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4,877 - 6,690	2	1	
CENTRAL STORES MANAGER II	FACILITIES MANAGEMENT STORES	4,901	1	1	
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	4,943	1	1	
POLICE OFFICER	PUBLIC SAFETY	4,981 - 6,284	9	2	1

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
DEPUTY DIRECTOR	Various	5,357 - 7,363	6	2	
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5,777	1	1	
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6,091	1		
ASSISTANT COMPROLLER	Various	6,170 - 7,083	2	2	
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6,222	1	1	
BURSAR	BILLING AND RECEIVABLES	6,250	1	1	
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6,527 - 9,457	2	1	
UNIVERSITY BUDGET OFFICER	BUDGET OFFICE	6,690	1	1	
POLICE CORPORAL	PUBLIC SAFETY	6,912	4		
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7,180	1		
POLICE SERGEANT	PUBLIC SAFETY	7,604	4		1
NURSE PRACTITIONER	BEU HEALTH CENTER	7,818 - 8,800	3	2	
POLICE CAPTAIN	PUBLIC SAFETY	9,200	1		
Job Group Total			276	175	14
<i>% of Total</i>				<i>63.41</i>	<i>5.07</i>

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
LIBRARY ASSISTANT	LIBRARIES	2,113	1	1	
OFFICE SUPPORT ASSOCIATE	Various	2,113 - 2,745	5	5	
LIBRARY SPECIALIST	LIBRARIES	2,160 - 2,501	5	3	1
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2,188 - 2,407	3	2	1
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2,272	2	2	2
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2,274	1		
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2,318 - 2,337	2	2	
OFFICE SUPPORT SPECIALIST	Various	2,324 - 3,406	13	12	
HUMAN RESOURCE REPRESENTATIVE	HUMAN RESOURCES	2,326	1		1
OFFICE MANAGER	Various	2,326 - 3,676	30	28	2
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2,364	1		
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2,418	1		
PHLEBOTOMIST	BEU HEALTH CENTER	2,568	1	1	
OFFICE ADMINISTRATOR	Various	2,632 - 4,295	7	7	
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2,643	1	1	
RETAIL ASSOCIATE	UU BOOKSTORE	2,724	1	1	
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2,782	1	1	
STOREKEEPER III	BIOLOGICAL SCIENCES	2,811	1	1	
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2,815	1	1	
CASHIER III	UU SERVICE CENTER	2,825	1	1	
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	2,923	1		

Continued...

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
ACCOUNTING OFFICER	Various	2,928 - 3,572	3	3	
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	2,940	1	1	
ACCOUNTING SPECIALIST	UU BOOKSTORE	2,958	1		
RETAIL SUPERVISOR	UU BOOKSTORE	2,963	1	1	
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	2,978	1		
ADMINISTRATIVE AIDE	Various	3,038 - 4,118	4	4	
PHYSICAL SCIENCE TECH. ASST.	Various	3,038 - 4,769	2	2	2
HOUSING OFFICER	UHDS ADMINISTRATIVE	3,113	1	1	
ACCOUNTANT II	BUSINESS SERVICES	3,164	1	1	
PAYROLL SPECIALIST III	PAYROLL OFFICE	3,223	1	1	
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3,538	1	1	
TECHNICAL DIRECTOR	MUSIC	3,744	1	1	
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	3,752	1	1	
RETAIL MANAGER	UU BOOKSTORE	4,191 - 4,275	2	1	
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4,195	1	1	1
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5,585	1	1	
Job Group Total			103	89	10
<i>% of Total</i>				<i>86.41</i>	<i>9.71</i>

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2,820	1		
MAINTENANCE REPAIR/WORKER	BUILDING MAINTENANCE	3,705	1		
STEAM AND POWER PLANT I	HEATING PLANT	4,222	3		
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5,177 - 5,421	2		
ROOFER	BUILDING MAINTENANCE	5,525	1		
BRICKMASON	BUILDING MAINTENANCE	5,527	1		
CARPENTER	BUILDING MAINTENANCE	5,702	7		1
STEAM AND POWER PLANT II	HEATING PLANT	5,909	6		
PLUMBER	BUILDING MECHANICAL MAINTENANC	6,216	4		
CARPENTER FOREMAN	BUILDING MAINTENANCE	6,272	1		
PAINTER	BUILDING MAINTENANCE	6,328	2		
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6,435	1		
TEMPERATURE CONTROL MECHANIC	Various	6,435	2		
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6,435 - 7,652	4		
BUILDING OPERATING ENGINEER	Various	6,512	5		
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6,512	2		
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6,512	1		
ELECTRICIAN	Various	6,671	3		
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	6,828	1		
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	6,828	1		

Continued...

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7,338	1		
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7,511	1		
		Job Group Total <i>% of Total</i>	51	0 0.00	1 1.96

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Minority
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2,149	1	1	
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2,314	1		
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2,314	1		1
PARKING SERVICES AGENT II	PARKING OPERATIONS	2,403	1		1
MAIL MESSENGER	Various	2,567 - 2,766	2	2	
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2,688	1	1	
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2,692	1	1	
STOREKEEPER I	UU BOOKSTORE	2,699	1		
BUILDING SERVICE WORKER	Various	2,818 - 4,080	84	26	8
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,038 - 3,922	2		
GROUPS WORKER	Various	3,219 - 3,380	7	1	
GROUPS GARDENER	LANDSCAPE MAINTENANCE	3,367	2	1	
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,538 - 5,058	2		
GROUPS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3,556	1		
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3,598	1		
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3,669	1		1
GARAGE FOREMAN	TRANSPORTATION SERVICES	3,926	1		
GROUPS FOREMAN	LANDSCAPE MAINTENANCE	4,024	1		
BUILDING SERVICE FOREMAN	Various	4,701	6	2	1
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5,171	1		

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Basic
08/09/2023

		Job Group Total <i>% of Total</i>	118	35 29.66	12 10.17
		Facility Total <i>% of Total</i>	1248	621 49.76	203 16.27

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3,084	3	1	1	1					
ADMISSIONS COUNSELOR	Various	3,207 - 5,763	11	8	5	2	3				
ACADEMIC ADVISOR	Various	3,286 - 6,219	13	10	3	3					
RECRUITMENT COORDINATOR	MUSIC	3,297	1	1							
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3,488 - 6,250	2	1							
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3,527	1								
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3,570	1	1							
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3,570 - 6,339	6	5	1	1					
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4,125 - 5,913	3	2	1						1
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4,200	1								
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	4,378	1	1							
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	4,449 - 6,570	3	3							
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4,543	1								
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4,583	1	1							
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	4,874 - 5,223	3	1							
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR	DEVELOPMENT OFFICE	4,917	1								

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5,100	1								
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT &	5,417	1								
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5,582	1	1							
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	RETENTION	5,684 - 6,424	2	2							
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5,692 - 6,527	5	5							
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5,734	1								
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	5,951	1	1							
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	5,993	1	1							
STUDENT LEGAL ADVOCATE	LEGAL SERVICES	6,044	1	1							
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6,057	1	1							
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6,057	1	1							
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6,065	1	1							
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS	STUDENT DEVELOPMENT &	6,120	1	1							
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6,120	1		1	1					
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6,120	1								
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6,120	1	1							

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6,205	1	1							
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	6,250	3	3							
ASSISTANT PROFESSOR	Various	6,426 - 13,334	96	46	43	2	4	13			12
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6,490	1	1							
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6,544	1	1							
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6,767	1		1		1				
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7,041	1	1							
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7,083	1	1	1						
DIRECTOR, PURCHASING	PURCHASING OFFICE	7,226	1	1							
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7,500	1	1							
REGISTRAR	REGISTRAR	7,565	1	1							
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7,579	1	1							
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7,650	1	1							
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,928	1	1							
ASSOCIATE PROFESSOR	Various	7,928 - 15,611	77	32	21	2	2	14		1	1
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8,074	1	1							
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8,330	1	1							
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8,334	1	1							

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8,357	1								
EXECUTIVE DIRECTOR OF RETENTION INITIATIVES	RETENTION	8,501	1								
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8,667	1	1							
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8,668	1		1			1			
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	8,917	1								
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISK MGT	VICE PRESIDENT FOR STUDENT SUC	9,334	1								
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	9,501	1								
PROFESSOR	Various	9,613 - 15,978	175	60	46	9	2	31	1		3
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	9,751	1	1							
DIRECTOR, SCHOOL OF NURSING	NURSING	10,102	1	1							
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10,167	1	1							
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10,431	1								
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTING AND JOURNALISM	10,435	1								
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10,532	1		1		1				
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK AND TOURISM A	10,546	1								
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10,617	1	1							
CHAIRPERSON, DEPT OF HISTORY	HISTORY	10,732	1								

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	10,751	1	1							
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	10,834	1								
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERIC, & GEOGRAPH	10,872	1		1	1					
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	10,932	1	1							
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	10,991	1								
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	10,998	1	1							
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11,001	1								
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11,030	1	1							
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	11,083	1								
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATION	11,204	1								
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11,250	1		1	1					
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11,253	1	1							
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11,364	1								
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11,407	1	1							
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11,417	1	1							
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11,417	1		1		1				

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	11,417	1		1	1					
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11,498	1		1			1			
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11,500	1								
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION	COUNSELOR EDUCATION	11,552	1	1							
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11,555	1								
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND	11,567	1		1		1				
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11,652	1								
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12,027	1								
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12,193	1								
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMINISTRATION	LAW ENFORCEMENT AND JUSTICE AD	12,211	1	1							
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12,334	1	1	1	1					
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12,458	1	1							
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12,500	1								
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12,500	1								
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12,667	1								
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	12,736	1								

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOC PROV & ASSOC VP UG STUDIES & STRG PLANNING	PROVOST & ACADEMIC VICE PRESID	12,792	1								
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUDIES	BIOLOGICAL SCIENCES	12,865	1		1		1				
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS	VP FOR QUAD CITIES CAMPUS OPER	12,917	1	1							
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISION SCI	SCHOOL OF ACCOUNTING,FINANCE,	13,250	1	1							
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL,& RESEARCH	PROVOST & ACADEMIC VICE PRESID	13,330	1								
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	13,750	1								
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13,829	1	1	1		1				
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	13,865	1								
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT AND	15,000	1	1							
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15,334	1								
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18,417	1								
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	19,167	1								
PRESIDENT	PRESIDENT'S OFFICE	26,667	1		1			1			
Job Group Total			500	226	136	25	17	61	1	1	17
<i>% of Total</i>				<i>45.20</i>	<i>27.20</i>	<i>5.00</i>	<i>3.40</i>	<i>12.20</i>	<i>0.20</i>	<i>0.20</i>	<i>3.40</i>

Job Group Analysis

Job Group: 2 NON-TENURED FACULTY

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
INSTRUCTOR	Various	3,467 - 9,294	56	38	10	1	2	3			2
ASSOCIATE INSTRUCTOR	Various	4,901 - 8,913	11	10	1			1			
ASSISTANT PROFESSOR UNIT B	Various	5,174 - 9,784	10	7							
SENIOR INSTRUCTOR	Various	5,230 - 8,064	12	8	1		1				
LECTURER	Various	5,556	2		2		1				
DIRECTOR, SCHOOL OF MANAGEMENT	MANAGEMENT AND MARKETING	12,727	1		1			1			
Job Group Total			92	63	15	1	4	5	0	0	2
<i>% of Total</i>				<i>68.48</i>	<i>16.30</i>	<i>1.09</i>	<i>4.35</i>	<i>5.43</i>	<i>0.00</i>	<i>0.00</i>	<i>2.17</i>

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
POSTDOCTORAL SCHOLAR	COUNSELING CENTER	1,951	1	1							
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2,546 - 3,970	10	1	3			2	1		
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	2,964	1								
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1								
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1	1							
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	2,978 - 6,799	45	13	2			2			
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3,125	1		1	1					
COSTUME SHOP MANAGER	THEATRE AND DANCE	3,190	1	1							
RESEARCH AGRONOMIST	Various	3,230 - 4,000	2		1						
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3,333 - 4,676	3	2							
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3,401	1	1							
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3,401	1	1							
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3,717	1	1							
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3,750	1								
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3,750 - 7,500	8		3	3					
COUNSELOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	3,988 - 6,342	4	3	1		1				

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4,000 - 5,250	3		1	1					
STAFF ACCOMPANIST	MUSIC	4,182 - 5,167	2	1	2			1			1
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4,308 - 4,675	2	2							
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4,416	1	1							
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4,597	1								
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4,676	1	1	1						1
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5,250	1								
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND	5,500	1								
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5,750	1	1							
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	5,833	1								
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6,163	1								
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	6,300	1	1							
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6,401	1								
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6,885	1								
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	7,884	1								
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8,501	1	1							

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12,675	1								
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15,000	1								
STAFF PHYSICIAN	BEU HEALTH CENTER	15,948 - 16,507	2								
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16,443	1								
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	16,667	1								
Job Group Total			108	33	15	5	1	5	1	0	2
<i>% of Total</i>				30.56	13.89	4.63	0.93	4.63	0.93	0.00	1.85

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2,476	1	1							
SENIOR LIBRARY SPECIALIST	LIBRARIES	2,500 - 3,086	5	4							
MEDICAL ASSISTANT	Various	2,568 - 2,769	3	3							
PROGRAM ASSISTANT	Various	2,632 - 3,214	7	7							
ADMISSIONS/RECORDS OFFICER	Various	2,665 - 3,311	15	13	1	1					
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2,674	1	1							
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2,792	1	1							
FINANCIAL AID COORDINATOR	FINANCIAL AID	2,895 - 3,120	2	1							
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2,902 - 3,364	2	2							
FINANCIAL AID MANAGER	FINANCIAL AID	2,978	1								
MUSICAL INSTRUMENT SPECIALIST	MUSIC	2,978	1								
PROGRAM/STUDENT ADVISOR	Various	2,978 - 3,244	2	1							
PROCUREMENT OFFICER	PURCHASING OFFICE	3,052	1	1							
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3,052 - 3,144	6	6							
PROGRAM COORDINATOR	Various	3,052 - 8,327	42	31	7	4	2				1
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3,102 - 3,179	2	1							
ADMISSIONS AND RECORDS COORDINATOR	Various	3,153 - 3,374	5	5							
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3,209 - 4,213	4	2							
GRAPHIC DESIGNER	Various	3,270 - 3,660	2	1							
RADIO STATION PRODUCTION SUPERVISOR	EDUCATIONAL/PUBLIC SERVICE RAD	3,291 - 4,875	4	2							
TELEVISION PRODUCTION COORDINATOR	TELEVISION SERVICES	3,312	1								

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
FACILITY OPERATIONS COORDINATOR	Various	3,368 - 4,640	5	1							
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3,368 - 6,639	7	6							
EVENTS ADMINISTRATOR ASSOCIATE	UU ADMINISTRATIVE	3,431	1	1							
MEDIA WRITER/PRODUCER/ANNOUNCER	EDUCATIONAL/PUBLIC SERVICE RAD	3,441	1								
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3,470 - 5,080	4	2							
COLLECTION MANAGER	BILLING AND RECEIVABLES	3,538	1	1							
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3,538	1	1							
MANAGER OF SPORTS FACILITIES	Various	3,538 - 3,668	2								
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3,538 - 4,520	4	4							
MARKETING ASSOCIATE	Various	3,538 - 4,742	6	4							
STAFF NURSE II	BEU HEALTH CENTER	3,583	1	1							
PROGRAM DIRECTOR	Various	3,707 - 6,651	19	13	3	1	2				
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUCT	3,750	1	1							
ACCOUNTING ASSOCIATE	Various	3,767 - 5,333	7	7							
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3,779	1	1							
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3,791 - 4,229	2	2	1			1			
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	3,810	1								
BUSINESS MANAGER	Various	3,810	3	3							

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ADMINISTRATIVE ASSISTANT	Various	3,810 - 4,367	8	8							
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3,810 - 5,518	3	3							
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	3,886	1	1							
TELEVISION DIRECTOR-PRODUCER	TELEVISION SERVICES	3,886 - 4,273	2								
BUDGET ANALYST	BUDGET OFFICE	3,892	1	1							
HOUSING ADMINISTRATOR	Various	3,905 - 3,983	2	2							
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	3,947	1								
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	3,989	1	1							
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4,100 - 4,296	3	1							
CHIEF BROADCASTING ENGINEER	Various	4,103 - 5,318	3								
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4,206	1								
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	4,311	1	1							
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4,397	1								
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4,466	1	1							
COMMUNICATIONS TECHNICIAN III	TELECOMMUNICATIONS SERVICES	4,505	1								
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4,620 - 10,205	25	5							
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4,676	1	1							
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4,820	1								

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4,837 - 7,787	2	2							
SENIOR BUDGET ANALYST	BUDGET OFFICE	4,877	1	1							
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4,877 - 6,690	2	1							
CENTRAL STORES MANAGER II	FACILITIES MANAGEMENT STORES	4,901	1	1							
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	4,943	1	1							
POLICE OFFICER	PUBLIC SAFETY	4,981 - 6,284	9	2	1		1				
DEPUTY DIRECTOR	Various	5,357 - 7,363	6	2							
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5,777	1	1							
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6,091	1								
ASSISTANT COMPTROLLER	Various	6,170 - 7,083	2	2							
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6,222	1	1							
BURSAR	BILLING AND RECEIVABLES	6,250	1	1							
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6,527 - 9,457	2	1							
UNIVERSITY BUDGET OFFICER	BUDGET OFFICE	6,690	1	1							
POLICE CORPORAL	PUBLIC SAFETY	6,912	4								
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7,180	1								
POLICE SERGEANT	PUBLIC SAFETY	7,604	4		1	1					
NURSE PRACTITIONER	BEU HEALTH CENTER	7,818 - 8,800	3	2							
POLICE CAPTAIN	PUBLIC SAFETY	9,200	1								

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Basic
08/09/2023

		Job Group Total	276	175	14	7	5	1	0	0	1
		<i>% of Total</i>		63.41	5.07	2.54	1.81	0.36	0.00	0.00	0.36

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
LIBRARY ASSISTANT	LIBRARIES	2,113	1	1							
OFFICE SUPPORT ASSOCIATE	Various	2,113 - 2,745	5	5							
LIBRARY SPECIALIST	LIBRARIES	2,160 - 2,501	5	3	1		1				
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2,188 - 2,407	3	2	1		1				
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2,272	2	2	2			1			1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2,274	1								
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2,318 - 2,337	2	2							
OFFICE SUPPORT SPECIALIST	Various	2,324 - 3,406	13	12							
HUMAN RESOURCE REPRESENTATIVE	HUMAN RESOURCES	2,326	1		1		1				
OFFICE MANAGER	Various	2,326 - 3,676	30	28	2		1			1	
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2,364	1								
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2,418	1								
PHLEBOTOMIST	BEU HEALTH CENTER	2,568	1	1							
OFFICE ADMINISTRATOR	Various	2,632 - 4,295	7	7							
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2,643	1	1							
RETAIL ASSOCIATE	UU BOOKSTORE	2,724	1	1							
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2,782	1	1							
STOREKEEPER III	BIOLOGICAL SCIENCES	2,811	1	1							
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2,815	1	1							

Continued...

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CASHIER III	UU SERVICE CENTER	2,825	1	1							
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	2,923	1								
ACCOUNTING OFFICER	Various	2,928 - 3,572	3	3							
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	2,940	1	1							
ACCOUNTING SPECIALIST	UU BOOKSTORE	2,958	1								
RETAIL SUPERVISOR	UU BOOKSTORE	2,963	1	1							
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	2,978	1								
ADMINISTRATIVE AIDE	Various	3,038 - 4,118	4	4							
PHYSICAL SCIENCE TECH. ASST.	Various	3,038 - 4,769	2	2	2			2			
HOUSING OFFICER	UHDS ADMINISTRATIVE	3,113	1	1							
ACCOUNTANT II	BUSINESS SERVICES	3,164	1	1							
PAYROLL SPECIALIST III	PAYROLL OFFICE	3,223	1	1							
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3,538	1	1							
TECHNICAL DIRECTOR	MUSIC	3,744	1	1							
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	3,752	1	1							
RETAIL MANAGER	UU BOOKSTORE	4,191 - 4,275	2	1							
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4,195	1	1	1	1					
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5,585	1	1							
Job Group Total			103	89	10	1	4	3	1	0	1
<i>% of Total</i>				<i>86.41</i>	<i>9.71</i>	<i>0.97</i>	<i>3.88</i>	<i>2.91</i>	<i>0.97</i>	<i>0.00</i>	<i>0.97</i>

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2,820	1								
MAINTENANCE REPAIR/WORKER	BUILDING MAINTENANCE	3,705	1								
STEAM AND POWER PLANT I	HEATING PLANT	4,222	3								
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5,177 - 5,421	2								
ROOFER	BUILDING MAINTENANCE	5,525	1								
BRICKMASON	BUILDING MAINTENANCE	5,527	1								
CARPENTER	BUILDING MAINTENANCE	5,702	7		1						1
STEAM AND POWER PLANT II	HEATING PLANT	5,909	6								
PLUMBER	BUILDING MECHANICAL MAINTENANC	6,216	4								
CARPENTER FOREMAN	BUILDING MAINTENANCE	6,272	1								
PAINTER	BUILDING MAINTENANCE	6,328	2								
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6,435	1								
TEMPERATURE CONTROL MECHANIC	Various	6,435	2								
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6,435 - 7,652	4								
BUILDING OPERATING ENGINEER	Various	6,512	5								
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6,512	2								

Continued...

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6,512	1								
ELECTRICIAN	Various	6,671	3								
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	6,828	1								
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	6,828	1								
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7,338	1								
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7,511	1								
Job Group Total			51	0	1	0	0	0	0	0	1
<i>% of Total</i>				0.00	1.96	0.00	0.00	0.00	0.00	0.00	1.96

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2,149	1	1							
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2,314	1								
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2,314	1		1			1			
PARKING SERVICES AGENT II	PARKING OPERATIONS	2,403	1		1	1					
MAIL MESSENGER	Various	2,567 - 2,766	2	2							
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2,688	1	1							
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2,692	1	1							
STOREKEEPER I	UU BOOKSTORE	2,699	1								
BUILDING SERVICE WORKER	Various	2,818 - 4,080	84	26	8	6		1			1
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,038 - 3,922	2								
GROUNDS WORKER	Various	3,219 - 3,380	7	1							
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3,367	2	1							
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,538 - 5,058	2								
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3,556	1								
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3,598	1								
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3,669	1		1					1	
GARAGE FOREMAN	TRANSPORTATION SERVICES	3,926	1								
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4,024	1								

Continued...

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Basic
08/09/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
BUILDING SERVICE FOREMAN	Various	4,701	6	2	1	1					
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5,171	1								
Job Group Total			118	35	12	8	0	2	1	0	1
<i>% of Total</i>				29.66	10.17	6.78	0.00	1.69	0.85	0.00	0.85
Facility Total			1248	621	203	47	31	77	4	1.00	25.00
<i>% of Total</i>				49.76	16.27	3.77	2.48	6.17	0.32	0.08	2.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3,084	3	1	Male	2	2						
					Female	1		1					
ADMISSIONS COUNSELOR	Various	3,207 - 5,763	11	5	Male	3	1		2				
					Female	8	5	2	1				
ACADEMIC ADVISOR	Various	3,286 - 6,219	13	3	Male	3	2	1					
					Female	10	8	2					
RECRUITMENT COORDINATOR	MUSIC	3,297	1		Male								
					Female	1	1						
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3,488 - 6,250	2		Male	1	1						
					Female	1	1						
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3,527	1		Male	1	1						
					Female								
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3,570	1		Male								
					Female	1	1						
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3,570 - 6,339	6	1	Male	1		1					
					Female	5	5						
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4,125 - 5,913	3	1	Male	1							1
					Female	2	2						
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS	4,200	1		Male	1	1						
					Female								
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	4,378	1		Male								
					Female	1	1						
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	4,449 - 6,570	3		Male								
					Female	3	3						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL /PUBLIC SERVICE RAD	4,543	1		Male Female	1	1						
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4,583	1		Male Female	1	1						
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	4,874 - 5,223	3		Male Female	2 1	2 1						
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR STEWARDS	DEVELOPMENT OFFICE	4,917	1		Male Female	1	1						
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5,100	1		Male Female	1	1						
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT & SUCCESS	5,417	1		Male Female	1	1						
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5,582	1		Male Female	1	1						
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	RETENTION	5,684 - 6,424	2		Male Female	2	2						
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5,692 - 6,527	5		Male Female	5	5						
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5,734	1		Male Female	1	1						
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	5,951	1		Male Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	5,993	1		Male								
					Female	1	1						
STUDENT LEGAL ADVOCATE	LEGAL SERVICES	6,044	1		Male								
					Female	1	1						
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6,057	1		Male								
					Female	1	1						
MANAGER, RADIO OPERATIONS	EDUCATIONAL /PUBLIC SERVICE RAD	6,057	1		Male								
					Female	1	1						
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6,065	1		Male								
					Female	1	1						
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS CENTER	STUDENT DEVELOPMENT & SUCCESS	6,120	1		Male								
					Female	1	1						
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6,120	1	1	Male	1		1					
					Female								
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6,120	1		Male	1	1						
					Female								
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6,120	1		Male								
					Female	1	1						
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6,205	1		Male								
					Female	1	1						
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	6,250	3		Male								
					Female	3	3						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6,490	1		Male								
					Female	1	1						
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6,544	1		Male								
					Female	1	1						
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6,767	1	1	Male	1			1				
					Female								
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7,041	1		Male								
					Female	1	1						
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS	7,083	1	1	Male								
					Female	1							
DIRECTOR, PURCHASING	PURCHASING OFFICE	7,226	1		Male								
					Female	1	1						
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7,500	1		Male								
					Female	1	1						
REGISTRAR	REGISTRAR	7,565	1		Male								
					Female	1	1						
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7,579	1		Male								
					Female	1	1						
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7,650	1		Male								
					Female	1	1						
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,928	1		Male								
					Female	1	1						
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8,074	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8,330	1		Male								
					Female	1	1						
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8,334	1		Male								
					Female	1	1						
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8,357	1		Male	1	1						
					Female								
EXECUTIVE DIRECTOR OF RETENTION INITIATIVES	RETENTION	8,501	1		Male	1	1						
					Female								
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8,667	1		Male								
					Female	1	1						
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	8,917	1		Male	1	1						
					Female								
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISK MGT	VICE PRESIDENT FOR STUDENT	9,334	1		Male	1	1						
					Female								
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	9,501	1		Male	1	1						
					Female								
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	9,751	1		Male								
					Female	1	1						
DIRECTOR, SCHOOL OF NURSING	NURSING	10,102	1		Male								
					Female	1	1						
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10,167	1		Male								
					Female	1	1						
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	10,751	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	10,834	1		Male Female	1	1						
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11,001	1		Male Female	1	1						
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND	11,083	1		Male Female	1	1						
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11,250	1	1	Male Female	1		1					
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11,364	1		Male Female	1	1						
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	11,407	1		Male Female	1	1						
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS	11,417	1		Male Female	1	1						
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11,417	1	1	Male Female	1			1				
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	11,417	1	1	Male Female	1		1					
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS	11,500	1		Male Female	1	1						
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	11,567	1	1	Male Female	1			1				
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11,652	1		Male Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12,027	1		Male Female	1	1						
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMINISTRATION	LAW ENFORCEMENT AND	12,211	1		Male Female	1	1						
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12,334	1	1	Male Female	1		1					
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	12,500	1		Male Female	1	1						
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12,500	1		Male Female	1	1						
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12,667	1		Male Female	1	1						
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	12,736	1		Male Female	1	1						
ASSOC PROV & ASSOC VP UG STUDIES & STRG PLANNING	PROVOST & ACADEMIC VICE PRESID	12,792	1		Male Female	1	1						
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUDIES	BIOLOGICAL SCIENCES	12,865	1	1	Male Female	1			1				
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS	VP FOR QUAD CITIES CAMPUS	12,917	1		Male Female	1	1						
DIRECTOR, SCHOOL OF ACCT, FIN, ECON & DECISION SCI	SCHOOL OF ACCOUNTING, FINANCE, E	13,250	1		Male Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SENIOR ASSOC PROV FOR BUDGET, PERSONNEL, & RESEARCH	PROVOST & ACADEMIC VICE PRESID	13,330	1		Male	1	1						
					Female								
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT	13,750	1		Male	1	1						
					Female								
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND	13,829	1	1	Male								
					Female	1			1				
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS	13,865	1		Male	1	1						
					Female								
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMEN	15,000	1		Male								
					Female	1	1						
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS	15,334	1		Male	1	1						
					Female								
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE	18,417	1		Male	1	1						
					Female								
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	19,167	1		Male	1	1						
					Female								
PRESIDENT	PRESIDENT'S OFFICE	26,667	1	1	Male	1						1	
					Female								
Job Group Total			133	22	Male	52	39	5	6	1	0	0	1
<i>% of Total</i>				16.54	<i>% of Total</i>	39.10	29.32	3.76	4.51	.75	.00	.00	.75
					Female	81	72	6	2	0	0	0	0
					<i>% of Total</i>	60.90	54.14	4.51	1.50	.00	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 11 TF-AGRICULTURE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, AGRICULTURE	AGRICULTURE	6,887 - 7,108	2	1	Male	1	1						
					Female	1			1				
ASSOCIATE PROFESSOR, AGRICULTURE	AGRICULTURE	8,101 - 9,541	3		Male	2	2						
					Female	1	1						
PROFESSOR, AGRICULTURE	AGRICULTURE	9,786 - 12,221	4		Male	4	4						
					Female								
Job Group Total			9	1	Male	7	7	0	0	0	0	0	0
<i>% of Total</i>				<i>11.11</i>	<i>% of Total</i>	<i>77.78</i>	<i>77.78</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	2	1	0	1	0	0	0	0
					<i>% of Total</i>	<i>22.22</i>	<i>11.11</i>	<i>.00</i>	<i>11.11</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 12 TF-ART AND DESIGN

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, ART AND DESIGN	ART AND DESIGN	6,426	1	1	Male								
					Female	1							
ASSOCIATE PROFESSOR, ART AND DESIGN	ART AND DESIGN	8,622 - 9,194	2	1	Male	2	1			1			
					Female								
PROFESSOR, ART AND DESIGN	ART AND DESIGN	10,123 - 12,794	9	1	Male	5	4						1
					Female	4	4						
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12,458	1		Male								
					Female	1	1						
Job Group Total			13	3	Male	7	5	0	0	1	0	0	1
<i>% of Total</i>				23.08	<i>% of Total</i>	53.85	38.46	.00	.00	7.69	.00	.00	7.69
					Female	6	5	0	0	0	0	0	0
					<i>% of Total</i>	46.15	38.46	.00	.00	.00	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 14 TF-CHEMISTRY

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, CHEMISTRY	CHEMISTRY	6,426	3	1	Male	3	2			1			
					Female								
ASSOCIATE PROFESSOR, CHEMISTRY	CHEMISTRY	7,928 - 8,622	3	1	Male	2	1			1			
					Female	1	1						
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8,668	1	1	Male	1				1			
					Female								
PROFESSOR, CHEMISTRY	CHEMISTRY	10,307 - 11,950	2	2	Male	1				1			
					Female	1				1			
Job Group Total			9	5	Male	7	3	0	0	4	0	0	0
<i>% of Total</i>				55.56	<i>% of Total</i>	77.78	33.33	.00	.00	44.44	.00	.00	.00
					Female	2	1	0	0	1	0	0	0
					<i>% of Total</i>	22.22	11.11	.00	.00	11.11	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 15 TF-COMMUNICATION

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, COMMUNICATION	COMMUNICATION	6,744 - 6,834	2	2	Male	1							
					Female	1							1
ASSOCIATE PROFESSOR, COMMUNICATION	COMMUNICATION	8,275 - 9,241	2		Male	2	2						
					Female								
PROFESSOR, COMMUNICATION	COMMUNICATION	10,307 - 11,544	3		Male	3	3						
					Female								
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATION	11,204	1		Male	1	1						
					Female								
Job Group Total			8	2	Male	7	6	0	0	0	0	0	0
<i>% of Total</i>				<i>25.00</i>	<i>% of Total</i>	<i>87.50</i>	<i>75.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	1	0	0	0	0	0	0	1
					<i>% of Total</i>	<i>12.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>12.50</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 17 TF-COMPUTER SCIENCES

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	8,330 - 9,999	4	3	Male Female	4	1		1				2
PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10,277 - 13,939	8	6	Male Female	7 1	2			5 1			
ASSOCIATE PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10,500 - 10,513	2	1	Male Female	2	1						
Job Group Total			14	10	Male	13	4	0	1	5	0	0	2
<i>% of Total</i>				71.43	<i>% of Total</i>	92.86	28.57	.00	7.14	35.71	.00	.00	14.29
<i>% of Total</i>					<i>% of Total</i>	7.14	.00	.00	.00	7.14	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 18 TF-COUNSELOR EDUCATION

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	6,579 - 6,775	3	1	Male								
					Female	3	2						
ASSOCIATE PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	7,928	1		Male	1	1						
					Female								
PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	10,307 - 13,276	4		Male	1	1						
					Female	3	3						
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION	COUNSELOR EDUCATION	11,552	1		Male								
					Female	1	1						
Job Group Total			9	1	Male	2	2	0	0	0	0	0	0
<i>% of Total</i>				<i>11.11</i>	<i>% of Total</i>	<i>22.22</i>	<i>22.22</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	7	6	0	0	0	0	0	0
					<i>% of Total</i>	<i>77.78</i>	<i>66.67</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 2 NON-TENURED FACULTY

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR	Various	3,467 - 9,294	56	10	Male	18	13		1	1			1
					Female	38	33	1	1	2		1	
ASSOCIATE INSTRUCTOR	Various	4,901 - 8,913	11	1	Male	1	1						
					Female	10	9			1			
ASSISTANT PROFESSOR UNIT B	Various	5,174 - 9,784	10		Male	3	3						
					Female	7	7						
SENIOR INSTRUCTOR	Various	5,230 - 8,064	12	1	Male	4	4						
					Female	8	7		1				
LECTURER	Various	5,556	2	2	Male	2			1				
					Female								
ASSISTANT PROFESSOR	Various	6,630 - 7,027	3		Male	2	2						
					Female	1	1						
DIRECTOR, SCHOOL OF MANAGEMENT	MANAGEMENT AND MARKETING	12,727	1	1	Male	1				1			
					Female								
Job Group Total			95	15	Male	31	23	0	2	2	0	0	1
<i>% of Total</i>				15.79	<i>% of Total</i>	32.63	24.21	.00	2.11	2.11	.00	.00	1.05
					Female	64	57	1	2	3	0	0	1
					<i>% of Total</i>	67.37	60.00	1.05	2.11	3.16	.00	.00	1.05

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 22 TF-SCHOOL OF EDUCATION

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+	
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	6,426 - 6,664	8	2	Male	3	2						1	
					Female	5	4					1		
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	7,928 - 9,367	3	1	Male	2	2							
					Female	1				1				
PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	9,613 - 12,633	13	4	Male	4	3	1						
					Female	9	6			3				
Job Group Total			24	7	Male	9	7	1	0	0	0	0	1	
<i>% of Total</i>					<i>% of Total</i>	37.50	29.17	4.17	.00	.00	.00	.00	.00	4.17
					Female	15	10	0	0	4	0	0	0	1
					<i>% of Total</i>	62.50	41.67	.00	.00	16.67	.00	.00	.00	4.17

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 26 TF-FOREIGN LANGUAGES AND LITER

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES AND LITERAT	FOREIGN LANGUAGES AND LITERATU	8,101 - 9,402	4	3	Male	2	1	1					
					Female	2			2				
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10,532	1	1	Male	1			1				
					Female								
Job Group Total			5	4	Male	3	1	1	1	0	0	0	0
<i>% of Total</i>				<i>80.00</i>	<i>% of Total</i>	<i>60.00</i>	<i>20.00</i>	<i>20.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	2	0	0	2	0	0	0	0
					<i>% of Total</i>	<i>40.00</i>	<i>.00</i>	<i>.00</i>	<i>40.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 29 TF-HEALTH SCIENCES AND SOCIAL

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL	6,426 - 6,664	2		Male								
					Female	2	2						
ASSOCIATE PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL	9,020 - 9,194	3	1	Male	1							1
					Female	2	2						
PROFESSOR, HEALTH SCIENCES AND SOCIAL WORK	HEALTH SCIENCES AND SOCIAL	10,136 - 10,307	3	1	Male								
					Female	3	2			1			
Job Group Total			8	2	Male	1	0	0	0	0	0	0	1
<i>% of Total</i>				<i>25.00</i>	<i>% of Total</i>	<i>12.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>12.50</i>
					Female	7	6	0	0	1	0	0	0
					<i>% of Total</i>	<i>87.50</i>	<i>75.00</i>	<i>.00</i>	<i>.00</i>	<i>12.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
POSTDOCTORAL SCHOLAR	COUNSELING CENTER	1,951	1		Male								
					Female	1	1						
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2,546 - 3,970	10	3	Male	9	6			2	1		
					Female	1	1						
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	2,964	1		Male	1	1						
					Female								
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1		Male	1	1						
					Female								
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1		Male								
					Female	1	1						
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	2,978 - 6,799	45	2	Male	32	30			2			
					Female	13	13						
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3,125	1	1	Male	1		1					
					Female								
COSTUME SHOP MANAGER	THEATRE AND DANCE	3,190	1		Male								
					Female	1	1						
RESEARCH AGRONOMIST	Various	3,230 - 4,000	2	1	Male	2	1						
					Female								
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3,333 - 4,676	3		Male	1	1						
					Female	2	2						
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3,401	1		Male								
					Female	1	1						
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3,401	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3,717	1		Male								
					Female	1	1						
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3,750	1		Male	1	1						
					Female								
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3,750 - 7,500	8	3	Male	8	5	3					
					Female								
COUNSELOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	3,988 - 6,342	4	1	Male	1	1						
					Female	3	2		1				
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4,000 - 5,250	3	1	Male	3	2	1					
					Female								
STAFF ACCOMPANIST	MUSIC	4,182 - 5,167	2	2	Male	1				1			
					Female	1							1
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4,308 - 4,675	2		Male								
					Female	2	2						
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4,416	1		Male								
					Female	1	1						
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4,597	1		Male	1	1						
					Female								
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4,676	1	1	Male								
					Female	1							1
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5,250	1		Male	1	1						
					Female								
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND TECH	5,500	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5,750	1		Male								
					Female	1	1						
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	5,833	1		Male	1	1						
					Female								
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6,163	1		Male	1	1						
					Female								
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	6,300	1		Male								
					Female	1	1						
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6,401	1		Male	1	1						
					Female								
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6,885	1		Male	1	1						
					Female								
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	7,884	1		Male	1	1						
					Female								
ASSOCIATE PROFESSOR	LIBRARIES	8,084	1		Male								
					Female	1	1						
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8,501	1		Male								
					Female	1	1						
PROFESSOR	LIBRARIES	10,557 - 12,504	5		Male	5	5						
					Female								
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12,675	1		Male	1	1						
					Female								
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15,000	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
STAFF PHYSICIAN	BEU HEALTH CENTER	15,948 - 16,507	2		Male	2	2						
					Female								
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16,443	1		Male	1	1						
					Female								
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	16,667	1		Male	1	1						
					Female								
Job Group Total			114	15	Male	80	68	5	0	5	1	0	0
<i>% of Total</i>				13.16	<i>% of Total</i>	70.18	59.65	4.39	.00	4.39	.88	.00	.00
					Female	34	31	0	1	0	0	0	2
					<i>% of Total</i>	29.82	27.19	.00	.88	.00	.00	.00	1.75

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 30 TF-HISTORY

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR, HISTORY	HISTORY	9,367	1		Male								
					Female	1	1						
PROFESSOR, HISTORY	HISTORY	10,307 - 12,564	6	2	Male	5	4						1
					Female	1				1			
CHAIRPERSON, DEPT OF HISTORY	HISTORY	10,732	1		Male	1	1						
					Female								
Job Group Total			8	2	Male	6	5	0	0	0	0	0	1
<i>% of Total</i>				<i>25.00</i>	<i>% of Total</i>	<i>75.00</i>	<i>62.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>12.50</i>
					Female	2	1	0	0	1	0	0	0
					<i>% of Total</i>	<i>25.00</i>	<i>12.50</i>	<i>.00</i>	<i>.00</i>	<i>12.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 31 TF-KINESIOLOGY

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPi	Two+
ASSISTANT PROFESSOR, KINESIOLOGY	KINESIOLOGY	6,555 - 6,887	4	3	Male	3	1		1				1
					Female	1						1	
ASSOCIATE PROFESSOR, KINESIOLOGY	KINESIOLOGY	8,642 - 8,866	3		Male	2	2						
					Female	1	1						
PROFESSOR, KINESIOLOGY	KINESIOLOGY	10,136 - 11,135	5		Male	2	2						
					Female	3	3						
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11,555	1		Male	1	1						
					Female								
Job Group Total			13	3	Male	8	6	0	1	0	0	0	1
<i>% of Total</i>				23.08	<i>% of Total</i>	61.54	46.15	.00	7.69	.00	.00	.00	7.69
					Female	5	4	0	0	0	0	0	1
					<i>% of Total</i>	38.46	30.77	.00	.00	.00	.00	.00	7.69

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND	6,426 - 7,027	8		Male	7	7						
					Female	1	1						
ASSOCIATE PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND	7,928 - 9,194	4	1	Male	3	2	1					
					Female	1	1						
PROFESSOR, LAW ENFORCEMENT AND JUSTICE ADMINISTRAT	LAW ENFORCEMENT AND	10,133 - 11,469	7	2	Male	7	5	2					
					Female								
Job Group Total			19	3	Male	17	14	3	0	0	0	0	0
<i>% of Total</i>				15.79	<i>% of Total</i>	89.47	73.68	15.79	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					<i>% of Total</i>	10.53	10.53	.00	.00	.00	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 34 TF-MANAGEMENT AND MARKETING

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10,346 - 13,752	5	3	Male	3	1			1			1
					Female	2	1	1					
ASSOCIATE PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10,427 - 13,600	5	4	Male	5	1			4			
					Female								
ASSISTANT PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	11,085 - 12,411	2		Male								
					Female	2	2						
Job Group Total			12	7	Male	8	2	0	0	5	0	0	1
<i>% of Total</i>				58.33	<i>% of Total</i>	66.67	16.67	.00	.00	41.67	.00	.00	8.33
Job Group Total					Female	4	3	1	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	33.33	25.00	8.33	.00	.00	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 35 TF-MATHEMATICS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR, MATHEMATICS	MATHEMATICS	7,928 - 9,559	8	1	Male	4	4						
					Female	4	3			1			
PROFESSOR, MATHEMATICS	MATHEMATICS	9,786 - 11,271	11	2	Male	9	7	1		1			
					Female	2	2						
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11,253	1		Male								
					Female	1	1						
Job Group Total			20	3	Male	13	11	1	0	1	0	0	0
<i>% of Total</i>				<i>15.00</i>	<i>% of Total</i>	<i>65.00</i>	<i>55.00</i>	<i>5.00</i>	<i>.00</i>	<i>5.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Job Group Total			20	3	Female	7	6	0	0	1	0	0	0
<i>% of Total</i>					<i>% of Total</i>	<i>35.00</i>	<i>30.00</i>	<i>.00</i>	<i>.00</i>	<i>5.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 36 TF-MUSIC

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, MUSIC	MUSIC	6,426 - 6,857	18	11	Male	10	4	1	1	3			
					Female	8	3			1			
ASSOCIATE PROFESSOR, MUSIC	MUSIC	7,928 - 9,194	6		Male	4	4						
					Female	2	2						
PROFESSOR, MUSIC	MUSIC	9,925 - 12,629	10		Male	9	9						
					Female	1	1						
Job Group Total			34	11	Male	23	17	1	1	3	0	0	0
<i>% of Total</i>				32.35	<i>% of Total</i>	67.65	50.00	2.94	2.94	8.82	.00	.00	.00
					Female	11	6	0	0	1	0	0	0
					<i>% of Total</i>	32.35	17.65	.00	.00	2.94	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 38 TF-PHYSICS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, PHYSICS	PHYSICS	10,123 - 11,000	4	4	Male	3			1	2			
					Female	1				1			
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11,498	1	1	Male	1				1			
					Female								
Job Group Total			5	5	Male	4	0	0	1	3	0	0	0
<i>% of Total</i>				<i>100.00</i>	<i>% of Total</i>	<i>80.00</i>	<i>.00</i>	<i>.00</i>	<i>20.00</i>	<i>60.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	1	0	0	0	1	0	0	0
					<i>% of Total</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 39 TF-POLITICAL SCIENCE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, POLITICAL SCIENCE	POLITICAL SCIENCE	10,133 - 12,340	8	3	Male	5	4			1			
					Female	3	1	1	1				
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10,431	1		Male	1	1						
					Female								
Job Group Total			9	3	Male	6	5	0	0	1	0	0	0
<i>% of Total</i>				33.33	<i>% of Total</i>	66.67	55.56	.00	.00	11.11	.00	.00	.00
					Female	3	1	1	1	0	0	0	0
					<i>% of Total</i>	33.33	11.11	11.11	11.11	.00	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2,476	1		Male								
					Female	1	1						
SENIOR LIBRARY SPECIALIST	LIBRARIES	2,500 - 3,086	5		Male	1	1						
					Female	4	4						
MEDICAL ASSISTANT	Various	2,568 - 2,769	3		Male								
					Female	3	3						
PROGRAM ASSISTANT	Various	2,632 - 3,214	7		Male								
					Female	7	7						
ADMISSIONS/RECORDS OFFICER	Various	2,665 - 3,311	15	1	Male	2	2						
					Female	13	12	1					
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2,674	1		Male								
					Female	1	1						
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2,792	1		Male								
					Female	1	1						
FINANCIAL AID COORDINATOR	FINANCIAL AID	2,895 - 3,120	2		Male	1	1						
					Female	1	1						
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2,902 - 3,364	2		Male								
					Female	2	2						
FINANCIAL AID MANAGER	FINANCIAL AID	2,978	1		Male	1	1						
					Female								
MUSICAL INSTRUMENT SPECIALIST	MUSIC	2,978	1		Male	1	1						
					Female								
PROGRAM/STUDENT ADVISOR	Various	2,978 - 3,244	2		Male	1	1						
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROCUREMENT OFFICER	PURCHASING OFFICE	3,052	1		Male								
					Female	1	1						
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3,052 - 3,144	6		Male								
					Female	6	6						
PROGRAM COORDINATOR	Various	3,052 - 8,327	42	7	Male	11	8	2					1
					Female	31	27	2	2				
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3,102 - 3,179	2		Male	1	1						
					Female	1	1						
ADMISSIONS AND RECORDS COORDINATOR	Various	3,153 - 3,374	5		Male								
					Female	5	5						
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3,209 - 4,213	4		Male	2	2						
					Female	2	2						
GRAPHIC DESIGNER	Various	3,270 - 3,660	2		Male	1	1						
					Female	1	1						
RADIO STATION PRODUCTION SUPERVISOR	EDUCATIONAL /PUBLIC SERVICE RAD	3,291 - 4,875	4		Male	2	2						
					Female	2	2						
TELEVISION PRODUCTION COORDINATOR	TELEVISION SERVICES	3,312	1		Male	1	1						
					Female								
FACILITY OPERATIONS COORDINATOR	Various	3,368 - 4,640	5		Male	4	4						
					Female	1	1						
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3,368 - 6,639	7		Male	1	1						
					Female	6	6						
EVENTS ADMINISTRATOR ASSOCIATE	UU ADMINISTRATIVE	3,431	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
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Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
MEDIA WRITER/PRODUCER/ANNOUNCER II	EDUCATIONAL /PUBLIC SERVICE RAD	3,441	1		Male Female	1	1						
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3,470 - 5,080	4		Male Female	2 2	2 2						
COLLECTION MANAGER	BILLING AND RECEIVABLES	3,538	1		Male Female	1	1						
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3,538	1		Male Female	1	1						
MANAGER OF SPORTS FACILITIES	Various	3,538 - 3,668	2		Male Female	2	2						
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3,538 - 4,520	4		Male Female	4	4						
MARKETING ASSOCIATE	Various	3,538 - 4,742	6		Male Female	2 4	2 4						
STAFF NURSE II	BEU HEALTH CENTER	3,583	1		Male Female	1	1						
PROGRAM DIRECTOR	Various	3,707 - 6,651	19	3	Male Female	6 13	5 11	1	2				
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUCT	3,750	1		Male Female	1	1						
ACCOUNTING ASSOCIATE	Various	3,767 - 5,333	7		Male Female	7	7						
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3,779	1		Male Female	1	1						

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Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3,791 - 4,229	2	1	Male								
					Female	2	1			1			
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	3,810	1		Male	1	1						
					Female								
BUSINESS MANAGER	Various	3,810	3		Male								
					Female	3	3						
ADMINISTRATIVE ASSISTANT	Various	3,810 - 4,367	8		Male								
					Female	8	8						
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3,810 - 5,518	3		Male								
					Female	3	3						
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	3,886	1		Male								
					Female	1	1						
TELEVISION DIRECTOR-PRODUCER	TELEVISION SERVICES	3,886 - 4,273	2		Male	2	2						
					Female								
BUDGET ANALYST	BUDGET OFFICE	3,892	1		Male								
					Female	1	1						
HOUSING ADMINISTRATOR	Various	3,905 - 3,983	2		Male								
					Female	2	2						
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	3,947	1		Male	1	1						
					Female								
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	3,989	1		Male								
					Female	1	1						
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUCT	4,100 - 4,296	3		Male	2	2						
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHIEF BROADCASTING ENGINEER	Various	4,103 - 5,318	3		Male Female	3	3						
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATI ON	4,206	1		Male Female	1	1						
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	4,311	1		Male Female	1	1						
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURI NG LAB	4,397	1		Male Female	1	1						
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4,466	1		Male Female	1	1						
COMMUNICATIONS TECHNICIAN III	TELECOMMUN ICATIONS SERVICES	4,505	1		Male Female	1	1						
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4,620 - 10,205	25		Male Female	20	20						
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS	4,676	1		Male Female	1	1						
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4,820	1		Male Female	1	1						
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATI ONS	4,837 - 7,787	2		Male Female	2	2						
SENIOR BUDGET ANALYST	BUDGET OFFICE	4,877	1		Male Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4,877 - 6,690	2		Male	1	1						
					Female	1	1						
CENTRAL STORES MANAGER II	FACILITIES MANAGEMENT STORES	4,901	1		Male								
					Female	1	1						
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	4,943	1		Male								
					Female	1	1						
POLICE OFFICER	PUBLIC SAFETY	4,981 - 6,284	9	1	Male	7	6		1				
					Female	2	2						
DEPUTY DIRECTOR	Various	5,357 - 7,363	6		Male	4	4						
					Female	2	2						
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5,777	1		Male								
					Female	1	1						
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6,091	1		Male	1	1						
					Female								
ASSISTANT COMPROLLER	Various	6,170 - 7,083	2		Male								
					Female	2	2						
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6,222	1		Male								
					Female	1	1						
BURSAR	BILLING AND RECEIVABLES	6,250	1		Male								
					Female	1	1						
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6,527 - 9,457	2		Male	1	1						
					Female	1	1						
UNIVERSITY BUDGET OFFICER	BUDGET OFFICE	6,690	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
POLICE CORPORAL	PUBLIC SAFETY	6,912	4		Male	4	4						
					Female								
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7,180	1		Male	1	1						
					Female								
POLICE SERGEANT	PUBLIC SAFETY	7,604	4	1	Male	4	3	1					
					Female								
NURSE PRACTITIONER	BEU HEALTH CENTER	7,818 - 8,800	3		Male	1	1						
					Female	2	2						
POLICE CAPTAIN	PUBLIC SAFETY	9,200	1		Male	1	1						
					Female								
Job Group Total			276	14	Male	101	95	4	1	0	0	0	1
<i>% of Total</i>				5.07	<i>% of Total</i>	36.59	34.42	1.45	.36	.00	.00	.00	.36
					Female	175	167	3	4	1	0	0	0
					<i>% of Total</i>	63.41	60.51	1.09	1.45	.36	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 40 TF-PSYCHOLOGY

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	6,426 - 6,630	2	1	Male								
					Female	2	1						1
ASSOCIATE PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	8,101 - 9,244	5		Male	1	1						
					Female	4	4						
PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	9,960 - 12,971	10		Male	5	5						
					Female	5	5						
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	10,991	1		Male	1	1						
					Female								
Job Group Total			18	1	Male	7	7	0	0	0	0	0	0
<i>% of Total</i>				5.56	<i>% of Total</i>	38.89	38.89	.00	.00	.00	.00	.00	.00
					Female	11	10	0	0	0	0	0	1
					<i>% of Total</i>	61.11	55.56	.00	.00	.00	.00	.00	5.56

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 41 TF-RECREATION, PARK AND TOURIS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, RECREATION, PARK AND TOURISM	RECREATION, PARK AND TOURISM A	6,426	2	1	Male Female	2	1			1			
ASSOCIATE PROFESSOR, RECREATION, PARK AND TOURISM	RECREATION, PARK AND TOURISM A	8,101	2		Male Female	1 1	1 1						
PROFESSOR, RECREATION, PARK AND TOURISM ADMINISTRA	RECREATION, PARK AND TOURISM A	10,133 - 11,713	4	1	Male Female	2 2	2 1			1			
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK AND TOURISM A	10,546	1		Male Female	1	1						
Job Group Total			9	2	Male	4	4	0	0	0	0	0	0
<i>% of Total</i>				22.22	<i>% of Total</i>	44.44	44.44	.00	.00	.00	.00	.00	.00
					Female	5	3	0	0	2	0	0	0
					<i>% of Total</i>	55.56	33.33	.00	.00	22.22	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 43 TF-SOCIOLOGY AND ANTHROPOLOGY

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLO	6,426	1		Male Female	1	1						
ASSOCIATE PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLO	8,101 - 8,847	3	1	Male Female	1 2	2			1			
PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLO	9,960 - 11,900	8	2	Male Female	5 3	3	1		1			
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLO	10,932	1		Male Female	1	1						
Job Group Total			13	3	Male	7	4	1	0	2	0	0	0
<i>% of Total</i>				23.08	<i>% of Total</i>	53.85	30.77	7.69	.00	15.38	.00	.00	.00
Job Group Total			13	3	Female	6	6	0	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	46.15	46.15	.00	.00	.00	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 44 TF-THEATRE AND DANCE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	6,426 - 6,611	8		Male	5	5						
					Female	3	3						
ASSOCIATE PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	8,448 - 9,714	3		Male	1	1						
					Female	2	2						
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10,617	1		Male								
					Female	1	1						
PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	11,135	1		Male	1	1						
					Female								
Job Group Total			13	0	Male	7	7	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>53.85</i>	<i>53.85</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	6	6	0	0	0	0	0	0
					<i>% of Total</i>	<i>46.15</i>	<i>46.15</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 45 TF-SCHOOL OF ENGINEERING AND T

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND TECH	7,219 - 9,778	3	3	Male Female	1 2				2			1
ASSOCIATE PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND TECH	8,327 - 10,152	3	2	Male Female	3	1			1		1	
PROFESSOR, SCHOOL OF ENGINEERING AND TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	10,133 - 13,399	8	1	Male Female	6 2	5 2			1			
Job Group Total			14	6	Male	10	6	0	0	2	0	1	1
<i>% of Total</i>				42.86	<i>% of Total</i>	71.43	42.86	.00	.00	14.29	.00	7.14	7.14
					Female	4	2	0	0	2	0	0	0
					<i>% of Total</i>	28.57	14.29	.00	.00	14.29	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 49 TF-INSTITUTE FOR RURAL AFFAIRS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, INSTITUTE FOR RURAL AFFAIRS	INSTITUTE FOR RURAL AFFAIRS	11,962	1	1	Male Female	1				1			
Job Group Total			1	1	Male	1	0	0	0	1	0	0	0
<i>% of Total</i>				<i>100.00</i>	<i>% of Total</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	0	0	0	0	0	0	0	0
					<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
LIBRARY ASSISTANT	LIBRARIES	2,113	1		Male								
					Female	1	1						
OFFICE SUPPORT ASSOCIATE	Various	2,113 - 2,745	5		Male								
					Female	5	5						
LIBRARY SPECIALIST	LIBRARIES	2,160 - 2,501	5	1	Male	2	1		1				
					Female	3	3						
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2,188 - 2,407	3	1	Male	1	1						
					Female	2	1		1				
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2,272	2	2	Male								
					Female	2				1			1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2,274	1		Male	1	1						
					Female								
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2,318 - 2,337	2		Male								
					Female	2	2						
OFFICE SUPPORT SPECIALIST	Various	2,324 - 3,406	13		Male	1	1						
					Female	12	12						
HUMAN RESOURCE REPRESENTATIVE	HUMAN RESOURCES	2,326	1	1	Male	1			1				
					Female								
OFFICE MANAGER	Various	2,326 - 3,676	30	2	Male	2	2						
					Female	28	26		1		1		
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2,364	1		Male	1	1						
					Female								
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2,418	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PHLEBOTOMIST	BEU HEALTH CENTER	2,568	1		Male								
					Female	1	1						
OFFICE ADMINISTRATOR	Various	2,632 - 4,295	7		Male								
					Female	7	7						
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2,643	1		Male								
					Female	1	1						
RETAIL ASSOCIATE	UU BOOKSTORE	2,724	1		Male								
					Female	1	1						
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2,782	1		Male								
					Female	1	1						
STOREKEEPER III	BIOLOGICAL SCIENCES	2,811	1		Male								
					Female	1	1						
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2,815	1		Male								
					Female	1	1						
CASHIER III	UU SERVICE CENTER	2,825	1		Male								
					Female	1	1						
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	2,923	1		Male								
					Female	1	1						
ACCOUNTING OFFICER	Various	2,928 - 3,572	3		Male								
					Female	3	3						
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	2,940	1		Male								
					Female	1	1						
ACCOUNTING SPECIALIST	UU BOOKSTORE	2,958	1		Male								
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
RETAIL SUPERVISOR	UU BOOKSTORE	2,963	1		Male								
					Female	1	1						
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	2,978	1		Male	1	1						
					Female								
ADMINISTRATIVE AIDE	Various	3,038 - 4,118	4		Male								
					Female	4	4						
PHYSICAL SCIENCE TECH. ASST.	Various	3,038 - 4,769	2	2	Male								
					Female	2				2			
HOUSING OFFICER	UHDS ADMINISTRATI VE	3,113	1		Male								
					Female	1	1						
ACCOUNTANT II	BUSINESS SERVICES	3,164	1		Male								
					Female	1	1						
PAYROLL SPECIALIST III	PAYROLL OFFICE	3,223	1		Male								
					Female	1	1						
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3,538	1		Male								
					Female	1	1						
TECHNICAL DIRECTOR	MUSIC	3,744	1		Male								
					Female	1	1						
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	3,752	1		Male								
					Female	1	1						
RETAIL MANAGER	UU BOOKSTORE	4,191 - 4,275	2		Male	1	1						
					Female	1	1						
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATI VE	4,195	1	1	Male								
					Female	1		1					

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5,585	1		Male Female	1	1						
Job Group Total			103	10	Male	14	12	0	2	0	0	0	0
<i>% of Total</i>				<i>9.71</i>	<i>% of Total</i>	<i>13.59</i>	<i>11.65</i>	<i>.00</i>	<i>1.94</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	89	81	1	2	3	1	0	1
					<i>% of Total</i>	<i>86.41</i>	<i>78.64</i>	<i>.97</i>	<i>1.94</i>	<i>2.91</i>	<i>.97</i>	<i>.00</i>	<i>.97</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 51 TF-LIBERAL ARTS AND SCIENCES

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, LIBERAL ARTS AND SCIENCES	LIBERAL ARTS AND SCIENCES	10,133 - 11,610	3		Male Female	3	3						
Job Group Total			3	0	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	3	3	0	0	0	0	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 52 TF-BROADCASTING AND JOURNALISM

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTIN G AND JOURNALISM	6,426 - 6,914	3	3	Male Female	2 1		1					1
ASSOCIATE PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTIN G AND JOURNALISM	7,928	1	1	Male Female	1				1			
PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTIN G AND JOURNALISM	10,123	1	1	Male Female	1				1			
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTIN G AND JOURNALISM	10,435	1		Male Female	1	1						
Job Group Total			6	5	Male	4	1	1	0	1	0	0	1
<i>% of Total</i>				83.33	<i>% of Total</i>	66.67	16.67	16.67	.00	16.67	.00	.00	16.67
					Female	2	0	0	0	1	0	0	0
					<i>% of Total</i>	33.33	.00	.00	.00	16.67	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 53 TF-ENGLISH

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, ENGLISH	ENGLISH	6,426 - 6,700	2	1	Male	1				1			
					Female	1	1						
ASSOCIATE PROFESSOR, ENGLISH	ENGLISH	8,275 - 8,550	2		Male								
					Female	2	2						
PROFESSOR, ENGLISH	ENGLISH	10,171 - 12,417	12	2	Male	6	6						
					Female	6	4	1			1		
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11,030	1		Male								
					Female	1	1						
Job Group Total			17	3	Male	7	6	0	0	1	0	0	0
<i>% of Total</i>				17.65	<i>% of Total</i>	41.18	35.29	.00	.00	5.88	.00	.00	.00
					Female	10	8	1	0	0	1	0	0
					<i>% of Total</i>	58.82	47.06	5.88	.00	.00	5.88	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 54 TF-EARTH, ATMOSPHERIC, & GEOGR

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOCIATE PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAP	EARTH, ATMOSPHERIC, & GEOGRAPH	8,847 - 9,602	2	1	Male	1	1						
					Female	1				1			
PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAPHIC INFO S	EARTH, ATMOSPHERIC, & GEOGRAPH	9,786 - 12,971	6	2	Male	4	2			2			
					Female	2	2						
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERIC, & GEOGRAPH	10,872	1	1	Male	1		1					
					Female								
Job Group Total			9	4	Male	6	3	1	0	2	0	0	0
<i>% of Total</i>				44.44	<i>% of Total</i>	66.67	33.33	11.11	.00	22.22	.00	.00	.00
					Female	3	2	0	0	1	0	0	0
					<i>% of Total</i>	33.33	22.22	.00	.00	11.11	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 56 TF-SPEECH PATHOLOGY AND AUDIOL

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, SPEECH PATHOLOGY AND AUDIOLOG	SPEECH PATHOLOGY AND	7,797	2		Male Female	2	2						
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND	10,998	1		Male Female	1	1						
Job Group Total			3	0	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Job Group Total			3	0	Female	3	3	0	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	<i>100.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 57 TF-SCHOOL OF ACCOUNTING,FINANC

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,	SCHOOL OF ACCOUNTING, FINANCE,E	7,889 - 13,334	10	7	Male	5	3			1			
					Female	5				2			2
ASSOCIATE PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,	SCHOOL OF ACCOUNTING, FINANCE,E	9,439 - 15,611	4	2	Male	2	1			1			
					Female	2	1			1			
PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,ECONOMI CS	SCHOOL OF ACCOUNTING, FINANCE,E	10,435 - 15,978	7	4	Male	6	2			4			
					Female	1	1						
Job Group Total			21	13	Male	13	6	0	0	6	0	0	0
<i>% of Total</i>				<i>61.90</i>	<i>% of Total</i>	<i>61.90</i>	<i>28.57</i>	<i>.00</i>	<i>.00</i>	<i>28.57</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	8	2	0	0	3	0	0	2
					<i>% of Total</i>	<i>38.10</i>	<i>9.52</i>	<i>.00</i>	<i>.00</i>	<i>14.29</i>	<i>.00</i>	<i>.00</i>	<i>9.52</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 59 TF-WIU QC MUSEUM STUDIES

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, WIU QC MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,027	1		Male Female	1	1						
Job Group Total			1	0	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	1	1	0	0	0	0	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 6 SKILLED CRAFT

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2,820	1		Male	1	1						
					Female								
MAINTENANCE REPAIR/WORKER	BUILDING MAINTENANCE	3,705	1		Male	1	1						
					Female								
STEAM AND POWER PLANT I	HEATING PLANT	4,222	3		Male	3	3						
					Female								
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5,177 - 5,421	2		Male	2	2						
					Female								
ROOFER	BUILDING MAINTENANCE	5,525	1		Male	1	1						
					Female								
BRICKMASON	BUILDING MAINTENANCE	5,527	1		Male	1	1						
					Female								
CARPENTER	BUILDING MAINTENANCE	5,702	7	1	Male	7	6						1
					Female								
STEAM AND POWER PLANT II	HEATING PLANT	5,909	6		Male	6	6						
					Female								
PLUMBER	BUILDING MECHANICAL MAINTENANC	6,216	4		Male	4	4						
					Female								
CARPENTER FOREMAN	BUILDING MAINTENANCE	6,272	1		Male	1	1						
					Female								
PAINTER	BUILDING MAINTENANCE	6,328	2		Male	2	2						
					Female								
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6,435	1		Male	1	1						
					Female								

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 6 SKILLED CRAFT

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
TEMPERATURE CONTROL MECHANIC	Various	6,435	2		Male	2	2						
					Female								
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6,435 - 7,652	4		Male	4	4						
					Female								
BUILDING OPERATING ENGINEER	Various	6,512	5		Male	5	5						
					Female								
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6,512	2		Male	2	2						
					Female								
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6,512	1		Male	1	1						
					Female								
ELECTRICIAN	Various	6,671	3		Male	3	3						
					Female								
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	6,828	1		Male	1	1						
					Female								
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	6,828	1		Male	1	1						
					Female								
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7,338	1		Male	1	1						
					Female								
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7,511	1		Male	1	1						
					Female								
Job Group Total			51	1	Male	51	50	0	0	0	0	0	1
<i>% of Total</i>				1.96	<i>% of Total</i>	100.00	98.04	.00	.00	.00	.00	.00	1.96
					Female	0	0	0	0	0	0	0	0
					<i>% of Total</i>	.00	.00	.00	.00	.00	.00	.00	.00

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 7 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2,149	1		Male								
					Female	1	1						
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2,314	1		Male	1	1						
					Female								
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2,314	1	1	Male	1				1			
					Female								
PARKING SERVICES AGENT II	PARKING OPERATIONS	2,403	1	1	Male	1		1					
					Female								
MAIL MESSENGER	Various	2,567 - 2,766	2		Male								
					Female	2	2						
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2,688	1		Male								
					Female	1	1						
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2,692	1		Male								
					Female	1	1						
STOREKEEPER I	UU BOOKSTORE	2,699	1		Male	1	1						
					Female								
BUILDING SERVICE WORKER	Various	2,818 - 4,080	84	8	Male	58	52	4		1			1
					Female	26	24	2					
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,038 - 3,922	2		Male	2	2						
					Female								
GROUNDS WORKER	Various	3,219 - 3,380	7		Male	6	6						
					Female	1	1						
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3,367	2		Male	1	1						
					Female	1	1						

Continued...

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 7 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,538 - 5,058	2		Male	2	2						
					Female								
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3,556	1		Male	1	1						
					Female								
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND	3,598	1		Male	1	1						
					Female								
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3,669	1	1	Male	1					1		
					Female								
GARAGE FOREMAN	TRANSPORTATION SERVICES	3,926	1		Male	1	1						
					Female								
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4,024	1		Male	1	1						
					Female								
BUILDING SERVICE FOREMAN	Various	4,701	6	1	Male	4	3	1					
					Female	2	2						
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5,171	1		Male	1	1						
					Female								
Job Group Total			118	12	Male	83	73	6	0	2	1	0	1
<i>% of Total</i>				<i>10.17</i>	<i>% of Total</i>	<i>70.34</i>	<i>61.86</i>	<i>5.08</i>	<i>.00</i>	<i>1.69</i>	<i>.85</i>	<i>.00</i>	<i>.85</i>
					Female	35	33	2	0	0	0	0	0
					<i>% of Total</i>	<i>29.66</i>	<i>27.97</i>	<i>1.69</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

FY 23 Detailed
08/14/2023

Job Group: 9 TF-BIOLOGICAL SCIENCES

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	6,612	2	2	Male	1				1			
					Female	1							
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9,032	1		Male	1	1						
					Female								
PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9,960 - 12,294	7	2	Male	5	4	1					
					Female	2	1			1			
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12,193	1		Male	1	1						
					Female								
Job Group Total			11	4	Male	8	6	1	0	1	0	0	0
<i>% of Total</i>				36.36	<i>% of Total</i>	72.73	54.55	9.09	.00	9.09	.00	.00	.00
Facility Total			1248	203	Female	3	1	0	0	1	0	0	0
<i>% of Total</i>				16.27	<i>% of Total</i>	27.27	9.09	.00	.00	9.09	.00	.00	.00
Facility Total			1248	203	Male	627	505	31	16	49	2	1	15
<i>% of Total</i>				16.27	<i>% of Total</i>	50.24	40.46	2.48	1.28	3.93	.16	.08	1.20
Facility Total			1248	203	Female	621	540	16	15	28	2	0	10
<i>% of Total</i>				16.27	<i>% of Total</i>	49.76	43.27	1.28	1.20	2.24	.16	.00	.80

Factor Availabilities

FY 23 Detailed
08/14/2023

Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPi (%)	Two+ (%)
Factor 1 - Requisite Skills in Reasonable Recruiting Area								
1 TENURED FACULTY/OFFICIAL & MAN <i>Labor Area: United States</i>	62.43	26.32	13.58	7.78	3.32	0.99	0.14	0.50
11 TF-AGRICULTURE <i>Labor Area: SED (1998-2008)</i>	38.59	19.92	12.03	3.73	0.41	2.07	0.00	1.66
12 TF-ART AND DESIGN <i>Labor Area: SED (1998-2008)</i>	77.99	24.60	6.80	3.56	8.41	1.29	0.00	4.53
14 TF-CHEMISTRY <i>Labor Area: SED (1998-2008)</i>	33.80	21.80	3.64	3.94	10.74	0.37	0.00	3.10
15 TF-COMMUNICATION <i>Labor Area: SED (1998-2008)</i>	59.70	20.85	8.39	3.82	4.93	0.33	0.00	3.37
17 TF-COMPUTER SCIENCES <i>Labor Area: SED (1998-2008)</i>	18.61	28.43	2.54	2.50	19.12	0.29	0.00	3.98
18 TF-COUNSELOR EDUCATION <i>Labor Area: SED (1998-2008)</i>	69.02	24.86	13.50	6.17	2.15	0.75	0.00	2.29
2 NON-TENURED FACULTY <i>Labor Area: United States</i>	48.01	25.24	6.26	5.42	12.16	0.62	0.06	0.72
22 TF-SCHOOL OF EDUCATION <i>Labor Area: SED (1998-2008)</i>	74.47	23.44	12.08	4.26	3.04	0.87	0.00	3.20
26 TF-FOREIGN LANGUAGES AND LITER <i>Labor Area: SED (1998-2008)</i>	63.70	30.68	2.80	17.19	6.81	0.27	0.00	3.61
29 TF-HEALTH SCIENCES AND SOCIAL <i>Labor Area: SED (1998-2008)</i>	72.24	22.08	7.11	3.50	8.31	0.36	0.00	2.79
3 ADMINISTRATIVE STAFF/TECHNICIA <i>Labor Area: Illinois</i>	36.31	27.14	10.37	6.62	9.33	0.13	0.00	0.68
30 TF-HISTORY <i>Labor Area: SED (1998-2008)</i>	40.47	17.80	4.95	4.34	3.53	0.54	0.00	4.44
31 TF-KINESIOLOGY <i>Labor Area: SED (1998-2008)</i>	43.09	11.86	3.64	3.57	2.47	0.22	0.00	1.97
32 TF-LAW ENFORCEMENT AND JUSTICE <i>Labor Area: SED (1998-2008)</i>	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58
34 TF-MANAGEMENT AND MARKETING <i>Labor Area: SED (1998-2008)</i>	39.64	24.21	8.09	3.59	8.80	0.57	0.00	3.16

Factor Availabilities

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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
35 TF-MATHEMATICS <i>Labor Area: SED (1998-2008)</i>	29.74	20.60	3.06	3.62	10.34	0.24	0.00	3.35
36 TF-MUSIC <i>Labor Area: SED (1998-2008)</i>	49.31	15.79	5.68	2.91	4.43	0.14	0.00	2.63
38 TF-PHYSICS <i>Labor Area: SED (1998-2008)</i>	15.37	19.13	2.11	2.90	10.01	0.18	0.00	3.92
39 TF-POLITICAL SCIENCE <i>Labor Area: SED (1998-2008)</i>	38.45	20.04	6.65	4.46	4.72	0.48	0.00	3.73
4 PROFESSIONAL STAFF/PROTECTIVE <i>Labor Area: United States</i>	54.22	27.42	11.12	9.25	5.35	0.96	0.14	0.61
40 TF-PSYCHOLOGY <i>Labor Area: SED (1998-2008)</i>	68.80	21.10	5.86	6.78	4.60	0.68	0.00	3.17
41 TF-RECREATION, PARK AND TOURIS <i>Labor Area: SED (1998-2008)</i>	44.03	15.06	4.26	2.56	3.98	0.85	0.00	3.41
43 TF-SOCIOLOGY AND ANTHROPOLOGY <i>Labor Area: SED (1998-2008)</i>	62.06	25.51	9.19	6.60	5.64	0.66	0.00	3.43
44 TF-THEATRE AND DANCE <i>Labor Area: SED (1998-2008)</i>	58.18	14.66	4.55	4.20	1.93	0.45	0.00	3.52
45 TF-SCHOOL OF ENGINEERING AND T <i>Labor Area: SED (1998-2008)</i>	20.48	28.83	3.65	4.02	17.21	0.33	0.00	3.62
49 TF-INSTITUTE FOR RURAL AFFAIRS <i>Labor Area: SED (1998-2008)</i>	72.08	24.72	13.02	3.58	3.40	1.13	0.00	3.58
5 OFFICE & CLERICAL/PARA-PROFESS <i>Labor Area: Illinois</i>	77.23	31.45	14.67	11.60	4.41	0.30	0.07	0.41
51 TF-LIBERAL ARTS AND SCIENCES <i>Labor Area: SED (1998-2008)</i>	64.89	27.10	12.60	3.44	6.87	0.38	0.00	3.82
52 TF-BROADCASTING AND JOURNALISM <i>Labor Area: SED (1998-2008)</i>	54.41	22.87	9.13	3.91	6.22	0.61	0.00	2.99
53 TF-ENGLISH <i>Labor Area: SED (1998-2008)</i>	77.28	19.82	8.46	4.68	5.12	0.22	0.00	1.34
54 TF-EARTH, ATMOSPHERIC, & GEOGR <i>Labor Area: SED (1998-2008)</i>	29.52	14.44	2.02	2.59	6.28	0.33	0.00	3.22
56 TF-SPEECH PATHOLOGY AND AUDIOL <i>Labor Area: SED (1998-2008)</i>	78.31	17.64	7.75	3.15	4.38	0.22	0.00	2.13

Factor Availabilities

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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
57 TF-SCHOOL OF ACCOUNTING,FINANC <i>Labor Area: SED (1998-2008)</i>	45.62	23.27	8.24	2.78	9.47	0.51	0.00	2.27
59 TF-WIU QC MUSEUM STUDIES <i>Labor Area: United States</i>	48.01	25.24	6.26	5.42	12.16	0.62	0.06	0.72
6 SKILLED CRAFT <i>Labor Area: Illinois</i>	8.50	26.36	9.66	14.87	1.31	0.32	0.03	0.17
7 SERVICE MAINTENANCE <i>Labor Area: Illinois</i>	28.00	44.36	16.56	24.89	2.17	0.38	0.04	0.32
9 TF-BIOLOGICAL SCIENCES <i>Labor Area: SED (1998-2008)</i>	46.54	23.81	3.57	4.80	12.03	0.45	0.00	2.97

Factor Availabilities

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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPi (%)	Two+ (%)
Factor 2 - Promotable, Transferable, and Trainable within Organization								
1 TENURED FACULTY/OFFICIAL & MAN	-	-	-	-	-	-	-	-
11 TF-AGRICULTURE	-	-	-	-	-	-	-	-
12 TF-ART AND DESIGN	-	-	-	-	-	-	-	-
14 TF-CHEMISTRY	-	-	-	-	-	-	-	-
15 TF-COMMUNICATION	-	-	-	-	-	-	-	-
17 TF-COMPUTER SCIENCES	-	-	-	-	-	-	-	-
18 TF-COUNSELOR EDUCATION	-	-	-	-	-	-	-	-
2 NON-TENURED FACULTY	-	-	-	-	-	-	-	-
22 TF-SCHOOL OF EDUCATION	-	-	-	-	-	-	-	-
26 TF-FOREIGN LANGUAGES AND LITER	-	-	-	-	-	-	-	-
29 TF-HEALTH SCIENCES AND SOCIAL	-	-	-	-	-	-	-	-
3 ADMINISTRATIVE STAFF/TECHNICIA	-	-	-	-	-	-	-	-
30 TF-HISTORY	-	-	-	-	-	-	-	-
31 TF-KINESIOLOGY	-	-	-	-	-	-	-	-
32 TF-LAW ENFORCEMENT AND JUSTICE	-	-	-	-	-	-	-	-
34 TF-MANAGEMENT AND MARKETING	-	-	-	-	-	-	-	-
35 TF-MATHEMATICS	-	-	-	-	-	-	-	-
36 TF-MUSIC	-	-	-	-	-	-	-	-
38 TF-PHYSICS	-	-	-	-	-	-	-	-
39 TF-POLITICAL SCIENCE	-	-	-	-	-	-	-	-
4 PROFESSIONAL STAFF/PROTECTIVE	-	-	-	-	-	-	-	-
40 TF-PSYCHOLOGY	-	-	-	-	-	-	-	-
41 TF-RECREATION, PARK AND TOURIS	-	-	-	-	-	-	-	-
43 TF-SOCIOLOGY AND ANTHROPOLOGY	-	-	-	-	-	-	-	-
44 TF-THEATRE AND DANCE	-	-	-	-	-	-	-	-

Factor Availabilities

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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPi (%)	Two+ (%)
45 TF-SCHOOL OF ENGINEERING AND T	-	-	-	-	-	-	-	-
49 TF-INSTITUTE FOR RURAL AFFAIRS	-	-	-	-	-	-	-	-
5 OFFICE & CLERICAL/PARA-PROFESS	-	-	-	-	-	-	-	-
51 TF-LIBERAL ARTS AND SCIENCES	-	-	-	-	-	-	-	-
52 TF-BROADCASTING AND JOURNALISM	-	-	-	-	-	-	-	-
53 TF-ENGLISH	-	-	-	-	-	-	-	-
54 TF-EARTH, ATMOSPHERIC, & GEOGR	-	-	-	-	-	-	-	-
56 TF-SPEECH PATHOLOGY AND AUDIOL	-	-	-	-	-	-	-	-
57 TF-SCHOOL OF ACCOUNTING,FINANC	-	-	-	-	-	-	-	-
59 TF-WIU QC MUSEUM STUDIES	-	-	-	-	-	-	-	-
6 SKILLED CRAFT	-	-	-	-	-	-	-	-
7 SERVICE MAINTENANCE	-	-	-	-	-	-	-	-
9 TF-BIOLOGICAL SCIENCES	-	-	-	-	-	-	-	-

Factor Availabilities

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Job Group	Female (%)	Minority (%)
Factor 1 - Requisite Skills in Reasonable Recruiting Area		
1 TENURED FACULTY/OFFICIAL & MAN <i>Labor Area: United States</i>	62.43	26.32
11 TF-AGRICULTURE <i>Labor Area: SED (1998-2008)</i>	38.59	19.92
12 TF-ART AND DESIGN <i>Labor Area: SED (1998-2008)</i>	77.99	24.60
14 TF-CHEMISTRY <i>Labor Area: SED (1998-2008)</i>	33.80	21.80
15 TF-COMMUNICATION <i>Labor Area: SED (1998-2008)</i>	59.70	20.85
17 TF-COMPUTER SCIENCES <i>Labor Area: SED (1998-2008)</i>	18.61	28.43
18 TF-COUNSELOR EDUCATION <i>Labor Area: SED (1998-2008)</i>	69.02	24.86
2 NON-TENURED FACULTY <i>Labor Area: United States</i>	48.01	25.24
22 TF-SCHOOL OF EDUCATION <i>Labor Area: SED (1998-2008)</i>	74.47	23.44
26 TF-FOREIGN LANGUAGES AND LITER <i>Labor Area: SED (1998-2008)</i>	63.70	30.68
29 TF-HEALTH SCIENCES AND SOCIAL <i>Labor Area: SED (1998-2008)</i>	72.24	22.08
3 ADMINISTRATIVE STAFF/TECHNICIA <i>Labor Area: Illinois</i>	36.31	27.14
30 TF-HISTORY <i>Labor Area: SED (1998-2008)</i>	40.47	17.80
31 TF-KINESIOLOGY <i>Labor Area: SED (1998-2008)</i>	43.09	11.86
32 TF-LAW ENFORCEMENT AND JUSTICE <i>Labor Area: SED (1998-2008)</i>	51.77	17.26
34 TF-MANAGEMENT AND MARKETING <i>Labor Area: SED (1998-2008)</i>	39.64	24.21

Factor Availabilities

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Job Group	Female (%)	Minority (%)
35 TF-MATHEMATICS <i>Labor Area: SED (1998-2008)</i>	29.74	20.60
36 TF-MUSIC <i>Labor Area: SED (1998-2008)</i>	49.31	15.79
38 TF-PHYSICS <i>Labor Area: SED (1998-2008)</i>	15.37	19.13
39 TF-POLITICAL SCIENCE <i>Labor Area: SED (1998-2008)</i>	38.45	20.04
4 PROFESSIONAL STAFF/PROTECTIVE <i>Labor Area: United States</i>	54.22	27.42
40 TF-PSYCHOLOGY <i>Labor Area: SED (1998-2008)</i>	68.80	21.10
41 TF-RECREATION, PARK AND TOURIS <i>Labor Area: SED (1998-2008)</i>	44.03	15.06
43 TF-SOCIOLOGY AND ANTHROPOLOGY <i>Labor Area: SED (1998-2008)</i>	62.06	25.51
44 TF-THEATRE AND DANCE <i>Labor Area: SED (1998-2008)</i>	58.18	14.66
45 TF-SCHOOL OF ENGINEERING AND T <i>Labor Area: SED (1998-2008)</i>	20.48	28.83
49 TF-INSTITUTE FOR RURAL AFFAIRS <i>Labor Area: SED (1998-2008)</i>	72.08	24.72
5 OFFICE & CLERICAL/PARA-PROFESS <i>Labor Area: Illinois</i>	77.23	31.45
51 TF-LIBERAL ARTS AND SCIENCES <i>Labor Area: SED (1998-2008)</i>	64.89	27.10
52 TF-BROADCASTING AND JOURNALISM <i>Labor Area: SED (1998-2008)</i>	54.41	22.87
53 TF-ENGLISH <i>Labor Area: SED (1998-2008)</i>	77.28	19.82
54 TF-EARTH, ATMOSPHERIC, & GEOGR <i>Labor Area: SED (1998-2008)</i>	29.52	14.44
56 TF-SPEECH PATHOLOGY AND AUDIOL <i>Labor Area: SED (1998-2008)</i>	78.31	17.64

Factor Availabilities

FY 23 Detailed
08/14/2023

Job Group	Female (%)	Minority (%)
57 TF-SCHOOL OF ACCOUNTING,FINANC <i>Labor Area: SED (1998-2008)</i>	45.62	23.27
59 TF-WIU QC MUSEUM STUDIES <i>Labor Area: United States</i>	48.01	25.24
6 SKILLED CRAFT <i>Labor Area: Illinois</i>	8.50	26.36
7 SERVICE MAINTENANCE <i>Labor Area: Illinois</i>	28.00	44.36
9 TF-BIOLOGICAL SCIENCES <i>Labor Area: SED (1998-2008)</i>	46.54	23.81

Factor Availabilities

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Job Group	Female (%)	Minority (%)
Factor 2 - Promotable, Transferable, and Trainable within Organization		
1 TENURED FACULTY/OFFICIAL & MAN	-	-
11 TF-AGRICULTURE	-	-
12 TF-ART AND DESIGN	-	-
14 TF-CHEMISTRY	-	-
15 TF-COMMUNICATION	-	-
17 TF-COMPUTER SCIENCES	-	-
18 TF-COUNSELOR EDUCATION	-	-
2 NON-TENURED FACULTY	-	-
22 TF-SCHOOL OF EDUCATION	-	-
26 TF-FOREIGN LANGUAGES AND LITER	-	-
29 TF-HEALTH SCIENCES AND SOCIAL	-	-
3 ADMINISTRATIVE STAFF/TECHNICIA	-	-
30 TF-HISTORY	-	-
31 TF-KINESIOLOGY	-	-
32 TF-LAW ENFORCEMENT AND JUSTICE	-	-
34 TF-MANAGEMENT AND MARKETING	-	-
35 TF-MATHEMATICS	-	-
36 TF-MUSIC	-	-
38 TF-PHYSICS	-	-
39 TF-POLITICAL SCIENCE	-	-
4 PROFESSIONAL STAFF/PROTECTIVE	-	-
40 TF-PSYCHOLOGY	-	-
41 TF-RECREATION, PARK AND TOURIS	-	-
43 TF-SOCIOLOGY AND ANTHROPOLOGY	-	-
44 TF-THEATRE AND DANCE	-	-

Factor Availabilities

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Job Group	Female (%)	Minority (%)
45 TF-SCHOOL OF ENGINEERING AND T	-	-
49 TF-INSTITUTE FOR RURAL AFFAIRS	-	-
5 OFFICE & CLERICAL/PARA-PROFESS	-	-
51 TF-LIBERAL ARTS AND SCIENCES	-	-
52 TF-BROADCASTING AND JOURNALISM	-	-
53 TF-ENGLISH	-	-
54 TF-EARTH, ATMOSPHERIC, & GEOGR	-	-
56 TF-SPEECH PATHOLOGY AND AUDIOL	-	-
57 TF-SCHOOL OF ACCOUNTING,FINANC	-	-
59 TF-WIU QC MUSEUM STUDIES	-	-
6 SKILLED CRAFT	-	-
7 SERVICE MAINTENANCE	-	-
9 TF-BIOLOGICAL SCIENCES	-	-

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
Job Group: 1 TENURED FACULTY/OFFICIAL & M/ <u>Employee Job Titles:</u>		<i>Labor Area: United States</i>								
ACADEMIC ADVISOR <i>2000 - Counselors</i>	13.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, COL OF EDUCATION & HUM <i>2000 - Counselors</i>	5.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & T <i>2000 - Counselors</i>	3.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, HONORS <i>2000 - Counselors</i>	1.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMI <i>2000 - Counselors</i>	6.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ACADEMIC SUCCESS COACH, ACADEMIC ADVISC <i>2000 - Counselors</i>	2.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ADMISSIONS COUNSELOR <i>2000 - Counselors</i>	11.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
ASSISTANT DEAN, COLL OF EDUCATION & HUMAI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSISTANT DIRECTOR, DEVELOPMENT <i>0230 - Education administrators</i>	2.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSISTANT VICE PRESIDENT FOR FACILITIES MA <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIC <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOC PROV & ASSOC VP UG STUDIES & STRG I <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLL OF EDUCATION & HUMA <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND T <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTI <i>2050 - Directors, religious activities and education</i>	3.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUD <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATH <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
COMPLEX DIRECTOR <i>4640 - Residential advisors</i>	3.00	73260	46475 63.44%	28310 38.64%	18935 25.85%	4375 5.97%	2800 3.82%	1450 1.98%	75 0.10%	675 0.92%
COORDINATOR, UNIV FIELD & CLINICAL EXPERIE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, CENTENNIAL HONORS COLLEGE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, COLLEGE OF ARTS & SCIENCES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, COLLEGE OF BUSINESS AND TECHNOLOG <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DEAN, COLLEGE OF EDUCATION & HUMAN SERVI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, COLLEGE OF FINE ARTS AND COMMUNICA <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, INNOVATION AND ECONOMIC DEVELOPME <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEAN, UNIVERSITY LIBRARIES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEPUTY DIRECTOR OF ATHLETICS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DEVELOPMENT RESEARCH ANALYST SPECIALIST <i>0735 - Market research analysts & marketing specialist</i>	1.00	184365	101545 55.08%	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
DIR, UNDERGRADUATE ADMISSIONS & ENROLLM <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF INTERCOLLEGIATE ATHLETICS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINI <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF STUDENT DEVELOPMENT AND SU <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF STUDENT RIGHTS AND RESPONSII <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR OF STUDENT SERVICES, QUAD CITIES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR OF TALENT ACQUISITION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, ACADEMIC ADVISING CENTER, COBT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, CAMPUS RECREATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, DEPT OF AGRICULTURE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
DIRECTOR, DEVELOPMENT <i>0735 - Market research analysts & marketing specialist</i>	3.00	184365	101545 55.08%	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
DIRECTOR, DEVELOPMENT, WQPT <i>0735 - Market research analysts & marketing specialist</i>	1.00	184365	101545 55.08%	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
DIRECTOR, DISTANCE EDUCATION AND SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, FINANCIAL AID <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, FOUNDATION COMMUNICATIONS/DOF <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, GOLF OPERATIONS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUI <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, INTERNAL AUDITING <i>0800 - Accountants and auditors</i>	1.00	2100705	1260110 59.99%	563150 26.81%	173525 8.26%	139540 6.64%	225375 10.73%	12320 0.59%	2045 0.10%	10345 0.49%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, MUSEUM STUDIES <i>2400 - Archivists, curators, and museum technicians</i>	1.00	44480	26650 59.91%	6675 15.01%	2620 5.89%	1800 4.05%	1535 3.45%	425 0.96%	0 0.00%	295 0.66%
DIRECTOR, PUBLIC SAFETY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, PURCHASING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, RADIO DEVELOPMENT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, SCHOOL OF COMPUTER SCIENCES <i>G15 - Computer science</i>	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF EDUCATION <i>M15 - TEACHER EDUCATION</i>	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF ENGINEERING & TECHNICAL <i>H21 - Other engineering</i>	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUDICIAL <i>K24 - Criminal justice and corrections</i>	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF MUSIC <i>M30 - Music education</i>	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF NURSING <i>M31 - Teaching nursing education</i>	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DIRECTOR, SPONSORED PROJECTS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, STUDENT LIFE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, UNIVERSITY ART GALLERY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, UNIVERSITY COUNSELING CENTER <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, UNIVERSITY UNION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR, WQPT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
EQUAL OPPORTUNITY OFFICER <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%	20110 11.22%	16430 9.16%	9945 5.55%	2020 1.13%	315 0.18%	1140 0.64%
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RIE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE DIRECTOR OF RETENTION INITIATIVE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
EXECUTIVE OFFICER OF THE FOUNDATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
GENERAL COUNSEL ATTORNEY <i>2100 - Lawyers/judges/magistrates/other judicial wrkrs</i>	1.00	1038900	347305 33.43%	148085 14.25%	49565 4.77%	47480 4.57%	40730 3.92%	5615 0.54%	320 0.03%	4375 0.42%
MANAGER, RADIO OPERATIONS <i>0020 - General and operations managers</i>	1.00	969815	283200 29.20%	184295 19.00%	58015 5.98%	71225 7.34%	41805 4.31%	8040 0.83%	1070 0.11%	4140 0.43%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PRESIDENT <i>0010 - Chief executives and legislators</i>	1.00	1158885	257150 22.19%	157650 13.60%	39710 3.43%	52320 4.51%	52755 4.55%	8565 0.74%	460 0.04%	3840 0.33%
PROVOST AND ACADEMIC VICE PRESIDENT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
RECRUITMENT COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
REGISTRAR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDE <i>5700 - Secretaries and administrative assistants</i>	1.00	3991495	3828300 95.91%	941795 23.60%	367605 9.21%	399615 10.01%	111665 2.80%	37235 0.93%	4995 0.13%	20680 0.52%
STUDENT LEGAL ADVOCATE <i>2000 - Counselors</i>	1.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
SUPERVISION FIELD SPECIALIST <i>4210 - First-line supervisor: landscaping, groundskepng</i>	3.00	200475	12980 6.47%	55500 27.68%	10635 5.30%	39945 19.93%	1920 0.96%	1930 0.96%	430 0.21%	640 0.32%
UNDERWRITING AND OUTREACH COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VICE PRESIDENT FOR STUDENT SUCCESS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND COMMUNITY ENGAGEMENT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
<i>Total Weight:</i>	133.00									
Job Group: 11 TF-AGRICULTURE		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, AGRICULTURE <i>M21 - Agricultural education</i>	2.00	241	93 38.59%	48 19.92%	29 12.03%	9 3.73%	1 0.41%	5 2.07%	0 0.00%	4 1.66%
ASSOCIATE PROFESSOR, AGRICULTURE <i>M21 - Agricultural education</i>	3.00	241	93 38.59%	48 19.92%	29 12.03%	9 3.73%	1 0.41%	5 2.07%	0 0.00%	4 1.66%
PROFESSOR, AGRICULTURE <i>M21 - Agricultural education</i>	4.00	241	93 38.59%	48 19.92%	29 12.03%	9 3.73%	1 0.41%	5 2.07%	0 0.00%	4 1.66%
<i>Total Weight:</i>	9.00									
Job Group: 12 TF-ART AND DESIGN		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, ART AND DESIGN <i>M22 - Art education</i>	1.00	309	241 77.99%	76 24.60%	21 6.80%	11 3.56%	26 8.41%	4 1.29%	0 0.00%	14 4.53%
ASSOCIATE PROFESSOR, ART AND DESIGN <i>M22 - Art education</i>	2.00	309	241 77.99%	76 24.60%	21 6.80%	11 3.56%	26 8.41%	4 1.29%	0 0.00%	14 4.53%
CHAIRPERSON, DEPT OF ART <i>M22 - Art education</i>	1.00	309	241 77.99%	76 24.60%	21 6.80%	11 3.56%	26 8.41%	4 1.29%	0 0.00%	14 4.53%
PROFESSOR, ART AND DESIGN <i>M22 - Art education</i>	9.00	309	241 77.99%	76 24.60%	21 6.80%	11 3.56%	26 8.41%	4 1.29%	0 0.00%	14 4.53%
<i>Total Weight:</i>	13.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 14 TF-CHEMISTRY		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, CHEMISTRY <i>G27 - CHEMISTRY</i>	3.00	13922	4705 33.80%	3035 21.80%	507 3.64%	549 3.94%	1495 10.74%	52 0.37%	0 0.00%	432 3.10%
ASSOCIATE PROFESSOR, CHEMISTRY <i>G27 - CHEMISTRY</i>	3.00	13922	4705 33.80%	3035 21.80%	507 3.64%	549 3.94%	1495 10.74%	52 0.37%	0 0.00%	432 3.10%
CHAIRPERSON, DEPT OF CHEMISTRY <i>G27 - CHEMISTRY</i>	1.00	13922	4705 33.80%	3035 21.80%	507 3.64%	549 3.94%	1495 10.74%	52 0.37%	0 0.00%	432 3.10%
PROFESSOR, CHEMISTRY <i>G27 - CHEMISTRY</i>	2.00	13922	4705 33.80%	3035 21.80%	507 3.64%	549 3.94%	1495 10.74%	52 0.37%	0 0.00%	432 3.10%
<i>Total Weight:</i>	9.00									
Job Group: 15 TF-COMMUNICATION		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, COMMUNICATION <i>N14 - COMMUNICATION</i>	2.00	3588	2142 59.70%	748 20.85%	301 8.39%	137 3.82%	177 4.93%	12 0.33%	0 0.00%	121 3.37%
ASSOCIATE PROFESSOR, COMMUNICATION <i>N14 - COMMUNICATION</i>	2.00	3588	2142 59.70%	748 20.85%	301 8.39%	137 3.82%	177 4.93%	12 0.33%	0 0.00%	121 3.37%
CHAIRPERSON, DEPARTMENT OF COMMUNICATION <i>N14 - COMMUNICATION</i>	1.00	3588	2142 59.70%	748 20.85%	301 8.39%	137 3.82%	177 4.93%	12 0.33%	0 0.00%	121 3.37%
PROFESSOR, COMMUNICATION <i>N14 - COMMUNICATION</i>	3.00	3588	2142 59.70%	748 20.85%	301 8.39%	137 3.82%	177 4.93%	12 0.33%	0 0.00%	121 3.37%
<i>Total Weight:</i>	8.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+	
Job Group: 17 TF-COMPUTER SCIENCES		<i>Labor Area: SED (1998-2008)</i>									
<u>Employee Job Titles:</u>											
ASSISTANT PROFESSOR, COMPUTER SCIENCES <i>G15 - Computer science</i>	4.00	4520	841 <i>18.61%</i>	1285 <i>28.43%</i>	115 <i>2.54%</i>	113 <i>2.50%</i>	864 <i>19.12%</i>	13 <i>0.29%</i>	0 <i>0.00%</i>	180 <i>3.98%</i>	
ASSOCIATE PROFESSOR, COMPUTER SCIENCES <i>G15 - Computer science</i>	2.00	4520	841 <i>18.61%</i>	1285 <i>28.43%</i>	115 <i>2.54%</i>	113 <i>2.50%</i>	864 <i>19.12%</i>	13 <i>0.29%</i>	0 <i>0.00%</i>	180 <i>3.98%</i>	
PROFESSOR, COMPUTER SCIENCES <i>G15 - Computer science</i>	8.00	4520	841 <i>18.61%</i>	1285 <i>28.43%</i>	115 <i>2.54%</i>	113 <i>2.50%</i>	864 <i>19.12%</i>	13 <i>0.29%</i>	0 <i>0.00%</i>	180 <i>3.98%</i>	
<i>Total Weight:</i>	14.00										
Job Group: 18 TF-COUNSELOR EDUCATION		<i>Labor Area: SED (1998-2008)</i>									
<u>Employee Job Titles:</u>											
ASSISTANT PROFESSOR, COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	3.00	2140	1477 <i>69.02%</i>	532 <i>24.86%</i>	289 <i>13.50%</i>	132 <i>6.17%</i>	46 <i>2.15%</i>	16 <i>0.75%</i>	0 <i>0.00%</i>	49 <i>2.29%</i>	
ASSOCIATE PROFESSOR, COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	1.00	2140	1477 <i>69.02%</i>	532 <i>24.86%</i>	289 <i>13.50%</i>	132 <i>6.17%</i>	46 <i>2.15%</i>	16 <i>0.75%</i>	0 <i>0.00%</i>	49 <i>2.29%</i>	
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	1.00	2140	1477 <i>69.02%</i>	532 <i>24.86%</i>	289 <i>13.50%</i>	132 <i>6.17%</i>	46 <i>2.15%</i>	16 <i>0.75%</i>	0 <i>0.00%</i>	49 <i>2.29%</i>	
PROFESSOR, COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	4.00	2140	1477 <i>69.02%</i>	532 <i>24.86%</i>	289 <i>13.50%</i>	132 <i>6.17%</i>	46 <i>2.15%</i>	16 <i>0.75%</i>	0 <i>0.00%</i>	49 <i>2.29%</i>	
<i>Total Weight:</i>	9.00										

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 2 NON-TENURED FACULTY		<i>Labor Area: United States</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR <i>2200 - Postsecondary teachers</i>	3.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
ASSISTANT PROFESSOR UNIT B <i>2200 - Postsecondary teachers</i>	10.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
ASSOCIATE INSTRUCTOR <i>2200 - Postsecondary teachers</i>	11.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
DIRECTOR, SCHOOL OF MANAGEMENT <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	1.00	0	0 <i>0.00%</i>	0 <i>0.00%</i>	0 <i>0.00%</i>	0 <i>0.00%</i>	0 <i>0.00%</i>	0 <i>0.00%</i>	0 <i>0.00%</i>	0 <i>0.00%</i>
INSTRUCTOR <i>2200 - Postsecondary teachers</i>	56.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
LECTURER <i>2200 - Postsecondary teachers</i>	2.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
SENIOR INSTRUCTOR <i>2200 - Postsecondary teachers</i>	12.00	1351005	648605 <i>48.01%</i>	340945 <i>25.24%</i>	84515 <i>6.26%</i>	73280 <i>5.42%</i>	164220 <i>12.16%</i>	8380 <i>0.62%</i>	765 <i>0.06%</i>	9785 <i>0.72%</i>
Total Weight:	95.00									
Job Group: 22 TF-SCHOOL OF EDUCATION		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, SCHOOL OF EDUCATIO <i>M15 - TEACHER EDUCATION</i>	8.00	2534	1887 <i>74.47%</i>	594 <i>23.44%</i>	306 <i>12.08%</i>	108 <i>4.26%</i>	77 <i>3.04%</i>	22 <i>0.87%</i>	0 <i>0.00%</i>	81 <i>3.20%</i>
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATIC <i>M15 - TEACHER EDUCATION</i>	3.00	2534	1887 <i>74.47%</i>	594 <i>23.44%</i>	306 <i>12.08%</i>	108 <i>4.26%</i>	77 <i>3.04%</i>	22 <i>0.87%</i>	0 <i>0.00%</i>	81 <i>3.20%</i>
PROFESSOR, SCHOOL OF EDUCATION <i>M15 - TEACHER EDUCATION</i>	13.00	2534	1887 <i>74.47%</i>	594 <i>23.44%</i>	306 <i>12.08%</i>	108 <i>4.26%</i>	77 <i>3.04%</i>	22 <i>0.87%</i>	0 <i>0.00%</i>	81 <i>3.20%</i>
Total Weight:	24.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 26 TF-FOREIGN LANGUAGES AND LIT		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES <i>L21 - FOREIGN LANGUAGES AND LITERATURE</i>	4.00	4956	3086 62.27%	1415 28.55%	116 2.34%	908 18.32%	200 4.04%	13 0.26%	0 0.00%	178 3.59%
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES <i>M25 - Foreign languages education</i>	1.00	324	225 69.44%	127 39.20%	15 4.63%	41 12.65%	58 17.90%	1 0.31%	0 0.00%	12 3.70%
<i>Total Weight:</i>	5.00									
Job Group: 29 TF-HEALTH SCIENCES AND SOCIAL W		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, HEALTH SCIENCES AND <i>J60 - HEALTH SCIENCES</i>	2.00	13820	9984 72.24%	3051 22.08%	983 7.11%	484 3.50%	1149 8.31%	50 0.36%	0 0.00%	385 2.79%
ASSOCIATE PROFESSOR, HEALTH SCIENCES AND <i>J60 - HEALTH SCIENCES</i>	3.00	13820	9984 72.24%	3051 22.08%	983 7.11%	484 3.50%	1149 8.31%	50 0.36%	0 0.00%	385 2.79%
PROFESSOR, HEALTH SCIENCES AND SOCIAL W <i>J60 - HEALTH SCIENCES</i>	3.00	13820	9984 72.24%	3051 22.08%	983 7.11%	484 3.50%	1149 8.31%	50 0.36%	0 0.00%	385 2.79%
<i>Total Weight:</i>	8.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 3 ADMINISTRATIVE STAFF/TECHNICI		<i>Labor Area: Illinois</i>								
<u>Employee Job Titles:</u>										
AOD COUNSELING SPECIALIST <i>2000 - Counselors</i>	2.00	27638	18818 68.09%	10578 38.27%	7230 26.16%	2455 8.88%	695 2.51%	78 0.28%	0 0.00%	120 0.43%
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFO <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
ASSISTANT CROSS COUNTRY & TRACK AND FIEL <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT DIRECTOR FOR SPORTS PERFORMAI <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
ASSISTANT DIRECTOR OF ANNUAL GIVING <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%	6900 17.97%	2200 5.73%	845 2.20%	155 0.40%	0 0.00%	130 0.34%
ASSISTANT FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	8.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	3.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSISTANT WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSOCIATE HEAD WOMEN'S BASKETBALL COACI <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
ASSOCIATE MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOCIATE PROFESSOR <i>2200 - Postsecondary teachers</i>	1.00	63475	31115 49.02%	16195 25.51%	4370 6.88%	3175 5.00%	8165 12.86%	200 0.32%	10 0.02%	275 0.43%
ATHLETIC TRAINER <i>3540 - Other healthcare practitioner/tech occupations</i>	3.00	2804	1340 47.79%	564 20.11%	235 8.38%	215 7.67%	89 3.17%	25 0.89%	0 0.00%	0 0.00%
COSTUME SHOP MANAGER <i>0020 - General and operations managers</i>	1.00	41550	12390 29.82%	6735 16.21%	2480 5.97%	2360 5.68%	1610 3.87%	125 0.30%	35 0.08%	125 0.30%
COUNSELOR, UNIVERSITY COUNSELING CENTEF <i>2000 - Counselors</i>	4.00	27638	18818 68.09%	10578 38.27%	7230 26.16%	2455 8.88%	695 2.51%	78 0.28%	0 0.00%	120 0.43%
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY C <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEM <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BO. <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
DIRECTOR/LEAD TEACHER <i>2200 - Postsecondary teachers</i>	1.00	63475	31115 49.02%	16195 25.51%	4370 6.88%	3175 5.00%	8165 12.86%	200 0.32%	10 0.02%	275 0.43%
ENGINEERING LABORATORY PROFESSIONAL <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	17370	2110 12.15%	3905 22.48%	805 4.63%	730 4.20%	2250 12.95%	80 0.46%	0 0.00%	40 0.23%
HEAD FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD MEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

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	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
HEAD WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD WOMEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
HEAD WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
INFORMATION TECHNOLOGY SUPPORT ASSOCIA <i>1107 - Computer occupations, all other</i>	10.00	14870	3815 25.66%	4685 31.51%	1445 9.72%	1045 7.03%	2035 13.69%	15 0.10%	0 0.00%	145 0.98%
INFORMATION TECHNOLOGY TECHNICAL ASSOC <i>1107 - Computer occupations, all other</i>	45.00	14870	3815 25.66%	4685 31.51%	1445 9.72%	1045 7.03%	2035 13.69%	15 0.10%	0 0.00%	145 0.98%
LEAD TEACHER - INFANT/TODDLER <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%	14080 21.94%	9120 14.21%	1515 2.36%	264 0.41%	55 0.09%	500 0.78%
LEAD TEACHER - PRESCHOOL <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%	14080 21.94%	9120 14.21%	1515 2.36%	264 0.41%	55 0.09%	500 0.78%
MEDICAL CHIEF OF STAFF <i>0350 - Medical and health services managers</i>	1.00	22464	15729 70.02%	5894 26.24%	2920 13.00%	1370 6.10%	1555 6.92%	20 0.09%	0 0.00%	29 0.13%
POSTDOCTORAL SCHOLAR <i>2550 - Other education, training, and library workers</i>	1.00	3515	2730 77.67%	1035 29.45%	620 17.64%	310 8.82%	95 2.70%	10 0.28%	0 0.00%	0 0.00%
PROFESSOR <i>2200 - Postsecondary teachers</i>	5.00	63475	31115 49.02%	16195 25.51%	4370 6.88%	3175 5.00%	8165 12.86%	200 0.32%	10 0.02%	275 0.43%
RESEARCH AGRONOMIST <i>1600 - Agricultural and food scientists</i>	2.00	1679	385 22.93%	309 18.40%	25 1.49%	74 4.41%	210 12.51%	0 0.00%	0 0.00%	0 0.00%
SENIOR RESEARCH ENGINEER <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	17370	2110 12.15%	3905 22.48%	805 4.63%	730 4.20%	2250 12.95%	80 0.46%	0 0.00%	40 0.23%
STAFF ACCOMPANIST <i>2750 - Musicians, singers, and related workers</i>	2.00	7724	3250 42.08%	2059 26.66%	1335 17.28%	490 6.34%	230 2.98%	4 0.05%	0 0.00%	0 0.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
STAFF PHYSICIAN <i>3060 - Physicians and surgeons</i>	2.00	36440	12990 35.65%	13620 37.38%	2200 6.04%	2065 5.67%	9100 24.97%	35 0.10%	0 0.00%	220 0.60%
<i>Total Weight:</i>	114.00									
Job Group: 30 TF-HISTORY <u>Employee Job Titles:</u>		<i>Labor Area: SED (1998-2008)</i>								
ASSOCIATE PROFESSOR, HISTORY <i>L01 - HISTORY</i>	1.00	9439	3820 40.47%	1680 17.80%	467 4.95%	410 4.34%	333 3.53%	51 0.54%	0 0.00%	419 4.44%
CHAIRPERSON, DEPT OF HISTORY <i>L01 - HISTORY</i>	1.00	9439	3820 40.47%	1680 17.80%	467 4.95%	410 4.34%	333 3.53%	51 0.54%	0 0.00%	419 4.44%
PROFESSOR, HISTORY <i>L01 - HISTORY</i>	6.00	9439	3820 40.47%	1680 17.80%	467 4.95%	410 4.34%	333 3.53%	51 0.54%	0 0.00%	419 4.44%
<i>Total Weight:</i>	8.00									
Job Group: 31 TF-KINESIOLOGY <u>Employee Job Titles:</u>		<i>Labor Area: SED (1998-2008)</i>								
ASSISTANT PROFESSOR, KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	4.00	1374	592 43.09%	163 11.86%	50 3.64%	49 3.57%	34 2.47%	3 0.22%	0 0.00%	27 1.97%
ASSOCIATE PROFESSOR, KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	3.00	1374	592 43.09%	163 11.86%	50 3.64%	49 3.57%	34 2.47%	3 0.22%	0 0.00%	27 1.97%
CHAIRPERSON, DEPT OF KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	1.00	1374	592 43.09%	163 11.86%	50 3.64%	49 3.57%	34 2.47%	3 0.22%	0 0.00%	27 1.97%
PROFESSOR, KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	5.00	1374	592 43.09%	163 11.86%	50 3.64%	49 3.57%	34 2.47%	3 0.22%	0 0.00%	27 1.97%
<i>Total Weight:</i>	13.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, LAW ENFORCEMENT AND JUSTICE <i>K24 - Criminal justice and corrections</i>	8.00	736	381 51.77%	127 17.26%	64 8.70%	25 3.40%	16 2.17%	3 0.41%	0 0.00%	19 2.58%
ASSOCIATE PROFESSOR, LAW ENFORCEMENT AND JUSTICE <i>K24 - Criminal justice and corrections</i>	4.00	736	381 51.77%	127 17.26%	64 8.70%	25 3.40%	16 2.17%	3 0.41%	0 0.00%	19 2.58%
PROFESSOR, LAW ENFORCEMENT AND JUSTICE <i>K24 - Criminal justice and corrections</i>	7.00	736	381 51.77%	127 17.26%	64 8.70%	25 3.40%	16 2.17%	3 0.41%	0 0.00%	19 2.58%
	<hr/>									
	<i>Total Weight:</i>	19.00								
Job Group: 34 TF-MANAGEMENT AND MARKETING		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, MANAGEMENT AND MARKETING <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	2.00	7716	3059 39.64%	1868 24.21%	624 8.09%	277 3.59%	679 8.80%	44 0.57%	0 0.00%	244 3.16%
ASSOCIATE PROFESSOR, MANAGEMENT AND MARKETING <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	5.00	7716	3059 39.64%	1868 24.21%	624 8.09%	277 3.59%	679 8.80%	44 0.57%	0 0.00%	244 3.16%
PROFESSOR, MANAGEMENT AND MARKETING <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	5.00	7716	3059 39.64%	1868 24.21%	624 8.09%	277 3.59%	679 8.80%	44 0.57%	0 0.00%	244 3.16%
	<hr/>									
	<i>Total Weight:</i>	12.00								

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 35 TF-MATHEMATICS		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSOCIATE PROFESSOR, MATHEMATICS <i>G01 - MATHEMATICS</i>	8.00	6277	1867 29.74%	1293 20.60%	192 3.06%	227 3.62%	649 10.34%	15 0.24%	0 0.00%	210 3.35%
CHAIRPERSON, DEPT OF MATHEMATICS <i>G01 - MATHEMATICS</i>	1.00	6277	1867 29.74%	1293 20.60%	192 3.06%	227 3.62%	649 10.34%	15 0.24%	0 0.00%	210 3.35%
PROFESSOR, MATHEMATICS <i>G01 - MATHEMATICS</i>	11.00	6277	1867 29.74%	1293 20.60%	192 3.06%	227 3.62%	649 10.34%	15 0.24%	0 0.00%	210 3.35%
	Total Weight:	20.00								
Job Group: 36 TF-MUSIC		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, MUSIC <i>M30 - Music education</i>	18.00	722	356 49.31%	114 15.79%	41 5.68%	21 2.91%	32 4.43%	1 0.14%	0 0.00%	19 2.63%
ASSOCIATE PROFESSOR, MUSIC <i>M30 - Music education</i>	6.00	722	356 49.31%	114 15.79%	41 5.68%	21 2.91%	32 4.43%	1 0.14%	0 0.00%	19 2.63%
PROFESSOR, MUSIC <i>M30 - Music education</i>	10.00	722	356 49.31%	114 15.79%	41 5.68%	21 2.91%	32 4.43%	1 0.14%	0 0.00%	19 2.63%
	Total Weight:	34.00								
Job Group: 38 TF-PHYSICS		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
CHAIRPERSON, DEPT OF PHYSICS <i>G48 - PHYSICS</i>	1.00	7241	1113 15.37%	1385 19.13%	153 2.11%	210 2.90%	725 10.01%	13 0.18%	0 0.00%	284 3.92%
PROFESSOR, PHYSICS <i>G48 - PHYSICS</i>	4.00	7241	1113 15.37%	1385 19.13%	153 2.11%	210 2.90%	725 10.01%	13 0.18%	0 0.00%	284 3.92%
	Total Weight:	5.00								

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 39 TF-POLITICAL SCIENCE		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
CHAIRPERSON, DEPT OF POLITICAL SCIENCE <i>K30 - Political science and government</i>	1.00	5384	2070 38.45%	1079 20.04%	358 6.65%	240 4.46%	254 4.72%	26 0.48%	0 0.00%	201 3.73%
PROFESSOR, POLITICAL SCIENCE <i>K30 - Political science and government</i>	8.00	5384	2070 38.45%	1079 20.04%	358 6.65%	240 4.46%	254 4.72%	26 0.48%	0 0.00%	201 3.73%
	Total Weight:									
	9.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 4 PROFESSIONAL STAFF/PROTECTI		<i>Labor Area: United States</i>								
<u>Employee Job Titles:</u>										
ACCOUNTING ASSOCIATE <i>0800 - Accountants and auditors</i>	7.00	2100705	1260110 59.99%	563150 26.81%	173525 8.26%	139540 6.64%	225375 10.73%	12320 0.59%	2045 0.10%	10345 0.49%
ADMINISTRATIVE ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	8.00	3991495	3828300 95.91%	941795 23.60%	367605 9.21%	399615 10.01%	111665 2.80%	37235 0.93%	4995 0.13%	20680 0.52%
ADMISSIONS AND RECORDS ASSOCIATE <i>5420 - Information and record clerks, all other</i>	3.00	102655	86425 84.19%	34275 33.39%	15065 14.68%	12065 11.75%	4560 4.44%	1720 1.68%	295 0.29%	570 0.56%
ADMISSIONS AND RECORDS COORDINATOR <i>5420 - Information and record clerks, all other</i>	5.00	102655	86425 84.19%	34275 33.39%	15065 14.68%	12065 11.75%	4560 4.44%	1720 1.68%	295 0.29%	570 0.56%
ADMISSIONS/RECORDS OFFICER <i>5420 - Information and record clerks, all other</i>	15.00	102655	86425 84.19%	34275 33.39%	15065 14.68%	12065 11.75%	4560 4.44%	1720 1.68%	295 0.29%	570 0.56%
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS <i>2900 - Broadcast/sound engineering tech/radio operator</i>	1.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 0.12%	820 0.87%
ASSISTANT COMPTROLLER <i>0800 - Accountants and auditors</i>	2.00	2100705	1260110 59.99%	563150 26.81%	173525 8.26%	139540 6.64%	225375 10.73%	12320 0.59%	2045 0.10%	10345 0.49%
ATHLETIC COMMUNICATIONS ASSOCIATE <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 0.15%	2225 0.83%
BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%	8490 16.04%	3715 7.02%	4030 7.61%	560 1.06%	125 0.24%	450 0.85%
BURSAR <i>0710 - Management analysts</i>	1.00	690680	282865 40.95%	148650 21.52%	45920 6.65%	34595 5.01%	59495 8.61%	4115 0.60%	405 0.06%	4120 0.60%
BUSINESS ADMINISTRATIVE ASSOCIATE <i>0740 - Business operations specialists, all other</i>	2.00	231260	144415 62.45%	72885 31.52%	28390 12.28%	22830 9.87%	17880 7.73%	2105 0.91%	165 0.07%	1515 0.66%
BUSINESS MANAGER <i>0710 - Management analysts</i>	3.00	690680	282865 40.95%	148650 21.52%	45920 6.65%	34595 5.01%	59495 8.61%	4115 0.60%	405 0.06%	4120 0.60%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CENTRAL STORES MANAGER II <i>4700 - First-line supervisor: retail sales workers</i>	1.00	3182315	1416730 44.52%	832170 26.15%	255115 8.02%	352095 11.06%	174715 5.49%	27365 0.86%	3815 0.12%	19065 0.60%
CHIEF BROADCASTING ENGINEER <i>2900 - Broadcast/sound engineering tech/radio operator</i>	3.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 0.12%	820 0.87%
COLLECTION ASSISTANT MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%	52245 21.30%	37285 15.20%	6075 2.48%	2050 0.84%	450 0.18%	1490 0.61%
COLLECTION MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%	52245 21.30%	37285 15.20%	6075 2.48%	2050 0.84%	450 0.18%	1490 0.61%
COMMUNICATIONS TECHNICIAN III <i>7020 - Radio/telecommunications equip install/repair</i>	1.00	196010	24015 12.25%	56725 28.94%	24455 12.48%	22665 11.56%	7145 3.65%	1475 0.75%	195 0.10%	790 0.40%
CONSTRUCTION PROJECT COORDINATOR I <i>0220 - Construction managers</i>	3.00	893935	63895 7.15%	144360 16.15%	32250 3.61%	81265 9.09%	18350 2.05%	8560 0.96%	770 0.09%	3165 0.35%
CONSTRUCTION PROJECT COORDINATOR II <i>0220 - Construction managers</i>	1.00	893935	63895 7.15%	144360 16.15%	32250 3.61%	81265 9.09%	18350 2.05%	8560 0.96%	770 0.09%	3165 0.35%
DEPUTY DIRECTOR <i>0230 - Education administrators</i>	6.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 0.08%	4050 0.48%
EVENTS ADMINISTRATOR ASSOCIATE <i>0725 - Meeting, convention, and event planners</i>	1.00	60652	46849 77.24%	14792 24.39%	5855 9.65%	5310 8.75%	2740 4.52%	404 0.67%	8 0.01%	475 0.78%
FACILITY OPERATIONS COORDINATOR <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	5.00	3183840	1109310 34.84%	689360 21.65%	230100 7.23%	243520 7.65%	171895 5.40%	25215 0.79%	3280 0.10%	15350 0.48%
FINANCIAL AID ASSOCIATE <i>0910 - Credit counselors and loan officers</i>	7.00	386055	205905 53.34%	107645 27.88%	38370 9.94%	43465 11.26%	20705 5.36%	2060 0.53%	805 0.21%	2240 0.58%
FINANCIAL AID COORDINATOR <i>0910 - Credit counselors and loan officers</i>	2.00	386055	205905 53.34%	107645 27.88%	38370 9.94%	43465 11.26%	20705 5.36%	2060 0.53%	805 0.21%	2240 0.58%
FINANCIAL AID MANAGER <i>0910 - Credit counselors and loan officers</i>	1.00	386055	205905 53.34%	107645 27.88%	38370 9.94%	43465 11.26%	20705 5.36%	2060 0.53%	805 0.21%	2240 0.58%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
GOLF COURSE GROUNDS SUPERINTENDENT <i>4210 - First-line supervisor: landscaping, groundskeeping</i>	1.00	200475	12980 6.47%	55500 27.68%	10635 5.30%	39945 19.93%	1920 0.96%	1930 0.96%	430 0.21%	640 0.32%
GRANTS AND CONTRACTS ASSOCIATE <i>0726 - Fundraisers</i>	4.00	85835	61760 71.95%	12340 14.38%	5235 6.10%	3605 4.20%	2680 3.12%	400 0.47%	65 0.08%	355 0.41%
GRAPHIC DESIGN MANAGER <i>2630 - Designers</i>	1.00	820860	442945 53.96%	179980 21.93%	34265 4.17%	76060 9.27%	59755 7.28%	4925 0.60%	640 0.08%	4335 0.53%
GRAPHIC DESIGNER <i>2630 - Designers</i>	2.00	820860	442945 53.96%	179980 21.93%	34265 4.17%	76060 9.27%	59755 7.28%	4925 0.60%	640 0.08%	4335 0.53%
HOUSING ADMINISTRATOR <i>0340 - Lodging managers</i>	2.00	143375	73290 51.12%	44525 31.05%	11240 7.84%	13045 9.10%	16705 11.65%	1485 1.04%	435 0.30%	1615 1.13%
HUMAN RESOURCE ASSOCIATE <i>0630 - Human resources workers</i>	1.00	651080	459810 70.62%	200880 30.85%	92985 14.28%	67480 10.36%	28875 4.43%	6345 0.97%	1030 0.16%	4165 0.64%
HUMAN RESOURCE MANAGER <i>5360 - Human resources assists, excl payroll/timekeeping</i>	1.00	55445	45900 82.78%	21300 38.42%	10155 18.32%	7755 13.99%	2285 4.12%	745 1.34%	45 0.08%	315 0.57%
HUMAN RESOURCE OFFICER <i>5360 - Human resources assists, excl payroll/timekeeping</i>	6.00	55445	45900 82.78%	21300 38.42%	10155 18.32%	7755 13.99%	2285 4.12%	745 1.34%	45 0.08%	315 0.57%
IMMIGRATION SPECIALIST <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%	20110 11.22%	16430 9.16%	9945 5.55%	2020 1.13%	315 0.18%	1140 0.64%
INFORMATION TECHNOLOGY ASSOCIATE DIRECT <i>1107 - Computer occupations, all other</i>	1.00	287435	70150 24.41%	92760 32.27%	29500 10.26%	22260 7.74%	35650 12.40%	2510 0.87%	480 0.17%	2360 0.82%
INFORMATION TECHNOLOGY MANAGER/ADMINIS <i>1107 - Computer occupations, all other</i>	25.00	287435	70150 24.41%	92760 32.27%	29500 10.26%	22260 7.74%	35650 12.40%	2510 0.87%	480 0.17%	2360 0.82%
INSTRUCTIONAL DEVELOPMENT SPECIALIST <i>0650 - Training and development specialists</i>	2.00	130905	74795 57.14%	36690 28.03%	18745 14.32%	11300 8.63%	4265 3.26%	1420 1.08%	100 0.08%	860 0.66%
LIBRARY OPERATIONS ASSOCIATE <i>2440 - Library technicians</i>	4.00	60370	45920 76.06%	16025 26.54%	5620 9.31%	5255 8.70%	3865 6.40%	695 1.15%	100 0.17%	490 0.81%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
MANAGER OF PHOTOGRAPHIC LABORATORY <i>8830 - Photograph process/processing machine operators</i>	1.00	66454	39415 59.31%	23404 35.22%	8825 13.28%	8915 13.42%	4500 6.77%	550 0.83%	99 0.15%	515 0.77%
MANAGER OF SPORTS FACILITIES <i>2760 - Entertain/perform, sports/related wrkr, other</i>	2.00	45070	21265 47.18%	13030 28.91%	4880 10.83%	5220 11.58%	1350 3.00%	710 1.58%	170 0.38%	700 1.55%
MANAGER OF UNIVERSITY CASHIERING OPERAT <i>0050 - Marketing and sales managers</i>	1.00	871110	382860 43.95%	156055 17.91%	42410 4.87%	58670 6.74%	45135 5.18%	4820 0.55%	615 0.07%	4405 0.51%
MARKETING ASSOCIATE <i>0735 - Market research analysts & marketing specialist</i>	6.00	184365	101545 55.08%	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
MATERIALS TECHNOLOGIST II <i>1450 - Materials engineers</i>	1.00	32824	3955 12.05%	8169 24.89%	1170 3.56%	1600 4.87%	4980 15.17%	245 0.75%	50 0.15%	124 0.38%
MEDIA WRITER/PRODUCER/ANNOUNCER II <i>2860 - Misc media and communication workers</i>	1.00	85650	59345 69.29%	45645 53.29%	4485 5.24%	29925 34.94%	9980 11.65%	615 0.72%	50 0.06%	590 0.69%
MEDICAL ASSISTANT <i>3645 - Medical assistants</i>	3.00	393050	369205 93.93%	170290 43.33%	54525 13.87%	91335 23.24%	16870 4.29%	3655 0.93%	1265 0.32%	2640 0.67%
MEDICAL OFFICE SPECIALIST <i>5840 - Insurance claims and policy processing clerks</i>	1.00	325030	272525 83.85%	103670 31.90%	53095 16.34%	36815 11.33%	9140 2.81%	2195 0.68%	450 0.14%	1975 0.61%
MEDICAL TECHNOLOGIST I <i>3300 - Clinical laboratory technologists/technicians</i>	2.00	345970	256270 74.07%	128060 37.01%	49340 14.26%	30200 8.73%	43220 12.49%	2530 0.73%	495 0.14%	2275 0.66%
MEDICAL TECHNOLOGIST III <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	345970	256270 74.07%	128060 37.01%	49340 14.26%	30200 8.73%	43220 12.49%	2530 0.73%	495 0.14%	2275 0.66%
MUSICAL INSTRUMENT SPECIALIST <i>8760 - Medical, dental, ophthalmic laboratory techs</i>	1.00	89840	45060 50.16%	28590 31.82%	5550 6.18%	12710 14.15%	9245 10.29%	455 0.51%	135 0.15%	495 0.55%
NURSE PRACTITIONER <i>3258 - Nurse practitioners and nurse midwives</i>	3.00	81810	75865 92.73%	11655 14.25%	3965 4.85%	3190 3.90%	3785 4.63%	355 0.43%	10 0.01%	350 0.43%
PHARMACY SUPERVISOR <i>3050 - Pharmacists</i>	2.00	253935	133680 52.64%	67820 26.71%	14570 5.74%	9380 3.69%	41565 16.37%	1050 0.41%	170 0.07%	1085 0.43%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
POLICE CAPTAIN <i>3850 - Police officers</i>	1.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE CORPORAL <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE OFFICER <i>3850 - Police officers</i>	9.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE SERGEANT <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%	83455 12.58%	82690 12.46%	15150 2.28%	6795 1.02%	1415 0.21%	4560 0.69%
POLICE TELECOMMUNICATOR <i>5520 - Dispatchers</i>	4.00	290115	163755 56.44%	82215 28.34%	36205 12.48%	35105 12.10%	5030 1.73%	3770 1.30%	460 0.16%	1645 0.57%
PROCUREMENT OFFICER <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%	3835 12.34%	2490 8.01%	1430 4.60%	389 1.25%	10 0.03%	360 1.16%
PROCUREMENT OFFICER SPECIALIST <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%	3835 12.34%	2490 8.01%	1430 4.60%	389 1.25%	10 0.03%	360 1.16%
PROGRAM ASSISTANT <i>0650 - Training and development specialists</i>	7.00	130905	74795 57.14%	36690 28.03%	18745 14.32%	11300 8.63%	4265 3.26%	1420 1.08%	100 0.08%	860 0.66%
PROGRAM COORDINATOR <i>0650 - Training and development specialists</i>	42.00	130905	74795 57.14%	36690 28.03%	18745 14.32%	11300 8.63%	4265 3.26%	1420 1.08%	100 0.08%	860 0.66%
PROGRAM DIRECTOR <i>2050 - Directors, religious activities and education</i>	19.00	53635	33035 61.59%	9370 17.47%	3890 7.25%	3070 5.72%	1815 3.38%	385 0.72%	95 0.18%	115 0.21%
PROGRAM/STUDENT ADVISOR <i>2000 - Counselors</i>	2.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 0.19%	5030 0.73%
PUBLIC INFORMATION ASSOCIATE <i>2825 - Public relations specialists</i>	2.00	138940	89125 64.15%	27690 19.93%	10930 7.87%	9730 7.00%	5310 3.82%	920 0.66%	75 0.05%	725 0.52%
PUBLICITY-PROMOTION ASSOCIATE <i>2825 - Public relations specialists</i>	1.00	138940	89125 64.15%	27690 19.93%	10930 7.87%	9730 7.00%	5310 3.82%	920 0.66%	75 0.05%	725 0.52%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
RADIO STATION PRODUCTION SUPERVISOR <i>0020 - General and operations managers</i>	4.00	969815	283200 29.20%	184295 19.00%	58015 5.98%	71225 7.34%	41805 4.31%	8040 0.83%	1070 0.11%	4140 0.43%
RADIOLOGIC TECHNOLOGIST <i>2900 - Broadcast/sound engineering tech/radio operator</i>	1.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 0.12%	820 0.87%
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIAL <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%	20110 11.22%	16430 9.16%	9945 5.55%	2020 1.13%	315 0.18%	1140 0.64%
SENIOR BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%	8490 16.04%	3715 7.02%	4030 7.61%	560 1.06%	125 0.24%	450 0.85%
SENIOR LIBRARY SPECIALIST <i>2430 - Librarians</i>	5.00	181670	151875 83.60%	28600 15.74%	10660 5.87%	8025 4.42%	7510 4.13%	1530 0.84%	55 0.03%	820 0.45%
SENIOR PHOTOGRAPHER <i>2910 - Photographers</i>	2.00	153925	69615 45.23%	32395 21.05%	9100 5.91%	14205 9.23%	6830 4.44%	1210 0.79%	145 0.09%	905 0.59%
STAFF NURSE II <i>3500 - Licensed practical, licensed vocational nurses</i>	1.00	680940	630615 92.61%	245965 36.12%	160330 23.55%	49330 7.24%	25340 3.72%	6860 1.01%	530 0.08%	3575 0.53%
SUPERINTENDENT OF BUILDING MAINTENANCE <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	268380	105165 39.19%	116885 43.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 0.73%
SUPT OF BUILDING SERVICES <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	268380	105165 39.19%	116885 43.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 0.73%
TELEVISION DIRECTOR-PRODUCER <i>2920 - TV/video/motion picture camera operators/editor</i>	2.00	48410	8970 18.53%	11220 23.18%	3470 7.17%	4495 9.29%	2475 5.11%	310 0.64%	80 0.17%	390 0.81%
TELEVISION PRODUCTION COORDINATOR <i>2920 - TV/video/motion picture camera operators/editor</i>	1.00	48410	8970 18.53%	11220 23.18%	3470 7.17%	4495 9.29%	2475 5.11%	310 0.64%	80 0.17%	390 0.81%
UNIVERSITY BUDGET OFFICER <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%	8490 16.04%	3715 7.02%	4030 7.61%	560 1.06%	125 0.24%	450 0.85%
Total Weight:	276.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 40 TF-PSYCHOLOGY		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	2.00	32599	22429 68.80%	6877 21.10%	1909 5.86%	2211 6.78%	1501 4.60%	221 0.68%	0 0.00%	1035 3.17%
ASSOCIATE PROFESSOR, PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	5.00	32599	22429 68.80%	6877 21.10%	1909 5.86%	2211 6.78%	1501 4.60%	221 0.68%	0 0.00%	1035 3.17%
CHAIRPERSON, DEPT OF PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	1.00	32599	22429 68.80%	6877 21.10%	1909 5.86%	2211 6.78%	1501 4.60%	221 0.68%	0 0.00%	1035 3.17%
PROFESSOR, PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	10.00	32599	22429 68.80%	6877 21.10%	1909 5.86%	2211 6.78%	1501 4.60%	221 0.68%	0 0.00%	1035 3.17%
<i>Total Weight:</i>	18.00									
Job Group: 41 TF-RECREATION, PARK AND TOURISM		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, RECREATION, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	2.00	352	155 44.03%	53 15.06%	15 4.26%	9 2.56%	14 3.98%	3 0.85%	0 0.00%	12 3.41%
ASSOCIATE PROFESSOR, RECREATION, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	2.00	352	155 44.03%	53 15.06%	15 4.26%	9 2.56%	14 3.98%	3 0.85%	0 0.00%	12 3.41%
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	1.00	352	155 44.03%	53 15.06%	15 4.26%	9 2.56%	14 3.98%	3 0.85%	0 0.00%	12 3.41%
PROFESSOR, RECREATION, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	4.00	352	155 44.03%	53 15.06%	15 4.26%	9 2.56%	14 3.98%	3 0.85%	0 0.00%	12 3.41%
<i>Total Weight:</i>	9.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 43 TF-SOCIOLOGY AND ANTHROPOL		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTH <i>K32 - Sociology</i>	1.00	5018	3114 62.06%	1280 25.51%	461 9.19%	331 6.60%	283 5.64%	33 0.66%	0 0.00%	172 3.43%
ASSOCIATE PROFESSOR, SOCIOLOGY AND ANTH <i>K32 - Sociology</i>	3.00	5018	3114 62.06%	1280 25.51%	461 9.19%	331 6.60%	283 5.64%	33 0.66%	0 0.00%	172 3.43%
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHI <i>K32 - Sociology</i>	1.00	5018	3114 62.06%	1280 25.51%	461 9.19%	331 6.60%	283 5.64%	33 0.66%	0 0.00%	172 3.43%
PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY <i>K32 - Sociology</i>	8.00	5018	3114 62.06%	1280 25.51%	461 9.19%	331 6.60%	283 5.64%	33 0.66%	0 0.00%	172 3.43%
<i>Total Weight:</i>	13.00									
Job Group: 44 TF-THEATRE AND DANCE		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	8.00	880	512 58.18%	129 14.66%	40 4.55%	37 4.20%	17 1.93%	4 0.45%	0 0.00%	31 3.52%
ASSOCIATE PROFESSOR, THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	3.00	880	512 58.18%	129 14.66%	40 4.55%	37 4.20%	17 1.93%	4 0.45%	0 0.00%	31 3.52%
CHAIRPERSON, DEPT OF THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	1.00	880	512 58.18%	129 14.66%	40 4.55%	37 4.20%	17 1.93%	4 0.45%	0 0.00%	31 3.52%
PROFESSOR, THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	1.00	880	512 58.18%	129 14.66%	40 4.55%	37 4.20%	17 1.93%	4 0.45%	0 0.00%	31 3.52%
<i>Total Weight:</i>	13.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 45 TF-SCHOOL OF ENGINEERING AND TECHNOLOGY		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERING <i>H00 - ENGINEERING</i>	3.00	27742	5682 20.48%	7997 28.83%	1013 3.65%	1116 4.02%	4774 17.21%	91 0.33%	0 0.00%	1003 3.62%
ASSOCIATE PROFESSOR, SCHOOL OF ENGINEERING <i>H00 - ENGINEERING</i>	3.00	27742	5682 20.48%	7997 28.83%	1013 3.65%	1116 4.02%	4774 17.21%	91 0.33%	0 0.00%	1003 3.62%
PROFESSOR, SCHOOL OF ENGINEERING AND TECHNOLOGY <i>H00 - ENGINEERING</i>	8.00	27742	5682 20.48%	7997 28.83%	1013 3.65%	1116 4.02%	4774 17.21%	91 0.33%	0 0.00%	1003 3.62%
<i>Total Weight:</i>	14.00									
Job Group: 49 TF-INSTITUTE FOR RURAL AFFAIRS		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
PROFESSOR, INSTITUTE FOR RURAL AFFAIRS <i>M38 - Teacher education and professional development</i>	1.00	530	382 72.08%	131 24.72%	69 13.02%	19 3.58%	18 3.40%	6 1.13%	0 0.00%	19 3.58%
<i>Total Weight:</i>	1.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 5 OFFICE & CLERICAL/PARA-PROFE:		<i>Labor Area: Illinois</i>								
<u>Employee Job Titles:</u>										
ACCOUNTANT II <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 0.10%	255 0.25%
ACCOUNTING OFFICER <i>0800 - Accountants and auditors</i>	3.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 0.10%	255 0.25%
ACCOUNTING SPECIALIST <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 0.10%	255 0.25%
ACCOUNTING ASSISTANT <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 0.10%	255 0.25%
ADMINISTRATIVE AIDE <i>5700 - Secretaries and administrative assistants</i>	4.00	177364	169595 95.62%	36399 20.52%	17325 9.77%	14375 8.10%	3770 2.13%	524 0.30%	55 0.03%	350 0.20%
ADMISSIONS AND RECORDS ASSISTANT <i>5420 - Information and record clerks, all other</i>	2.00	3785	3200 84.54%	1290 34.08%	650 17.17%	270 7.13%	350 9.25%	20 0.53%	0 0.00%	0 0.00%
ADMISSIONS/RECORDS REPRESENTATIVE <i>5420 - Information and record clerks, all other</i>	3.00	3785	3200 84.54%	1290 34.08%	650 17.17%	270 7.13%	350 9.25%	20 0.53%	0 0.00%	0 0.00%
ASSISTANT PAYROLL MANAGER <i>5140 - Payroll and timekeeping clerks</i>	1.00	8105	7195 88.77%	2565 31.65%	1570 19.37%	810 9.99%	165 2.04%	0 0.00%	0 0.00%	20 0.25%
ASST SUPT OF BLDG SERVICES <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%	6900 17.97%	2200 5.73%	845 2.20%	155 0.40%	0 0.00%	130 0.34%
CASHIER III <i>4720 - Cashiers</i>	1.00	154920	113700 73.39%	72180 46.59%	32115 20.73%	29185 18.84%	9545 6.16%	385 0.25%	65 0.04%	885 0.57%
CHILD DEVELOPMENT ASSOCIATE <i>4600 - Childcare workers</i>	2.00	64174	60475 94.24%	25534 39.79%	14080 21.94%	9120 14.21%	1515 2.36%	264 0.41%	55 0.09%	500 0.78%
CHILD DEVELOPMENT SUPERVISOR <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%	14080 21.94%	9120 14.21%	1515 2.36%	264 0.41%	55 0.09%	500 0.78%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CLIENT RELATIONS REPRESENTATIVE II <i>5240 - Customer service representatives</i>	1.00	106590	74055 69.48%	40280 37.79%	20005 18.77%	15240 14.30%	4175 3.92%	320 0.30%	0 0.00%	540 0.51%
DESKTOP PUBLISHER/COORDINATOR <i>5940 - Misc office/admin support wkr, desktop publish</i>	1.00	24293	17799 73.27%	7803 32.12%	4420 18.19%	2340 9.63%	870 3.58%	83 0.34%	45 0.19%	45 0.19%
HEALTH INFORMATION TECHNICIAN <i>3510 - Medical records/health information technicians</i>	1.00	4943	4478 90.59%	2148 43.46%	1210 24.48%	690 13.96%	189 3.82%	4 0.08%	0 0.00%	55 1.11%
HOUSING OFFICER <i>0340 - Lodging managers</i>	1.00	3710	2110 56.87%	1290 34.77%	360 9.70%	410 11.05%	485 13.07%	25 0.67%	0 0.00%	10 0.27%
HUMAN RESOURCE REPRESENTATIVE <i>5360 - Human resources assists, excl payroll/timekping</i>	1.00	2080	1830 87.98%	665 31.97%	420 20.19%	230 11.06%	15 0.72%	0 0.00%	0 0.00%	0 0.00%
LIBRARY ASSISTANT <i>5320 - Library assistants, clerical</i>	1.00	7860	6450 82.06%	1835 23.35%	690 8.78%	720 9.16%	425 5.41%	0 0.00%	0 0.00%	0 0.00%
LIBRARY SPECIALIST <i>2440 - Library technicians</i>	5.00	3195	2395 74.96%	775 24.26%	230 7.20%	365 11.42%	155 4.85%	10 0.31%	0 0.00%	15 0.47%
MAILING SERVICES SUPERVISOR I <i>5550 - Postal service mail carriers</i>	1.00	15899	6810 42.83%	6134 38.58%	4230 26.61%	1250 7.86%	555 3.49%	45 0.28%	0 0.00%	54 0.34%
OFFICE ADMINISTRATOR <i>5700 - Secretaries and administrative assistants</i>	7.00	177364	169595 95.62%	36399 20.52%	17325 9.77%	14375 8.10%	3770 2.13%	524 0.30%	55 0.03%	350 0.20%
OFFICE MANAGER <i>5860 - Office clerks, general</i>	30.00	59429	48055 80.86%	20149 33.90%	9385 15.79%	7680 12.92%	2550 4.29%	184 0.31%	70 0.12%	280 0.47%
OFFICE SUPPORT ASSOCIATE <i>5860 - Office clerks, general</i>	5.00	59429	48055 80.86%	20149 33.90%	9385 15.79%	7680 12.92%	2550 4.29%	184 0.31%	70 0.12%	280 0.47%
OFFICE SUPPORT SPECIALIST <i>5860 - Office clerks, general</i>	13.00	59429	48055 80.86%	20149 33.90%	9385 15.79%	7680 12.92%	2550 4.29%	184 0.31%	70 0.12%	280 0.47%
PAYROLL SPECIALIST III <i>5140 - Payroll and timekeeping clerks</i>	1.00	8105	7195 88.77%	2565 31.65%	1570 19.37%	810 9.99%	165 2.04%	0 0.00%	0 0.00%	20 0.25%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PHLEBOTOMIST <i>3649 - Phlebotomists</i>	1.00	3739	3389 90.64%	1479 39.56%	895 23.94%	385 10.30%	149 3.99%	0 0.00%	0 0.00%	50 1.34%
PHYSICAL SCIENCE TECH. ASST. <i>2540 - Teacher assistants</i>	2.00	43749	39219 89.65%	14854 33.95%	7530 17.21%	5675 12.97%	1225 2.80%	229 0.52%	25 0.06%	170 0.39%
RETAIL ASSISTANT MANAGER <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	66869	44004 65.81%	18909 28.28%	8955 13.39%	6955 10.40%	2420 3.62%	219 0.33%	0 0.00%	360 0.54%
RETAIL ASSOCIATE <i>0520 - Wholesale and retail buyers, excl farm products</i>	1.00	10274	5539 53.91%	1899 18.48%	645 6.28%	765 7.45%	314 3.06%	25 0.24%	0 0.00%	150 1.46%
RETAIL MANAGER <i>5000 - First-line supervisor: office/admin support wkr</i>	2.00	66869	44004 65.81%	18909 28.28%	8955 13.39%	6955 10.40%	2420 3.62%	219 0.33%	0 0.00%	360 0.54%
RETAIL SUPERVISOR <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	66869	44004 65.81%	18909 28.28%	8955 13.39%	6955 10.40%	2420 3.62%	219 0.33%	0 0.00%	360 0.54%
ROUTING DISPATCHER III <i>9130 - Driver/sales workers and truck drivers</i>	1.00	156685	6590 4.21%	45710 29.17%	18635 11.89%	23990 15.31%	2015 1.29%	745 0.48%	20 0.01%	305 0.19%
SHIPPING/RECEIVING CLERK <i>5610 - Shipping, receiving, and traffic clerks</i>	1.00	32463	8469 26.09%	16028 49.37%	4100 12.63%	10655 32.82%	955 2.94%	154 0.47%	4 0.01%	160 0.49%
STOREKEEPER II <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%	13155 17.34%	15655 20.63%	2335 3.08%	260 0.34%	15 0.02%	230 0.30%
STOREKEEPER III <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%	13155 17.34%	15655 20.63%	2335 3.08%	260 0.34%	15 0.02%	230 0.30%
TECHNICAL DIRECTOR <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%	190 7.59%	75 3.00%	60 2.40%	0 0.00%	0 0.00%	4 0.16%
UNIV UNION NIGHT SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
Total Weight:	103.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 51 TF-LIBERAL ARTS AND SCIENCES		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
PROFESSOR, LIBERAL ARTS AND SCIENCES <i>K35 - Social sciences, general</i>	3.00	262	170 64.89%	71 27.10%	33 12.60%	9 3.44%	18 6.87%	1 0.38%	0 0.00%	10 3.82%
<i>Total Weight:</i>	3.00									
Job Group: 52 TF-BROADCASTING AND JOURNA		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, BROADCASTING AND J <i>N16 - Mass communication/media studies</i>	3.00	1303	709 54.41%	298 22.87%	119 9.13%	51 3.91%	81 6.22%	8 0.61%	0 0.00%	39 2.99%
ASSOCIATE PROFESSOR, BROADCASTING AND J <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%	119 9.13%	51 3.91%	81 6.22%	8 0.61%	0 0.00%	39 2.99%
CHAIRPERSON, DEPT OF BROADCASTING <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%	119 9.13%	51 3.91%	81 6.22%	8 0.61%	0 0.00%	39 2.99%
PROFESSOR, BROADCASTING AND JOURNALISM <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%	119 9.13%	51 3.91%	81 6.22%	8 0.61%	0 0.00%	39 2.99%
<i>Total Weight:</i>	6.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 53 TF-ENGLISH		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, ENGLISH <i>M24 - English education</i>	2.00	449	347 77.28%	89 19.82%	38 8.46%	21 4.68%	23 5.12%	1 0.22%	0 0.00%	6 1.34%
ASSOCIATE PROFESSOR, ENGLISH <i>M24 - English education</i>	2.00	449	347 77.28%	89 19.82%	38 8.46%	21 4.68%	23 5.12%	1 0.22%	0 0.00%	6 1.34%
CHAIRPERSON, DEPT OF ENGLISH <i>M24 - English education</i>	1.00	449	347 77.28%	89 19.82%	38 8.46%	21 4.68%	23 5.12%	1 0.22%	0 0.00%	6 1.34%
PROFESSOR, ENGLISH <i>M24 - English education</i>	12.00	449	347 77.28%	89 19.82%	38 8.46%	21 4.68%	23 5.12%	1 0.22%	0 0.00%	6 1.34%
Total Weight:	17.00									
Job Group: 54 TF-EARTH, ATMOSPHERIC, & GEO		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSOCIATE PROFESSOR, EARTH, ATMOSPHERIC <i>G38 - GEOLOGICAL AND EARTH SCIENCES</i>	2.00	2890	1017 35.19%	403 13.94%	32 1.11%	95 3.29%	137 4.74%	20 0.69%	0 0.00%	119 4.12%
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO II <i>G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY</i>	1.00	878	245 27.90%	128 14.58%	20 2.28%	21 2.39%	59 6.72%	2 0.23%	0 0.00%	26 2.96%
PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRA <i>G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY</i>	6.00	878	245 27.90%	128 14.58%	20 2.28%	21 2.39%	59 6.72%	2 0.23%	0 0.00%	26 2.96%
Total Weight:	9.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 56 TF-SPEECH PATHOLOGY AND AUC		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, SPEECH PATHOLOGY A <i>J61 - Speech-language pathology and audiology</i>	2.00	890	697 78.31%	157 17.64%	69 7.75%	28 3.15%	39 4.38%	2 0.22%	0 0.00%	19 2.13%
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & <i>J61 - Speech-language pathology and audiology</i>	1.00	890	697 78.31%	157 17.64%	69 7.75%	28 3.15%	39 4.38%	2 0.22%	0 0.00%	19 2.13%
<i>Total Weight:</i>	3.00									
Job Group: 57 TF-SCHOOL OF ACCOUNTING,FIN		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTI <i>N02 - Accounting</i>	10.00	971	443 45.62%	226 23.27%	80 8.24%	27 2.78%	92 9.47%	5 0.51%	0 0.00%	22 2.27%
ASSOCIATE PROFESSOR, SCHOOL OF ACCOUNT <i>N02 - Accounting</i>	4.00	971	443 45.62%	226 23.27%	80 8.24%	27 2.78%	92 9.47%	5 0.51%	0 0.00%	22 2.27%
PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE <i>N02 - Accounting</i>	7.00	971	443 45.62%	226 23.27%	80 8.24%	27 2.78%	92 9.47%	5 0.51%	0 0.00%	22 2.27%
<i>Total Weight:</i>	21.00									
Job Group: 59 TF-WIU QC MUSEUM STUDIES		<i>Labor Area: United States</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, WIU QC MUSEUM STUC <i>2200 - Postsecondary teachers</i>	1.00	1351005	648605 48.01%	340945 25.24%	84515 6.26%	73280 5.42%	164220 12.16%	8380 0.62%	765 0.06%	9785 0.72%
<i>Total Weight:</i>	1.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+	
Job Group: 6 SKILLED CRAFT		<i>Labor Area: Illinois</i>									
<u>Employee Job Titles:</u>											
ASST CHIEF BLDG OPR ENGINEER <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%	6900 17.97%	2200 5.73%	845 2.20%	155 0.40%	0 0.00%	130 0.34%	
AUTOMOTIVE TECHNICIAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%	2000 5.89%	7095 20.88%	1150 3.38%	145 0.43%	4 0.01%	95 0.28%	
BRICKMASON <i>6220 - Brickmasons, blockmasons, and stonemasons</i>	1.00	8368	110 1.31%	2303 27.52%	495 5.92%	1775 21.21%	0 0.00%	8 0.10%	0 0.00%	25 0.30%	
BUILDING HEAT/FROST INSULATOR <i>6400 - Insulation workers</i>	2.00	1344	25 1.86%	304 22.62%	25 1.86%	245 18.23%	10 0.74%	24 1.79%	0 0.00%	0 0.00%	
BUILDING OPERATING ENGINEER <i>4200 - First-line supervisor: housekeeping/janitorial</i>	5.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%	
CARPENTER <i>6230 - Carpenters</i>	7.00	67854	1205 1.78%	16739 24.67%	3004 4.43%	13210 19.47%	165 0.24%	190 0.28%	10 0.01%	160 0.24%	
CARPENTER FOREMAN <i>6230 - Carpenters</i>	1.00	67854	1205 1.78%	16739 24.67%	3004 4.43%	13210 19.47%	165 0.24%	190 0.28%	10 0.01%	160 0.24%	
ELECTRICIAN <i>6355 - Electricians</i>	3.00	34618	749 2.16%	6613 19.10%	2780 8.03%	3510 10.14%	225 0.65%	44 0.13%	15 0.04%	39 0.11%	
ELECTRICIAN SUB-FOREMAN <i>7720 - Electrical/electronics/electromechanic assemblr</i>	1.00	10285	6380 62.03%	6445 62.66%	815 7.92%	4270 41.52%	1310 12.74%	25 0.24%	0 0.00%	25 0.24%	
MAINTENANCE REPAIR/WORKER <i>7340 - Maintenance and repair workers, general</i>	1.00	18988	493 2.60%	4678 24.64%	1495 7.87%	2750 14.48%	309 1.63%	114 0.60%	0 0.00%	10 0.05%	
PAINTER <i>6420 - Painters, construction and maintenance</i>	2.00	24810	1290 5.20%	9090 36.64%	1475 5.95%	7470 30.11%	45 0.18%	50 0.20%	0 0.00%	50 0.20%	
PIPEFITTER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%	1625 6.86%	2425 10.24%	194 0.82%	110 0.46%	15 0.06%	0 0.00%	

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PLUMBER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%	1625 6.86%	2425 10.24%	194 0.82%	110 0.46%	15 0.06%	0 0.00%
PNEUMATIC INSTRUMENTS AND CONTROLS MEC <i>7300 - Control and valve installers and repairers</i>	1.00	785	60 7.64%	140 17.83%	45 5.73%	85 10.83%	10 1.27%	0 0.00%	0 0.00%	0 0.00%
ROOFER <i>6515 - Roofers</i>	1.00	9218	170 1.84%	4003 43.43%	350 3.80%	3560 38.62%	30 0.33%	59 0.64%	0 0.00%	4 0.04%
STEAM AND POWER PLANT I <i>8610 - Stationary engineers and boiler operators</i>	3.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
STEAM AND POWER PLANT II <i>8610 - Stationary engineers and boiler operators</i>	6.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
STEAM AND POWER PLANT III <i>8610 - Stationary engineers and boiler operators</i>	2.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
STEAM AND POWER PLANT IV <i>8610 - Stationary engineers and boiler operators</i>	1.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 0.13%	0 0.00%	25 0.33%
SUPERVISOR OF BUILDING CRAFTSMEN <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	11363	950 8.36%	2048 18.02%	989 8.70%	750 6.60%	194 1.71%	60 0.53%	0 0.00%	55 0.48%
TEMPERATURE CONTROL MECHANIC <i>7300 - Control and valve installers and repairers</i>	2.00	785	60 7.64%	140 17.83%	45 5.73%	85 10.83%	10 1.27%	0 0.00%	0 0.00%	0 0.00%
WATER STATION OPERATOR <i>8620 - Water/wastewater treatment plant/system operatr</i>	1.00	2695	115 4.27%	520 19.29%	250 9.28%	235 8.72%	35 1.30%	0 0.00%	0 0.00%	0 0.00%
Total Weight:	51.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 7 SERVICE MAINTENANCE		<i>Labor Area: Illinois</i>								
<u>Employee Job Titles:</u>										
ASSOCIATE AGRICULTURAL RESEARCH TECHNIC <i>M21 - Agricultural education</i>	2.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
ATHLETIC TURF SPECIALIST <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
BUILDING SERVICE FOREMAN <i>4200 - First-line supervisor: housekeeping/janitorial</i>	6.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
BUILDING SERVICE SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 0.10%	10 0.10%
BUILDING SERVICE WORKER <i>4220 - Janitors and building cleaners</i>	84.00	120600	35435 29.38%	55815 46.28%	22370 18.55%	30060 24.93%	2415 2.00%	535 0.44%	45 0.04%	390 0.32%
CAMPUS PARKING MANAGER <i>0160 - Transportation, storage, distribution managers</i>	1.00	10844	2050 18.90%	2554 23.55%	855 7.88%	1210 11.16%	354 3.26%	25 0.23%	45 0.41%	65 0.60%
CULINARY WORKER III <i>4130 - Misc food preparation/serving related workers</i>	1.00	17989	5355 29.77%	10844 60.28%	2010 11.17%	8335 46.33%	455 2.53%	24 0.13%	0 0.00%	20 0.11%
FACILITY OPERATIONS SPECIALIST <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	136000	47530 34.95%	27255 20.04%	10435 7.67%	8375 6.16%	7520 5.53%	495 0.36%	85 0.06%	345 0.25%
GARAGE FOREMAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%	2000 5.89%	7095 20.88%	1150 3.38%	145 0.43%	4 0.01%	95 0.28%
GROUNDS EQUIPMENT MECHANIC <i>7330 - Industrial and refractory machinery mechanics</i>	1.00	19470	845 4.34%	5490 28.20%	835 4.29%	3985 20.47%	540 2.77%	85 0.44%	0 0.00%	45 0.23%
GROUNDS FOREMAN <i>4210 - First-line supervisor: landscaping, groundskeepng</i>	1.00	6854	444 6.48%	2734 39.89%	400 5.84%	2230 32.54%	50 0.73%	14 0.20%	0 0.00%	40 0.58%
GROUNDS GARDENER <i>4250 - Grounds maintenance workers</i>	2.00	50160	2945 5.87%	28140 56.10%	3730 7.44%	24020 47.89%	145 0.29%	110 0.22%	0 0.00%	135 0.27%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
GROUNDS WORKER <i>4250 - Grounds maintenance workers</i>	7.00	50160	2945 5.87%	28140 56.10%	3730 7.44%	24020 47.89%	145 0.29%	110 0.22%	0 0.00%	135 0.27%
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPEC <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%	1115 9.25%	735 6.09%	285 2.36%	0 0.00%	0 0.00%	70 0.58%
LAUNDRY WORKER <i>8300 - Laundry and dry-cleaning workers</i>	1.00	9635	5500 57.08%	5495 57.03%	1340 13.91%	3710 38.51%	380 3.94%	45 0.47%	0 0.00%	20 0.21%
MAIL MESSENGER <i>5550 - Postal service mail carriers</i>	2.00	15899	6810 42.83%	6134 38.58%	4230 26.61%	1250 7.86%	555 3.49%	45 0.28%	0 0.00%	54 0.34%
PARKING SERVICES AGENT II <i>3840 - Misc law enforcement workers</i>	1.00	270	45 16.67%	85 31.48%	85 31.48%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SENIOR AGRICULTURAL RESEARCH TECHNICIAN <i>1600 - Agricultural and food scientists</i>	2.00	1679	385 22.93%	309 18.40%	25 1.49%	74 4.41%	210 12.51%	0 0.00%	0 0.00%	0 0.00%
SPORTS EQUIPMENT SUPERVISOR <i>2760 - Entertain/perform, sports/related wrkr, other</i>	1.00	1615	830 51.39%	350 21.67%	140 8.67%	145 8.98%	35 2.17%	0 0.00%	0 0.00%	30 1.86%
STOREKEEPER I <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%	13155 17.34%	15655 20.63%	2335 3.08%	260 0.34%	15 0.02%	230 0.30%
Total Weight:	118.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 9 TF-BIOLOGICAL SCIENCES		<i>Labor Area: SED (1998-2008)</i>								
<u>Employee Job Titles:</u>										
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	2.00	48119	23004 47.81%	11617 24.14%	1550 3.22%	2257 4.69%	6170 12.82%	152 0.32%	0 0.00%	1488 3.09%
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES <i>J28 - Agricultural science, other</i>	1.00	171	58 33.92%	35 20.47%	12 7.02%	10 5.85%	7 4.09%	3 1.75%	0 0.00%	3 1.75%
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	1.00	48119	23004 47.81%	11617 24.14%	1550 3.22%	2257 4.69%	6170 12.82%	152 0.32%	0 0.00%	1488 3.09%
PROFESSOR, BIOLOGICAL SCIENCES <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	7.00	48119	23004 47.81%	11617 24.14%	1550 3.22%	2257 4.69%	6170 12.82%	152 0.32%	0 0.00%	1488 3.09%
Total Weight:	11.00									

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 1 TENURED FACULTY/OFFICIAL & M/ <u>Employee Job Titles:</u>		<i>Labor Area: United States</i>		
ACADEMIC ADVISOR <i>2000 - Counselors</i>	13.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, COL OF EDUCATION & HUM <i>2000 - Counselors</i>	5.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & T <i>2000 - Counselors</i>	3.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, HONORS <i>2000 - Counselors</i>	1.00	689200	475440 68.98%	241310 35.01%
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMI <i>2000 - Counselors</i>	6.00	689200	475440 68.98%	241310 35.01%
ACADEMIC SUCCESS COACH, ACADEMIC ADVISC <i>2000 - Counselors</i>	2.00	689200	475440 68.98%	241310 35.01%
ADMISSIONS COUNSELOR <i>2000 - Counselors</i>	11.00	689200	475440 68.98%	241310 35.01%
ASSISTANT DEAN, COLL OF EDUCATION & HUMAI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSISTANT DIRECTOR, DEVELOPMENT <i>0230 - Education administrators</i>	2.00	848630	541160 63.77%	212945 25.09%
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSISTANT VICE PRESIDENT FOR FACILITIES MA <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIC <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
ASSOC PROV & ASSOC VP UG STUDIES & STRG I <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLL OF EDUCATION & HUMA <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND T <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTI <i>2050 - Directors, religious activities and education</i>	3.00	53635	33035 61.59%	9370 17.47%
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUD <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATH <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
COMPLEX DIRECTOR <i>4640 - Residential advisors</i>	3.00	73260	46475 63.44%	28310 38.64%
COORDINATOR, UNIV FIELD & CLINICAL EXPERIE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, CENTENNIAL HONORS COLLEGE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, COLLEGE OF ARTS & SCIENCES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, COLLEGE OF BUSINESS AND TECHNOLOG <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
DEAN, COLLEGE OF EDUCATION & HUMAN SERVI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, COLLEGE OF FINE ARTS AND COMMUNICA <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, INNOVATION AND ECONOMIC DEVELOPME <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEAN, UNIVERSITY LIBRARIES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEPUTY DIRECTOR OF ATHLETICS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DEVELOPMENT RESEARCH ANALYST SPECIALIST <i>0735 - Market research analysts & marketing specialist</i>	1.00	184365	101545 55.08%	40840 22.15%
DIR, UNDERGRADUATE ADMISSIONS & ENROLLM <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF INTERCOLLEGIATE ATHLETICS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINI <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF STUDENT DEVELOPMENT AND SU <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF STUDENT RIGHTS AND RESPONSII <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR OF STUDENT SERVICES, QUAD CITIES <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
DIRECTOR OF TALENT ACQUISITION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, ACADEMIC ADVISING CENTER, COBT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, CAMPUS RECREATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, DEPT OF AGRICULTURE <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
DIRECTOR, DEVELOPMENT <i>0735 - Market research analysts & marketing specialist</i>	3.00	184365	101545 55.08%	40840 22.15%
DIRECTOR, DEVELOPMENT, WQPT <i>0735 - Market research analysts & marketing specialist</i>	1.00	184365	101545 55.08%	40840 22.15%
DIRECTOR, DISTANCE EDUCATION AND SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, FINANCIAL AID <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, FOUNDATION COMMUNICATIONS/DOF <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, GOLF OPERATIONS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUI <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, INTERNAL AUDITING <i>0800 - Accountants and auditors</i>	1.00	2100705	1260110 59.99%	563150 26.81%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
DIRECTOR, MUSEUM STUDIES <i>2400 - Archivists, curators, and museum technicians</i>	1.00	44480	26650 59.91%	6675 15.01%
DIRECTOR, PUBLIC SAFETY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, PURCHASING <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, RADIO DEVELOPMENT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, SCHOOL OF COMPUTER SCIENCES <i>G15 - Computer science</i>	1.00	0	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF EDUCATION <i>M15 - TEACHER EDUCATION</i>	1.00	0	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY <i>H21 - Other engineering</i>	1.00	0	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUDICIARY <i>K24 - Criminal justice and corrections</i>	1.00	0	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF MUSIC <i>M30 - Music education</i>	1.00	0	0 0.00%	0 0.00%
DIRECTOR, SCHOOL OF NURSING <i>M31 - Teaching, nursing education</i>	1.00	0	0 0.00%	0 0.00%
DIRECTOR, SPONSORED PROJECTS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, STUDENT LIFE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SUPPORT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
DIRECTOR, UNIVERSITY ART GALLERY <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, UNIVERSITY COUNSELING CENTER <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, UNIVERSITY UNION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR, WQPT <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
EQUAL OPPORTUNITY OFFICER <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RIE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE DIRECTOR OF RETENTION INITIATIVE <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOC <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
EXECUTIVE OFFICER OF THE FOUNDATION <i>2050 - Directors, religious activities and education</i>	1.00	53635	33035 61.59%	9370 17.47%
GENERAL COUNSEL ATTORNEY <i>2100 - Lawyers/judges/magistrates/other judicial wrkrs</i>	1.00	1038900	347305 33.43%	148085 14.25%
MANAGER, RADIO OPERATIONS <i>0020 - General and operations managers</i>	1.00	969815	283200 29.20%	184295 19.00%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
PRESIDENT <i>0010 - Chief executives and legislators</i>	1.00	1158885	257150 22.19%	157650 13.60%
PROVOST AND ACADEMIC VICE PRESIDENT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
RECRUITMENT COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
REGISTRAR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDE <i>5700 - Secretaries and administrative assistants</i>	1.00	3991495	3828300 95.91%	941795 23.60%
STUDENT LEGAL ADVOCATE <i>2000 - Counselors</i>	1.00	689200	475440 68.98%	241310 35.01%
SUPERVISION FIELD SPECIALIST <i>4210 - First-line supervisor: landscaping, groundskeepng</i>	3.00	200475	12980 6.47%	55500 27.68%
UNDERWRITING AND OUTREACH COORDINATOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VICE PRESIDENT FOR STUDENT SUCCESS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND COMMUNITY ENGAGEMENT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
<i>Total Weight:</i>	133.00			
Job Group: 11 TF-AGRICULTURE		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, AGRICULTURE <i>M21 - Agricultural education</i>	2.00	241	93 38.59%	48 19.92%
ASSOCIATE PROFESSOR, AGRICULTURE <i>M21 - Agricultural education</i>	3.00	241	93 38.59%	48 19.92%
PROFESSOR, AGRICULTURE <i>M21 - Agricultural education</i>	4.00	241	93 38.59%	48 19.92%
<i>Total Weight:</i>	9.00			
Job Group: 12 TF-ART AND DESIGN		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, ART AND DESIGN <i>M22 - Art education</i>	1.00	309	241 77.99%	76 24.60%
ASSOCIATE PROFESSOR, ART AND DESIGN <i>M22 - Art education</i>	2.00	309	241 77.99%	76 24.60%
CHAIRPERSON, DEPT OF ART <i>M22 - Art education</i>	1.00	309	241 77.99%	76 24.60%
PROFESSOR, ART AND DESIGN <i>M22 - Art education</i>	9.00	309	241 77.99%	76 24.60%
<i>Total Weight:</i>	13.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 14 TF-CHEMISTRY		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, CHEMISTRY <i>G27 - CHEMISTRY</i>	3.00	13922	4705 33.80%	3035 21.80%
ASSOCIATE PROFESSOR, CHEMISTRY <i>G27 - CHEMISTRY</i>	3.00	13922	4705 33.80%	3035 21.80%
CHAIRPERSON, DEPT OF CHEMISTRY <i>G27 - CHEMISTRY</i>	1.00	13922	4705 33.80%	3035 21.80%
PROFESSOR, CHEMISTRY <i>G27 - CHEMISTRY</i>	2.00	13922	4705 33.80%	3035 21.80%
<i>Total Weight:</i>	9.00			
Job Group: 15 TF-COMMUNICATION		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, COMMUNICATION <i>N14 - COMMUNICATION</i>	2.00	3588	2142 59.70%	748 20.85%
ASSOCIATE PROFESSOR, COMMUNICATION <i>N14 - COMMUNICATION</i>	2.00	3588	2142 59.70%	748 20.85%
CHAIRPERSON, DEPARTMENT OF COMMUNICATION <i>N14 - COMMUNICATION</i>	1.00	3588	2142 59.70%	748 20.85%
PROFESSOR, COMMUNICATION <i>N14 - COMMUNICATION</i>	3.00	3588	2142 59.70%	748 20.85%
<i>Total Weight:</i>	8.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 17 TF-COMPUTER SCIENCES				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, COMPUTER SCIENCES <i>G15 - Computer science</i>	4.00	4520	841 18.61%	1285 28.43%
ASSOCIATE PROFESSOR, COMPUTER SCIENCES <i>G15 - Computer science</i>	2.00	4520	841 18.61%	1285 28.43%
PROFESSOR, COMPUTER SCIENCES <i>G15 - Computer science</i>	8.00	4520	841 18.61%	1285 28.43%
<i>Total Weight:</i>	14.00			
Job Group: 18 TF-COUNSELOR EDUCATION				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	3.00	2140	1477 69.02%	532 24.86%
ASSOCIATE PROFESSOR, COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	1.00	2140	1477 69.02%	532 24.86%
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	1.00	2140	1477 69.02%	532 24.86%
PROFESSOR, COUNSELOR EDUCATION <i>M13 - Counseling education/counseling and guidance</i>	4.00	2140	1477 69.02%	532 24.86%
<i>Total Weight:</i>	9.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 2 NON-TENURED FACULTY		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR <i>2200 - Postsecondary teachers</i>	3.00	1351005	648605 48.01%	340945 25.24%
ASSISTANT PROFESSOR UNIT B <i>2200 - Postsecondary teachers</i>	10.00	1351005	648605 48.01%	340945 25.24%
ASSOCIATE INSTRUCTOR <i>2200 - Postsecondary teachers</i>	11.00	1351005	648605 48.01%	340945 25.24%
DIRECTOR, SCHOOL OF MANAGEMENT <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	1.00	0	0 0.00%	0 0.00%
INSTRUCTOR <i>2200 - Postsecondary teachers</i>	56.00	1351005	648605 48.01%	340945 25.24%
LECTURER <i>2200 - Postsecondary teachers</i>	2.00	1351005	648605 48.01%	340945 25.24%
SENIOR INSTRUCTOR <i>2200 - Postsecondary teachers</i>	12.00	1351005	648605 48.01%	340945 25.24%
<i>Total Weight:</i>	95.00			
Job Group: 22 TF-SCHOOL OF EDUCATION		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, SCHOOL OF EDUCATIO <i>M15 - TEACHER EDUCATION</i>	8.00	2534	1887 74.47%	594 23.44%
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATIC <i>M15 - TEACHER EDUCATION</i>	3.00	2534	1887 74.47%	594 23.44%
PROFESSOR, SCHOOL OF EDUCATION <i>M15 - TEACHER EDUCATION</i>	13.00	2534	1887 74.47%	594 23.44%
<i>Total Weight:</i>	24.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 26 TF-FOREIGN LANGUAGES AND LIT		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES <i>L21 - FOREIGN LANGUAGES AND LITERATURE</i>	4.00	4956	3086 62.27%	1415 28.55%
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES <i>M25 - Foreign languages education</i>	1.00	324	225 69.44%	127 39.20%
<i>Total Weight:</i>	5.00			
Job Group: 29 TF-HEALTH SCIENCES AND SOCIA		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, HEALTH SCIENCES ANI <i>J60 - HEALTH SCIENCES</i>	2.00	13820	9984 72.24%	3051 22.08%
ASSOCIATE PROFESSOR, HEALTH SCIENCES ANI <i>J60 - HEALTH SCIENCES</i>	3.00	13820	9984 72.24%	3051 22.08%
PROFESSOR, HEALTH SCIENCES AND SOCIAL W(<i>J60 - HEALTH SCIENCES</i>	3.00	13820	9984 72.24%	3051 22.08%
<i>Total Weight:</i>	8.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 3 ADMINISTRATIVE STAFF/TECHNICI		<i>Labor Area: Illinois</i>		
<u>Employee Job Titles:</u>				
AOD COUNSELING SPECIALIST <i>2000 - Counselors</i>	2.00	27638	18818 68.09%	10578 38.27%
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERF <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
ASSISTANT CROSS COUNTRY & TRACK AND FIEL <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSISTANT DIRECTOR FOR SPORTS PERFORMAI <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
ASSISTANT DIRECTOR OF ANNUAL GIVING <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%
ASSISTANT FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	8.00	12060	4380 36.32%	2205 18.28%
ASSISTANT MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	3.00	12060	4380 36.32%	2205 18.28%
ASSISTANT SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSISTANT WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSISTANT WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSOCIATE HEAD WOMEN'S BASKETBALL COACI <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
ASSOCIATE MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
ASSOCIATE PROFESSOR <i>2200 - Postsecondary teachers</i>	1.00	63475	31115 49.02%	16195 25.51%
ATHLETIC TRAINER <i>3540 - Other healthcare practitioner/tech occupations</i>	3.00	2804	1340 47.79%	564 20.11%
COSTUME SHOP MANAGER <i>0020 - General and operations managers</i>	1.00	41550	12390 29.82%	6735 16.21%
COUNSELOR, UNIVERSITY COUNSELING CENTEF <i>2000 - Counselors</i>	4.00	27638	18818 68.09%	10578 38.27%
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY C <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEM <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BO. <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
DIRECTOR/LEAD TEACHER <i>2200 - Postsecondary teachers</i>	1.00	63475	31115 49.02%	16195 25.51%
ENGINEERING LABORATORY PROFESSIONAL <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	17370	2110 12.15%	3905 22.48%
HEAD FOOTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD MEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD MEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD SOFTBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
HEAD WOMEN'S BASKETBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD WOMEN'S SOCCER COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
HEAD WOMEN'S VOLLEYBALL COACH <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
INFORMATION TECHNOLOGY SUPPORT ASSOCIA <i>1107 - Computer occupations, all other</i>	10.00	14870	3815 25.66%	4685 31.51%
INFORMATION TECHNOLOGY TECHNICAL ASSOC <i>1107 - Computer occupations, all other</i>	45.00	14870	3815 25.66%	4685 31.51%
LEAD TEACHER - INFANT/TODDLER <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%
LEAD TEACHER - PRESCHOOL <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%
MEDICAL CHIEF OF STAFF <i>0350 - Medical and health services managers</i>	1.00	22464	15729 70.02%	5894 26.24%
POSTDOCTORAL SCHOLAR <i>2550 - Other education, training, and library workers</i>	1.00	3515	2730 77.67%	1035 29.45%
PROFESSOR <i>2200 - Postsecondary teachers</i>	5.00	63475	31115 49.02%	16195 25.51%
RESEARCH AGRONOMIST <i>1600 - Agricultural and food scientists</i>	2.00	1679	385 22.93%	309 18.40%
SENIOR RESEARCH ENGINEER <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	17370	2110 12.15%	3905 22.48%
STAFF ACCOMPANIST <i>2750 - Musicians, singers, and related workers</i>	2.00	7724	3250 42.08%	2059 26.66%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
STAFF PHYSICIAN <i>3060 - Physicians and surgeons</i>	2.00	36440	12990 35.65%	13620 37.38%
<i>Total Weight:</i>	114.00			
Job Group: 30 TF-HISTORY <u>Employee Job Titles:</u>		<i>Labor Area: SED (1998-2008)</i>		
ASSOCIATE PROFESSOR, HISTORY <i>L01 - HISTORY</i>	1.00	9439	3820 40.47%	1680 17.80%
CHAIRPERSON, DEPT OF HISTORY <i>L01 - HISTORY</i>	1.00	9439	3820 40.47%	1680 17.80%
PROFESSOR, HISTORY <i>L01 - HISTORY</i>	6.00	9439	3820 40.47%	1680 17.80%
<i>Total Weight:</i>	8.00			
Job Group: 31 TF-KINESIOLOGY <u>Employee Job Titles:</u>		<i>Labor Area: SED (1998-2008)</i>		
ASSISTANT PROFESSOR, KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	4.00	1374	592 43.09%	163 11.86%
ASSOCIATE PROFESSOR, KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	3.00	1374	592 43.09%	163 11.86%
CHAIRPERSON, DEPT OF KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	1.00	1374	592 43.09%	163 11.86%
PROFESSOR, KINESIOLOGY <i>J67 - Kinesiology/exercise science</i>	5.00	1374	592 43.09%	163 11.86%
<i>Total Weight:</i>	13.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, LAW ENFORCEMENT AND JUSTICE <i>K24 - Criminal justice and corrections</i>	8.00	736	381 51.77%	127 17.26%
ASSOCIATE PROFESSOR, LAW ENFORCEMENT AND JUSTICE <i>K24 - Criminal justice and corrections</i>	4.00	736	381 51.77%	127 17.26%
PROFESSOR, LAW ENFORCEMENT AND JUSTICE <i>K24 - Criminal justice and corrections</i>	7.00	736	381 51.77%	127 17.26%
<i>Total Weight:</i>	19.00			
Job Group: 34 TF-MANAGEMENT AND MARKETING				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, MANAGEMENT AND MARKETING <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	2.00	7716	3059 39.64%	1868 24.21%
ASSOCIATE PROFESSOR, MANAGEMENT AND MARKETING <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	5.00	7716	3059 39.64%	1868 24.21%
PROFESSOR, MANAGEMENT AND MARKETING <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	5.00	7716	3059 39.64%	1868 24.21%
<i>Total Weight:</i>	12.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 35 TF-MATHEMATICS				
<u>Employee Job Titles:</u>				
ASSOCIATE PROFESSOR, MATHEMATICS <i>G01 - MATHEMATICS</i>	8.00	6277	1867 29.74%	1293 20.60%
CHAIRPERSON, DEPT OF MATHEMATICS <i>G01 - MATHEMATICS</i>	1.00	6277	1867 29.74%	1293 20.60%
PROFESSOR, MATHEMATICS <i>G01 - MATHEMATICS</i>	11.00	6277	1867 29.74%	1293 20.60%
<i>Total Weight:</i>	20.00			
Job Group: 36 TF-MUSIC				
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, MUSIC <i>M30 - Music education</i>	18.00	722	356 49.31%	114 15.79%
ASSOCIATE PROFESSOR, MUSIC <i>M30 - Music education</i>	6.00	722	356 49.31%	114 15.79%
PROFESSOR, MUSIC <i>M30 - Music education</i>	10.00	722	356 49.31%	114 15.79%
<i>Total Weight:</i>	34.00			
Job Group: 38 TF-PHYSICS				
<u>Employee Job Titles:</u>				
CHAIRPERSON, DEPT OF PHYSICS <i>G48 - PHYSICS</i>	1.00	7241	1113 15.37%	1385 19.13%
PROFESSOR, PHYSICS <i>G48 - PHYSICS</i>	4.00	7241	1113 15.37%	1385 19.13%
<i>Total Weight:</i>	5.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 39 TF-POLITICAL SCIENCE		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
CHAIRPERSON, DEPT OF POLITICAL SCIENCE <i>K30 - Political science and government</i>	1.00	5384	2070 38.45%	1079 20.04%
PROFESSOR, POLITICAL SCIENCE <i>K30 - Political science and government</i>	8.00	5384	2070 38.45%	1079 20.04%
<i>Total Weight:</i>	9.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
Job Group: 4 PROFESSIONAL STAFF/PROTECTI		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ACCOUNTING ASSOCIATE <i>0800 - Accountants and auditors</i>	7.00	2100705	1260110 59.99%	563150 26.81%
ADMINISTRATIVE ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	8.00	3991495	3828300 95.91%	941795 23.60%
ADMISSIONS AND RECORDS ASSOCIATE <i>5420 - Information and record clerks, all other</i>	3.00	102655	86425 84.19%	34275 33.39%
ADMISSIONS AND RECORDS COORDINATOR <i>5420 - Information and record clerks, all other</i>	5.00	102655	86425 84.19%	34275 33.39%
ADMISSIONS/RECORDS OFFICER <i>5420 - Information and record clerks, all other</i>	15.00	102655	86425 84.19%	34275 33.39%
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS <i>2900 - Broadcast/sound engineering tech/radio operator</i>	1.00	94075	11010 11.70%	23815 25.31%
ASSISTANT COMPTROLLER <i>0800 - Accountants and auditors</i>	2.00	2100705	1260110 59.99%	563150 26.81%
ATHLETIC COMMUNICATIONS ASSOCIATE <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	267995	93245 34.79%	59100 22.05%
BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%
BURSAR <i>0710 - Management analysts</i>	1.00	690680	282865 40.95%	148650 21.52%
BUSINESS ADMINISTRATIVE ASSOCIATE <i>0740 - Business operations specialists, all other</i>	2.00	231260	144415 62.45%	72885 31.52%
BUSINESS MANAGER <i>0710 - Management analysts</i>	3.00	690680	282865 40.95%	148650 21.52%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
CENTRAL STORES MANAGER II <i>4700 - First-line supervisor: retail sales workers</i>	1.00	3182315	1416730 44.52%	832170 26.15%
CHIEF BROADCASTING ENGINEER <i>2900 - Broadcast/sound engineering tech/radio operator</i>	3.00	94075	11010 11.70%	23815 25.31%
COLLECTION ASSISTANT MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%
COLLECTION MANAGER <i>5100 - Bill and account collectors</i>	1.00	245235	172395 70.30%	99595 40.61%
COMMUNICATIONS TECHNICIAN III <i>7020 - Radio/telecommunications equip install/repair</i>	1.00	196010	24015 12.25%	56725 28.94%
CONSTRUCTION PROJECT COORDINATOR I <i>0220 - Construction managers</i>	3.00	893935	63895 7.15%	144360 16.15%
CONSTRUCTION PROJECT COORDINATOR II <i>0220 - Construction managers</i>	1.00	893935	63895 7.15%	144360 16.15%
DEPUTY DIRECTOR <i>0230 - Education administrators</i>	6.00	848630	541160 63.77%	212945 25.09%
EVENTS ADMINISTRATOR ASSOCIATE <i>0725 - Meeting, convention, and event planners</i>	1.00	60652	46849 77.24%	14792 24.39%
FACILITY OPERATIONS COORDINATOR <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	5.00	3183840	1109310 34.84%	689360 21.65%
FINANCIAL AID ASSOCIATE <i>0910 - Credit counselors and loan officers</i>	7.00	386055	205905 53.34%	107645 27.88%
FINANCIAL AID COORDINATOR <i>0910 - Credit counselors and loan officers</i>	2.00	386055	205905 53.34%	107645 27.88%
FINANCIAL AID MANAGER <i>0910 - Credit counselors and loan officers</i>	1.00	386055	205905 53.34%	107645 27.88%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
GOLF COURSE GROUNDS SUPERINTENDENT <i>4210 - First-line supervisor: landscaping, groundskeeping</i>	1.00	200475	12980 6.47%	55500 27.68%
GRANTS AND CONTRACTS ASSOCIATE <i>0726 - Fundraisers</i>	4.00	85835	61760 71.95%	12340 14.38%
GRAPHIC DESIGN MANAGER <i>2630 - Designers</i>	1.00	820860	442945 53.96%	179980 21.93%
GRAPHIC DESIGNER <i>2630 - Designers</i>	2.00	820860	442945 53.96%	179980 21.93%
HOUSING ADMINISTRATOR <i>0340 - Lodging managers</i>	2.00	143375	73290 51.12%	44525 31.05%
HUMAN RESOURCE ASSOCIATE <i>0630 - Human resources workers</i>	1.00	651080	459810 70.62%	200880 30.85%
HUMAN RESOURCE MANAGER <i>5360 - Human resources assists, excl payroll/timekeeping</i>	1.00	55445	45900 82.78%	21300 38.42%
HUMAN RESOURCE OFFICER <i>5360 - Human resources assists, excl payroll/timekeeping</i>	6.00	55445	45900 82.78%	21300 38.42%
IMMIGRATION SPECIALIST <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%
INFORMATION TECHNOLOGY ASSOCIATE DIRECT <i>1107 - Computer occupations, all other</i>	1.00	287435	70150 24.41%	92760 32.27%
INFORMATION TECHNOLOGY MANAGER/ADMINIS <i>1107 - Computer occupations, all other</i>	25.00	287435	70150 24.41%	92760 32.27%
INSTRUCTIONAL DEVELOPMENT SPECIALIST <i>0650 - Training and development specialists</i>	2.00	130905	74795 57.14%	36690 28.03%
LIBRARY OPERATIONS ASSOCIATE <i>2440 - Library technicians</i>	4.00	60370	45920 76.06%	16025 26.54%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
MANAGER OF PHOTOGRAPHIC LABORATORY <i>8830 - Photograph process/processing machine operators</i>	1.00	66454	39415 59.31%	23404 35.22%
MANAGER OF SPORTS FACILITIES <i>2760 - Entertain/perform, sports/related wrkr, other</i>	2.00	45070	21265 47.18%	13030 28.91%
MANAGER OF UNIVERSITY CASHIERING OPERAT <i>0050 - Marketing and sales managers</i>	1.00	871110	382860 43.95%	156055 17.91%
MARKETING ASSOCIATE <i>0735 - Market research analysts & marketing specialist</i>	6.00	184365	101545 55.08%	40840 22.15%
MATERIALS TECHNOLOGIST II <i>1450 - Materials engineers</i>	1.00	32824	3955 12.05%	8169 24.89%
MEDIA WRITER/PRODUCER/ANNOUNCER II <i>2860 - Misc media and communication workers</i>	1.00	85650	59345 69.29%	45645 53.29%
MEDICAL ASSISTANT <i>3645 - Medical assistants</i>	3.00	393050	369205 93.93%	170290 43.33%
MEDICAL OFFICE SPECIALIST <i>5840 - Insurance claims and policy processing clerks</i>	1.00	325030	272525 83.85%	103670 31.90%
MEDICAL TECHNOLOGIST I <i>3300 - Clinical laboratory technologists/technicians</i>	2.00	345970	256270 74.07%	128060 37.01%
MEDICAL TECHNOLOGIST III <i>3300 - Clinical laboratory technologists/technicians</i>	1.00	345970	256270 74.07%	128060 37.01%
MUSICAL INSTRUMENT SPECIALIST <i>8760 - Medical, dental, ophthalmic laboratory techs</i>	1.00	89840	45060 50.16%	28590 31.82%
NURSE PRACTITIONER <i>3258 - Nurse practitioners and nurse midwives</i>	3.00	81810	75865 92.73%	11655 14.25%
PHARMACY SUPERVISOR <i>3050 - Pharmacists</i>	2.00	253935	133680 52.64%	67820 26.71%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
POLICE CAPTAIN <i>3850 - Police officers</i>	1.00	663600	98500 14.84%	194065 29.24%
POLICE CORPORAL <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%
POLICE OFFICER <i>3850 - Police officers</i>	9.00	663600	98500 14.84%	194065 29.24%
POLICE SERGEANT <i>3850 - Police officers</i>	4.00	663600	98500 14.84%	194065 29.24%
POLICE TELECOMMUNICATOR <i>5520 - Dispatchers</i>	4.00	290115	163755 56.44%	82215 28.34%
PROCUREMENT OFFICER <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%
PROCUREMENT OFFICER SPECIALIST <i>5150 - Procurement clerks</i>	1.00	31074	19415 62.48%	8514 27.40%
PROGRAM ASSISTANT <i>0650 - Training and development specialists</i>	7.00	130905	74795 57.14%	36690 28.03%
PROGRAM COORDINATOR <i>0650 - Training and development specialists</i>	42.00	130905	74795 57.14%	36690 28.03%
PROGRAM DIRECTOR <i>2050 - Directors, religious activities and education</i>	19.00	53635	33035 61.59%	9370 17.47%
PROGRAM/STUDENT ADVISOR <i>2000 - Counselors</i>	2.00	689200	475440 68.98%	241310 35.01%
PUBLIC INFORMATION ASSOCIATE <i>2825 - Public relations specialists</i>	2.00	138940	89125 64.15%	27690 19.93%
PUBLICITY-PROMOTION ASSOCIATE <i>2825 - Public relations specialists</i>	1.00	138940	89125 64.15%	27690 19.93%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
RADIO STATION PRODUCTION SUPERVISOR <i>0020 - General and operations managers</i>	4.00	969815	283200 29.20%	184295 19.00%
RADIOLOGIC TECHNOLOGIST <i>2900 - Broadcast/sound engineering tech/radio operator</i>	1.00	94075	11010 11.70%	23815 25.31%
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIAL <i>0565 - Compliance officers</i>	1.00	179280	83540 46.60%	49960 27.87%
SENIOR BUDGET ANALYST <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%
SENIOR LIBRARY SPECIALIST <i>2430 - Librarians</i>	5.00	181670	151875 83.60%	28600 15.74%
SENIOR PHOTOGRAPHER <i>2910 - Photographers</i>	2.00	153925	69615 45.23%	32395 21.05%
STAFF NURSE II <i>3500 - Licensed practical, licensed vocational nurses</i>	1.00	680940	630615 92.61%	245965 36.12%
SUPERINTENDENT OF BUILDING MAINTENANCE <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	268380	105165 39.19%	116885 43.55%
SUPT OF BUILDING SERVICES <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	268380	105165 39.19%	116885 43.55%
TELEVISION DIRECTOR-PRODUCER <i>2920 - TV/video/motion picture camera operators/editor</i>	2.00	48410	8970 18.53%	11220 23.18%
TELEVISION PRODUCTION COORDINATOR <i>2920 - TV/video/motion picture camera operators/editor</i>	1.00	48410	8970 18.53%	11220 23.18%
UNIVERSITY BUDGET OFFICER <i>0820 - Budget analysts</i>	1.00	52930	33505 63.30%	17370 32.82%
Total Weight:	276.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 40 TF-PSYCHOLOGY		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	2.00	32599	22429 68.80%	6877 21.10%
ASSOCIATE PROFESSOR, PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	5.00	32599	22429 68.80%	6877 21.10%
CHAIRPERSON, DEPT OF PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	1.00	32599	22429 68.80%	6877 21.10%
PROFESSOR, PSYCHOLOGY <i>K02 - PSYCHOLOGY</i>	10.00	32599	22429 68.80%	6877 21.10%
<i>Total Weight:</i>	18.00			
Job Group: 41 TF-RECREATION, PARK AND TOURISM		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, RECREATION, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	2.00	352	155 44.03%	53 15.06%
ASSOCIATE PROFESSOR, RECREATION, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	2.00	352	155 44.03%	53 15.06%
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	1.00	352	155 44.03%	53 15.06%
PROFESSOR, RECREATION, PARK AND TOURISM <i>N25 - Parks/sports/recreation/leisure/fitness</i>	4.00	352	155 44.03%	53 15.06%
<i>Total Weight:</i>	9.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 43 TF-SOCIOLOGY AND ANTHROPOLOGY		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY <i>K32 - Sociology</i>	1.00	5018	3114 62.06%	1280 25.51%
ASSOCIATE PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY <i>K32 - Sociology</i>	3.00	5018	3114 62.06%	1280 25.51%
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY <i>K32 - Sociology</i>	1.00	5018	3114 62.06%	1280 25.51%
PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY <i>K32 - Sociology</i>	8.00	5018	3114 62.06%	1280 25.51%
<i>Total Weight:</i>	13.00			
Job Group: 44 TF-THEATRE AND DANCE		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	8.00	880	512 58.18%	129 14.66%
ASSOCIATE PROFESSOR, THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	3.00	880	512 58.18%	129 14.66%
CHAIRPERSON, DEPT OF THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	1.00	880	512 58.18%	129 14.66%
PROFESSOR, THEATRE AND DANCE <i>L40 - Drama/theater arts</i>	1.00	880	512 58.18%	129 14.66%
<i>Total Weight:</i>	13.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 45 TF-SCHOOL OF ENGINEERING AND TECHNOLOGY		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERING <i>H00 - ENGINEERING</i>	3.00	27742	5682 20.48%	7997 28.83%
ASSOCIATE PROFESSOR, SCHOOL OF ENGINEERING <i>H00 - ENGINEERING</i>	3.00	27742	5682 20.48%	7997 28.83%
PROFESSOR, SCHOOL OF ENGINEERING AND TECHNOLOGY <i>H00 - ENGINEERING</i>	8.00	27742	5682 20.48%	7997 28.83%
<i>Total Weight:</i>	14.00			
Job Group: 49 TF-INSTITUTE FOR RURAL AFFAIRS		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
PROFESSOR, INSTITUTE FOR RURAL AFFAIRS <i>M38 - Teacher education and professional development</i>	1.00	530	382 72.08%	131 24.72%
<i>Total Weight:</i>	1.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
Job Group: 5 OFFICE & CLERICAL/PARA-PROFE:		<i>Labor Area: Illinois</i>		
<u>Employee Job Titles:</u>				
ACCOUNTANT II <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%
ACCOUNTING OFFICER <i>0800 - Accountants and auditors</i>	3.00	101610	57055 56.15%	24875 24.48%
ACCOUNTING SPECIALIST <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%
ACCOUNTING ASSISTANT <i>0800 - Accountants and auditors</i>	1.00	101610	57055 56.15%	24875 24.48%
ADMINISTRATIVE AIDE <i>5700 - Secretaries and administrative assistants</i>	4.00	177364	169595 95.62%	36399 20.52%
ADMISSIONS AND RECORDS ASSISTANT <i>5420 - Information and record clerks, all other</i>	2.00	3785	3200 84.54%	1290 34.08%
ADMISSIONS/RECORDS REPRESENTATIVE <i>5420 - Information and record clerks, all other</i>	3.00	3785	3200 84.54%	1290 34.08%
ASSISTANT PAYROLL MANAGER <i>5140 - Payroll and timekeeping clerks</i>	1.00	8105	7195 88.77%	2565 31.65%
ASST SUPT OF BLDG SERVICES <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%
CASHIER III <i>4720 - Cashiers</i>	1.00	154920	113700 73.39%	72180 46.59%
CHILD DEVELOPMENT ASSOCIATE <i>4600 - Childcare workers</i>	2.00	64174	60475 94.24%	25534 39.79%
CHILD DEVELOPMENT SUPERVISOR <i>4600 - Childcare workers</i>	1.00	64174	60475 94.24%	25534 39.79%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
CLIENT RELATIONS REPRESENTATIVE II <i>5240 - Customer service representatives</i>	1.00	106590	74055 69.48%	40280 37.79%
DESKTOP PUBLISHER/COORDINATOR <i>5940 - Misc office/admin support wkr, desktop publish</i>	1.00	24293	17799 73.27%	7803 32.12%
HEALTH INFORMATION TECHNICIAN <i>3510 - Medical records/health information technicians</i>	1.00	4943	4478 90.59%	2148 43.46%
HOUSING OFFICER <i>0340 - Lodging managers</i>	1.00	3710	2110 56.87%	1290 34.77%
HUMAN RESOURCE REPRESENTATIVE <i>5360 - Human resources assists, excl payroll/timekping</i>	1.00	2080	1830 87.98%	665 31.97%
LIBRARY ASSISTANT <i>5320 - Library assistants, clerical</i>	1.00	7860	6450 82.06%	1835 23.35%
LIBRARY SPECIALIST <i>2440 - Library technicians</i>	5.00	3195	2395 74.96%	775 24.26%
MAILING SERVICES SUPERVISOR I <i>5550 - Postal service mail carriers</i>	1.00	15899	6810 42.83%	6134 38.58%
OFFICE ADMINISTRATOR <i>5700 - Secretaries and administrative assistants</i>	7.00	177364	169595 95.62%	36399 20.52%
OFFICE MANAGER <i>5860 - Office clerks, general</i>	30.00	59429	48055 80.86%	20149 33.90%
OFFICE SUPPORT ASSOCIATE <i>5860 - Office clerks, general</i>	5.00	59429	48055 80.86%	20149 33.90%
OFFICE SUPPORT SPECIALIST <i>5860 - Office clerks, general</i>	13.00	59429	48055 80.86%	20149 33.90%
PAYROLL SPECIALIST III <i>5140 - Payroll and timekeeping clerks</i>	1.00	8105	7195 88.77%	2565 31.65%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
PHLEBOTOMIST <i>3649 - Phlebotomists</i>	1.00	3739	3389 90.64%	1479 39.56%
PHYSICAL SCIENCE TECH. ASST. <i>2540 - Teacher assistants</i>	2.00	43749	39219 89.65%	14854 33.95%
RETAIL ASSISTANT MANAGER <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	66869	44004 65.81%	18909 28.28%
RETAIL ASSOCIATE <i>0520 - Wholesale and retail buyers, excl farm products</i>	1.00	10274	5539 53.91%	1899 18.48%
RETAIL MANAGER <i>5000 - First-line supervisor: office/admin support wkr</i>	2.00	66869	44004 65.81%	18909 28.28%
RETAIL SUPERVISOR <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	66869	44004 65.81%	18909 28.28%
ROUTING DISPATCHER III <i>9130 - Driver/sales workers and truck drivers</i>	1.00	156685	6590 4.21%	45710 29.17%
SHIPPING/RECEIVING CLERK <i>5610 - Shipping, receiving, and traffic clerks</i>	1.00	32463	8469 26.09%	16028 49.37%
STOREKEEPER II <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%
STOREKEEPER III <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%
TECHNICAL DIRECTOR <i>2050 - Directors, religious activities and education</i>	1.00	2504	1534 61.26%	329 13.14%
UNIV UNION NIGHT SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%
Total Weight:	103.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 51 TF-LIBERAL ARTS AND SCIENCES		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
PROFESSOR, LIBERAL ARTS AND SCIENCES <i>K35 - Social sciences, general</i>	3.00	262	170 64.89%	71 27.10%
<i>Total Weight:</i>	3.00			
Job Group: 52 TF-BROADCASTING AND JOURNA		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, BROADCASTING AND J <i>N16 - Mass communication/media studies</i>	3.00	1303	709 54.41%	298 22.87%
ASSOCIATE PROFESSOR, BROADCASTING AND J <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%
CHAIRPERSON, DEPT OF BROADCASTING <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%
PROFESSOR, BROADCASTING AND JOURNALISM <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%
<i>Total Weight:</i>	6.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 53 TF-ENGLISH		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, ENGLISH <i>M24 - English education</i>	2.00	449	347 77.28%	89 19.82%
ASSOCIATE PROFESSOR, ENGLISH <i>M24 - English education</i>	2.00	449	347 77.28%	89 19.82%
CHAIRPERSON, DEPT OF ENGLISH <i>M24 - English education</i>	1.00	449	347 77.28%	89 19.82%
PROFESSOR, ENGLISH <i>M24 - English education</i>	12.00	449	347 77.28%	89 19.82%
<i>Total Weight:</i>	17.00			
Job Group: 54 TF-EARTH, ATMOSPHERIC, & GEO		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSOCIATE PROFESSOR, EARTH, ATMOSPHERIC <i>G38 - GEOLOGICAL AND EARTH SCIENCES</i>	2.00	2890	1017 35.19%	403 13.94%
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO II <i>G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY</i>	1.00	878	245 27.90%	128 14.58%
PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRA <i>G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY</i>	6.00	878	245 27.90%	128 14.58%
<i>Total Weight:</i>	9.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 56 TF-SPEECH PATHOLOGY AND AUDIOLOGY		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, SPEECH PATHOLOGY A <i>J61 - Speech-language pathology and audiology</i>	2.00	890	697 78.31%	157 17.64%
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & <i>J61 - Speech-language pathology and audiology</i>	1.00	890	697 78.31%	157 17.64%
<i>Total Weight:</i>	3.00			
Job Group: 57 TF-SCHOOL OF ACCOUNTING, FINANCE AND TAXATION		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTING <i>N02 - Accounting</i>	10.00	971	443 45.62%	226 23.27%
ASSOCIATE PROFESSOR, SCHOOL OF ACCOUNTING <i>N02 - Accounting</i>	4.00	971	443 45.62%	226 23.27%
PROFESSOR, SCHOOL OF ACCOUNTING, FINANCE AND TAXATION <i>N02 - Accounting</i>	7.00	971	443 45.62%	226 23.27%
<i>Total Weight:</i>	21.00			
Job Group: 59 TF-WIU QC MUSEUM STUDIES		<i>Labor Area: United States</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, WIU QC MUSEUM STUDIES <i>2200 - Postsecondary teachers</i>	1.00	1351005	648605 48.01%	340945 25.24%
<i>Total Weight:</i>	1.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

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	Weight	Total	Female	Minority
Job Group: 6 SKILLED CRAFT				
<u>Employee Job Titles:</u>				
ASST CHIEF BLDG OPR ENGINEER <i>0230 - Education administrators</i>	1.00	38390	24410 63.58%	10230 26.65%
AUTOMOTIVE TECHNICIAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%
BRICKMASON <i>6220 - Brickmasons, blockmasons, and stonemasons</i>	1.00	8368	110 1.31%	2303 27.52%
BUILDING HEAT/FROST INSULATOR <i>6400 - Insulation workers</i>	2.00	1344	25 1.86%	304 22.62%
BUILDING OPERATING ENGINEER <i>4200 - First-line supervisor: housekeeping/janitorial</i>	5.00	9689	3694 38.13%	3439 35.49%
CARPENTER <i>6230 - Carpenters</i>	7.00	67854	1205 1.78%	16739 24.67%
CARPENTER FOREMAN <i>6230 - Carpenters</i>	1.00	67854	1205 1.78%	16739 24.67%
ELECTRICIAN <i>6355 - Electricians</i>	3.00	34618	749 2.16%	6613 19.10%
ELECTRICIAN SUB-FOREMAN <i>7720 - Electrical/electronics/electromechanic assemblr</i>	1.00	10285	6380 62.03%	6445 62.66%
MAINTENANCE REPAIR/WORKER <i>7340 - Maintenance and repair workers, general</i>	1.00	18988	493 2.60%	4678 24.64%
PAINTER <i>6420 - Painters, construction and maintenance</i>	2.00	24810	1290 5.20%	9090 36.64%
PIPEFITTER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
PLUMBER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	4.00	23674	194 0.82%	4369 18.45%
PNEUMATIC INSTRUMENTS AND CONTROLS MEC <i>7300 - Control and valve installers and repairers</i>	1.00	785	60 7.64%	140 17.83%
ROOFER <i>6515 - Roofers</i>	1.00	9218	170 1.84%	4003 43.43%
STEAM AND POWER PLANT I <i>8610 - Stationary engineers and boiler operators</i>	3.00	7565	210 2.78%	2140 28.29%
STEAM AND POWER PLANT II <i>8610 - Stationary engineers and boiler operators</i>	6.00	7565	210 2.78%	2140 28.29%
STEAM AND POWER PLANT III <i>8610 - Stationary engineers and boiler operators</i>	2.00	7565	210 2.78%	2140 28.29%
STEAM AND POWER PLANT IV <i>8610 - Stationary engineers and boiler operators</i>	1.00	7565	210 2.78%	2140 28.29%
SUPERVISOR OF BUILDING CRAFTSMEN <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	11363	950 8.36%	2048 18.02%
TEMPERATURE CONTROL MECHANIC <i>7300 - Control and valve installers and repairers</i>	2.00	785	60 7.64%	140 17.83%
WATER STATION OPERATOR <i>8620 - Water/wastewater treatment plant/system operatr</i>	1.00	2695	115 4.27%	520 19.29%
Total Weight:	51.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed
08/14/2023

	Weight	Total	Female	Minority
Job Group: 7 SERVICE MAINTENANCE				
<u>Employee Job Titles:</u>				
ASSOCIATE AGRICULTURAL RESEARCH TECHNIC <i>M21 - Agricultural education</i>	2.00	0	0 0.00%	0 0.00%
ATHLETIC TURF SPECIALIST <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
BUILDING SERVICE FOREMAN <i>4200 - First-line supervisor: housekeeping/janitorial</i>	6.00	9689	3694 38.13%	3439 35.49%
BUILDING SERVICE SUPERVISOR <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	9689	3694 38.13%	3439 35.49%
BUILDING SERVICE WORKER <i>4220 - Janitors and building cleaners</i>	84.00	120600	35435 29.38%	55815 46.28%
CAMPUS PARKING MANAGER <i>0160 - Transportation, storage, distribution managers</i>	1.00	10844	2050 18.90%	2554 23.55%
CULINARY WORKER III <i>4130 - Misc food preparation/serving related workers</i>	1.00	17989	5355 29.77%	10844 60.28%
FACILITY OPERATIONS SPECIALIST <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	136000	47530 34.95%	27255 20.04%
GARAGE FOREMAN <i>7200 - Automotive service technicians and mechanics</i>	1.00	33974	380 1.12%	10489 30.87%
GROUNDS EQUIPMENT MECHANIC <i>7330 - Industrial and refractory machinery mechanics</i>	1.00	19470	845 4.34%	5490 28.20%
GROUNDS FOREMAN <i>4210 - First-line supervisor: landscaping, groundskeepng</i>	1.00	6854	444 6.48%	2734 39.89%
GROUNDS GARDENER <i>4250 - Grounds maintenance workers</i>	2.00	50160	2945 5.87%	28140 56.10%

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
GROUNDWORKER <i>4250 - Grounds maintenance workers</i>	7.00	50160	2945 5.87%	28140 56.10%
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPEC <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	12060	4380 36.32%	2205 18.28%
LAUNDRY WORKER <i>8300 - Laundry and dry-cleaning workers</i>	1.00	9635	5500 57.08%	5495 57.03%
MAIL MESSENGER <i>5550 - Postal service mail carriers</i>	2.00	15899	6810 42.83%	6134 38.58%
PARKING SERVICES AGENT II <i>3840 - Misc law enforcement workers</i>	1.00	270	45 16.67%	85 31.48%
SENIOR AGRICULTURAL RESEARCH TECHNICIAN <i>1600 - Agricultural and food scientists</i>	2.00	1679	385 22.93%	309 18.40%
SPORTS EQUIPMENT SUPERVISOR <i>2760 - Entertain/perform, sports/related wrkr, other</i>	1.00	1615	830 51.39%	350 21.67%
STOREKEEPER I <i>5620 - Stock clerks and order fillers</i>	1.00	75870	26670 35.15%	31650 41.72%
Total Weight:	118.00			

Factor Components

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 23 Detailed

08/14/2023

	Weight	Total	Female	Minority
Job Group: 9 TF-BIOLOGICAL SCIENCES		<i>Labor Area: SED (1998-2008)</i>		
<u>Employee Job Titles:</u>				
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	2.00	48119	23004 47.81%	11617 24.14%
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES <i>J28 - Agricultural science, other</i>	1.00	171	58 33.92%	35 20.47%
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	1.00	48119	23004 47.81%	11617 24.14%
PROFESSOR, BIOLOGICAL SCIENCES <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	7.00	48119	23004 47.81%	11617 24.14%
Total Weight:	<hr/> 11.00			

Incumbency v. Estimated Availability Detail

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	133	Female	81	60.90	62.43	83.0	-2.0	97.56	
		Minority	22	16.54	26.32	35.0	-13.0	62.85	Yes
		Black	11	8.27	13.58	18.1	-7.1	60.92	Yes
		Hispanic	8	6.02	7.78	10.4	-2.4	77.27	Yes
		Asian	1	0.75	3.32	4.4	-3.4	22.67	Yes
		AmIndian	0	0.00	0.99	1.3	-1.3	0.00	Yes
		NHOPI	0	0.00	0.14	0.2	-0.2	0.00	
		Two+	1	0.75	0.50	0.7	0.3	149.47	
11 TF-AGRICULTURE	9	Female	2	22.22	38.59	3.5	-1.5	57.59	Yes
		Minority	1	11.11	19.92	1.8	-0.8	55.79	
		Black	0	0.00	12.03	1.1	-1.1	0.00	Yes
		Hispanic	1	11.11	3.73	0.3	0.7	297.53	
		Asian	0	0.00	0.41	0.0	0.0	0.00	
		AmIndian	0	0.00	2.07	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	1.66	0.1	-0.1	0.00	
12 TF-ART AND DESIGN	13	Female	6	46.15	77.99	10.1	-4.1	59.18	Yes
		Minority	3	23.08	24.60	3.2	-0.2	93.83	
		Black	0	0.00	6.80	0.9	-0.9	0.00	
		Hispanic	0	0.00	3.56	0.5	-0.5	0.00	
		Asian	1	7.69	8.41	1.1	-0.1	91.42	
		AmIndian	0	0.00	1.29	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	7.69	4.53	0.6	0.4	169.78	
14 TF-CHEMISTRY	9	Female	2	22.22	33.80	3.0	-1.0	65.76	Yes
		Minority	5	55.56	21.80	2.0	3.0	254.84	
		Black	0	0.00	3.64	0.3	-0.3	0.00	
		Hispanic	0	0.00	3.94	0.4	-0.4	0.00	
		Asian	5	55.56	10.74	1.0	4.0	517.35	
		AmIndian	0	0.00	0.37	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.10	0.3	-0.3	0.00	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
15 TF-COMMUNICATION	8	Female	1	12.50	59.70	4.8	-3.8	20.94	Yes
		Minority	2	25.00	20.85	1.7	0.3	119.92	
		Black	0	0.00	8.39	0.7	-0.7	0.00	
		Hispanic	0	0.00	3.82	0.3	-0.3	0.00	
		Asian	0	0.00	4.93	0.4	-0.4	0.00	
		AmIndian	0	0.00	0.33	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	12.50	3.37	0.3	0.7	370.66	
17 TF-COMPUTER SCIENCES	14	Female	1	7.14	18.61	2.6	-1.6	38.39	Yes
		Minority	10	71.43	28.43	4.0	6.0	251.25	
		Black	0	0.00	2.54	0.4	-0.4	0.00	
		Hispanic	1	7.14	2.50	0.4	0.7	285.71	
		Asian	6	42.86	19.12	2.7	3.3	224.21	
		AmIndian	0	0.00	0.29	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	2	14.29	3.98	0.6	1.4	358.73	
18 TF-COUNSELOR EDUCATION	9	Female	7	77.78	69.02	6.2	0.8	112.69	Yes Yes
		Minority	1	11.11	24.86	2.2	-1.2	44.70	
		Black	0	0.00	13.50	1.2	-1.2	0.00	
		Hispanic	0	0.00	6.17	0.6	-0.6	0.00	
		Asian	0	0.00	2.15	0.2	-0.2	0.00	
		AmIndian	0	0.00	0.75	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.29	0.2	-0.2	0.00	
2 NON-TENURED FACULTY	95	Female	64	67.37	48.01	45.6	18.4	140.32	Yes Yes Yes Yes
		Minority	15	15.79	25.24	24.0	-9.0	62.57	
		Black	1	1.05	6.26	5.9	-4.9	16.83	
		Hispanic	4	4.21	5.42	5.2	-1.2	77.63	
		Asian	5	5.26	12.16	11.5	-6.5	43.30	
		AmIndian	0	0.00	0.62	0.6	-0.6	0.00	
		NHOPI	0	0.00	0.06	0.1	-0.1	0.00	
		Two+	2	2.11	0.72	0.7	1.3	290.67	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
22 TF-SCHOOL OF EDUCATION	24	Female	15	62.50	74.47	17.9	-2.9	83.93	Yes Yes
		Minority	7	29.17	23.44	5.6	1.4	124.42	
		Black	1	4.17	12.08	2.9	-1.9	34.50	
		Hispanic	0	0.00	4.26	1.0	-1.0	0.00	
		Asian	4	16.67	3.04	0.7	3.3	548.48	
		AmIndian	0	0.00	0.87	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	2	8.33	3.20	0.8	1.2	260.70	
26 TF-FOREIGN LANGUAGES AND LITER	5	Female	2	40.00	63.70	3.2	-1.2	62.79	Yes
		Minority	4	80.00	30.68	1.5	2.5	260.75	
		Black	1	20.00	2.80	0.1	0.9	714.69	
		Hispanic	3	60.00	17.19	0.9	2.1	349.08	
		Asian	0	0.00	6.81	0.3	-0.3	0.00	
		AmIndian	0	0.00	0.27	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.61	0.2	-0.2	0.00	
29 TF-HEALTH SCIENCES AND SOCIAL	8	Female	7	87.50	72.24	5.8	1.2	121.12	
		Minority	2	25.00	22.08	1.8	0.2	113.24	
		Black	0	0.00	7.11	0.6	-0.6	0.00	
		Hispanic	0	0.00	3.50	0.3	-0.3	0.00	
		Asian	1	12.50	8.31	0.7	0.3	150.35	
		AmIndian	0	0.00	0.36	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	12.50	2.79	0.2	0.8	448.70	
3 ADMINISTRATIVE STAFF/TECHNICIA	114	Female	34	29.82	36.31	41.4	-7.4	82.14	Yes Yes Yes Yes
		Minority	15	13.16	27.14	30.9	-15.9	48.48	
		Black	5	4.39	10.37	11.8	-6.8	42.30	
		Hispanic	1	0.88	6.62	7.6	-6.6	13.24	
		Asian	5	4.39	9.33	10.6	-5.6	47.02	
		AmIndian	1	0.88	0.13	0.2	0.8	656.19	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	2	1.75	0.68	0.8	1.2	256.43	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
30 TF-HISTORY	8	Female	2	25.00	40.47	3.2	-1.2	61.77	Yes
		Minority	2	25.00	17.80	1.4	0.6	140.46	
		Black	0	0.00	4.95	0.4	-0.4	0.00	
		Hispanic	0	0.00	4.34	0.3	-0.3	0.00	
		Asian	1	12.50	3.53	0.3	0.7	354.32	
		AmIndian	0	0.00	0.54	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	12.50	4.44	0.4	0.6	281.59	
31 TF-KINESIOLOGY	13	Female	5	38.46	43.09	5.6	-0.6	89.27	
		Minority	3	23.08	11.86	1.5	1.5	194.53	
		Black	0	0.00	3.64	0.5	-0.5	0.00	
		Hispanic	1	7.69	3.57	0.5	0.5	215.70	
		Asian	0	0.00	2.47	0.3	-0.3	0.00	
		AmIndian	0	0.00	0.22	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	2	15.38	1.97	0.3	1.7	782.91	
32 TF-LAW ENFORCEMENT AND JUSTICE	19	Female	2	10.53	51.77	9.8	-7.8	20.33	Yes
		Minority	3	15.79	17.26	3.3	-0.3	91.50	
		Black	3	15.79	8.70	1.7	1.3	181.58	
		Hispanic	0	0.00	3.40	0.6	-0.6	0.00	
		Asian	0	0.00	2.17	0.4	-0.4	0.00	
		AmIndian	0	0.00	0.41	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.58	0.5	-0.5	0.00	
34 TF-MANAGEMENT AND MARKETING	12	Female	4	33.33	39.64	4.8	-0.8	84.08	
		Minority	7	58.33	24.21	2.9	4.1	240.95	
		Black	1	8.33	8.09	1.0	0.0	103.04	
		Hispanic	0	0.00	3.59	0.4	-0.4	0.00	
		Asian	5	41.67	8.80	1.1	3.9	473.49	
		AmIndian	0	0.00	0.57	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	8.33	3.16	0.4	0.6	263.52	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
35 TF-MATHEMATICS	20	Female	7	35.00	29.74	5.9	1.1	117.67	Yes
		Minority	3	15.00	20.60	4.1	-1.1	72.82	
		Black	1	5.00	3.06	0.6	0.4	163.46	
		Hispanic	0	0.00	3.62	0.7	-0.7	0.00	
		Asian	2	10.00	10.34	2.1	-0.1	96.72	
		AmIndian	0	0.00	0.24	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.35	0.7	-0.7	0.00	
36 TF-MUSIC	34	Female	11	32.35	49.31	16.8	-5.8	65.61	Yes
		Minority	11	32.35	15.79	5.4	5.6	204.90	
		Black	1	2.94	5.68	1.9	-0.9	51.79	
		Hispanic	1	2.94	2.91	1.0	0.0	101.12	
		Asian	4	11.76	4.43	1.5	2.5	265.44	
		AmIndian	0	0.00	0.14	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.63	0.9	-0.9	0.00	
38 TF-PHYSICS	5	Female	1	20.00	15.37	0.8	0.2	130.12	
		Minority	5	100.00	19.13	1.0	4.0	522.82	
		Black	0	0.00	2.11	0.1	-0.1	0.00	
		Hispanic	1	20.00	2.90	0.1	0.9	689.62	
		Asian	4	80.00	10.01	0.5	3.5	799.01	
		AmIndian	0	0.00	0.18	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.92	0.2	-0.2	0.00	
39 TF-POLITICAL SCIENCE	9	Female	3	33.33	38.45	3.5	-0.5	86.70	
		Minority	3	33.33	20.04	1.8	1.2	166.33	
		Black	1	11.11	6.65	0.6	0.4	167.10	
		Hispanic	1	11.11	4.46	0.4	0.6	249.26	
		Asian	1	11.11	4.72	0.4	0.6	235.52	
		AmIndian	0	0.00	0.48	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.73	0.3	-0.3	0.00	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female	175	63.41	54.22	149.6	25.4	116.94	
		Minority	14	5.07	27.42	75.7	-61.7	18.50	Yes
		Black	7	2.54	11.12	30.7	-23.7	22.82	Yes
		Hispanic	5	1.81	9.25	25.5	-20.5	19.58	Yes
		Asian	1	0.36	5.35	14.8	-13.8	6.78	Yes
		AmIndian	0	0.00	0.96	2.6	-2.6	0.00	Yes
		NHOPI	0	0.00	0.14	0.4	-0.4	0.00	
		Two+	1	0.36	0.61	1.7	-0.7	59.53	
40 TF-PSYCHOLOGY	18	Female	11	61.11	68.80	12.4	-1.4	88.82	
		Minority	1	5.56	21.10	3.8	-2.8	26.33	Yes
		Black	0	0.00	5.86	1.1	-1.1	0.00	Yes
		Hispanic	0	0.00	6.78	1.2	-1.2	0.00	Yes
		Asian	0	0.00	4.60	0.8	-0.8	0.00	
		AmIndian	0	0.00	0.68	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	5.56	3.17	0.6	0.4	174.98	
41 TF-RECREATION, PARK AND TOURIS	9	Female	5	55.56	44.03	4.0	1.0	126.16	
		Minority	2	22.22	15.06	1.4	0.6	147.59	
		Black	0	0.00	4.26	0.4	-0.4	0.00	
		Hispanic	0	0.00	2.56	0.2	-0.2	0.00	
		Asian	2	22.22	3.98	0.4	1.6	558.73	
		AmIndian	0	0.00	0.85	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.41	0.3	-0.3	0.00	
43 TF-SOCIOLOGY AND ANTHROPOLOGY	13	Female	6	46.15	62.06	8.1	-2.1	74.37	Yes
		Minority	3	23.08	25.51	3.3	-0.3	90.47	
		Black	1	7.69	9.19	1.2	-0.2	83.73	
		Hispanic	0	0.00	6.60	0.9	-0.9	0.00	
		Asian	2	15.38	5.64	0.7	1.3	272.79	
		AmIndian	0	0.00	0.66	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.43	0.4	-0.4	0.00	

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Incumbency v. Estimated Availability Detail

FY 23 Detailed
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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
44 TF-THEATRE AND DANCE	13	Female	6	46.15	58.18	7.6	-1.6	79.33	Yes
		Minority	0	0.00	14.66	1.9	-1.9	0.00	Yes
		Black	0	0.00	4.55	0.6	-0.6	0.00	
		Hispanic	0	0.00	4.20	0.5	-0.5	0.00	
		Asian	0	0.00	1.93	0.3	-0.3	0.00	
		AmIndian	0	0.00	0.45	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.52	0.5	-0.5	0.00	
45 TF-SCHOOL OF ENGINEERING AND T	14	Female	4	28.57	20.48	2.9	1.1	139.50	
		Minority	6	42.86	28.83	4.0	2.0	148.67	
		Black	0	0.00	3.65	0.5	-0.5	0.00	
		Hispanic	0	0.00	4.02	0.6	-0.6	0.00	
		Asian	4	28.57	17.21	2.4	1.6	166.03	
		AmIndian	0	0.00	0.33	0.0	0.0	0.00	
		NHOPI	1	7.14	0.00	0.0	1.0	999999+	
		Two+	1	7.14	3.62	0.5	0.5	197.56	
49 TF-INSTITUTE FOR RURAL AFFAIRS	1	Female	0	0.00	72.08	0.7	-0.7	0.00	
		Minority	1	100.00	24.72	0.2	0.8	404.58	
		Black	0	0.00	13.02	0.1	-0.1	0.00	
		Hispanic	0	0.00	3.58	0.0	0.0	0.00	
		Asian	1	100.00	3.40	0.0	1.0	2944.44	
		AmIndian	0	0.00	1.13	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.58	0.0	0.0	0.00	
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female	89	86.41	77.23	79.5	9.5	111.88	
		Minority	10	9.71	31.45	32.4	-22.4	30.87	Yes
		Black	1	0.97	14.67	15.1	-14.1	6.62	Yes
		Hispanic	4	3.88	11.60	11.9	-7.9	33.49	Yes
		Asian	3	2.91	4.41	4.5	-1.5	66.10	Yes
		AmIndian	1	0.97	0.30	0.3	0.7	322.79	
		NHOPI	0	0.00	0.07	0.1	-0.1	0.00	
		Two+	1	0.97	0.41	0.4	0.6	237.65	

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Incumbency v. Estimated Availability Detail

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
51 TF-LIBERAL ARTS AND SCIENCES	3	Female	3	100.00	64.89	1.9	1.1	154.12	
		Minority	0	0.00	27.10	0.8	-0.8	0.00	
		Black	0	0.00	12.60	0.4	-0.4	0.00	
		Hispanic	0	0.00	3.44	0.1	-0.1	0.00	
		Asian	0	0.00	6.87	0.2	-0.2	0.00	
		AmIndian	0	0.00	0.38	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.82	0.1	-0.1	0.00	
52 TF-BROADCASTING AND JOURNALISM	6	Female	2	33.33	54.41	3.3	-1.3	61.26	Yes
		Minority	5	83.33	22.87	1.4	3.6	364.37	
		Black	1	16.67	9.13	0.5	0.5	182.49	
		Hispanic	0	0.00	3.91	0.2	-0.2	0.00	
		Asian	2	33.33	6.22	0.4	1.6	536.21	
		AmIndian	0	0.00	0.61	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	16.67	2.99	0.2	0.8	556.84	
53 TF-ENGLISH	17	Female	10	58.82	77.28	13.1	-3.1	76.11	Yes
		Minority	3	17.65	19.82	3.4	-0.4	89.03	
		Black	1	5.88	8.46	1.4	-0.4	69.50	
		Hispanic	0	0.00	4.68	0.8	-0.8	0.00	
		Asian	1	5.88	5.12	0.9	0.1	114.83	
		AmIndian	1	5.88	0.22	0.0	1.0	2641.18	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	1.34	0.2	-0.2	0.00	
54 TF-EARTH, ATMOSPHERIC, & GEOGR	9	Female	3	33.33	29.52	2.7	0.3	112.90	
		Minority	4	44.44	14.44	1.3	2.7	307.84	
		Black	1	11.11	2.02	0.2	0.8	550.66	
		Hispanic	0	0.00	2.59	0.2	-0.2	0.00	
		Asian	3	33.33	6.28	0.6	2.4	530.79	
		AmIndian	0	0.00	0.33	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.22	0.3	-0.3	0.00	

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Incumbency v. Estimated Availability Detail

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
56 TF-SPEECH PATHOLOGY AND AUDIOL	3	Female	3	100.00	78.31	2.3	0.7	127.69	
		Minority	0	0.00	17.64	0.5	-0.5	0.00	
		Black	0	0.00	7.75	0.2	-0.2	0.00	
		Hispanic	0	0.00	3.15	0.1	-0.1	0.00	
		Asian	0	0.00	4.38	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.22	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.13	0.1	-0.1	0.00	
57 TF-SCHOOL OF ACCOUNTING,FINANC	21	Female	8	38.10	45.62	9.6	-1.6	83.50	
		Minority	13	61.90	23.27	4.9	8.1	265.97	
		Black	0	0.00	8.24	1.7	-1.7	0.00	Yes
		Hispanic	0	0.00	2.78	0.6	-0.6	0.00	
		Asian	9	42.86	9.47	2.0	7.0	452.33	
		AmIndian	0	0.00	0.51	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	2	9.52	2.27	0.5	1.5	420.35	
59 TF-WIU QC MUSEUM STUDIES	1	Female	1	100.00	48.01	0.5	0.5	208.29	
		Minority	0	0.00	25.24	0.3	-0.3	0.00	
		Black	0	0.00	6.26	0.1	-0.1	0.00	
		Hispanic	0	0.00	5.42	0.1	-0.1	0.00	
		Asian	0	0.00	12.16	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.62	0.0	0.0	0.00	
		NHOPI	0	0.00	0.06	0.0	0.0	0.00	
		Two+	0	0.00	0.72	0.0	0.0	0.00	
6 SKILLED CRAFT	51	Female	0	0.00	8.50	4.3	-4.3	0.00	Yes
		Minority	1	1.96	26.36	13.4	-12.4	7.44	Yes
		Black	0	0.00	9.66	4.9	-4.9	0.00	Yes
		Hispanic	0	0.00	14.87	7.6	-7.6	0.00	Yes
		Asian	0	0.00	1.31	0.7	-0.7	0.00	
		AmIndian	0	0.00	0.32	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.03	0.0	0.0	0.00	
		Two+	1	1.96	0.17	0.1	0.9	1130.03	

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Incumbency v. Estimated Availability Detail

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
7 SERVICE MAINTENANCE	118	Female	35	29.66	28.00	33.0	2.0	105.94	
		Minority	12	10.17	44.36	52.3	-40.3	22.92	Yes
		Black	8	6.78	16.56	19.5	-11.5	40.94	Yes
		Hispanic	0	0.00	24.89	29.4	-29.4	0.00	Yes
		Asian	2	1.69	2.17	2.6	-0.6	77.94	
		AmIndian	1	0.85	0.38	0.5	0.5	220.89	
		NHOPI	0	0.00	0.04	0.0	0.0	0.00	
		Two+	1	0.85	0.32	0.4	0.6	268.77	
9 TF-BIOLOGICAL SCIENCES	11	Female	3	27.27	46.54	5.1	-2.1	58.60	Yes
		Minority	4	36.36	23.81	2.6	1.4	152.74	
		Black	1	9.09	3.57	0.4	0.6	254.91	
		Hispanic	0	0.00	4.80	0.5	-0.5	0.00	
		Asian	2	18.18	12.03	1.3	0.7	151.15	
		AmIndian	0	0.00	0.45	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.97	0.3	-0.3	0.00	

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Incumbency v. Estimated Availability Detail

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	133	Female Minority	81 22	60.90 16.54	62.43 26.32	83.0 35.0	-2.0 -13.0	97.56 62.85	Yes
11 TF-AGRICULTURE	9	Female Minority	2 1	22.22 11.11	38.59 19.92	3.5 1.8	-1.5 -0.8	57.59 55.79	Yes
12 TF-ART AND DESIGN	13	Female Minority	6 3	46.15 23.08	77.99 24.60	10.1 3.2	-4.1 -0.2	59.18 93.83	Yes
14 TF-CHEMISTRY	9	Female Minority	2 5	22.22 55.56	33.80 21.80	3.0 2.0	-1.0 3.0	65.76 254.84	Yes
15 TF-COMMUNICATION	8	Female Minority	1 2	12.50 25.00	59.70 20.85	4.8 1.7	-3.8 0.3	20.94 119.92	Yes
17 TF-COMPUTER SCIENCES	14	Female Minority	1 10	7.14 71.43	18.61 28.43	2.6 4.0	-1.6 6.0	38.39 251.25	Yes
18 TF-COUNSELOR EDUCATION	9	Female Minority	7 1	77.78 11.11	69.02 24.86	6.2 2.2	0.8 -1.2	112.69 44.70	Yes
2 NON-TENURED FACULTY	95	Female Minority	64 15	67.37 15.79	48.01 25.24	45.6 24.0	18.4 -9.0	140.32 62.57	Yes
22 TF-SCHOOL OF EDUCATION	24	Female Minority	15 7	62.50 29.17	74.47 23.44	17.9 5.6	-2.9 1.4	83.93 124.42	
26 TF-FOREIGN LANGUAGES AND LITER	5	Female Minority	2 4	40.00 80.00	63.70 30.68	3.2 1.5	-1.2 2.5	62.79 260.75	Yes
29 TF-HEALTH SCIENCES AND SOCIAL	8	Female Minority	7 2	87.50 25.00	72.24 22.08	5.8 1.8	1.2 0.2	121.12 113.24	
3 ADMINISTRATIVE STAFF/TECHNICIA	114	Female Minority	34 15	29.82 13.16	36.31 27.14	41.4 30.9	-7.4 -15.9	82.14 48.48	Yes
30 TF-HISTORY	8	Female Minority	2 2	25.00 25.00	40.47 17.80	3.2 1.4	-1.2 0.6	61.77 140.46	Yes

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
31 TF-KINESIOLOGY	13	Female Minority	5 3	38.46 23.08	43.09 11.86	5.6 1.5	-0.6 1.5	89.27 194.53	
32 TF-LAW ENFORCEMENT AND JUSTICE	19	Female Minority	2 3	10.53 15.79	51.77 17.26	9.8 3.3	-7.8 -0.3	20.33 91.50	Yes
34 TF-MANAGEMENT AND MARKETING	12	Female Minority	4 7	33.33 58.33	39.64 24.21	4.8 2.9	-0.8 4.1	84.08 240.95	
35 TF-MATHEMATICS	20	Female Minority	7 3	35.00 15.00	29.74 20.60	5.9 4.1	1.1 -1.1	117.67 72.82	Yes
36 TF-MUSIC	34	Female Minority	11 11	32.35 32.35	49.31 15.79	16.8 5.4	-5.8 5.6	65.61 204.90	Yes
38 TF-PHYSICS	5	Female Minority	1 5	20.00 100.00	15.37 19.13	0.8 1.0	0.2 4.0	130.12 522.82	
39 TF-POLITICAL SCIENCE	9	Female Minority	3 3	33.33 33.33	38.45 20.04	3.5 1.8	-0.5 1.2	86.70 166.33	
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female Minority	175 14	63.41 5.07	54.22 27.42	149.6 75.7	25.4 -61.7	116.94 18.50	Yes
40 TF-PSYCHOLOGY	18	Female Minority	11 1	61.11 5.56	68.80 21.10	12.4 3.8	-1.4 -2.8	88.82 26.33	Yes
41 TF-RECREATION, PARK AND TOURIS	9	Female Minority	5 2	55.56 22.22	44.03 15.06	4.0 1.4	1.0 0.6	126.16 147.59	
43 TF-SOCIOLOGY AND ANTHROPOLOGY	13	Female Minority	6 3	46.15 23.08	62.06 25.51	8.1 3.3	-2.1 -0.3	74.37 90.47	Yes
44 TF-THEATRE AND DANCE	13	Female Minority	6 0	46.15 0.00	58.18 14.66	7.6 1.9	-1.6 -1.9	79.33 0.00	Yes Yes
45 TF-SCHOOL OF ENGINEERING AND T	14	Female Minority	4 6	28.57 42.86	20.48 28.83	2.9 4.0	1.1 2.0	139.50 148.67	

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Incumbency v. Estimated Availability Detail

FY 23 Detailed
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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
49 TF-INSTITUTE FOR RURAL AFFAIRS	1	Female Minority	0 1	0.00 100.00	72.08 24.72	0.7 0.2	-0.7 0.8	0.00 404.58	
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female Minority	89 10	86.41 9.71	77.23 31.45	79.5 32.4	9.5 -22.4	111.88 30.87	Yes
51 TF-LIBERAL ARTS AND SCIENCES	3	Female Minority	3 0	100.00 0.00	64.89 27.10	1.9 0.8	1.1 -0.8	154.12 0.00	
52 TF-BROADCASTING AND JOURNALISM	6	Female Minority	2 5	33.33 83.33	54.41 22.87	3.3 1.4	-1.3 3.6	61.26 364.37	Yes
53 TF-ENGLISH	17	Female Minority	10 3	58.82 17.65	77.28 19.82	13.1 3.4	-3.1 -0.4	76.11 89.03	Yes
54 TF-EARTH, ATMOSPHERIC, & GEOGR	9	Female Minority	3 4	33.33 44.44	29.52 14.44	2.7 1.3	0.3 2.7	112.90 307.84	
56 TF-SPEECH PATHOLOGY AND AUDIOL	3	Female Minority	3 0	100.00 0.00	78.31 17.64	2.3 0.5	0.7 -0.5	127.69 0.00	
57 TF-SCHOOL OF ACCOUNTING,FINANC	21	Female Minority	8 13	38.10 61.90	45.62 23.27	9.6 4.9	-1.6 8.1	83.50 265.97	
59 TF-WIU QC MUSEUM STUDIES	1	Female Minority	1 0	100.00 0.00	48.01 25.24	0.5 0.3	0.5 -0.3	208.29 0.00	
6 SKILLED CRAFT	51	Female Minority	0 1	0.00 1.96	8.50 26.36	4.3 13.4	-4.3 -12.4	0.00 7.44	Yes Yes
7 SERVICE MAINTENANCE	118	Female Minority	35 12	29.66 10.17	28.00 44.36	33.0 52.3	2.0 -40.3	105.94 22.92	Yes
9 TF-BIOLOGICAL SCIENCES	11	Female Minority	3 4	27.27 36.36	46.54 23.81	5.1 2.6	-2.1 1.4	58.60 152.74	Yes

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Incumbency v. Estimated Availability Summary

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08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	133	Female	81	60.90	62.43	
		Minority	22	16.54	26.32	Yes
		Black	11	8.27	13.58	Yes
		Hispanic	8	6.02	7.78	Yes
		Asian	1	0.75	3.32	Yes
		AmIndian	0	0.00	0.99	Yes
		NHOPI	0	0.00	0.14	
		Two+	1	0.75	0.50	
11 TF-AGRICULTURE	9	Female	2	22.22	38.59	Yes
		Minority	1	11.11	19.92	
		Black	0	0.00	12.03	Yes
		Hispanic	1	11.11	3.73	
		Asian	0	0.00	0.41	
		AmIndian	0	0.00	2.07	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	1.66	
12 TF-ART AND DESIGN	13	Female	6	46.15	77.99	Yes
		Minority	3	23.08	24.60	
		Black	0	0.00	6.80	
		Hispanic	0	0.00	3.56	
		Asian	1	7.69	8.41	
		AmIndian	0	0.00	1.29	
		NHOPI	0	0.00	0.00	
		Two+	1	7.69	4.53	
14 TF-CHEMISTRY	9	Female	2	22.22	33.80	Yes
		Minority	5	55.56	21.80	
		Black	0	0.00	3.64	
		Hispanic	0	0.00	3.94	
		Asian	5	55.56	10.74	
		AmIndian	0	0.00	0.37	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.10	

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Incumbency v. Estimated Availability Summary

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
15 TF-COMMUNICATION	8	Female	1	12.50	59.70	Yes
		Minority	2	25.00	20.85	
		Black	0	0.00	8.39	
		Hispanic	0	0.00	3.82	
		Asian	0	0.00	4.93	
		AmIndian	0	0.00	0.33	
		NHOPI	0	0.00	0.00	
		Two+	1	12.50	3.37	
17 TF-COMPUTER SCIENCES	14	Female	1	7.14	18.61	Yes
		Minority	10	71.43	28.43	
		Black	0	0.00	2.54	
		Hispanic	1	7.14	2.50	
		Asian	6	42.86	19.12	
		AmIndian	0	0.00	0.29	
		NHOPI	0	0.00	0.00	
		Two+	2	14.29	3.98	
18 TF-COUNSELOR EDUCATION	9	Female	7	77.78	69.02	Yes Yes
		Minority	1	11.11	24.86	
		Black	0	0.00	13.50	
		Hispanic	0	0.00	6.17	
		Asian	0	0.00	2.15	
		AmIndian	0	0.00	0.75	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	2.29	
2 NON-TENURED FACULTY	95	Female	64	67.37	48.01	Yes Yes Yes Yes
		Minority	15	15.79	25.24	
		Black	1	1.05	6.26	
		Hispanic	4	4.21	5.42	
		Asian	5	5.26	12.16	
		AmIndian	0	0.00	0.62	
		NHOPI	0	0.00	0.06	
		Two+	2	2.11	0.72	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
22 TF-SCHOOL OF EDUCATION	24	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	15 7 1 0 4 0 0 2	62.50 29.17 4.17 0.00 16.67 0.00 0.00 8.33	74.47 23.44 12.08 4.26 3.04 0.87 0.00 3.20	Yes Yes
26 TF-FOREIGN LANGUAGES AND LITER	5	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	2 4 1 3 0 0 0 0	40.00 80.00 20.00 60.00 0.00 0.00 0.00 0.00	63.70 30.68 2.80 17.19 6.81 0.27 0.00 3.61	Yes
29 TF-HEALTH SCIENCES AND SOCIAL	8	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	7 2 0 0 1 0 0 1	87.50 25.00 0.00 0.00 12.50 0.00 0.00 12.50	72.24 22.08 7.11 3.50 8.31 0.36 0.00 2.79	
3 ADMINISTRATIVE STAFF/TECHNICIA	114	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	34 15 5 1 5 1 0 2	29.82 13.16 4.39 0.88 4.39 0.88 0.00 1.75	36.31 27.14 10.37 6.62 9.33 0.13 0.00 0.68	Yes Yes Yes Yes

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
30 TF-HISTORY	8	Female	2	25.00	40.47	Yes
		Minority	2	25.00	17.80	
		Black	0	0.00	4.95	
		Hispanic	0	0.00	4.34	
		Asian	1	12.50	3.53	
		AmIndian	0	0.00	0.54	
		NHOPI	0	0.00	0.00	
		Two+	1	12.50	4.44	
31 TF-KINESIOLOGY	13	Female	5	38.46	43.09	
		Minority	3	23.08	11.86	
		Black	0	0.00	3.64	
		Hispanic	1	7.69	3.57	
		Asian	0	0.00	2.47	
		AmIndian	0	0.00	0.22	
		NHOPI	0	0.00	0.00	
		Two+	2	15.38	1.97	
32 TF-LAW ENFORCEMENT AND JUSTICE	19	Female	2	10.53	51.77	Yes
		Minority	3	15.79	17.26	
		Black	3	15.79	8.70	
		Hispanic	0	0.00	3.40	
		Asian	0	0.00	2.17	
		AmIndian	0	0.00	0.41	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	2.58	
34 TF-MANAGEMENT AND MARKETING	12	Female	4	33.33	39.64	
		Minority	7	58.33	24.21	
		Black	1	8.33	8.09	
		Hispanic	0	0.00	3.59	
		Asian	5	41.67	8.80	
		AmIndian	0	0.00	0.57	
		NHOPI	0	0.00	0.00	
		Two+	1	8.33	3.16	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
35 TF-MATHEMATICS	20	Female	7	35.00	29.74	Yes
		Minority	3	15.00	20.60	
		Black	1	5.00	3.06	
		Hispanic	0	0.00	3.62	
		Asian	2	10.00	10.34	
		AmIndian	0	0.00	0.24	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.35	
36 TF-MUSIC	34	Female	11	32.35	49.31	Yes
		Minority	11	32.35	15.79	
		Black	1	2.94	5.68	
		Hispanic	1	2.94	2.91	
		Asian	4	11.76	4.43	
		AmIndian	0	0.00	0.14	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	2.63	
38 TF-PHYSICS	5	Female	1	20.00	15.37	
		Minority	5	100.00	19.13	
		Black	0	0.00	2.11	
		Hispanic	1	20.00	2.90	
		Asian	4	80.00	10.01	
		AmIndian	0	0.00	0.18	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.92	
39 TF-POLITICAL SCIENCE	9	Female	3	33.33	38.45	
		Minority	3	33.33	20.04	
		Black	1	11.11	6.65	
		Hispanic	1	11.11	4.46	
		Asian	1	11.11	4.72	
		AmIndian	0	0.00	0.48	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.73	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female	175	63.41	54.22	
		Minority	14	5.07	27.42	Yes
		Black	7	2.54	11.12	Yes
		Hispanic	5	1.81	9.25	Yes
		Asian	1	0.36	5.35	Yes
		AmIndian	0	0.00	0.96	Yes
		NHOPI	0	0.00	0.14	
		Two+	1	0.36	0.61	
40 TF-PSYCHOLOGY	18	Female	11	61.11	68.80	
		Minority	1	5.56	21.10	Yes
		Black	0	0.00	5.86	Yes
		Hispanic	0	0.00	6.78	Yes
		Asian	0	0.00	4.60	
		AmIndian	0	0.00	0.68	
		NHOPI	0	0.00	0.00	
		Two+	1	5.56	3.17	
41 TF-RECREATION, PARK AND TOURIS	9	Female	5	55.56	44.03	
		Minority	2	22.22	15.06	
		Black	0	0.00	4.26	
		Hispanic	0	0.00	2.56	
		Asian	2	22.22	3.98	
		AmIndian	0	0.00	0.85	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.41	
43 TF-SOCIOLOGY AND ANTHROPOLOGY	13	Female	6	46.15	62.06	Yes
		Minority	3	23.08	25.51	
		Black	1	7.69	9.19	
		Hispanic	0	0.00	6.60	
		Asian	2	15.38	5.64	
		AmIndian	0	0.00	0.66	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.43	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
44 TF-THEATRE AND DANCE	13	Female	6	46.15	58.18	Yes
		Minority	0	0.00	14.66	Yes
		Black	0	0.00	4.55	
		Hispanic	0	0.00	4.20	
		Asian	0	0.00	1.93	
		AmIndian	0	0.00	0.45	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.52	
45 TF-SCHOOL OF ENGINEERING AND T	14	Female	4	28.57	20.48	
		Minority	6	42.86	28.83	
		Black	0	0.00	3.65	
		Hispanic	0	0.00	4.02	
		Asian	4	28.57	17.21	
		AmIndian	0	0.00	0.33	
		NHOPI	1	7.14	0.00	
		Two+	1	7.14	3.62	
49 TF-INSTITUTE FOR RURAL AFFAIRS	1	Female	0	0.00	72.08	
		Minority	1	100.00	24.72	
		Black	0	0.00	13.02	
		Hispanic	0	0.00	3.58	
		Asian	1	100.00	3.40	
		AmIndian	0	0.00	1.13	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	3.58	
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female	89	86.41	77.23	
		Minority	10	9.71	31.45	Yes
		Black	1	0.97	14.67	Yes
		Hispanic	4	3.88	11.60	Yes
		Asian	3	2.91	4.41	Yes
		AmIndian	1	0.97	0.30	
		NHOPI	0	0.00	0.07	
		Two+	1	0.97	0.41	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
51 TF-LIBERAL ARTS AND SCIENCES	3	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	3 0 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	64.89 27.10 12.60 3.44 6.87 0.38 0.00 3.82	
52 TF-BROADCASTING AND JOURNALISM	6	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	2 5 1 0 2 0 0 1	33.33 83.33 16.67 0.00 33.33 0.00 0.00 16.67	54.41 22.87 9.13 3.91 6.22 0.61 0.00 2.99	Yes
53 TF-ENGLISH	17	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	10 3 1 0 1 1 0 0	58.82 17.65 5.88 0.00 5.88 5.88 0.00 0.00	77.28 19.82 8.46 4.68 5.12 0.22 0.00 1.34	Yes
54 TF-EARTH, ATMOSPHERIC, & GEOGR	9	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	3 4 1 0 3 0 0 0	33.33 44.44 11.11 0.00 33.33 0.00 0.00 0.00	29.52 14.44 2.02 2.59 6.28 0.33 0.00 3.22	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
56 TF-SPEECH PATHOLOGY AND AUDIOL	3	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	3 0 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	78.31 17.64 7.75 3.15 4.38 0.22 0.00 2.13	
57 TF-SCHOOL OF ACCOUNTING,FINANC	21	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	8 13 0 0 9 0 0 2	38.10 61.90 0.00 0.00 42.86 0.00 0.00 9.52	45.62 23.27 8.24 2.78 9.47 0.51 0.00 2.27	Yes
59 TF-WIU QC MUSEUM STUDIES	1	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	1 0 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	48.01 25.24 6.26 5.42 12.16 0.62 0.06 0.72	
6 SKILLED CRAFT	51	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	0 1 0 0 0 0 0 1	0.00 1.96 0.00 0.00 0.00 0.00 0.00 1.96	8.50 26.36 9.66 14.87 1.31 0.32 0.03 0.17	Yes Yes Yes Yes

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
7 SERVICE MAINTENANCE	118	Female	35	29.66	28.00	
		Minority	12	10.17	44.36	Yes
		Black	8	6.78	16.56	Yes
		Hispanic	0	0.00	24.89	Yes
		Asian	2	1.69	2.17	
		AmIndian	1	0.85	0.38	
		NHOPI	0	0.00	0.04	
		Two+	1	0.85	0.32	
9 TF-BIOLOGICAL SCIENCES	11	Female	3	27.27	46.54	Yes
		Minority	4	36.36	23.81	
		Black	1	9.09	3.57	
		Hispanic	0	0.00	4.80	
		Asian	2	18.18	12.03	
		AmIndian	0	0.00	0.45	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	2.97	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	133	Female Minority	81 22	60.90 16.54	62.43 26.32	Yes
11 TF-AGRICULTURE	9	Female Minority	2 1	22.22 11.11	38.59 19.92	Yes
12 TF-ART AND DESIGN	13	Female Minority	6 3	46.15 23.08	77.99 24.60	Yes
14 TF-CHEMISTRY	9	Female Minority	2 5	22.22 55.56	33.80 21.80	Yes
15 TF-COMMUNICATION	8	Female Minority	1 2	12.50 25.00	59.70 20.85	Yes
17 TF-COMPUTER SCIENCES	14	Female Minority	1 10	7.14 71.43	18.61 28.43	Yes
18 TF-COUNSELOR EDUCATION	9	Female Minority	7 1	77.78 11.11	69.02 24.86	Yes
2 NON-TENURED FACULTY	95	Female Minority	64 15	67.37 15.79	48.01 25.24	Yes
22 TF-SCHOOL OF EDUCATION	24	Female Minority	15 7	62.50 29.17	74.47 23.44	
26 TF-FOREIGN LANGUAGES AND LITER	5	Female Minority	2 4	40.00 80.00	63.70 30.68	Yes
29 TF-HEALTH SCIENCES AND SOCIAL	8	Female Minority	7 2	87.50 25.00	72.24 22.08	
3 ADMINISTRATIVE STAFF/TECHNICIA	114	Female Minority	34 15	29.82 13.16	36.31 27.14	Yes
30 TF-HISTORY	8	Female Minority	2 2	25.00 25.00	40.47 17.80	Yes

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
31 TF-KINESIOLOGY	13	Female Minority	5 3	38.46 23.08	43.09 11.86	
32 TF-LAW ENFORCEMENT AND JUSTICE	19	Female Minority	2 3	10.53 15.79	51.77 17.26	Yes
34 TF-MANAGEMENT AND MARKETING	12	Female Minority	4 7	33.33 58.33	39.64 24.21	
35 TF-MATHEMATICS	20	Female Minority	7 3	35.00 15.00	29.74 20.60	Yes
36 TF-MUSIC	34	Female Minority	11 11	32.35 32.35	49.31 15.79	Yes
38 TF-PHYSICS	5	Female Minority	1 5	20.00 100.00	15.37 19.13	
39 TF-POLITICAL SCIENCE	9	Female Minority	3 3	33.33 33.33	38.45 20.04	
4 PROFESSIONAL STAFF/PROTECTIVE	276	Female Minority	175 14	63.41 5.07	54.22 27.42	Yes
40 TF-PSYCHOLOGY	18	Female Minority	11 1	61.11 5.56	68.80 21.10	Yes
41 TF-RECREATION, PARK AND TOURIS	9	Female Minority	5 2	55.56 22.22	44.03 15.06	
43 TF-SOCIOLOGY AND ANTHROPOLOGY	13	Female Minority	6 3	46.15 23.08	62.06 25.51	Yes
44 TF-THEATRE AND DANCE	13	Female Minority	6 0	46.15 0.00	58.18 14.66	Yes Yes
45 TF-SCHOOL OF ENGINEERING AND T	14	Female Minority	4 6	28.57 42.86	20.48 28.83	

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability Summary

FY 23 Detailed
08/14/2023

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
49 TF-INSTITUTE FOR RURAL AFFAIRS	1	Female Minority	0 1	0.00 100.00	72.08 24.72	
5 OFFICE & CLERICAL/PARA-PROFESS	103	Female Minority	89 10	86.41 9.71	77.23 31.45	Yes
51 TF-LIBERAL ARTS AND SCIENCES	3	Female Minority	3 0	100.00 0.00	64.89 27.10	
52 TF-BROADCASTING AND JOURNALISM	6	Female Minority	2 5	33.33 83.33	54.41 22.87	Yes
53 TF-ENGLISH	17	Female Minority	10 3	58.82 17.65	77.28 19.82	Yes
54 TF-EARTH, ATMOSPHERIC, & GEOGR	9	Female Minority	3 4	33.33 44.44	29.52 14.44	
56 TF-SPEECH PATHOLOGY AND AUDIOL	3	Female Minority	3 0	100.00 0.00	78.31 17.64	
57 TF-SCHOOL OF ACCOUNTING,FINANC	21	Female Minority	8 13	38.10 61.90	45.62 23.27	
59 TF-WIU QC MUSEUM STUDIES	1	Female Minority	1 0	100.00 0.00	48.01 25.24	
6 SKILLED CRAFT	51	Female Minority	0 1	0.00 1.96	8.50 26.36	Yes Yes
7 SERVICE MAINTENANCE	118	Female Minority	35 12	29.66 10.17	28.00 44.36	Yes
9 TF-BIOLOGICAL SCIENCES	11	Female Minority	3 4	27.27 36.36	46.54 23.81	Yes

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Detailed
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Job Group		Less than 80% ?							
		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
1	TENURED FACULTY/OFFICIAL & MAN		Yes	Yes	Yes	Yes	Yes		
11	TF-AGRICULTURE	Yes		Yes					
12	TF-ART AND DESIGN	Yes							
14	TF-CHEMISTRY	Yes							
15	TF-COMMUNICATION	Yes							
17	TF-COMPUTER SCIENCES	Yes							
18	TF-COUNSELOR EDUCATION		Yes	Yes					
2	NON-TENURED FACULTY		Yes	Yes	Yes	Yes			
22	TF-SCHOOL OF EDUCATION			Yes	Yes				
26	TF-FOREIGN LANGUAGES AND LITER	Yes							
29	TF-HEALTH SCIENCES AND SOCIAL								
3	ADMINISTRATIVE STAFF/TECHNICIA		Yes	Yes	Yes	Yes			
30	TF-HISTORY	Yes							
31	TF-KINESIOLOGY								
32	TF-LAW ENFORCEMENT AND JUSTICE	Yes							
34	TF-MANAGEMENT AND MARKETING								
35	TF-MATHEMATICS		Yes						

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Detailed
08/14/2023

Job Group	Less than 80% ?							
	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
36 TF-MUSIC	Yes							
38 TF-PHYSICS								
39 TF-POLITICAL SCIENCE								
4 PROFESSIONAL STAFF/PROTECTIVE		Yes	Yes	Yes	Yes	Yes		
40 TF-PSYCHOLOGY		Yes	Yes	Yes				
41 TF-RECREATION, PARK AND TOURIS								
43 TF-SOCIOLOGY AND ANTHROPOLOGY	Yes							
44 TF-THEATRE AND DANCE	Yes	Yes						
45 TF-SCHOOL OF ENGINEERING AND T								
49 TF-INSTITUTE FOR RURAL AFFAIRS								
5 OFFICE & CLERICAL/PARA-PROFESS		Yes	Yes	Yes	Yes			
51 TF-LIBERAL ARTS AND SCIENCES								
52 TF-BROADCASTING AND JOURNALISM	Yes							
53 TF-ENGLISH	Yes							
54 TF-EARTH, ATMOSPHERIC, & GEOGR								
56 TF-SPEECH PATHOLOGY AND AUDIOL								
57 TF-SCHOOL OF ACCOUNTING,FINANC			Yes					

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Detailed
08/14/2023

	Less than 80% ?							
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
59 TF-WIU QC MUSEUM STUDIES								
6 SKILLED CRAFT	Yes	Yes	Yes	Yes				
7 SERVICE MAINTENANCE		Yes	Yes	Yes				
9 TF-BIOLOGICAL SCIENCES	Yes							

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Detailed
08/14/2023

	Less than 80% ?	
Job Group	Female	Minority
1 TENURED FACULTY/OFFICIAL & MAN		Yes
11 TF-AGRICULTURE	Yes	
12 TF-ART AND DESIGN	Yes	
14 TF-CHEMISTRY	Yes	
15 TF-COMMUNICATION	Yes	
17 TF-COMPUTER SCIENCES	Yes	
18 TF-COUNSELOR EDUCATION		Yes
2 NON-TENURED FACULTY		Yes
22 TF-SCHOOL OF EDUCATION		
26 TF-FOREIGN LANGUAGES AND LITER	Yes	
29 TF-HEALTH SCIENCES AND SOCIAL		
3 ADMINISTRATIVE STAFF/TECHNICIA		Yes
30 TF-HISTORY	Yes	
31 TF-KINESIOLOGY		
32 TF-LAW ENFORCEMENT AND JUSTICE	Yes	
34 TF-MANAGEMENT AND MARKETING		
35 TF-MATHEMATICS		Yes

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Detailed
08/14/2023

	Less than 80% ?	
Job Group	Female	Minority
36 TF-MUSIC	Yes	
38 TF-PHYSICS		
39 TF-POLITICAL SCIENCE		
4 PROFESSIONAL STAFF/PROTECTIVE		Yes
40 TF-PSYCHOLOGY		Yes
41 TF-RECREATION, PARK AND TOURIS		
43 TF-SOCIOLOGY AND ANTHROPOLOGY	Yes	
44 TF-THEATRE AND DANCE	Yes	Yes
45 TF-SCHOOL OF ENGINEERING AND T		
49 TF-INSTITUTE FOR RURAL AFFAIRS		
5 OFFICE & CLERICAL/PARA-PROFESS		Yes
51 TF-LIBERAL ARTS AND SCIENCES		
52 TF-BROADCASTING AND JOURNALISM	Yes	
53 TF-ENGLISH	Yes	
54 TF-EARTH, ATMOSPHERIC, & GEOGR		
56 TF-SPEECH PATHOLOGY AND AUDIOL		
57 TF-SCHOOL OF ACCOUNTING,FINANC		

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

FY 23 Detailed
08/14/2023

	Less than 80% ?	
Job Group	Female	Minority
59 TF-WIU QC MUSEUM STUDIES		
6 SKILLED CRAFT	Yes	Yes
7 SERVICE MAINTENANCE		Yes
9 TF-BIOLOGICAL SCIENCES	Yes	

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Job Group Analysis Summary

FY 23 Detailed
08/14/2023

Job Group	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	133	22	16.54	Male	52	39.10	39	29.32	5	3.76	6	4.51	1	0.75	0	0.00	0	0.00	1	0.75
				Female	81	60.90	72	54.14	6	4.51	2	1.50	0	0.00	0	0.00	0	0.00	0	0.00
11 TF-AGRICULTURE	9	1	11.11	Male	7	77.78	7	77.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	22.22	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
12 TF-ART AND DESIGN	13	3	23.08	Male	7	53.85	5	38.46	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	1	7.69
				Female	6	46.15	5	38.46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
14 TF-CHEMISTRY	9	5	55.56	Male	7	77.78	3	33.33	0	0.00	0	0.00	4	44.44	0	0.00	0	0.00	0	0.00
				Female	2	22.22	1	11.11	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
15 TF-COMMUNICATION	8	2	25.00	Male	7	87.50	6	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
17 TF-COMPUTER SCIENCES	14	10	71.43	Male	13	92.86	4	28.57	0	0.00	1	7.14	5	35.71	0	0.00	0	0.00	2	14.29
				Female	1	7.14	0	0.00	0	0.00	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00
18 TF-COUNSELOR EDUCATION	9	1	11.11	Male	2	22.22	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	77.78	6	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
2 NON-TENURED FACULTY	95	15	15.79	Male	31	32.63	23	24.21	0	0.00	2	2.11	2	2.11	0	0.00	0	0.00	1	1.05
				Female	64	67.37	57	60.00	1	1.05	2	2.11	3	3.16	0	0.00	0	0.00	0	0.00
22 TF-SCHOOL OF EDUCATION	24	7	29.17	Male	9	37.50	7	29.17	1	4.17	0	0.00	0	0.00	0	0.00	0	0.00	1	4.17
				Female	15	62.50	10	41.67	0	0.00	0	0.00	4	16.67	0	0.00	0	0.00	0	0.00
26 TF-FOREIGN LANGUAGES AND LITER	5	4	80.00	Male	3	60.00	1	20.00	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	40.00	0	0.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00
29 TF-HEALTH SCIENCES AND SOCIAL	8	2	25.00	Male	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50
				Female	7	87.50	6	75.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00
3 ADMINISTRATIVE STAFF/TECHNICIA	114	15	13.16	Male	80	70.18	68	59.65	5	4.39	0	0.00	5	4.39	1	0.88	0	0.00	0	0.00
				Female	34	29.82	31	27.19	0	0.00	1	0.88	0	0.00	0	0.00	0	0.00	0	0.00

Job Group Analysis Summary

FY 23 Detailed

08/14/2023

Job Group	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
30 TF-HISTORY	8	2	25.00	Male	6	75.00	5	62.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50
				Female	2	25.00	1	12.50	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00
31 TF-KINESIOLOGY	13	3	23.08	Male	8	61.54	6	46.15	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	1	7.69
				Female	5	38.46	4	30.77	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
32 TF-LAW ENFORCEMENT AND JUSTICE	19	3	15.79	Male	17	89.47	14	73.68	3	15.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	10.53	2	10.53	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
34 TF-MANAGEMENT AND MARKETING	12	7	58.33	Male	8	66.67	2	16.67	0	0.00	0	0.00	5	41.67	0	0.00	0	0.00	1	8.33
				Female	4	33.33	3	25.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
35 TF-MATHEMATICS	20	3	15.00	Male	13	65.00	11	55.00	1	5.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.00
				Female	7	35.00	6	30.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.00
36 TF-MUSIC	34	11	32.35	Male	23	67.65	17	50.00	1	2.94	1	2.94	3	8.82	0	0.00	0	0.00	0	0.00
				Female	11	32.35	6	17.65	0	0.00	0	0.00	1	2.94	0	0.00	0	0.00	0	0.00
38 TF-PHYSICS	5	5	100.00	Male	4	80.00	0	0.00	0	0.00	1	20.00	3	60.00	0	0.00	0	0.00	0	0.00
				Female	1	20.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
39 TF-POLITICAL SCIENCE	9	3	33.33	Male	6	66.67	5	55.56	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
				Female	3	33.33	1	11.11	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
4 PROFESSIONAL STAFF/PROTECTIVE	276	14	5.07	Male	101	36.59	95	34.42	4	1.45	1	0.36	0	0.00	0	0.00	0	0.00	1	0.36
				Female	175	63.41	167	60.51	3	1.09	4	1.45	1	0.36	0	0.00	0	0.00	0	0.00
40 TF-PSYCHOLOGY	18	1	5.56	Male	7	38.89	7	38.89	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	11	61.11	10	55.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
41 TF-RECREATION, PARK AND TOURIS	9	2	22.22	Male	4	44.44	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	55.56	3	33.33	0	0.00	0	0.00	2	22.22	0	0.00	0	0.00	0	0.00
43 TF-SOCIOLOGY AND ANTHROPOLOGY	13	3	23.08	Male	7	53.85	4	30.77	1	7.69	0	0.00	2	15.38	0	0.00	0	0.00	0	0.00
				Female	6	46.15	6	46.15	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Job Group Analysis Summary

FY 23 Detailed

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Job Group	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
44 TF-THEATRE AND DANCE	13	0	0.00	Male	7	53.85	7	53.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	46.15	6	46.15	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
45 TF-SCHOOL OF ENGINEERING AND T	14	6	42.86	Male	10	71.43	6	42.86	0	0.00	0	0.00	2	14.29	0	0.00	1	7.14	1	7.14
				Female	4	28.57	2	14.29	0	0.00	0	0.00	2	14.29	0	0.00	0	0.00	0	0.00
49 TF-INSTITUTE FOR RURAL AFFAIRS	1	1	100.00	Male	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
5 OFFICE & CLERICAL/PARA-PROFESS	103	10	9.71	Male	14	13.59	12	11.65	0	0.00	2	1.94	0	0.00	0	0.00	0	0.00	0	0.00
				Female	89	86.41	81	78.64	1	0.97	2	1.94	3	2.91	1	0.97	0	0.00	1	0.97
51 TF-LIBERAL ARTS AND SCIENCES	3	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
52 TF-BROADCASTING AND JOURNALISM	6	5	83.33	Male	4	66.67	1	16.67	1	16.67	0	0.00	1	16.67	0	0.00	0	0.00	1	16.67
				Female	2	33.33	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
53 TF-ENGLISH	17	3	17.65	Male	7	41.18	6	35.29	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00	0	0.00
				Female	10	58.82	8	47.06	1	5.88	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00
54 TF-EARTH, ATMOSPHERIC, & GEOGR	9	4	44.44	Male	6	66.67	3	33.33	1	11.11	0	0.00	2	22.22	0	0.00	0	0.00	0	0.00
				Female	3	33.33	2	22.22	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
56 TF-SPEECH PATHOLOGY AND AUDIOL	3	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
57 TF-SCHOOL OF ACCOUNTING,FINANC	21	13	61.90	Male	13	61.90	6	28.57	0	0.00	0	0.00	6	28.57	0	0.00	0	0.00	0	0.00
				Female	8	38.10	2	9.52	0	0.00	0	0.00	3	14.29	0	0.00	0	0.00	2	9.52
59 TF-WIU QC MUSEUM STUDIES	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6 SKILLED CRAFT	51	1	1.96	Male	51	100.00	50	98.04	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.96
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Job Group Analysis Summary

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Job Group	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
7 SERVICE MAINTENANCE	118	12	10.17	Male	83	70.34	73	61.86	6	5.08	0	0.00	2	1.69	1	0.85	0	0.00	1	0.85
				Female	35	29.66	33	27.97	2	1.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9 TF-BIOLOGICAL SCIENCES	11	4	36.36	Male	8	72.73	6	54.55	1	9.09	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
				Female	3	27.27	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Facility Total	1248	203	16.27	Male	627	50.24	505	40.46	31	2.48	16	1.28	49	3.93	2	0.16	1	0.08	15	1.20
% of Total				Female	621	49.76	540	43.27	16	1.28	15	1.20	28	2.24	2	0.16	0	0.00	10	0.80

Job Group Analysis Summary

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Job Group	Total	Female		Minority	
		#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	133	81	60.90	22	16.54
11 TF-AGRICULTURE	9	2	22.22	1	11.11
12 TF-ART AND DESIGN	13	6	46.15	3	23.08
14 TF-CHEMISTRY	9	2	22.22	5	55.56
15 TF-COMMUNICATION	8	1	12.50	2	25.00
17 TF-COMPUTER SCIENCES	14	1	7.14	10	71.43
18 TF-COUNSELOR EDUCATION	9	7	77.78	1	11.11
2 NON-TENURED FACULTY	95	64	67.37	15	15.79
22 TF-SCHOOL OF EDUCATION	24	15	62.50	7	29.17
26 TF-FOREIGN LANGUAGES AND LITER	5	2	40.00	4	80.00
29 TF-HEALTH SCIENCES AND SOCIAL	8	7	87.50	2	25.00
3 ADMINISTRATIVE STAFF/TECHNICIA	114	34	29.82	15	13.16
30 TF-HISTORY	8	2	25.00	2	25.00
31 TF-KINESIOLOGY	13	5	38.46	3	23.08

Job Group Analysis Summary

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Job Group	Total	Female		Minority	
		#	%	#	%
32 TF-LAW ENFORCEMENT AND JUSTICE	19	2	10.53	3	15.79
34 TF-MANAGEMENT AND MARKETING	12	4	33.33	7	58.33
35 TF-MATHEMATICS	20	7	35.00	3	15.00
36 TF-MUSIC	34	11	32.35	11	32.35
38 TF-PHYSICS	5	1	20.00	5	100.00
39 TF-POLITICAL SCIENCE	9	3	33.33	3	33.33
4 PROFESSIONAL STAFF/PROTECTIVE	276	175	63.41	14	5.07
40 TF-PSYCHOLOGY	18	11	61.11	1	5.56
41 TF-RECREATION, PARK AND TOURIS	9	5	55.56	2	22.22
43 TF-SOCIOLOGY AND ANTHROPOLOGY	13	6	46.15	3	23.08
44 TF-THEATRE AND DANCE	13	6	46.15	0	0.00
45 TF-SCHOOL OF ENGINEERING AND T	14	4	28.57	6	42.86
49 TF-INSTITUTE FOR RURAL AFFAIRS	1	0	0.00	1	100.00
5 OFFICE & CLERICAL/PARA-PROFESS	103	89	86.41	10	9.71

Job Group Analysis Summary

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08/14/2023

Job Group	Total	Female		Minority	
		#	%	#	%
51 TF-LIBERAL ARTS AND SCIENCES	3	3	100.00	0	0.00
52 TF-BROADCASTING AND JOURNALISM	6	2	33.33	5	83.33
53 TF-ENGLISH	17	10	58.82	3	17.65
54 TF-EARTH, ATMOSPHERIC, & GEOGR	9	3	33.33	4	44.44
56 TF-SPEECH PATHOLOGY AND AUDIOL	3	3	100.00	0	0.00
57 TF-SCHOOL OF ACCOUNTING,FINANC	21	8	38.10	13	61.90
59 TF-WIU QC MUSEUM STUDIES	1	1	100.00	0	0.00
6 SKILLED CRAFT	51	0	0.00	1	1.96
7 SERVICE MAINTENANCE	118	35	29.66	12	10.17
9 TF-BIOLOGICAL SCIENCES	11	3	27.27	4	36.36
Facility Total <i>% of Facility Total</i>	1248	621	49.76	203	16.27

Job Group Analysis Summary

FY 23 Detailed
08/14/2023

Job Group	Total	Female		Total Min		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	133	81	60.90	22	16.54	11	8.27	8	6.02	1	0.75	0	0.00	0	0.00	1	0.75
11 TF-AGRICULTURE	9	2	22.22	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
12 TF-ART AND DESIGN	13	6	46.15	3	23.08	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	1	7.69
14 TF-CHEMISTRY	9	2	22.22	5	55.56	0	0.00	0	0.00	5	55.56	0	0.00	0	0.00	0	0.00
15 TF-COMMUNICATION	8	1	12.50	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50
17 TF-COMPUTER SCIENCES	14	1	7.14	10	71.43	0	0.00	1	7.14	6	42.86	0	0.00	0	0.00	2	14.29
18 TF-COUNSELOR EDUCATION	9	7	77.78	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
2 NON-TENURED FACULTY	95	64	67.37	15	15.79	1	1.05	4	4.21	5	5.26	0	0.00	0	0.00	2	2.11
22 TF-SCHOOL OF EDUCATION	24	15	62.50	7	29.17	1	4.17	0	0.00	4	16.67	0	0.00	0	0.00	2	8.33
26 TF-FOREIGN LANGUAGES AND LITER	5	2	40.00	4	80.00	1	20.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00
29 TF-HEALTH SCIENCES AND SOCIAL	8	7	87.50	2	25.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	1	12.50
3 ADMINISTRATIVE STAFF/TECHNICIA	114	34	29.82	15	13.16	5	4.39	1	0.88	5	4.39	1	0.88	0	0.00	2	1.75
30 TF-HISTORY	8	2	25.00	2	25.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	1	12.50
31 TF-KINESIOLOGY	13	5	38.46	3	23.08	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	2	15.38
32 TF-LAW ENFORCEMENT AND JUSTICE	19	2	10.53	3	15.79	3	15.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
34 TF-MANAGEMENT AND MARKETING	12	4	33.33	7	58.33	1	8.33	0	0.00	5	41.67	0	0.00	0	0.00	1	8.33
35 TF-MATHEMATICS	20	7	35.00	3	15.00	1	5.00	0	0.00	2	10.00	0	0.00	0	0.00	0	0.00
36 TF-MUSIC	34	11	32.35	11	32.35	1	2.94	1	2.94	4	11.76	0	0.00	0	0.00	0	0.00
38 TF-PHYSICS	5	1	20.00	5	100.00	0	0.00	1	20.00	4	80.00	0	0.00	0	0.00	0	0.00
39 TF-POLITICAL SCIENCE	9	3	33.33	3	33.33	1	11.11	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00
4 PROFESSIONAL STAFF/PROTECTIVE	276	175	63.41	14	5.07	7	2.54	5	1.81	1	0.36	0	0.00	0	0.00	1	0.36
40 TF-PSYCHOLOGY	18	11	61.11	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.56
41 TF-RECREATION, PARK AND TOURIS	9	5	55.56	2	22.22	0	0.00	0	0.00	2	22.22	0	0.00	0	0.00	0	0.00
43 TF-SOCIOLOGY AND ANTHROPOLOGY	13	6	46.15	3	23.08	1	7.69	0	0.00	2	15.38	0	0.00	0	0.00	0	0.00
44 TF-THEATRE AND DANCE	13	6	46.15	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Job Group Analysis Summary

FY 23 Detailed
08/14/2023

Job Group	Total	Female		Total Min		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
45 TF-SCHOOL OF ENGINEERING AND T	14	4	28.57	6	42.86	0	0.00	0	0.00	4	28.57	0	0.00	1	7.14	1	7.14
49 TF-INSTITUTE FOR RURAL AFFAIRS	1	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
5 OFFICE & CLERICAL/PARA-PROFESS	103	89	86.41	10	9.71	1	0.97	4	3.88	3	2.91	1	0.97	0	0.00	1	0.97
51 TF-LIBERAL ARTS AND SCIENCES	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
52 TF-BROADCASTING AND JOURNALISM	6	2	33.33	5	83.33	1	16.67	0	0.00	2	33.33	0	0.00	0	0.00	1	16.67
53 TF-ENGLISH	17	10	58.82	3	17.65	1	5.88	0	0.00	1	5.88	1	5.88	0	0.00	0	0.00
54 TF-EARTH, ATMOSPHERIC, & GEOGR	9	3	33.33	4	44.44	1	11.11	0	0.00	3	33.33	0	0.00	0	0.00	0	0.00
56 TF-SPEECH PATHOLOGY AND AUDIOL	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
57 TF-SCHOOL OF ACCOUNTING,FINANC	21	8	38.10	13	61.90	0	0.00	0	0.00	9	42.86	0	0.00	0	0.00	2	9.52
59 TF-WIU QC MUSEUM STUDIES	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6 SKILLED CRAFT	51	0	0.00	1	1.96	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.96
7 SERVICE MAINTENANCE	118	35	29.66	12	10.17	8	6.78	0	0.00	2	1.69	1	0.85	0	0.00	1	0.85
9 TF-BIOLOGICAL SCIENCES	11	3	27.27	4	36.36	1	9.09	0	0.00	2	18.18	0	0.00	0	0.00	0	0.00
Facility Total <i>% of Facility Total</i>	1248	621	49.76	203	16.27	47	3.77	31	2.48	77	6.17	4	0.32	1	0.08	25	2.00

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3,084	3	1	1
ADMISSIONS COUNSELOR	Various	3,207 - 5,763	11	8	5
ACADEMIC ADVISOR	Various	3,286 - 6,219	13	10	3
RECRUITMENT COORDINATOR	MUSIC	3,297	1	1	
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3,488 - 6,250	2	1	
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3,527	1		
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3,570	1	1	
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3,570 - 6,339	6	5	1
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4,125 - 5,913	3	2	1
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4,200	1		
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	4,378	1	1	
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	4,449 - 6,570	3	3	
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4,543	1		
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4,583	1	1	
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	4,874 - 5,223	3	1	
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR STEWARDS	DEVELOPMENT OFFICE	4,917	1		
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5,100	1		

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT & SUCCESS	5,417	1		
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5,582	1	1	
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	RETENTION	5,684 - 6,424	2	2	
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5,692 - 6,527	5	5	
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5,734	1		
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	5,951	1	1	
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	5,993	1	1	
STUDENT LEGAL ADVOCATE	LEGAL SERVICES	6,044	1	1	
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6,057	1	1	
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6,057	1	1	
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6,065	1	1	
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS CENTER	STUDENT DEVELOPMENT & SUCCESS	6,120	1	1	
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6,120	1		1
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6,120	1		
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6,120	1	1	
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6,205	1	1	
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	6,250	3	3	
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6,490	1	1	

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6,544	1	1	
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6,767	1		1
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7,041	1	1	
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7,083	1	1	1
DIRECTOR, PURCHASING	PURCHASING OFFICE	7,226	1	1	
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7,500	1	1	
REGISTRAR	REGISTRAR	7,565	1	1	
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7,579	1	1	
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7,650	1	1	
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,928	1	1	
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8,074	1	1	
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8,330	1	1	
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8,334	1	1	
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8,357	1		
EXECUTIVE DIRECTOR OF RETENTION INITIATIVES	RETENTION	8,501	1		
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8,667	1	1	
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	8,917	1		
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISK MGT	VICE PRESIDENT FOR STUDENT SUC	9,334	1		
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	9,501	1		
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	9,751	1	1	

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR, SCHOOL OF NURSING	NURSING	10,102	1	1	
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10,167	1	1	
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	10,751	1	1	
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	10,834	1		
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11,001	1		
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	11,083	1		
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11,250	1		1
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11,364	1		
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11,407	1	1	
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11,417	1	1	
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11,417	1		1
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	11,417	1		1
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11,500	1		
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	11,567	1		1
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11,652	1		
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12,027	1		
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMENT AND JUSTICE AD	12,211	1	1	
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12,334	1	1	1

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12,500	1		
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12,500	1		
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12,667	1		
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	12,736	1		
ASSOC PROV & ASSOC VP UG STUDIES & STRG PLANNING	PROVOST & ACADEMIC VICE PRESID	12,792	1		
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUDIES	BIOLOGICAL SCIENCES	12,865	1		1
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS	VP FOR QUAD CITIES CAMPUS OPER	12,917	1	1	
DIRECTOR, SCHOOL OF ACCT, FIN, ECON & DECISION SCI	SCHOOL OF ACCOUNTING, FINANCE, E	13,250	1	1	
SENIOR ASSOC PROV FOR BUDGET, PERSONNEL, & RESEARCH	PROVOST & ACADEMIC VICE PRESID	13,330	1		
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	13,750	1		
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13,829	1	1	1
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	13,865	1		
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT AND	15,000	1	1	
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15,334	1		
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18,417	1		
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	19,167	1		

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
PRESIDENT	PRESIDENT'S OFFICE	26,667	1		1
		Job Group Total <i>% of Total</i>	133	81 60.90	22 16.54

Job Group Analysis

Job Group: 11 TF-AGRICULTURE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, AGRICULTURE	AGRICULTURE	6,887 - 7,108	2	1	1
ASSOCIATE PROFESSOR, AGRICULTURE	AGRICULTURE	8,101 - 9,541	3	1	
PROFESSOR, AGRICULTURE	AGRICULTURE	9,786 - 12,221	4		
Job Group Total			9	2	1
<i>% of Total</i>				<i>22.22</i>	<i>11.11</i>

Job Group Analysis

Job Group: 12 TF-ART AND DESIGN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, ART AND DESIGN	ART AND DESIGN	6,426	1	1	1
ASSOCIATE PROFESSOR, ART AND DESIGN	ART AND DESIGN	8,622 - 9,194	2		1
PROFESSOR, ART AND DESIGN	ART AND DESIGN	10,123 - 12,794	9	4	1
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12,458	1	1	
		Job Group Total	13	6	3
		<i>% of Total</i>		<i>46.15</i>	<i>23.08</i>

Job Group Analysis

Job Group: 14 TF-CHEMISTRY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, CHEMISTRY	CHEMISTRY	6,426	3		1
ASSOCIATE PROFESSOR, CHEMISTRY	CHEMISTRY	7,928 - 8,622	3	1	1
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8,668	1		1
PROFESSOR, CHEMISTRY	CHEMISTRY	10,307 - 11,950	2	1	2
		Job Group Total	9	2	5
		<i>% of Total</i>		<i>22.22</i>	<i>55.56</i>

Job Group Analysis

Job Group: 15 TF-COMMUNICATION

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, COMMUNICATION	COMMUNICATION	6,744 - 6,834	2	1	2
ASSOCIATE PROFESSOR, COMMUNICATION	COMMUNICATION	8,275 - 9,241	2		
PROFESSOR, COMMUNICATION	COMMUNICATION	10,307 - 11,544	3		
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATION	11,204	1		
		Job Group Total <i>% of Total</i>	8	1 <i>12.50</i>	2 <i>25.00</i>

Job Group Analysis

Job Group: 17 TF-COMPUTER SCIENCES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	8,330 - 9,999	4		3
PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10,277 - 13,939	8	1	6
ASSOCIATE PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10,500 - 10,513	2		1
		Job Group Total <i>% of Total</i>	14	1 <i>7.14</i>	10 <i>71.43</i>

Job Group Analysis

Job Group: 18 TF-COUNSELOR EDUCATION

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	6,579 - 6,775	3	3	1
ASSOCIATE PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	7,928	1		
PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	10,307 - 13,276	4	3	
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION	COUNSELOR EDUCATION	11,552	1	1	
		Job Group Total <i>% of Total</i>	9	7 <i>77.78</i>	1 <i>11.11</i>

Job Group Analysis

Job Group: 2 NON-TENURED FACULTY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR	Various	3,467 - 9,294	56	38	10
ASSOCIATE INSTRUCTOR	Various	4,901 - 8,913	11	10	1
ASSISTANT PROFESSOR UNIT B	Various	5,174 - 9,784	10	7	
SENIOR INSTRUCTOR	Various	5,230 - 8,064	12	8	1
LECTURER	Various	5,556	2		2
ASSISTANT PROFESSOR	Various	6,630 - 7,027	3	1	
DIRECTOR, SCHOOL OF MANAGEMENT	MANAGEMENT AND MARKETING	12,727	1		1
		Job Group Total <i>% of Total</i>	95	64 <i>67.37</i>	15 <i>15.79</i>

Job Group Analysis

Job Group: 22 TF-SCHOOL OF EDUCATION

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	6,426 - 6,664	8	5	2
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	7,928 - 9,367	3	1	1
PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	9,613 - 12,633	13	9	4
Job Group Total <i>% of Total</i>			24	15 <i>62.50</i>	7 <i>29.17</i>

Job Group Analysis

Job Group: 26 TF-FOREIGN LANGUAGES AND LITER

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES AND LITERAT	FOREIGN LANGUAGES AND LITERATU	8,101 - 9,402	4	2	3
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10,532	1		1
		Job Group Total <i>% of Total</i>	5	2 <i>40.00</i>	4 <i>80.00</i>

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
POSTDOCTORAL SCHOLAR	COUNSELING CENTER	1,951	1	1	
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2,546 - 3,970	10	1	3
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	2,964	1		
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1		
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1	1	
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	2,978 - 6,799	45	13	2
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3,125	1		1
COSTUME SHOP MANAGER	THEATRE AND DANCE	3,190	1	1	
RESEARCH AGRONOMIST	Various	3,230 - 4,000	2		1
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3,333 - 4,676	3	2	
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3,401	1	1	
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3,401	1	1	
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3,717	1	1	
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3,750	1		
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3,750 - 7,500	8		3
COUNSELOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	3,988 - 6,342	4	3	1
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4,000 - 5,250	3		1

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
STAFF ACCOMPANIST	MUSIC	4,182 - 5,167	2	1	2
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4,308 - 4,675	2	2	
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4,416	1	1	
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4,597	1		
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4,676	1	1	1
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5,250	1		
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND TECH	5,500	1		
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5,750	1	1	
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	5,833	1		
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6,163	1		
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	6,300	1	1	
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6,401	1		
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6,885	1		
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	7,884	1		
ASSOCIATE PROFESSOR	LIBRARIES	8,084	1	1	
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8,501	1	1	
PROFESSOR	LIBRARIES	10,557 - 12,504	5		

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12,675	1		
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15,000	1		
STAFF PHYSICIAN	BEU HEALTH CENTER	15,948 - 16,507	2		
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16,443	1		
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	16,667	1		
Job Group Total			114	34	15
<i>% of Total</i>				<i>29.82</i>	<i>13.16</i>

Job Group Analysis

Job Group: 30 TF-HISTORY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE PROFESSOR, HISTORY	HISTORY	9,367	1	1	
PROFESSOR, HISTORY	HISTORY	10,307 - 12,564	6	1	2
CHAIRPERSON, DEPT OF HISTORY	HISTORY	10,732	1		
		Job Group Total	8	2	2
		<i>% of Total</i>		<i>25.00</i>	<i>25.00</i>

Job Group Analysis

Job Group: 31 TF-KINESIOLOGY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, KINESIOLOGY	KINESIOLOGY	6,555 - 6,887	4	1	3
ASSOCIATE PROFESSOR, KINESIOLOGY	KINESIOLOGY	8,642 - 8,866	3	1	
PROFESSOR, KINESIOLOGY	KINESIOLOGY	10,136 - 11,135	5	3	
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11,555	1		
Job Group Total			13	5	3
<i>% of Total</i>				<i>38.46</i>	<i>23.08</i>

Job Group Analysis

Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND JUSTICE AD	6,426 - 7,027	8	1	
ASSOCIATE PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND JUSTICE AD	7,928 - 9,194	4	1	1
PROFESSOR, LAW ENFORCEMENT AND JUSTICE ADMINISTRAT	LAW ENFORCEMENT AND JUSTICE AD	10,133 - 11,469	7		2
Job Group Total <i>% of Total</i>			19	2 <i>10.53</i>	3 <i>15.79</i>

Job Group Analysis

Job Group: 34 TF-MANAGEMENT AND MARKETING

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10,346 - 13,752	5	2	3
ASSOCIATE PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10,427 - 13,600	5		4
ASSISTANT PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	11,085 - 12,411	2	2	
Job Group Total			12	4	7
<i>% of Total</i>				<i>33.33</i>	<i>58.33</i>

Job Group Analysis

Job Group: 35 TF-MATHEMATICS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE PROFESSOR, MATHEMATICS	MATHEMATICS	7,928 - 9,559	8	4	1
PROFESSOR, MATHEMATICS	MATHEMATICS	9,786 - 11,271	11	2	2
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11,253	1	1	
Job Group Total			20	7	3
<i>% of Total</i>				<i>35.00</i>	<i>15.00</i>

Job Group Analysis

Job Group: 36 TF-MUSIC

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, MUSIC	MUSIC	6,426 - 6,857	18	8	11
ASSOCIATE PROFESSOR, MUSIC	MUSIC	7,928 - 9,194	6	2	
PROFESSOR, MUSIC	MUSIC	9,925 - 12,629	10	1	
Job Group Total			34	11	11
<i>% of Total</i>				<i>32.35</i>	<i>32.35</i>

Job Group Analysis

Job Group: 38 TF-PHYSICS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, PHYSICS	PHYSICS	10,123 - 11,000	4	1	4
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11,498	1		1
Job Group Total			5	1	5
<i>% of Total</i>				<i>20.00</i>	<i>100.00</i>

Job Group Analysis

Job Group: 39 TF-POLITICAL SCIENCE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, POLITICAL SCIENCE	POLITICAL SCIENCE	10,133 - 12,340	8	3	3
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10,431	1		
Job Group Total			9	3	3
<i>% of Total</i>				<i>33.33</i>	<i>33.33</i>

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2,476	1	1	
SENIOR LIBRARY SPECIALIST	LIBRARIES	2,500 - 3,086	5	4	
MEDICAL ASSISTANT	Various	2,568 - 2,769	3	3	
PROGRAM ASSISTANT	Various	2,632 - 3,214	7	7	
ADMISSIONS/RECORDS OFFICER	Various	2,665 - 3,311	15	13	1
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2,674	1	1	
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2,792	1	1	
FINANCIAL AID COORDINATOR	FINANCIAL AID	2,895 - 3,120	2	1	
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2,902 - 3,364	2	2	
FINANCIAL AID MANAGER	FINANCIAL AID	2,978	1		
MUSICAL INSTRUMENT SPECIALIST	MUSIC	2,978	1		
PROGRAM/STUDENT ADVISOR	Various	2,978 - 3,244	2	1	
PROCUREMENT OFFICER	PURCHASING OFFICE	3,052	1	1	
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3,052 - 3,144	6	6	
PROGRAM COORDINATOR	Various	3,052 - 8,327	42	31	7
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3,102 - 3,179	2	1	
ADMISSIONS AND RECORDS COORDINATOR	Various	3,153 - 3,374	5	5	
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3,209 - 4,213	4	2	
GRAPHIC DESIGNER	Various	3,270 - 3,660	2	1	
RADIO STATION PRODUCTION SUPERVISOR	EDUCATIONAL/PUBLIC SERVICE RAD	3,291 - 4,875	4	2	
TELEVISION PRODUCTION COORDINATOR	TELEVISION SERVICES	3,312	1		
FACILITY OPERATIONS COORDINATOR	Various	3,368 - 4,640	5	1	
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3,368 - 6,639	7	6	

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
EVENTS ADMINISTRATOR ASSOCIATE	UU ADMINISTRATIVE	3,431	1	1	
MEDIA WRITER/PRODUCER/ANNOUNCER II	EDUCATIONAL/PUBLIC SERVICE RAD	3,441	1		
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3,470 - 5,080	4	2	
COLLECTION MANAGER	BILLING AND RECEIVABLES	3,538	1	1	
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3,538	1	1	
MANAGER OF SPORTS FACILITIES	Various	3,538 - 3,668	2		
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3,538 - 4,520	4	4	
MARKETING ASSOCIATE	Various	3,538 - 4,742	6	4	
STAFF NURSE II	BEU HEALTH CENTER	3,583	1	1	
PROGRAM DIRECTOR	Various	3,707 - 6,651	19	13	3
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3,750	1	1	
ACCOUNTING ASSOCIATE	Various	3,767 - 5,333	7	7	
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3,779	1	1	
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3,791 - 4,229	2	2	1
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	3,810	1		
BUSINESS MANAGER	Various	3,810	3	3	
ADMINISTRATIVE ASSISTANT	Various	3,810 - 4,367	8	8	
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3,810 - 5,518	3	3	
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	3,886	1	1	
TELEVISION DIRECTOR-PRODUCER	TELEVISION SERVICES	3,886 - 4,273	2		
BUDGET ANALYST	BUDGET OFFICE	3,892	1	1	

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
HOUSING ADMINISTRATOR	Various	3,905 - 3,983	2	2	
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	3,947	1		
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	3,989	1	1	
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4,100 - 4,296	3	1	
CHIEF BROADCASTING ENGINEER	Various	4,103 - 5,318	3		
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4,206	1		
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	4,311	1	1	
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4,397	1		
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4,466	1	1	
COMMUNICATIONS TECHNICIAN III	TELECOMMUNICATIONS SERVICES	4,505	1		
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4,620 - 10,205	25	5	
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4,676	1	1	
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4,820	1		
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4,837 - 7,787	2	2	
SENIOR BUDGET ANALYST	BUDGET OFFICE	4,877	1	1	
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4,877 - 6,690	2	1	
CENTRAL STORES MANAGER II	FACILITIES MANAGEMENT STORES	4,901	1	1	
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	4,943	1	1	
POLICE OFFICER	PUBLIC SAFETY	4,981 - 6,284	9	2	1

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
DEPUTY DIRECTOR	Various	5,357 - 7,363	6	2	
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5,777	1	1	
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6,091	1		
ASSISTANT COMPROLLER	Various	6,170 - 7,083	2	2	
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6,222	1	1	
BURSAR	BILLING AND RECEIVABLES	6,250	1	1	
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6,527 - 9,457	2	1	
UNIVERSITY BUDGET OFFICER	BUDGET OFFICE	6,690	1	1	
POLICE CORPORAL	PUBLIC SAFETY	6,912	4		
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7,180	1		
POLICE SERGEANT	PUBLIC SAFETY	7,604	4		1
NURSE PRACTITIONER	BEU HEALTH CENTER	7,818 - 8,800	3	2	
POLICE CAPTAIN	PUBLIC SAFETY	9,200	1		
		Job Group Total	276	175	14
		<i>% of Total</i>		<i>63.41</i>	<i>5.07</i>

Job Group Analysis

Job Group: 40 TF-PSYCHOLOGY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	6,426 - 6,630	2	2	1
ASSOCIATE PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	8,101 - 9,244	5	4	
PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	9,960 - 12,971	10	5	
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	10,991	1		
Job Group Total			18	11	1
<i>% of Total</i>				<i>61.11</i>	<i>5.56</i>

Job Group Analysis

Job Group: 41 TF-RECREATION, PARK AND TOURIS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, RECREATION, PARK AND TOURISM	RECREATION, PARK AND TOURISM A	6,426	2	2	1
ASSOCIATE PROFESSOR, RECREATION, PARK AND TOURISM	RECREATION, PARK AND TOURISM A	8,101	2	1	
PROFESSOR, RECREATION, PARK AND TOURISM ADMINISTRA	RECREATION, PARK AND TOURISM A	10,133 - 11,713	4	2	1
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK AND TOURISM A	10,546	1		
		Job Group Total <i>% of Total</i>	9	5 55.56	2 22.22

Job Group Analysis

Job Group: 43 TF-SOCIOLOGY AND ANTHROPOLOGY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	6,426	1		
ASSOCIATE PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	8,101 - 8,847	3	2	1
PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	9,960 - 11,900	8	3	2
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	10,932	1	1	
		Job Group Total	13	6	3
		<i>% of Total</i>		<i>46.15</i>	<i>23.08</i>

Job Group Analysis

Job Group: 44 TF-THEATRE AND DANCE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	6,426 - 6,611	8	3	
ASSOCIATE PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	8,448 - 9,714	3	2	
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10,617	1	1	
PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	11,135	1		
Job Group Total			13	6	0
<i>% of Total</i>				<i>46.15</i>	<i>0.00</i>

Job Group Analysis

Job Group: 45 TF-SCHOOL OF ENGINEERING AND T

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND TECH	7,219 - 9,778	3	2	3
ASSOCIATE PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND TECH	8,327 - 10,152	3		2
PROFESSOR, SCHOOL OF ENGINEERING AND TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	10,133 - 13,399	8	2	1
Job Group Total <i>% of Total</i>			14	4 28.57	6 42.86

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
LIBRARY ASSISTANT	LIBRARIES	2,113	1	1	
OFFICE SUPPORT ASSOCIATE	Various	2,113 - 2,745	5	5	
LIBRARY SPECIALIST	LIBRARIES	2,160 - 2,501	5	3	1
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2,188 - 2,407	3	2	1
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2,272	2	2	2
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2,274	1		
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2,318 - 2,337	2	2	
OFFICE SUPPORT SPECIALIST	Various	2,324 - 3,406	13	12	
HUMAN RESOURCE REPRESENTATIVE	HUMAN RESOURCES	2,326	1		1
OFFICE MANAGER	Various	2,326 - 3,676	30	28	2
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2,364	1		
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2,418	1		
PHLEBOTOMIST	BEU HEALTH CENTER	2,568	1	1	
OFFICE ADMINISTRATOR	Various	2,632 - 4,295	7	7	
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2,643	1	1	
RETAIL ASSOCIATE	UU BOOKSTORE	2,724	1	1	
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2,782	1	1	
STOREKEEPER III	BIOLOGICAL SCIENCES	2,811	1	1	
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2,815	1	1	
CASHIER III	UU SERVICE CENTER	2,825	1	1	
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	2,923	1		

Continued...

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ACCOUNTING OFFICER	Various	2,928 - 3,572	3	3	
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	2,940	1	1	
ACCOUNTING SPECIALIST	UU BOOKSTORE	2,958	1		
RETAIL SUPERVISOR	UU BOOKSTORE	2,963	1	1	
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	2,978	1		
ADMINISTRATIVE AIDE	Various	3,038 - 4,118	4	4	
PHYSICAL SCIENCE TECH. ASST.	Various	3,038 - 4,769	2	2	2
HOUSING OFFICER	UHDS ADMINISTRATIVE	3,113	1	1	
ACCOUNTANT II	BUSINESS SERVICES	3,164	1	1	
PAYROLL SPECIALIST III	PAYROLL OFFICE	3,223	1	1	
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3,538	1	1	
TECHNICAL DIRECTOR	MUSIC	3,744	1	1	
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	3,752	1	1	
RETAIL MANAGER	UU BOOKSTORE	4,191 - 4,275	2	1	
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4,195	1	1	1
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5,585	1	1	
Job Group Total			103	89	10
<i>% of Total</i>				<i>86.41</i>	<i>9.71</i>

Job Group Analysis

Job Group: 51 TF-LIBERAL ARTS AND SCIENCES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, LIBERAL ARTS AND SCIENCES	LIBERAL ARTS AND SCIENCES	10,133 - 11,610	3	3	
		Job Group Total <i>% of Total</i>	3	3 <i>100.00</i>	0 <i>0.00</i>

Job Group Analysis

Job Group: 53 TF-ENGLISH

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, ENGLISH	ENGLISH	6,426 - 6,700	2	1	1
ASSOCIATE PROFESSOR, ENGLISH	ENGLISH	8,275 - 8,550	2	2	
PROFESSOR, ENGLISH	ENGLISH	10,171 - 12,417	12	6	2
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11,030	1	1	
Job Group Total			17	10	3
<i>% of Total</i>				<i>58.82</i>	<i>17.65</i>

Job Group Analysis

Job Group: 56 TF-SPEECH PATHOLOGY AND AUDIOL

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, SPEECH PATHOLOGY AND AUDIOLOG	SPEECH PATHOLOGY AND AUDIOLOGY	7,797	2	2	
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	10,998	1	1	
		Job Group Total	3	3	0
		<i>% of Total</i>		<i>100.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 57 TF-SCHOOL OF ACCOUNTING,FINANC

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,E	7,889 - 13,334	10	5	7
ASSOCIATE PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,E	9,439 - 15,611	4	2	2
PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,ECONOMICS	SCHOOL OF ACCOUNTING,FINANCE,E	10,435 - 15,978	7	1	4
Job Group Total			21	8	13
<i>% of Total</i>				<i>38.10</i>	<i>61.90</i>

Job Group Analysis

Job Group: 59 TF-WIU QC MUSEUM STUDIES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, WIU QC MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,027	1	1	
		Job Group Total <i>% of Total</i>	1	1 100.00	0 0.00

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2,820	1		
MAINTENANCE REPAIR/WORKER	BUILDING MAINTENANCE	3,705	1		
STEAM AND POWER PLANT I	HEATING PLANT	4,222	3		
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5,177 - 5,421	2		
ROOFER	BUILDING MAINTENANCE	5,525	1		
BRICKMASON	BUILDING MAINTENANCE	5,527	1		
CARPENTER	BUILDING MAINTENANCE	5,702	7		1
STEAM AND POWER PLANT II	HEATING PLANT	5,909	6		
PLUMBER	BUILDING MECHANICAL MAINTENANC	6,216	4		
CARPENTER FOREMAN	BUILDING MAINTENANCE	6,272	1		
PAINTER	BUILDING MAINTENANCE	6,328	2		
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6,435	1		
TEMPERATURE CONTROL MECHANIC	Various	6,435	2		
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6,435 - 7,652	4		
BUILDING OPERATING ENGINEER	Various	6,512	5		
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6,512	2		
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6,512	1		
ELECTRICIAN	Various	6,671	3		
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	6,828	1		
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	6,828	1		

Continued...

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7,338	1		
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7,511	1		
		Job Group Total	51	0	1
		<i>% of Total</i>		<i>0.00</i>	<i>1.96</i>

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2,149	1	1	
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2,314	1		
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2,314	1		1
PARKING SERVICES AGENT II	PARKING OPERATIONS	2,403	1		1
MAIL MESSENGER	Various	2,567 - 2,766	2	2	
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2,688	1	1	
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2,692	1	1	
STOREKEEPER I	UU BOOKSTORE	2,699	1		
BUILDING SERVICE WORKER	Various	2,818 - 4,080	84	26	8
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,038 - 3,922	2		
GROUNDS WORKER	Various	3,219 - 3,380	7	1	
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3,367	2	1	
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,538 - 5,058	2		
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3,556	1		
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3,598	1		
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3,669	1		1
GARAGE FOREMAN	TRANSPORTATION SERVICES	3,926	1		
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4,024	1		
BUILDING SERVICE FOREMAN	Various	4,701	6	2	1
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5,171	1		

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Detailed
08/14/2023

		Job Group Total <i>% of Total</i>	118	35 29.66	12 10.17
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Job Group Analysis

Job Group: 9 TF-BIOLOGICAL SCIENCES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	6,612	2	1	2
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9,032	1		
PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9,960 - 12,294	7	2	2
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12,193	1		
Job Group Total			11	3	4
<i>% of Total</i>				<i>27.27</i>	<i>36.36</i>
Facility Total			1248	621	203
<i>% of Total</i>				<i>49.76</i>	<i>16.27</i>

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3,084	3	1	1	1					
ADMISSIONS COUNSELOR	Various	3,207 - 5,763	11	8	5	2	3				
ACADEMIC ADVISOR	Various	3,286 - 6,219	13	10	3	3					
RECRUITMENT COORDINATOR	MUSIC	3,297	1	1							
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3,488 - 6,250	2	1							
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3,527	1								
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3,570	1	1							
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3,570 - 6,339	6	5	1	1					
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4,125 - 5,913	3	2	1						1
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4,200	1								
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	4,378	1	1							
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	4,449 - 6,570	3	3							
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4,543	1								
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4,583	1	1							
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	4,874 - 5,223	3	1							
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR	DEVELOPMENT OFFICE	4,917	1								

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5,100	1								
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT &	5,417	1								
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5,582	1	1							
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	RETENTION	5,684 - 6,424	2	2							
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5,692 - 6,527	5	5							
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5,734	1								
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	5,951	1	1							
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	5,993	1	1							
STUDENT LEGAL ADVOCATE	LEGAL SERVICES	6,044	1	1							
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6,057	1	1							
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6,057	1	1							
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6,065	1	1							
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS	STUDENT DEVELOPMENT &	6,120	1	1							
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6,120	1		1	1					
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6,120	1								
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6,120	1	1							

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6,205	1	1							
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	6,250	3	3							
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6,490	1	1							
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6,544	1	1							
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6,767	1		1		1				
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7,041	1	1							
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7,083	1	1	1						
DIRECTOR, PURCHASING	PURCHASING OFFICE	7,226	1	1							
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7,500	1	1							
REGISTRAR	REGISTRAR	7,565	1	1							
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7,579	1	1							
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7,650	1	1							
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,928	1	1							
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8,074	1	1							
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8,330	1	1							
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8,334	1	1							
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8,357	1								

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
EXECUTIVE DIRECTOR OF RETENTION INITIATIVES	RETENTION	8,501	1								
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8,667	1	1							
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	8,917	1								
EXECUTIVE DIRECTOR OF AUXILIARY SERV & RISK MGT	VICE PRESIDENT FOR STUDENT SUC	9,334	1								
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	9,501	1								
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	9,751	1	1							
DIRECTOR, SCHOOL OF NURSING	NURSING	10,102	1	1							
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10,167	1	1							
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	10,751	1	1							
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	10,834	1								
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11,001	1								
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	11,083	1								
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11,250	1		1	1					
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11,364	1								
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11,407	1	1							
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11,417	1	1							
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11,417	1		1		1				

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	11,417	1		1	1					
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11,500	1								
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND	11,567	1		1		1				
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11,652	1								
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12,027	1								
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMENT AND JUSTICE AD	12,211	1	1							
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12,334	1	1	1	1					
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12,500	1								
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12,500	1								
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12,667	1								
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	12,736	1								
ASSOC PROV & ASSOC VP UG STUDIES & STRG PLANNING	PROVOST & ACADEMIC VICE PRESID	12,792	1								
DIRECTOR, INSTITUTE FOR ENVIROMENTAL STUDIES	BIOLOGICAL SCIENCES	12,865	1		1		1				
VICE PRESIDENT FOR QUAD CITIES CAMPUS OPERATIONS	VP FOR QUAD CITIES CAMPUS OPER	12,917	1	1							
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISION SCI	SCHOOL OF ACCOUNTING,FINANCE,	13,250	1	1							
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL,& RESEARCH	PROVOST & ACADEMIC VICE PRESID	13,330	1								

Continued...

Job Group Analysis

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	13,750	1								
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13,829	1	1	1		1				
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	13,865	1								
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT AND	15,000	1	1							
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15,334	1								
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18,417	1								
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	19,167	1								
PRESIDENT	PRESIDENT'S OFFICE	26,667	1		1			1			
Job Group Total			133	81	22	11	8	1	0	0	1
<i>% of Total</i>				<i>60.90</i>	<i>16.54</i>	<i>8.27</i>	<i>6.02</i>	<i>0.75</i>	<i>0.00</i>	<i>0.00</i>	<i>0.75</i>

Job Group Analysis

Job Group: 11 TF-AGRICULTURE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, AGRICULTURE	AGRICULTURE	6,887 - 7,108	2	1	1		1				
ASSOCIATE PROFESSOR, AGRICULTURE	AGRICULTURE	8,101 - 9,541	3	1							
PROFESSOR, AGRICULTURE	AGRICULTURE	9,786 - 12,221	4								
Job Group Total			9	2	1	0	1	0	0	0	0
<i>% of Total</i>				<i>22.22</i>	<i>11.11</i>	<i>0.00</i>	<i>11.11</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 12 TF-ART AND DESIGN

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, ART AND DESIGN	ART AND DESIGN	6,426	1	1	1						
ASSOCIATE PROFESSOR, ART AND DESIGN	ART AND DESIGN	8,622 - 9,194	2		1			1			
PROFESSOR, ART AND DESIGN	ART AND DESIGN	10,123 - 12,794	9	4	1						1
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12,458	1	1							
Job Group Total			13	6	3	0	0	1	0	0	1
<i>% of Total</i>				<i>46.15</i>	<i>23.08</i>	<i>0.00</i>	<i>0.00</i>	<i>7.69</i>	<i>0.00</i>	<i>0.00</i>	<i>7.69</i>

Job Group Analysis

Job Group: 14 TF-CHEMISTRY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, CHEMISTRY	CHEMISTRY	6,426	3		1			1			
ASSOCIATE PROFESSOR, CHEMISTRY	CHEMISTRY	7,928 - 8,622	3	1	1			1			
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8,668	1		1			1			
PROFESSOR, CHEMISTRY	CHEMISTRY	10,307 - 11,950	2	1	2			2			
Job Group Total			9	2	5	0	0	5	0	0	0
<i>% of Total</i>				<i>22.22</i>	<i>55.56</i>	<i>0.00</i>	<i>0.00</i>	<i>55.56</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 15 TF-COMMUNICATION

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, COMMUNICATION	COMMUNICATION	6,744 - 6,834	2	1	2						1
ASSOCIATE PROFESSOR, COMMUNICATION	COMMUNICATION	8,275 - 9,241	2								
PROFESSOR, COMMUNICATION	COMMUNICATION	10,307 - 11,544	3								
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATION	11,204	1								
Job Group Total			8	1	2	0	0	0	0	0	1
<i>% of Total</i>				<i>12.50</i>	<i>25.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>12.50</i>

Job Group Analysis

Job Group: 17 TF-COMPUTER SCIENCES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	8,330 - 9,999	4		3		1				2
PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10,277 - 13,939	8	1	6			6			
ASSOCIATE PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10,500 - 10,513	2		1						
Job Group Total			14	1	10	0	1	6	0	0	2
<i>% of Total</i>				<i>7.14</i>	<i>71.43</i>	<i>0.00</i>	<i>7.14</i>	<i>42.86</i>	<i>0.00</i>	<i>0.00</i>	<i>14.29</i>

Job Group Analysis

Job Group: 18 TF-COUNSELOR EDUCATION

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	6,579 - 6,775	3	3	1						
ASSOCIATE PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	7,928	1								
PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	10,307 - 13,276	4	3							
CHAIRPERSON, DEPT OF COUNSELOR EDUCATION	COUNSELOR EDUCATION	11,552	1	1							
Job Group Total			9	7	1	0	0	0	0	0	0
<i>% of Total</i>				<i>77.78</i>	<i>11.11</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 2 NON-TENURED FACULTY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
INSTRUCTOR	Various	3,467 - 9,294	56	38	10	1	2	3			2
ASSOCIATE INSTRUCTOR	Various	4,901 - 8,913	11	10	1			1			
ASSISTANT PROFESSOR UNIT B	Various	5,174 - 9,784	10	7							
SENIOR INSTRUCTOR	Various	5,230 - 8,064	12	8	1		1				
LECTURER	Various	5,556	2		2		1				
ASSISTANT PROFESSOR	Various	6,630 - 7,027	3	1							
DIRECTOR, SCHOOL OF MANAGEMENT	MANAGEMENT AND MARKETING	12,727	1		1			1			
Job Group Total			95	64	15	1	4	5	0	0	2
<i>% of Total</i>				<i>67.37</i>	<i>15.79</i>	<i>1.05</i>	<i>4.21</i>	<i>5.26</i>	<i>0.00</i>	<i>0.00</i>	<i>2.11</i>

Job Group Analysis

Job Group: 22 TF-SCHOOL OF EDUCATION

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	6,426 - 6,664	8	5	2						2
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	7,928 - 9,367	3	1	1			1			
PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	9,613 - 12,633	13	9	4	1		3			
Job Group Total			24	15	7	1	0	4	0	0	2
<i>% of Total</i>				62.50	29.17	4.17	0.00	16.67	0.00	0.00	8.33

Job Group Analysis

Job Group: 26 TF-FOREIGN LANGUAGES AND LITER

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES AND LITERAT	FOREIGN LANGUAGES AND LITERATU	8,101 - 9,402	4	2	3	1	2				
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10,532	1		1		1				
Job Group Total			5	2	4	1	3	0	0	0	0
<i>% of Total</i>				<i>40.00</i>	<i>80.00</i>	<i>20.00</i>	<i>60.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 29 TF-HEALTH SCIENCES AND SOCIAL

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL WOR	6,426 - 6,664	2	2							
ASSOCIATE PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL WOR	9,020 - 9,194	3	2	1						1
PROFESSOR, HEALTH SCIENCES AND SOCIAL WORK	HEALTH SCIENCES AND SOCIAL WOR	10,136 - 10,307	3	3	1			1			
Job Group Total			8	7	2	0	0	1	0	0	1
<i>% of Total</i>				<i>87.50</i>	<i>25.00</i>	<i>0.00</i>	<i>0.00</i>	<i>12.50</i>	<i>0.00</i>	<i>0.00</i>	<i>12.50</i>

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
POSTDOCTORAL SCHOLAR	COUNSELING CENTER	1,951	1	1							
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2,546 - 3,970	10	1	3			2	1		
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	2,964	1								
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1								
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2,964	1	1							
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	2,978 - 6,799	45	13	2			2			
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3,125	1		1	1					
COSTUME SHOP MANAGER	THEATRE AND DANCE	3,190	1	1							
RESEARCH AGRONOMIST	Various	3,230 - 4,000	2		1						
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3,333 - 4,676	3	2							
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3,401	1	1							
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3,401	1	1							
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3,717	1	1							
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3,750	1								
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3,750 - 7,500	8		3	3					
COUNSELOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	3,988 - 6,342	4	3	1		1				

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4,000 - 5,250	3		1	1					
STAFF ACCOMPANIST	MUSIC	4,182 - 5,167	2	1	2			1			1
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4,308 - 4,675	2	2							
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4,416	1	1							
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4,597	1								
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4,676	1	1	1						1
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5,250	1								
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND	5,500	1								
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5,750	1	1							
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	5,833	1								
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6,163	1								
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	6,300	1	1							
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6,401	1								
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6,885	1								
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	7,884	1								
ASSOCIATE PROFESSOR	LIBRARIES	8,084	1	1							

Continued...

Job Group Analysis

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8,501	1	1							
PROFESSOR	LIBRARIES	10,557 - 12,504	5								
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12,675	1								
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15,000	1								
STAFF PHYSICIAN	BEU HEALTH CENTER	15,948 - 16,507	2								
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16,443	1								
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	16,667	1								
Job Group Total			114	34	15	5	1	5	1	0	2
<i>% of Total</i>				29.82	13.16	4.39	0.88	4.39	0.88	0.00	1.75

Job Group Analysis

Job Group: 30 TF-HISTORY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR, HISTORY	HISTORY	9,367	1	1							
PROFESSOR, HISTORY	HISTORY	10,307 - 12,564	6	1	2			1			1
CHAIRPERSON, DEPT OF HISTORY	HISTORY	10,732	1								
Job Group Total			8	2	2	0	0	1	0	0	1
<i>% of Total</i>				<i>25.00</i>	<i>25.00</i>	<i>0.00</i>	<i>0.00</i>	<i>12.50</i>	<i>0.00</i>	<i>0.00</i>	<i>12.50</i>

Job Group Analysis

Job Group: 31 TF-KINESIOLOGY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, KINESIOLOGY	KINESIOLOGY	6,555 - 6,887	4	1	3		1				2
ASSOCIATE PROFESSOR, KINESIOLOGY	KINESIOLOGY	8,642 - 8,866	3	1							
PROFESSOR, KINESIOLOGY	KINESIOLOGY	10,136 - 11,135	5	3							
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11,555	1								
Job Group Total			13	5	3	0	1	0	0	0	2
<i>% of Total</i>				38.46	23.08	0.00	7.69	0.00	0.00	0.00	15.38

Job Group Analysis

Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND JUSTICE AD	6,426 - 7,027	8	1							
ASSOCIATE PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND JUSTICE AD	7,928 - 9,194	4	1	1	1					
PROFESSOR, LAW ENFORCEMENT AND JUSTICE ADMINISTRAT	LAW ENFORCEMENT AND JUSTICE AD	10,133 - 11,469	7		2	2					
Job Group Total			19	2	3	3	0	0	0	0	0
<i>% of Total</i>				10.53	15.79	15.79	0.00	0.00	0.00	0.00	0.00

Job Group Analysis

Job Group: 34 TF-MANAGEMENT AND MARKETING

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10,346 - 13,752	5	2	3	1		1			1
ASSOCIATE PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10,427 - 13,600	5		4			4			
ASSISTANT PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	11,085 - 12,411	2	2							
Job Group Total			12	4	7	1	0	5	0	0	1
<i>% of Total</i>				33.33	58.33	8.33	0.00	41.67	0.00	0.00	8.33

Job Group Analysis

Job Group: 35 TF-MATHEMATICS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOCIATE PROFESSOR, MATHEMATICS	MATHEMATICS	7,928 - 9,559	8	4	1			1			
PROFESSOR, MATHEMATICS	MATHEMATICS	9,786 - 11,271	11	2	2	1		1			
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11,253	1	1							
Job Group Total			20	7	3	1	0	2	0	0	0
<i>% of Total</i>				<i>35.00</i>	<i>15.00</i>	<i>5.00</i>	<i>0.00</i>	<i>10.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 36 TF-MUSIC

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, MUSIC	MUSIC	6,426 - 6,857	18	8	11	1	1	4			
ASSOCIATE PROFESSOR, MUSIC	MUSIC	7,928 - 9,194	6	2							
PROFESSOR, MUSIC	MUSIC	9,925 - 12,629	10	1							
Job Group Total			34	11	11	1	1	4	0	0	0
<i>% of Total</i>				<i>32.35</i>	<i>32.35</i>	<i>2.94</i>	<i>2.94</i>	<i>11.76</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 38 TF-PHYSICS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PROFESSOR, PHYSICS	PHYSICS	10,123 - 11,000	4	1	4		1	3			
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11,498	1		1			1			
Job Group Total			5	1	5	0	1	4	0	0	0
<i>% of Total</i>				<i>20.00</i>	<i>100.00</i>	<i>0.00</i>	<i>20.00</i>	<i>80.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 39 TF-POLITICAL SCIENCE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PROFESSOR, POLITICAL SCIENCE	POLITICAL SCIENCE	10,133 - 12,340	8	3	3	1	1	1			
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10,431	1								
Job Group Total			9	3	3	1	1	1	0	0	0
<i>% of Total</i>				33.33	33.33	11.11	11.11	11.11	0.00	0.00	0.00

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2,476	1	1							
SENIOR LIBRARY SPECIALIST	LIBRARIES	2,500 - 3,086	5	4							
MEDICAL ASSISTANT	Various	2,568 - 2,769	3	3							
PROGRAM ASSISTANT	Various	2,632 - 3,214	7	7							
ADMISSIONS/RECORDS OFFICER	Various	2,665 - 3,311	15	13	1	1					
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2,674	1	1							
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2,792	1	1							
FINANCIAL AID COORDINATOR	FINANCIAL AID	2,895 - 3,120	2	1							
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2,902 - 3,364	2	2							
FINANCIAL AID MANAGER	FINANCIAL AID	2,978	1								
MUSICAL INSTRUMENT SPECIALIST	MUSIC	2,978	1								
PROGRAM/STUDENT ADVISOR	Various	2,978 - 3,244	2	1							
PROCUREMENT OFFICER	PURCHASING OFFICE	3,052	1	1							
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3,052 - 3,144	6	6							
PROGRAM COORDINATOR	Various	3,052 - 8,327	42	31	7	4	2				1
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3,102 - 3,179	2	1							
ADMISSIONS AND RECORDS COORDINATOR	Various	3,153 - 3,374	5	5							
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3,209 - 4,213	4	2							
GRAPHIC DESIGNER	Various	3,270 - 3,660	2	1							
RADIO STATION PRODUCTION SUPERVISOR	EDUCATIONAL/PUBLIC SERVICE RAD	3,291 - 4,875	4	2							
TELEVISION PRODUCTION COORDINATOR	TELEVISION SERVICES	3,312	1								

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
FACILITY OPERATIONS COORDINATOR	Various	3,368 - 4,640	5	1							
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3,368 - 6,639	7	6							
EVENTS ADMINISTRATOR ASSOCIATE	UU ADMINISTRATIVE	3,431	1	1							
MEDIA WRITER/PRODUCER/ANNOUNCER	EDUCATIONAL/PUBLIC SERVICE RAD	3,441	1								
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3,470 - 5,080	4	2							
COLLECTION MANAGER	BILLING AND RECEIVABLES	3,538	1	1							
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3,538	1	1							
MANAGER OF SPORTS FACILITIES	Various	3,538 - 3,668	2								
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3,538 - 4,520	4	4							
MARKETING ASSOCIATE	Various	3,538 - 4,742	6	4							
STAFF NURSE II	BEU HEALTH CENTER	3,583	1	1							
PROGRAM DIRECTOR	Various	3,707 - 6,651	19	13	3	1	2				
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUCT	3,750	1	1							
ACCOUNTING ASSOCIATE	Various	3,767 - 5,333	7	7							
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3,779	1	1							
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3,791 - 4,229	2	2	1			1			
ASSIST CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	3,810	1								
BUSINESS MANAGER	Various	3,810	3	3							

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ADMINISTRATIVE ASSISTANT	Various	3,810 - 4,367	8	8							
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3,810 - 5,518	3	3							
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	3,886	1	1							
TELEVISION DIRECTOR-PRODUCER	TELEVISION SERVICES	3,886 - 4,273	2								
BUDGET ANALYST	BUDGET OFFICE	3,892	1	1							
HOUSING ADMINISTRATOR	Various	3,905 - 3,983	2	2							
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	3,947	1								
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	3,989	1	1							
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4,100 - 4,296	3	1							
CHIEF BROADCASTING ENGINEER	Various	4,103 - 5,318	3								
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4,206	1								
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	4,311	1	1							
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4,397	1								
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4,466	1	1							
COMMUNICATIONS TECHNICIAN III	TELECOMMUNICATIONS SERVICES	4,505	1								
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4,620 - 10,205	25	5							
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4,676	1	1							
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4,820	1								

Continued...

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4,837 - 7,787	2	2							
SENIOR BUDGET ANALYST	BUDGET OFFICE	4,877	1	1							
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4,877 - 6,690	2	1							
CENTRAL STORES MANAGER II	FACILITIES MANAGEMENT STORES	4,901	1	1							
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	4,943	1	1							
POLICE OFFICER	PUBLIC SAFETY	4,981 - 6,284	9	2	1		1				
DEPUTY DIRECTOR	Various	5,357 - 7,363	6	2							
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5,777	1	1							
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6,091	1								
ASSISTANT COMPTROLLER	Various	6,170 - 7,083	2	2							
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6,222	1	1							
BURSAR	BILLING AND RECEIVABLES	6,250	1	1							
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6,527 - 9,457	2	1							
UNIVERSITY BUDGET OFFICER	BUDGET OFFICE	6,690	1	1							
POLICE CORPORAL	PUBLIC SAFETY	6,912	4								
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7,180	1								
POLICE SERGEANT	PUBLIC SAFETY	7,604	4		1	1					
NURSE PRACTITIONER	BEU HEALTH CENTER	7,818 - 8,800	3	2							
POLICE CAPTAIN	PUBLIC SAFETY	9,200	1								

Job Group Analysis

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 23 Detailed
08/14/2023

		Job Group Total	276	175	14	7	5	1	0	0	1
		<i>% of Total</i>		63.41	5.07	2.54	1.81	0.36	0.00	0.00	0.36

Job Group Analysis

Job Group: 40 TF-PSYCHOLOGY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	6,426 - 6,630	2	2	1						1
ASSOCIATE PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	8,101 - 9,244	5	4							
PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	9,960 - 12,971	10	5							
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	10,991	1								
Job Group Total			18	11	1	0	0	0	0	0	1
<i>% of Total</i>				<i>61.11</i>	<i>5.56</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>5.56</i>

Job Group Analysis

Job Group: 41 TF-RECREATION, PARK AND TOURIS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, RECREATION, PARK AND TOURISM	RECREATION, PARK AND TOURISM A	6,426	2	2	1			1			
ASSOCIATE PROFESSOR, RECREATION, PARK AND TOURISM	RECREATION, PARK AND TOURISM A	8,101	2	1							
PROFESSOR, RECREATION, PARK AND TOURISM ADMINISTRA	RECREATION, PARK AND TOURISM A	10,133 - 11,713	4	2	1			1			
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK AND TOURISM A	10,546	1								
Job Group Total			9	5	2	0	0	2	0	0	0
<i>% of Total</i>				<i>55.56</i>	<i>22.22</i>	<i>0.00</i>	<i>0.00</i>	<i>22.22</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 43 TF-SOCIOLOGY AND ANTHROPOLOGY

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	6,426	1								
ASSOCIATE PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	8,101 - 8,847	3	2	1			1			
PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	9,960 - 11,900	8	3	2	1		1			
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	10,932	1	1							
Job Group Total			13	6	3	1	0	2	0	0	0
<i>% of Total</i>				46.15	23.08	7.69	0.00	15.38	0.00	0.00	0.00

Job Group Analysis

Job Group: 44 TF-THEATRE AND DANCE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	6,426 - 6,611	8	3							
ASSOCIATE PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	8,448 - 9,714	3	2							
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10,617	1	1							
PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	11,135	1								
Job Group Total			13	6	0	0	0	0	0	0	0
<i>% of Total</i>				46.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Job Group Analysis

Job Group: 45 TF-SCHOOL OF ENGINEERING AND T

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND	7,219 - 9,778	3	2	3			2			1
ASSOCIATE PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND	8,327 - 10,152	3		2			1		1	
PROFESSOR, SCHOOL OF ENGINEERING AND TECHNOLOGY	SCHOOL OF ENGINEERING AND	10,133 - 13,399	8	2	1			1			
Job Group Total			14	4	6	0	0	4	0	1	1
<i>% of Total</i>				<i>28.57</i>	<i>42.86</i>	<i>0.00</i>	<i>0.00</i>	<i>28.57</i>	<i>0.00</i>	<i>7.14</i>	<i>7.14</i>

Job Group Analysis

Job Group: 49 TF-INSTITUTE FOR RURAL AFFAIRS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PROFESSOR, INSTITUTE FOR RURAL AFFAIRS	INSTITUTE FOR RURAL AFFAIRS	11,962	1		1			1			
Job Group Total			1	0	1	0	0	1	0	0	0
<i>% of Total</i>				<i>0.00</i>	<i>100.00</i>	<i>0.00</i>	<i>0.00</i>	<i>100.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
LIBRARY ASSISTANT	LIBRARIES	2,113	1	1							
OFFICE SUPPORT ASSOCIATE	Various	2,113 - 2,745	5	5							
LIBRARY SPECIALIST	LIBRARIES	2,160 - 2,501	5	3	1		1				
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2,188 - 2,407	3	2	1		1				
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2,272	2	2	2			1			1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2,274	1								
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2,318 - 2,337	2	2							
OFFICE SUPPORT SPECIALIST	Various	2,324 - 3,406	13	12							
HUMAN RESOURCE REPRESENTATIVE	HUMAN RESOURCES	2,326	1		1		1				
OFFICE MANAGER	Various	2,326 - 3,676	30	28	2		1			1	
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2,364	1								
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2,418	1								
PHLEBOTOMIST	BEU HEALTH CENTER	2,568	1	1							
OFFICE ADMINISTRATOR	Various	2,632 - 4,295	7	7							
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2,643	1	1							
RETAIL ASSOCIATE	UU BOOKSTORE	2,724	1	1							
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2,782	1	1							
STOREKEEPER III	BIOLOGICAL SCIENCES	2,811	1	1							
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2,815	1	1							

Continued...

Job Group Analysis

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CASHIER III	UU SERVICE CENTER	2,825	1	1							
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	2,923	1								
ACCOUNTING OFFICER	Various	2,928 - 3,572	3	3							
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	2,940	1	1							
ACCOUNTING SPECIALIST	UU BOOKSTORE	2,958	1								
RETAIL SUPERVISOR	UU BOOKSTORE	2,963	1	1							
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	2,978	1								
ADMINISTRATIVE AIDE	Various	3,038 - 4,118	4	4							
PHYSICAL SCIENCE TECH. ASST.	Various	3,038 - 4,769	2	2	2			2			
HOUSING OFFICER	UHDS ADMINISTRATIVE	3,113	1	1							
ACCOUNTANT II	BUSINESS SERVICES	3,164	1	1							
PAYROLL SPECIALIST III	PAYROLL OFFICE	3,223	1	1							
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3,538	1	1							
TECHNICAL DIRECTOR	MUSIC	3,744	1	1							
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	3,752	1	1							
RETAIL MANAGER	UU BOOKSTORE	4,191 - 4,275	2	1							
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4,195	1	1	1	1					
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5,585	1	1							
Job Group Total			103	89	10	1	4	3	1	0	1
<i>% of Total</i>				<i>86.41</i>	<i>9.71</i>	<i>0.97</i>	<i>3.88</i>	<i>2.91</i>	<i>0.97</i>	<i>0.00</i>	<i>0.97</i>

Job Group Analysis

Job Group: 51 TF-LIBERAL ARTS AND SCIENCES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PROFESSOR, LIBERAL ARTS AND SCIENCES	LIBERAL ARTS AND SCIENCES	10,133 - 11,610	3	3							
Job Group Total			3	3	0	0	0	0	0	0	0
<i>% of Total</i>				<i>100.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 52 TF-BROADCASTING AND JOURNALISM

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	6,426 - 6,914	3	1	3	1					1
ASSOCIATE PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	7,928	1	1	1			1			
PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	10,123	1		1			1			
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTING AND JOURNALISM	10,435	1								
Job Group Total			6	2	5	1	0	2	0	0	1
<i>% of Total</i>				<i>33.33</i>	<i>83.33</i>	<i>16.67</i>	<i>0.00</i>	<i>33.33</i>	<i>0.00</i>	<i>0.00</i>	<i>16.67</i>

Job Group Analysis

Job Group: 53 TF-ENGLISH

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, ENGLISH	ENGLISH	6,426 - 6,700	2	1	1			1			
ASSOCIATE PROFESSOR, ENGLISH	ENGLISH	8,275 - 8,550	2	2							
PROFESSOR, ENGLISH	ENGLISH	10,171 - 12,417	12	6	2	1				1	
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11,030	1	1							
Job Group Total			17	10	3	1	0	1	1	0	0
<i>% of Total</i>				<i>58.82</i>	<i>17.65</i>	<i>5.88</i>	<i>0.00</i>	<i>5.88</i>	<i>5.88</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 54 TF-EARTH, ATMOSPHERIC, & GEOGR

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOCIATE PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAP	EARTH, ATMOSPHERIC, & GEOGRAPH	8,847 - 9,602	2	1	1			1			
PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAPHIC	EARTH, ATMOSPHERIC, & GEOGRAPH	9,786 - 12,971	6	2	2			2			
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERIC, & GEOGRAPH	10,872	1		1	1					
Job Group Total			9	3	4	1	0	3	0	0	0
<i>% of Total</i>				<i>33.33</i>	<i>44.44</i>	<i>11.11</i>	<i>0.00</i>	<i>33.33</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 56 TF-SPEECH PATHOLOGY AND AUDIOL

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SPEECH PATHOLOGY AND AUDIOLOG	SPEECH PATHOLOGY AND AUDIOLOGY	7,797	2	2							
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	10,998	1	1							
Job Group Total			3	3	0	0	0	0	0	0	0
<i>% of Total</i>				<i>100.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 57 TF-SCHOOL OF ACCOUNTING,FINANC

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,	7,889 - 13,334	10	5	7			3			2
ASSOCIATE PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,	9,439 - 15,611	4	2	2			2			
PROFESSOR, SCHOOL OF ACCOUNTING,FINANCE,ECONOMIC	SCHOOL OF ACCOUNTING,FINANCE,	10,435 - 15,978	7	1	4			4			
Job Group Total			21	8	13	0	0	9	0	0	2
<i>% of Total</i>				38.10	61.90	0.00	0.00	42.86	0.00	0.00	9.52

Job Group Analysis

Job Group: 59 TF-WIU QC MUSEUM STUDIES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, WIU QC MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7,027	1	1							
Job Group Total			1	1	0	0	0	0	0	0	0
<i>% of Total</i>				<i>100.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2,820	1								
MAINTENANCE REPAIR/WORKER	BUILDING MAINTENANCE	3,705	1								
STEAM AND POWER PLANT I	HEATING PLANT	4,222	3								
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5,177 - 5,421	2								
ROOFER	BUILDING MAINTENANCE	5,525	1								
BRICKMASON	BUILDING MAINTENANCE	5,527	1								
CARPENTER	BUILDING MAINTENANCE	5,702	7		1						1
STEAM AND POWER PLANT II	HEATING PLANT	5,909	6								
PLUMBER	BUILDING MECHANICAL MAINTENANC	6,216	4								
CARPENTER FOREMAN	BUILDING MAINTENANCE	6,272	1								
PAINTER	BUILDING MAINTENANCE	6,328	2								
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6,435	1								
TEMPERATURE CONTROL MECHANIC	Various	6,435	2								
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6,435 - 7,652	4								
BUILDING OPERATING ENGINEER	Various	6,512	5								
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6,512	2								

Continued...

Job Group Analysis

Job Group: 6 SKILLED CRAFT

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6,512	1								
ELECTRICIAN	Various	6,671	3								
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	6,828	1								
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	6,828	1								
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7,338	1								
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7,511	1								
Job Group Total			51	0	1	0	0	0	0	0	1
<i>% of Total</i>				0.00	1.96	0.00	0.00	0.00	0.00	0.00	1.96

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2,149	1	1							
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2,314	1								
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2,314	1		1			1			
PARKING SERVICES AGENT II	PARKING OPERATIONS	2,403	1		1	1					
MAIL MESSENGER	Various	2,567 - 2,766	2	2							
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2,688	1	1							
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2,692	1	1							
STOREKEEPER I	UU BOOKSTORE	2,699	1								
BUILDING SERVICE WORKER	Various	2,818 - 4,080	84	26	8	6		1			1
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,038 - 3,922	2								
GROUNDS WORKER	Various	3,219 - 3,380	7	1							
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3,367	2	1							
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3,538 - 5,058	2								
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3,556	1								
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3,598	1								
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3,669	1		1					1	
GARAGE FOREMAN	TRANSPORTATION SERVICES	3,926	1								
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4,024	1								

Continued...

Job Group Analysis

Job Group: 7 SERVICE MAINTENANCE

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
BUILDING SERVICE FOREMAN	Various	4,701	6	2	1	1					
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5,171	1								
Job Group Total			118	35	12	8	0	2	1	0	1
<i>% of Total</i>				29.66	10.17	6.78	0.00	1.69	0.85	0.00	0.85

Job Group Analysis

Job Group: 9 TF-BIOLOGICAL SCIENCES

FY 23 Detailed
08/14/2023

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	6,612	2	1	2			1			
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9,032	1								
PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9,960 - 12,294	7	2	2	1		1			
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12,193	1								
Job Group Total			11	3	4	1	0	2	0	0	0
<i>% of Total</i>				27.27	36.36	9.09	0.00	18.18	0.00	0.00	0.00
Facility Total			1248	621	203	47	31	77	4	1.00	25.00
<i>% of Total</i>				49.76	16.27	3.77	2.48	6.17	0.32	0.08	2.00