WESTERN ILLINOIS UNIVERSITY AFFIRMATIVE ACTION PLAN UPDATE

Plan Effective Date: 10/01/2024

Plan Expiration Date: 10/01/2025

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Macomb Illinois 61455

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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, 2024, at the Equal Opportunity and Access Office. 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

Western Illinois University recognizes and celebrates the uniqueness of every individual, and we are committed to ensuring that our University is a place where all students, faculty, and staff from diverse backgrounds and identities feel included and empowered to be fully engaged within the University community. WIU's unwavering commitment to the principles of justice, inclusion, diversity, and equity reflect values that are integral to our mission and represent the very heart of the vibrant, dynamic community we strive to nurture on our campuses in Macomb and Moline.

The past shaped our present, and today, our present shapes our future. Universities across the United States have navigated a long history of inequity and injustice, while also providing leadership and space for social change. Through academic curriculum, and programming offered in residence halls, campus buildings, the Multicultural Center, and of course the Office of Justice, Inclusion, Diversity and Equity, WIU is positioned to ensure that history is remembered, honored, and celebrated, while also educating students and preparing them to advocate for and lead movements that empower individuals and groups, disrupt injustice, and improve systems and structures that lead to meaningful change.

Each individual brings a distinct set of experiences, beliefs, and perspectives that contribute to the rich mosaic of our University. It is through our collective diversity that we foster an environment where meaningful dialogue can flourish, where differences are respected, and where the value of each individual is recognized and cherished. Together, we create a space that is inclusive and welcoming for all, free from barriers and inequities, where everyone has the opportunity to thrive.

One individual makes a difference. One individual when joined with a dedicated community is a drop in the sea of larger waves of change. All of that begins right here at Western Illinois University.

Kristi Mindrup, Ph.D. Interim President

10/01/2024

Introduction

History of the University

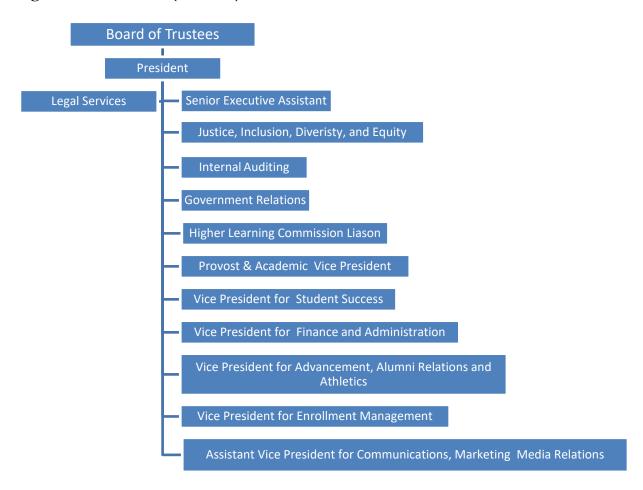
Western Illinois University (WIU) is a public, coeducational institution of higher learning located in Macomb, Illinois. WIU was founded in 1899 as Western Illinois State Normal School. Instruction began in 1902. Like many similar institutions of the time, Western Illinois State Normal School focused 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 the School of Law Enforcement and Justice Administration, the Centennial Honors College and the Center for Global Studies which includes nontraditional programs.

The University offers 61 undergraduate, 41 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 by email at <u>eoa-office@wiu.edu</u>, by phone at 309-298-1977, or in person at Sherman Hall 312.

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, by email at eoa-office@wiu.edu or phone at (309) 298-1977. 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 by email at eoa-office@wiu.edu or by phone at (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 2024

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.

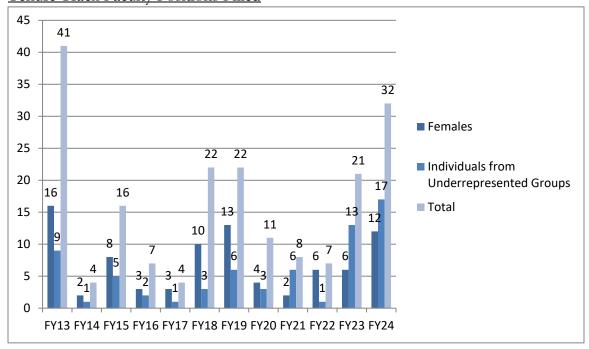
Based on the number of applicants who self-identified, during FY24:

Females comprised 31.80%, an increase of 3.29%; Minorities comprised 37.46%, a decrease of 0.55%; Veterans comprised 1.39%, a decrease of 4.82%; Disabled applicants comprised 5.87%, a decrease of 0.74% Blacks comprised 16.44%, an increase of 5.08%; Asians comprised 18.25%, a decrease of 1.47%; Hispanics comprised 6.08%, an increase of 1.6%; Native American comprised 0.32%, an increase of 0.27%; Native Hawaiian or Pacific Islander comprised 0.32%, a increase of 0.25% 2 or more comprised 2.13%, an increase of 0.16%

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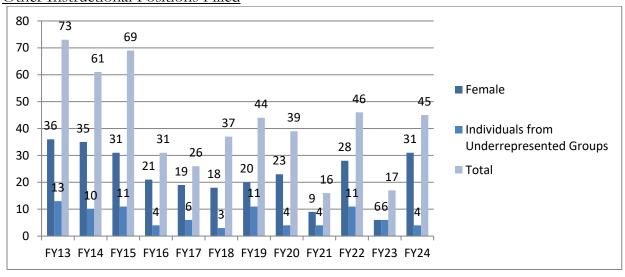
¹ The majority of waivers were processed for temporary positions of one year or less and appointments no greater than 50%, this included adjuncts and assistant coaches.

Data - New HiresTenure Track Faculty Positions Filled



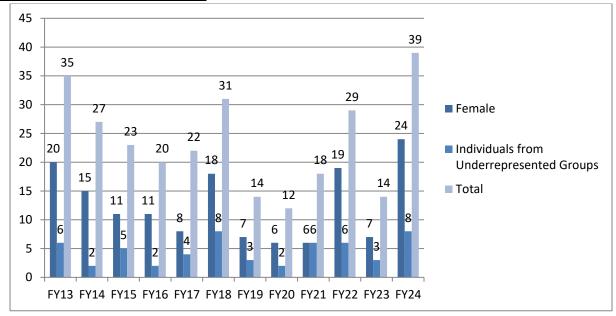
During FY24, 32 new faculty were hired for tenure track positions, resulting in the hiring of 12 females (37.5%) and 17 individuals from an underrepresented group (53.13%). This reflects an increase (8.9%) in the percentage of females hired and a (8.77%) decrease in the percentage of minorities hired compared to FY23. The chart above shows a ten-year comparison for tenure track faculty positions filled.





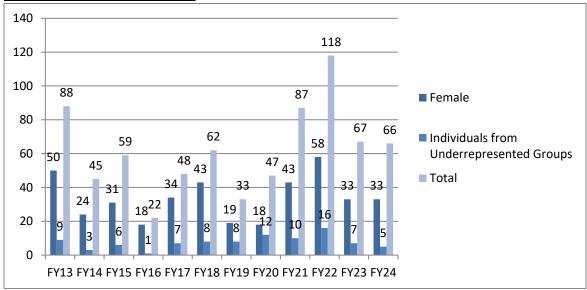
In addition to the tenure track positions, 45 other instructional positions were filled. This category includes instructors, lecturers, faculty assistants, and coaches. Of the new employees in this category, 31(68.89%) are female and 4(8.89%) are individuals from underrepresented groups. This represents an increase in the percentage of females hired for other instructional positions compared to FY23 (33.59%). The percentage of individuals hired from underrepresented groups decreased by (26.40%).

Administrative Positions Filled



During the past year, 39 individuals were hired to fill administrative vacancies, including 24 females (61.54%) and 8 individuals from underrepresented groups (20.52%). This reflects an increase in the percentage of females hired by 11.54% and a decrease in the percentage of individuals from underrepresented groups by 0.96%.

Civil Service Positions Filled



Data shows that hiring activity for civil service hires during FY24 involved a total of 66 hires. Individuals hired included 33 females (50%) and 5 individuals (7.58%) from underrepresented groups. This reflects an 0.75% increase in the percentage of females and a (2.87.%) increase for individuals from underrepresented groups.

New Hire Summary

The data for new hires shows that out of 162 new hires, 43 minorities (26.54%) and 89 females (54.9%) were hired. The breakdown of minorities hired was: 3 Hispanic, 10 African American, 12 Asian, 1 two+ethnic backgrounds, and 17 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 24 indicated the following: the University employed a total of 1,482 employees during FY24. Of that total, 239 were minorities, representing 16.12% of the total workforce, a 1.30% increase.

The University employs 62 African-Americans, comprising 4.18% of the workforce; 37 Hispanic employees encompassing 2.50%; 83 Asian employees, comprising 5.60%; 4 American Indian

employees for 0.27%; 0 Native Hawaiian Pacific Islander (NHOPI); and 33 employees with two or more ethnicities, encompassing 2.23% 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

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01 – Official and Managers (OM)
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(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

Please see Appendix II attached to this document.

- 54 Earth/Atmosphere/Geography
- 56 Speech Pathology/Audiology
- 57 Accounting/Finance/ Economics and Decision Sciences
- 59 QC-Museum Studies
- 60 Race, Religion, Gender & Multidisc.

Placement Goal Attainment Reports

	Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained
1	TENURED FACULTY/OFFICIAL &	19	Female	13	68.42		?
MAN							
			Minority Black	6 2	31.58 10.53		
			Hispanic	1	5.26		
			Asian	0	0.00	8.13	No
			AmIndian	0	0.00	0.13	INO
			NHOPI	0	0.00		
			Two+	3	15.79	3.05	Yes
11	TF-AGRICULTURE	0	Female	0		38.59	*
			Minority	0			
			Black	0		12.03	*
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
12	TF-ART AND DESIGN	1	Female	1	100.00	77.99	Yes
			Minority	1	100.00		
			Black	0	0.00		
			Hispanic	0	0.00		
			Asian	1	100.00		
			AmIndian	0	0.00		
			NHOPI	0	0.00		
			Two+	0	0.00		
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	1	Female	0	0.00	59.70	No
			Minority	0	0.00	20.85	No
			Black	0	0.00		
			Hispanic	0	0.00		
			Asian	0	0.00		
			AmIndian	0	0.00		
			NHOPI	0	0.00		
			Two+	0	0.00		
17	TF-COMPUTER SCIENCES	1	Female	0	0.00	18.61	No
			Minority	1	100.00		
			Black	0	0.00		
			Hispanic	0	0.00		
			Asian	1	100.00		
			AmIndian	0	0.00		
			NHOPI	0	0.00		

Minority 0 0.00 0.00 1.00	18 TF-LAW ENFORCEMENT AND	1	Female	1	100.00		
Black 0	JUSTICE		Minority	0	0.00		
Hispanic			-				
Asian							
Amindian NHOPI 0 0 0.00							
NHOP							
Two+							
2 NON-TENURED FACULTY 41 Female Minority Female Minority Female Asian Annidian Annidian							
Minority 7 17.07 25.24 No							
Black	2 NON-TENURED FACULTY	41	Female	28	68.29		
Hispanic				7	17.07	25.24	No
Asian 3 7.32 12.16 No Amindian 0 0.00 0.62 No Ni-OPI 0 0.00 Ni-OPI 1 100.00 73.90 Yes Minority 0 0.00 Minority 0 0.00 Minority 0 0.00 12.22 No Minority 0 0.00 0.00 Minority 0 0.00				2			
Amhidian NHOPI							
NHOPI				3			
Two+						0.62	No
1							
Minority 0 0.00 12.22 No Hispanic 0 0.00 4.46 No Asian 0 0.00 Amindian 0 0.00 Minority 0 Minority Minority 0 Minority Min			Two+	2	4.88		
Minority 0 0.00 12.22 No Hispanic 0 0.00 4.46 No Asian 0 0.00 Amindian 0 0.00 Minority 0 Minority Minority 0 Minority Min							
Minority 0 0.00 12.22 No Hispanic 0 0.00 4.46 No Asian 0 0.00 Amindian 0 0.00 Minority 0 Minority Minority 0 Minority Min	22 TE-SCHOOL OF EDUCATION	4	Famala	4	100.00	73.00	Voc
Black	22 IF-SCHOOL OF EDUCATION	1				73.90	168
Hispanic Asian			•			10.00	No
Asian 0 0 0.00 Amindian 0 0.00							
AmIndian NHOPI						4.40	INO
NHOPI							
Two+							
26 TF-FOREIGN LANGUAGES & 1							
LITERAT Minority 0 Black 0 Hispanic 0 Asian 0 Asian 0 17.90 *					0.00		
Minority 0 Black 0 Hispanic 0 Asian 0 17.90 *	26 TF-FOREIGN LANGUAGES & LITERAT	0	Female	0		69.44	*
Hispanic			Minority	0			
Asian 0 17.90 * AmIndian 0 NHOPI 0 Two+ 0 0 29 TF-HEALTH SCIENCES AND SOCIAL 0 Female 0 Minority 0 Black 0 Hispanic 0 Asian 0 AmIndian 0 NHOPI 0 Two+ 0 0 3 ADMINISTRATIVE STAFF/TECHNICIA Minority 4 36.36 Black 1 9.09 10.28 No Hispanic 1 9.09 7.87 Yes Asian 2 18.18 7.76 Yes Amindian 0 0.00 NHOPI 0 0 0.00 NHOPI 0 0.00			Black	0			
AmIndian 0 NHOPI 0 1 1 1 1 1 1 1 1 1			Hispanic	0			
NHOPI			Asian	0		17.90	*
Two+			AmIndian	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 11 Female 5 45.45 STAFF/TECHNICIA Minority 4 36.36 Black 1 9.09 10.28 No Hispanic 1 9.09 7.87 Yes Asian 2 18.18 7.76 Yes Amindian 0 0.00 NHOPI 0 0 0.00			NHOPI	0			
Minority 0 Black 0 Hispanic 0 Asian 0 MHOPI 0 Two+ 0			Two+	0			
Minority 0 Black 0 Hispanic 0 Asian 0 MHOPI 0 Two+ 0	29 TF-HEALTH SCIENCES AND	0	Female	0			
Black 0 Hispanic 0 Asian 0 AmIndian 0 NHOPI 0 Two+ 0	SOCIAL						
Hispanic 0 Asian 0			•				
Asian 0 AmIndian 0 NHOPI 0 Two+ 0							
AmIndian 0 NHOPI 0 Two+ 0							
NHOPI							
Two+ 0							
3 ADMINISTRATIVE STAFF/TECHNICIA 11 Female 5 45.45 Minority 4 36.36 Black 1 9.09 10.28 No Hispanic 1 9.09 7.87 Yes Asian 2 18.18 7.76 Yes AmIndian 0 0.00 NHOPI 0 0.00							
Minority 4 36.36 No Hispanic Asian 2 18.18 7.76 Yes AmIndian NHOPI 0 0.00 NHOPI 0 0.00							
Minority		11	Female	5	45.45		
Black 1 9.09 10.28 No Hispanic 1 9.09 7.87 Yes Asian 2 18.18 7.76 Yes AmIndian 0 0.00 NHOPI 0 0.00	STATTLOTINION		Minority	4	36.36		
Hispanic 1 9.09 7.87 Yes Asian 2 18.18 7.76 Yes AmIndian 0 0.00 NHOPI 0 0.00						10.28	No
Asian 2 18.18 7.76 Yes AmIndian 0 0.00 NHOPI 0 0.00							
AmIndian 0 0.00 NHOPI 0 0.00			-	2			
NHOPI 0 0.00				0			
Two+ 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			
			Asian				
				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-LAW ENFORCEMENT	0	Female	0		51.77	*
	AND JUSTICE		Minority	0		17.26	*
			Minority Black			17.20	
				0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
34	TF-MANAGEMENT AND MARKETING	1	Female	0	0.00		
			Minority	1	100.00		
			Black	0	0.00		
			Hispanic	0	0.00		
			Asian	1	100.00		
			AmIndian	0	0.00		
			NHOPI		0.00		
				0			
			Two+	0	0.00		
0.5	TE MATHEMATICO		Family				
35	TF-MATHEMATICS	0	Female	0			
			Minority	0			
			Black	0			
			Hispanic	0			
			Asian	0			
			AmIndian	0			
			NHOPI	0			
			Two+	0			
36	TF-MUSIC	5	Female	4	80.00		
			Minority	1	20.00		
			Black	0	0.00		
			Hispanic	0	0.00		
			Asian	1	20.00		
			Asian	0	0.00		
			NHOPI	0	0.00		
			Two+	0	0.00	2.99	No
		0	Female	0	-	_	
27	TE NI IDOINO		remale	ı		1	
37	TF-NURSING		Minority	0			

38 TF-PHYSICS	0	Black Hispanic Asian AmIndian NHOPI Two+ Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0 0 0			
		_				
39 TF-POLITICAL SCIENCE	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0			
4 PROFESSIONAL STAFF/PROTECTIVE	29	Female	15	51.72		
STAFF/FROTECTIVE		Minority Black Hispanic Asian AmIndian NHOPI Two+	3 1 0 2 0 0	10.34 3.45 0.00 6.90 0.00 0.00	27.73 11.32 9.53 5.18 0.96	No No No Yes No
40 TF-PSYCHOLOGY	0	Female	0			
		Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0		21.10 5.86 6.78	* *
41 TF-RECREATION, PARK, TOURISM &	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0			
43 TF-SOCIOLOGY AND ANTHROPOLOGY	0	Female Minority	0		25.51	*

		District	-		1 1	
		Black	0			,
		Hispanic	0		6.60	*
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	0			
44 TF-THEATRE AND DANCE	1	Female	1	100.00		
44 II-IIIEAINE AND BANCE	'				14.00	V
		Minority	1	100.00	14.66	Yes
		Black	1	100.00		
		Hispanic	0	0.00		
		Asian	0	0.00		
		AmIndian	0	0.00		
		NHOPI	0	0.00		
		Two+	0	0.00		
45 TF-SCHOOL OF	0	Female	0			
ENGINEERING AND T		Minority	0			
		Black	0			
		Hispanic	0			
		·				
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	0			
49 TF-INSTITUTE OF RURAL	0	Female	0		65.92	*
AFFAIRS	U		0		05.92	
		Minority	0			
		Black	0			
		Hispanic	0			
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	0			
		1 WO+	0			
5 OFFICE & CLERICAL/PARA-	10	Female	10	100.00		
PROFESS		N Aire a mide o	0	0.00	20.02	Nia
		Minority	0		30.83	No
		Black	0	0.00	14.30	No
		Hispanic	0	0.00	11.48	No
		Asian	0	0.00	4.32	No
		AmIndian	0	0.00		
		NHOPI	0	0.00		
		Two+	0	0.00		
51 TF-LIBRARIES	1	Female	0	0.00	63.14	No
		Minority	1	100.00	26.15	Yes
		Black	0	0.00		
		Hispanic	1	100.00		
		Asian	0	0.00		
			n	() ()()		
		AmIndian	0	0.00		
		AmIndian NHOPI	0	0.00		
FO. TE BROADOAGTING AND		AmIndian NHOPI Two+	0	0.00 0.00		
52 TF-BROADCASTING AND JOURNALISM	1	AmIndian NHOPI	0	0.00 0.00 100.00		
	1	AmIndian NHOPI Two+	0	0.00 0.00		
	1	AmIndian NHOPI Two+ Female	0 0	0.00 0.00 100.00		

1		A - !		0.00	1	ı
		Asian	0	0.00		
		AmIndian	0	0.00		
		NHOPI	0	0.00		
		Two+	0	0.00		
52 TE ENGLICH		Famala	0			
53 TF-ENGLISH	0	Female	0			
		Minority	0		24.50	*
		Black	0			
		Hispanic	0			
		Asian	0		11.95	*
					11.33	
		AmIndian	0			
		NHOPI	0			
		Two+	0			
54 TF-EARTH,	0	Female	0			
ATMOSPHERIC,						
&GEOGRA						
		Minority	0			
		Black	0			
		Hispanic	0			
		Asian	0			
		AmIndian	0			
		NHOPI	0			
		Two+	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-SCHOOL OF	2	Female	1	50.00		
ACCOUNTING, FINAN				50.00		
		Minority	1	50.00		
		Black	0	0.00	8.24	No
		Hispanic	0	0.00		
		Asian	1	50.00		
		AmIndian	0	0.00		
		NHOPI	0	0.00		
		Two+	0	0.00		
59 TF-WIU QC MUSUEM	0	Female	0			
STUDIES	U	remale				
		Minority	0			
		Black	0			
		Hispanic	0			
		Asian	0			
		Asian				
			0			
		NHOPI	0			
		Two+	0			
6 SKILLED CRAFT	1	Female	0	0.00	9.10	No
		Minority	0	0.00	34.07	No
		Black		0.00		
			0		9.85	No
l l		Hispanic	0	0.00	19.85	No

		Asian AmIndian NHOPI Two+	0 0 0 0	0.00 0.00 0.00 0.00	2.47	No
60 TF-RACE, RELIGION, GENDER & MU	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0			
7 SERVICE MAINTENANCE	18	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	7 5 2 1 0 0 0 2	38.89 27.78 11.11 5.56 0.00 0.00 0.00 11.11	36.25 14.30 18.85 2.57	No No No
9 TF-BIOLOGICAL SCIENCES	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		45.49	*

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 2024 on the following pages:

					Flacemen	t Goals (%)			
	Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
1	TENURED FACULTY/OFFICIAL & MAN	-	-	-	-	8.13	-	-	3.05
11	TF-AGRICULTURE	38.59	-	12.03	-	-	-	-	-
12	TF-ART AND DESIGN	77.99	-	-	-	-	-	-	-
14	TF-CHEMISTRY	33.80	-	-	-	-	-	-	-
15	TF- COMMUNICATION	59.70	20.85	-	-	-	-	-	-
17	TF-COMPUTER SCIENCES	18.61	-	-	-	-	-	-	-
18	TF-LAW ENFORCEMENT AND JUSTICE	-	-	-	-	-	-	-	-
2	NON-TENURED FACULTY	-	25.24	-	5.42	12.16	0.62	-	-
22	TF-SCHOOL OF EDUCATION	73.90	-	12.22	4.46	-	-	-	-
26	TF-FOREIGN LANGUAGES &	69.44	-	-	-	17.90	-	-	-
29	LITERAT TF-HEALTH SCIENCES AND SOCIAL	-	-	-	-	-	-	-	-
3	ADMINISTRATIVE STAFF/TECHNICIA	-	-	10.28	7.87	7.76	-	-	-
30	TF-HISTORY	40.47	-	-	-	-	-	-	-
31	TF-KINESIOLOGY	-	-	-	-	-	-	-	-
32	TF-LAW ENFORCEMENT AND JUSTICE	51.77	17.26	-	-	-	-	-	-
34	TF-MANAGEMENT AND MARKETING	-	-	-	-	-	-	-	-
35	TF-MATHEMATICS	-	-	-	-	-	-	-	-

36	TF-MUSIC	-	-	-	-	-	-	-	2.99
37	TF-NURSING	-	-	-	-	-	-	-	-
38	TF-PHYSICS	-	-	-	-	-	-	-	-
39	TF-POLITICAL SCIENCE	-	-	-	-	-	-	-	-
4	PROFESSIONAL STAFF/PROTECTIVE	-	27.73	11.32	9.53	5.18	0.96	-	-
40	TF-PSYCHOLOGY	-	21.10	5.86	6.78	-	-	-	-
41	TF-RECREATION, PARK, TOURISM &	-	-	-	-	-	-	-	-
43	TF-SOCIOLOGY AND	-	25.51	-	6.60	-	-	-	-
44	ANTHROPOLOGY TF-THEATRE AND DANCE	-	14.66	-	-	-	-	-	-
45	TF-SCHOOL OF ENGINEERING AND	-	-	-	-	-	-	-	-
49	T TF-INSTITUTE OF RURAL AFFAIRS	65.92	-	-	-	-	-	-	-
5	OFFICE & CLERICAL/PARA-	-	30.83	14.30	11.48	4.32	-	-	-
51	PROFESS TF-LIBRARIES	63.14	26.15	-	-	-	-	-	-
52	TF- BROADCASTING	-	-	-	-	-	-	-	-
53	AND JOURNALISM TF-ENGLISH	-	24.50	-	-	11.95	-	-	-
54	TF-EARTH, ATMOSPHERIC,	-	-	-	-	-	-	-	-
56	&GEOGRA TF-SPEECH PATHOLOGY AND	-	-	-	-	-	-	-	-
57	AUDIOL TF-SCHOOL OF ACCOUNTING,	-	-	8.24	-	-	-	-	-
59	FINAN TF-WIU QC MUSUEM STUDIES	-	-	-	-	-	-	-	-
	SKILLED CRAFT TF-RACE, IGION, GENDER &	9.10 - - 45.49	34.07 - 36.25 -	9.85 - 14.30 -	19.85 - 18.85 -	2.47 - 2.57 -		- - -	- - -
MU 7 MAI 9							-	-	-

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 8.26%, which is significantly less than the 30.78% 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 13.40% for minorities. The national recruiting area indicates that there is 25.99% 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 29.86 for females, which is lower than the 36.60% census availability for the United States. There is currently an incumbent job group percentage of 22.92% for minorities. The recruiting area of the United States indicates that there is 27.57% 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 5.74% for minorities. The national recruiting area indicates that there is 26.08% 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 8.6% for minorities. The recruiting area of Illinois indicates that there is 30.78% 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 1.89% for minorities. The recruiting area of Illinois indicates that there is 10.55% availability for women and 26.04% 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 12.88% for minorities. The recruiting area of Illinois indicates that there is 49.54% 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), and 1 Service Maintenance position, though they comprise 15.08%, 29.41% availability in the recruiting area, respectively. There are only 3 Hispanic employees out of

109 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. Trainings that employees and students took in FY24 as shown below.

Training	FY24
Title IX for Employees	314
Harassment & Discrimination Prevention	294
DEI Microaggressions Expanded Learning	2501
Voices for Change	2630

Participation in this training is an important step in ensuring all employees understand their rights and responsibilities as defined in the University's <u>Discrimination</u>, <u>Harassment and Sexual Misconduct Policy</u>.

In-person non-discrimination, Title IX, and diversity trainings for student and employee constituencies are also offered throughout the year, however, in FY24, still 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, 13 discrimination and/or harassment complaints were filed and resolved under the University's Discrimination Complaint Procedures. This compares to 12 complaints in FY23.

Of the 13 complaints made in FY24, 1 was based on age, 2 based on gender, 1 based on disability, 7 based on race, and 2 based on sexual orientation. Of the 13 complaints: 6 complainants did not respond; 7 complainants did not wish to move forward.

Progress

We still continue to have placement goals in many of the job groups; however, we did meet the FY24 placement goal for the following: Hispanics in Officials and Managers; Blacks and Hispanics in Non-Tenured Faculty; Blacks in Administrative Staff; Hispanics in Professional Staff; and Asian in Service Maintenance.

Goals

During FY25, 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;

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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 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:

- 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 posters 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 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:	13
The total number of job openings and total number of jobs filled	
(External, Internal, and Waiver)	213/152
The total number of applicants for all jobs	937
The number of protected veteran applicants hired	
	3
The total number of applicants hired	152

Benchmarks for hiring (§60-300.45)

Western Illinois University has established the following benchmark for FY 24: 3.5%

The average percentage of veterans in the civilian	2017	2018	2019	2020	2021	2022	2023
labor force in Illinois over the preceding five years, as							
calculated by the Bureau of Labor Statistics and	4.7%	4.3%	4.3%	4.0%	3.5%	3.5%	3.4%
published on the OFCCP Web site							
(https://www.dol.gov/agencies/ofccp/vevraa/hiring-							
benchmark)							

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)					2,8:	
The applicant ratio and hiring ratio for the previous	Appl	icant Ra	atio:			Hiring Ratio
year, based on the data collected pursuant to §60-		1.200/				1.070/
300.44(k);		1.39%				1.97%
The contractor's recent assessments of the			Despite	e partic	ipation	in veteran job fairs
effectiveness of its external outreach and recruitment			WIU h	as faile	d to att	ract a large pool of
efforts, as set forth in §60-300.44(f)(3)			veteran	applic	ants.	
Any other factors, including but not limited to the			Wester	n Illino	is Univ	ersity's Engineering
nature of the contractor's job openings and/or its			Depart	ment (Quad C	Cities Campus) is less
location, which would tend to affect the availability of			than 20) miles	from th	ne Rock Island
qualified protected veterans			Arsena	l Army	Garriso	on. However,
			Macon	nb, Illin	ois stru	ggles to attract
			talent d	due to i	ts remo	te 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 from last year.
- 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 2 veterans were hired administrative positions, Western Illinois University did meet its benchmark for FY24, with 53 self-identified veterans, composing 3.57% of the workforce, although this is a decrease of 0.6% from FY23. 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);
 - (B) Local veterans' group and veterans' service centers, including the Quad cities;
 - (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 posters 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:	55
The total number of job openings and total number of jobs	012/150
filled (External, Internal, and Waiver)	213/152
The total number of applicants for all jobs	937
The number of applicants with disabilities hired	2
The total number of applicants hired	152

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.

Utilization Goals (§60-741.45)

Western Illinois University establishes the following goal pursuant to the OFCCP: 7% 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)	519/25	4.82%	No
02 – Non-Tenured Faculty (Includes WIU BOG codes: D1, F1, F2, F3, F4, F5)	194/1	0.52%	No
03 – Administrative Staff/Technicians (AST) (Includes WIU BOG codes: C3, C5, P1, P2, P3, P4, P6, and P7)	144/1	0.69%	No
04 – Professional Staff/Protective Service (PSPS) (Includes WIU BOG code: C1)	331/10	3.02%	No
05 – Office & Clerical/Para- Professional (OCPP) (Includes WIU BOG codes: C2, C4, C6)	109/13	11.92%	Yes
(06 - Skilled Craft (SC) (Includes WIU BOG code: C7)	53/3	5.66%	No
07 - Service Maintenance (SM)	132/6	4.54 %	No

Analysis:

Sixty employees identified as individuals with disabilities, comprising 4.05% of the workforce. We achieved our goal in the Office & Clerical/Para-Professional job group 5. 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 FY25, 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;
- 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;
- 3. Offering tuition waivers to employees to obtain educational training that will increase their chances of advancing within the university;
- 4. Using recruitment techniques that specifically target qualified individuals with disabilities; and
- 5. 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. 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; 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: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White		Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR	Various	1.00 - 450.00	85	32	Male Female	4.4		16 17	2	4	8 5			4 9
PROFESSOR	Various	1.00 - 975.00	184	50	Male Female	12 6		6 8	6 2	1 2	24 11	1		3
ASSOCIATE PROFESSOR	Various	2.00 - 975.00	73	18	Male Female	4		1 14	1	3	8 6			
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3.00	1		Male Female		1	1						
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3.00	4	2	Male Female		<u>2</u> 2	2	1					
RECRUITMENT COORDINATOR	MUSIC	3.00	1		Male Female		1	1						
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3.00	1		Male Female		1	1						
ACADEMIC ADVISOR	Various	3.00 - 6.00	14	5	Male Female	1		1 8	1 2					1
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	3.00 - 6.00	4		Male Female		4	4						
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3.00 - 6.00	7	1	Male Female	,	1	6	1					
ADMISSIONS COUNSELOR	Various	3.00 - 6.00	11	3	Male Female		_	1 7	1	1 1				
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3.00 - 6.00	2		Male Female		-	1						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min			Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE DIRECTOR OF ADMISSIONS, RECRUITMENT	ADMISSIONS	4.00	1	1	Male Female		1			1				
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATI ON	4.00	1		Male Female		1	1						
COORDINATOR, COMPLIANCE	INTERCOLLEG IATE ATHLETICS	4.00	1	1	Male Female		1							
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL /PUBLIC SERVICE RAD	4.00	1		Male Female		1	1						
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS	4.00	1		Male Female		1	1						
SPONSORED PROJECTS COMPLIANCE SPECIALIST	SPONSORED PROJECTS	4.00	1		Male Female		1	1						
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4.00 - 6.00	2		Male Female		2	2						
ASSISTANT ATHLETICS DIRECTOR, DEVELOP/PROMOTIONS	DEVELOPMEN T OFFICE	5.00	1		Male Female		1	1						
ASSOCIATE DIRECTOR OF ADMISSIONS, CHICAGO RECRUIT	ADMISSIONS	5.00	1		Male Female		1	1						
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5.00	1		Male Female		1	1						
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMEN T OFFICE	5.00	1		Male Female		1	1						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMEN T & SUCCESS	5.00	1		Male Female	1	1						
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5.00	1		Male Female	1	1						
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR STEWARDS	DEVELOPMEN T OFFICE	5.00	1		Male Female	1	1						
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5.00	1		Male Female	1	1						
LECTURER	Various	5.00	4	4	Male Female	2 2		1	1				2
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	5.00	4	1	Male Female	2 2	2 1						
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5.00 - 6.00	5		Male Female	5	5						
DIRECTOR, DEVELOPMENT	DEVELOPMEN T OFFICE	5.00 - 6.00	5		Male Female	1 4	1 4						
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6.00	1		Male Female	1	1						
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	FIRST YEAR ADVISING CENTER	6.00	2		Male Female	2	2						
DIRECTOR OF ACADEMIC ADVISING, CAS	DEAN, COLLEGE OF ARTS AND	6.00	1		Male Female	1	1						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMEN T OFFICE	6.00	1		Male Female	1	1						
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATI VE	6.00	1		Male Female	1	1						
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS CENTER	STUDENT DEVELOPMEN T & SUCCESS	6.00	1		Male Female	1	1						
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6.00	1	1	Male Female	1		1					
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6.00	1		Male Female	1	1						
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6.00	1		Male Female	1	1						
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	6.00	1		Male Female	1	1						
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATI VE	6.00	1		Male Female	1	1						
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6.00	1	1	Male Female	1			1				
DIRECTOR, UNIVERSITY UNION	ADMINISTRATI VE	6.00	1		Male Female	1	1						
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6.00	1		Male Female	1	1						
Continued	<u> </u>												

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
MANAGER, RADIO OPERATIONS	EDUCATIONAL /PUBLIC SERVICE RAD	6.00	1		Male Female	1	1						
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEG IATE ATHLETICS	7.00	1		Male Female	1	1						
DIRECTOR OF JUSTICE,INCLUSION,DIVERSITY AND EQUITY	JUSTICE, INCLUSION, DIVERSITY	7.00	1	1	Male Female	1		1					
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS	7.00	2	1	Male Female	2	1						
DIRECTOR, PURCHASING	PURCHASING OFFICE	7.00	1		Male Female	1	1						
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7.00	1		Male Female	1	1						
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7.00	1		Male Female	1	1						
REGISTRAR	REGISTRAR	7.00	1		Male Female	1	1						
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7.00	1		Male Female	1	1						
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8.00	1	1	Male Female	1				1			

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8.00	1		Male Female	1	1						
DIRECTOR, BUDGET	BUDGET OFFICE	8.00	1		Male Female	1	1						
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8.00	1		Male Female	1	1						
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERI C, &	8.00	1		Male Female	1	1						
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8.00	1		Male Female	1	1						
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	8.00	1		Male Female	1	1						
EXECUTIVE DIRECTOR OUTREACH & QC CAMPUS OPERATIONS	PROVOST & ACADEMIC VICE PRESID	8.00	1		Male Female	1	1						
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMEN T OFFICE	8.00	1		Male Female	1	1						
ASSIST VICE PRESIDENT STUDENT SUCCESS, AUX SERVS	VICE PRESIDENT FOR STUDENT	9.00	1		Male Female	1	1						
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	9.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTIN G AND JOURNALISM	10.00	1		Male Female	1	1						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min			Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10.00	1	1	Male Female		1			1				
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10.00	1		Male Female		1	1						
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK, TOURISM &	10.00	1		Male Female		1	1						
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10.00	1		Male Female		1	1						
DIRECTOR OF GOVERNMENTAL RELATIONS	GOVERNMENT RELATIONS	10.00	1		Male Female		1	1						
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	10.00	1		Male Female		1	1						
DIRECTOR, SCHOOL OF NURSING	NURSING	10.00	1		Male Female		1	1						
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	10.00	1		Male Female		1	1						
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10.00	2		Male Female		2	2						
HUMAN RESOURCES EXECUTIVE DIRECTOR	HUMAN RESOURCES	10.00	1	1	Male Female		1		1					
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	11.00	1		Male Female		1	1						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	11.00	1		Male Female	1	1						
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS	11.00	1		Male Female	1	1						
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS	11.00	1		Male Female	1	1						
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11.00	1	1	Male Female	1		1					
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATI ON	11.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERI C, &	11.00	1	1	Male Female	1		1					
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF HISTORY	HISTORY	11.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11.00	1	1	Male Female	1				1			
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	11.00	1		Male Female	1	1						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLO	11.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND	11.00	1		Male Female	1	1						
CHAIRPERSON,RACE,RELIGION, GENDER,&MULTDISP STUDIES	RACE,RELIGIO N,GENDER & MULTIDI	11.00	1		Male Female	1	1						
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11.00	1	1	Male Female	1			1				
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEG IATE ATHLETICS	11.00	1		Male Female	1	1						
DIRECTOR, INSTITUTIONAL RESEARCH AND PLANNING	INSTITUTIONA L RESEARCH AND PLA	11.00	1		Male Female	1	1						
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11.00	1		Male Female	1	1						
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	11.00	1	1	Male Female	1			1				
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11.00	1		Male Female	1	1						
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT	11.00	1		Male Female	1	1						
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11.00 - 12.00	2		Male Female	2	2						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

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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	11.00 - 13.00	2		Male Female	1 1	1 1						
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND	12.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12.00	1		Male Female	1	1						
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12.00	1		Male Female	1	1						
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12.00	1	1	Male Female	1		1					
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION	12.00	1		Male Female	1	1						
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12.00	1		Male Female	1	1						
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12.00	1		Male Female	1	1						
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMEN T AND	12.00	1		Male Female	1	1						
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12.00	1		Male Female	1	1						
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND	13.00	1		Male Female	1	1						

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	13.00	1		Male Female	1	1						
DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STUDIES	BIOLOGICAL SCIENCES	13.00	1	1	Male Female	1			1				
DIRECTOR, SCHOOL OF ACCT, FIN, ECON & DECISION SCI	SCHOOL OF ACCOUNTING, FINANCE,E	13.00	1		Male Female	1	1						
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS	14.00	1		Male Female	1	1						
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS	15.00	1		Male Female	1	1						
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMEN	15.00	1		Male Female	1	1						
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	16.00 - 19.00	2		Male Female	2	2						
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE	18.00	1		Male Female	1	1						
PRESIDENT	PRESIDENT'S OFFICE	22.00 - 26.00	2	1	Male Female	1 1	1			1			
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	34.00	1	1	Male Female	1		1					

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
	J	ob Group Total	519		Male	278	196	16	12	43	0	0	10
		% of Total		25.82	% of Total Female % of Total	53.56 241 46.44	37.76 189 36.42	3.08 9 1.73	2.31 7 1.35	8.29 22 4.24	.00 1 .19	.00 0 .00	1.93 9 1.73

Job Group: 02 NON-TENURED FACULTY

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR	Various	1.00 - 9.00	156	22	Male Female	54 102	43	5 5	2	2 2			3
ASSOCIATE INSTRUCTOR	Various	4.00 - 9.00	13	2	Male Female	4 9	3 8	1 1					
SENIOR INSTRUCTOR	Various	5.00 - 9.00	15	2	Male Female	4 11	4 9		1	1			
ASSISTANT PROFESSOR UNIT B	Various	5.00 - 10.00	10		Male Female	3 7							
			404	26	Mala	0.5	50						
	J	ob Group Total % of Total	194	13.40	Male % of Total Female % of Total	65 33. <i>51</i> 129 <i>66.4</i> 9	27.32	6 3.09 6 3.09	0 .00 3 1.55	2 1.03 3 1.55	0 .00 0 .00	0 .00 0 .00	3 1.55 1 .52

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT BASEBALL COACH	INTERCOLLEG IATE ATHLETICS	2.00	1		Male Female	1	1						
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEG IATE ATHLETICS	2.00 - 3.00	2	1	Male Female	2	1						
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2.00 - 4.00	13	4	Male Female	11 2	7 2			3	1		
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEG IATE ATHLETICS	3.00	1	1	Male Female	1		1					
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATI ON	3.00	1		Male Female	1	1						
ASSISTANT SOFTBALL COACH	INTERCOLLEG IATE ATHLETICS	3.00	1		Male Female	1	1						
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEG IATE ATHLETICS	3.00	2		Male Female	2	2						
COSTUME SHOP MANAGER	THEATRE AND DANCE	3.00	1		Male Female	1	1						
HEAD WOMEN'S TENNIS COACH	INTERCOLLEG IATE ATHLETICS	3.00	1		Male Female	1	1						
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3.00	1		Male Female	1	1						
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3.00	1		Male Female	1	1						
ATHLETIC TRAINER	INTERCOLLEG IATE ATHLETICS	3.00 - 4.00	4	1	Male Female	1 3	1 2		1				

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 NEW 09/17/2024

Job Title	Domontonous	Waga Danga	Total	Total		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Title	Department	Wage Range	Emps	Min			>			₹			
POSTDOCTORAL SCHOLAR	Various	3.00 - 4.00	2	1	Male Female	2	1						
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMEN T OFFICE	3.00 - 5.00	3		Male Female	2 1	2 1						
COUNSELOR, UNIVERSITY COUNSELING CENTER	Various	3.00 - 6.00	7	2	Male Female	2 5	2 3	1	1				
ASSISTANT FOOTBALL COACH	INTERCOLLEG IATE ATHLETICS	3.00 - 7.00	19	11	Male Female	19	8	4					1
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	3.00 - 7.00	46	3	Male Female	33 13	30 13			2			1
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4.00	1		Male Female	1	1						
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEG IATE ATHLETICS	4.00	1		Male Female	1	1						
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4.00	1		Male Female	1	1						
HEAD WOMEN'S SOCCER COACH	INTERCOLLEG IATE ATHLETICS	4.00	1	1	Male Female	1							1
RESEARCH AGRONOMIST	Various	4.00	2	1	Male Female	2	1						
RESEARCH CHEMIST	AGRICULTURE	4.00	1		Male Female	1	1						
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEG IATE ATHLETICS	4.00 - 5.00	4	2	Male Female	4	2	1					

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
STAFF ACCOMPANIST	MUSIC	4.00 - 5.00	2	2	Male Female	1 1				1			1
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND TECH	5.00	1		Male Female	1	1						
HEAD BASEBALL COACH	INTERCOLLEG IATE ATHLETICS	5.00	1		Male Female	1	1						
HEAD MEN'S & WOMEN'S CROSS COUNTRY & TRACK COACH	INTERCOLLEG IATE ATHLETICS	5.00	1		Male Female	1	1						
HEAD SOFTBALL COACH	INTERCOLLEG IATE ATHLETICS	5.00	1		Male Female	1	1						
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEG IATE ATHLETICS	5.00	1		Male Female	1	1						
RESEARCH ASSOCIATE	SOCIOLOGY AND ANTHROPOLO	5.00 - 8.00	2	1	Male Female	1 1	1				1		
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEG IATE ATHLETICS	6.00	1		Male Female	1	1						
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEG IATE ATHLETICS	6.00	1		Male Female	1	1						
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATI ON	6.00	1		Male Female	1	1						
RESEARCH ASSISTANT/GRANT ADMINISTRATOR	SOCIOLOGY AND ANTHROPOLO	6.00	1		Male Female	1	1						

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURI NG LAB	6.00 - 7.00	2		Male Female	2	2						
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	7.00	1		Male Female	1	1						
MATERIALS RESEARCH ENGINEER	QUAD CITIES MANUFACTURI NG LAB	7.00	1	1	Male Female	1				1			
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMEN T TRAIN STD B	8.00	1		Male Female	1	1						
PROJECT DIRECTOR	SOCIOLOGY AND ANTHROPOLO	9.00 - 10.00	2		Male Female	2	2						
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEG IATE ATHLETICS	12.00	1		Male Female	1	1						
HEAD FOOTBALL COACH	INTERCOLLEG IATE ATHLETICS	15.00	2	1	Male Female	2	1						
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16.00	1		Male Female	1	1						
STAFF PHYSICIAN	BEU HEALTH CENTER	16.00	2		Male Female	2	2						
HEAD MEN'S BASKETBALL COACH	INTERCOLLEG IATE ATHLETICS	17.00	1		Male Female	1	1						

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
		ah Ousser Takal	144	33	Male	101	77	•				0	2
	J	ob Group Total % of Total	144	22.92		0.14	53.47	6 4.17	.00	6 4.17	.69	.00	2 1.39
					Female % of Total	43 9.86	34 23.61	1 .69	2 1.39	.69	.69	0 .00	2 1.39

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT RECORDS MANAGEMENT OFFICER	LIBRARIES	2.00	1	1	Male Female	1		1					
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2.00	1		Male Female	1	1						
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2.00	1		Male Female	1	1						
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2.00	1		Male Female	1	1						
ADMISSIONS/RECORDS OFFICER	Various	2.00 - 3.00	14	1	Male Female	2 12	2 11	1					
FINANCIAL AID COORDINATOR	FINANCIAL AID	2.00 - 3.00	4		Male Female	3 1	3 1						
MEDICAL ASSISTANT	Various	2.00 - 3.00	4		Male Female	4	4						
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2.00 - 3.00	3		Male Female	3	3						
PROGRAM ASSISTANT	Various	2.00 - 3.00	7		Male Female	7	7						
SENIOR LIBRARY SPECIALIST	LIBRARIES	2.00 - 3.00	5		Male Female	1 4	1 4						
CENTRAL STORES MANAGER I	FACILITIES MANAGEMENT STORES	3.00	1	1	Male Female	1							1
COLLECTION MANAGER	BILLING AND RECEIVABLES	3.00	1		Male Female	1	1						

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
EVENTS ADMINISTRATOR ASSOCIATE	Various	3.00	2		Male Female	2	2						
FINANCIAL AID MANAGER	FINANCIAL AID	3.00	1		Male Female	1	1						
GOLF COURSE PRO-SHOP MANAGER	GOLF COURSE OPERATIONS	3.00	1		Male Female	1	1						
GRAPHIC DESIGNER	Various	3.00	2		Male Female	1 1	1 1						
MANAGER OF SPORTS FACILITIES	Various	3.00	2		Male Female	2	2						
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3.00	1		Male Female	1	1						
MEDIA WRITER/PRODUCER/ANNOUNCE R II	EDUCATIONAL /PUBLIC SERVICE RAD	3.00	1		Male Female	1	1						
MUSICAL INSTRUMENT SPECIALIST	MUSIC	3.00	1		Male Female	1	1						
PROCUREMENT OFFICER	PURCHASING OFFICE	3.00	1		Male Female	1	1						
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3.00	1		Male Female	1	1						
PROGRAM/STUDENT ADVISOR	Various	3.00	2		Male Female	1 1	1 1						
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3.00	1		Male Female	1	1						

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR PHOTOGRAPHER	PHOTOGRAPH Y AND DESIGN PRODUCT	3.00	2		Male Female	1 1	1 1						
STAFF NURSE II	BEU HEALTH CENTER	3.00	1		Male Female	1	1						
ADMINISTRATIVE ASSISTANT	Various	3.00 - 4.00	9		Male Female	1 8	1 8						
ADMISSIONS AND RECORDS COORDINATOR	Various	3.00 - 4.00	6		Male Female	6	6						
BUSINESS MANAGER	Various	3.00 - 4.00	2		Male Female	2	2						
FACILITY OPERATIONS COORDINATOR	Various	3.00 - 4.00	6		Male Female	5 1	5 1						
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3.00 - 4.00	3		Male Female	3	3						
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3.00 - 4.00	8	1	Male Female	1 7	7		1				
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3.00 - 4.00	2	1	Male Female	2	1			1			
MARKETING ASSOCIATE	Various	3.00 - 4.00	6		Male Female	2 4	2 4						
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3.00 - 4.00	4		Male Female	2 2	2 2						
TELEVISION DIRECTOR-PRODUCER	Various	3.00 - 4.00	4		Male Female	4	4						

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

			Total	Total		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Title	Department	Wage Range	Emps	Min		۲	>	<u> </u>	豆	As	₹	Z	ŕ
ACCOUNTING ASSOCIATE	Various	3.00 - 5.00	9		Male Female	1 8	1 8						
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3.00 - 5.00	3		Male Female	3	3						
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3.00 - 5.00	5		Male Female	2 3	2 3						
RADIO STATION PRODUCTION SUPERVISOR	Various	3.00 - 5.00	5		Male Female	3 2	3 2						
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3.00 - 6.00	7		Male Female	1 6	1 6						
PROGRAM DIRECTOR	Various	3.00 - 6.00	25	4	Male Female	11 14	10 11	1	3				
PROGRAM COORDINATOR	Various	3.00 - 8.00	63	8	Male Female	15 48	11 44	1 2	2 2				1
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATI ON	4.00	1		Male Female	1	1						
BUDGET ANALYST	BUDGET OFFICE	4.00	1		Male Female	1	1						
CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	4.00	1		Male Female	1	1						
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4.00	2		Male Female	1 1	1 1						
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4.00	2		Male Female	2	2						

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	4.00	1		Male Female	1	1						
GRAPHIC DESIGN MANAGER	PHOTOGRAPH Y AND DESIGN PRODUCT	4.00	1		Male Female	1	1						
HOUSING ADMINISTRATOR	Various	4.00	2		Male Female	2	2						
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4.00	1		Male Female	1	1						
INSURANCE RISK MANAGER I	VICE PRESIDENT FOR FINANCE	4.00	1		Male Female	1	1						
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPH Y AND DESIGN PRODUCT	4.00	1		Male Female	1	1						
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURI NG LAB	4.00	1		Male Female	1	1						
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS	4.00	1		Male Female	1	1						
SENIOR BUSINESS MANAGER	INTERCOLLEG IATE ATHLETICS	4.00	1		Male Female	1	1						
SENIOR COMMUNICATIONS TECHNICIAN	TELECOMMUN ICATIONS SERVICES	4.00	1		Male Female	1	1						
SUPERINTENDENT OF GROUNDS	LANDSCAPE MAINTENANC E	4.00	1		Male Female	1	1						
CHIEF BROADCASTING ENGINEER	Various	4.00 - 5.00	3		Male Female	3	3						

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

			Total	Total		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Title	Department	Wage Range	Emps	Min		<u>و</u>	≶	ä	<u> </u>	Asi	Ā	Ż	
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4.00 - 6.00	4		Male Female	1 3	1						
POLICE OFFICER	PUBLIC SAFETY	4.00 - 6.00	14	1	Male Female	11 3	10 3		1				
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATI ONS	4.00 - 9.00	3		Male Female	1 2	1 2						
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4.00 - 10.00	26		Male Female	21 5	21 5						
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5.00	1		Male Female	1	1						
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	5.00	1		Male Female	1	1						
SENIOR BUDGET ANALYST	BUDGET OFFICE	5.00	1		Male Female	1	1						
DEPUTY DIRECTOR	Various	5.00 - 9.00	7		Male Female	4 3	4 3						
BURSAR	BILLING AND RECEIVABLES	6.00	1		Male Female	1	1						
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6.00	1		Male Female	1	1						
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6.00	2		Male Female	2	2						
ASSISTANT COMPTROLLER	Various	6.00 - 7.00	2		Male Female	2	2						

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

												70	<u>.</u>	
Job Title	Department	Wage Range	Total Emps	Total Min		- - -	Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
POLICE CORPORAL	PUBLIC SAFETY	6.00 - 7.00	5		Male Female		5	5						
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6.00 - 9.00	2		Male Female		1 1	1 1						
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	7.00	1		Male Female		1	1						
POLICE SERGEANT	PUBLIC SAFETY	7.00	4	1	Male Female		4	3	1					
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANC E	7.00	1		Male Female		1	1						
NURSE PRACTITIONER	BEU HEALTH CENTER	8.00 - 9.00	3		Male Female		1 2	1 2						
POLICE CAPTAIN	PUBLIC SAFETY	9.00	1		Male Female		1	1						
		ob Group Total	331	19	Male	1	30	121	3	4	0	0	0	2
		% of Total		5.74	% of Total		.27	36.56	.91	1.21	.00	.00	.00	.60
					Female		201	191	4	5	1	0	0	0
					% of Total	60.	.73	57.70	1.21	1.51	.30	.00	.00	.00

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ACCOUNTANT I	ACCOUNTING OFFICE	2.00	1	1	Male Female	1							1
ACCOUNTING ASSISTANT	DEVELOPMEN T OFFICE	2.00	1		Male Female	1	1						
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2.00	1		Male Female	1	1						
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2.00	3	1	Male Female	1 2	1 1		1				
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2.00	3	2	Male Female	3	1			1			1
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2.00	1		Male Female	1	1						
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2.00	1		Male Female	1	1						
LIBRARY ASSISTANT	LIBRARIES	2.00	3		Male Female	3	3						
LIBRARY SPECIALIST	LIBRARIES	2.00	4	1	Male Female	2 2	1 2		1				
PHLEBOTOMIST	BEU HEALTH CENTER	2.00	1		Male Female	1	1						
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2.00	1		Male Female	1	1						
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2.00	1		Male Female	1	1						

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	IdOHN	Two+
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2.00	1	IVIIII	Male Female	1	1						
STOREKEEPER III	BIOLOGICAL SCIENCES	2.00	1		Male Female	1	1						
OFFICE MANAGER	Various	2.00 - 3.00	34	1	Male Female	2 32	2 31		1				
OFFICE SUPPORT ASSOCIATE	Various	2.00 - 3.00	6		Male Female	6	6						
OFFICE SUPPORT SPECIALIST	Various	2.00 - 3.00	11		Male Female	1 10	1 10						
OFFICE ADMINISTRATOR	Various	2.00 - 4.00	8		Male Female	8	8						
ACCOUNTANT II	BUSINESS SERVICES	3.00	1		Male Female	1	1						
ACCOUNTING OFFICER	Various	3.00	3		Male Female	3	3						
ACCOUNTING SPECIALIST	UU BOOKSTORE	3.00	1		Male Female	1	1						
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3.00	1		Male Female	1	1						
CASHIER III	UU SERVICE CENTER	3.00	1		Male Female	1	1						
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	3.00	1		Male Female	1	1						

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
HOUSING OFFICER	UHDS ADMINISTRATI VE	3.00	1		Male Female	1	1						
MAILING SERVICES SUPERVISOR	DOCUMENT & PUBLICATION SERVICE	3.00	1		Male Female	1	1						
PAYROLL SPECIALIST III	PAYROLL OFFICE	3.00	1		Male Female	1	1						
RETAIL ASSISTANT MANAGER	BOOKSTORE	3.00	1		Male Female	1	1						
RETAIL ASSOCIATE	BOOKSTORE	3.00	1		Male Female	1	1						
RETAIL SUPERVISOR	BOOKSTORE	3.00	1		Male Female	1	1						
ADMINISTRATIVE AIDE	Various	3.00 - 4.00	5		Male Female	5	5						
PHYSICAL SCIENCE TECH. ASST.	Various	3.00 - 4.00	2	2	Male Female	2				2			
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	4.00	1		Male Female	1	1						
RETAIL MANAGER	UU BOOKSTORE	4.00	2		Male Female	1 1	1 1						
TECHNICAL DIRECTOR	MUSIC	4.00	1		Male Female	1	1						
UNIV UNION NIGHT SUPERVISOR	ADMINISTRATI VE	4.00	1	1	Male Female	1		1					

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total Emps	Total Min		<u>-</u>	lotal	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5.00	1		Male Female		1	1						
	J	ob Group Total % of Total	109	9 8.26		11.	96	12 11.01 88 80.73	0 .00 1 .92	1 .92 2 1.83	0 .00 3 2.75	0 .00 0	0 .00 0	0 .00 2 1.83

Job Group: 06 SKILLED CRAFT

69/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	IdOHN	Two+
AUTOMOTIVE TECHNICIAN	TRANSPORTA TION SERVICES	2.00	1		Male Female	1	1						
STEAM AND POWER PLANT I	HEATING PLANT	4.00	2		Male Female	2	2						
BRICKMASON	BUILDING MAINTENANC E	5.00	1		Male Female	1	1						
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANC E	5.00	2		Male Female	2	2						
CARPENTER	BUILDING MAINTENANC E	5.00	7	1	Male Female	7	6						1
ROOFER	BUILDING MAINTENANC E	5.00	1		Male Female	1	1						
STEAM AND POWER PLANT II	HEATING PLANT	5.00 - 6.00	7		Male Female	7	7						
BUILDING OPERATING ENGINEER	Various	6.00	5		Male Female	5	5						
CARPENTER FOREMAN	BUILDING MAINTENANC E	6.00	1		Male Female	1	1						
ELECTRICIAN	Various	6.00	3		Male Female	3	3						
PAINTER	BUILDING MAINTENANC E	6.00	3		Male Female	3	3						
PLUMBER	BUILDING MECHANICAL MAINTENANC	6.00	4		Male Female	4	4						

Job Group: 06 SKILLED CRAFT

FY 25 NEW
09/17/2024

			Total	Total		a	ite		α	u u	AmInd	NHOPI	+0
Job Title	Department	Wage Range	Emps	Min		Total	White	Black	Hisp	Asian	Am	ž	Two+
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6.00	1		Male Female	1	1						
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6.00	2		Male Female	2	2						
TEMPERATURE CONTROL MECHANIC	Various	6.00	2		Male Female	2	2						
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6.00	1		Male Female	1	1						
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6.00 - 7.00	5		Male Female	5	5						
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	7.00	1		Male Female	1	1						
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANC E	7.00	1		Male Female	1	1						
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	7.00	1		Male Female	1	1						
STEAM AND POWER PLANT V	HEATING PLANT	7.00	1		Male Female	1	1						
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7.00	1		Male Female	1	1						

Job Group: 06 SKILLED CRAFT

69/17/2024

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
	J	ob Group Total	53		Male	53		0	0	0	0	0	1
		% of Total		1.89	% of Total Female % of Total	100.00 0 .00	0	.00 0 .00	.00 0 .00	.00 0 .00	.00 0 .00	.00 0 .00	1.89 0 .00

Job Group: 07 SERVICE MAINTENANCE

FY 25 NEW 09/17/2024

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Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2.00	1		Male Female	1	1						
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2.00	1		Male Female	1	1						
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEG IATE ATHLETICS	2.00	2		Male Female	2	2						
LAUNDRY WORKER	INTERCOLLEG IATE ATHLETICS	2.00	1		Male Female	1	1						
PARKING SERVICES AGENT I/ASSISTANT	PARKING OPERATIONS	2.00	1		Male Female	1	1						
PARKING SERVICES AGENT II	PARKING OPERATIONS	2.00	1	1	Male Female	1		1					
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2.00	1	1	Male Female	1				1			
STOREKEEPER I	BOOKSTORE	2.00	1		Male Female	1	1						
MAIL MESSENGER	Various	2.00 - 3.00	2		Male Female	2	2						
BUILDING SERVICE WORKER	Various	2.00 - 4.00	93	12	Male Female	60 33	53 28	5 3		1			1
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANC E	3.00	2	1	Male Female	2	1				1		
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND	3.00	1		Male Female	1	1						

Job Group: 07 SERVICE MAINTENANCE

			Total	Total		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Title	Department	Wage Range	Emps	Min		<u>P</u>	≯	ä	Ξ	As	Ā	Z	
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANC E	3.00	1		Male Female	1	1						
GROUNDS GARDENER	LANDSCAPE MAINTENANC E	3.00	2	1	Male Female	2	1		1				
GROUNDS WORKER	LANDSCAPE MAINTENANC E	3.00	7		Male Female	7	7						
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 4.00	2		Male Female	2	2						
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 5.00	2		Male Female	2	2						
BUILDING SERVICE FOREMAN	Various	4.00	7	1	Male Female	6 1	5 1	1					
GARAGE FOREMAN	TRANSPORTA TION SERVICES	4.00	1		Male Female	1	1						
GROUNDS FOREMAN	LANDSCAPE MAINTENANC E	4.00	2		Male Female	1 1	1 1						
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5.00	1		Male Female	1	1						

Job Group: 07 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
	J	ob Group Total	132	17	Male	90	78	7	1	2	1	0	1
		% of Total		12.88	% of Total	68.18	59.09	5.30	.76	1.52	.76	.00	.76
					Female	42 31.82	37 28.03	3 2.27	.00	.00	.00	.00	0
		Facility Total	1482	239	% of Total Male	730	589	38	18	53	2		. <i>00</i> 19
		% of Total	1402	16.13	Wale % of Total	730 49.26	39.74	38 2.56	1.21	3.58	.13	.00	1.28
		,,			Female	752	654	24	19	30	2	0	14
					% of Total	50.74	44.13	1.62	1.28	2.02	.13	.00	.94

Job Group Analysis Summary

FY 25 NEW 09/17/2024

																			- 00/ 1	1/2024
		Tota	al Min		ī	- otal	W	/hite	ВІ	ack	н	isp	As	sian	Ar	nInd	NF	IOPI	Two	+
Job Group	Total	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
01 TENURED FACULTY/OFFICIAL & MAN	519	134	25.82	Male	278	53.56	196	37.76	16	3.08	12	2.31	43	8.29	0	0.00	0	0.00	10	1.93
				Female	241	46.44	189	36.42	9	1.73	7	1.35	22	4.24	1	0.19	0	0.00	9	1.73
02 NON-TENURED FACULTY	194	26	13.40	Male	65	33.51	53	27.32	6	3.09	0	0.00	2	1.03	0	0.00	0	0.00	3	1.55
I				Female	129	66.49	115	59.28	6	3.09	3	1.55	3	1.55	0	0.00	0	0.00	1	0.52
03 ADMINISTRATIVE STAFF/TECHNICIA	144	33	22.92	Male	101	70.14	77	53.47	6	4.17	0	0.00	6	4.17	1	0.69	0	0.00	2	1.39
				Female	43	29.86	34	23.61	1	0.69	2	1.39	1	0.69	1	0.69	0	0.00	2	1.39
04 PROFESSIONAL STAFF/PROTECTIVE	331	19	5.74	Male	130	39.27	121	36.56	3	0.91	4	1.21	0	0.00	0	0.00	0	0.00	2	0.60
				Female	201	60.73	191	57.70	4	1.21	5	1.51	1	0.30	0	0.00	0	0.00	0	0.00
05 OFFICE & CLERICAL/PARA-PROFESS	109	9	8.26	Male	13	11.93	12	11.01	0	0.00	1	0.92	0	0.00	0	0.00	0	0.00	0	0.00
				Female	96	88.07	88	80.73	1	0.92	2	1.83	3	2.75	0	0.00	0	0.00	2	1.83
06 SKILLED CRAFT	53	1	1.89	Male	53	100.00	52	98.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.89
				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
07 SERVICE MAINTENANCE	132	17	12.88	Male	90	68.18	78	59.09	7	5.30	1	0.76	2	1.52	1	0.76	0	0.00	1	0.76
				Female	42	31.82	37	28.03	3	2.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
I																				
Facility Total % of Total	1482	239	16.13		730	49.26 50.74	589 654	39.74	38	2.56	18 10	1.21	53	3.58	2	0.13	0	0.00	19	1.28
% of lotal	1			Female	152	50.74	054	44.13	24	1.62	19	1.28	30	2.02	2	0.13	0	0.00	14	0.94

Job Group Analysis Summary

FY 25 NEW 09/17/2024

		Total	Fe	male	Mir	nority
Job Group			#	%	#	%
01 TENURED FACULTY/OFFICIAL & MAN		519	241	46.44	134	25.82
02 NON-TENURED FACULTY		194	129	66.49	26	13.40
03 ADMINISTRATIVE STAFF/TECHNICIA		144	43	29.86	33	22.92
04 PROFESSIONAL STAFF/PROTECTIVE		331	201	60.73	19	5.74
05 OFFICE & CLERICAL/PARA-PROFESS		109	96	88.07	9	8.26
06 SKILLED CRAFT		53	0	0.00	1	1.89
07 SERVICE MAINTENANCE		132	42	31.82	17	12.88
	Facility Total % of Facility Total	1482	752	50.74	239	16.13

Job Group Analysis Summary

FY 25 NEW 09/17/2024

	1																/1//202
Job Group	Total		emale		otal Min		Black		Hisp		Asian		AmInd		HOPI		/ 0+
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
01 TENURED FACULTY/OFFICIAL & MAN	519	241	46.44	134	25.82	25	4.82	19	3.66	65	12.52	1	0.19	0	0.00	19	3.66
02 NON-TENURED FACULTY	194	129	66.49	26	13.40	12	6.19	3	1.55	5	2.58	0	0.00	0	0.00	4	2.06
03 ADMINISTRATIVE STAFF/TECHNICIA	144	43	29.86	33	22.92	7	4.86	2	1.39	7	4.86	2	1.39	0	0.00	4	2.78
04 PROFESSIONAL STAFF/PROTECTIVE	331	201	60.73	19	5.74	7	2.11	9	2.72	1	0.30	0	0.00	0	0.00	2	0.60
05 OFFICE & CLERICAL/PARA-PROFESS	109	96	88.07	9	8.26	1	0.92	3	2.75	3	2.75	0	0.00	0	0.00	2	1.83
06 SKILLED CRAFT	53	0	0.00	1	1.89	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.89
07 SERVICE MAINTENANCE	132	42	31.82	17	12.88	10	7.58	1	0.76	2	1.52	1	0.76	0	0.00	1	0.76
Facility Total	1482	750	50.74	230	16.13	62	4.18	37	2.50	83	5.60	4	0.27	n	0.00	33	2.23
% of Facility Total	1402	132	JU. 14	239	10.13	02	7.10	31	2.50	oo	5.00	4	0.21	U	0.00	33	2.23

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR	Various	1.00 - 450.00	85	41	32	2	4	13			13
PROFESSOR	Various	1.00 - 975.00	184	64	50	8	3	35	1		3
ASSOCIATE PROFESSOR	Various	2.00 - 975.00	73	33	18	1	3	14			
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3.00	1	1							
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3.00	4	2	2	1					
RECRUITMENT COORDINATOR	MUSIC	3.00	1	1							
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3.00	1								
ACADEMIC ADVISOR	Various	3.00 - 6.00	14	10	5	3					1
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	3.00 - 6.00	4	4							
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3.00 - 6.00	7	6	1	1					
ADMISSIONS COUNSELOR	Various	3.00 - 6.00	11	9	3	1	2				
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3.00 - 6.00	2	1							
ASSOCIATE DIRECTOR OF ADMISSIONS, RECRUITMENT	ADMISSIONS	4.00	1		1		1				
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4.00	1	1							
COORDINATOR, COMPLIANCE	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1						
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4.00	1								
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4.00	1								
SPONSORED PROJECTS COMPLIANCE SPECIALIST	SPONSORED PROJECTS	4.00	1								

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4.00 - 6.00	2	2							
ASSISTANT ATHLETICS DIRECTOR, DEVELOP/PROMOTIONS	DEVELOPMENT OFFICE	5.00	1	1							
ASSOCIATE DIRECTOR OF ADMISSIONS, CHICAGO RECRUIT	ADMISSIONS	5.00	1	1							
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5.00	1	1							
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	5.00	1	1							
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT &	5.00	1								
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5.00	1								
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR	DEVELOPMENT OFFICE	5.00	1								
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5.00	1								
LECTURER	Various	5.00	4	2	4	1	1				2
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	5.00	4	2	1						
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5.00 - 6.00	5	5							
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	5.00 - 6.00	5	4							
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6.00	1	1							
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	FIRST YEAR ADVISING CENTER	6.00	2	2							
DIRECTOR OF ACADEMIC ADVISING, CAS	DEAN, COLLEGE OF ARTS AND SCIE	6.00	1								

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	6.00	1	1							
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6.00	1	1							
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS	STUDENT DEVELOPMENT &	6.00	1	1							
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6.00	1		1	1					
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6.00	1	1							
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6.00	1								
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	6.00	1	1							
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6.00	1	1							
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6.00	1		1		1				
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6.00	1	1							
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6.00	1	1							
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6.00	1	1							
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7.00	1	1							
DIRECTOR OF JUSTICE,INCLUSION,DIVERSITY	JUSTICE, INCLUSION, DIVERSITY	7.00	1		1	1					
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7.00	2	2	1						
DIRECTOR, PURCHASING	PURCHASING OFFICE	7.00	1	1							

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7.00	1	1							
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7.00	1	1							
REGISTRAR	REGISTRAR	7.00	1	1							
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7.00	1	1							
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8.00	1	1							
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8.00	1		1			1			
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8.00	1	1							
DIRECTOR, BUDGET	BUDGET OFFICE	8.00	1	1							
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8.00	1	1							
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	8.00	1								
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8.00	1	1							
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	8.00	1	1							
EXECUTIVE DIRECTOR OUTREACH & QC CAMPUS OPERATIONS	PROVOST & ACADEMIC VICE PRESID	8.00	1	1							
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8.00	1								
ASSIST VICE PRESIDENT STUDENT SUCCESS, AUX SERVS	VICE PRESIDENT FOR STUDENT SUC	9.00	1								
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	9.00	1								

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTING AND JOURNALISM	10.00	1								
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10.00	1		1		1				
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10.00	1								
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK, TOURISM & HO	10.00	1								
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10.00	1	1							
DIRECTOR OF GOVERNMENTAL RELATIONS	GOVERNMENT RELATIONS	10.00	1								
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	10.00	1								
DIRECTOR, SCHOOL OF NURSING	NURSING	10.00	1	1							
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	10.00	1	1							
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10.00	2	2							
HUMAN RESOURCES EXECUTIVE DIRECTOR	HUMAN RESOURCES	10.00	1	1	1	1					
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1							
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1							
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11.00	1								
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11.00	1	1							
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11.00	1		1	1					

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATION	11.00	1								
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERIC, & GEOGRAPH	11.00	1		1	1					
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11.00	1	1							
CHAIRPERSON, DEPT OF HISTORY	HISTORY	11.00	1								
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11.00	1								
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11.00	1	1							
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11.00	1		1			1			
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	11.00	1								
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	11.00	1	1							
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	11.00	1	1							
CHAIRPERSON,RACE,RELIGION,GE NDER,&MULTDISP STUDIES	RACE,RELIGION,GENDE R & MULTIDI	11.00	1	1							
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11.00	1		1		1				
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	11.00	1								
DIRECTOR, INSTITUTIONAL RESEARCH AND PLANNING	INSTITUTIONAL RESEARCH AND PLA	11.00	1								
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11.00	1								
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND	11.00	1		1		1				
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11.00	1								

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	11.00	1								
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11.00 - 12.00	2								
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL,& RESEARCH	PROVOST & ACADEMIC VICE PRESID	11.00 - 13.00	2	1							
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	12.00	1								
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12.00	1	1							
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12.00	1								
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12.00	1	1	1	1					
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12.00	1								
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12.00	1								
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12.00	1								
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMENT AND JUSTICE AD	12.00	1	1							
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12.00	1								
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13.00	1								
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	13.00	1								
DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STUDIES	BIOLOGICAL SCIENCES	13.00	1		1		1				
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISION SCI	SCHOOL OF ACCOUNTING,FINANCE,	13.00	1	1							

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	14.00	1								
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15.00	1								
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT,ALU	15.00	1	1							
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	16.00 - 19.00	2								
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18.00	1								
PRESIDENT	PRESIDENT'S OFFICE	22.00 - 26.00	2	1	1			1			
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	34.00	1		1	1					
		Job Group Total % of Total	519	241 46.44	134 25.82	25 4.82	19 3.66	65 12.52	1 0.19	0 0.00	19 3.66

Job Group: 02 NON-TENURED FACULTY

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR	Various	1.00 - 9.00	156	102	22	10	2	4			4
ASSOCIATE INSTRUCTOR	Various	4.00 - 9.00	13	9	2	2					
SENIOR INSTRUCTOR	Various	5.00 - 9.00	15	11	2		1	1			
ASSISTANT PROFESSOR UNIT B	Various	5.00 - 10.00	10	7							
		Job Group Total	194	129	26	12	3	5	0	0	4
		% of Total		66.49	13.40	6.19	1.55	2.58	0.00	0.00	2.06

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00	1								
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00 - 3.00	2	2	1						
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2.00 - 4.00	13	2	4			3	1		
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		1	1					
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	3.00	1								
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	1								
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	2	2							
COSTUME SHOP MANAGER	THEATRE AND DANCE	3.00	1	1							
HEAD WOMEN'S TENNIS COACH	INTERCOLLEGIATE ATHLETICS	3.00	1								
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3.00	1	1							
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3.00	1	1							
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3.00 - 4.00	4	3	1		1				
POSTDOCTORAL SCHOLAR	Various	3.00 - 4.00	2	2	1						
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3.00 - 5.00	3	1							
COUNSELOR, UNIVERSITY COUNSELING CENTER	Various	3.00 - 6.00	7	5	2	1	1				
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00 - 7.00	19		11	4					1

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	3.00 - 7.00	46	13	3			2			1
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4.00	1	1							
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4.00	1								
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4.00	1	1							
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1						1
RESEARCH AGRONOMIST	Various	4.00	2		1						
RESEARCH CHEMIST	AGRICULTURE	4.00	1	1							
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4.00 - 5.00	4		2	1					
STAFF ACCOMPANIST	MUSIC	4.00 - 5.00	2	1	2			1			1
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND	5.00	1								
HEAD BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1								
HEAD MEN'S & WOMEN'S CROSS COUNTRY & TRACK COACH	INTERCOLLEGIATE ATHLETICS	5.00	1								
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1	1							
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1								
RESEARCH ASSOCIATE	SOCIOLOGY AND ANTHROPOLOGY	5.00 - 8.00	2	1	1				1		
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1								

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1								
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6.00	1								
RESEARCH ASSISTANT/GRANT ADMINISTRATOR	SOCIOLOGY AND ANTHROPOLOGY	6.00	1								
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6.00 - 7.00	2								
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	7.00	1	1							
MATERIALS RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	7.00	1	1	1			1			
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8.00	1	1							
PROJECT DIRECTOR	SOCIOLOGY AND ANTHROPOLOGY	9.00 - 10.00	2								
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12.00	1								
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15.00	2		1						
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16.00	1								
STAFF PHYSICIAN	BEU HEALTH CENTER	16.00	2								
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	17.00	1								
		Job Group Total	144	43	33	7	2	7	2	0	4
		% of Total	144	29.86	22.92	4.86	1.39	4.86	1.39	0.00	2.78

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT RECORDS MANAGEMENT OFFICER	LIBRARIES	2.00	1	1	1	1					
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2.00	1	1							
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2.00	1	1							
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2.00	1	1							
ADMISSIONS/RECORDS OFFICER	Various	2.00 - 3.00	14	12	1	1					
FINANCIAL AID COORDINATOR	FINANCIAL AID	2.00 - 3.00	4	1							
MEDICAL ASSISTANT	Various	2.00 - 3.00	4	4							
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2.00 - 3.00	3	3							
PROGRAM ASSISTANT	Various	2.00 - 3.00	7	7							
SENIOR LIBRARY SPECIALIST	LIBRARIES	2.00 - 3.00	5	4							
CENTRAL STORES MANAGER I	FACILITIES MANAGEMENT STORES	3.00	1		1						1
COLLECTION MANAGER	BILLING AND RECEIVABLES	3.00	1	1							
EVENTS ADMINISTRATOR ASSOCIATE	Various	3.00	2	2							
FINANCIAL AID MANAGER	FINANCIAL AID	3.00	1								
GOLF COURSE PRO-SHOP MANAGER	GOLF COURSE OPERATIONS	3.00	1								
GRAPHIC DESIGNER	Various	3.00	2	1							
MANAGER OF SPORTS FACILITIES	Various	3.00	2								
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3.00	1	1							
MEDIA WRITER/PRODUCER/ANNOUNCER II	EDUCATIONAL/PUBLIC SERVICE RAD	3.00	1								

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
MUSICAL INSTRUMENT SPECIALIST	MUSIC	3.00	1								
PROCUREMENT OFFICER	PURCHASING OFFICE	3.00	1	1							
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3.00	1	1							
PROGRAM/STUDENT ADVISOR	Various	3.00	2	1							
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3.00	1	1							
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3.00	2	1							
STAFF NURSE II	BEU HEALTH CENTER	3.00	1	1							
ADMINISTRATIVE ASSISTANT	Various	3.00 - 4.00	9	8							
ADMISSIONS AND RECORDS COORDINATOR	Various	3.00 - 4.00	6	6							
BUSINESS MANAGER	Various	3.00 - 4.00	2	2							
FACILITY OPERATIONS COORDINATOR	Various	3.00 - 4.00	6	1							
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3.00 - 4.00	3	3							
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3.00 - 4.00	8	7	1		1				
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3.00 - 4.00	2	2	1			1			
MARKETING ASSOCIATE	Various	3.00 - 4.00	6	4							
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3.00 - 4.00	4	2							
TELEVISION DIRECTOR-PRODUCER	Various	3.00 - 4.00	4								
ACCOUNTING ASSOCIATE	Various	3.00 - 5.00	9	8							
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3.00 - 5.00	3	3							

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3.00 - 5.00	5	3							
RADIO STATION PRODUCTION SUPERVISOR	Various	3.00 - 5.00	5	2							
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3.00 - 6.00	7	6							
PROGRAM DIRECTOR	Various	3.00 - 6.00	25	14	4	1	3				
PROGRAM COORDINATOR	Various	3.00 - 8.00	63	48	8	3	4				1
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4.00	1								
BUDGET ANALYST	BUDGET OFFICE	4.00	1	1							
CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	4.00	1								
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4.00	2	1							
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4.00	2								
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	4.00	1								
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1							
HOUSING ADMINISTRATOR	Various	4.00	2	2							
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4.00	1	1							
INSURANCE RISK MANAGER I	VICE PRESIDENT FOR FINANCE AND	4.00	1								
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1							
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4.00	1								
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4.00	1	1							

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR BUSINESS MANAGER	INTERCOLLEGIATE ATHLETICS	4.00	1	1							
SENIOR COMMUNICATIONS TECHNICIAN	TELECOMMUNICATIONS SERVICES	4.00	1								
SUPERINTENDENT OF GROUNDS	LANDSCAPE MAINTENANCE	4.00	1								
CHIEF BROADCASTING ENGINEER	Various	4.00 - 5.00	3								
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4.00 - 6.00	4	3							
POLICE OFFICER	PUBLIC SAFETY	4.00 - 6.00	14	3	1		1				
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4.00 - 9.00	3	2							
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4.00 - 10.00	26	5							
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5.00	1	1							
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	5.00	1	1							
SENIOR BUDGET ANALYST	BUDGET OFFICE	5.00	1	1							
DEPUTY DIRECTOR	Various	5.00 - 9.00	7	3							
BURSAR	BILLING AND RECEIVABLES	6.00	1	1							
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6.00	1	1							
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6.00	2								
ASSISTANT COMPTROLLER	Various	6.00 - 7.00	2	2							
POLICE CORPORAL	PUBLIC SAFETY	6.00 - 7.00	5								
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6.00 - 9.00	2	1							
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	7.00	1	1							

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
POLICE SERGEANT	PUBLIC SAFETY	7.00	4		1	1					
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7.00	1								
NURSE PRACTITIONER	BEU HEALTH CENTER	8.00 - 9.00	3	2							
POLICE CAPTAIN	PUBLIC SAFETY	9.00	1								
		Job Group Total	331	201	19	7	9	1	0	0	2
		% of Total	551	60.73	5.74	2.11	2.72	0.30	0.00	0.00	0.60

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ACCOUNTANT I	ACCOUNTING OFFICE	2.00	1	1	1						1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2.00	1								
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2.00	1	1							
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2.00	3	2	1		1				
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2.00	3	3	2			1			1
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2.00	1								
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2.00	1	1							
LIBRARY ASSISTANT	LIBRARIES	2.00	3	3							
LIBRARY SPECIALIST	LIBRARIES	2.00	4	2	1		1				
PHLEBOTOMIST	BEU HEALTH CENTER	2.00	1	1							
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2.00	1	1							
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2.00	1								
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2.00	1	1							
STOREKEEPER III	BIOLOGICAL SCIENCES	2.00	1	1							
OFFICE MANAGER	Various	2.00 - 3.00	34	32	1		1				
OFFICE SUPPORT ASSOCIATE	Various	2.00 - 3.00	6	6							
OFFICE SUPPORT SPECIALIST	Various	2.00 - 3.00	11	10							
OFFICE ADMINISTRATOR	Various	2.00 - 4.00	8	8							
ACCOUNTANT II	BUSINESS SERVICES	3.00	1	1							

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ACCOUNTING OFFICER	Various	3.00	3	3							
ACCOUNTING SPECIALIST	UU BOOKSTORE	3.00	1								
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3.00	1	1							
CASHIER III	UU SERVICE CENTER	3.00	1	1							
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	3.00	1	1							
HOUSING OFFICER	UHDS ADMINISTRATIVE	3.00	1	1							
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	3.00	1								
PAYROLL SPECIALIST III	PAYROLL OFFICE	3.00	1	1							
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	3.00	1								
RETAIL ASSOCIATE	UU BOOKSTORE	3.00	1	1							
RETAIL SUPERVISOR	UU BOOKSTORE	3.00	1	1							
ADMINISTRATIVE AIDE	Various	3.00 - 4.00	5	5							
PHYSICAL SCIENCE TECH. ASST.	Various	3.00 - 4.00	2	2	2			2			
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	4.00	1	1							
RETAIL MANAGER	UU BOOKSTORE	4.00	2	1							
TECHNICAL DIRECTOR	MUSIC	4.00	1	1							
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4.00	1	1	1	1					
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5.00	1	1							
		Job Group Total % of Total	109	96 88.07	9 8.26	1 0.92	3 2.75	3 2.75	0 0.00	0 0.00	2 1.83

Job Group: 06 SKILLED CRAFT 69/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2.00	1								
STEAM AND POWER PLANT I	HEATING PLANT	4.00	2								
BRICKMASON	BUILDING MAINTENANCE	5.00	1								
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5.00	2								
CARPENTER	BUILDING MAINTENANCE	5.00	7		1						1
ROOFER	BUILDING MAINTENANCE	5.00	1								
STEAM AND POWER PLANT II	HEATING PLANT	5.00 - 6.00	7								
BUILDING OPERATING ENGINEER	Various	6.00	5								
CARPENTER FOREMAN	BUILDING MAINTENANCE	6.00	1								
ELECTRICIAN	Various	6.00	3								
PAINTER	BUILDING MAINTENANCE	6.00	3								
PLUMBER	BUILDING MECHANICAL MAINTENANC	6.00	4								
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6.00	1								
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6.00	2								
TEMPERATURE CONTROL MECHANIC	Various	6.00	2								
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6.00	1								

Job Group: 06 SKILLED CRAFT FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6.00 - 7.00	5								
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	7.00	1								
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7.00	1								
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	7.00	1								
STEAM AND POWER PLANT V	HEATING PLANT	7.00	1								
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7.00	1								
		Job Group Total	53	0	1	0	0	0	0	0	1
		% of Total		0.00	1.89	0.00	0.00	0.00	0.00	0.00	1.89

Job Group: 07 SERVICE MAINTENANCE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2.00	1	1							
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2.00	1	1							
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2.00	2								
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2.00	1	1							
PARKING SERVICES AGENT I/ASSISTANT	PARKING OPERATIONS	2.00	1								
PARKING SERVICES AGENT II	PARKING OPERATIONS	2.00	1		1	1					
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2.00	1		1			1			
STOREKEEPER I	UU BOOKSTORE	2.00	1								
MAIL MESSENGER	Various	2.00 - 3.00	2	2							
BUILDING SERVICE WORKER	Various	2.00 - 4.00	93	33	12	8		1			1
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3.00	2		1				1		
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3.00	1	1							
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3.00	1								
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3.00	2		1		1				
GROUNDS WORKER	LANDSCAPE MAINTENANCE	3.00	7								
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 4.00	2								
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 5.00	2								
BUILDING SERVICE FOREMAN	Various	4.00	7	1	1	1					

Job Group: 07 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
GARAGE FOREMAN	TRANSPORTATION SERVICES	4.00	1								
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4.00	2	1							
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5.00	1	1							
		Job Group Total % of Total	132	42 31.82	17 12.88	10 7.58	1 <i>0.7</i> 6	2 1.52	1 <i>0.</i> 76	0 0.00	1 <i>0.7</i> 6
		Facility Total % of Total	1482	752 50.74	239 16.13	62 4.18	37 2.50	83 5.60	4 0.27	0.00 0.00	33.00 2.23

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR	Various	1.00 - 450.00	85	41	32
PROFESSOR	Various	1.00 - 975.00	184	64	50
ASSOCIATE PROFESSOR	Various	2.00 - 975.00	73	33	18
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3.00	1	1	
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3.00	4	2	2
RECRUITMENT COORDINATOR	MUSIC	3.00	1	1	
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3.00	1		
ACADEMIC ADVISOR	Various	3.00 - 6.00	14	10	5
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	3.00 - 6.00	4	4	
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3.00 - 6.00	7	6	1
ADMISSIONS COUNSELOR	Various	3.00 - 6.00	11	9	3
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3.00 - 6.00	2	1	
ASSOCIATE DIRECTOR OF ADMISSIONS, RECRUITMENT	ADMISSIONS	4.00	1		1
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4.00	1	1	
COORDINATOR, COMPLIANCE	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4.00	1		
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4.00	1		
SPONSORED PROJECTS COMPLIANCE SPECIALIST	SPONSORED PROJECTS	4.00	1		

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4.00 - 6.00	2	2	
ASSISTANT ATHLETICS DIRECTOR, DEVELOP/PROMOTIONS	DEVELOPMENT OFFICE	5.00	1	1	
ASSOCIATE DIRECTOR OF ADMISSIONS, CHICAGO RECRUIT	ADMISSIONS	5.00	1	1	
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5.00	1	1	
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	5.00	1	1	
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT & SUCCESS	5.00	1		
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5.00	1		
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR STEWARDS	DEVELOPMENT OFFICE	5.00	1		
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5.00	1		
LECTURER	Various	5.00	4	2	4
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	5.00	4	2	1
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5.00 - 6.00	5	5	
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	5.00 - 6.00	5	4	
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6.00	1	1	
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	FIRST YEAR ADVISING CENTER	6.00	2	2	
DIRECTOR OF ACADEMIC ADVISING, CAS	DEAN, COLLEGE OF ARTS AND SCIE	6.00	1		
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	6.00	1	1	

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6.00	1	1	
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS CENTER	STUDENT DEVELOPMENT & SUCCESS	6.00	1	1	
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6.00	1		1
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6.00	1	1	
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6.00	1		
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	6.00	1	1	
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6.00	1	1	
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6.00	1		1
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6.00	1	1	
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6.00	1	1	
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6.00	1	1	
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7.00	1	1	
DIRECTOR OF JUSTICE,INCLUSION,DIVERSITY AND EQUITY	JUSTICE, INCLUSION, DIVERSITY	7.00	1		1
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7.00	2	2	1
DIRECTOR, PURCHASING	PURCHASING OFFICE	7.00	1	1	
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7.00	1	1	
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7.00	1	1	
REGISTRAR	REGISTRAR	7.00	1	1	

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7.00	1	1	
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8.00	1	1	
CHAIRPERSON, DEPT OF CHEMISTRY	CHEMISTRY	8.00	1		1
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8.00	1	1	
DIRECTOR, BUDGET	BUDGET OFFICE	8.00	1	1	
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8.00	1	1	
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	8.00	1		
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8.00	1	1	
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	8.00	1	1	
EXECUTIVE DIRECTOR OUTREACH & QC CAMPUS OPERATIONS	PROVOST & ACADEMIC VICE PRESID	8.00	1	1	
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8.00	1		
ASSIST VICE PRESIDENT STUDENT SUCCESS, AUX SERVS	VICE PRESIDENT FOR STUDENT SUC	9.00	1		
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	9.00	1		
CHAIRPERSON, DEPT OF BROADCASTING	BROADCASTING AND JOURNALISM	10.00	1		
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	10.00	1		1
CHAIRPERSON, DEPT OF POLITICAL SCIENCE	POLITICAL SCIENCE	10.00	1		
CHAIRPERSON, DEPT OF REC, PARK AND TOURISM ADMIN	RECREATION, PARK, TOURISM & HO	10.00	1		
CHAIRPERSON, DEPT OF THEATRE AND DANCE	THEATRE AND DANCE	10.00	1	1	
DIRECTOR OF GOVERNMENTAL RELATIONS	GOVERNMENT RELATIONS	10.00	1		

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	10.00	1		
DIRECTOR, SCHOOL OF NURSING	NURSING	10.00	1	1	
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	10.00	1	1	
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10.00	2	2	
HUMAN RESOURCES EXECUTIVE DIRECTOR	HUMAN RESOURCES	10.00	1	1	1
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1	
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1	
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11.00	1		
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11.00	1	1	
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11.00	1		1
CHAIRPERSON, DEPARTMENT OF COMMUNICATION	COMMUNICATION	11.00	1		
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO INFO SERV	EARTH, ATMOSPHERIC, & GEOGRAPH	11.00	1		1
CHAIRPERSON, DEPT OF ENGLISH	ENGLISH	11.00	1	1	
CHAIRPERSON, DEPT OF HISTORY	HISTORY	11.00	1		
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11.00	1		
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11.00	1	1	
CHAIRPERSON, DEPT OF PHYSICS	PHYSICS	11.00	1		1
CHAIRPERSON, DEPT OF PSYCHOLOGY	PSYCHOLOGY	11.00	1		
CHAIRPERSON, DEPT OF SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	11.00	1	1	

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
CHAIRPERSON, DEPT OF SPEECH PATHOLOGY & AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	11.00	1	1	
CHAIRPERSON,RACE,RELIGION,GENDER,&MULT DISP STUDIES	RACE,RELIGION,GENDER & MULTIDI	11.00	1	1	
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11.00	1		1
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	11.00	1		
DIRECTOR, INSTITUTIONAL RESEARCH AND PLANNING	INSTITUTIONAL RESEARCH AND PLA	11.00	1		
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11.00	1		
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	11.00	1		1
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11.00	1		
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	11.00	1		
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11.00 - 12.00	2		
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL,& RESEARCH	PROVOST & ACADEMIC VICE PRESID	11.00 - 13.00	2	1	
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	12.00	1		
CHAIRPERSON, DEPT OF ART	ART AND DESIGN	12.00	1	1	
CHAIRPERSON, DEPT OF BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12.00	1		
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12.00	1	1	1
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12.00	1		
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12.00	1		
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12.00	1		

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMENT AND JUSTICE AD	12.00	1	1	
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12.00	1		
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13.00	1		
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	13.00	1		
DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STUDIES	BIOLOGICAL SCIENCES	13.00	1		1
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISION SCI	SCHOOL OF ACCOUNTING,FINANCE,E	13.00	1	1	
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	14.00	1		
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15.00	1		
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT,ALU	15.00	1	1	
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	16.00 - 19.00	2		
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18.00	1		
PRESIDENT	PRESIDENT'S OFFICE	22.00 - 26.00	2	1	1
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	34.00	1		1
		Job Group Total % of Total	519	241 46.44	134 25.82

Job Group: 02 NON-TENURED FACULTY

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR	Various	1.00 - 9.00	156	102	22
ASSOCIATE INSTRUCTOR	Various	4.00 - 9.00	13	9	2
SENIOR INSTRUCTOR	Various	5.00 - 9.00	15	11	2
ASSISTANT PROFESSOR UNIT B	Various	5.00 - 10.00	10	7	
		Job Group Total	194	129	26
		% of Total	-	66.49	13.40

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00	1		
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00 - 3.00	2	2	1
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2.00 - 4.00	13	2	4
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		1
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	3.00	1		
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	2	2	
COSTUME SHOP MANAGER	THEATRE AND DANCE	3.00	1	1	
HEAD WOMEN'S TENNIS COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3.00	1	1	
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3.00	1	1	
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3.00 - 4.00	4	3	1
POSTDOCTORAL SCHOLAR	Various	3.00 - 4.00	2	2	1
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3.00 - 5.00	3	1	
COUNSELOR, UNIVERSITY COUNSELING CENTER	Various	3.00 - 6.00	7	5	2
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00 - 7.00	19		11
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	3.00 - 7.00	46	13	3

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4.00	1	1	
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4.00	1		
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4.00	1	1	
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1
RESEARCH AGRONOMIST	Various	4.00	2		1
RESEARCH CHEMIST	AGRICULTURE	4.00	1	1	
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4.00 - 5.00	4		2
STAFF ACCOMPANIST	MUSIC	4.00 - 5.00	2	1	2
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND TECH	5.00	1		
HEAD BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1		
HEAD MEN'S & WOMEN'S CROSS COUNTRY & TRACK COACH	INTERCOLLEGIATE ATHLETICS	5.00	1		
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1	1	
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1		
RESEARCH ASSOCIATE	SOCIOLOGY AND ANTHROPOLOGY	5.00 - 8.00	2	1	1
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1		
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1		
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6.00	1		

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total	Female	Minority
RESEARCH ASSISTANT/GRANT ADMINISTRATOR	SOCIOLOGY AND ANTHROPOLOGY	6.00	1		
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6.00 - 7.00	2		
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	7.00	1	1	
MATERIALS RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	7.00	1	1	1
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8.00	1	1	
PROJECT DIRECTOR	SOCIOLOGY AND ANTHROPOLOGY	9.00 - 10.00	2		
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12.00	1		
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15.00	2		1
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16.00	1		
STAFF PHYSICIAN	BEU HEALTH CENTER	16.00	2		
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	17.00	1		
		Job Group Total % of Total	144	43 29.86	33 22.92

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT RECORDS MANAGEMENT OFFICER	LIBRARIES	2.00	1	1	1
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2.00	1	1	
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2.00	1	1	
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2.00	1	1	
ADMISSIONS/RECORDS OFFICER	Various	2.00 - 3.00	14	12	1
FINANCIAL AID COORDINATOR	FINANCIAL AID	2.00 - 3.00	4	1	
MEDICAL ASSISTANT	Various	2.00 - 3.00	4	4	
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2.00 - 3.00	3	3	
PROGRAM ASSISTANT	Various	2.00 - 3.00	7	7	
SENIOR LIBRARY SPECIALIST	LIBRARIES	2.00 - 3.00	5	4	
CENTRAL STORES MANAGER I	FACILITIES MANAGEMENT STORES	3.00	1		1
COLLECTION MANAGER	BILLING AND RECEIVABLES	3.00	1	1	
EVENTS ADMINISTRATOR ASSOCIATE	Various	3.00	2	2	
FINANCIAL AID MANAGER	FINANCIAL AID	3.00	1		
GOLF COURSE PRO-SHOP MANAGER	GOLF COURSE OPERATIONS	3.00	1		
GRAPHIC DESIGNER	Various	3.00	2	1	
MANAGER OF SPORTS FACILITIES	Various	3.00	2		
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3.00	1	1	
MEDIA WRITER/PRODUCER/ANNOUNCER II	EDUCATIONAL/PUBLIC SERVICE RAD	3.00	1		
MUSICAL INSTRUMENT SPECIALIST	MUSIC	3.00	1		
PROCUREMENT OFFICER	PURCHASING OFFICE	3.00	1	1	
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3.00	1	1	

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
PROGRAM/STUDENT ADVISOR	Various	3.00	2	1	
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3.00	1	1	
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3.00	2	1	
STAFF NURSE II	BEU HEALTH CENTER	3.00	1	1	
ADMINISTRATIVE ASSISTANT	Various	3.00 - 4.00	9	8	
ADMISSIONS AND RECORDS COORDINATOR	Various	3.00 - 4.00	6	6	
BUSINESS MANAGER	Various	3.00 - 4.00	2	2	
FACILITY OPERATIONS COORDINATOR	Various	3.00 - 4.00	6	1	
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3.00 - 4.00	3	3	
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3.00 - 4.00	8	7	1
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3.00 - 4.00	2	2	1
MARKETING ASSOCIATE	Various	3.00 - 4.00	6	4	
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3.00 - 4.00	4	2	
TELEVISION DIRECTOR-PRODUCER	Various	3.00 - 4.00	4		
ACCOUNTING ASSOCIATE	Various	3.00 - 5.00	9	8	
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3.00 - 5.00	3	3	
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3.00 - 5.00	5	3	
RADIO STATION PRODUCTION SUPERVISOR	Various	3.00 - 5.00	5	2	
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3.00 - 6.00	7	6	
PROGRAM DIRECTOR	Various	3.00 - 6.00	25	14	4
PROGRAM COORDINATOR	Various	3.00 - 8.00	63	48	8
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4.00	1		
BUDGET ANALYST	BUDGET OFFICE	4.00	1	1	

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	4.00	1		
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4.00	2	1	
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4.00	2		
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	4.00	1		
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1	
HOUSING ADMINISTRATOR	Various	4.00	2	2	
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4.00	1	1	
INSURANCE RISK MANAGER I	VICE PRESIDENT FOR FINANCE AND	4.00	1		
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1	
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4.00	1		
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4.00	1	1	
SENIOR BUSINESS MANAGER	INTERCOLLEGIATE ATHLETICS	4.00	1	1	
SENIOR COMMUNICATIONS TECHNICIAN	TELECOMMUNICATIONS SERVICES	4.00	1		
SUPERINTENDENT OF GROUNDS	LANDSCAPE MAINTENANCE	4.00	1		
CHIEF BROADCASTING ENGINEER	Various	4.00 - 5.00	3		
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4.00 - 6.00	4	3	
POLICE OFFICER	PUBLIC SAFETY	4.00 - 6.00	14	3	1
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4.00 - 9.00	3	2	

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total	Female	Minority
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4.00 - 10.00	26	5	
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5.00	1	1	
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	5.00	1	1	
SENIOR BUDGET ANALYST	BUDGET OFFICE	5.00	1	1	
DEPUTY DIRECTOR	Various	5.00 - 9.00	7	3	
BURSAR	BILLING AND RECEIVABLES	6.00	1	1	
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6.00	1	1	
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6.00	2		
ASSISTANT COMPTROLLER	Various	6.00 - 7.00	2	2	
POLICE CORPORAL	PUBLIC SAFETY	6.00 - 7.00	5		
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6.00 - 9.00	2	1	
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	7.00	1	1	
POLICE SERGEANT	PUBLIC SAFETY	7.00	4		1
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7.00	1		
NURSE PRACTITIONER	BEU HEALTH CENTER	8.00 - 9.00	3	2	
POLICE CAPTAIN	PUBLIC SAFETY	9.00	1		
		Job Group Total % of Total	331	201 60.73	19 5.74

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

FY 25 NEW 09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
ACCOUNTANT I	ACCOUNTING OFFICE	2.00	1	1	1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2.00	1		
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2.00	1	1	
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2.00	3	2	1
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2.00	3	3	2
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2.00	1		
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2.00	1	1	
LIBRARY ASSISTANT	LIBRARIES	2.00	3	3	
LIBRARY SPECIALIST	LIBRARIES	2.00	4	2	1
PHLEBOTOMIST	BEU HEALTH CENTER	2.00	1	1	
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2.00	1	1	
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2.00	1		
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2.00	1	1	
STOREKEEPER III	BIOLOGICAL SCIENCES	2.00	1	1	
OFFICE MANAGER	Various	2.00 - 3.00	34	32	1
OFFICE SUPPORT ASSOCIATE	Various	2.00 - 3.00	6	6	
OFFICE SUPPORT SPECIALIST	Various	2.00 - 3.00	11	10	
OFFICE ADMINISTRATOR	Various	2.00 - 4.00	8	8	
ACCOUNTANT II	BUSINESS SERVICES	3.00	1	1	
ACCOUNTING OFFICER	Various	3.00	3	3	
ACCOUNTING SPECIALIST	UU BOOKSTORE	3.00	1		
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3.00	1	1	

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total	Female	Minority
CASHIER III	UU SERVICE CENTER	3.00	1	1	
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	3.00	1	1	
HOUSING OFFICER	UHDS ADMINISTRATIVE	3.00	1	1	
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	3.00	1		
PAYROLL SPECIALIST III	PAYROLL OFFICE	3.00	1	1	
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	3.00	1		
RETAIL ASSOCIATE	UU BOOKSTORE	3.00	1	1	
RETAIL SUPERVISOR	UU BOOKSTORE	3.00	1	1	
ADMINISTRATIVE AIDE	Various	3.00 - 4.00	5	5	
PHYSICAL SCIENCE TECH. ASST.	Various	3.00 - 4.00	2	2	2
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	4.00	1	1	
RETAIL MANAGER	UU BOOKSTORE	4.00	2	1	
TECHNICAL DIRECTOR	MUSIC	4.00	1	1	
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4.00	1	1	1
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5.00	1	1	
		Job Group Total % of Total	109	96 88.07	9 8.26

Job Group: 06 SKILLED CRAFT

FY 25 NEW
09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2.00	1		
STEAM AND POWER PLANT I	HEATING PLANT	4.00	2		
BRICKMASON	BUILDING MAINTENANCE	5.00	1		
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5.00	2		
CARPENTER	BUILDING MAINTENANCE	5.00	7		1
ROOFER	BUILDING MAINTENANCE	5.00	1		
STEAM AND POWER PLANT II	HEATING PLANT	5.00 - 6.00	7		
BUILDING OPERATING ENGINEER	Various	6.00	5		
CARPENTER FOREMAN	BUILDING MAINTENANCE	6.00	1		
ELECTRICIAN	Various	6.00	3		
PAINTER	BUILDING MAINTENANCE	6.00	3		
PLUMBER	BUILDING MECHANICAL MAINTENANC	6.00	4		
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6.00	1		
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6.00	2		
TEMPERATURE CONTROL MECHANIC	Various	6.00	2		
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6.00	1		
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6.00 - 7.00	5		
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	7.00	1		
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7.00	1		
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	7.00	1		

Job Group: **06 SKILLED CRAFT**FY 25 NEW
09/17/2024

Job Title	Department	Wage Range	Total	Female	Minority
STEAM AND POWER PLANT V	HEATING PLANT	7.00	1		
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7.00	1		
		Job Group Total % of Total	53	0 0.00	1 1.89

Job Group: 07 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total	Female	Minority
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2.00	1	1	
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2.00	1	1	
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2.00	2		
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2.00	1	1	
PARKING SERVICES AGENT I/ASSISTANT	PARKING OPERATIONS	2.00	1		
PARKING SERVICES AGENT II	PARKING OPERATIONS	2.00	1		1
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2.00	1		1
STOREKEEPER I	UU BOOKSTORE	2.00	1		
MAIL MESSENGER	Various	2.00 - 3.00	2	2	
BUILDING SERVICE WORKER	Various	2.00 - 4.00	93	33	12
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3.00	2		1
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3.00	1	1	
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3.00	1		
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3.00	2		1
GROUNDS WORKER	LANDSCAPE MAINTENANCE	3.00	7		
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 4.00	2		
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 5.00	2		
BUILDING SERVICE FOREMAN	Various	4.00	7	1	1
GARAGE FOREMAN	TRANSPORTATION SERVICES	4.00	1		
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4.00	2	1	
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5.00	1	1	

Job Group: 07 SERVICE MAINTENANCE

FY 25 NEW
09/17/2024

Job Group Total % of Total	132	42 31.82	17 12.88
Facility Total % of Total	1482	752 50.74	239 16.13

JGA Summary

FY 25 Detailed NEW 09/23/2024

									09/23/202
Job Group	Total	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
		# %	# %	# %	# %	# %	# %	# %	# %
1 TENURED FACULTY/OFFICIAL & MAN	158	96 60.76	30 18.99	13 8.23	8 5.06	1 0.63	0 0.00	0 0.00	3 1.90
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	2 15.38
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	11	3 27.27	1 9.09	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 9.09
17 TF-COMPUTER SCIENCES	17	1 5.88	10 58.82	0 0.00	1 5.88	7 41.18	0 0.00	0 0.00	2 11.76
18 TF-LAW ENFORCEMENT AND JUSTICE	4	3 75.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
2 NON-TENURED FACULTY	159	109 68.55	21 13.21	10 6.29	2 1.26	4 2.52	0 0.00	0 0.00	3 1.89
22 TF-SCHOOL OF EDUCATION	29	17 58.62	8 27.59	2 6.90	0 0.00	4 13.79	0 0.00	0 0.00	2 6.90
26 TF-FOREIGN LANGUAGES & LITERAT	6	3 50.00	5 83.33	1 16.67	4 66.67	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	145	44 30.34	33 22.76	7 4.83	2 1.38	7 4.83	2 1.38	0 0.00	4 2.76
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	4 30.77	0 0.00	2 15.38	0 0.00	0 0.00	0 0.00	2 15.38
32 TF-LAW ENFORCEMENT AND JUSTICE	23	5 21.74	2 8.70	2 8.70	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
34 TF-MANAGEMENT AND MARKETING	17	7 41.18	8 47.06	1 5.88	0 0.00	6 35.29	0 0.00	0 0.00	1 5.88
35 TF-MATHEMATICS	21	8 38.10	4 19.05	1 4.76	1 4.76	2 9.52	0 0.00	0 0.00	0 0.00
36 TF-MUSIC	34	11 32.35	7 20.59	1 2.94	1 2.94	5 14.71	0 0.00	0 0.00	0 0.00
37 TF-NURSING	3	3 100.00	1 33.33	0 0.00	0 0.00	1 33.33	0 0.00	0 0.00	0 0.00
38 TF-PHYSICS	5	1 20.00	4 80.00	0 0.00	1 20.00	3 60.00	0 0.00	0 0.00	0 0.00
39 TF-POLITICAL SCIENCE	7	2 28.57	2 28.57	0 0.00	1 14.29	1 14.29	0 0.00	0 0.00	0 0.00
4 PROFESSIONAL STAFF/PROTECTIVE	331	201 60.73	19 <i>5.74</i>	7 2.11	9 2.72	1 0.30	0 0.00	0 0.00	2 0.60
40 TF-PSYCHOLOGY	17	11 64.71	1 5.88	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 5.88
41 TF-RECREATION, PARK, TOURISM &	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	16	8 50.00	3 18.75	1 6.25	0 0.00	2 12.50	0 0.00	0 0.00	0 0.00

JGA Summary

FY 25 Detailed NEW 09/23/2024

									09/23/202
Job Group	Total	Female # %	Total Min # %	Black # %	Hisp # %	Asian # %	AmInd # %	NHOPI # %	Two+ # %
44 TF-THEATRE AND DANCE	14	7 50.00	0 0.00	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	13	4 30.77	5 38.46	0 0.00	0 0.00	5 38.46	0 0.00	0 0.00	0 0.00
49 TF-INSTITUTE OF RURAL AFFAIRS	2	0 0.00	1 50.00	0 0.00	0 0.00	1 50.00	0 0.00	0 0.00	0 0.00
5 OFFICE & CLERICAL/PARA-PROFESS	109	96 88.07	9 8.26	1 0.92	3 2.75	3 2.75	0 0.00	0 0.00	2 1.83
51 TF-LIBRARIES	6	1 16.67	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	5	2 40.00	3 60.00	1 20.00	0 0.00	2 40.00	0 0.00	0 0.00	0 0.00
53 TF-ENGLISH	20	11 55.00	3 15.00	1 5.00	0 0.00	1 5.00	1 5.00	0 0.00	0 0.00
54 TF-EARTH, ATMOSPHERIC, &GEOGRA	11	3 27.27	6 54.55	2 18.18	0 0.00	4 36.36	0 0.00	0 0.00	0 0.00
56 TF-SPEECH PATHOLOGY AND AUDIOL	4	4 100.00	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, FINAN	25	12 48.00	12 48.00	0 0.00	0 0.00	9 36.00	0 0.00	0 0.00	3 12.00
59 TF-WIU QC MUSUEM 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	53	0 0.00	1 <i>1.89</i>	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 1.89
60 TF-RACE, RELIGION, GENDER & MU	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
7 SERVICE MAINTENANCE	132	42 31.82	17 12.88	10 7.58	1 0.76	2 1.52	1 0.76	0 0.00	1 0.76
9 TF-BIOLOGICAL SCIENCES	12	4 33.33	4 33.33	1 8.33	0 0.00	2 16.67	0 0.00	0 0.00	1 8.33
Facility To % of Facility To		752 50.74	239 16.13	62 4.18	37 2.50	83 5.60	4 0.27	0 0.00	33 2.23

Job Group: 01 TENURED FACULTY/OFFICIAL & MAN

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	53.04	25.34	8.59	6.08	9.21	0.73	0.08	0.65	100.00	53.04	25.34	8.59	6.08	9.21	0.73	0.08	0.65
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	1	-	-	-	-	-	-		-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availa	oilities (%)	53.04	25.34	8.59	6.08	9.21	0.73	0.08	0.65

FY 25 NEW 09/17/2024

Job Group: 02 NON-TENURED FACULTY

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	51.29	25.99	6.90	6.20	11.45	0.67	0.07	0.71	100.00	51.29	25.99	6.90	6.20	11.45	0.67	0.07	0.71
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	_	_		_	_	_			100.00								
						Job G	roup Fin	al Availa	oilities (%)	51.29	25.99	6.90	6.20	11.45	0.67	0.07	0.71

FY 25 NEW 09/17/2024

Job Group: 03 ADMINISTRATIVE STAFF/TECHNICIA

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	36.60	27.57	10.23	7.86	7.73	0.85	0.15	0.76	100.00	36.60	27.57	10.23	7.86	7.73	0.85	0.15	0.76
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	-								100.00								
						Job G	Froup Fin	al Availal	oilities (%)	36.60	27.57	10.23	7.86	7.73	0.85	0.15	0.76

Job Group: 04 PROFESSIONAL STAFF/PROTECTIVE

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	61.80	26.08	9.81	9.75	4.89	0.90	0.15	0.57	100.00	61.80	26.08	9.81	9.75	4.89	0.90	0.15	0.57
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
		_		_	_	_	_	_	100.00								
						Job G	roup Fin	al Availa	oilities (%)	61.80	26.08	9.81	9.75	4.89	0.90	0.15	0.57

Availability Analysis

Job Group: 05 OFFICE & CLERICAL/PARA-PROFESS

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	76.00	30.78	14.09	11.39	4.52	0.29	0.07	0.42	100.00	76.00	30.78	14.09	11.39	4.52	0.29	0.07	0.42
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census Illinois	of Data: 2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
		100.00															
	Job Group Final											14.09	11.39	4.52	0.29	0.07	0.42

Availability Analysis

Job Group: 06 SKILLED CRAFT

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	10.55	26.04	9.25	15.08	1.12	0.40	0.02	0.18	100.00	10.55	26.04	9.25	15.08	1.12	0.40	0.02	0.18
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census Illinois	of Data: 2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	Froup Fin	al Availa	oilities (%)	10.55	26.04	9.25	15.08	1.12	0.40	0.02	0.18

Availability Analysis

FY 25 NEW 09/17/2024

Job Group: 07 SERVICE MAINTENANCE

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	66.82	49.54	16.67	29.41	2.66	0.21	0.09	0.50	100.00	66.82	49.54	16.67	29.41	2.66	0.21	0.09	0.50
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census Illinois	of Data: 2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
-																	
	Job Group Final A											16.67	29.41	2.66	0.21	0.09	0.50

Factor Availabilities

FY 25 NEW 09/17/2024

									09/17/2024
	Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
Facto	r 1 - Requisite Skills in Reasonable Recruiting Area								
01	TENURED FACULTY/OFFICIAL & MAN Labor Area: United States	53.04	25.34	8.59	6.08	9.21	0.73	0.08	0.65
02	NON-TENURED FACULTY Labor Area: United States	51.29	25.99	6.90	6.20	11.45	0.67	0.07	0.71
03	ADMINISTRATIVE STAFF/TECHNICIA Labor Area: United States	36.60	27.57	10.23	7.86	7.73	0.85	0.15	0.76
04	PROFESSIONAL STAFF/PROTECTIVE Labor Area: United States	61.80	26.08	9.81	9.75	4.89	0.90	0.15	0.57
05	OFFICE & CLERICAL/PARA-PROFESS Labor Area: Illinois	76.00	30.78	14.09	11.39	4.52	0.29	0.07	0.42
06	SKILLED CRAFT Labor Area: Illinois	10.55	26.04	9.25	15.08	1.12	0.40	0.02	0.18
07	SERVICE MAINTENANCE Labor Area: Illinois	66.82	49.54	16.67	29.41	2.66	0.21	0.09	0.50
Facto	r 2 - Promotable, Transferable, and Trainable within Organization								
01	TENURED FACULTY/OFFICIAL & MAN	-	-	-	-	-	-	-	-
02	NON-TENURED FACULTY	-	-	-	-	-	-	-	-
03	ADMINISTRATIVE STAFF/TECHNICIA	-	-	-	-	-	-	-	-
04	PROFESSIONAL STAFF/PROTECTIVE	-	-	-	-	-	-	-	-
05	OFFICE & CLERICAL/PARA-PROFESS	-	-	-	-	-	-	-	-
06	SKILLED CRAFT	-	-	-	-	-	-	-	-
07	SERVICE MAINTENANCE	-	-	-	-	-	-	-	-

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 01 TENURED FACULTY/OFFICIAL & M Employee Job Titles:		Labor Area: U	nited States							
ACADEMIC ADVISOR 2000 - Counselors	14.00	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# 2000 - Counselors	5.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 <i>0.19%</i>	5030 0.73%
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & T 2000 - Counselors	4.00	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 2000 - Counselors	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 2000 - Counselors	7.00	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 ADVISO 2000 - Counselors	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 2000 - Counselors	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%
ASSIST VICE PRESIDENT STUDENT SUCCESS, AU 0230 - Education administrators	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 ATHLETICS DIRECTOR, DEVELOP/PRC 0230 - Education administrators	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 DEAN, COLL OF EDUCATION & HUMAN 0230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08%</i>	4050 0.48%
										Page 1

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR 2200 - Postsecondary teachers	85.00	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 0230 - Education administrators	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 VICE PRESIDENT OF ALUMNI RELATIO 0230 - Education administrators	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 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08</i> %	4050 0.48%
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMML 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08%</i>	4050 0.48%
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCE 0230 - Education administrators	1.00	848630	541160 <i>63.77%</i>	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 0230 - Education administrators	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 OF ADMISSIONS, CHICAG(0230 - Education administrators	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 OF ADMISSIONS, RECRUIT 0230 - Education administrators	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 0230 - Education administrators	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%
ASSOCIATE PROFESSOR 2200 - Postsecondary teachers	73.00	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 0230 - Education administrators	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 0230 - Education administrators	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, DEPARTMENT OF COMMUNICATION 10230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	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 BROADCASTING 0230 - Education administrators	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 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08%</i>	4050 0.48%
CHAIRPERSON, DEPT OF EARTH,ATMOS,& GEO IN 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08%</i>	4050 0.48%
CHAIRPERSON, DEPT OF ENGLISH 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08</i> %	4050 0.48%
CHAIRPERSON, DEPT OF FOREIGN LANGUAGES { 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08</i> %	4050 0.48%
CHAIRPERSON, DEPT OF HISTORY 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08%</i>	4050 0.48%
CHAIRPERSON, DEPT OF KINESIOLOGY 0230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, DEPT OF PSYCHOLOGY 0230 - Education administrators	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 TOURIS 0230 - Education administrators	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 SOCIOLOGY AND ANTHF 0230 - Education administrators	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 & 0230 - Education administrators	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 0230 - Education administrators	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,RACE,RELIGION,GENDER,&MULTE 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08%</i>	4050 0.48%
COMPLEX DIRECTOR 4640 - Residential advisors	4.00	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, COMPLIANCE 0565 - Compliance officers	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%
COORDINATOR, UNIV FIELD & CLINICAL EXPERIEN 0230 - Education administrators	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 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08%</i>	4050 0.48%
DEAN, COLLEGE OF ARTS & SCIENCES 0230 - Education administrators	1.00	848630	541160 63.77%	212945 25.09%	114710 13.52%	62560 7.37%	23520 2.77%	7415 0.87%	690 <i>0.08</i> %	4050 0.48%
DEAN, COLLEGE OF BUSINESS AND TECHNOLOG' 0230 - Education administrators	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 SERVI 0230 - Education administrators	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DEAN, COLLEGE OF FINE ARTS AND COMMUNICA 0230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	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 0735 - Market research analysts & marketing specialist	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 & ENROLLMI 2050 - Directors, religious activities and education	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 ACADEMIC ADVISING, CAS 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 GOVERNMENTAL RELATIONS 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 JUSTICE,INCLUSION,DIVERSITY AN 2050 - Directors, religious activities and education	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: 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF STUDENT RIGHTS AND RESPONSIE 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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, BUDGET 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 0735 - Market research analysts & marketing specialist	5.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
DIRECTOR, DEVELOPMENT, WQPT 0735 - Market research analysts & marketing specialist	1.00	184365	101545 <i>55.08%</i>	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	2.00	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEM 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 ENVIRONMENTAL STL 2050 - Directors, religious activities and education	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, INSTITUTIONAL RESEARCH AND PLAN 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 EDUCATION 2050 - Directors, religious activities and education	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 & TECHNC 2050 - Directors, religious activities and education	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 & JL 2050 - Directors, religious activities and education	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, SCHOOL OF MUSIC 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 S 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 2050 - Directors, religious activities and education	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 & DECISION 2050 - Directors, religious activities and education	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%
EQUAL OPPORTUNITY OFFICER 0565 - Compliance officers	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 FINANCIAL AFFAIRS 2050 - Directors, religious activities and education	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 OUTREACH & QC CAMPUS 2050 - Directors, religious activities and education	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOG 2050 - Directors, religious activities and education	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 5700 - Secretaries and administrative assistants	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%
GENERAL COUNSEL ATTORNEY 2100 - Lawyers/judges/magistrates/other judicial wrkrs	2.00	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%
HUMAN RESOURCES EXECUTIVE DIRECTOR 0230 - Education administrators	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%
LECTURER 2200 - Postsecondary teachers	4.00	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%
MANAGER, RADIO OPERATIONS 2900 - Broadcast/sound engineering tech/radio operator	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 0010 - Chief executives and legislators	2.00	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 2200 - Postsecondary teachers	184.00	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 0230 - Education administrators	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%
RECRUITMENT COORDINATOR 0230 - Education administrators	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 0230 - Education administrators	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, 0230 - Education administrators	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%
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDE 5700 - Secretaries and administrative assistants	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
SPONSORED PROJECTS COMPLIANCE SPECIALIS 0565 - Compliance officers	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%
SUPERVISION FIELD SPECIALIST 0230 - Education administrators	4.00	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%
UNDERWRITING AND OUTREACH COORDINATOR 0230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	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 0230 - Education administrators	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%
Total Weight:	519.00									
Job Group: 02 NON-TENURED FACULTY Employee Job Titles:		Labor Area: U	nited States							
ASSISTANT PROFESSOR UNIT B 2200 - Postsecondary teachers	10.00	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 INSTRUCTOR 2200 - Postsecondary teachers	13.00	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%
INSTRUCTOR 2200 - Postsecondary teachers	156.00	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%
SENIOR INSTRUCTOR 2540 - Teacher assistants	15.00	1051480	951460 90.49%	368185 35.02%	152805 <i>14.53%</i>	162600 <i>15.46%</i>	31490 2.99%	13545 1.29%	1745 0.17%	6000 0.57%
Total Weight:	194.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 03 ADMINISTRATIVE STAFF/TECHNIC Employee Job Titles:		Labor Area: U	nited States							
AOD COUNSELING SPECIALIST 2000 - Counselors	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%
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFC 0230 - Education administrators	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 BASEBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
ASSISTANT CROSS COUNTRY & TRACK AND FIELI 2720 - Athletes, coaches, umpires, and related workers	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%
ASSISTANT DIRECTOR FOR SPORTS PERFORMAN 0230 - Education administrators	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 OF ANNUAL GIVING 0230 - Education administrators	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%
ASSISTANT FOOTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	19.00	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%
ASSISTANT MEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	4.00	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%
ASSISTANT SOFTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
ASSISTANT WOMEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	2.00	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%
ASSISTANT WOMEN'S VOLLEYBALL COACH 2720 - Athletes, coaches, umpires, and related workers	2.00	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%
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE MEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
ATHLETIC TRAINER 2720 - Athletes, coaches, umpires, and related workers	4.00	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%
COSTUME SHOP MANAGER 4700 - First-line supervisor: retail sales workers	1.00	3182315	1416730 <i>44.52%</i>	832170 26.15%	255115 8.02%	352095 11.06%	174715 5.49%	27365 0.86%	3815 0.12%	19065 <i>0.60%</i>
COUNSELOR, UNIVERSITY COUNSELING CENTER 2000 - Counselors	7.00	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%
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY Cl 2050 - Directors, religious activities and education	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, IL LAW ENFORCE TRAIN & STAND BOA 2050 - Directors, religious activities and education	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/LEAD TEACHER 2200 - Postsecondary teachers	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%
ENGINEERING LABORATORY PROFESSIONAL 1430 - Industrial engineers, incl health and safety	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%
HEAD BASEBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD FOOTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	2.00	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%
HEAD MEN'S & WOMEN'S CROSS COUNTRY & TRA 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD MEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15%</i>	2225 0.83%
HEAD MEN'S SOCCER COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15%</i>	2225 0.83%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
HEAD SOFTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD WOMEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15</i> %	2225 0.83%
HEAD WOMEN'S SOCCER COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15%</i>	2225 0.83%
HEAD WOMEN'S TENNIS COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15%</i>	2225 0.83%
HEAD WOMEN'S VOLLEYBALL COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15</i> %	2225 0.83%
INFORMATION TECHNOLOGY SUPPORT ASSOCIATION - Computer occupations, all other	13.00	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 TECHNICAL ASSOCI. 1107 - Computer occupations, all other	46.00	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%
LEAD TEACHER - INFANT/TODDLER 4600 - Childcare workers	1.00	1462075	1375790 <i>94.10%</i>	604520 41.35%	246135 16.83%	282375 19.31%	46085 3.15%	16525 1.13%	2010 0.14%	11390 <i>0.78%</i>
LEAD TEACHER - PRESCHOOL 4600 - Childcare workers	1.00	1462075	1375790 94.10%	604520 41.35%	246135 16.83%	282375 19.31%	46085 3.15%	16525 1.13%	2010 0.14%	11390 <i>0.78%</i>
MATERIALS RESEARCH ENGINEER 1450 - Materials engineers	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%
MEDICAL CHIEF OF STAFF 0350 - Medical and health services managers	1.00	533925	372850 69.83%	133385 24.98%	60970 11.42%	39345 7.37%	25495 4.78%	4355 0.82%	515 0.10%	2705 0.51%
POSTDOCTORAL SCHOLAR 2540 - Teacher assistants	2.00	1051480	951460 90.49%	368185 35.02%	152805 <i>14.53</i> %	162600 15.46%	31490 2.99%	13545 1.29%	1745 0.17%	6000 0.57%
PROJECT DIRECTOR 2050 - Directors, religious activities and education	2.00	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
RESEARCH AGRONOMIST 1600 - Agricultural and food scientists	2.00	30677	7817 25.48%	5007 16.32%	789 2.57%	1460 4.76%	2140 6.98%	460 1.50%	39 0.13%	119 <i>0.</i> 39%
RESEARCH ASSISTANT/GRANT ADMINISTRATOR 0735 - Market research analysts & marketing specialist	1.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
RESEARCH ASSOCIATE 0735 - Market research analysts & marketing specialist	2.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
RESEARCH CHEMIST 0735 - Market research analysts & marketing specialist	1.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
SENIOR RESEARCH ENGINEER 0735 - Market research analysts & marketing specialist	2.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
STAFF ACCOMPANIST 2750 - Musicians, singers, and related workers	2.00	189515	65150 34.38%	49315 26.02%	23280 12.28%	16030 8.46%	6870 3.63%	1255 0.66%	285 0.15%	1595 0.84%
STAFF PHYSICIAN 3060 - Physicians and surgeons	2.00	834270	270675 32.44%	258915 31.03%	41775 5.01%	48775 5.85%	159200 19.08%	2865 0.34%	315 0.04%	5985 0.72%
Total Weight:	144.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 04 PROFESSIONAL STAFF/PROTECTI Employee Job Titles:		Labor Area: U	nited States							
ACCOUNTING ASSOCIATE 5120 - Bookkeeping, accounting, and auditing clerks	9.00	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 5700 - Secretaries and administrative assistants	9.00	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 5420 - Information and record clerks, all other	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 5000 - First-line supervisor: office/admin support wkr	6.00	1615230	1056645 65.42%	444110 27.50%	178150 11.03%	178290 11.04%	61925 3.83%	13615 <i>0.84</i> %	2815 0.17%	9315 0.58%
ADMISSIONS/RECORDS OFFICER 5420 - Information and record clerks, all other	14.00	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%
ASSISTANT COMPTROLLER 0120 - Financial managers	2.00	1108815	596500 53.80%	266265 24.01%	87715 7.91%	97400 8.78%	68470 6.18%	6395 0.58%	990 0.09%	5295 0.48%
ASSISTANT RECORDS MANAGEMENT OFFICER 5420 - Information and record clerks, all other	1.00	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%
ATHLETIC COMMUNICATIONS ASSOCIATE 2720 - Athletes, coaches, umpires, and related workers	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 0820 - Budget analysts	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 4230 - Maids and housekeeping cleaners	1.00	1566295	1382430 88.26%	1017250 64.95%	272625 17.41%	647250 41.32%	59170 3.78%	19495 1.24%	2720 0.17%	15990 1.02%
BUSINESS ADMINISTRATIVE ASSOCIATE 0710 - Management analysts	4.00	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 MANAGER 0710 - Management analysts	2.00	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
CENTRAL STORES MANAGER I 4700 - First-line supervisor: retail sales workers	1.00	3182315	1416730 <i>44.52%</i>	832170 26.15%	255115 8.02%	352095 11.06%	174715 5.49%	27365 0.86%	3815 0.12%	19065 <i>0.60%</i>
CHIEF BROADCASTING ENGINEER 2900 - Broadcast/sound engineering tech/radio operator	3.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 <i>0.12%</i>	820 0.87%
CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEE 1530 - Misc engineers, incl nuclear engineers	1.00	461339	55524 12.04%	118654 25.72%	19790 4.29%	24405 5.29%	69255 15.01%	2680 0.58%	325 0.07%	2199 0.48%
COLLECTION ASSISTANT MANAGER 5100 - Bill and account collectors	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 5100 - Bill and account collectors	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%
CONSTRUCTION PROJECT COORDINATOR I 0220 - Construction managers	2.00	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 0220 - Construction managers	2.00	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 0230 - Education administrators	7.00	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 0725 - Meeting, convention, and event planners	2.00	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 0430 - Misc mgrs, incl funeral service mgr, postmaster	6.00	3183840	1109310 <i>34.84%</i>	689360 21.65%	230100 7.23%	243520 7.65%	171895 5.40%	25215 0.79%	3280 0.10%	15350 <i>0.48%</i>
FINANCIAL AID ASSOCIATE 0910 - Credit counselors and loan officers	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 0910 - Credit counselors and loan officers	4.00	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 0910 - Credit counselors and loan officers	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
GOLF COURSE GROUNDS SUPERINTENDENT 4210 - First-line supervisor: landscaping, groundskpng	1.00	200475	12980 6.47%	55500 27.68%	10635 5.30%	39945 19.93%	1920 <i>0</i> .96%	1930 0.96%	430 0.21%	640 0.32%
GOLF COURSE PRO-SHOP MANAGER 4210 - First-line supervisor: landscaping, groundskpng	1.00	200475	12980 6.47%	55500 27.68%	10635 5.30%	39945 19.93%	1920 <i>0</i> .96%	1930 0.96%	430 0.21%	640 0.32%
GRANTS AND CONTRACTS ASSOCIATE 0726 - Fundraisers	3.00	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 2630 - Designers	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 2630 - Designers	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 0340 - Lodging managers	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 0630 - Human resources workers	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 0630 - Human resources workers	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 OFFICER 0630 - Human resources workers	8.00	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 0565 - Compliance officers	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 1107 - Computer occupations, all other	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* 1107 - Computer occupations, all other	26.00	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 1107 - Computer occupations, all other	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSURANCE RISK MANAGER I 0565 - Compliance officers	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%
LIBRARY OPERATIONS ASSOCIATE 2440 - Library technicians	5.00	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%
MANAGER OF PHOTOGRAPHIC LABORATORY 2910 - Photographers	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 <i>0</i> .59%
MANAGER OF SPORTS FACILITIES 2910 - Photographers	2.00	153925	69615 45.23%	32395 21.05%	9100 5.91%	14205 9.23%	6830 4.44%	1210 <i>0.79%</i>	145 0.09%	905 <i>0.5</i> 9%
MANAGER OF UNIVERSITY CASHIERING OPERATI 4720 - Cashiers	1.00	3703425	2766555 74.70%	1652425 44.62%	671620 18.14%	668725 18.06%	224480 6.06%	49455 1.34%	8700 0.23%	29445 0.80%
MARKETING ASSOCIATE 0050 - Marketing and sales managers	6.00	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%
MATERIALS TECHNOLOGIST II 1450 - Materials engineers	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 2860 - Misc media and communication workers	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 3645 - Medical assistants	4.00	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 5840 - Insurance claims and policy processing clerks	1.00	325030	272525 83.85%	103670 <i>31</i> .90%	53095 16.34%	36815 11.33%	9140 2.81%	2195 0.68%	450 0.14%	1975 0.61%
MEDICAL TECHNOLOGIST I 3300 - Clinical laboratory technologists/technicians	3.00	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 3300 - Clinical laboratory technologists/technicians	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 7430 - Precision instrument and equipment repairers	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%
										Page 18

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
NURSE PRACTITIONER 3258 - Nurse practitioners and nurse midwives	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 3050 - Pharmacists	2.00	253935	133680 <i>52.64%</i>	67820 26.71%	14570 5.74%	9380 3.69%	41565 16.37%	1050 0.41%	170 0.07%	1085 0.43%
POLICE CAPTAIN 3850 - Police officers	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 3850 - Police officers	5.00	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 3850 - Police officers	14.00	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 3850 - Police officers	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 5520 - Dispatchers	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 5150 - Procurement clerks	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 5150 - Procurement clerks	1.00	31074	19415 62.48%	8514 27.40%	3835 12.34%	2490 8.01%	1430 4.60%	389 1.25%	10 <i>0.03%</i>	360 1.16%
PROGRAM ASSISTANT 5700 - Secretaries and administrative assistants	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 5700 - Secretaries and administrative assistants	63.00	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 2050 - Directors, religious activities and education	25.00	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 2000 - Counselors	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PUBLIC INFORMATION ASSOCIATE 2825 - Public relations specialists	3.00	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 2825 - Public relations specialists	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%
RADIO STATION PRODUCTION SUPERVISOR 0020 - General and operations managers	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%
RADIOLOGIC TECHNOLOGIST 3320 - Diagnostic related technologists/technicians	1.00	306190	219920 71.82%	71235 23.26%	26295 8.59%	26525 8.66%	14755 4.82%	2130 0.70%	290 0.09%	1240 0.40%
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIAL 0565 - Compliance officers	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 0840 - Financial analysts	1.00	84904	28249 33.27%	23359 27.51%	6225 7.33%	4730 5.57%	11560 13.62%	265 0.31%	49 0.06%	530 0.62%
SENIOR BUSINESS MANAGER 0740 - Business operations specialists, all other	1.00	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%
SENIOR COMMUNICATIONS TECHNICIAN 2860 - Misc media and communication workers	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%
SENIOR LIBRARY SPECIALIST 2430 - Librarians	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 2910 - Photographers	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 <i>0.5</i> 9%
STAFF NURSE II 3500 - Licensed practical, licensed vocational nurses	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 4210 - First-line supervisor: landscaping, groundskpng	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%
SUPERINTENDENT OF GROUNDS 4210 - First-line supervisor: landscaping, groundskpng	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
SUPT OF BUILDING SERVICES 4200 - First-line supervisor: housekeeping/janitorial	2.00	268380	105165 39.19%	116885 <i>43.55%</i>	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 <i>0.73%</i>
TELEVISION DIRECTOR-PRODUCER 2920 - TV/video/motion picture camera operators/editor	4.00	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%
Total Weight:	331.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 05 OFFICE & CLERICAL/PARA-PROFE Employee Job Titles:		Labor Area: III	inois							
ACCOUNTANT I 0800 - Accountants and auditors	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%
ACCOUNTANT II 0800 - Accountants and auditors	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 5120 - Bookkeeping, accounting, and auditing clerks	1.00	61984	54865 88.51%	15164 24.46%	6580 10.62%	5725 9.24%	2600 4.19%	144 0.23%	10 <i>0.02%</i>	105 0.17%
ACCOUNTING OFFICER 0800 - Accountants and auditors	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 0800 - Accountants and auditors	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 5700 - Secretaries and administrative assistants	5.00	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 5420 - Information and record clerks, all other	1.00	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 5420 - Information and record clerks, all other	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 0800 - Accountants and auditors	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%
ASST SUPT OF BLDG SERVICES 0230 - Education administrators	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 <i>0.34%</i>
CASHIER III 4740 - Counter and rental clerks	1.00	5630	3335 59.24%	1935 <i>34.37%</i>	855 15.19%	750 13.32%	330 5.86%	0 0.00%	0 0.00%	0 0.00%
CHILD DEVELOPMENT ASSOCIATE 4600 - Childcare workers	3.00	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHILD DEVELOPMENT SUPERVISOR 4600 - Childcare workers	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%
CLIENT RELATIONS REPRESENTATIVE II 5240 - Customer service representatives	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 5940 - Misc office/admin support wkr, desktop publish	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 1107 - Computer occupations, all other	1.00	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%
HOUSING OFFICER 0340 - Lodging managers	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%
LIBRARY ASSISTANT 5320 - Library assistants, clerical	3.00	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 2440 - Library technicians	4.00	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 5550 - Postal service mail carriers	1.00	15899	6810 <i>42</i> .83%	6134 38.58%	4230 26.61%	1250 7.86%	555 3.49%	45 0.28%	0 0.00%	54 0.34%
OFFICE ADMINISTRATOR 5700 - Secretaries and administrative assistants	8.00	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 5860 - Office clerks, general	34.00	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 5860 - Office clerks, general	6.00	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 5860 - Office clerks, general	11.00	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 5140 - Payroll and timekeeping clerks	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PHLEBOTOMIST 3649 - Phlebotomists	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. 2540 - Teacher assistants	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 4700 - First-line supervisor: retail sales workers	1.00	121544	54365 44.73%	31284 25.74%	11990 9.86%	12210 10.05%	6115 5.03%	400 0.33%	19 <i>0.02</i> %	550 0.45%
RETAIL ASSOCIATE 0520 - Wholesale and retail buyers, excl farm products	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 0520 - Wholesale and retail buyers, excl farm products	2.00	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 SUPERVISOR 4700 - First-line supervisor: retail sales workers	1.00	121544	54365 44.73%	31284 25.74%	11990 9.86%	12210 10.05%	6115 5.03%	400 0.33%	19 <i>0.02%</i>	550 0.45%
ROUTING DISPATCHER III 9130 - Driver/sales workers and truck drivers	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 5610 - Shipping, receiving, and traffic clerks	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 5620 - Stock clerks and order fillers	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 5620 - Stock clerks and order fillers	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 2710 - Producers and directors	1.00	4495	1555 34.59%	965 21.47%	560 12.46%	275 6.12%	105 2.34%	0 0.00%	0 0.00%	25 0.56%
UNIV UNION NIGHT SUPERVISOR 4200 - First-line supervisor: housekeeping/janitorial	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:	109.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 06 SKILLED CRAFT		Labor Area: Illi	inois							
Employee Job Titles: ASST CHIEF BLDG OPR ENGINEER 0230 - Education administrators	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 <i>0.34%</i>
AUTOMOTIVE TECHNICIAN 7200 - Automotive service technicians and mechanics	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 6220 - Brickmasons, blockmasons, and stonemasons	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 6400 - Insulation workers	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 4200 - First-line supervisor: housekeeping/janitorial	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 6230 - Carpenters	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 6230 - Carpenters	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 2050 - Directors, religious activities and education	3.00	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%
ELECTRICIAN SUB-FOREMAN 6355 - Electricians	1.00	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%
PAINTER 6420 - Painters, construction and maintenance	3.00	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 6440 - Pipelayers, plumbers, pipefitters, steamfitters	5.00	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%
PLUMBER 6400 - Insulation workers	4.00	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%
										Page 25

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PNEUMATIC INSTRUMENTS AND CONTROLS MEC 7300 - Control and valve installers and repairers	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 6515 - Roofers	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 8610 - Stationary engineers and boiler operators	2.00	7565	210 2.78%	2140 28.29%	1270 16.79%	740 9.78%	95 1.26%	10 <i>0.13%</i>	0 0.00%	25 0.33%
STEAM AND POWER PLANT II 8610 - Stationary engineers and boiler operators	7.00	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 8610 - Stationary engineers and boiler operators	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 8610 - Stationary engineers and boiler operators	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%
STEAM AND POWER PLANT V 8610 - Stationary engineers and boiler operators	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 4210 - First-line supervisor: landscaping, groundskpng	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%
TEMPERATURE CONTROL MECHANIC 7300 - Control and valve installers and repairers	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 8620 - Water/wastewater treatment plant/system operatr	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:	53.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 NEW 09/17/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 07 SERVICE MAINTENANCE		Labor Area: III	inois							
Employee Job Titles: ASSOCIATE AGRICULTURAL RESEARCH TECHNIC 1600 - Agricultural and food scientists	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%
ATHLETIC TURF SPECIALIST 3540 - Other healthcare practitioner/tech occupations	2.00	2804	1340 <i>4</i> 7.79%	564 20.11%	235 8.38%	215 7.67%	89 3.17%	25 0.89%	0 0.00%	0 0.00%
BUILDING SERVICE FOREMAN 4200 - First-line supervisor: housekeeping/janitorial	7.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 <i>0.10%</i>	10 0.10%
BUILDING SERVICE SUPERVISOR 4200 - First-line supervisor: housekeeping/janitorial	1.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 <i>0.10%</i>	10 0.10%
BUILDING SERVICE WORKER 4230 - Maids and housekeeping cleaners	93.00	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 0160 - Transportation, storage, distribution managers	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 4020 - Cooks	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 0430 - Misc mgrs, incl funeral service mgr, postmaster	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 7200 - Automotive service technicians and mechanics	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 7330 - Industrial and refractory machinery mechanics	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 4210 - First-line supervisor: landscaping, groundskpng	2.00	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 4250 - Grounds maintenance workers	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%
										Page 27

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
GROUNDS WORKER 4250 - Grounds maintenance workers	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 4430 - Misc entertainment attendants, related workers	2.00	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 8300 - Laundry and dry-cleaning workers	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 5550 - Postal service mail carriers	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 I/ASSISTANT 3840 - Misc law enforcement workers	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%
PARKING SERVICES AGENT II 3840 - Misc law enforcement workers	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 1600 - Agricultural and food scientists	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 4460 - Embalmers and funeral attendants	1.00	549	155 28.23%	14 2.55%	10 1.82%	4 0.73%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
STOREKEEPER I 5620 - Stock clerks and order fillers	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:	132.00									
										Page 28

Incumbency v. Estimated Availability

FY 25 NEW 09/17/2024

	Less than 80% ?							
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
01 TENURED FACULTY/OFFICIAL & MAN			Yes	Yes		Yes		
02 NON-TENURED FACULTY		Yes		Yes	Yes	Yes		
03 ADMINISTRATIVE STAFF/TECHNICIA			Yes	Yes	Yes			
04 PROFESSIONAL STAFF/PROTECTIVE		Yes	Yes	Yes	Yes	Yes		
05 OFFICE & CLERICAL/PARA-PROFESS		Yes	Yes	Yes	Yes			
06 SKILLED CRAFT	Yes	Yes	Yes	Yes				
07 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 Detail

FY 25 NEW 09/17/2024

		•		•			•	09	/17/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
01 TENURED FACULTY/OFFICIAL & MAN	519	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	241 134 25 19 65 1 0	46.44 25.82 4.82 3.66 12.52 0.19 0.00 3.66	53.04 25.34 8.59 6.08 9.21 0.73 0.08 0.65	275.3 131.5 44.6 31.5 47.8 3.8 0.4 3.4	-34.3 2.5 -19.6 -12.5 17.2 -2.8 -0.4 15.6	87.55 101.88 56.06 60.23 135.97 26.28 0.00 566.58	Yes Yes Yes
02 NON-TENURED FACULTY	194	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	129 26 12 3 5 0 0	66.49 13.40 6.19 1.55 2.58 0.00 0.00 2.06	51.29 25.99 6.90 6.20 11.45 0.67 0.07	99.5 50.4 13.4 12.0 22.2 1.3 0.1 1.4	29.5 -24.4 -1.4 -9.0 -17.2 -1.3 -0.1 2.6	129.64 51.56 89.70 24.94 22.52 0.00 0.00 289.43	Yes Yes Yes Yes
03 ADMINISTRATIVE STAFF/TECHNICIA	144	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	43 33 7 2 7 2 0 4	29.86 22.92 4.86 1.39 4.86 1.39 0.00 2.78	36.60 27.57 10.23 7.86 7.73 0.85 0.15	52.7 39.7 14.7 11.3 11.1 1.2 0.2 1.1	-9.7 -6.7 -7.7 -9.3 -4.1 0.8 -0.2 2.9	81.60 83.11 47.51 17.68 62.91 162.96 0.00 365.80	Yes Yes Yes
04 PROFESSIONAL STAFF/PROTECTIVE	331	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	201 19 7 9 1 0 0 2	60.73 5.74 2.11 2.72 0.30 0.00 0.00 0.60	61.80 26.08 9.81 9.75 4.89 0.90 0.15 0.57	204.6 86.3 32.5 32.3 16.2 3.0 0.5 1.9	-3.6 -67.3 -25.5 -23.3 -15.2 -3.0 -0.5 0.1	98.26 22.01 21.55 27.89 6.18 0.00 0.00 106.10	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 Detail

FY 25 NEW 09/17/2024

								09	/17/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
05 OFFICE & CLERICAL/PARA-PROFESS	109	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	96 9 1 3 3 0 0 2	88.07 8.26 0.92 2.75 2.75 0.00 0.00	76.00 30.78 14.09 11.39 4.52 0.29 0.07 0.42	82.8 33.6 15.4 12.4 4.9 0.3 0.1	13.2 -24.6 -14.4 -9.4 -1.9 -0.3 -0.1	115.89 26.83 6.51 24.17 60.93 0.00 0.00 437.36	Yes Yes Yes Yes
06 SKILLED CRAFT	53	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 0 0 0	0.00 1.89 0.00 0.00 0.00 0.00 0.00 1.89	10.55 26.04 9.25 15.08 1.12 0.40 0.02 0.18	5.6 13.8 4.9 8.0 0.6 0.2 0.0	-5.6 -12.8 -4.9 -8.0 -0.6 -0.2 0.0	0.00 7.25 0.00 0.00 0.00 0.00 0.00 1059.43	Yes Yes Yes Yes
07 SERVICE MAINTENANCE	132	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	42 17 10 1 2 1 0 1	31.82 12.88 7.58 0.76 1.52 0.76 0.00 0.76	66.82 49.54 16.67 29.41 2.66 0.21 0.09 0.50	88.2 65.4 22.0 38.8 3.5 0.3 0.1 0.7	-46.2 -48.4 -12.0 -37.8 -1.5 0.7 -0.1 0.3	47.62 26.00 45.44 2.58 57.06 360.85 0.00 152.63	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 Summary

FY 25 NEW 09/17/2024

						09/17/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
01 TENURED FACULTY/OFFICIAL & MAN	519	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	241 134 25 19 65 1 0	46.44 25.82 4.82 3.66 12.52 0.19 0.00 3.66	53.04 25.34 8.59 6.08 9.21 0.73 0.08 0.65	Yes Yes Yes
02 NON-TENURED FACULTY	194	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	129 26 12 3 5 0 0	66.49 13.40 6.19 1.55 2.58 0.00 0.00 2.06	51.29 25.99 6.90 6.20 11.45 0.67 0.07	Yes Yes Yes Yes
03 ADMINISTRATIVE STAFF/TECHNICIA	144	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	43 33 7 2 7 2 0 4	29.86 22.92 4.86 1.39 4.86 1.39 0.00 2.78	36.60 27.57 10.23 7.86 7.73 0.85 0.15 0.76	Yes Yes Yes
04 PROFESSIONAL STAFF/PROTECTIVE	331	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	201 19 7 9 1 0 0 2	60.73 5.74 2.11 2.72 0.30 0.00 0.00 0.60	61.80 26.08 9.81 9.75 4.89 0.90 0.15	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 25 NEW 09/17/2024

	_	_				09/17/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
05 OFFICE & CLERICAL/PARA-PROFESS	109	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	96 9 1 3 3 0 0 2	88.07 8.26 0.92 2.75 2.75 0.00 0.00 1.83	76.00 30.78 14.09 11.39 4.52 0.29 0.07	Yes Yes Yes Yes
06 SKILLED CRAFT	53	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 0 0 0	0.00 1.89 0.00 0.00 0.00 0.00 0.00 1.89	10.55 26.04 9.25 15.08 1.12 0.40 0.02 0.18	Yes Yes Yes Yes
07 SERVICE MAINTENANCE	132	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	42 17 10 1 2 1 0	31.82 12.88 7.58 0.76 1.52 0.76 0.00 0.76	66.82 49.54 16.67 29.41 2.66 0.21 0.09 0.50	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

Annual Placement Goals

FY 25 NEW 09/17/2024

				Placeme	nt Goals (%)			
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
01 TENURED FACULTY/OFFICIAL & MAN	-	-	8.59	6.08	-	0.73	-	-
02 NON-TENURED FACULTY	-	25.99	-	6.20	11.45	0.67	-	-
03 ADMINISTRATIVE STAFF/TECHNICIA	-	-	10.23	7.86	7.73	-	-	-
04 PROFESSIONAL STAFF/PROTECTIVE	-	26.08	9.81	9.75	4.89	0.90	-	-
05 OFFICE & CLERICAL/PARA-PROFESS	-	30.78	14.09	11.39	4.52	-	-	-
06 SKILLED CRAFT	10.55	26.04	9.25	15.08	-	-	-	-
07 SERVICE MAINTENANCE	66.82	49.54	16.67	29.41	2.66	-	-	-

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule

FY 25 Detailed NEW 09/23/2024

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

			R	aw Stati	stics (%)						W	eighted I	actor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
Percentage of	47.24	22.89	7.42	3.77	8.13	0.52	0.00	3.05	100.00	47.24	22.89	7.42	3.77	8.13	0.52	0.00	3.05
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	1	-	,	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availa	oilities (%)	47.24	22.89	7.42	3.77	8.13	0.52	0.00	3.05

Job Group: 11 TF-AGRICULTURE

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	38.59	19.92	12.03	3.73	0.41	2.07	0.00	1.66	100.00	38.59	19.92	12.03	3.73	0.41	2.07	0.00	1.66
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	_	_		_	_	_			100.00								
						Job G	roup Fin	al Availa	oilities (%)	38.59	19.92	12.03	3.73	0.41	2.07	0.00	1.66

Job Group: 12 TF-ART AND DESIGN

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	77.99	24.60	6.80	3.56	8.41	1.29	0.00	4.53	100.00	77.99	24.60	6.80	3.56	8.41	1.29	0.00	4.53
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	-								100.00								
						Job G	Froup Fin	al Availal	oilities (%)	77.99	24.60	6.80	3.56	8.41	1.29	0.00	4.53

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Job Group: 14 TF-CHEMISTRY

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	33.80	21.80	3.64	3.94	10.74	0.37	0.00	3.10	100.00	33.80	21.80	3.64	3.94	10.74	0.37	0.00	3.10
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
•									100.00								
						Job G	Froup Fin	al Availal	oilities (%)	33.80	21.80	3.64	3.94	10.74	0.37	0.00	3.10

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Job Group: 15 TF-COMMUNICATION

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	59.70	20.85	8.39	3.82	4.93	0.33	0.00	3.37	100.00	59.70	20.85	8.39	3.82	4.93	0.33	0.00	3.37
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
		_	_	_	_	_	_		100.00								
						Job G	Froup Fin	al Availa	oilities (%)	59.70	20.85	8.39	3.82	4.93	0.33	0.00	3.37

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Job Group: 17 TF-COMPUTER SCIENCES

			R	aw Stati	stics (%)						W	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Dercentage of	18.61	28.43	2.54	2.50	19.12	0.29	0.00	3.98	100.00	18.61	28.43	2.54	2.50	19.12	0.29	0.00	3.98
Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-		-	-	•	1	-	1	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00							_	
						Job G	roup Fin	al Availa	oilities (%)	18.61	28.43	2.54	2.50	19.12	0.29	0.00	3.98

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Job Group: 18 TF-LAW ENFORCEMENT AND JUSTICE

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
Percentage of	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58	100.00	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availal	oilities (%)	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58

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Job Group: 2 NON-TENURED FACULTY

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
Percentage of	48.01	25.24	6.26	5.42	12.16	0.62	0.06	0.72	100.00	48.01	25.24	6.26	5.42	12.16	0.62	0.06	0.72
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
-									100.00								
						Job G	Froup Fin	al Availal	oilities (%)	48.01	25.24	6.26	5.42	12.16	0.62	0.06	0.72

Job Group: 22 TF-SCHOOL OF EDUCATION

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	73.90	23.59	12.22	4.46	2.95	0.86	0.00	3.10	100.00	73.90	23.59	12.22	4.46	2.95	0.86	0.00	3.10
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	-								100.00				•				
						Job G	Froup Fin	al Availal	oilities (%)	73.90	23.59	12.22	4.46	2.95	0.86	0.00	3.10

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Job Group: 26 TF-FOREIGN LANGUAGES & LITERAT

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	69.44	39.20	4.63	12.65	17.90	0.31	0.00	3.70	100.00	69.44	39.20	4.63	12.65	17.90	0.31	0.00	3.70
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	1	1	1	-	-	-	-	-	-	1	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00	-							•
						Job G	roup Fin	al Availal	oilities (%)	69.44	39.20	4.63	12.65	17.90	0.31	0.00	3.70

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Job Group: 29 TF-HEALTH SCIENCES AND SOCIAL

			R	aw Stati	stics (%)						We	eighted I	actor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	72.24	22.08	7.11	3.50	8.31	0.36	0.00	2.79	100.00	72.24	22.08	7.11	3.50	8.31	0.36	0.00	2.79
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	1	-	-	-	-	•	-	-	-	-	1	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	Froup Fin	al Availal	oilities (%)	72.24	22.08	7.11	3.50	8.31	0.36	0.00	2.79

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Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	37.37	27.66	10.28	7.87	7.76	0.85	0.14	0.76	100.00	37.37	27.66	10.28	7.87	7.76	0.85	0.14	0.76
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availal	oilities (%)	37.37	27.66	10.28	7.87	7.76	0.85	0.14	0.76

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Job Group: 30 TF-HISTORY

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	40.47	17.80	4.95	4.34	3.53	0.54	0.00	4.44	100.00	40.47	17.80	4.95	4.34	3.53	0.54	0.00	4.44
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availa	oilities (%)	40.47	17.80	4.95	4.34	3.53	0.54	0.00	4.44

Job Group: 31 TF-KINESIOLOGY

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	43.09	11.86	3.64	3.57	2.47	0.22	0.00	1.97	100.00	43.09	11.86	3.64	3.57	2.47	0.22	0.00	1.97
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	1	1	1	•	-	-	-			-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								_
						Job G	roup Fin	al Availal	oilities (%)	43.09	11.86	3.64	3.57	2.47	0.22	0.00	1.97

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Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58	100.00	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
•									100.00								
						Job G	roup Fin	al Availal	oilities (%)	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58

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Job Group: 34 TF-MANAGEMENT AND MARKETING

			R	aw Stati	stics (%)						W	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	39.64	24.21	8.09	3.59	8.80	0.57	0.00	3.16	100.00	39.64	24.21	8.09	3.59	8.80	0.57	0.00	3.16
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	-								100.00								_
						Job G	roup Fin	al Availa	oilities (%)	39.64	24.21	8.09	3.59	8.80	0.57	0.00	3.16

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Job Group: 35 TF-MATHEMATICS

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	29.74	20.60	3.06	3.62	10.34	0.24	0.00	3.35	100.00	29.74	20.60	3.06	3.62	10.34	0.24	0.00	3.35
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	_	_	_	_	_	_	_		100.00	_							
						Job G	Froup Fin	al Availa	oilities (%)	29.74	20.60	3.06	3.62	10.34	0.24	0.00	3.35

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Job Group: 36 TF-MUSIC

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	39.53	18.19	4.37	3.26	7.39	0.19	0.00	2.99	100.00	39.53	18.19	4.37	3.26	7.39	0.19	0.00	2.99
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	•	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
		•							100.00				•				
						Job G	Froup Fin	al Availal	oilities (%)	39.53	18.19	4.37	3.26	7.39	0.19	0.00	2.99

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Job Group: 37 TF-NURSING

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	67.54	25.97	10.61	6.65	4.45	0.89	0.00	3.37	100.00	67.54	25.97	10.61	6.65	4.45	0.89	0.00	3.37
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	1	1	1	•	-	-	-	-		-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
		•	•						100.00	_							_
						Job G	roup Fin	al Availal	oilities (%)	67.54	25.97	10.61	6.65	4.45	0.89	0.00	3.37

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Job Group: 38 TF-PHYSICS

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	15.37	19.13	2.11	2.90	10.01	0.18	0.00	3.92	100.00	15.37	19.13	2.11	2.90	10.01	0.18	0.00	3.92
Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	Froup Fin	al Availa	oilities (%)	15.37	19.13	2.11	2.90	10.01	0.18	0.00	3.92

Job Group: 39 TF-POLITICAL SCIENCE

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	38.45	20.04	6.65	4.46	4.72	0.48	0.00	3.73	100.00	38.45	20.04	6.65	4.46	4.72	0.48	0.00	3.73
Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
-									100.00								
						Job G	Froup Fin	al Availal	oilities (%)	38.45	20.04	6.65	4.46	4.72	0.48	0.00	3.73

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Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	54.33	27.73	11.32	9.53	5.18	0.96	0.14	0.60	100.00	54.33	27.73	11.32	9.53	5.18	0.96	0.14	0.60
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availal	oilities (%)	54.33	27.73	11.32	9.53	5.18	0.96	0.14	0.60

Job Group: 40 TF-PSYCHOLOGY

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	68.80	21.10	5.86	6.78	4.60	0.68	0.00	3.17	100.00	68.80	21.10	5.86	6.78	4.60	0.68	0.00	3.17
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availal	oilities (%)	68.80	21.10	5.86	6.78	4.60	0.68	0.00	3.17

Job Group: 41 TF-RECREATION, PARK, TOURISM &

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
Percentage of	44.03	15.06	4.26	2.56	3.98	0.85	0.00	3.41	100.00	44.03	15.06	4.26	2.56	3.98	0.85	0.00	3.41
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								_
						Job G	Froup Fin	al Availa	oilities (%)	44.03	15.06	4.26	2.56	3.98	0.85	0.00	3.41

Job Group: 43 TF-SOCIOLOGY AND ANTHROPOLOGY

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	62.06	25.51	9.19	6.60	5.64	0.66	0.00	3.43	100.00	62.06	25.51	9.19	6.60	5.64	0.66	0.00	3.43
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	1	-	-	-	1	-	-	-	-	-		-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								_
						Job G	Froup Fin	al Availal	oilities (%)	62.06	25.51	9.19	6.60	5.64	0.66	0.00	3.43

Job Group: 44 TF-THEATRE AND DANCE

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	58.18	14.66	4.55	4.20	1.93	0.45	0.00	3.52	100.00	58.18	14.66	4.55	4.20	1.93	0.45	0.00	3.52
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
•									100.00								
						Job G	Froup Fin	al Availal	oilities (%)	58.18	14.66	4.55	4.20	1.93	0.45	0.00	3.52

Job Group: 45 TF-SCHOOL OF ENGINEERING AND T

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	23.39	26.06	4.08	3.89	14.23	0.53	0.00	3.32	100.00	23.39	26.06	4.08	3.89	14.23	0.53	0.00	3.32
Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area			ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
•									100.00								
						Job G	Froup Fin	al Availa	oilities (%)	23.39	26.06	4.08	3.89	14.23	0.53	0.00	3.32

Job Group: 49 TF-INSTITUTE OF RURAL AFFAIRS

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	65.92	50.94	17.98	13.48	7.87	3.00	0.00	8.61	100.00	65.92	50.94	17.98	13.48	7.87	3.00	0.00	8.61
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	Froup Fin	al Availa	oilities (%)	65.92	50.94	17.98	13.48	7.87	3.00	0.00	8.61

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Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	70.64	30.83	14.30	11.48	4.32	0.27	0.07	0.39	100.00	70.64	30.83	14.30	11.48	4.32	0.27	0.07	0.39
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census Illinois	of Data: 2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	_	_	_	_	_	_			100.00								_
						Job G	roup Fin	al Availa	oilities (%)	70.64	30.83	14.30	11.48	4.32	0.27	0.07	0.39

Job Group: 51 TF-LIBRARIES

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	63.14	26.15	9.96	3.74	6.85	1.49	0.00	4.11	100.00	63.14	26.15	9.96	3.74	6.85	1.49	0.00	4.11
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	Froup Fin	al Availa	oilities (%)	63.14	26.15	9.96	3.74	6.85	1.49	0.00	4.11

Job Group: 52 TF-BROADCASTING AND JOURNALISM

			R	aw Stati	stics (%)						We	eighted I	Factor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	54.41	22.87	9.13	3.91	6.22	0.61	0.00	2.99	100.00	54.41	22.87	9.13	3.91	6.22	0.61	0.00	2.99
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availal	oilities (%)	54.41	22.87	9.13	3.91	6.22	0.61	0.00	2.99

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Job Group: 53 TF-ENGLISH

			R	aw Stati	stics (%)						We	eighted I	Factor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	36.86	24.50	5.18	4.09	11.95	0.46	0.00	2.82	100.00	36.86	24.50	5.18	4.09	11.95	0.46	0.00	2.82
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availa	oilities (%)	36.86	24.50	5.18	4.09	11.95	0.46	0.00	2.82

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

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	27.90	14.58	2.28	2.39	6.72	0.23	0.00	2.96	100.00	27.90	14.58	2.28	2.39	6.72	0.23	0.00	2.96
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
	_	_		_	_	_			100.00								
						Job G	roup Fin	al Availa	oilities (%)	27.90	14.58	2.28	2.39	6.72	0.23	0.00	2.96

Job Group: 56 TF-SPEECH PATHOLOGY AND AUDIOL

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	78.31	17.64	7.75	3.15	4.38	0.22	0.00	2.13	100.00	78.31	17.64	7.75	3.15	4.38	0.22	0.00	2.13
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
•									100.00				_				
						Job G	roup Fin	al Availal	oilities (%)	78.31	17.64	7.75	3.15	4.38	0.22	0.00	2.13

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Job Group: 57 TF-SCHOOL OF ACCOUNTING, FINAN

			R	aw Stati	stics (%)						We	eighted I	actor (º	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	45.62	23.27	8.24	2.78	9.47	0.51	0.00	2.27	100.00	45.62	23.27	8.24	2.78	9.47	0.51	0.00	2.27
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availa	oilities (%)	45.62	23.27	8.24	2.78	9.47	0.51	0.00	2.27

Job Group: 59 TF-WIU QC MUSUEM STUDIES

			R	aw Stati	stics (%)						W	eighted I	actor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
Percentage of	59.91	15.01	5.89	4.05	3.45	0.96	0.00	0.66	100.00	59.91	15.01	5.89	4.05	3.45	0.96	0.00	0.66
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-		-	-	1	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00		-						
						Job G	roup Fin	al Availa	oilities (%)	59.91	15.01	5.89	4.05	3.45	0.96	0.00	0.66

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Job Group: 6 SKILLED CRAFT

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
Percentage of	9.10	34.07	9.85	19.85	2.47	1.24	0.14	0.53	100.00	9.10	34.07	9.85	19.85	2.47	1.24	0.14	0.53
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census United S	2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availa	oilities (%)	9.10	34.07	9.85	19.85	2.47	1.24	0.14	0.53

Job Group: 60 TF-RACE, RELIGION, GENDER & MU

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	28.53	25.08	6.60	4.45	11.66	0.38	0.00	1.99	100.00	28.53	25.08	6.60	4.45	11.66	0.38	0.00	1.99
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	1	1	1	-	-	-	-	-	-	1	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
		•		•					100.00								
						Job G	roup Fin	al Availal	oilities (%)	28.53	25.08	6.60	4.45	11.66	0.38	0.00	1.99

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Job Group: 7 SERVICE MAINTENANCE

			R	aw Stati	stics (%)						We	eighted I	actor (%	%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	34.86	36.25	14.30	18.85	2.57	0.28	0.08	0.17	100.00	34.86	36.25	14.30	18.85	2.57	0.28	0.08	0.17
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	Source Census Illinois	of Data: 2010 Spe	ecial EEO	File													
2 Percentage of	-	-	-	-	-	1	1	-	•	-	-	-			-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
		•	•		•				100.00								_
						Job G	roup Fin	al Availa	oilities (%)	34.86	36.25	14.30	18.85	2.57	0.28	0.08	0.17

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Job Group: 9 TF-BIOLOGICAL SCIENCES

			R	aw Stati	stics (%)						We	eighted I	Factor (%)		
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of	45.49	23.53	3.85	4.88	11.37	0.56	0.00	2.87	100.00	45.49	23.53	3.85	4.88	11.37	0.56	0.00	2.87
Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area		of Data: 2010 Spe 998-2008)		File													
2 Percentage of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization																	
									100.00								
						Job G	roup Fin	al Availa	oilities (%)	45.49	23.53	3.85	4.88	11.37	0.56	0.00	2.87

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		Tota	al Min		Т	otal	V	/hite	В	lack	H	lisp	Α	sian	An	nInd	NH	IOPI	Two	+
Job Group	Total	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	158	30	18.99	Male	62	39.24	45	28.48	6	3.80	6	3.80	1	0.63	0	0.00	0	0.00	3	1.9
				Female	96	60.76	83	52.53	7	4.43	2	1.27	0	0.00	0	0.00	0	0.00	0	0.
11 TF-AGRICULTURE	9	1	11.11	Male		77.78	7	77.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female	2	22.22	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.
12 TF-ART AND DESIGN	13	3	23.08	Male		53.85		38.46	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	1	7.
				Female		46.15		38.46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	7.
14 TF-CHEMISTRY	9	5	55.56			77.78		33.33	0	0.00	0	0.00	4	44.44	0	0.00	0	0.00	0	0.
				Female		22.22	1	11.11	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0
15 TF-COMMUNICATION	11	1	9.09			72.73		72.73	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female	3	27.27		18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	9
17 TF-COMPUTER SCIENCES	17	10	58.82			94.12		41.18	0	0.00	1	5.88	6	35.29	0	0.00	0	0.00		11.
				Female	1	5.88	0	0.00	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00	0	0.
18 TF-LAW ENFORCEMENT AND JUSTICE	4	0	0.00		1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
	4.50			Female		75.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
2 NON-TENURED FACULTY	159	21	13.21			31.45	41	25.79	4	2.52	0	0.00	2	1.26	0	0.00	0	0.00	2	1.
00 TE 0011001 OF EDITORION	00	0	07.50	Female	109	68.55	97	61.01	6	3.77	2	1.26	2	1.26	0	0.00	0	0.00	1	0.
22 TF-SCHOOL OF EDUCATION	29	8	27.59	Male Female		41.38 58.62		31.03 41.38	2	6.90 0.00	0	0.00 0.00	0	0.00 13.79	0	0.00 0.00	0	0.00	1 1	3. 3.
26 TF-FOREIGN LANGUAGES & LITERAT	0	_	83.33								-	16.67			_		_	0.00	-	
20 TF-FOREIGN LANGUAGES & LITERAT	6	5	83.33	Male Female	3	50.00 50.00	0	16.67 0.00	1	16.67 0.00	•	50.00	0	0.00 0.00	0	0.00 0.00	0	0.00	0	0.
29 TF-HEALTH SCIENCES AND SOCIAL	8	2	25.00		_		-		-	0.00		0.00	-	0.00			_	0.00	_	
29 TE-HEALTH SCIENCES AND SOCIAL	8	2	∠5.00	Male Female		12.50 87.50	0 6	0.00 75.00	0	0.00	0	0.00	0	0.00 12.50	0	0.00 0.00	0	0.00	1	12. 0.
3 ADMINISTRATIVE STAFF/TECHNICIA	145	22	22.76			69.66	_	53.10	6	0.00 4.14	0	0.00	6	4.14	1	0.69	0	0.00		
S ADIVINIO I RATIVE STAFF/ LECTINICIA	140	33	22.10	Female	44	30.34	35	24.14	1	4.14 0.69	2	1.38	1	4.1 4 0.69	1	0.69	0	0.00	2	1. 1

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	1	Tota	al Min		Т	otal	V	/hite	BI	ack	Н	lisp	Α	sian	An	nInd	NF	HOPI	Two)+
Job Group	Total	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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	12.5
				Female		25.00		12.50	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.0
31 TF-KINESIOLOGY	13	4	30.77	_		61.54		38.46	0	0.00	_	15.38	0	0.00	0	0.00	0	0.00	1	
				Female	5	38.46	4	30.77	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	7.6
32 TF-LAW ENFORCEMENT AND JUSTICE	23	2	8.70	_		78.26		69.57	2	8.70	0	0.00	0	0.00 0.00	0	0.00	0	0.00	0	0.0
34 TF-MANAGEMENT AND MARKETING	17	0	47.06	Female Male		21.74 58.82		21.74 17.65	0	0.00 0.00	0	0.00 0.00	0	35.29	0	0.00 0.00	0	0.00	0	
34 IF-MANAGEMENT AND MARKETING	17	0	47.00	Female		30.02 41.18	о 6	35.29	0 1	5.88	0	0.00	6 0	0.00	0	0.00	0	0.00	1	5.8 0.0
35 TF-MATHEMATICS	21	4	19.05			61.90		52.38	1	4.76	0	0.00	1	4.76	0	0.00	0	0.00	0	0.0
oo ii waxiiiziwaxiioo		7	70.00	Female	8	38.10	6	28.57	0	0.00	1	4.76	1	4.76	0	0.00	0	0.00	0	
36 TF-MUSIC	34	7	20.59	Male	23	67.65	18	52.94	1	2.94	1	2.94	3	8.82	0	0.00	0	0.00	0	0.0
				Female	11	32.35	9	26.47	0	0.00	0	0.00	2	5.88	0	0.00	0	0.00	0	0.0
37 TF-NURSING	3	1	33.33	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.0
				Female	3	100.00	2	66.67	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.0
38 TF-PHYSICS	5	4	80.00	Male	4	80.00	1	20.00	0	0.00	1	20.00	2	40.00	0	0.00	0	0.00	0	0.0
				Female	1	20.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.0
39 TF-POLITICAL SCIENCE	7	2	28.57	Male	5	71.43	4	57.14	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00	0	0.0
				Female	2	28.57	1	14.29	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.0
4 PROFESSIONAL STAFF/PROTECTIVE	331	19	5.74	Male	130	39.27	121	36.56	3	0.91	4	1.21	0	0.00	0	0.00	0	0.00	2	0.6
				Female	201	60.73	191	57.70	4	1.21	5	1.51	1	0.30	0	0.00	0	0.00	0	0.0
40 TF-PSYCHOLOGY	17	1	5.88		6	35.29	6	35.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.0
44 TE DEODEATION DARK TOURISM		•	00.00	Female		64.71	10	58.82	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.8
41 TF-RECREATION, PARK, TOURISM &	9	2	22.22	Male Female	4 5	44.44 55.56		<i>44.44</i> 33.33	0	0.00 0.00	0	0.00 0.00	0 2	0.00 22.22	0	0.00 0.00	0	0.00	0	0.0

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		Tota	al Min		T	otal	V	/hite	ВІ	ack	Н	isp	Α	sian	An	nInd	NF	IOPI	Two)+
Job Group	Total	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
43 TF-SOCIOLOGY AND ANTHROPOLOGY	16	3	18.75	Male	8	50.00	5	31.25	1	6.25	0	0.00	2	12.50	0	0.00	0	0.00	0	0.0
				Female	8	50.00	8	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.0
44 TF-THEATRE AND DANCE	14	0	0.00	Male	7	50.00		50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female	7	50.00	7	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
45 TF-SCHOOL OF ENGINEERING AND T	13	5	38.46	Male		69.23	6	46.15	0	0.00	0	0.00	3	23.08	0	0.00	0	0.00	0	0.
				Female	4	30.77	2	15.38	0	0.00	0	0.00	2	15.38	0	0.00	0	0.00	0	0.
49 TF-INSTITUTE OF RURAL AFFAIRS	2	1	50.00			100.00		50.00	0	0.00	0	0.00		50.00	0	0.00	0	0.00	0	0.
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
5 OFFICE & CLERICAL/PARA-PROFESS	109	9	8.26			11.93	12	11.01	0	0.00	1	0.92	0	0.00	0	0.00	0	0.00	0	0.
				Female	96	88.07	88	80.73	1	0.92	2	1.83	3	2.75	0	0.00	0	0.00	2	1.
51 TF-LIBRARIES	6	0	0.00			83.33		83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female		16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
52 TF-BROADCASTING AND JOURNALISM	5	3	60.00				1	20.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.
				Female		40.00	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.
53 TF-ENGLISH	20	3	15.00		9	45.00		40.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.
FA TE FARTIL ATMOSPHERIO & OFOORA	44	0	E 4 E E	Female		55.00		45.00	1	5.00	0	0.00 0.00	0	0.00	1	5.00	0	0.00	0	0.
54 TF-EARTH, ATMOSPHERIC, &GEOGRA	11	ь	54.55	Male Female		72.73 27.27		27.27 18.18	2	18.18 0.00	0	0.00	3 1	27.27 9.09	0	0.00 0.00	0	0.00	0	0. 0.
56 TF-SPEECH PATHOLOGY AND AUDIOL	4	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	_	0.
00 TF-SPEECH FATHOLOGT AND AUDIOL	4	U	0.00	Female	•	100.00	ŭ	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
57 TF-SCHOOL OF ACCOUNTING, FINAN	25	12	48.00			52.00		28.00	0	0.00	0	0.00	6	24.00	0	0.00	0	0.00	0	0.
of Tr-School of Accounting, Finan	23	12	40.00	Female		48.00		24.00	0	0.00	0	0.00	-	12.00	0	0.00	0	0.00	-	
59 TF-WIU QC MUSUEM STUDIES	1	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
30 TI -WIO QO WOOOLW O TODILO	'	U	0.00	Female	·	100.00	-	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.

FY 25 Detailed NEW 09/23/2024

																			00,20	3/2024
Job Group	Total		al Min			otal		/hite		ack		isp		sian		nInd		IOPI	Two-	
<u> </u>		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
6 SKILLED CRAFT	53	1	1.89			100.00		98.11	0	0.00	0		0	0.00	0	0.00	0	0.00	1	
				Female	0		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
60 TF-RACE, RELIGION, GENDER & MU	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		100.00		100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
7 SERVICE MAINTENANCE	132	17	12.88			68.18		59.09	7	5.30	1	0.76	2		1	0.76	0	0.00	1	0.76
				Female		31.82			3	2.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9 TF-BIOLOGICAL SCIENCES	12	4	33.33	Male		66.67		50.00	1	8.33	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00
				Female	4	33.33	2	16.67	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	1	8.33
	4400	000	40.40	14.1	700	40.00	F00	00.74		0.50	40	4.64	F.0	0.50		0.40		0.00		4.00
Facility Total % of Total	1482	239	16.13	Male Female		49.26 50.74		39.74 44.13	38 24	2.56 1.62	18 19	1.21 1.28	53 30	3.58 2.02	2	0.13 0.13	0	0.00	19 14	1.28 0.94
% UI TULAT	1			remale	132	JU. 14	054	44.13	24	1.02	19	1.20	30	2.02	2	0.13	U	0.00	14	0.94

FY 25 Detailed NEW 09/23/2024

		Tota	al Min		Т	otal	V	/hite	В	lack	H	lisp	Α	sian	An	nInd	NH	IOPI	Two	+
Job Group	Total	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	158	30	18.99	Male	62	39.24	45	28.48	6	3.80	6	3.80	1	0.63	0	0.00	0	0.00	3	1.9
				Female	96	60.76	83	52.53	7	4.43	2	1.27	0	0.00	0	0.00	0	0.00	0	0.
11 TF-AGRICULTURE	9	1	11.11	Male		77.78	7	77.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female	2	22.22	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.
12 TF-ART AND DESIGN	13	3	23.08	Male		53.85		38.46	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	1	7.
				Female		46.15		38.46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	7.
14 TF-CHEMISTRY	9	5	55.56			77.78		33.33	0	0.00	0	0.00	4	44.44	0	0.00	0	0.00	0	0.
				Female		22.22	1	11.11	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0
15 TF-COMMUNICATION	11	1	9.09			72.73		72.73	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female	3	27.27		18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	9
17 TF-COMPUTER SCIENCES	17	10	58.82			94.12		41.18	0	0.00	1	5.88	6	35.29	0	0.00	0	0.00		11.
				Female	1	5.88	0	0.00	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00	0	0.
18 TF-LAW ENFORCEMENT AND JUSTICE	4	0	0.00		1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
	4.50			Female		75.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
2 NON-TENURED FACULTY	159	21	13.21			31.45	41	25.79	4	2.52	0	0.00	2	1.26	0	0.00	0	0.00	2	1.
00 TE 0011001 OF EDITORION	00	0	07.50	Female	109	68.55	97	61.01	6	3.77	2	1.26	2	1.26	0	0.00	0	0.00	1	0.
22 TF-SCHOOL OF EDUCATION	29	8	27.59	Male Female		41.38 58.62		31.03 41.38	2	6.90 0.00	0	0.00 0.00	0	0.00 13.79	0	0.00 0.00	0	0.00	1	3. 3.
26 TF-FOREIGN LANGUAGES & LITERAT	0	_	83.33								-	16.67			_		_	0.00	-	
20 TF-FOREIGN LANGUAGES & LITERAT	6	5	83.33	Male Female	3	50.00 50.00	0	16.67 0.00	1	16.67 0.00	•	50.00	0	0.00 0.00	0	0.00 0.00	0	0.00	0	0.
29 TF-HEALTH SCIENCES AND SOCIAL	8	2	25.00		_		-		-	0.00		0.00	-	0.00			_	0.00	_	
29 TE-HEALTH SCIENCES AND SOCIAL	8	2	∠5.00	Male Female		12.50 87.50	0 6	0.00 75.00	0	0.00	0	0.00	0	0.00 12.50	0	0.00 0.00	0	0.00	1	12. 0.
3 ADMINISTRATIVE STAFF/TECHNICIA	145	22	22.76			69.66	_	53.10	6	0.00 4.14	0	0.00	6	4.14	1	0.69	0	0.00		
S ADIVINIO I RATIVE STAFF/ LECTINICIA	140	33	22.10	Female	44	30.34	35	24.14	1	4.14 0.69	2	1.38	1	4.1 4 0.69	1	0.69	0	0.00	2	1. 1

FY 25 Detailed NEW 09/23/2024

	1	Tota	al Min		Т	otal	V	/hite	BI	ack	Н	lisp	Α	sian	An	nInd	NF	HOPI	Two)+
Job Group	Total	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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	12.5
				Female		25.00		12.50	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.0
31 TF-KINESIOLOGY	13	4	30.77	_		61.54		38.46	0	0.00	_	15.38	0	0.00	0	0.00	0	0.00	1	
				Female	5	38.46	4	30.77	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	7.6
32 TF-LAW ENFORCEMENT AND JUSTICE	23	2	8.70	_		78.26		69.57	2	8.70	0	0.00	0	0.00 0.00	0	0.00	0	0.00	0	0.0
34 TF-MANAGEMENT AND MARKETING	17	0	47.06	Female Male		21.74 58.82		21.74 17.65	0	0.00 0.00	0	0.00 0.00	0	35.29	0	0.00 0.00	0	0.00	0	
34 IF-MANAGEMENT AND MARKETING	17	0	47.00	Female		30.02 41.18	о 6	35.29	0 1	5.88	0	0.00	6 0	0.00	0	0.00	0	0.00	1	5.8 0.0
35 TF-MATHEMATICS	21	4	19.05			61.90		52.38	1	4.76	0	0.00	1	4.76	0	0.00	0	0.00	0	0.0
oo ii waxiiiziwaxiioo		7	70.00	Female	8	38.10	6	28.57	0	0.00	1	4.76	1	4.76	0	0.00	0	0.00	0	
36 TF-MUSIC	34	7	20.59	Male	23	67.65	18	52.94	1	2.94	1	2.94	3	8.82	0	0.00	0	0.00	0	0.0
				Female	11	32.35	9	26.47	0	0.00	0	0.00	2	5.88	0	0.00	0	0.00	0	0.0
37 TF-NURSING	3	1	33.33	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.0
				Female	3	100.00	2	66.67	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.0
38 TF-PHYSICS	5	4	80.00	Male	4	80.00	1	20.00	0	0.00	1	20.00	2	40.00	0	0.00	0	0.00	0	0.0
				Female	1	20.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.0
39 TF-POLITICAL SCIENCE	7	2	28.57	Male	5	71.43	4	57.14	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00	0	0.0
				Female	2	28.57	1	14.29	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.0
4 PROFESSIONAL STAFF/PROTECTIVE	331	19	5.74	Male	130	39.27	121	36.56	3	0.91	4	1.21	0	0.00	0	0.00	0	0.00	2	0.6
				Female	201	60.73	191	57.70	4	1.21	5	1.51	1	0.30	0	0.00	0	0.00	0	0.0
40 TF-PSYCHOLOGY	17	1	5.88		6	35.29	6	35.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.0
44 TE DEODEATION DARK TOURISM		•	00.00	Female		64.71	10	58.82	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.8
41 TF-RECREATION, PARK, TOURISM &	9	2	22.22	Male Female	4 5	44.44 55.56		<i>44.44</i> 33.33	0	0.00 0.00	0	0.00 0.00	0 2	0.00 22.22	0	0.00 0.00	0	0.00	0	0.0

FY 25 Detailed NEW 09/23/2024

		Tota	al Min		T	otal	V	/hite	ВІ	ack	Н	isp	Α	sian	An	nInd	NF	IOPI	Two)+
Job Group	Total	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
43 TF-SOCIOLOGY AND ANTHROPOLOGY	16	3	18.75	Male	8	50.00	5	31.25	1	6.25	0	0.00	2	12.50	0	0.00	0	0.00	0	0.0
				Female	8	50.00	8	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.0
44 TF-THEATRE AND DANCE	14	0	0.00	Male	7	50.00		50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female	7	50.00	7	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
45 TF-SCHOOL OF ENGINEERING AND T	13	5	38.46	Male		69.23	6	46.15	0	0.00	0	0.00	3	23.08	0	0.00	0	0.00	0	0.
				Female	4	30.77	2	15.38	0	0.00	0	0.00	2	15.38	0	0.00	0	0.00	0	0.
49 TF-INSTITUTE OF RURAL AFFAIRS	2	1	50.00			100.00		50.00	0	0.00	0	0.00		50.00	0	0.00	0	0.00	0	0.
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
5 OFFICE & CLERICAL/PARA-PROFESS	109	9	8.26			11.93	12	11.01	0	0.00	1	0.92	0	0.00	0	0.00	0	0.00	0	0.
				Female	96	88.07	88	80.73	1	0.92	2	1.83	3	2.75	0	0.00	0	0.00	2	1.
51 TF-LIBRARIES	6	0	0.00			83.33		83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
				Female		16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
52 TF-BROADCASTING AND JOURNALISM	5	3	60.00				1	20.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.
				Female		40.00	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.
53 TF-ENGLISH	20	3	15.00		9	45.00		40.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.
FA TE FARTIL ATMOSPHERIO & OFOORA	44	0	E 4 E E	Female		55.00		45.00	1	5.00	0	0.00 0.00	0	0.00	1	5.00	0	0.00	0	0.
54 TF-EARTH, ATMOSPHERIC, &GEOGRA	11	ь	54.55	Male Female		72.73 27.27		27.27 18.18	2	18.18 0.00	0	0.00	3 1	27.27 9.09	0	0.00 0.00	0	0.00	0	0. 0.
56 TF-SPEECH PATHOLOGY AND AUDIOL	4	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	_	0.
00 TF-SPEECH FATHOLOGT AND AUDIOL	4	U	0.00	Female	•	100.00	ŭ	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
57 TF-SCHOOL OF ACCOUNTING, FINAN	25	12	48.00			52.00		28.00	0	0.00	0	0.00	6	24.00	0	0.00	0	0.00	0	0.
of Tr-School of Accounting, Finan	23	12	40.00	Female		48.00		24.00	0	0.00	0	0.00	-	12.00	0	0.00	0	0.00	-	
59 TF-WIU QC MUSUEM STUDIES	1	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.
30 TI -WIO QO WOOOLW O TODILO	'	U	0.00	Female	·	100.00	-	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.

FY 25 Detailed NEW 09/23/2024

																			00/20	3/2024
Job Group	Total		al Min			otal		/hite		ack		isp		sian		nInd		IOPI	Two-	
<u> </u>		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
6 SKILLED CRAFT	53	1	1.89			100.00		98.11	0	0.00	0		0	0.00	0	0.00	0	0.00	1	
				Female	0		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
60 TF-RACE, RELIGION, GENDER & MU	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		100.00		100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
7 SERVICE MAINTENANCE	132	17	12.88			68.18		59.09	7	5.30	1	0.76	2		1	0.76	0	0.00	1	0.76
				Female		31.82			3	2.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9 TF-BIOLOGICAL SCIENCES	12	4	33.33	Male		66.67		50.00	1	8.33	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00
				Female	4	33.33	2	16.67	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	1	8.33
	4400	000	40.40	14.1	700	40.00	F00	00.74		0.50	40	4.64	F.0	0.50		0.40		0.00		4.00
Facility Total % of Total	1482	239	16.13	Male Female		49.26 50.74		39.74 44.13	38 24	2.56 1.62	18 19	1.21 1.28	53 30	3.58 2.02	2	0.13 0.13	0	0.00	19 14	1.28 0.94
% UI TULAT	1			remale	132	JU. 14	054	44.13	24	1.02	19	1.20	30	2.02	2	0.13	U	0.00	14	0.94

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3.00	1	1	
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3.00	4	2	2
RECRUITMENT COORDINATOR	MUSIC	3.00	1	1	
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3.00	1		
ACADEMIC ADVISOR	Various	3.00 - 6.00	14	10	5
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	3.00 - 6.00	4	4	
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3.00 - 6.00	7	6	1
ADMISSIONS COUNSELOR	Various	3.00 - 6.00	11	9	3
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3.00 - 6.00	2	1	
ASSOCIATE DIRECTOR OF ADMISSIONS, RECRUITMENT	ADMISSIONS	4.00	1		1
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4.00	1	1	
COORDINATOR, COMPLIANCE	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4.00	1		
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4.00	1		
SPONSORED PROJECTS COMPLIANCE SPECIALIST	SPONSORED PROJECTS	4.00	1		
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4.00 - 6.00	2	2	
ASSISTANT ATHLETICS DIRECTOR, DEVELOP/PROMOTIONS	DEVELOPMENT OFFICE	5.00	1	1	

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE DIRECTOR OF ADMISSIONS, CHICAGO RECRUIT	ADMISSIONS	5.00	1	1	
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5.00	1	1	
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	5.00	1	1	
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT & SUCCESS	5.00	1		
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5.00	1		
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR STEWARDS	DEVELOPMENT OFFICE	5.00	1		
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5.00	1		
LECTURER	Various	5.00	4	2	4
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	5.00	4	2	1
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5.00 - 6.00	5	5	
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	5.00 - 6.00	5	4	
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6.00	1	1	
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	FIRST YEAR ADVISING CENTER	6.00	2	2	
DIRECTOR OF ACADEMIC ADVISING, CAS	DEAN, COLLEGE OF ARTS AND SCIE	6.00	1		
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	6.00	1	1	
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6.00	1	1	
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS CENTER	STUDENT DEVELOPMENT & SUCCESS	6.00	1	1	

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6.00	1		1
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6.00	1	1	
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6.00	1		
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	6.00	1	1	
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6.00	1	1	
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6.00	1		1
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6.00	1	1	
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6.00	1	1	
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6.00	1	1	
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7.00	1	1	
DIRECTOR OF JUSTICE, INCLUSION, DIVERSITY AND EQUITY	JUSTICE, INCLUSION, DIVERSITY	7.00	1		1
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7.00	2	2	1
DIRECTOR, PURCHASING	PURCHASING OFFICE	7.00	1	1	
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7.00	1	1	
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7.00	1	1	
REGISTRAR	REGISTRAR	7.00	1	1	
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7.00	1	1	
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8.00	1	1	
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8.00	1	1	

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
DIRECTOR, BUDGET	BUDGET OFFICE	8.00	1	1	
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8.00	1	1	
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	8.00	1		
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8.00	1	1	
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	8.00	1	1	
EXECUTIVE DIRECTOR OUTREACH & QC CAMPUS OPERATIONS	PROVOST & ACADEMIC VICE PRESID	8.00	1	1	
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8.00	1		
ASSIST VICE PRESIDENT STUDENT SUCCESS, AUX SERVS	VICE PRESIDENT FOR STUDENT SUC	9.00	1		
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	9.00	1		
DIRECTOR OF GOVERNMENTAL RELATIONS	GOVERNMENT RELATIONS	10.00	1		
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	10.00	1		
DIRECTOR, SCHOOL OF NURSING	NURSING	10.00	1	1	
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	10.00	1	1	
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10.00	2	2	
HUMAN RESOURCES EXECUTIVE DIRECTOR	HUMAN RESOURCES	10.00	1	1	1
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1	
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1	
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11.00	1		
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11.00	1	1	

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11.00	1		1
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11.00	1		1
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	11.00	1		
DIRECTOR, INSTITUTIONAL RESEARCH AND PLANNING	INSTITUTIONAL RESEARCH AND PLA	11.00	1		
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11.00	1		
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	11.00	1		1
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11.00	1		
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	11.00	1		
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11.00 - 12.00	2		
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL,& RESEARCH	PROVOST & ACADEMIC VICE PRESID	11.00 - 13.00	2	1	
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	12.00	1		
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12.00	1	1	1
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12.00	1		
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12.00	1		
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12.00	1		
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMENT AND JUSTICE AD	12.00	1	1	
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12.00	1		

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

Job Title	Department	Wage Range	Total	Female	Minority
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13.00	1		
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	13.00	1		
DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STUDIES	BIOLOGICAL SCIENCES	13.00	1		1
DIRECTOR, SCHOOL OF ACCT, FIN, ECON & DECISION SCI	SCHOOL OF ACCOUNTING,FINANCE,E	13.00	1	1	
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	14.00	1		
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15.00	1		
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT,ALU	15.00	1	1	
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	16.00 - 19.00	2		
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18.00	1		
PRESIDENT	PRESIDENT'S OFFICE	22.00 - 26.00	2	1	1
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	34.00	1		1
		Job Group Total % of Total	158	96 60.76	30 18.99

Job Group: 11 TF-AGRICULTURE

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, AGRICULTURE	AGRICULTURE	7.00	1		
ASSOCIATE PROFESSOR , AGRICULTURE	AGRICULTURE	8.00 - 225.00	4	2	1
PROFESSOR, AGRICULTURE	AGRICULTURE	10.00 - 12.00	4		
		Job Group Total % of Total	9	2 22.22	1 11.11

Job Group: 12 TF-ART AND DESIGN

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, ART AND DESIGN	ART AND DESIGN	6.00	1	1	1
ASSOCIATE PROFESSOR, ART AND DESIGN	ART AND DESIGN	9.00	2		1
PROFESSOR, ART AND DESIGN	ART AND DESIGN	10.00 - 975.00	9	4	1
CHAIRPERSON, ART AND DESIGN	ART AND DESIGN	12.00	1	1	
		Job Group Total	13	6	3
		% of Total		46.15	23.08

Job Group: 14 TF-CHEMISTRY

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Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, CHEMISTRY	CHEMISTRY	1.00	3		1
PROFESSOR, CHEMISTRY	CHEMISTRY	1.00 - 13.00	3	1	2
ASSOCIATE PROFESSOR, CHEMISTRY	CHEMISTRY	2.00 - 5.00	2	1	1
CHAIRPERSON, CHEMISTRY	CHEMISTRY	8.00	1		1
		Job Group Total % of Total	9	2 22.22	5 55.56

Job Group: 15 TF-COMMUNICATION

Job Title	Department	Wage Range	Total	Female	Minority
SENIOR INSTRUCTOR, COMMUNICATION	COMMUNICATION	5.00 - 7.00	2	1	
ASSISTANT PROFESSOR, COMMUNICATION	COMMUNICATION	6.00 - 7.00	2	1	1
ASSISTANT PROFESSOR UNIT B, COMMUNICATION	COMMUNICATION	7.00	1	1	
ASSOCIATE PROFESSOR, COMMUNICATION	COMMUNICATION	9.00	1		
PROFESSOR, COMMUNICATION	COMMUNICATION	10.00 - 11.00	4		
CHAIRPERSON, COMMUNICATION	COMMUNICATION	11.00	1		
		Job Group Total % of Total	11	3 27.27	1 9.09

Job Group: 17 TF-COMPUTER SCIENCES

Job Title	Department	Wage Range	Total	Female	Minority
SENIOR INSTRUCTOR, COMPUTER SCIENCES	COMPUTER SCIENCES	6.00	3		
ASSISTANT PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	8.00 - 10.00	4		3
ASSOCIATE PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10.00	2		1
PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10.00 - 14.00	8	1	6
		Job Group Total % of Total	17	1 5.88	10 58.82

Job Group: 18 TF-LAW ENFORCEMENT AND JUSTICE

Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	10.00 - 150.00	4	3	
		Job Group Total % of Total	4	3 75.00	0 0.00

Job Group: 2 NON-TENURED FACULTY

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR	Various	1.00 - 9.00	146	100	19
ASSOCIATE INSTRUCTOR	Various	4.00 - 9.00	13	9	2
		Job Group Total % of Total	159	109 <i>68.55</i>	21 13.21

Job Group: 22 TF-SCHOOL OF EDUCATION

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	4.00 - 9.00	5	2	1
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	6.00 - 7.00	8	5	2
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	9.00 - 225.00	3	1	1
PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	10.00 - 13.00	13	9	4
		Job Group Total % of Total	29	17 58.62	8 27.59

Job Group: 26 TF-FOREIGN LANGUAGES & LITERAT

Job Title	Department	Wage Range	Total	Female	Minority
SENIOR INSTRUCTOR, FOREIGN LANGUAGES AND LITERATUR	FOREIGN LANGUAGES AND LITERATU	6.00	1	1	1
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	8.00 - 9.00	4	2	3
CHAIRPERSON, FOREIGN LANGUAGES & LITERATURES	FOREIGN LANGUAGES AND LITERATU	10.00	1		1
		Job Group Total % of Total	6	3 50.00	5 83.33

Job Group: 29 TF-HEALTH SCIENCES AND SOCIAL

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR, HEALTH SCIENCES AND SOCIAL WORK	HEALTH SCIENCES AND SOCIAL WOR	4.00	1		1
ASSISTANT PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL WOR	6.00	1	1	
ASSOCIATE PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL WOR	8.00 - 900.00	3	3	
PROFESSOR, HEALTH AND SOCIAL WORK	HEALTH SCIENCES AND SOCIAL WOR	10.00	3	3	1
		Job Group Total % of Total	8	7 87.50	2 25.00

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

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Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00	1		
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00 - 3.00	2	2	1
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2.00 - 4.00	13	2	4
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		1
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	3.00	1		
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	2	2	
COSTUME SHOP MANAGER	THEATRE AND DANCE	3.00	1	1	
HEAD WOMEN'S TENNIS COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3.00	1	1	
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3.00	1	1	
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3.00 - 4.00	4	3	1
POSTDOCTORAL SCHOLAR	Various	3.00 - 4.00	2	2	1
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3.00 - 5.00	3	1	
COUNSELOR, UNIVERSITY COUNSELING CENTER	Various	3.00 - 6.00	7	5	2
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00 - 7.00	19		11
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	3.00 - 7.00	46	13	3

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4.00	1	1	
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4.00	1		
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4.00	1	1	
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1
RESEARCH AGRONOMIST	Various	4.00	2		1
RESEARCH CHEMIST	AGRICULTURE	4.00	1	1	
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4.00 - 5.00	4		2
STAFF ACCOMPANIST	MUSIC	4.00 - 5.00	2	1	2
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND TECH	5.00	1		
HEAD BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1		
HEAD MEN'S & WOMEN'S CROSS COUNTRY & TRACK COACH	INTERCOLLEGIATE ATHLETICS	5.00	1		
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1	1	
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1		
RESEARCH ASSOCIATE	SOCIOLOGY AND ANTHROPOLOGY	5.00 - 8.00	2	1	1
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1		
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1		
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6.00	1		

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

	i		i i		
Job Title	Department	Wage Range	Total	Female	Minority
RESEARCH ASSISTANT/GRANT ADMINISTRATOR	SOCIOLOGY AND ANTHROPOLOGY	6.00	1		
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6.00 - 7.00	2		
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	7.00	1	1	
MATERIALS RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	7.00	1	1	1
ASSOCIATE PROFESSOR	LIBRARIES	8.00	1	1	
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8.00	1	1	
PROJECT DIRECTOR	SOCIOLOGY AND ANTHROPOLOGY	9.00 - 10.00	2		
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12.00	1		
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15.00	2		1
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16.00	1		
STAFF PHYSICIAN	BEU HEALTH CENTER	16.00	2		
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	17.00	1		
		Job Group Total % of Total	145	44 30.34	33 22.76

Job Group: 30 TF-HISTORY

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Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE PROFESSOR, HISTORY	HISTORY	9.00	1	1	
PROFESSOR, HISTORY	HISTORY	10.00 - 13.00	6	1	2
CHAIRPERSON, HISTORY	HISTORY	11.00	1		
			_	_	_
		Job Group Total % of Total	8	2 25.00	2 25.00

FY 25 Detailed NEW Job Group: 31 TF-KINESIOLOGY

Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, KINESIOLOGY	KINESIOLOGY	1.00 - 11.00	5	3	
ASSISTANT PROFESSOR, KINESIOLOGY	KINESIOLOGY	6.00 - 7.00	4	1	4
ASSOCIATE PROFESSOR, KINESIOLOGY	KINESIOLOGY	9.00 - 900.00	3	1	
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11.00	1		
		Job Group Total	13	5	4
		% of Total		38.46	30.77

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Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND JUSTICE AD	6.00 - 7.00	8	1	
ASSOCIATE PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	Various	6.00 - 9.00	8	4	
PROFESSOR, LAW ENFORCEMENT AND JUSTICE ADMINSTRATI	LAW ENFORCEMENT AND JUSTICE AD	10.00 - 12.00	7		2
		Job Group Total % of Total	23	5 21.74	2 8.70

Job Group: 34 TF-MANAGEMENT AND MARKETING

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR UNIT B, MANAGEMENT AND MARKETI	MANAGEMENT AND MARKETING	7.00 - 8.00	3	2	
SENIOR INSTRUCTOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	8.00	1	1	
ASSOCIATE PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10.00 - 14.00	5		4
PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	10.00 - 14.00	6	2	4
ASSISTANT PROFESSOR, MANAGEMENT AND MARKETING	MANAGEMENT AND MARKETING	11.00 - 12.00	2	2	
		Job Group Total % of Total	17	7 41.18	8 47.06

Job Group: 35 TF-MATHEMATICS

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR UNIT B, MATHEMATICS	MATHEMATICS	5.00	1		
ASSOCIATE PROFESSOR, MATHEMATICS	MATHEMATICS	8.00 - 9.00	7	4	1
PROFESSOR, MATHEMATICS	MATHEMATICS	10.00 - 13.00	12	3	3
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11.00	1	1	
		Job Group Total % of Total	21	8 38.10	4 19.05

Job Group: 36 TF-MUSIC

FY 25 Detailed NEW
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Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, MUSIC	MUSIC	6.00 - 75.00	17	8	7
ASSOCIATE PROFESSOR, MUSIC	MUSIC	8.00 - 75.00	7	2	
PROFESSOR, MUSIC	MUSIC	10.00 - 150.00	10	1	
		lah Onaum Tatal	24	44	7
		Job Group Total <i>% of Total</i>	34	11 32.35	7 20.59

Job Group: 37 TF-NURSING

FY 25 Detailed NEW
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Job Title	Department	Wage Range	Total	Female	Minority
SENIOR INSTRUCTOR, NURSING	NURSING	9.00	2	2	1
ASSISTANT PROFESSOR UNIT B, NURSING	NURSING	10.00	1	1	
		Job Group Total	3	3	1
		% of Total		100.00	33.33

Job Group: 38 TF-PHYSICS

FY 25 Detailed NEW
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Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, PHYSICS	PHYSICS	1.00 - 825.00	4	1	4
CHAIRPERSON, PSYCHOLOGY	PSYCHOLOGY	11.00	1		
		Job Group Total % of Total	5	1 20.00	4 80.00

Job Group: 39 TF-POLITICAL SCIENCE

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR, POLITICAL SCIENCE	POLITICAL SCIENCE	5.00	1		
CHAIRPERSON, POLITICAL SCIENCE	POLITICAL SCIENCE	10.00	1		
PROFESSOR, POLITICAL SCIENCE	POLITICAL SCIENCE	11.00 - 450.00	5	2	2
		Job Group Total	7	2	2
		% of Total		28.57	28.57

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT RECORDS MANAGEMENT OFFICER	LIBRARIES	2.00	1	1	1
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2.00	1	1	
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2.00	1	1	
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2.00	1	1	
ADMISSIONS/RECORDS OFFICER	Various	2.00 - 3.00	14	12	1
FINANCIAL AID COORDINATOR	FINANCIAL AID	2.00 - 3.00	4	1	
MEDICAL ASSISTANT	Various	2.00 - 3.00	4	4	
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2.00 - 3.00	3	3	
PROGRAM ASSISTANT	Various	2.00 - 3.00	7	7	
SENIOR LIBRARY SPECIALIST	LIBRARIES	2.00 - 3.00	5	4	
CENTRAL STORES MANAGER I	FACILITIES MANAGEMENT STORES	3.00	1		1
COLLECTION MANAGER	BILLING AND RECEIVABLES	3.00	1	1	
EVENTS ADMINISTRATOR ASSOCIATE	Various	3.00	2	2	
FINANCIAL AID MANAGER	FINANCIAL AID	3.00	1		
GOLF COURSE PRO-SHOP MANAGER	GOLF COURSE OPERATIONS	3.00	1		
GRAPHIC DESIGNER	Various	3.00	2	1	
MANAGER OF SPORTS FACILITIES	Various	3.00	2		
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3.00	1	1	
MEDIA WRITER/PRODUCER/ANNOUNCER II	EDUCATIONAL/PUBLIC SERVICE RAD	3.00	1		
MUSICAL INSTRUMENT SPECIALIST	MUSIC	3.00	1		
PROCUREMENT OFFICER	PURCHASING OFFICE	3.00	1	1	
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3.00	1	1	

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

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Job Title	Department	Wage Range	Total	Female	Minority
PROGRAM/STUDENT ADVISOR	Various	3.00	2	1	
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3.00	1	1	
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3.00	2	1	
STAFF NURSE II	BEU HEALTH CENTER	3.00	1	1	
ADMINISTRATIVE ASSISTANT	Various	3.00 - 4.00	9	8	
ADMISSIONS AND RECORDS COORDINATOR	Various	3.00 - 4.00	6	6	
BUSINESS MANAGER	Various	3.00 - 4.00	2	2	
FACILITY OPERATIONS COORDINATOR	Various	3.00 - 4.00	6	1	
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3.00 - 4.00	3	3	
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3.00 - 4.00	8	7	1
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3.00 - 4.00	2	2	1
MARKETING ASSOCIATE	Various	3.00 - 4.00	6	4	
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3.00 - 4.00	4	2	
TELEVISION DIRECTOR-PRODUCER	Various	3.00 - 4.00	4		
ACCOUNTING ASSOCIATE	Various	3.00 - 5.00	9	8	
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3.00 - 5.00	3	3	
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3.00 - 5.00	5	3	
RADIO STATION PRODUCTION SUPERVISOR	Various	3.00 - 5.00	5	2	
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3.00 - 6.00	7	6	
PROGRAM DIRECTOR	Various	3.00 - 6.00	25	14	4
PROGRAM COORDINATOR	Various	3.00 - 8.00	63	48	8
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4.00	1		
BUDGET ANALYST	BUDGET OFFICE	4.00	1	1	

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	4.00	1		
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4.00	2	1	
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4.00	2		
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	4.00	1		
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1	
HOUSING ADMINISTRATOR	Various	4.00	2	2	
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4.00	1	1	
INSURANCE RISK MANAGER I	VICE PRESIDENT FOR FINANCE AND	4.00	1		
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1	
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4.00	1		
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4.00	1	1	
SENIOR BUSINESS MANAGER	INTERCOLLEGIATE ATHLETICS	4.00	1	1	
SENIOR COMMUNICATIONS TECHNICIAN	TELECOMMUNICATIONS SERVICES	4.00	1		
SUPERINTENDENT OF GROUNDS	LANDSCAPE MAINTENANCE	4.00	1		
CHIEF BROADCASTING ENGINEER	Various	4.00 - 5.00	3		
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4.00 - 6.00	4	3	
POLICE OFFICER	PUBLIC SAFETY	4.00 - 6.00	14	3	1
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4.00 - 9.00	3	2	

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total	Female	Minority
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4.00 - 10.00	26	5	
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5.00	1	1	
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	5.00	1	1	
SENIOR BUDGET ANALYST	BUDGET OFFICE	5.00	1	1	
DEPUTY DIRECTOR	Various	5.00 - 9.00	7	3	
BURSAR	BILLING AND RECEIVABLES	6.00	1	1	
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6.00	1	1	
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6.00	2		
ASSISTANT COMPTROLLER	Various	6.00 - 7.00	2	2	
POLICE CORPORAL	PUBLIC SAFETY	6.00 - 7.00	5		
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6.00 - 9.00	2	1	
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	7.00	1	1	
POLICE SERGEANT	PUBLIC SAFETY	7.00	4		1
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7.00	1		
NURSE PRACTITIONER	BEU HEALTH CENTER	8.00 - 9.00	3	2	
POLICE CAPTAIN	PUBLIC SAFETY	9.00	1		
		Job Group Total % of Total	331	201 60.73	19 5.74

Job Group: 40 TF-PSYCHOLOGY

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR, PSYCHOLOGY	PSYCHOLOGY	4.00	1		
ASSISTANT PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	7.00	1	1	1
ASSOCIATE PROFESSOR , PSYCHOLOGY	PSYCHOLOGY	8.00 - 975.00	4	4	
PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	10.00 - 600.00	11	6	
		Job Group Total % of Total	17	11 64.71	1 5.88

Job Group: 41 TF-RECREATION, PARK, TOURISM &

Job Title	Department	Wage Range	Total	Female	Minority
ASSOCIATE PROFESSOR, RECREATION, PARK, TOURISM & H	RECREATION, PARK, TOURISM & HO	8.00	4	3	1
CHAIRPERSON, RECREATION, PARK, TOURISM & HOSPITALI	RECREATION, PARK, TOURISM & HO	10.00	1		
PROFESSOR, RECREATION, PARK, TOURISM & HOSPITALITY	RECREATION, PARK, TOURISM & HO	10.00 - 12.00	4	2	1
		Job Group Total % of Total	9	5 55.56	2 22.22

Job Group: 43 TF-SOCIOLOGY AND ANTHROPOLOGY

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR UNIT B, SOCIOLOGY AND ANTHROPO	SOCIOLOGY AND ANTHROPOLOGY	6.00	2	2	
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	6.00	1		
PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	6.00 - 12.00	11	4	3
ASSOCIATE PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	8.00	1	1	
CHAIRPERSON, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	11.00	1	1	
		Job Group Total % of Total	16	8 50.00	3 18.75

Job Group: 44 TF-THEATRE AND DANCE

Job Title	Department	Wage Range	Total	Female	Minority
SENIOR INSTRUCTOR, THEATRE AND DANCE	THEATRE AND DANCE	6.00	1	1	,
ASSISTANT PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	6.00 - 7.00	6	3	
ASSOCIATE PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	8.00 - 10.00	4	1	
CHAIRPERSON, THEATRE AND DANCE	THEATRE AND DANCE	10.00	1	1	
PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	10.00 - 11.00	2	1	
		Job Group Total % of Total	14	7 50.00	0 0.00

Job Group: 45 TF-SCHOOL OF ENGINEERING AND T

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND TECH	7.00 - 10.00	3	2	3
PROFESSOR, SCHOOL OF ENGINEERING AND TECHNOLOGY	SCHOOL OF ENGINEERING AND TECH	10.00 - 13.00	10	2	2
		Job Group Total % of Total	13	4 30.77	5 38.46

Job Group: 49 TF-INSTITUTE OF RURAL AFFAIRS

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR, INSTITUTE FOR RURAL AFFAIRS	INSTITUTE FOR RURAL AFFAIRS	4.00	1		
PROFESSOR, INSITUTTE OF RURAL AFFAIRS	INSTITUTE FOR RURAL AFFAIRS	12.00	1		1
		Job Group Total % of Total	2	0 0.00	1 50.00

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Minority
ACCOUNTANT I	ACCOUNTING OFFICE	2.00	1	1	1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2.00	1		
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2.00	1	1	
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2.00	3	2	1
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2.00	3	3	2
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2.00	1		
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2.00	1	1	
LIBRARY ASSISTANT	LIBRARIES	2.00	3	3	
LIBRARY SPECIALIST	LIBRARIES	2.00	4	2	1
PHLEBOTOMIST	BEU HEALTH CENTER	2.00	1	1	
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2.00	1	1	
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2.00	1		
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2.00	1	1	
STOREKEEPER III	BIOLOGICAL SCIENCES	2.00	1	1	
OFFICE MANAGER	Various	2.00 - 3.00	34	32	1
OFFICE SUPPORT ASSOCIATE	Various	2.00 - 3.00	6	6	
OFFICE SUPPORT SPECIALIST	Various	2.00 - 3.00	11	10	
OFFICE ADMINISTRATOR	Various	2.00 - 4.00	8	8	
ACCOUNTANT II	BUSINESS SERVICES	3.00	1	1	
ACCOUNTING OFFICER	Various	3.00	3	3	
ACCOUNTING SPECIALIST	UU BOOKSTORE	3.00	1		
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3.00	1	1	

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

Job Title	Department	Wage Range	Total	Female	Minority
CASHIER III	UU SERVICE CENTER	3.00	1	1	
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	3.00	1	1	
HOUSING OFFICER	UHDS ADMINISTRATIVE	3.00	1	1	
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	3.00	1		
PAYROLL SPECIALIST III	PAYROLL OFFICE	3.00	1	1	
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	3.00	1		
RETAIL ASSOCIATE	UU BOOKSTORE	3.00	1	1	
RETAIL SUPERVISOR	UU BOOKSTORE	3.00	1	1	
ADMINISTRATIVE AIDE	Various	3.00 - 4.00	5	5	
PHYSICAL SCIENCE TECH. ASST.	Various	3.00 - 4.00	2	2	2
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	4.00	1	1	
RETAIL MANAGER	UU BOOKSTORE	4.00	2	1	
TECHNICAL DIRECTOR	MUSIC	4.00	1	1	
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4.00	1	1	1
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5.00	1	1	
		Job Group Total % of Total	109	96 88.07	9 8.26

Job Group: 51 TF-LIBRARIES

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Job Title	Department	Wage Range	Total	Female	Minority
PROFESSOR, LIBRARIES	LIBRARIES	10.00 - 12.00	6	1	
		Job Group Total % of Total	6	1 16.67	0 0.00

Job Group: 52 TF-BROADCASTING AND JOURNALISM

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	6.00	2	1	1
ASSOCIATE PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	8.00	1	1	1
CHAIRPERSON, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	10.00	1		
PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	10.00	1		1
		Job Group Total % of Total	5	2 40.00	3 60.00

Job Group: 53 TF-ENGLISH

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Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR UNIT B, ENGLISH	ENGLISH	5.00	1		
ASSISTANT PROFESSOR	Various	6.00 - 7.00	4	3	
ASSISTANT PROFESSOR, ENGLISH	ENGLISH	7.00	1		1
ASSOCIATE PROFESSOR, ENGLISH	ENGLISH	8.00	1	1	
PROFESSOR, ENGLISH	ENGLISH	10.00 - 12.00	12	6	2
CHAIRPERSON, ENGLISH	ENGLISH	11.00	1	1	
		Job Group Total % of Total	20	11 55.00	3 15.00

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

Job Title	Department	Wage Range	Total	Female	Minority
INSTRUCTOR, EARTH, ATMOSPHERIC, & GEOGRAPHIC INFO	EARTH, ATMOSPHERIC, & GEOGRAPH	5.00	1		1
ASSOCIATE PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAP	EARTH, ATMOSPHERIC, & GEOGRAPH	10.00	1		
PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAPHIC INFO S	EARTH, ATMOSPHERIC, & GEOGRAPH	10.00 - 13.00	7	3	3
CHAIRPERSON, EARTH, ATMOSPHERIC, & GEOGRAPHIC INFO	EARTH, ATMOSPHERIC, & GEOGRAPH	11.00	1		1
CHAIRPERSON, PHYSICS	PHYSICS	11.00	1		1
		Job Group Total % of Total	11	3 27.27	6 <i>54.55</i>

Job Group: 56 TF-SPEECH PATHOLOGY AND AUDIOL

Job Title	Department	Wage Range	Total	Female	Minority
SENIOR INSTRUCTOR, SPEECH PATHOLOGY AND AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	6.00	1	1	
ASSISTANT PROFESSOR, SPEECH PATHOLOGY AND AUDIOLOG	SPEECH PATHOLOGY AND AUDIOLOGY	8.00	2	2	
CHAIRPERSON, SPEECH PATHOLOGY AND AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	11.00	1	1	
		Job Group Total % of Total	4	4 100.00	0 0.00

Job Group: 57 TF-SCHOOL OF ACCOUNTING, FINAN

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR UNIT B, SCHOOL OF ACCOUNTING,	SCHOOL OF ACCOUNTING,FINANCE,E	6.00	1	1	
SENIOR INSTRUCTOR, SCHOOL OF ACCOUNTING, FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,E	7.00	3	3	
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTING, FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,E	7.00 - 450.00	8	4	5
ASSOCIATE PROFESSOR, SCHOOL OF ACCOUNTING, FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,E	9.00 - 16.00	6	3	3
PROFESSOR, SCHOOL OF ACCOUNTING, FINANCE, ECONOMIC	SCHOOL OF ACCOUNTING,FINANCE,E	10.00 - 16.00	7	1	4
		Job Group Total % of Total	25	12 48.00	12 48.00

Job Group: 59 TF-WIU QC MUSUEM STUDIES

Job Title	Department	Wage Range	Total	Female	Minority
ASSISTANT PROFESSOR, WIU QC MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7.00	1	1	
		Job Group Total % of Total	1	1 100.00	0 0.00

Job Group: 6 SKILLED CRAFT

FY 25 Detailed NEW
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Job Title	Department	Wage Range	Total	Female	Minority
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2.00	1		
STEAM AND POWER PLANT I	HEATING PLANT	4.00	2		
BRICKMASON	BUILDING MAINTENANCE	5.00	1		
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5.00	2		
CARPENTER	BUILDING MAINTENANCE	5.00	7		1
ROOFER	BUILDING MAINTENANCE	5.00	1		
STEAM AND POWER PLANT II	HEATING PLANT	5.00 - 6.00	7		
BUILDING OPERATING ENGINEER	Various	6.00	5		
CARPENTER FOREMAN	BUILDING MAINTENANCE	6.00	1		
ELECTRICIAN	Various	6.00	3		
PAINTER	BUILDING MAINTENANCE	6.00	3		
PLUMBER	BUILDING MECHANICAL MAINTENANC	6.00	4		
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6.00	1		
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6.00	2		
TEMPERATURE CONTROL MECHANIC	Various	6.00	2		
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6.00	1		
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6.00 - 7.00	5		
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	7.00	1		
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7.00	1		
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	7.00	1		

Job Group: 6 SKILLED CRAFT

FY 25 Detailed NEW
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Job Title	Department	Wage Range	Total	Female	Minority
STEAM AND POWER PLANT V	HEATING PLANT	7.00	1		
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7.00	1		
		Job Group Total % of Total	53	0 0.00	1 1.89

Job Group: 60 TF-RACE, RELIGION, GENDER & MU

Job Title	Department	Wage Range	Total	Female	Minority
CHAIRPERSON, RACE, RELIGION, GENDER & MULTIDISCIPLIN	RACE,RELIGION,GENDER & MULTIDI	11.00	1	1	
PROFESSOR, RACE, RELIGION, GENDER & MULTIDISCIPLIN	RACE,RELIGION,GENDER & MULTIDI	11.00 - 12.00	2	2	
		Job Group Total % of Total	3	3 100.00	0 0.00

Job Group: 7 SERVICE MAINTENANCE

Job Title	Department	Wage Range	Total	Female	Minority
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2.00	1	1	
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2.00	1	1	
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2.00	2		
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2.00	1	1	
PARKING SERVICES AGENT I/ASSISTANT	PARKING OPERATIONS	2.00	1		
PARKING SERVICES AGENT II	PARKING OPERATIONS	2.00	1		1
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2.00	1		1
STOREKEEPER I	UU BOOKSTORE	2.00	1		
MAIL MESSENGER	Various	2.00 - 3.00	2	2	
BUILDING SERVICE WORKER	Various	2.00 - 4.00	93	33	12
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3.00	2		1
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3.00	1	1	
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3.00	1		
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3.00	2		1
GROUNDS WORKER	LANDSCAPE MAINTENANCE	3.00	7		
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 4.00	2		
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 5.00	2		
BUILDING SERVICE FOREMAN	Various	4.00	7	1	1
GARAGE FOREMAN	TRANSPORTATION SERVICES	4.00	1		
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4.00	2	1	
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5.00	1	1	

Job Group: 7 SERVICE MAINTENANCE

FY 25 Detailed NEW
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Job Group Total	132	42	17
% of Total		31.82	12.88

Job Group: 9 TF-BIOLOGICAL SCIENCES

Job Title	Department	Wage Range	Total	Female	Minority
SENIOR INSTRUCTOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	6.00	1	1	
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	6.00 - 7.00	2	1	2
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9.00	1		
PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	10.00 - 750.00	7	2	2
CHAIRPERSON, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12.00	1		
		Job Group Total % of Total	12	4 33.33	4 33.33
		Facility Total % of Total	1482	752 50.74	239 16.13

JGA Summary

FY 25 Detailed NEW 09/23/2024

	Total	Fe	emale	Mi	nority
Job Group		#	%	#	%
1 TENURED FACULTY/OFFICIAL & MAN	158	96	60.76	30	18.99
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	11	3	27.27	1	9.09
17 TF-COMPUTER SCIENCES	17	1	5.88	10	58.82
18 TF-LAW ENFORCEMENT AND JUSTICE	4	3	75.00	0	0.00
2 NON-TENURED FACULTY	159	109	68.55	21	13.21
22 TF-SCHOOL OF EDUCATION	29	17	58.62	8	27.59
26 TF-FOREIGN LANGUAGES & LITERAT	6	3	50.00	5	83.33
29 TF-HEALTH SCIENCES AND SOCIAL	8	7	87.50	2	25.00
3 ADMINISTRATIVE STAFF/TECHNICIA	145	44	30.34	33	22.76
30 TF-HISTORY	8	2	25.00	2	25.00
31 TF-KINESIOLOGY	13	5	38.46	4	30.77

JGA Summary

FY 25 Detailed NEW 09/23/2024

	Total	Fe	emale	Mi	nority
Job Group		#	%	#	%
32 TF-LAW ENFORCEMENT AND JUSTICE	23	5	21.74	2	8.70
34 TF-MANAGEMENT AND MARKETING	17	7	41.18	8	47.06
35 TF-MATHEMATICS	21	8	38.10	4	19.05
36 TF-MUSIC	34	11	32.35	7	20.59
37 TF-NURSING	3	3	100.00	1	33.33
38 TF-PHYSICS	5	1	20.00	4	80.00
39 TF-POLITICAL SCIENCE	7	2	28.57	2	28.57
4 PROFESSIONAL STAFF/PROTECTIVE	331	201	60.73	19	5.74
40 TF-PSYCHOLOGY	17	11	64.71	1	5.88
41 TF-RECREATION, PARK, TOURISM &	9	5	55.56	2	22.22
43 TF-SOCIOLOGY AND ANTHROPOLOGY	16	8	50.00	3	18.75
44 TF-THEATRE AND DANCE	14	7	50.00	0	0.00
45 TF-SCHOOL OF ENGINEERING AND T	13	4	30.77	5	38.46
49 TF-INSTITUTE OF RURAL AFFAIRS	2	0	0.00	1	50.00

JGA Summary

FY 25 Detailed NEW 09/23/2024

		Total	Fe	emale	Mi	nority
Job Group			#	%	#	%
5 OFFICE & CLERICAL/PARA-PROFESS		109	96	88.07	9	8.26
51 TF-LIBRARIES		6	1	16.67	0	0.00
52 TF-BROADCASTING AND JOURNALISM		5	2	40.00	3	60.00
53 TF-ENGLISH		20	11	55.00	3	15.00
54 TF-EARTH, ATMOSPHERIC, &GEOGRA		11	3	27.27	6	54.55
56 TF-SPEECH PATHOLOGY AND AUDIOL		4	4	100.00	0	0.00
57 TF-SCHOOL OF ACCOUNTING, FINAN		25	12	48.00	12	48.00
59 TF-WIU QC MUSUEM STUDIES		1	1	100.00	0	0.00
6 SKILLED CRAFT		53	0	0.00	1	1.89
60 TF-RACE, RELIGION, GENDER & MU		3	3	100.00	0	0.00
7 SERVICE MAINTENANCE		132	42	31.82	17	12.88
9 TF-BIOLOGICAL SCIENCES		12	4	33.33	4	33.33
	Facility Total % of Facility Total	1482	752	50.74	239	16.13

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

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Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	3.00	1	1							
COMPLEX DIRECTOR	UHDS RESIDENCE LIFE	3.00	4	2	2	1					
RECRUITMENT COORDINATOR	MUSIC	3.00	1	1							
UNDERWRITING AND OUTREACH COORDINATOR	WIUF WQPT (TV STATION) PAYROLL	3.00	1								
ACADEMIC ADVISOR	Various	3.00 - 6.00	14	10	5	3					1
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & TECHNOLOGY	BUSINESS ADVISING CENTER	3.00 - 6.00	4	4							
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC SUPPORT	Various	3.00 - 6.00	7	6	1	1					
ADMISSIONS COUNSELOR	Various	3.00 - 6.00	11	9	3	1	2				
ASSISTANT DIRECTOR, DEVELOPMENT	Various	3.00 - 6.00	2	1							
ASSOCIATE DIRECTOR OF ADMISSIONS, RECRUITMENT	ADMISSIONS	4.00	1		1		1				
ASST ATHLETIC DIR/ACADEMIC SERV & STUD ATHLETE DEV	ATHLETICS ADMINISTRATION	4.00	1	1							
COORDINATOR, COMPLIANCE	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1						
DIRECTOR, RADIO DEVELOPMENT	EDUCATIONAL/PUBLIC SERVICE RAD	4.00	1								
EQUAL OPPORTUNITY OFFICER	EQUAL OPPORTUNITY AND ACCESS O	4.00	1								
SPONSORED PROJECTS COMPLIANCE SPECIALIST	SPONSORED PROJECTS	4.00	1								
ASSOCIATE DIRECTOR, RECRUITMENT AND OUTREACH	ADMISSIONS	4.00 - 6.00	2	2							

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT ATHLETICS DIRECTOR, DEVELOP/PROMOTIONS	DEVELOPMENT OFFICE	5.00	1	1							
ASSOCIATE DIRECTOR OF ADMISSIONS, CHICAGO RECRUIT	ADMISSIONS	5.00	1	1							
COORDINATOR, UNIV FIELD & CLINICAL EXPERIENCE	CENTER FOR PREPARATION OF EDUC	5.00	1	1							
DEVELOPMENT RESEARCH ANALYST SPECIALIST	DEVELOPMENT OFFICE	5.00	1	1							
DIRECTOR OF STUDENT RIGHTS AND RESPONSIBILITIES	STUDENT DEVELOPMENT &	5.00	1								
DIRECTOR, DEVELOPMENT, WQPT	WIUF WQPT (TV STATION) PAYROLL	5.00	1								
DIRECTOR, FOUNDATION COMMUNICATIONS/DONOR	DEVELOPMENT OFFICE	5.00	1								
DIRECTOR, UNIVERSITY ART GALLERY	ART GALLERY	5.00	1								
LECTURER	Various	5.00	4	2	4	1	1				2
SUPERVISION FIELD SPECIALIST	CENTER FOR PREPARATION OF EDUC	5.00	4	2	1						
ACADEMIC ADVISOR, COL OF EDUCATION & HUMAN SERVICE	COEHS ADVISING CENTER	5.00 - 6.00	5	5							
DIRECTOR, DEVELOPMENT	DEVELOPMENT OFFICE	5.00 - 6.00	5	4							
ACADEMIC ADVISOR, HONORS	CENTENNIAL HONORS COLLEGE	6.00	1	1							
ACADEMIC SUCCESS COACH, ACADEMIC ADVISOR	FIRST YEAR ADVISING CENTER	6.00	2	2							
DIRECTOR OF ACADEMIC ADVISING, CAS	DEAN, COLLEGE OF ARTS AND SCIE	6.00	1								
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS	DEVELOPMENT OFFICE	6.00	1	1							

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINISTRATN	UHDS ADMINISTRATIVE	6.00	1	1							
DIRECTOR OF STUDENT DEVELOPMENT AND SUCCESS	STUDENT DEVELOPMENT &	6.00	1	1							
DIRECTOR OF STUDENT SERVICES, QUAD CITIES CAMPUS	WIU QC ADMISSIONS	6.00	1		1	1					
DIRECTOR, ACADEMIC ADVISING CENTER, COBT	BUSINESS ADVISING CENTER	6.00	1	1							
DIRECTOR, CAMPUS RECREATION	CAMPUS RECREATION	6.00	1								
DIRECTOR, GOLF OPERATIONS	GOLF COURSE OPERATIONS	6.00	1	1							
DIRECTOR, STUDENT LIFE	UHDS ADMINISTRATIVE	6.00	1	1							
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC SERVICE	FIRST YEAR ADVISING CENTER	6.00	1		1		1				
DIRECTOR, UNIVERSITY UNION	UU ADMINISTRATIVE	6.00	1	1							
DIRECTOR, WQPT	WIUF WQPT (TV STATION) PAYROLL	6.00	1	1							
MANAGER, RADIO OPERATIONS	EDUCATIONAL/PUBLIC SERVICE RAD	6.00	1	1							
DEPUTY DIRECTOR OF ATHLETICS	INTERCOLLEGIATE ATHLETICS	7.00	1	1							
DIRECTOR OF JUSTICE,INCLUSION,DIVERSITY	JUSTICE, INCLUSION, DIVERSITY	7.00	1		1	1					
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS	EQUAL OPPORTUNITY AND ACCESS O	7.00	2	2	1						
DIRECTOR, PURCHASING	PURCHASING OFFICE	7.00	1	1							
DIRECTOR, SPONSORED PROJECTS	SPONSORED PROJECTS	7.00	1	1							

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, UNIVERSITY COUNSELING CENTER	COUNSELING CENTER	7.00	1	1							
REGISTRAR	REGISTRAR	7.00	1	1							
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDENT	PRESIDENT'S OFFICE	7.00	1	1							
ASSISTANT VICE PRESIDENT OF ALUMNI RELATIONS	ALUMNI RELATIONS	8.00	1	1							
DIRECTOR OF TALENT ACQUISITION	HUMAN RESOURCES	8.00	1	1							
DIRECTOR, BUDGET	BUDGET OFFICE	8.00	1	1							
DIRECTOR, FINANCIAL AID	FINANCIAL AID	8.00	1	1							
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEMS CENTER	EARTH, ATMOSPHERIC, & GEOGRAPH	8.00	1								
DIRECTOR, INTERNAL AUDITING	INTERNAL AUDITING	8.00	1	1							
DIRECTOR, MUSEUM STUDIES	WIU QC MUSEUM STUDIES	8.00	1	1							
EXECUTIVE DIRECTOR OUTREACH & QC CAMPUS OPERATIONS	PROVOST & ACADEMIC VICE PRESID	8.00	1	1							
EXECUTIVE OFFICER OF THE FOUNDATION	DEVELOPMENT OFFICE	8.00	1								
ASSIST VICE PRESIDENT STUDENT SUCCESS, AUX SERVS	VICE PRESIDENT FOR STUDENT SUC	9.00	1								
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMENT SERV	ADMISSIONS	9.00	1								
DIRECTOR OF GOVERNMENTAL RELATIONS	GOVERNMENT RELATIONS	10.00	1								
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	10.00	1								
DIRECTOR, SCHOOL OF NURSING	NURSING	10.00	1	1							

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS	BUSINESS SERVICES	10.00	1	1							
GENERAL COUNSEL ATTORNEY	LEGAL SERVICES	10.00	2	2							
HUMAN RESOURCES EXECUTIVE DIRECTOR	HUMAN RESOURCES	10.00	1	1	1	1					
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1							
ASSOCIATE DEAN, COLL OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	11.00	1	1							
ASSOCIATE DEAN, COLL. OF FINE ARTS & COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	11.00	1								
ASSOCIATE DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	11.00	1	1							
ASSOCIATE VICE PRESIDENT FOR GLOBAL STUDIES	CENTER FOR GLOBAL STUDIES	11.00	1		1	1					
DEAN, UNIVERSITY LIBRARIES	LIBRARIES	11.00	1		1		1				
DIRECTOR OF INTERCOLLEGIATE ATHLETICS	INTERCOLLEGIATE ATHLETICS	11.00	1								
DIRECTOR, INSTITUTIONAL RESEARCH AND PLANNING	INSTITUTIONAL RESEARCH AND PLA	11.00	1								
DIRECTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	11.00	1								
DIRECTOR, SCHOOL OF ENGINEERING & TECHNOLOGY	SCHOOL OF ENGINEERING AND	11.00	1		1		1				
DIRECTOR, SCHOOL OF MUSIC	MUSIC	11.00	1								
VICE PRESIDENT FOR STUDENT SUCCESS	VICE PRESIDENT FOR STUDENT SUC	11.00	1								
ASSISTANT VICE PRESIDENT FOR FACILITIES MANAGEMENT	FACILITIES MANAGEMENT	11.00 - 12.00	2								

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL,& RESEARCH	PROVOST & ACADEMIC VICE PRESID	11.00 - 13.00	2	1							
ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	12.00	1								
DEAN, CENTENNIAL HONORS COLLEGE	CENTENNIAL HONORS COLLEGE	12.00	1	1	1	1					
DEAN, COLLEGE OF EDUCATION & HUMAN SERVICES	DEAN, COLLEGE OF EDUCATION AND	12.00	1								
DEAN, INNOVATION AND ECONOMIC DEVELOPMENT	INSTITUTE FOR RURAL AFFAIRS	12.00	1								
DIRECTOR, SCHOOL OF COMPUTER SCIENCES	COMPUTER SCIENCES	12.00	1								
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUSTICE ADMI	LAW ENFORCEMENT AND JUSTICE AD	12.00	1	1							
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOGY (CIO)	UNIVERSITY TECHNOLOGY	12.00	1								
DEAN, COLLEGE OF ARTS & SCIENCES	DEAN, COLLEGE OF ARTS AND SCIE	13.00	1								
DIRECTOR, DEPT OF AGRICULTURE	AGRICULTURE	13.00	1								
DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STUDIES	BIOLOGICAL SCIENCES	13.00	1		1		1				
DIRECTOR,SCHOOL OF ACCT,FIN,ECON & DECISION SCI	SCHOOL OF ACCOUNTING,FINANCE,	13.00	1	1							
DEAN, COLLEGE OF FINE ARTS AND COMMUNICATION	DEAN, COLLEGE OF FINE ARTS AND	14.00	1								
DEAN, COLLEGE OF BUSINESS AND TECHNOLOGY	DEAN, COLLEGE OF BUSINESS AND	15.00	1								
VP FOR ADVANCEMENT,ALUMNI RELATIONS, AND ATHLETICS	VICE PRESIDENT ADVANCEMENT,ALU	15.00	1	1							

Job Group: 1 TENURED FACULTY/OFFICIAL & MAN

FY 25 Detailed NEW 09/23/2024

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Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROVOST AND ACADEMIC VICE PRESIDENT	PROVOST & ACADEMIC VICE PRESID	16.00 - 19.00	2								
VICE PRESIDENT FOR FINANCE AND ADMINISTRATION	VICE PRESIDENT FOR FINANCE AND	18.00	1								
PRESIDENT	PRESIDENT'S OFFICE	22.00 - 26.00	2	1	1			1			
DIRECTOR, DISTANCE EDUCATION AND SUPPORT	OFFICE OF DISTANCE EDUCATION A	34.00	1		1	1					
		Job Group Total % of Total	158	96 60.76	30 18.99	13 8.23	8 5.06	1 0.63	0 0.00	0 0.00	3 1.90

Job Group: 11 TF-AGRICULTURE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, AGRICULTURE	AGRICULTURE	7.00	1								
ASSOCIATE PROFESSOR , AGRICULTURE	AGRICULTURE	8.00 - 225.00	4	2	1		1				
PROFESSOR, AGRICULTURE	AGRICULTURE	10.00 - 12.00	4								
		Job Group Total % of Total	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

Job Group: 12 TF-ART AND DESIGN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, ART AND DESIGN	ART AND DESIGN	6.00	1	1	1						1
ASSOCIATE PROFESSOR, ART AND DESIGN	ART AND DESIGN	9.00	2		1			1			
PROFESSOR, ART AND DESIGN	ART AND DESIGN	10.00 - 975.00	9	4	1						1
CHAIRPERSON, ART AND DESIGN	ART AND DESIGN	12.00	1	1							
		Job Group Total % of Total	13	6 46.15	3 23.08	0 0.00	0 0.00	1 7.69	0 0.00	0 0.00	2 15.38

Job Group: 14 TF-CHEMISTRY

FY 25 Detailed NEW
09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, CHEMISTRY	CHEMISTRY	1.00	3		1			1			
PROFESSOR, CHEMISTRY	CHEMISTRY	1.00 - 13.00	3	1	2			2			
ASSOCIATE PROFESSOR, CHEMISTRY	CHEMISTRY	2.00 - 5.00	2	1	1			1			
CHAIRPERSON, CHEMISTRY	CHEMISTRY	8.00	1		1			1			
		Job Group Total % of Total	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

Job Group: 15 TF-COMMUNICATION

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR INSTRUCTOR, COMMUNICATION	COMMUNICATION	5.00 - 7.00	2	1							
ASSISTANT PROFESSOR, COMMUNICATION	COMMUNICATION	6.00 - 7.00	2	1	1						1
ASSISTANT PROFESSOR UNIT B, COMMUNICATION	COMMUNICATION	7.00	1	1							
ASSOCIATE PROFESSOR, COMMUNICATION	COMMUNICATION	9.00	1								
PROFESSOR, COMMUNICATION	COMMUNICATION	10.00 - 11.00	4								
CHAIRPERSON, COMMUNICATION	COMMUNICATION	11.00	1								
		Job Group Total % of Total	11	3 27.27	1 9.09	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 9.09

Job Group: 17 TF-COMPUTER SCIENCES

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR INSTRUCTOR, COMPUTER SCIENCES	COMPUTER SCIENCES	6.00	3								
ASSISTANT PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	8.00 - 10.00	4		3		1				2
ASSOCIATE PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10.00	2		1			1			
PROFESSOR, COMPUTER SCIENCES	COMPUTER SCIENCES	10.00 - 14.00	8	1	6			6			
		Job Group Total % of Total	17	1 5.88	10 58.82	0 0.00	1 5.88	7 41.18	0 0.00	0 0.00	2 11.76

Job Group: 18 TF-LAW ENFORCEMENT AND JUSTICE

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, COUNSELOR EDUCATION	COUNSELOR EDUCATION	10.00 - 150.00	4	3	IVIIII	Black	Пор	Asian	Allillis		Iwo
		Job Group Total % of Total	4	3 75.00	0 0.00						

Job Group: 2 NON-TENURED FACULTY

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR	Various	1.00 - 9.00	146	100	19	8	2	4			3
ASSOCIATE INSTRUCTOR	Various	4.00 - 9.00	13	9	2	2					
		Job Group Total	159	109	21	10	2	4	0	0	3
		% of Total		68.55	13.21	6.29	1.26	2.52	0.00	0.00	1.89

Job Group: 22 TF-SCHOOL OF EDUCATION

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	4.00 - 9.00	5	2	1	1					
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	6.00 - 7.00	8	5	2						2
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	9.00 - 225.00	3	1	1			1			
PROFESSOR, SCHOOL OF EDUCATION	SCHOOL OF EDUCATION	10.00 - 13.00	13	9	4	1		3			
		Job Group Total % of Total	29	17 58.62	8 27.59	2 6.90	0 0.00	4 13.79	0 0.00	0 0.00	2 6.90

Job Group: 26 TF-FOREIGN LANGUAGES & LITERAT

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR INSTRUCTOR, FOREIGN LANGUAGES AND LITERATUR	FOREIGN LANGUAGES AND LITERATU	6.00	1	1	1		1				
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES & LITERATUR	FOREIGN LANGUAGES AND LITERATU	8.00 - 9.00	4	2	3	1	2				
CHAIRPERSON, FOREIGN LANGUAGES & LITERATURES	FOREIGN LANGUAGES AND LITERATU	10.00	1		1		1				
		Job Group Total % of Total	6	3 50.00	5 83.33	1 16.67	4 66.67	0 0.00	0 0.00	0 0.00	0 0.00

Job Group: 29 TF-HEALTH SCIENCES AND SOCIAL

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR, HEALTH SCIENCES AND SOCIAL WORK	HEALTH SCIENCES AND SOCIAL WOR	4.00	1		1						1
ASSISTANT PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL WOR	6.00	1	1							
ASSOCIATE PROFESSOR, HEALTH SCIENCES AND SOCIAL WO	HEALTH SCIENCES AND SOCIAL WOR	8.00 - 900.00	3	3							
PROFESSOR, HEALTH AND SOCIAL WORK	HEALTH SCIENCES AND SOCIAL WOR	10.00	3	3	1			1			
		Job Group Total	8	7	2	0	0	1	0	0	1
		% of Total		87.50	25.00	0.00	0.00	12.50	0.00	0.00	12.50

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00	1								
ASSISTANT WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	2.00 - 3.00	2	2	1						
INFORMATION TECHNOLOGY SUPPORT ASSOCIATE	Various	2.00 - 4.00	13	2	4			3	1		
ASSISTANT CROSS COUNTRY & TRACK AND FIELD COACH	INTERCOLLEGIATE ATHLETICS	3.00	1		1	1					
ASSISTANT DIRECTOR FOR SPORTS PERFORMANCE	ATHLETICS ADMINISTRATION	3.00	1								
ASSISTANT SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	1								
ASSISTANT WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00	2	2							
COSTUME SHOP MANAGER	THEATRE AND DANCE	3.00	1	1							
HEAD WOMEN'S TENNIS COACH	INTERCOLLEGIATE ATHLETICS	3.00	1								
LEAD TEACHER - INFANT/TODDLER	INFANT AND PRESCHOOL CENTER	3.00	1	1							
LEAD TEACHER - PRESCHOOL	INFANT AND PRESCHOOL CENTER	3.00	1	1							
ATHLETIC TRAINER	INTERCOLLEGIATE ATHLETICS	3.00 - 4.00	4	3	1		1				
POSTDOCTORAL SCHOLAR	Various	3.00 - 4.00	2	2	1						
ASSISTANT DIRECTOR OF ANNUAL GIVING	DEVELOPMENT OFFICE	3.00 - 5.00	3	1							
COUNSELOR, UNIVERSITY COUNSELING CENTER	Various	3.00 - 6.00	7	5	2	1	1				
ASSISTANT FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	3.00 - 7.00	19		11	4					1

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INFORMATION TECHNOLOGY TECHNICAL ASSOCIATE	Various	3.00 - 7.00	46	13	3			2			1
AOD COUNSELING SPECIALIST	BEU HEALTH CENTER	4.00	1	1							
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFORMANCE	INTERCOLLEGIATE ATHLETICS	4.00	1								
DIRECTOR/LEAD TEACHER	INFANT AND PRESCHOOL CENTER	4.00	1	1							
HEAD WOMEN'S SOCCER COACH	INTERCOLLEGIATE ATHLETICS	4.00	1	1	1						1
RESEARCH AGRONOMIST	Various	4.00	2		1						
RESEARCH CHEMIST	AGRICULTURE	4.00	1	1							
ASSISTANT MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	4.00 - 5.00	4		2	1					
STAFF ACCOMPANIST	MUSIC	4.00 - 5.00	2	1	2			1			1
ENGINEERING LABORATORY PROFESSIONAL	SCHOOL OF ENGINEERING AND	5.00	1								
HEAD BASEBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1								
HEAD MEN'S & WOMEN'S CROSS COUNTRY & TRACK COACH	INTERCOLLEGIATE ATHLETICS	5.00	1								
HEAD SOFTBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1	1							
HEAD WOMEN'S VOLLEYBALL COACH	INTERCOLLEGIATE ATHLETICS	5.00	1								
RESEARCH ASSOCIATE	SOCIOLOGY AND ANTHROPOLOGY	5.00 - 8.00	2	1	1				1		
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1								

Job Group: 3 ADMINISTRATIVE STAFF/TECHNICIA

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	6.00	1								
HEAD MEN'S SOCCER COACH	ATHLETICS ADMINISTRATION	6.00	1								
RESEARCH ASSISTANT/GRANT ADMINISTRATOR	SOCIOLOGY AND ANTHROPOLOGY	6.00	1								
SENIOR RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	6.00 - 7.00	2								
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY CHILDHOOD	SCHOOL OF EDUCATION	7.00	1	1							
MATERIALS RESEARCH ENGINEER	QUAD CITIES MANUFACTURING LAB	7.00	1	1	1			1			
ASSOCIATE PROFESSOR	LIBRARIES	8.00	1	1							
DIRECTOR, IL LAW ENFORCE TRAIN & STAND BOARD EXEC	IL LAW ENFORCEMENT TRAIN STD B	8.00	1	1							
PROJECT DIRECTOR	SOCIOLOGY AND ANTHROPOLOGY	9.00 - 10.00	2								
HEAD WOMEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	12.00	1								
HEAD FOOTBALL COACH	INTERCOLLEGIATE ATHLETICS	15.00	2		1						
MEDICAL CHIEF OF STAFF	BEU HEALTH CENTER	16.00	1								
STAFF PHYSICIAN	BEU HEALTH CENTER	16.00	2								
HEAD MEN'S BASKETBALL COACH	INTERCOLLEGIATE ATHLETICS	17.00	1								
		Job Group Total % of Total	145	44 30.34	33 22.76	7 4.83	2 1.38	7 4.83	2 1.38	0 0.00	4 2.76

Job Group: 30 TF-HISTORY

FY 25 Detailed NEW
09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR, HISTORY	HISTORY	9.00	1	1							
PROFESSOR, HISTORY	HISTORY	10.00 - 13.00	6	1	2			1			1
CHAIRPERSON, HISTORY	HISTORY	11.00	1								
		Job Group Total	8	2	2	0	0	1	0	0	1
		% of Total		25.00	25.00	0.00	0.00	12.50	0.00	0.00	12.50

Job Group: 31 TF-KINESIOLOGY

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, KINESIOLOGY	KINESIOLOGY	1.00 - 11.00	5	3							
ASSISTANT PROFESSOR, KINESIOLOGY	KINESIOLOGY	6.00 - 7.00	4	1	4		2				2
ASSOCIATE PROFESSOR, KINESIOLOGY	KINESIOLOGY	9.00 - 900.00	3	1							
CHAIRPERSON, DEPT OF KINESIOLOGY	KINESIOLOGY	11.00	1								
		Job Group Total % of Total	13	5 38.46	4 30.77	0 0.00	2 15.38	0 0.00	0 0.00	0 0.00	2 15.38

Job Group: 32 TF-LAW ENFORCEMENT AND JUSTICE

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	LAW ENFORCEMENT AND JUSTICE AD	6.00 - 7.00	8	1							
ASSOCIATE PROFESSOR, LAW ENFORCEMENT AND JUSTICE A	Various	6.00 - 9.00	8	4							
PROFESSOR, LAW ENFORCEMENT AND JUSTICE ADMINSTRATI	LAW ENFORCEMENT AND JUSTICE AD	10.00 - 12.00	7		2	2					
		Job Group Total % of Total	23	5 21.74	2 8.70	2 8.70	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00

Job Group: 34 TF-MANAGEMENT AND MARKETING

FY 25 Detailed NEW 09/23/2024

Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
MANAGEMENT AND MARKETING	7.00 - 8.00	3	2							
MANAGEMENT AND MARKETING	8.00	1	1							
MANAGEMENT AND MARKETING	10.00 - 14.00	5		4			4			
MANAGEMENT AND MARKETING	10.00 - 14.00	6	2	4	1		2			1
MANAGEMENT AND MARKETING	11.00 - 12.00	2	2							
	Job Group Total	17	7	8	1	0	6	0	0	1
	MANAGEMENT AND MARKETING MANAGEMENT AND	MANAGEMENT AND MARKETING 10.00 - 14.00 11.00 - 12.00	MANAGEMENT AND MARKETING 7.00 - 8.00 3 MANAGEMENT AND MARKETING 8.00 1 MANAGEMENT AND MARKETING 10.00 - 14.00 5 MANAGEMENT AND MARKETING 11.00 - 12.00 2	MANAGEMENT AND MARKETING 7.00 - 8.00 3 2 MANAGEMENT AND MARKETING 8.00 1 1 MANAGEMENT AND MARKETING 10.00 - 14.00 5 5 MANAGEMENT AND MARKETING 11.00 - 12.00 2 2 MANAGEMENT AND MARKETING 11.00 - 12.00 2 2	MANAGEMENT AND MARKETING 7.00 - 8.00 3 2 MANAGEMENT AND MARKETING 8.00 1 1 MANAGEMENT AND MARKETING 10.00 - 14.00 5 4 MANAGEMENT AND MARKETING 11.00 - 12.00 2 2 MANAGEMENT AND MARKETING 11.00 - 12.00 2 2	MANAGEMENT AND MARKETING 7.00 - 8.00 3 2 MANAGEMENT AND MARKETING 8.00 1 1 MANAGEMENT AND MARKETING 10.00 - 14.00 5 4 MANAGEMENT AND MARKETING 10.00 - 14.00 6 2 4 1 MANAGEMENT AND MARKETING 11.00 - 12.00 2 2 2	MANAGEMENT AND MARKETING 7.00 - 8.00 3 2 MANAGEMENT AND MARKETING 8.00 1 1 MANAGEMENT AND MARKETING 10.00 - 14.00 5 4 MANAGEMENT AND MARKETING 10.00 - 14.00 6 2 4 1 MANAGEMENT AND MARKETING 11.00 - 12.00 2 2 2	MANAGEMENT AND MARKETING 11.00 - 12.00 2 2	MANAGEMENT AND MARKETING MANAGEMENT AND MAR	MANAGEMENT AND MARKETING MARKETI

Job Group: 35 TF-MATHEMATICS

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR UNIT B, MATHEMATICS	MATHEMATICS	5.00	1								
ASSOCIATE PROFESSOR, MATHEMATICS	MATHEMATICS	8.00 - 9.00	7	4	1			1			
PROFESSOR, MATHEMATICS	MATHEMATICS	10.00 - 13.00	12	3	3	1	1	1			
CHAIRPERSON, DEPT OF MATHEMATICS	MATHEMATICS	11.00	1	1							
		Job Group Total % of Total	21	8 38.10	4 19.05	1 4.76	1 4.76	2 9.52	0 0.00	0 0.00	0 0.00

Job Group: 36 TF-MUSIC

FY 25 Detailed NEW
09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, MUSIC	MUSIC	6.00 - 75.00	17	8	7	1	1	5			
ASSOCIATE PROFESSOR, MUSIC	MUSIC	8.00 - 75.00	7	2							
PROFESSOR, MUSIC	MUSIC	10.00 - 150.00	10	1							
		Job Group Total	34	11	7	1	1	5	0	0	0
		% of Total		32.35	20.59	2.94	2.94	14.71	0.00	0.00	0.00

Job Group: 37 TF-NURSING

09/23/2024 Job Title Department Wage Range AmInd NHOPI Two+ Total Female Min Black Hisp Asian NURSING 9.00 2 2 1 SENIOR INSTRUCTOR, NURSING 1 10.00 ASSISTANT PROFESSOR UNIT B, 1 NURSING NURSING Job Group Total 3 1 0 0 3 0 1 0 0 % of Total 0.00 100.00 33.33 0.00 0.00 33.33 0.00 0.00

FY 25 Detailed NEW

Job Group: 38 TF-PHYSICS

FY 25 Detailed NEW
09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Title PROFESSOR, PHYSICS CHAIRPERSON, PSYCHOLOGY	PHYSICS PSYCHOLOGY	Wage Range 1.00 - 825.00 11.00	Total 4 1	Female 1	Min 4	Black	Hisp 1	Asian 3	AmInd	NHOPI	Two+
		Job Group Total % of Total	5	1 20.00	4 80.00	0 0.00	1 20.00	3 60.00	0 0.00	0 0.00	0 0.00

Job Group: 39 TF-POLITICAL SCIENCE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR, POLITICAL SCIENCE	POLITICAL SCIENCE	5.00	1								
CHAIRPERSON, POLITICAL SCIENCE	POLITICAL SCIENCE	10.00	1								
PROFESSOR, POLITICAL SCIENCE	POLITICAL SCIENCE	11.00 - 450.00	5	2	2		1	1			
		Job Group Total % of Total	7	2 28.57	2 28.57	0 0.00	1 14.29	1 <i>14</i> .29	0.00	0.00	0 0.00

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT RECORDS MANAGEMENT OFFICER	LIBRARIES	2.00	1	1	1	1					
COLLECTION ASSISTANT MANAGER	BILLING AND RECEIVABLES	2.00	1	1							
MEDICAL OFFICE SPECIALIST	COUNSELING CENTER	2.00	1	1							
RADIOLOGIC TECHNOLOGIST	BEU HEALTH CENTER	2.00	1	1							
ADMISSIONS/RECORDS OFFICER	Various	2.00 - 3.00	14	12	1	1					
FINANCIAL AID COORDINATOR	FINANCIAL AID	2.00 - 3.00	4	1							
MEDICAL ASSISTANT	Various	2.00 - 3.00	4	4							
MEDICAL TECHNOLOGIST I	BEU HEALTH CENTER	2.00 - 3.00	3	3							
PROGRAM ASSISTANT	Various	2.00 - 3.00	7	7							
SENIOR LIBRARY SPECIALIST	LIBRARIES	2.00 - 3.00	5	4							
CENTRAL STORES MANAGER I	FACILITIES MANAGEMENT STORES	3.00	1		1						1
COLLECTION MANAGER	BILLING AND RECEIVABLES	3.00	1	1							
EVENTS ADMINISTRATOR ASSOCIATE	Various	3.00	2	2							
FINANCIAL AID MANAGER	FINANCIAL AID	3.00	1								
GOLF COURSE PRO-SHOP MANAGER	GOLF COURSE OPERATIONS	3.00	1								
GRAPHIC DESIGNER	Various	3.00	2	1							
MANAGER OF SPORTS FACILITIES	Various	3.00	2								
MANAGER OF UNIVERSITY CASHIERING OPERATIONS	UU SERVICE CENTER	3.00	1	1							
MEDIA WRITER/PRODUCER/ANNOUNCER II	EDUCATIONAL/PUBLIC SERVICE RAD	3.00	1								

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
MUSICAL INSTRUMENT SPECIALIST	MUSIC	3.00	1								
PROCUREMENT OFFICER	PURCHASING OFFICE	3.00	1	1							
PROCUREMENT OFFICER SPECIALIST	PURCHASING OFFICE	3.00	1	1							
PROGRAM/STUDENT ADVISOR	Various	3.00	2	1							
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIALIST	FACILITIES PLANNING & CONSTRUC	3.00	1	1							
SENIOR PHOTOGRAPHER	PHOTOGRAPHY AND DESIGN PRODUCT	3.00	2	1							
STAFF NURSE II	BEU HEALTH CENTER	3.00	1	1							
ADMINISTRATIVE ASSISTANT	Various	3.00 - 4.00	9	8							
ADMISSIONS AND RECORDS COORDINATOR	Various	3.00 - 4.00	6	6							
BUSINESS MANAGER	Various	3.00 - 4.00	2	2							
FACILITY OPERATIONS COORDINATOR	Various	3.00 - 4.00	6	1							
GRANTS AND CONTRACTS ASSOCIATE	SPONSORED PROJECTS	3.00 - 4.00	3	3							
HUMAN RESOURCE OFFICER	HUMAN RESOURCES	3.00 - 4.00	8	7	1		1				
INSTRUCTIONAL DEVELOPMENT SPECIALIST	Various	3.00 - 4.00	2	2	1			1			
MARKETING ASSOCIATE	Various	3.00 - 4.00	6	4							
POLICE TELECOMMUNICATOR	PUBLIC SAFETY	3.00 - 4.00	4	2							
TELEVISION DIRECTOR-PRODUCER	Various	3.00 - 4.00	4								
ACCOUNTING ASSOCIATE	Various	3.00 - 5.00	9	8							
ADMISSIONS AND RECORDS ASSOCIATE	GRADUATE STUDIES	3.00 - 5.00	3	3							

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
LIBRARY OPERATIONS ASSOCIATE	LIBRARIES	3.00 - 5.00	5	3							
RADIO STATION PRODUCTION SUPERVISOR	Various	3.00 - 5.00	5	2							
FINANCIAL AID ASSOCIATE	FINANCIAL AID	3.00 - 6.00	7	6							
PROGRAM DIRECTOR	Various	3.00 - 6.00	25	14	4	1	3				
PROGRAM COORDINATOR	Various	3.00 - 8.00	63	48	8	3	4				1
ATHLETIC COMMUNICATIONS ASSOCIATE	ATHLETICS ADMINISTRATION	4.00	1								
BUDGET ANALYST	BUDGET OFFICE	4.00	1	1							
CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINEER	TELEVISION SERVICES	4.00	1								
CONSTRUCTION PROJECT COORDINATOR I	FACILITIES PLANNING & CONSTRUC	4.00	2	1							
CONSTRUCTION PROJECT COORDINATOR II	FACILITIES PLANNING & CONSTRUC	4.00	2								
GOLF COURSE GROUNDS SUPERINTENDENT	GOLF COURSE OPERATIONS	4.00	1								
GRAPHIC DESIGN MANAGER	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1							
HOUSING ADMINISTRATOR	Various	4.00	2	2							
IMMIGRATION SPECIALIST	GRADUATE STUDIES	4.00	1	1							
INSURANCE RISK MANAGER I	VICE PRESIDENT FOR FINANCE AND	4.00	1								
MANAGER OF PHOTOGRAPHIC LABORATORY	PHOTOGRAPHY AND DESIGN PRODUCT	4.00	1	1							
MATERIALS TECHNOLOGIST II	QUAD CITIES MANUFACTURING LAB	4.00	1								
PUBLICITY-PROMOTION ASSOCIATE	DEAN, COLLEGE OF FINE ARTS AND	4.00	1	1							

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR BUSINESS MANAGER	INTERCOLLEGIATE ATHLETICS	4.00	1	1							
SENIOR COMMUNICATIONS TECHNICIAN	TELECOMMUNICATIONS SERVICES	4.00	1								
SUPERINTENDENT OF GROUNDS	LANDSCAPE MAINTENANCE	4.00	1								
CHIEF BROADCASTING ENGINEER	Various	4.00 - 5.00	3								
BUSINESS ADMINISTRATIVE ASSOCIATE	Various	4.00 - 6.00	4	3							
POLICE OFFICER	PUBLIC SAFETY	4.00 - 6.00	14	3	1		1				
PUBLIC INFORMATION ASSOCIATE	UNIVERSITY COMMUNICATIONS	4.00 - 9.00	3	2							
INFORMATION TECHNOLOGY MANAGER/ADMINISTRATIVE COOR	Various	4.00 - 10.00	26	5							
HUMAN RESOURCE ASSOCIATE	HUMAN RESOURCES	5.00	1	1							
HUMAN RESOURCE MANAGER	HUMAN RESOURCES	5.00	1	1							
SENIOR BUDGET ANALYST	BUDGET OFFICE	5.00	1	1							
DEPUTY DIRECTOR	Various	5.00 - 9.00	7	3							
BURSAR	BILLING AND RECEIVABLES	6.00	1	1							
INFORMATION TECHNOLOGY ASSOCIATE DIRECTOR	UNIVERSITY TECHNOLOGY	6.00	1	1							
SUPT OF BUILDING SERVICES	FACILITIES MANAGEMENT	6.00	2								
ASSISTANT COMPTROLLER	Various	6.00 - 7.00	2	2							
POLICE CORPORAL	PUBLIC SAFETY	6.00 - 7.00	5								
PHARMACY SUPERVISOR	BEU HEALTH CENTER	6.00 - 9.00	2	1							
MEDICAL TECHNOLOGIST III	BEU HEALTH CENTER	7.00	1	1							

Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
POLICE SERGEANT	PUBLIC SAFETY	7.00	4		1	1					
SUPERINTENDENT OF BUILDING MAINTENANCE	BUILDING MAINTENANCE	7.00	1								
NURSE PRACTITIONER	BEU HEALTH CENTER	8.00 - 9.00	3	2							
POLICE CAPTAIN	PUBLIC SAFETY	9.00	1								
I											
		Job Group Total	331	201	19	7	9	1	0	0	2
		% of Total		60.73	5.74	2.11	2.72	0.30	0.00	0.00	0.60

Job Group: 40 TF-PSYCHOLOGY

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR, PSYCHOLOGY	PSYCHOLOGY	4.00	1								
ASSISTANT PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	7.00	1	1	1						1
ASSOCIATE PROFESSOR , PSYCHOLOGY	PSYCHOLOGY	8.00 - 975.00	4	4							
PROFESSOR, PSYCHOLOGY	PSYCHOLOGY	10.00 - 600.00	11	6							
		Job Group Total % of Total	17	11 64.71	1 5.88	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 5.88

Job Group: 41 TF-RECREATION, PARK, TOURISM &

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR, RECREATION, PARK, TOURISM & H	RECREATION, PARK, TOURISM & HO	8.00	4	3	1			1			
CHAIRPERSON, RECREATION, PARK, TOURISM & HOSPITALI	RECREATION, PARK, TOURISM & HO	10.00	1								
PROFESSOR, RECREATION, PARK, TOURISM & HOSPITALITY	RECREATION, PARK, TOURISM & HO	10.00 - 12.00	4	2	1			1			
		Job Group Total % of Total	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

Job Group: 43 TF-SOCIOLOGY AND ANTHROPOLOGY

FY 25 Detailed NEW 09/23/2024

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Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR UNIT B, SOCIOLOGY AND ANTHROPO	SOCIOLOGY AND ANTHROPOLOGY	6.00	2	2							
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	6.00	1								
PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	6.00 - 12.00	11	4	3	1		2			
ASSOCIATE PROFESSOR, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	8.00	1	1							
CHAIRPERSON, SOCIOLOGY AND ANTHROPOLOGY	SOCIOLOGY AND ANTHROPOLOGY	11.00	1	1							
		Job Group Total % of Total	16	8 50.00	3 18.75	1 6.25	0 0.00	2 12.50	0 0.00	0 0.00	0 0.00

Job Group: 44 TF-THEATRE AND DANCE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR INSTRUCTOR, THEATRE AND DANCE	THEATRE AND DANCE	6.00	1	1							
ASSISTANT PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	6.00 - 7.00	6	3							
ASSOCIATE PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	8.00 - 10.00	4	1							
CHAIRPERSON, THEATRE AND DANCE	THEATRE AND DANCE	10.00	1	1							
PROFESSOR, THEATRE AND DANCE	THEATRE AND DANCE	10.00 - 11.00	2	1							
		Job Group Total % of Total	14	7 50.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0

Job Group: 45 TF-SCHOOL OF ENGINEERING AND T

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERING AND TEC	SCHOOL OF ENGINEERING AND	7.00 - 10.00	3	2	3			3			
PROFESSOR, SCHOOL OF ENGINEERING AND TECHNOLOGY	SCHOOL OF ENGINEERING AND	10.00 - 13.00	10	2	2			2			
		Job Group Total % of Total	13	4 30.77	5 38.46	0 0.00	0	5 38.46	0 0.00	0 0.00	0 0.00

Job Group: 49 TF-INSTITUTE OF RURAL AFFAIRS

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR, INSTITUTE FOR RURAL AFFAIRS	INSTITUTE FOR RURAL AFFAIRS	4.00	1								
PROFESSOR, INSITUTTE OF RURAL AFFAIRS	INSTITUTE FOR RURAL AFFAIRS	12.00	1		1			1			
		Job Group Total % of Total	2	0 0.00	1 50.00	0 0.00	0 0.00	1 50.00	0 0.00	0 0.00	0 0.00

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ACCOUNTANT I	ACCOUNTING OFFICE	2.00	1	1	1						1
ACCOUNTING ASSISTANT	DEVELOPMENT OFFICE	2.00	1								
ADMISSIONS AND RECORDS ASSISTANT	REGISTRAR	2.00	1	1							
ADMISSIONS/RECORDS REPRESENTATIVE	Various	2.00	3	2	1		1				
CHILD DEVELOPMENT ASSOCIATE	INFANT AND PRESCHOOL CENTER	2.00	3	3	2			1			1
CHILD DEVELOPMENT SUPERVISOR	INFANT AND PRESCHOOL CENTER	2.00	1								
CLIENT RELATIONS REPRESENTATIVE II	SCHOLARSHIP OFFICE	2.00	1	1							
LIBRARY ASSISTANT	LIBRARIES	2.00	3	3							
LIBRARY SPECIALIST	LIBRARIES	2.00	4	2	1		1				
PHLEBOTOMIST	BEU HEALTH CENTER	2.00	1	1							
ROUTING DISPATCHER III	FACILITIES MANAGEMENT	2.00	1	1							
SHIPPING/RECEIVING CLERK	FACILITIES MANAGEMENT STORES	2.00	1								
STOREKEEPER II	FACILITIES MANAGEMENT STORES	2.00	1	1							
STOREKEEPER III	BIOLOGICAL SCIENCES	2.00	1	1							
OFFICE MANAGER	Various	2.00 - 3.00	34	32	1		1				
OFFICE SUPPORT ASSOCIATE	Various	2.00 - 3.00	6	6							
OFFICE SUPPORT SPECIALIST	Various	2.00 - 3.00	11	10							
OFFICE ADMINISTRATOR	Various	2.00 - 4.00	8	8							
ACCOUNTANT II	BUSINESS SERVICES	3.00	1	1							

Continued...

Job Group: 5 OFFICE & CLERICAL/PARA-PROFESS

FY 25 Detailed NEW 09/23/2024

-											03/23/202
Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ACCOUNTING OFFICER	Various	3.00	3	3							
ACCOUNTING SPECIALIST	UU BOOKSTORE	3.00	1								
ASSISTANT PAYROLL MANAGER	PAYROLL OFFICE	3.00	1	1							
CASHIER III	UU SERVICE CENTER	3.00	1	1							
HEALTH INFORMATION TECHNICIAN	BEU HEALTH CENTER	3.00	1	1							
HOUSING OFFICER	UHDS ADMINISTRATIVE	3.00	1	1							
MAILING SERVICES SUPERVISOR I	DOCUMENT & PUBLICATION SERVICE	3.00	1								
PAYROLL SPECIALIST III	PAYROLL OFFICE	3.00	1	1							
RETAIL ASSISTANT MANAGER	UU BOOKSTORE	3.00	1								
RETAIL ASSOCIATE	UU BOOKSTORE	3.00	1	1							
RETAIL SUPERVISOR	UU BOOKSTORE	3.00	1	1							
ADMINISTRATIVE AIDE	Various	3.00 - 4.00	5	5							
PHYSICAL SCIENCE TECH. ASST.	Various	3.00 - 4.00	2	2	2			2			
DESKTOP PUBLISHER/COORDINATOR	UNIVERSITY PRINTING AND MAILIN	4.00	1	1							
RETAIL MANAGER	UU BOOKSTORE	4.00	2	1							
TECHNICAL DIRECTOR	MUSIC	4.00	1	1							
UNIV UNION NIGHT SUPERVISOR	UU ADMINISTRATIVE	4.00	1	1	1	1					
ASST SUPT OF BLDG SERVICES	FACILITIES MANAGEMENT	5.00	1	1							
		Job Group Total % of Total	109	96 88.07	9 8.26	1 0.92	3 2.75	3 2.75	0 0.00	0 0.00	2 1.83

Job Group: 51 TF-LIBRARIES

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROFESSOR, LIBRARIES	LIBRARIES	10.00 - 12.00	6	1							
		Job Group Total % of Total	6	1 16.67	0 0.00	0 0.00	0	0 0.00	0 0.00	0 0.00	0 0.00

Job Group: 52 TF-BROADCASTING AND JOURNALISM

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	6.00	2	1	1	1					
ASSOCIATE PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	8.00	1	1	1			1			
CHAIRPERSON, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	10.00	1								
PROFESSOR, BROADCASTING AND JOURNALISM	BROADCASTING AND JOURNALISM	10.00	1		1			1			
		Job Group Total % of Total	5	2 40.00	3 60.00	1 20.00	0 0.00	2 40.00	0 0.00	0 0.00	0 0.00

Job Group: 53 TF-ENGLISH

FY 25 Detailed NEW
09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR UNIT B, ENGLISH	ENGLISH	5.00	1								
ASSISTANT PROFESSOR	Various	6.00 - 7.00	4	3							
ASSISTANT PROFESSOR, ENGLISH	ENGLISH	7.00	1		1			1			
ASSOCIATE PROFESSOR, ENGLISH	ENGLISH	8.00	1	1							
PROFESSOR, ENGLISH	ENGLISH	10.00 - 12.00	12	6	2	1			1		
CHAIRPERSON, ENGLISH	ENGLISH	11.00	1	1							
		Job Group Total % of Total	20	11	3	1	0	1	1	0	0
		% 01 10เลเ		55.00	15.00	5.00	0.00	5.00	5.00	0.00	0.00

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

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSTRUCTOR, EARTH, ATMOSPHERIC, & GEOGRAPHIC	EARTH, ATMOSPHERIC, & GEOGRAPH	5.00	1		1	1					
ASSOCIATE PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAP	EARTH, ATMOSPHERIC, & GEOGRAPH	10.00	1								
PROFESSOR, EARTH, ATMOSPHERIC, & GEOGRAPHIC	EARTH, ATMOSPHERIC, & GEOGRAPH	10.00 - 13.00	7	3	3			3			
CHAIRPERSON, EARTH, ATMOSPHERIC, & GEOGRAPHIC	EARTH, ATMOSPHERIC, & GEOGRAPH	11.00	1		1	1					
CHAIRPERSON, PHYSICS	PHYSICS	11.00	1		1			1			
		Job Group Total	11	3	6	2	0	4	0	0	0
		% of Total		27.27	54.55	18.18	0.00	36.36	0.00	0.00	0.00

Job Group: 56 TF-SPEECH PATHOLOGY AND AUDIOL

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR INSTRUCTOR, SPEECH PATHOLOGY AND AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	6.00	1	1							
ASSISTANT PROFESSOR, SPEECH PATHOLOGY AND AUDIOLOG	SPEECH PATHOLOGY AND AUDIOLOGY	8.00	2	2							
CHAIRPERSON, SPEECH PATHOLOGY AND AUDIOLOGY	SPEECH PATHOLOGY AND AUDIOLOGY	11.00	1	1							
		Job Group Total % of Total	4	4 100.00	0 0.00						

Job Group: 57 TF-SCHOOL OF ACCOUNTING, FINAN

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR UNIT B, SCHOOL OF ACCOUNTING,	SCHOOL OF ACCOUNTING,FINANCE,	6.00	1	1							
SENIOR INSTRUCTOR, SCHOOL OF ACCOUNTING, FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,	7.00	3	3							
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTING, FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,	7.00 - 450.00	8	4	5			2			3
ASSOCIATE PROFESSOR, SCHOOL OF ACCOUNTING, FINANCE,	SCHOOL OF ACCOUNTING, FINANCE,	9.00 - 16.00	6	3	3			3			
PROFESSOR, SCHOOL OF ACCOUNTING, FINANCE,	SCHOOL OF ACCOUNTING,FINANCE,	10.00 - 16.00	7	1	4			4			
		Job Group Total % of Total	25	12 48.00	12 48.00	0 0.00	0 0.00	9 36.00	0 0.00	0 0.00	3 12.00

Job Group: 59 TF-WIU QC MUSUEM STUDIES

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSISTANT PROFESSOR, WIU QC MUSEUM STUDIES	WIU QC MUSEUM STUDIES	7.00	1	1							
		Job Group Total % of Total	1	1 100.00	0 0.00						

Job Group: 6 SKILLED CRAFT

FY 25 Detailed NEW
09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
AUTOMOTIVE TECHNICIAN	TRANSPORTATION SERVICES	2.00	1								
STEAM AND POWER PLANT I	HEATING PLANT	4.00	2								
BRICKMASON	BUILDING MAINTENANCE	5.00	1								
BUILDING HEAT/FROST INSULATOR	BUILDING MAINTENANCE	5.00	2								
CARPENTER	BUILDING MAINTENANCE	5.00	7		1						1
ROOFER	BUILDING MAINTENANCE	5.00	1								
STEAM AND POWER PLANT II	HEATING PLANT	5.00 - 6.00	7								
BUILDING OPERATING ENGINEER	Various	6.00	5								
CARPENTER FOREMAN	BUILDING MAINTENANCE	6.00	1								
ELECTRICIAN	Various	6.00	3								
PAINTER	BUILDING MAINTENANCE	6.00	3								
PLUMBER	BUILDING MECHANICAL MAINTENANC	6.00	4								
PNEUMATIC INSTRUMENTS AND CONTROLS MECHANIC	BUILDING MECHANICAL MAINTENANC	6.00	1								
STEAM AND POWER PLANT III	BUILDING MECHANICAL MAINTENANC	6.00	2								
TEMPERATURE CONTROL MECHANIC	Various	6.00	2								
WATER STATION OPERATOR	BUILDING MECHANICAL MAINTENANC	6.00	1								

Continued...

Job Group: 6 SKILLED CRAFT

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
PIPEFITTER	BUILDING MECHANICAL MAINTENANC	6.00 - 7.00	5								
ASST CHIEF BLDG OPR ENGINEER	BUILDING MECHANICAL MAINTENANC	7.00	1								
ELECTRICIAN SUB-FOREMAN	BUILDING MAINTENANCE	7.00	1								
STEAM AND POWER PLANT IV	BUILDING MECHANICAL MAINTENANC	7.00	1								
STEAM AND POWER PLANT V	HEATING PLANT	7.00	1								
SUPERVISOR OF BUILDING CRAFTSMEN	BUILDING MECHANICAL MAINTENANC	7.00	1								
		Job Group Total	53	0	1	0	0	0	0	0	1
		% of Total		0.00	1.89	0.00	0.00	0.00	0.00	0.00	1.89

Job Group: 60 TF-RACE, RELIGION, GENDER & MU

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHAIRPERSON, RACE,RELIGION,GENDER &	RACE,RELIGION,GENDE R & MULTIDI	11.00	1	1							
PROFESSOR, RACE, RELIGION, GENDER & MULTIDISCIPLIN	RACE,RELIGION,GENDE R & MULTIDI	11.00 - 12.00	2	2							
		Job Group Total % of Total	3	3 100.00	0 0.00						

Job Group: 7 SERVICE MAINTENANCE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
CAMPUS PARKING MANAGER	PUBLIC SAFETY	2.00	1	1							
CULINARY WORKER III	INFANT AND PRESCHOOL CENTER	2.00	1	1							
INTERCOLLEGIATE ATHLETICS EQUIPMENT SPECIALIST	INTERCOLLEGIATE ATHLETICS	2.00	2								
LAUNDRY WORKER	INTERCOLLEGIATE ATHLETICS	2.00	1	1							
PARKING SERVICES AGENT I/ASSISTANT	PARKING OPERATIONS	2.00	1								
PARKING SERVICES AGENT II	PARKING OPERATIONS	2.00	1		1	1					
SPORTS EQUIPMENT SUPERVISOR	KINESIOLOGY	2.00	1		1			1			
STOREKEEPER I	UU BOOKSTORE	2.00	1								
MAIL MESSENGER	Various	2.00 - 3.00	2	2							
BUILDING SERVICE WORKER	Various	2.00 - 4.00	93	33	12	8		1			1
ATHLETIC TURF SPECIALIST	LANDSCAPE MAINTENANCE	3.00	2		1				1		
FACILITY OPERATIONS SPECIALIST	WIU QC OPERATIONS AND MAINTENA	3.00	1	1							
GROUNDS EQUIPMENT MECHANIC	LANDSCAPE MAINTENANCE	3.00	1								
GROUNDS GARDENER	LANDSCAPE MAINTENANCE	3.00	2		1		1				
GROUNDS WORKER	LANDSCAPE MAINTENANCE	3.00	7								
ASSOCIATE AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 4.00	2								
SENIOR AGRICULTURAL RESEARCH TECHNICIAN	AGRICULTURE - FARM	3.00 - 5.00	2								
BUILDING SERVICE FOREMAN	Various	4.00	7	1	1	1					

Continued...

Job Group: 7 SERVICE MAINTENANCE

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
GARAGE FOREMAN	TRANSPORTATION SERVICES	4.00	1								
GROUNDS FOREMAN	LANDSCAPE MAINTENANCE	4.00	2	1							
BUILDING SERVICE SUPERVISOR	FACILITIES MANAGEMENT	5.00	1	1							
		Job Group Total % of Total	132	42 31.82	17 12.88	10 7.58	1 0.76	2 1.52	1 0.76	0 0.00	1 <i>0.7</i> 6

Job Group: 9 TF-BIOLOGICAL SCIENCES

FY 25 Detailed NEW 09/23/2024

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
SENIOR INSTRUCTOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	6.00	1	1							
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	6.00 - 7.00	2	1	2			1			1
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	9.00	1								
PROFESSOR, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	10.00 - 750.00	7	2	2	1		1			
CHAIRPERSON, BIOLOGICAL SCIENCES	BIOLOGICAL SCIENCES	12.00	1								
		Job Group Total % of Total	12	4 33.33	4 33.33	1 8.33	0 0.00	2 16.67	0 0.00	0 0.00	1 8.33
		Facility Total % of Total	1482	752 50.74	239 16.13	62 4.18	37 2.50	83 5.60	4 0.27	0.00 0.00	33.00 2.23

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 1 TENURED FACULTY/OFFICIAL & M/ Employee Job Titles:		Labor Area: S	ED (1998-200)8)						
ACADEMIC ADVISOR 2000 - Counselors	14.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
ACADEMIC ADVISOR, COL OF EDUCATION & HUM# 2000 - Counselors	5.00	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%
ACADEMIC ADVISOR, COLLEGE OF BUSINESS & T 2000 - Counselors	4.00	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%
ACADEMIC ADVISOR, HONORS 2000 - Counselors	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
ACADEMIC ADVISOR, UNIV ADVISING & ACADEMIC 2000 - Counselors	7.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
ACADEMIC SUCCESS COACH, ACADEMIC ADVISO 2000 - Counselors	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%
ADMISSIONS COUNSELOR 2000 - Counselors	11.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
ASSIST VICE PRESIDENT STUDENT SUCCESS, AU 0230 - Education administrators	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
ASSISTANT ATHLETICS DIRECTOR, DEVELOP/PRC 2720 - Athletes, coaches, umpires, and related workers	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
ASSISTANT DEAN, COLL OF EDUCATION & HUMAN 0230 - Education administrators	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%
ASSISTANT DIRECTOR, DEVELOPMENT 0230 - Education administrators	2.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
ASSISTANT DIRECTOR, DEVELOPMENT, WQPT 0230 - Education administrators	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
COORDINATOR, UNIV FIELD & CLINICAL EXPERIEN 0230 - Education administrators	1.00	0	0 0.00%							
DEAN, CENTENNIAL HONORS COLLEGE 0230 - Education administrators	1.00	0	0 0.00%							
DEAN, COLLEGE OF ARTS & SCIENCES 0230 - Education administrators	1.00	0	0 0.00%							
DEAN, COLLEGE OF BUSINESS AND TECHNOLOG [*] 0230 - Education administrators	1.00	0	0 0.00%							
DEAN, COLLEGE OF EDUCATION & HUMAN SERVI 0230 - Education administrators	1.00	0	0 0.00%							
DEAN, COLLEGE OF FINE ARTS AND COMMUNICA 0230 - Education administrators	1.00	0	0 0.00%							
DEAN, INNOVATION AND ECONOMIC DEVELOPME 0230 - Education administrators	1.00	0	0 0.00%							
DEAN, UNIVERSITY LIBRARIES 0230 - Education administrators	1.00	0	0 0.00%							
DEPUTY DIRECTOR OF ATHLETICS 0230 - Education administrators	1.00	0	0 0.00%							
DEVELOPMENT RESEARCH ANALYST SPECIALIST 0735 - Market research analysts & marketing specialist	1.00	0	0 0.00%							
DIR, UNDERGRADUATE ADMISSIONS & ENROLLMI 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF ACADEMIC ADVISING, CAS 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF FOUNDATION FINANCIAL AFFAIRS 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR OF GOVERNMENTAL RELATIONS 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF INTERCOLLEGIATE ATHLETICS 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF JUSTICE, INCLUSION, DIVERSITY AN 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF RESIDENTIAL FACILITIES & ADMINI: 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF STUDENT DEVELOPMENT AND SUC 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF STUDENT RIGHTS AND RESPONSIE 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF STUDENT SERVICES, QUAD CITIES 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR OF TALENT ACQUISITION 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, ACADEMIC ADVISING CENTER, COBT 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, BUDGET 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, CAMPUS RECREATION 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, DEPT OF AGRICULTURE 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, DEVELOPMENT 2050 - Directors, religious activities and education	5.00	0	0 0.00%							
										Page 1

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, DEVELOPMENT, WQPT 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, DISTANCE EDUCATION AND SUPPORT 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, EQUAL OPPORTUNITY AND ACCESS 2050 - Directors, religious activities and education	2.00	0	0 0.00%							
DIRECTOR, FINANCIAL AID 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, FOUNDATION COMMUNICATIONS/DON 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, GEOGRAPHIC INFORMATION SYSTEM 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, GOLF OPERATIONS 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STU 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, INSTITUTIONAL RESEARCH AND PLAN 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, INTERNAL AUDITING 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, MUSEUM STUDIES 2400 - Archivists, curators, and museum technicians	1.00	0	0 0.00%							
DIRECTOR, PUBLIC SAFETY 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
DIRECTOR, PURCHASING 2050 - Directors, religious activities and education	1.00	0	0 0.00%							
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, RADIO DEVELOPMENT 2050 - Directors, religious activities and education	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
DIRECTOR, SCHOOL OF COMPUTER SCIENCES G15 - Computer science	1.00	4520	841 18.61%	1285 28.43%	115 2.54%	113 2.50%	864 19.12%	13 0.29%	0 0.00%	180 3.98%
DIRECTOR, SCHOOL OF EDUCATION M15 - TEACHER EDUCATION	1.00	2534	1887 74.47%	594 23.44%	306 12.08%	108 4.26%	77 3.04%	22 0.87%	0 0.00%	81 3.20%
DIRECTOR, SCHOOL OF ENGINEERING & TECHNC H21 - Other engineering	1.00	2621	613 23.39%	683 26.06%	107 4.08%	102 3.89%	373 14.23%	14 0.53%	0 0.00%	87 3.32%
DIRECTOR, SCHOOL OF LAW ENFORCEMENT & JUL K24 - Criminal justice and corrections	1.00	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%
DIRECTOR, SCHOOL OF MUSIC M30 - Music education	1.00	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%
DIRECTOR, SCHOOL OF NURSING M31 - Teaching, nursing education	1.00	3262	2203 67.54%	847 25.97%	346 10.61%	217 6.65%	145 4.45%	29 0.89%	0 0.00%	110 3.37%
DIRECTOR, SPONSORED PROJECTS 2050 - Directors, religious activities and education	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
DIRECTOR, STUDENT LIFE 2050 - Directors, religious activities and education	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
DIRECTOR, UNIVERSITY ADVISING & ACADEMIC S 2050 - Directors, religious activities and education	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
DIRECTOR, UNIVERSITY ART GALLERY 2050 - Directors, religious activities and education	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
DIRECTOR, UNIVERSITY COUNSELING CENTER 2050 - Directors, religious activities and education	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%
DIRECTOR, UNIVERSITY UNION 2050 - Directors, religious activities and education	1.00	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0.00%

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
DIRECTOR, WQPT 2050 - Directors, religious activities and education	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 ACCT,FIN,ECON & DECISION NO Accounting	1.00	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%
EQUAL OPPORTUNITY OFFICER 0565 - Compliance officers	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%
EXECUTIVE DIRECTOR OF FINANCIAL AFFAIRS 2050 - Directors, religious activities and education	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%
EXECUTIVE DIRECTOR OUTREACH & QC CAMPUS 2050 - Directors, religious activities and education	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%
EXECUTIVE DIRECTOR, UNIVERSITY TECHNOLOG 2050 - Directors, religious activities and education	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%
EXECUTIVE OFFICER OF THE FOUNDATION 2050 - Directors, religious activities and education	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%
GENERAL COUNSEL ATTORNEY 2100 - Lawyers/judges/magistrates/other judicial wrkrs	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%
HUMAN RESOURCES EXECUTIVE DIRECTOR 0230 - Education administrators	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%
LECTURER 2200 - Postsecondary teachers	4.00	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%
MANAGER, RADIO OPERATIONS 2900 - Broadcast/sound engineering tech/radio operator	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%
PRESIDENT 0010 - Chief executives and legislators	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%
PROVOST AND ACADEMIC VICE PRESIDENT 0230 - Education administrators	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%
										Page 7

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
RECRUITMENT COORDINATOR 0230 - Education administrators	1.00	0	0 0.00%							
REGISTRAR 0230 - Education administrators	1.00	0	0 0.00%							
SENIOR ASSOC PROV FOR BUDGET,PERSONNEL, 0230 - Education administrators	2.00	0	0 0.00%							
SENIOR EXECUTIVE ASSISTANT TO THE PRESIDE 5700 - Secretaries and administrative assistants	1.00	0	0 0.00%							
SPONSORED PROJECTS COMPLIANCE SPECIALIS 0565 - Compliance officers	1.00	0	0 0.00%							
SUPERVISION FIELD SPECIALIST 4210 - First-line supervisor: landscaping, groundskpng	4.00	0	0 0.00%							
UNDERWRITING AND OUTREACH COORDINATOR 0230 - Education administrators	1.00	0	0 0.00%							
VICE PRESIDENT FOR FINANCE AND ADMINISTRA 0230 - Education administrators	1.00	0	0 0.00%							
VICE PRESIDENT FOR STUDENT SUCCESS 0230 - Education administrators	1.00	0	0 0.00%							
VP FOR ADVANCEMENT, ALUMNI RELATIONS, AND 0230 - Education administrators	1.00	0	0 0.00%							
Total Weight:	158.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 11 TF-AGRICULTURE Employee Job Titles:		Labor Area: SI	ED (1998-200	8)						
ASSISTANT PROFESSOR, AGRICULTURE M21 - Agricultural education	1.00	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 M21 - Agricultural education	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%
PROFESSOR, AGRICULTURE M21 - Agricultural education	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%
Total Weight:	9.00									
Job Group: 12 TF-ART AND DESIGN Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR, ART AND DESIGN M22 - Art education	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 M22 - Art education	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 <i>4</i> .53%
CHAIRPERSON, ART AND DESIGN M22 - Art education	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 <i>4</i> .53%
PROFESSOR, ART AND DESIGN M22 - Art education	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 <i>4</i> .53%
Total Weight:	13.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

Labor Area: SED (1998-2008) Labor Area: SED (1998-2008) Labor Area: SED (1998-2008) Labor Area: SED (1998-2008) September 20			+								19/23/2024
Employee Job Titles:		Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR, CHEMISTRY OTY - CHEMISTRY 1.00 13922 4705 33.80% 21.80% 3.64% 3.94% 10.74% 0.37% 0.00% 3.101 PROFESSOR, CHEMISTRY OTAL Weight: 9.00 13922 4705 33.80% 21.80% 3.64% 3.94% 10.74% 0.37% 0.00% 3.101 PROFESSOR, CHEMISTRY OTHER Weight: 9.00 13922 4705 33.80% 21.80% 3.64% 3.94% 10.74% 0.37% 0.00% 3.101 Defection of the communication of the communicati	-		Labor Area: Si	ED (1998-200	18)						
CHAIRPERSON, CHEMISTRY 1.00 13922 4705 3035 507 549 1495 52 0 43 380% 21,80% 3,80% 21,80% 3,64% 3,94% 10,74% 0,37% 0,00% 3,105 3,1		3.00	13922								432 3.10%
ROPESSOR, CHEMISTRY 3.00 13922 4705 3035 507 549 1495 52 0 43 43 43 44 45 45 45 45		2.00	13922								432 3.10%
33.80% 21.80% 3.64% 3.94% 10.74% 0.37% 0.00% 3.10%		1.00	13922								432 3.10%
Labor Area: SED (1998-2008)	· ·	3.00	13922								432 3.10%
ASSISTANT PROFESSOR UNIT B, COMMUNICATION 1.00 3588 2142 748 301 137 177 12 0 12 12 13 14 15 15 15 15 15 15 15	Total Weight:	9.00									
ASSISTANT PROFESSOR, COMMUNICATION 1.00 3588 2142 748 301 137 177 12 0 12 0 12 177 12 0 12 177 12 0 12 178 177 177 177 178 178 178	-		Labor Area: Si	ED (1998-200	(8)						
N14 - COMMUNICATION 59.70% 20.85% 8.39% 3.82% 4.93% 0.33% 0.00% 3.375 ASSOCIATE PROFESSOR, COMMUNICATION 1.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 1.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 1.00 3588 2142 748 301 137 177 12 0 12 PROFESSOR, COMMUNICATION 4.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 4.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 4.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 4.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 59.70% 20.85%	ASSISTANT PROFESSOR UNIT B, COMMUNICATIO	1.00	3588								121 3.37%
N14 - COMMUNICATION 59.70% 20.85% 8.39% 3.82% 4.93% 0.33% 0.00% 3.37% CHAIRPERSON, COMMUNICATION 1.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 59.70% 20.85% 8.39% 3.82% 4.93% 0.33% 0.00% 3.37% PROFESSOR, COMMUNICATION 4.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 59.70% 20.85% 8.39% 3.82% 4.93% 0.33% 0.00% 3.37%		2.00	3588								121 3.37%
N14 - COMMUNICATION 59.70% 20.85% 8.39% 3.82% 4.93% 0.33% 0.00% 3.37% PROFESSOR, COMMUNICATION 4.00 3588 2142 748 301 137 177 12 0 12 N14 - COMMUNICATION 59.70% 20.85% 8.39% 3.82% 4.93% 0.33% 0.00% 3.37%		1.00	3588								121 3.37%
N14 - COMMUNICATION 59.70% 20.85% 8.39% 3.82% 4.93% 0.33% 0.00% 3.37%		1.00	3588								121 3.37%
		4.00	3588								121 3.37%
	SENIOR INSTRUCTOR, COMMUNICATION N14 - COMMUNICATION	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%
Total Weight: 11.00	Total Weight:	11.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 17 TF-COMPUTER SCIENCES Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR, COMPUTER SCIENCES G15 - Computer science	4.00	4520	841 18.61%	1285 28.43%	115 2.54%	113 2.50%	864 19.12%	13 0.29%	0 0.00%	180 3.98%
ASSOCIATE PROFESSOR, COMPUTER SCIENCES G15 - Computer science	2.00	4520	841 18.61%	1285 28.43%	115 2.54%	113 2.50%	864 19.12%	13 <i>0.2</i> 9%	0 0.00%	180 3.98%
PROFESSOR, COMPUTER SCIENCES G15 - Computer science	8.00	4520	841 18.61%	1285 28.43%	115 2.54%	113 2.50%	864 19.12%	13 <i>0.2</i> 9%	0 0.00%	180 3.98%
SENIOR INSTRUCTOR, COMPUTER SCIENCES G15 - Computer science	3.00	4520	841 18.61%	1285 28.43%	115 2.54%	113 2.50%	864 19.12%	13 0.29%	0 0.00%	180 3.98%
Total Weight:	17.00									
Job Group: 18 TF-LAW ENFORCEMENT AND JUS Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
PROFESSOR, COUNSELOR EDUCATION K24 - Criminal justice and corrections	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%
Total Weight:	4.00									
Job Group: 2 NON-TENURED FACULTY		Labor Area: U	nited States							
Employee Job Titles: ASSOCIATE INSTRUCTOR 2200 - Postsecondary teachers	13.00	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%
INSTRUCTOR 2200 - Postsecondary teachers	146.00	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%
Total Weight:	159.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 22 TF-SCHOOL OF EDUCATION Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION M15 - TEACHER EDUCATION	8.00	2534	1887 74.47%	594 23.44%	306 12.08%	108 4.26%	77 3.04%	22 0.87%	0 0.00%	81 3.20%
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION M13 - Counseling education/counseling and guidance	3.00	2140	1477 69.02%	532 24.86%	289 13.50%	132 6.17%	46 2.15%	16 <i>0.75%</i>	0 0.00%	49 2.29%
INSTRUCTOR, SCHOOL OF EDUCATION M15 - TEACHER EDUCATION	5.00	2534	1887 74.47%	594 23.44%	306 12.08%	108 4.26%	77 3.04%	22 0.87%	0 0.00%	81 3.20%
PROFESSOR, SCHOOL OF EDUCATION M15 - TEACHER EDUCATION	13.00	2534	1887 74.47%	594 23.44%	306 12.08%	108 4.26%	77 3.04%	22 0.87%	0 0.00%	81 3.20%
Total Weight:	29.00									
Job Group: 26 TF-FOREIGN LANGUAGES & LITEF Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSOCIATE PROFESSOR, FOREIGN LANGUAGES M25 - Foreign languages education	4.00	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%
CHAIRPERSON, FOREIGN LANGUAGES & LITERAT M25 - Foreign languages education	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%
SENIOR INSTRUCTOR, FOREIGN LANGUAGES ANI M25 - Foreign languages education	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%
Total Weight:	6.00									
										Dogo 10

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 29 TF-HEALTH SCIENCES AND SOCIA Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR, HEALTH SCIENCES AND J60 - HEALTH SCIENCES	1.00	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 J60 - HEALTH SCIENCES	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%
INSTRUCTOR, HEALTH SCIENCES AND SOCIAL W(J60 - HEALTH SCIENCES	1.00	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 AND SOCIAL WORK J60 - HEALTH SCIENCES	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%
Total Weight:	8.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 3 ADMINISTRATIVE STAFF/TECHNICI. Employee Job Titles:		Labor Area: U	nited States							
AOD COUNSELING SPECIALIST 2000 - Counselors	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%
ASSISTANT ATHLETIC DIRECTOR, SPORTS PERFC 2720 - Athletes, coaches, umpires, and related workers	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%
ASSISTANT BASEBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
ASSISTANT CROSS COUNTRY & TRACK AND FIELI 2720 - Athletes, coaches, umpires, and related workers	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%
ASSISTANT DIRECTOR FOR SPORTS PERFORMAN 0230 - Education administrators	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 OF ANNUAL GIVING 0230 - Education administrators	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%
ASSISTANT FOOTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	19.00	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%
ASSISTANT MEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	4.00	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%
ASSISTANT SOFTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
ASSISTANT WOMEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	2.00	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%
ASSISTANT WOMEN'S VOLLEYBALL COACH 2720 - Athletes, coaches, umpires, and related workers	2.00	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%
ASSOCIATE HEAD WOMEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE MEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15%</i>	2225 0.83%
ASSOCIATE PROFESSOR 2200 - Postsecondary teachers	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%
ATHLETIC TRAINER 3540 - Other healthcare practitioner/tech occupations	4.00	73490	30750 41.84%	18220 24.79%	7845 10.67%	6030 8.21%	2900 3.95%	910 1.24%	55 0.07%	480 0.65%
COSTUME SHOP MANAGER L40 - Drama/theater arts	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%
COUNSELOR, UNIVERSITY COUNSELING CENTER 2000 - Counselors	7.00	689200	475440 68.98%	241310 35.01%	141455 20.52%	64710 9.39%	19580 2.84%	9225 1.34%	1310 <i>0.19%</i>	5030 0.73%
DIRECTOR OF CNTR FOR BEST PRAC IN EARLY Cl 2050 - Directors, religious activities and education	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, IL LAW ENFORCE TRAIN & STAND BOA 2050 - Directors, religious activities and education	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/LEAD TEACHER 2050 - Directors, religious activities and education	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%
ENGINEERING LABORATORY PROFESSIONAL 1530 - Misc engineers, incl nuclear engineers	1.00	461339	55524 12.04%	118654 25.72%	19790 4.29%	24405 5.29%	69255 15.01%	2680 0.58%	325 0.07%	2199 0.48%
HEAD BASEBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD FOOTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	2.00	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%
HEAD MEN'S & WOMEN'S CROSS COUNTRY & TR4 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD MEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

		-								
	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
HEAD MEN'S SOCCER COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD SOFTBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD WOMEN'S BASKETBALL COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD WOMEN'S SOCCER COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD WOMEN'S TENNIS COACH 2720 - Athletes, coaches, umpires, and related workers	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%
HEAD WOMEN'S VOLLEYBALL COACH 2720 - Athletes, coaches, umpires, and related workers	1.00	267995	93245 34.79%	59100 22.05%	24970 9.32%	20450 7.63%	8955 3.34%	2110 0.79%	390 <i>0.15%</i>	2225 0.83%
INFORMATION TECHNOLOGY SUPPORT ASSOCIATION - Computer occupations, all other	13.00	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 TECHNICAL ASSOCI. 1107 - Computer occupations, all other	46.00	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%
LEAD TEACHER - INFANT/TODDLER 4600 - Childcare workers	1.00	1462075	1375790 94.10%	604520 41.35%	246135 16.83%	282375 19.31%	46085 3.15%	16525 1.13%	2010 0.14%	11390 <i>0.78%</i>
LEAD TEACHER - PRESCHOOL 4600 - Childcare workers	1.00	1462075	1375790 94.10%	604520 41.35%	246135 16.83%	282375 19.31%	46085 3.15%	16525 1.13%	2010 0.14%	11390 <i>0.78%</i>
MATERIALS RESEARCH ENGINEER 0735 - Market research analysts & marketing specialist	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%
MEDICAL CHIEF OF STAFF 0350 - Medical and health services managers	1.00	533925	372850 69.83%	133385 24.98%	60970 11.42%	39345 7.37%	25495 4.78%	4355 0.82%	515 0.10%	2705 0.51%
POSTDOCTORAL SCHOLAR 2540 - Teacher assistants	2.00	1051480	951460 90.49%	368185 35.02%	152805 14.53%	162600 15.46%	31490 2.99%	13545 1.29%	1745 0.17%	6000 0.57%
										Dogo 16

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PROJECT DIRECTOR 2050 - Directors, religious activities and education	2.00	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%
RESEARCH AGRONOMIST 0735 - Market research analysts & marketing specialist	2.00	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%
RESEARCH ASSISTANT/GRANT ADMINISTRATOR 0735 - Market research analysts & marketing specialist	1.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
RESEARCH ASSOCIATE 0735 - Market research analysts & marketing specialist	2.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
RESEARCH CHEMIST 0735 - Market research analysts & marketing specialist	1.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
SENIOR RESEARCH ENGINEER 0735 - Market research analysts & marketing specialist	2.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 6.47%	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
STAFF ACCOMPANIST 2750 - Musicians, singers, and related workers	2.00	189515	65150 34.38%	49315 26.02%	23280 12.28%	16030 8.46%	6870 3.63%	1255 0.66%	285 0.15%	1595 0.84%
STAFF PHYSICIAN 3060 - Physicians and surgeons	2.00	834270	270675 32.44%	258915 31.03%	41775 5.01%	48775 5.85%	159200 19.08%	2865 0.34%	315 0.04%	5985 0.72%
Total Weight:	145.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 30 TF-HISTORY Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSOCIATE PROFESSOR, HISTORY L01 - HISTORY	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, HISTORY LOI - HISTORY	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 LOI - HISTORY	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%
Total Weight:	8.00									
Job Group: 31 TF-KINESIOLOGY <u>Employee Job Titles:</u>		Labor Area: Sl	ED (1998-200	8)						
ASSISTANT PROFESSOR, KINESIOLOGY J67 - Kinesiology/exercise science	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 J67 - Kinesiology/exercise science	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 J67 - Kinesiology/exercise science	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 J67 - Kinesiology/exercise science	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%
Total Weight:	13.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 32 TF-LAW ENFORCEMENT AND JUS' Employee Job Titles:		Labor Area: Sl	ED (1998-200	18)						
ASSISTANT PROFESSOR, LAW ENFORCEMENT AN K24 - Criminal justice and corrections	8.00	736	381 <i>51.77%</i>	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 AN K24 - Criminal justice and corrections	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%
PROFESSOR, LAW ENFORCEMENT AND JUSTICE (K24 - Criminal justice and corrections	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%
Total Weight:	23.00									
Job Group: 34 TF-MANAGEMENT AND MARKETIN Employee Job Titles:		Labor Area: SI	ED (1998-200	8)						
ASSISTANT PROFESSOR UNIT B, MANAGEMENT A NOI - BUSINESS MANAGEMENT/ADMINISTRATION	3.00	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%
ASSISTANT PROFESSOR, MANAGEMENT AND MAINO 1 - BUSINESS MANAGEMENT/ADMINISTRATION	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 MA NOI - BUSINESS MANAGEMENT/ADMINISTRATION	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 NOI - BUSINESS MANAGEMENT/ADMINISTRATION	6.00	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%
SENIOR INSTRUCTOR, MANAGEMENT AND MARKE NOT - BUSINESS MANAGEMENT/ADMINISTRATION	1.00	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%
Total Weight:	17.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 35 TF-MATHEMATICS Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR UNIT B, MATHEMATICS G01 - MATHEMATICS	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%
ASSOCIATE PROFESSOR, MATHEMATICS G01 - MATHEMATICS	7.00	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 G01 - MATHEMATICS	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 G01 - MATHEMATICS	12.00	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:	21.00									
Job Group: 36 TF-MUSIC Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR, MUSIC G01 - MATHEMATICS	17.00	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%
ASSOCIATE PROFESSOR, MUSIC M30 - Music education	7.00	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 M30 - Music education	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									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 37 TF-NURSING Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR UNIT B, NURSING M31 - Teaching, nursing education	1.00	3262	2203 67.54%	847 25.97%	346 10.61%	217 6.65%	145 4.45%	29 0.89%	0 0.00%	110 3.37%
SENIOR INSTRUCTOR, NURSING M31 - Teaching, nursing education	2.00	3262	2203 67.54%	847 25.97%	346 10.61%	217 6.65%	145 4.45%	29 0.89%	0 0.00%	110 3.37%
Total Weight:	3.00									
Job Group: 38 TF-PHYSICS Employee Job Titles:		Labor Area: Si	ED (1998-200	(8)						
CHAIRPERSON, PSYCHOLOGY G48 - PHYSICS	1.00	7241	1113 <i>15.37%</i>	1385 19.13%	153 2.11%	210 2.90%	725 10.01%	13 0.18%	0 0.00%	284 3.92%
PROFESSOR, PHYSICS G48 - PHYSICS	4.00	7241	1113 <i>15.37%</i>	1385 19.13%	153 2.11%	210 2.90%	725 10.01%	13 <i>0.18%</i>	0 0.00%	284 3.92%
Total Weight:	5.00									
Job Group: 39 TF-POLITICAL SCIENCE Employee Job Titles:		Labor Area: Si	ED (1998-200	18)						
CHAIRPERSON, POLITICAL SCIENCE K30 - Political science and government	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%
INSTRUCTOR, POLITICAL SCIENCE K30 - Political science and government	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 K30 - Political science and government	5.00	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:	7.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 4 PROFESSIONAL STAFF/PROTECTIVE Employee Job Titles:		Labor Area: U	Inited States							
ACCOUNTING ASSOCIATE 0800 - Accountants and auditors	9.00	2100705	1260110 <i>5</i> 9.99%	563150 26.81%	173525 8.26%	139540 6.64%	225375 10.73%	12320 <i>0.59%</i>	2045 0.10%	10345 <i>0.4</i> 9%
ADMINISTRATIVE ASSISTANT 5700 - Secretaries and administrative assistants	9.00	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 5420 - Information and record clerks, all other	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 5420 - Information and record clerks, all other	6.00	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 5420 - Information and record clerks, all other	14.00	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%
ASSISTANT COMPTROLLER 0800 - Accountants and auditors	2.00	2100705	1260110 <i>5</i> 9.99%	563150 26.81%	173525 8.26%	139540 6.64%	225375 10.73%	12320 <i>0.</i> 59%	2045 0.10%	10345 <i>0.4</i> 9%
ASSISTANT RECORDS MANAGEMENT OFFICER 5420 - Information and record clerks, all other	1.00	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%
ATHLETIC COMMUNICATIONS ASSOCIATE 2860 - Misc media and communication workers	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%
BUDGET ANALYST 0820 - Budget analysts	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 0710 - Management analysts	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 0740 - Business operations specialists, all other	4.00	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 0710 - Management analysts	2.00	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
CENTRAL STORES MANAGER I 4700 - First-line supervisor: retail sales workers	1.00	3182315	1416730 <i>44.52%</i>	832170 26.15%	255115 8.02%	352095 11.06%	174715 5.49%	27365 0.86%	3815 0.12%	19065 0.60%
CHIEF BROADCASTING ENGINEER 2900 - Broadcast/sound engineering tech/radio operator	3.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 <i>0.12%</i>	820 0.87%
CHIEF INSTRUCTIONAL MEDIA SYSTEMS ENGINES M06 - Educational/instructional media design	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%
COLLECTION ASSISTANT MANAGER 5100 - Bill and account collectors	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 5100 - Bill and account collectors	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%
CONSTRUCTION PROJECT COORDINATOR I 0220 - Construction managers	2.00	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 0220 - Construction managers	2.00	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 0230 - Education administrators	7.00	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 0725 - Meeting, convention, and event planners	2.00	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 0430 - Misc mgrs, incl funeral service mgr, postmaster	6.00	3183840	1109310 <i>34.84%</i>	689360 21.65%	230100 7.23%	243520 7.65%	171895 5.40%	25215 0.79%	3280 0.10%	15350 <i>0.48%</i>
FINANCIAL AID ASSOCIATE 0910 - Credit counselors and loan officers	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 0910 - Credit counselors and loan officers	4.00	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 0910 - Credit counselors and loan officers	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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		-								
	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
GOLF COURSE GROUNDS SUPERINTENDENT 4210 - First-line supervisor: landscaping, groundskpng	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%
GOLF COURSE PRO-SHOP MANAGER 4210 - First-line supervisor: landscaping, groundskpng	1.00	200475	12980 6.47%	55500 27.68%	10635 5.30%	39945 19.93%	1920 0.96%	1930 <i>0</i> .96%	430 0.21%	640 0.32%
GRANTS AND CONTRACTS ASSOCIATE 0726 - Fundraisers	3.00	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 2630 - Designers	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 2630 - Designers	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 0340 - Lodging managers	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 0630 - Human resources workers	1.00	651080	459810 70.62%	200880 30.85%	92985 14.28%	67480 10.36%	28875 4.43%	6345 0.97%	1030 <i>0.16%</i>	4165 0.64%
HUMAN RESOURCE MANAGER 5360 - Human resources assists, excl payroll/timekping	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 5360 - Human resources assists, excl payroll/timekping	8.00	55445	45900 82.78%	21300 38.42%	10155 18.32%	7755 13.99%	2285 4.12%	745 1.34%	45 0.08%	315 <i>0.57%</i>
IMMIGRATION SPECIALIST 0565 - Compliance officers	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 1107 - Computer occupations, all other	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 [*] 1107 - Computer occupations, all other	26.00	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 M06 - Educational/instructional media design	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
INSURANCE RISK MANAGER I 0565 - Compliance officers	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%
LIBRARY OPERATIONS ASSOCIATE 2440 - Library technicians	5.00	60370	45920 76.06%	16025 26.54%	5620 9.31%	5255 8.70%	3865 6.40%	695 1.15%	100 <i>0.17%</i>	490 0.81%
MANAGER OF PHOTOGRAPHIC LABORATORY 7340 - Maintenance and repair workers, general	1.00	497615	17470 3.51%	146695 29.48%	47815 9.61%	75345 15.14%	13865 2.79%	6060 1.22%	1245 0.25%	2365 0.48%
MANAGER OF SPORTS FACILITIES 2760 - Entertain/perform, sports/related wrkr, other	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 OPERATI 4720 - Cashiers	1.00	3703425	2766555 74.70%	1652425 44.62%	671620 18.14%	668725 18.06%	224480 6.06%	49455 1.34%	8700 0.23%	29445 0.80%
MARKETING ASSOCIATE 0735 - Market research analysts & marketing specialist	6.00	184365	101545 <i>55.08%</i>	40840 22.15%	10035 5.44%	11930 <i>6.47%</i>	16850 9.14%	855 0.46%	70 0.04%	1100 0.60%
MATERIALS TECHNOLOGIST II 1450 - Materials engineers	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 2860 - Misc media and communication workers	1.00	85650	59345 69.29%	45645 53.29%	4485 5.24%	29925 34.94%	9980 11.65%	615 <i>0.72%</i>	50 0.06%	590 0.69%
MEDICAL ASSISTANT 3645 - Medical assistants	4.00	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 5840 - Insurance claims and policy processing clerks	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 3300 - Clinical laboratory technologists/technicians	3.00	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 3300 - Clinical laboratory technologists/technicians	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 8760 - Medical, dental, ophthalmic laboratory techs	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
NURSE PRACTITIONER 3258 - Nurse practitioners and nurse midwives	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 3050 - Pharmacists	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 <i>0.43%</i>
POLICE CAPTAIN 3850 - Police officers	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 3850 - Police officers	5.00	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 3850 - Police officers	14.00	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 3850 - Police officers	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 5520 - Dispatchers	4.00	290115	163755 <i>56.44%</i>	82215 28.34%	36205 12.48%	35105 12.10%	5030 1.73%	3770 1.30%	460 0.16%	1645 0.57%
PROCUREMENT OFFICER 5150 - Procurement clerks	1.00	31074	19415 62.48%	8514 27.40%	3835 12.34%	2490 8.01%	1430 4.60%	389 1.25%	10 <i>0.03%</i>	360 1.16%
PROCUREMENT OFFICER SPECIALIST 5150 - Procurement clerks	1.00	31074	19415 62.48%	8514 27.40%	3835 12.34%	2490 8.01%	1430 4.60%	389 1.25%	10 <i>0.03%</i>	360 1.16%
PROGRAM ASSISTANT 0650 - Training and development specialists	7.00	130905	74795 57.14%	36690 28.03%	18745 14.32%	11300 8.63%	4265 3.26%	1420 1.08%	100 <i>0.08%</i>	860 0.66%
PROGRAM COORDINATOR 0650 - Training and development specialists	63.00	130905	74795 57.14%	36690 28.03%	18745 14.32%	11300 8.63%	4265 3.26%	1420 1.08%	100 <i>0.08%</i>	860 0.66%
PROGRAM DIRECTOR 2050 - Directors, religious activities and education	25.00	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 2000 - Counselors	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PUBLIC INFORMATION ASSOCIATE 2825 - Public relations specialists	3.00	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 2825 - Public relations specialists	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%
RADIO STATION PRODUCTION SUPERVISOR 0020 - General and operations managers	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%
RADIOLOGIC TECHNOLOGIST 2900 - Broadcast/sound engineering tech/radio operator	1.00	94075	11010 11.70%	23815 25.31%	9570 10.17%	9105 9.68%	3370 3.58%	840 0.89%	110 <i>0.12%</i>	820 0.87%
SAFETY/ENVIRONMENTAL COMPLIANCE SPECIAL 0565 - Compliance officers	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 0820 - Budget analysts	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 BUSINESS MANAGER 0740 - Business operations specialists, all other	1.00	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%
SENIOR COMMUNICATIONS TECHNICIAN 5030 - Communications equipment operators, all other	1.00	11224	6235 55.55%	3499 31.17%	1685 15.01%	1215 10.83%	450 4.01%	74 0.66%	30 0.27%	45 0.40%
SENIOR LIBRARY SPECIALIST 2430 - Librarians	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 2910 - Photographers	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 3500 - Licensed practical, licensed vocational nurses	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 4200 - First-line supervisor: housekeeping/janitorial	1.00	268380	105165 39.19%	116885 <i>4</i> 3.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 0.73%
SUPERINTENDENT OF GROUNDS 4200 - First-line supervisor: housekeeping/janitorial	1.00	268380	105165 39.19%	116885 <i>4</i> 3.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 0.73%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
SUPT OF BUILDING SERVICES 4200 - First-line supervisor: housekeeping/janitorial	2.00	268380	105165 39.19%	116885 <i>4</i> 3.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 0.73%
TELEVISION DIRECTOR-PRODUCER 2920 - TV/video/motion picture camera operators/editor	4.00	48410	8970 18.53%	11220 23.18%	3470 7.17%	4495 9.29%	2475 5.11%	310 0.64%	80 <i>0.17%</i>	390 0.81%
Total Weight:	331.00									
Job Group: 40 TF-PSYCHOLOGY Employee Job Titles:		Labor Area: Si	ED (1998-200	18)						
ASSISTANT PROFESSOR, PSYCHOLOGY K02 - PSYCHOLOGY	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%
ASSOCIATE PROFESSOR , PSYCHOLOGY K02 - PSYCHOLOGY	4.00	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%
INSTRUCTOR, PSYCHOLOGY K02 - PSYCHOLOGY	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 K02 - PSYCHOLOGY	11.00	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%
Total Weight:	17.00									
Job Group: 41 TF-RECREATION, PARK, TOURISM		Labor Area: Si	ED (1998-200	(8)						
<u>Employee Job Titles:</u> ASSOCIATE PROFESSOR, RECREATION, PARK, TC N25 - Parks/sports/recreation/leisure/fitness	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%
CHAIRPERSON, RECREATION, PARK, TOURISM & I N25 - Parks/sports/recreation/leisure/fitness	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, TOURISM & HC N25 - Parks/sports/recreation/leisure/fitness	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%
Total Weight:	9.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 43 TF-SOCIOLOGY AND ANTHROPOL Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR UNIT B, SOCIOLOGY AND K32 - Sociology	2.00	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%
ASSISTANT PROFESSOR, SOCIOLOGY AND ANTHF K32 - Sociology	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 K32 - Sociology	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%
CHAIRPERSON, SOCIOLOGY AND ANTHROPOLOG K32 - Sociology	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 K32 - Sociology	11.00	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%
Total Weight:	16.00									
Job Group: 44 TF-THEATRE AND DANCE Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR, THEATRE AND DANCE L40 - Drama/theater arts	6.00	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 L40 - Drama/theater arts	4.00	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, THEATRE AND DANCE L40 - Drama/theater arts	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 L40 - Drama/theater arts	2.00	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%
SENIOR INSTRUCTOR, THEATRE AND DANCE L40 - Drama/theater arts	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%
Total Weight:	14.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 45 TF-SCHOOL OF ENGINEERING AN Employee Job Titles:		Labor Area: Sl	ED (1998-200	18)						
ASSISTANT PROFESSOR, SCHOOL OF ENGINEERI H21 - Other engineering	3.00	2621	613 23.39%	683 26.06%	107 4.08%	102 3.89%	373 14.23%	14 0.53%	0 0.00%	87 3.32%
PROFESSOR, SCHOOL OF ENGINEERING AND TEC H21 - Other engineering	10.00	2621	613 23.39%	683 26.06%	107 4.08%	102 3.89%	373 14.23%	14 0.53%	0 0.00%	87 3.32%
Total Weight:	13.00									
Job Group: 49 TF-INSTITUTE OF RURAL AFFAIRS <u>Employee Job Titles:</u>		Labor Area: Si	ED (1998-200	18)						
INSTRUCTOR, INSTITUTE FOR RURAL AFFAIRS K23 - Area/ethnic/cultural/gender studies	1.00	267	176 65.92%	136 50.94%	48 17.98%	36 13.48%	21 7.87%	8 3.00%	0 0.00%	23 8.61%
PROFESSOR, INSITUTTE OF RURAL AFFAIRS K23 - Area/ethnic/cultural/gender studies	1.00	267	176 65.92%	136 50.94%	48 17.98%	36 13.48%	21 7.87%	8 3.00%	0 0.00%	23 8.61%
Total Weight:	2.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
							7 101011			
Job Group: 5 OFFICE & CLERICAL/PARA-PROFE <u>Employee Job Titles:</u>		Labor Area: IIII	inois							
ACCOUNTANT I 0800 - Accountants and auditors	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%
ACCOUNTANT II 0800 - Accountants and auditors	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 0800 - Accountants and auditors	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 0800 - Accountants and auditors	3.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 <i>0.10%</i>	255 0.25%
ACCOUNTING SPECIALIST 0800 - Accountants and auditors	1.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 <i>0.10%</i>	255 0.25%
ADMINISTRATIVE AIDE 5700 - Secretaries and administrative assistants	5.00	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 5420 - Information and record clerks, all other	1.00	3785	3200 84.54%	1290 34.08%	650 17.17%	270 7.13%	350 9.25%	20 0.53%	0 0.00%	0.00%
ADMISSIONS/RECORDS REPRESENTATIVE 5420 - Information and record clerks, all other	3.00	3785	3200 84.54%	1290 34.08%	650 17.17%	270 7.13%	350 9.25%	20 0.53%	0 0.00%	0.00%
ASSISTANT PAYROLL MANAGER 0800 - Accountants and auditors	1.00	101610	57055 56.15%	24875 24.48%	8970 8.83%	5615 5.53%	9840 9.68%	95 0.09%	100 <i>0.10%</i>	255 0.25%
ASST SUPT OF BLDG SERVICES 0230 - Education administrators	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 4720 - Cashiers	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 4600 - Childcare workers	3.00	64174	60475 94.24%	25534 39.79%	14080 21.94%	9120 14.21%	1515 2.36%	264 0.41%	55 0.09%	500 <i>0.78%</i>

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
CHILD DEVELOPMENT SUPERVISOR 4600 - Childcare workers	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 <i>0.78%</i>
CLIENT RELATIONS REPRESENTATIVE II 5240 - Customer service representatives	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 5940 - Misc office/admin support wkr, desktop publish	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 3510 - Medical records/health information technicians	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 0430 - Misc mgrs, incl funeral service mgr, postmaster	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%
LIBRARY ASSISTANT 5320 - Library assistants, clerical	3.00	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 2440 - Library technicians	4.00	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 5850 - Mail machine operators/clerks, excl postal srvc	1.00	7170	3490 48.68%	4085 56.97%	2285 31.87%	1325 18.48%	460 6.42%	0 0.00%	0 0.00%	15 0.21%
OFFICE ADMINISTRATOR 6120 - Forest and conservation workers	8.00	674	120 17.80%	114 16.91%	65 9.64%	49 7.27%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
OFFICE MANAGER 5860 - Office clerks, general	34.00	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 5860 - Office clerks, general	6.00	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 5860 - Office clerks, general	11.00	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 5140 - Payroll and timekeeping clerks	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%
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PHLEBOTOMIST 3649 - Phlebotomists	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. 2540 - Teacher assistants	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 4700 - First-line supervisor: retail sales workers	1.00	121544	54365 44.73%	31284 25.74%	11990 9.86%	12210 10.05%	6115 5.03%	400 0.33%	19 <i>0.02%</i>	550 0.45%
RETAIL ASSOCIATE 0520 - Wholesale and retail buyers, excl farm products	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 4700 - First-line supervisor: retail sales workers	2.00	121544	54365 44.73%	31284 25.74%	11990 9.86%	12210 10.05%	6115 5.03%	400 0.33%	19 <i>0.02%</i>	550 0.45%
RETAIL SUPERVISOR 4700 - First-line supervisor: retail sales workers	1.00	121544	54365 44.73%	31284 25.74%	11990 9.86%	12210 10.05%	6115 5.03%	400 0.33%	19 <i>0.02%</i>	550 0.45%
ROUTING DISPATCHER III 9130 - Driver/sales workers and truck drivers	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 5610 - Shipping, receiving, and traffic clerks	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 5620 - Stock clerks and order fillers	1.00	75870	26670 35.15%	31650 <i>41</i> .72%	13155 17.34%	15655 20.63%	2335 3.08%	260 0.34%	15 0.02%	230 0.30%
STOREKEEPER III 5620 - Stock clerks and order fillers	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 2050 - Directors, religious activities and education	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 4200 - First-line supervisor: housekeeping/janitorial	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:	109.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 51 TF-LIBRARIES Employee Job Titles:		Labor Area: Sl	ED (1998-200	18)						
PROFESSOR, LIBRARIES N24 - Library science	6.00	803	507 63.14%	210 26.15%	80 9.96%	30 3.74%	55 6.85%	12 1.49%	0 0.00%	33 4.11%
Total Weight:	6.00									
Job Group: 52 TF-BROADCASTING AND JOURNA Employee Job Titles:		Labor Area: Si	ED (1998-200	18)						
ASSISTANT PROFESSOR, BROADCASTING AND JC N16 - Mass communication/media studies	2.00	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 JOURNAL OF THE NAME of the N	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, BROADCASTING AND JOURNALIS N16 - Mass communication/media studies	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 N16 - Mass communication/media studies	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%
Total Weight:	5.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 53 TF-ENGLISH Employee Job Titles:		Labor Area: SI	ED (1998-200	98)						
ASSISTANT PROFESSOR 2200 - Postsecondary teachers	4.00	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%
ASSISTANT PROFESSOR UNIT B, ENGLISH M24 - English education	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%
ASSISTANT PROFESSOR, ENGLISH M24 - English education	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%
ASSOCIATE PROFESSOR, ENGLISH M24 - English education	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%
CHAIRPERSON, ENGLISH M24 - English education	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 H21 - Other engineering	12.00	2621	613 23.39%	683 26.06%	107 4.08%	102 3.89%	373 14.23%	14 0.53%	0 0.00%	87 3.32%
Total Weight:	20.00									
										Dogo 25

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 54 TF-EARTH, ATMOSPHERIC, &GEO(<u>Employee Job Titles:</u>		Labor Area: SI	ED (1998-200	98)						
ASSOCIATE PROFESSOR, EARTH, ATMOSPHERIC, G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY	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%
CHAIRPERSON, EARTH, ATMOSPHERIC, & GEOGR G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY	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%
CHAIRPERSON, PHYSICS G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY	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%
INSTRUCTOR, EARTH, ATMOSPHERIC, & GEOGRA G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY	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, & GEOGRAI G21 - ATMOSPHERIC SCIENCES AND METEOROLOGY	7.00	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:	11.00									
Job Group: 56 TF-SPEECH PATHOLOGY AND AUE Employee Job Titles:		Labor Area: St	ED (1998-200	98)						
ASSISTANT PROFESSOR, SPEECH PATHOLOGY AI J61 - Speech-language pathology and audiology	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, SPEECH PATHOLOGY AND AUDIO J61 - Speech-language pathology and audiology	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%
SENIOR INSTRUCTOR, SPEECH PATHOLOGY AND J61 - Speech-language pathology and audiology	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%
Total Weight:	4.00									
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 57 TF-SCHOOL OF ACCOUNTING, FIN Employee Job Titles:		Labor Area: Si	ED (1998-200	8)						
ASSISTANT PROFESSOR UNIT B, SCHOOL OF ACC	1.00	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%
ASSISTANT PROFESSOR, SCHOOL OF ACCOUNTII NO2 - Accounting	8.00	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 ACCOUNTI NO2 - Accounting	6.00	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, FINANCI NO2 - Accounting	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%
SENIOR INSTRUCTOR, SCHOOL OF ACCOUNTING NO2 - Accounting	3.00	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%
Total Weight:	25.00									
Job Group: 59 TF-WIU QC MUSUEM STUDIES Employee Job Titles:		Labor Area: U	nited States							
ASSISTANT PROFESSOR, WIU QC MUSEUM STUD 2400 - Archivists, curators, and museum technicians	1.00	44480	26650 59.91%	6675 15.01%	2620 5.89%	1800 <i>4.05%</i>	1535 3.45%	425 0.96%	0 0.00%	295 0.66%
Total Weight:	1.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

FY 25 Detailed NEW 09/23/2024

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 6 SKILLED CRAFT Employee Job Titles:		Labor Area: U	nited States							
ASST CHIEF BLDG OPR ENGINEER 0230 - Education administrators	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%
AUTOMOTIVE TECHNICIAN 7200 - Automotive service technicians and mechanics	1.00	884665	13320 1.51%	283145 32.01%	66905 7.56%	168070 19.00%	32180 3.64%	9165 1.04%	1415 0.16%	5410 0.61%
BRICKMASON 6220 - Brickmasons, blockmasons, and stonemasons	1.00	225625	2165 0.96%	104915 <i>4</i> 6.50%	21725 9.63%	76755 34.02%	1685 0.75%	2730 1.21%	635 0.28%	1385 0.61%
BUILDING HEAT/FROST INSULATOR 6400 - Insulation workers	2.00	49660	1960 3.95%	23015 46.35%	3835 7.72%	17910 36.07%	300 0.60%	605 1.22%	70 0.14%	295 0.59%
BUILDING OPERATING ENGINEER 4200 - First-line supervisor: housekeeping/janitorial	5.00	268380	105165 39.19%	116885 <i>4</i> 3.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 <i>0.7</i> 3%
CARPENTER 6230 - Carpenters	7.00	1619905	29185 1.80%	553655 34.18%	79365 4.90%	415540 25.65%	22500 1.39%	23000 1.42%	2965 0.18%	10285 <i>0</i> .63%
CARPENTER FOREMAN 6230 - Carpenters	1.00	1619905	29185 1.80%	553655 34.18%	79365 4.90%	415540 25.65%	22500 1.39%	23000 1.42%	2965 0.18%	10285 <i>0</i> .63%
ELECTRICIAN 6355 - Electricians	3.00	830735	17340 2.09%	210055 25.29%	58975 7.10%	119340 <i>14.</i> 37%	16825 2.03%	9775 1.18%	1425 0.17%	3715 0.45%
ELECTRICIAN SUB-FOREMAN 7720 - Electrical/electronics/electromechanic assemblr	1.00	192270	106165 55.22%	99835 51.92%	25475 13.25%	37580 19.55%	33950 17.66%	1805 0.94%	265 0.14%	760 0.40%
PAINTER 6420 - Painters, construction and maintenance	3.00	676720	47315 6.99%	329610 48.71%	45130 6.67%	260960 38.56%	11800 1.74%	6085 0.90%	885 0.13%	4750 0.70%
PIPEFITTER 6440 - Pipelayers, plumbers, pipefitters, steamfitters	5.00	623160	9045 1.45%	185230 29.72%	44095 7.08%	121510 19.50%	7395 1.19%	8395 1.35%	975 0.16%	2860 0.46%
PLUMBER 6440 - Pipelayers, plumbers, pipefitters, steamfitters	4.00	623160	9045 1.45%	185230 29.72%	44095 7.08%	121510 19.50%	7395 1.19%	8395 1.35%	975 0.16%	2860 0.46%
										Page 38

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
PNEUMATIC INSTRUMENTS AND CONTROLS MEC 7300 - Control and valve installers and repairers	1.00	21835	1030 4.72%	5895 27.00%	2470 11.31%	2805 12.85%	260 1.19%	220 1.01%	15 0.07%	125 0.57%
ROOFER 6515 - Roofers	1.00	255560	3060 1.20%	135895 53.18%	15950 6.24%	113610 <i>44.46%</i>	1520 0.59%	3370 1.32%	470 0.18%	975 0.38%
STEAM AND POWER PLANT I 8610 - Stationary engineers and boiler operators	2.00	101034	3314 3.28%	29319 29.02%	12945 12.81%	10770 10.66%	3930 3.89%	1215 1.20%	60 0.06%	399 0.39%
STEAM AND POWER PLANT II 8610 - Stationary engineers and boiler operators	7.00	101034	3314 3.28%	29319 29.02%	12945 12.81%	10770 10.66%	3930 3.89%	1215 1.20%	60 0.06%	399 0.39%
STEAM AND POWER PLANT III 8610 - Stationary engineers and boiler operators	2.00	101034	3314 3.28%	29319 29.02%	12945 12.81%	10770 10.66%	3930 3.89%	1215 1.20%	60 0.06%	399 0.39%
STEAM AND POWER PLANT IV 8610 - Stationary engineers and boiler operators	1.00	101034	3314 3.28%	29319 29.02%	12945 12.81%	10770 10.66%	3930 3.89%	1215 1.20%	60 0.06%	399 0.39%
STEAM AND POWER PLANT V 8610 - Stationary engineers and boiler operators	1.00	101034	3314 3.28%	29319 29.02%	12945 12.81%	10770 10.66%	3930 3.89%	1215 1.20%	60 0.06%	399 <i>0</i> .39%
SUPERVISOR OF BUILDING CRAFTSMEN 4200 - First-line supervisor: housekeeping/janitorial	1.00	268380	105165 39.19%	116885 <i>4</i> 3.55%	45745 17.04%	58445 21.78%	6945 2.59%	3170 1.18%	615 0.23%	1965 0.73%
TEMPERATURE CONTROL MECHANIC 7300 - Control and valve installers and repairers	2.00	21835	1030 4.72%	5895 27.00%	2470 11.31%	2805 12.85%	260 1.19%	220 1.01%	15 0.07%	125 0.57%
WATER STATION OPERATOR 8620 - Water/wastewater treatment plant/system operatr	1.00	80774	3954 4.90%	17749 21.97%	7645 9.46%	6825 8.45%	1210 1.50%	1780 2.20%	55 0.07%	234 0.29%
Total Weight:	53.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 60 TF-RACE, RELIGION, GENDER & M <u>Employee Job Titles:</u>		Labor Area: Sl	ED (1998-200	18)						
CHAIRPERSON, RACE, RELIGION, GENDER & MULT N28 - Theology/religious education	1.00	1304	372 28.53%	327 25.08%	86 6.60%	58 4.45%	152 11.66%	5 0.38%	0 0.00%	26 1.99%
PROFESSOR, RACE, RELIGION, GENDER & MULTII N28 - Theology/religious education	2.00	1304	372 28.53%	327 25.08%	86 6.60%	58 4.45%	152 11.66%	5 0.38%	0 0.00%	26 1.99%
Total Weight:	3.00									

Factor 1 - Requisite Skills in Reasonable Recruiting Area

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	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 7 SERVICE MAINTENANCE Employee Job Titles:		Labor Area: IIII	inois							
ASSOCIATE AGRICULTURAL RESEARCH TECHNIC M21 - Agricultural education	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 2720 - Athletes, coaches, umpires, and related workers	2.00	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 4200 - First-line supervisor: housekeeping/janitorial	7.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 <i>0.10%</i>	10 0.10%
BUILDING SERVICE SUPERVISOR 4200 - First-line supervisor: housekeeping/janitorial	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 4200 - First-line supervisor: housekeeping/janitorial	93.00	9689	3694 38.13%	3439 35.49%	1480 15.28%	1670 17.24%	240 2.48%	29 0.30%	10 <i>0.10%</i>	10 0.10%
CAMPUS PARKING MANAGER 0710 - Management analysts	1.00	37864	14849 39.22%	8859 23.40%	2275 6.01%	1600 4.23%	4670 12.33%	79 0.21%	0 0.00%	235 0.62%
CULINARY WORKER III 4020 - Cooks	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 0430 - Misc mgrs, incl funeral service mgr, postmaster	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 7200 - Automotive service technicians and mechanics	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 7330 - Industrial and refractory machinery mechanics	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 4210 - First-line supervisor: landscaping, groundskpng	2.00	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 4250 - Grounds maintenance workers	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 <i>0.27%</i>
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Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
GROUNDS WORKER 4250 - Grounds maintenance workers	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 2760 - Entertain/perform, sports/related wrkr, other	2.00	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%
LAUNDRY WORKER 8300 - Laundry and dry-cleaning workers	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 5550 - Postal service mail carriers	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 I/ASSISTANT 3840 - Misc law enforcement workers	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%
PARKING SERVICES AGENT II 3840 - Misc law enforcement workers	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 1600 - Agricultural and food scientists	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 5000 - First-line supervisor: office/admin support wkr	1.00	66869	44004 65.81%	18909 28.28%	8955 13.39%	6955 10.40%	2420 3.62%	219 <i>0</i> .33%	0 0.00%	360 0.54%
STOREKEEPER I 5620 - Stock clerks and order fillers	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:	132.00									
										Dogo 42

Factor 1 - Requisite Skills in Reasonable Recruiting Area

	Weight	Total	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
Job Group: 9 TF-BIOLOGICAL SCIENCES Employee Job Titles:		Labor Area: Si	ED (1998-200	18)						
ASSISTANT PROFESSOR, BIOLOGICAL SCIENCES J28 - Agricultural sience, other	2.00	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%
ASSOCIATE PROFESSOR, BIOLOGICAL SCIENCES J29 - BIOLOGICAL/BIOMEDICAL SCIENCES	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%
CHAIRPERSON, BIOLOGICAL SCIENCES J29 - BIOLOGICAL/BIOMEDICAL SCIENCES	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 J29 - BIOLOGICAL/BIOMEDICAL SCIENCES	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%
SENIOR INSTRUCTOR, BIOLOGICAL SCIENCES J29 - BIOLOGICAL/BIOMEDICAL SCIENCES	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%
Total Weight:	12.00									

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									09/23/20
	Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
actor 1 - Requisi	ite Skills in Reasonable Recruiting Area								
	FACULTY/OFFICIAL & MAN : SED (1998-2008)	47.24	22.89	7.42	3.77	8.13	0.52	0.00	3.05
11 TF-AGRIC Labor Area.	CULTURE : SED (1998-2008)	38.59	19.92	12.03	3.73	0.41	2.07	0.00	1.66
12 TF-ART A Labor Area.	ND DESIGN : SED (1998-2008)	77.99	24.60	6.80	3.56	8.41	1.29	0.00	4.53
14 TF-CHEM Labor Area	MISTRY : SED (1998-2008)	33.80	21.80	3.64	3.94	10.74	0.37	0.00	3.10
	MUNICATION : SED (1998-2008)	59.70	20.85	8.39	3.82	4.93	0.33	0.00	3.37
	PUTER SCIENCES : SED (1998-2008)	18.61	28.43	2.54	2.50	19.12	0.29	0.00	3.98
	ENFORCEMENT AND JUSTICE : SED (1998-2008)	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58
	URED FACULTY : United States	48.01	25.24	6.26	5.42	12.16	0.62	0.06	0.72
	OOL OF EDUCATION : SED (1998-2008)	73.90	23.59	12.22	4.46	2.95	0.86	0.00	3.10
	IGN LANGUAGES & LITERAT : SED (1998-2008)	69.44	39.20	4.63	12.65	17.90	0.31	0.00	3.70
	TH SCIENCES AND SOCIAL : SED (1998-2008)	72.24	22.08	7.11	3.50	8.31	0.36	0.00	2.79
	TRATIVE STAFF/TECHNICIA : United States	37.37	27.66	10.28	7.87	7.76	0.85	0.14	0.76
30 TF-HISTO Labor Area.	DRY : SED (1998-2008)	40.47	17.80	4.95	4.34	3.53	0.54	0.00	4.44
31 TF-KINES Labor Area.	GIOLOGY : SED (1998-2008)	43.09	11.86	3.64	3.57	2.47	0.22	0.00	1.97
	ENFORCEMENT AND JUSTICE : SED (1998-2008)	51.77	17.26	8.70	3.40	2.17	0.41	0.00	2.58
	GEMENT AND MARKETING : SED (1998-2008)	39.64	24.21	8.09	3.59	8.80	0.57	0.00	3.16

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Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
35 TF-MATHEMATICS Labor Area: SED (1998-2008)	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>	39.53	18.19	4.37	3.26	7.39	0.19	0.00	2.99
37 TF-NURSING Labor Area: SED (1998-2008)	67.54	25.97	10.61	6.65	4.45	0.89	0.00	3.37
38 TF-PHYSICS Labor Area: SED (1998-2008)	15.37	19.13	2.11	2.90	10.01	0.18	0.00	3.92
39 TF-POLITICAL SCIENCE Labor Area: SED (1998-2008)	38.45	20.04	6.65	4.46	4.72	0.48	0.00	3.73
4 PROFESSIONAL STAFF/PROTECTIVE Labor Area: United States	54.33	27.73	11.32	9.53	5.18	0.96	0.14	0.60
40 TF-PSYCHOLOGY Labor Area: SED (1998-2008)	68.80	21.10	5.86	6.78	4.60	0.68	0.00	3.17
41 TF-RECREATION, PARK, TOURISM & Labor Area: SED (1998-2008)	44.03	15.06	4.26	2.56	3.98	0.85	0.00	3.41
43 TF-SOCIOLOGY AND ANTHROPOLOGY Labor Area: SED (1998-2008)	62.06	25.51	9.19	6.60	5.64	0.66	0.00	3.43
44 TF-THEATRE AND DANCE Labor Area: SED (1998-2008)	58.18	14.66	4.55	4.20	1.93	0.45	0.00	3.52
45 TF-SCHOOL OF ENGINEERING AND T Labor Area: SED (1998-2008)	23.39	26.06	4.08	3.89	14.23	0.53	0.00	3.32
49 TF-INSTITUTE OF RURAL AFFAIRS <i>Labor Area: SED (1998-2008)</i>	65.92	50.94	17.98	13.48	7.87	3.00	0.00	8.61
5 OFFICE & CLERICAL/PARA-PROFESS Labor Area: Illinois	70.64	30.83	14.30	11.48	4.32	0.27	0.07	0.39
51 TF-LIBRARIES Labor Area: SED (1998-2008)	63.14	26.15	9.96	3.74	6.85	1.49	0.00	4.11
52 TF-BROADCASTING AND JOURNALISM Labor Area: SED (1998-2008)	54.41	22.87	9.13	3.91	6.22	0.61	0.00	2.99
53 TF-ENGLISH Labor Area: SED (1998-2008)	36.86	24.50	5.18	4.09	11.95	0.46	0.00	2.82
54 TF-EARTH, ATMOSPHERIC, &GEOGRA Labor Area: SED (1998-2008)	27.90	14.58	2.28	2.39	6.72	0.23	0.00	2.96

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									09/23/2024
	Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
56	TF-SPEECH PATHOLOGY AND AUDIOL Labor Area: SED (1998-2008)	78.31	17.64	7.75	3.15	4.38	0.22	0.00	2.13
57	TF-SCHOOL OF ACCOUNTING, FINAN Labor Area: SED (1998-2008)	45.62	23.27	8.24	2.78	9.47	0.51	0.00	2.27
59	TF-WIU QC MUSUEM STUDIES Labor Area: United States	59.91	15.01	5.89	4.05	3.45	0.96	0.00	0.66
6	SKILLED CRAFT Labor Area: United States	9.10	34.07	9.85	19.85	2.47	1.24	0.14	0.53
60	TF-RACE, RELIGION, GENDER & MU Labor Area: SED (1998-2008)	28.53	25.08	6.60	4.45	11.66	0.38	0.00	1.99
7	SERVICE MAINTENANCE Labor Area: Illinois	34.86	36.25	14.30	18.85	2.57	0.28	0.08	0.17
9	TF-BIOLOGICAL SCIENCES Labor Area: SED (1998-2008)	45.49	23.53	3.85	4.88	11.37	0.56	0.00	2.87

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	Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
Facto	r 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-LAW ENFORCEMENT AND JUSTICE	-	-	-	-	-	-	-	-
2	NON-TENURED FACULTY	-	-	-	-	-	-	-	-
22	TF-SCHOOL OF EDUCATION	-	-	-	-	-	-	-	-
26	TF-FOREIGN LANGUAGES & LITERAT	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-
37	TF-NURSING	-	-	-	-	-	-	-	-
38	TF-PHYSICS	-	-	-	-	-	-	-	-
39	TF-POLITICAL SCIENCE	-	-	-	-	-	-	-	-
4	PROFESSIONAL STAFF/PROTECTIVE	-	-	-	-	-	-	-	-
40	TF-PSYCHOLOGY	-	-	-	-	-	-	-	-
41	TF-RECREATION, PARK, TOURISM &	-	-	-	-	-	-	-	-
43	TF-SOCIOLOGY AND ANTHROPOLOGY	-	-	-	-	-	-	-	-

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09/23/2								09/23/2024	
	Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)	NHOPI (%)	Two+ (%)
44	TF-THEATRE AND DANCE	-	-	-	-	-	-	-	-
45	TF-SCHOOL OF ENGINEERING AND T	-	-	-	-	-	-	-	-
49	TF-INSTITUTE OF RURAL AFFAIRS	-	-	-	-	-	-	-	-
5	OFFICE & CLERICAL/PARA-PROFESS	-	-	-	-	-	-	-	-
51	TF-LIBRARIES	-	-	-	-	-	-	-	-
52	TF-BROADCASTING AND JOURNALISM	-	-	-	-	-	-	-	-
53	TF-ENGLISH	-	-	-	-	-	-	-	-
54	TF-EARTH, ATMOSPHERIC, &GEOGRA	-	-	-	-	-	-	-	-
56	TF-SPEECH PATHOLOGY AND AUDIOL	-	-	-	-	-	-	-	-
57	TF-SCHOOL OF ACCOUNTING, FINAN	-	-	-	-	-	-	-	-
59	TF-WIU QC MUSUEM STUDIES	-	-	-	-	-	-	-	-
6	SKILLED CRAFT	-	-	-	-	-	-	-	-
60	TF-RACE, RELIGION, GENDER & MU	-	-	-	-	-	-	-	-
7	SERVICE MAINTENANCE	-	-	-	-	-	-	-	-
9	TF-BIOLOGICAL SCIENCES	-	-	-	-	-	-	-	-
									<u> </u>

FY 25 Detailed NEW 09/23/2024

									123/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1 TENURED FACULTY/OFFICIAL & MAN	158	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	96 30 13 8 1 0 0	60.76 18.99 8.23 5.06 0.63 0.00 0.00	47.24 22.89 7.42 3.77 8.13 0.52 0.00 3.05	74.6 36.2 11.7 6.0 12.8 0.8 0.0 4.8	21.4 -6.2 1.3 2.0 -11.8 -0.8 0.0 -1.8	128.61 82.96 110.92 134.29 7.78 0.00 100.00 62.26	Yes Yes
11 TF-AGRICULTURE	9	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 1 0 1 0 0 0 0	22.22 11.11 0.00 11.11 0.00 0.00 0.00 0.	38.59 19.92 12.03 3.73 0.41 2.07 0.00 1.66	3.5 1.8 1.1 0.3 0.0 0.2 0.0	-1.5 -0.8 -1.1 0.7 0.0 -0.2 0.0 -0.1	57.59 55.79 0.00 297.53 0.00 0.00 100.00 0.00	Yes Yes
12 TF-ART AND DESIGN	13	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	6 3 0 0 1 0 0 2	46.15 23.08 0.00 0.00 7.69 0.00 0.00 15.38	77.99 24.60 6.80 3.56 8.41 1.29 0.00 4.53	10.1 3.2 0.9 0.5 1.1 0.2 0.0 0.6	-4.1 -0.2 -0.9 -0.5 -0.1 -0.2 0.0	59.18 93.83 0.00 0.00 91.42 0.00 100.00 339.56	Yes
14 TF-CHEMISTRY	9	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 5 0 0 5 0 0	22.22 55.56 0.00 0.00 55.56 0.00 0.00	33.80 21.80 3.64 3.94 10.74 0.37 0.00 3.10	3.0 2.0 0.3 0.4 1.0 0.0 0.0	-1.0 3.0 -0.3 -0.4 4.0 0.0 0.0 -0.3	65.76 254.84 0.00 0.00 517.35 0.00 100.00 0.00	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

FY 25 Detailed NEW 09/23/2024

	_	-	_	=	=	<u>-</u>	<u>-</u>		123/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
15 TF-COMMUNICATION	11	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 1 0 0 0 0 0 0	27.27 9.09 0.00 0.00 0.00 0.00 0.00 9.09	59.70 20.85 8.39 3.82 4.93 0.33 0.00 3.37	6.6 2.3 0.9 0.4 0.5 0.0 0.0	-3.6 -1.3 -0.9 -0.4 -0.5 0.0 0.0	45.68 43.61 0.00 0.00 0.00 0.00 100.00 269.57	Yes Yes
17 TF-COMPUTER SCIENCES	17	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 10 0 1 7 0 0 2	5.88 58.82 0.00 5.88 41.18 0.00 0.00	18.61 28.43 2.54 2.50 19.12 0.29 0.00 3.98	3.2 4.8 0.4 0.4 3.2 0.0 0.0	-2.2 5.2 -0.4 0.6 3.8 0.0 0.0	31.62 206.91 0.00 235.29 215.41 0.00 100.00 295.42	Yes
18 TF-LAW ENFORCEMENT AND JUSTICE	4	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 0 0 0 0 0 0	75.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	51.77 17.26 8.70 3.40 2.17 0.41 0.00 2.58	2.1 0.7 0.3 0.1 0.1 0.0 0.0	0.9 -0.7 -0.3 -0.1 -0.1 0.0 0.0	144.88 0.00 0.00 0.00 0.00 0.00 100.00 0.00	
2 NON-TENURED FACULTY	159	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	109 21 10 2 4 0 0 3	68.55 13.21 6.29 1.26 2.52 0.00 0.00 1.89	48.01 25.24 6.26 5.42 12.16 0.62 0.06 0.72	76.3 40.1 9.9 8.6 19.3 1.0 0.1 1.2	32.7 -19.1 0.1 -6.6 -15.3 -1.0 -0.1 1.8	142.79 52.34 100.54 23.19 20.70 0.00 0.00 260.51	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

FY 25 Detailed NEW 09/23/2024

								05	/23/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
22 TF-SCHOOL OF EDUCATION	29	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	17 8 2 0 4 0 0 2	58.62 27.59 6.90 0.00 13.79 0.00 0.00 6.90	73.90 23.59 12.22 4.46 2.95 0.86 0.00 3.10	21.4 6.8 3.5 1.3 0.9 0.2 0.0	-4.4 1.2 -1.5 -1.3 3.1 -0.2 0.0 1.1	79.32 116.95 56.42 0.00 468.09 0.00 100.00 222.27	Yes Yes Yes
26 TF-FOREIGN LANGUAGES & LITERAT	6	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 5 1 4 0 0 0	50.00 83.33 16.67 66.67 0.00 0.00 0.00	69.44 39.20 4.63 12.65 17.90 0.31 0.00 3.70	4.2 2.4 0.3 0.8 1.1 0.0 0.0	-1.2 2.6 0.7 3.2 -1.1 0.0 0.0 -0.2	72.00 212.60 360.00 526.83 0.00 0.00 100.00	Yes 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	5.8 1.8 0.6 0.3 0.7 0.0 0.0	1.2 0.2 -0.6 -0.3 0.3 0.0 0.0	121.12 113.24 0.00 0.00 150.35 0.00 100.00 448.70	
3 ADMINISTRATIVE STAFF/TECHNICIA	145	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	44 33 7 2 7 2 0 4	30.34 22.76 4.83 1.38 4.83 1.38 0.00 2.76	37.37 27.66 10.28 7.87 7.76 0.85 0.14 0.76	54.2 40.1 14.9 11.4 11.2 1.2 0.2 1.1	-10.2 -7.1 -7.9 -9.4 -4.2 0.8 -0.2 2.9	81.20 82.27 46.94 17.53 62.22 162.87 0.00 363.44	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

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									123/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
30 TF-HISTORY	8	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 2 0 0 1 0 0 1 0	25.00 25.00 0.00 0.00 12.50 0.00 0.00 12.50	40.47 17.80 4.95 4.34 3.53 0.54 0.00 4.44	3.2 1.4 0.4 0.3 0.3 0.0 0.0 0.0	-1.2 0.6 -0.4 -0.3 0.7 0.0 0.0	61.77 140.46 0.00 0.00 354.32 0.00 100.00 281.59	Yes
31 TF-KINESIOLOGY	13	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	5 4 0 2 0 0 0 0 2	38.46 30.77 0.00 15.38 0.00 0.00 0.00 15.38	43.09 11.86 3.64 3.57 2.47 0.22 0.00 1.97	5.6 1.5 0.5 0.5 0.3 0.0 0.0	-0.6 2.5 -0.5 1.5 -0.3 0.0 0.0	89.27 259.37 0.00 431.40 0.00 0.00 100.00 782.91	
32 TF-LAW ENFORCEMENT AND JUSTICE	23	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	5 2 2 0 0 0 0 0	21.74 8.70 8.70 0.00 0.00 0.00 0.00 0.00	51.77 17.26 8.70 3.40 2.17 0.41 0.00 2.58	11.9 4.0 2.0 0.8 0.5 0.1 0.0 0.6	-6.9 -2.0 0.0 -0.8 -0.5 -0.1 0.0	41.99 50.39 100.00 0.00 0.00 0.00 100.00 0.00	Yes Yes
34 TF-MANAGEMENT AND MARKETING	17	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	7 8 1 0 6 0 0	41.18 47.06 5.88 0.00 35.29 0.00 0.00 5.88	39.64 24.21 8.09 3.59 8.80 0.57 0.00 3.16	6.7 4.1 1.4 0.6 1.5 0.1 0.0 0.5	0.3 3.9 -0.4 -0.6 4.5 -0.1 0.0 0.5	103.86 194.38 72.74 0.00 401.07 0.00 100.00 186.02	

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

FY 25 Detailed NEW 09/23/2024

					a			05	123/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
35 TF-MATHEMATICS	21	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	8 4 1 1 2 0 0	38.10 19.05 4.76 4.76 9.52 0.00 0.00 0.00	29.74 20.60 3.06 3.62 10.34 0.24 0.00 3.35	6.2 4.3 0.6 0.8 2.2 0.1 0.0 0.7	1.8 -0.3 0.4 0.2 -0.2 -0.1 0.0	128.08 92.47 155.68 131.68 92.11 0.00 100.00 0.00	
36 TF-MUSIC	34	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	11 7 1 1 5 0 0	32.35 20.59 2.94 2.94 14.71 0.00 0.00	39.53 18.19 4.37 3.26 7.39 0.19 0.00 2.99	13.4 6.2 1.5 1.1 2.5 0.1 0.0	-2.4 0.8 -0.5 -0.1 2.5 -0.1 0.0 -1.0	81.85 113.16 67.32 90.15 199.11 0.00 100.00 0.00	Yes
37 TF-NURSING	3	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 1 0 0 1 0 0 0	100.00 33.33 0.00 0.00 33.33 0.00 0.00	67.54 25.97 10.61 6.65 4.45 0.89 0.00 3.37	2.0 0.8 0.3 0.2 0.1 0.0 0.0	1.0 0.2 -0.3 -0.2 0.9 0.0 0.0	148.07 128.37 0.00 0.00 749.89 0.00 100.00 0.00	
38 TF-PHYSICS	5	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 4 0 1 3 0 0 0	20.00 80.00 0.00 20.00 60.00 0.00 0.00	15.37 19.13 2.11 2.90 10.01 0.18 0.00 3.92	0.8 1.0 0.1 0.1 0.5 0.0 0.0	0.2 3.0 -0.1 0.9 2.5 0.0 0.0 -0.2	130.12 418.25 0.00 689.62 599.26 0.00 100.00 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

FY 25 Detailed NEW 09/23/2024

									/23/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
39 TF-POLITICAL SCIENCE	7	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 2 0 1 1 0 0 0	28.57 28.57 0.00 14.29 14.29 0.00 0.00	38.45 20.04 6.65 4.46 4.72 0.48 0.00 3.73	2.7 1.4 0.5 0.3 0.3 0.0 0.0 0.0	-0.7 0.6 -0.5 0.7 0.7 0.0 0.0	74.31 142.57 0.00 320.48 302.81 0.00 100.00 0.00	
4 PROFESSIONAL STAFF/PROTECTIVE	331	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	201 19 7 9 1 0 0	60.73 5.74 2.11 2.72 0.30 0.00 0.00 0.60	54.33 27.73 11.32 9.53 5.18 0.96 0.14 0.60	179.8 91.8 37.5 31.5 17.1 3.2 0.5 2.0	21.2 -72.8 -30.5 -22.5 -16.1 -3.2 -0.5 0.0	111.77 20.70 18.69 28.54 5.83 0.00 0.00 100.00	Yes Yes Yes Yes Yes
40 TF-PSYCHOLOGY	17	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	11 1 0 0 0 0 0 0	64.71 5.88 0.00 0.00 0.00 0.00 0.00 5.88	68.80 21.10 5.86 6.78 4.60 0.68 0.00 3.17	11.7 3.6 1.0 1.2 0.8 0.1 0.0 0.5	-0.7 -2.6 -1.0 -1.2 -0.8 -0.1 0.0	94.05 27.88 0.00 0.00 0.00 0.00 100.00 185.27	Yes Yes Yes
41 TF-RECREATION, PARK, TOURISM &	9	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	5 2 0 0 2 0 0 0	55.56 22.22 0.00 0.00 22.22 0.00 0.00 0.00	44.03 15.06 4.26 2.56 3.98 0.85 0.00 3.41	4.0 1.4 0.4 0.2 0.4 0.1 0.0 0.3	1.0 0.6 -0.4 -0.2 1.6 -0.1 0.0 -0.3	126.16 147.59 0.00 0.00 558.73 0.00 100.00 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

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									/23/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
43 TF-SOCIOLOGY AND ANTHROPOLOGY	16	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	8 3 1 0 2 0 0	50.00 18.75 6.25 0.00 12.50 0.00 0.00	62.06 25.51 9.19 6.60 5.64 0.66 0.00 3.43	9.9 4.1 1.5 1.1 0.9 0.1 0.0	-1.9 -1.1 -0.5 -1.1 1.1 -0.1 0.0 -0.5	80.57 73.51 68.03 0.00 221.64 0.00 100.00 0.00	Yes Yes
44 TF-THEATRE AND DANCE	14	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	7 0 0 0 0 0 0 0	50.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	58.18 14.66 4.55 4.20 1.93 0.45 0.00 3.52	8.1 2.1 0.6 0.6 0.3 0.1 0.0	-1.1 -2.1 -0.6 -0.6 -0.3 -0.1 0.0	85.94 0.00 0.00 0.00 0.00 0.00 100.00 0.00	Yes
45 TF-SCHOOL OF ENGINEERING AND T	13	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	4 5 0 0 5 0 0	30.77 38.46 0.00 0.00 38.46 0.00 0.00	23.39 26.06 4.08 3.89 14.23 0.53 0.00 3.32	3.0 3.4 0.5 0.5 1.9 0.1 0.0 0.4	1.0 1.6 -0.5 -0.5 3.1 -0.1 0.0	131.56 147.60 0.00 0.00 270.26 0.00 100.00	
49 TF-INSTITUTE OF RURAL AFFAIRS	2	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 1 0 0 0	0.00 50.00 0.00 0.00 50.00 0.00 0.00	65.92 50.94 17.98 13.48 7.87 3.00 0.00 8.61	1.3 1.0 0.4 0.3 0.2 0.1 0.0 0.2	-1.3 0.0 -0.4 -0.3 0.8 -0.1 0.0 -0.2	0.00 98.16 0.00 0.00 635.71 0.00 100.00 0.00	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

FY 25 Detailed NEW 09/23/2024

			-						/23/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
5 OFFICE & CLERICAL/PARA-PROFESS	109	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	96 9 1 3 3 0 0 2	88.07 8.26 0.92 2.75 2.75 0.00 0.00	70.64 30.83 14.30 11.48 4.32 0.27 0.07 0.39	77.0 33.6 15.6 12.5 4.7 0.3 0.1	19.0 -24.6 -14.6 -9.5 -1.7 -0.3 -0.1	124.67 26.78 6.42 23.98 63.74 0.00 0.00 471.89	Yes Yes Yes Yes
51 TF-LIBRARIES	6	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 0 0 0 0 0 0	16.67 0.00 0.00 0.00 0.00 0.00 0.00 0.00	63.14 26.15 9.96 3.74 6.85 1.49 0.00 4.11	3.8 1.6 0.6 0.2 0.4 0.1 0.0 0.2	-2.8 -1.6 -0.6 -0.2 -0.4 -0.1 0.0 -0.2	26.40 0.00 0.00 0.00 0.00 0.00 100.00 0.00	Yes Yes
52 TF-BROADCASTING AND JOURNALISM	5	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 3 1 0 2 0 0	40.00 60.00 20.00 0.00 40.00 0.00 0.00	54.41 22.87 9.13 3.91 6.22 0.61 0.00 2.99	2.7 1.1 0.5 0.2 0.3 0.0 0.0	-0.7 1.9 0.5 -0.2 1.7 0.0 0.0	73.51 262.35 218.99 0.00 643.46 0.00 100.00 0.00	
53 TF-ENGLISH	20	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	11 3 1 0 1 1 1 0 0	55.00 15.00 5.00 0.00 5.00 5.00 0.00	36.86 24.50 5.18 4.09 11.95 0.46 0.00 2.82	7.4 4.9 1.0 0.8 2.4 0.1 0.0 0.6	3.6 -1.9 0.0 -0.8 -1.4 0.9 0.0 -0.6	149.21 61.23 96.57 0.00 41.83 1095.79 100.00 0.00	Yes Yes

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									123/2024
Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
54 TF-EARTH, ATMOSPHERIC, &GEOGRA	11	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 6 2 0 4 0 0	27.27 54.55 18.18 0.00 36.36 0.00 0.00	27.90 14.58 2.28 2.39 6.72 0.23 0.00 2.96	3.1 1.6 0.3 0.3 0.7 0.0 0.0 0.3	-0.1 4.4 1.7 -0.3 3.3 0.0 0.0	97.74 374.15 798.18 0.00 541.14 0.00 100.00 0.00	
56 TF-SPEECH PATHOLOGY AND AUDIOL	4	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	4 0 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.	78.31 17.64 7.75 3.15 4.38 0.22 0.00 2.13	3.1 0.7 0.3 0.1 0.2 0.0 0.0	0.9 -0.7 -0.3 -0.1 -0.2 0.0 0.0 -0.1	127.69 0.00 0.00 0.00 0.00 0.00 100.00	
57 TF-SCHOOL OF ACCOUNTING, FINAN	25	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	12 12 0 0 9 0 0 3	48.00 48.00 0.00 0.00 36.00 0.00 0.00 12.00	45.62 23.27 8.24 2.78 9.47 0.51 0.00 2.27	11.4 5.8 2.1 0.7 2.4 0.1 0.0 0.6	0.6 6.2 -2.1 -0.7 6.6 -0.1 0.0 2.4	105.21 206.23 0.00 0.00 379.96 0.00 100.00 529.64	Yes
59 TF-WIU QC MUSUEM 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.	59.91 15.01 5.89 4.05 3.45 0.96 0.00 0.66	0.6 0.2 0.1 0.0 0.0 0.0 0.0	0.4 -0.2 -0.1 0.0 0.0 0.0 0.0	166.90 0.00 0.00 0.00 0.00 0.00 100.00 0.00	

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
6 SKILLED CRAFT	53	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 0 0 0 0	0.00 1.89 0.00 0.00 0.00 0.00 0.00 1.89	9.10 34.07 9.85 19.85 2.47 1.24 0.14 0.53	4.8 18.1 5.2 10.5 1.3 0.7 0.1	-4.8 -17.1 -5.2 -10.5 -1.3 -0.7 -0.1	0.00 5.54 0.00 0.00 0.00 0.00 0.00 358.95	Yes Yes Yes Yes Yes
60 TF-RACE, RELIGION, GENDER & MU	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.	28.53 25.08 6.60 4.45 11.66 0.38 0.00 1.99	0.9 0.8 0.2 0.1 0.3 0.0 0.0	2.1 -0.8 -0.2 -0.1 -0.3 0.0 0.0	350.54 0.00 0.00 0.00 0.00 0.00 100.00 0.00	
7 SERVICE MAINTENANCE	132	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	42 17 10 1 2 1 0	31.82 12.88 7.58 0.76 1.52 0.76 0.00 0.76	34.86 36.25 14.30 18.85 2.57 0.28 0.08 0.17	46.0 47.9 18.9 24.9 3.4 0.4 0.1	-4.0 -30.9 -8.9 -23.9 -1.4 0.6 -0.1	91.28 35.53 52.96 4.02 58.93 272.77 0.00 442.10	Yes Yes Yes Yes
9 TF-BIOLOGICAL SCIENCES	12	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	4 4 1 0 2 0 0 1	33.33 33.33 8.33 0.00 16.67 0.00 0.00 8.33	45.49 23.53 3.85 4.88 11.37 0.56 0.00 2.87	5.5 2.8 0.5 0.6 1.4 0.1 0.0 0.3	-1.5 1.2 0.5 -0.6 0.6 -0.1 0.0 0.7	73.27 141.66 216.23 0.00 146.62 0.00 100.00 290.43	Yes

FY 25 Detailed NEW 09/23/2024

	_	_			_	09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
1 TENURED FACULTY/OFFICIAL & MAN	158	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	96 30 13 8 1 0 0	60.76 18.99 8.23 5.06 0.63 0.00 0.00	47.24 22.89 7.42 3.77 8.13 0.52 0.00 3.05	Yes Yes
11 TF-AGRICULTURE	9	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 1 0 1 0 0 0	22.22 11.11 0.00 11.11 0.00 0.00 0.00 0.	38.59 19.92 12.03 3.73 0.41 2.07 0.00 1.66	Yes Yes
12 TF-ART AND DESIGN	13	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	6 3 0 0 1 0 0 2	46.15 23.08 0.00 0.00 7.69 0.00 0.00 15.38	77.99 24.60 6.80 3.56 8.41 1.29 0.00 4.53	Yes
14 TF-CHEMISTRY	9	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 5 0 0 5 0 0 0	22.22 55.56 0.00 0.00 55.56 0.00 0.00	33.80 21.80 3.64 3.94 10.74 0.37 0.00 3.10	Yes

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		a	B			09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
15 TF-COMMUNICATION	11	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 1 0 0 0 0 0	27.27 9.09 0.00 0.00 0.00 0.00 0.00 9.09	59.70 20.85 8.39 3.82 4.93 0.33 0.00 3.37	Yes Yes
17 TF-COMPUTER SCIENCES	17	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 10 0 1 7 0 0 2	5.88 58.82 0.00 5.88 41.18 0.00 0.00	18.61 28.43 2.54 2.50 19.12 0.29 0.00 3.98	Yes
18 TF-LAW ENFORCEMENT AND JUSTICE	4	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 0 0 0 0 0 0 0	75.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	51.77 17.26 8.70 3.40 2.17 0.41 0.00 2.58	
2 NON-TENURED FACULTY	159	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	109 21 10 2 4 0 0 3	68.55 13.21 6.29 1.26 2.52 0.00 0.00 1.89	48.01 25.24 6.26 5.42 12.16 0.62 0.06 0.72	Yes Yes Yes Yes

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	_	_	_			09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
22 TF-SCHOOL OF EDUCATION	29	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	17 8 2 0 4 0 0	58.62 27.59 6.90 0.00 13.79 0.00 0.00 6.90	73.90 23.59 12.22 4.46 2.95 0.86 0.00 3.10	Yes Yes Yes
26 TF-FOREIGN LANGUAGES & LITERAT	6	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 5 1 4 0 0 0	50.00 83.33 16.67 66.67 0.00 0.00 0.00	69.44 39.20 4.63 12.65 17.90 0.31 0.00 3.70	Yes 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	145	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	44 33 7 2 7 2 0 4	30.34 22.76 4.83 1.38 4.83 1.38 0.00 2.76	37.37 27.66 10.28 7.87 7.76 0.85 0.14 0.76	Yes Yes Yes

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	a					09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
30 TF-HISTORY	8	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 2 0 0 1 0 0 1	25.00 25.00 0.00 0.00 12.50 0.00 0.00 12.50	40.47 17.80 4.95 4.34 3.53 0.54 0.00 4.44	Yes
31 TF-KINESIOLOGY	13	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	5 4 0 2 0 0 0 0 2	38.46 30.77 0.00 15.38 0.00 0.00 0.00 15.38	43.09 11.86 3.64 3.57 2.47 0.22 0.00 1.97	
32 TF-LAW ENFORCEMENT AND JUSTICE	23	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	5 2 2 0 0 0 0	21.74 8.70 8.70 0.00 0.00 0.00 0.00 0.00	51.77 17.26 8.70 3.40 2.17 0.41 0.00 2.58	Yes Yes
34 TF-MANAGEMENT AND MARKETING	17	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	7 8 1 0 6 0 0	41.18 47.06 5.88 0.00 35.29 0.00 0.00 5.88	39.64 24.21 8.09 3.59 8.80 0.57 0.00 3.16	

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						09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
35 TF-MATHEMATICS	21	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	8 4 1 1 2 0 0	38.10 19.05 4.76 4.76 9.52 0.00 0.00	29.74 20.60 3.06 3.62 10.34 0.24 0.00 3.35	
36 TF-MUSIC	34	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	11 7 1 1 5 0 0	32.35 20.59 2.94 2.94 14.71 0.00 0.00	39.53 18.19 4.37 3.26 7.39 0.19 0.00 2.99	Yes
37 TF-NURSING	3	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 1 0 0 1 0 0	100.00 33.33 0.00 0.00 33.33 0.00 0.00	67.54 25.97 10.61 6.65 4.45 0.89 0.00 3.37	
38 TF-PHYSICS	5	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 4 0 1 3 0 0 0	20.00 80.00 0.00 20.00 60.00 0.00 0.00	15.37 19.13 2.11 2.90 10.01 0.18 0.00 3.92	

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				_		09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
39 TF-POLITICAL SCIENCE	7	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 2 0 1 1 0 0	28.57 28.57 0.00 14.29 14.29 0.00 0.00	38.45 20.04 6.65 4.46 4.72 0.48 0.00 3.73	
PROFESSIONAL STAFF/PROTECTIVE	331	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	201 19 7 9 1 0 0 2	60.73 5.74 2.11 2.72 0.30 0.00 0.00 0.60	54.33 27.73 11.32 9.53 5.18 0.96 0.14 0.60	Yes Yes Yes Yes Yes
0 TF-PSYCHOLOGY	17	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	11 1 0 0 0 0 0 0	64.71 5.88 0.00 0.00 0.00 0.00 0.00 5.88	68.80 21.10 5.86 6.78 4.60 0.68 0.00 3.17	Yes Yes Yes
41 TF-RECREATION, PARK, TOURISM &	9	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	5 2 0 0 2 0 0 0	55.56 22.22 0.00 0.00 22.22 0.00 0.00 0.00	44.03 15.06 4.26 2.56 3.98 0.85 0.00 3.41	

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		<u> </u>	=			09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
43 TF-SOCIOLOGY AND ANTHROPOLOGY	16	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	8 3 1 0 2 0 0	50.00 18.75 6.25 0.00 12.50 0.00 0.00	62.06 25.51 9.19 6.60 5.64 0.66 0.00 3.43	Yes Yes
44 TF-THEATRE AND DANCE	14	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	7 0 0 0 0 0 0 0	50.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	58.18 14.66 4.55 4.20 1.93 0.45 0.00 3.52	Yes
45 TF-SCHOOL OF ENGINEERING AND T	13	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	4 5 0 0 5 0 0	30.77 38.46 0.00 0.00 38.46 0.00 0.00	23.39 26.06 4.08 3.89 14.23 0.53 0.00 3.32	
49 TF-INSTITUTE OF RURAL AFFAIRS	2	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 1 0 0 0	0.00 50.00 0.00 0.00 50.00 0.00 0.00	65.92 50.94 17.98 13.48 7.87 3.00 0.00 8.61	Yes

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						09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
5 OFFICE & CLERICAL/PARA-PROFESS	109	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	96 9 1 3 3 0 0 2	88.07 8.26 0.92 2.75 2.75 0.00 0.00 1.83	70.64 30.83 14.30 11.48 4.32 0.27 0.07 0.39	Yes Yes Yes Yes
51 TF-LIBRARIES	6	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 0 0 0 0 0 0 0	16.67 0.00 0.00 0.00 0.00 0.00 0.00 0.00	63.14 26.15 9.96 3.74 6.85 1.49 0.00 4.11	Yes Yes
52 TF-BROADCASTING AND JOURNALISM	5	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	2 3 1 0 2 0 0	40.00 60.00 20.00 0.00 40.00 0.00 0.00	54.41 22.87 9.13 3.91 6.22 0.61 0.00 2.99	
53 TF-ENGLISH	20	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	11 3 1 0 1 1 0 0	55.00 15.00 5.00 0.00 5.00 5.00 0.00	36.86 24.50 5.18 4.09 11.95 0.46 0.00 2.82	Yes Yes

FY 25 Detailed NEW 09/23/2024

	=				_	09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
54 TF-EARTH, ATMOSPHERIC, &GEOGRA	11	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 6 2 0 4 0 0	27.27 54.55 18.18 0.00 36.36 0.00 0.00 0.00	27.90 14.58 2.28 2.39 6.72 0.23 0.00 2.96	
56 TF-SPEECH PATHOLOGY AND AUDIOL	4	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	4 0 0 0 0 0 0 0	100.00 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, FINAN	25	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	12 12 0 0 9 0 0 3	48.00 48.00 0.00 0.00 36.00 0.00 0.00 12.00	45.62 23.27 8.24 2.78 9.47 0.51 0.00 2.27	Yes
59 TF-WIU QC MUSUEM STUDIES	1	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00	59.91 15.01 5.89 4.05 3.45 0.96 0.00 0.66	

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						09/23/2024
	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
Job Group						
6 SKILLED CRAFT	53	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 0 0	0.00 1.89 0.00 0.00 0.00 0.00 0.00 1.89	9.10 34.07 9.85 19.85 2.47 1.24 0.14 0.53	Yes Yes Yes Yes Yes
60 TF-RACE, RELIGION, GENDER & MU	3	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	3 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.	28.53 25.08 6.60 4.45 11.66 0.38 0.00 1.99	
7 SERVICE MAINTENANCE	132	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	42 17 10 1 2 1 0	31.82 12.88 7.58 0.76 1.52 0.76 0.00 0.76	34.86 36.25 14.30 18.85 2.57 0.28 0.08 0.17	Yes Yes Yes Yes
9 TF-BIOLOGICAL SCIENCES	12	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	4 4 1 0 2 0 0 1	33.33 33.33 8.33 0.00 16.67 0.00 0.00 8.33	45.49 23.53 3.85 4.88 11.37 0.56 0.00 2.87	Yes

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

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		Less than 80% ?							
	Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
36	TF-MUSIC								Yes
37	TF-NURSING								
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, TOURISM &								
43	TF-SOCIOLOGY AND ANTHROPOLOGY		Yes		Yes				
44	TF-THEATRE AND DANCE		Yes						
45	TF-SCHOOL OF ENGINEERING AND T								
49	TF-INSTITUTE OF RURAL AFFAIRS	Yes							
5	OFFICE & CLERICAL/PARA-PROFESS		Yes	Yes	Yes	Yes			
51	TF-LIBRARIES	Yes	Yes						
52	TF-BROADCASTING AND JOURNALISM								
53	TF-ENGLISH		Yes			Yes			
54	TF-EARTH, ATMOSPHERIC, &GEOGRA								
56	TF-SPEECH PATHOLOGY AND AUDIOL								

FY 25 Detailed NEW 09/23/2024

				Less tha	an 80% ?			09/23/2024
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
57 TF-SCHOOL OF ACCOUNTING, FINAN			Yes					
59 TF-WIU QC MUSUEM STUDIES								
6 SKILLED CRAFT	Yes	Yes	Yes	Yes	Yes			
60 TF-RACE, RELIGION, GENDER & MU								
7 SERVICE MAINTENANCE		Yes	Yes	Yes	Yes			
9 TF-BIOLOGICAL SCIENCES	Yes							

	1	1	I	1	1	09/23/2024
Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
1 TENURED FACULTY/OFFICIAL & MAN	19	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	13 6 2 1 0 0 0 3	68.42 31.58 10.53 5.26 0.00 0.00 0.00 15.79	8.13 3.05	No Yes
11 TF-AGRICULTURE	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		38.59 12.03	*
12 TF-ART AND DESIGN	1	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 1 0 0 1 0 0	100.00 100.00 0.00 0.00 100.00 0.00 0.0	77.99	Yes
14 TF-CHEMISTRY	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0		33.80	*

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
15 TF-COMMUNICATION	1	Female Minority Black Hispanic Asian AMIndian NHOPI Two+	0 0 0 0 0 0	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	59.70 20.85	No No
17 TF-COMPUTER SCIENCES	1	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 1 0 0	0.00 100.00 0.00 0.00 100.00 0.00 0.00	18.61	No
18 TF-LAW ENFORCEMENT AND JUSTICE	1	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.		
2 NON-TENURED FACULTY	41	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	28 7 2 0 3 0 0 2	68.29 17.07 4.88 0.00 7.32 0.00 0.00 4.88	25.24 5.42 12.16 0.62	No No No No

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
22 TF-SCHOOL OF EDUCATION	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.	73.90 12.22 4.46	Yes No No
26 TF-FOREIGN LANGUAGES & LITERAT	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0		69.44 17.90	*
29 TF-HEALTH SCIENCES AND SOCIAL	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			
3 ADMINISTRATIVE STAFF/TECHNICIA	11	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	5 4 1 1 2 0 0	45.45 36.36 9.09 9.09 18.18 0.00 0.00	10.28 7.87 7.76	No Yes Yes

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

			1			09/23/2024
Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
30 TF-HISTORY	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		40.47	*
31 TF-KINESIOLOGY	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0			
32 TF-LAW ENFORCEMENT AND JUSTICE	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		51.77 17.26	* *
34 TF-MANAGEMENT AND MARKETING	1	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 1 0 0 1 0 0	0.00 100.00 0.00 0.00 100.00 0.00 0.00		

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
35 TF-MATHEMATICS	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			
36 TF-MUSIC	5	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	4 1 0 0 1 0 0 0	80.00 20.00 0.00 0.00 20.00 0.00 0.00 0.	2.99	No
37 TF-NURSING	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			
38 TF-PHYSICS	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

T	1		I	1		U9/23/2024
Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
39 TF-POLITICAL SCIENCE	0	Female Minority Black Hispanic Asian AMIndian NHOPI Two+	0 0 0 0 0 0			
4 PROFESSIONAL STAFF/PROTECTIVE	29	Female Minority Black Hispanic Asian AMIndian NHOPI Two+	15 3 1 0 2 0 0	51.72 10.34 3.45 0.00 6.90 0.00 0.00 0.00	27.73 11.32 9.53 5.18 0.96	No No No Yes No
40 TF-PSYCHOLOGY	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		21.10 5.86 6.78	* *
41 TF-RECREATION, PARK, TOURISM &	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
43 TF-SOCIOLOGY AND ANTHROPOLOGY	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		25.51 6.60	*
44 TF-THEATRE AND DANCE	1	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 1 1 0 0 0 0	100.00 100.00 100.00 0.00 0.00 0.00 0.0	14.66	Yes
45 TF-SCHOOL OF ENGINEERING AND T	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0			
49 TF-INSTITUTE OF RURAL AFFAIRS	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		65.92	*

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
5 OFFICE & CLERICAL/PARA-PROFESS	10	Female Minority Black Hispanic Asian AMIndian NHOPI Two+	10 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.	30.83 14.30 11.48 4.32	No No No No
51 TF-LIBRARIES	1	Female Minority Black Hispanic Asian AMIndian NHOPI Two+	0 1 0 1 0 0 0	0.00 100.00 0.00 100.00 0.00 0.00 0.00	63.14 26.15	No Yes
52 TF-BROADCASTING AND JOURNALISM	1	Female Minority Black Hispanic Asian AMIndian NHOPI Two+	1 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.		
53 TF-ENGLISH	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0		24.50 11.95	*

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
54 TF-EARTH, ATMOSPHERIC, &GEOGRA	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			
56 TF-SPEECH PATHOLOGY AND AUDIOL	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			
57 TF-SCHOOL OF ACCOUNTING, FINAN	2	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	1 1 0 0 1 0 0	50.00 50.00 0.00 0.00 50.00 0.00 0.00	8.24	No
59 TF-WIU QC MUSUEM STUDIES	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

Job Group	Total Movements	Category	Movements (#)	Movements (%)	Goals (%)	Goal Attained ?
6 SKILLED CRAFT	1	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0	9.10 34.07 9.85 19.85 2.47	No No No No
60 TF-RACE, RELIGION, GENDER & MU	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0			
7 SERVICE MAINTENANCE	18	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	7 5 2 1 0 0 0 2	38.89 27.78 11.11 5.56 0.00 0.00 0.00 11.11	36.25 14.30 18.85 2.57	No No No No
9 TF-BIOLOGICAL SCIENCES	0	Female Minority Black Hispanic Asian AmIndian NHOPI Two+	0 0 0 0 0 0 0		45.49	*

Goal Attained? Key:	
* <blank></blank>	Goal was not attained because there was no movement into this job group No goal to attain

FY 25 Detailed NEW 09/23/2024

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

FY 25 Detailed NEW 09/23/2024

		Less than 80% ?								
	Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+	
36	TF-MUSIC								Yes	
37	TF-NURSING									
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, TOURISM &									
43	TF-SOCIOLOGY AND ANTHROPOLOGY		Yes		Yes					
44	TF-THEATRE AND DANCE		Yes							
45	TF-SCHOOL OF ENGINEERING AND T									
49	TF-INSTITUTE OF RURAL AFFAIRS	Yes								
5	OFFICE & CLERICAL/PARA-PROFESS		Yes	Yes	Yes	Yes				
51	TF-LIBRARIES	Yes	Yes							
52	TF-BROADCASTING AND JOURNALISM									
53	TF-ENGLISH		Yes			Yes				
54	TF-EARTH, ATMOSPHERIC, &GEOGRA									
56	TF-SPEECH PATHOLOGY AND AUDIOL									

FY 25 Detailed NEW 09/23/2024

	Less than 80% ?							03/23/2024
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
57 TF-SCHOOL OF ACCOUNTING, FINAN			Yes					
59 TF-WIU QC MUSUEM STUDIES								
6 SKILLED CRAFT	Yes	Yes	Yes	Yes	Yes			
60 TF-RACE, RELIGION, GENDER & MU								
7 SERVICE MAINTENANCE		Yes	Yes	Yes	Yes			
9 TF-BIOLOGICAL SCIENCES	Yes							

Annual Placement Goals

FY 25 Detailed NEW 09/23/2024

	Placement Goals (%)							
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 TENURED FACULTY/OFFICIAL & MAN	-	-	-	-	8.13	-	-	3.05
11 TF-AGRICULTURE	38.59	-	12.03	-	-	-	-	-
12 TF-ART AND DESIGN	77.99	-	-	-	-	-	-	-
14 TF-CHEMISTRY	33.80	-	-	-	-	-	-	-
15 TF-COMMUNICATION	59.70	20.85	-	-	-	-	-	-
17 TF-COMPUTER SCIENCES	18.61	-	-	-	-	-	-	-
18 TF-LAW ENFORCEMENT AND JUSTICE	-	-	-	-	-	-	-	-
2 NON-TENURED FACULTY	-	25.24	-	5.42	12.16	0.62	-	-
22 TF-SCHOOL OF EDUCATION	73.90	-	12.22	4.46	-	-	-	-
26 TF-FOREIGN LANGUAGES & LITERAT	69.44	-	-	-	17.90	-	-	-
29 TF-HEALTH SCIENCES AND SOCIAL	-	-	-	-	-	-	-	-
3 ADMINISTRATIVE STAFF/TECHNICIA	-	-	10.28	7.87	7.76	-	-	-
30 TF-HISTORY	40.47	-	-	-	-	-	-	-
31 TF-KINESIOLOGY	-	-	-	-	-	-	-	-
32 TF-LAW ENFORCEMENT AND JUSTICE	51.77	17.26	-	-	-	-	-	-
34 TF-MANAGEMENT AND MARKETING	-	-	-	-	-	-	-	-
35 TF-MATHEMATICS	-	-	-	-	-	-	-	-
36 TF-MUSIC	-	-	-	-	-	-	-	2.99

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule

Annual Placement Goals

FY 25 Detailed NEW 09/23/2024

	Placement Goals (%)							
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
37 TF-NURSING	-	-	-	-	-	-	-	-
38 TF-PHYSICS	-	-	-	-	-	-	-	-
39 TF-POLITICAL SCIENCE	-	-	-	-	-	-	-	-
4 PROFESSIONAL STAFF/PROTECTIVE	-	27.73	11.32	9.53	5.18	0.96	-	-
40 TF-PSYCHOLOGY	-	21.10	5.86	6.78	-	-	-	-
41 TF-RECREATION, PARK, TOURISM &	-	-	-	-	-	-	-	-
43 TF-SOCIOLOGY AND ANTHROPOLOGY	-	25.51	-	6.60	-	-	-	-
44 TF-THEATRE AND DANCE	-	14.66	-	-	-	-	-	-
45 TF-SCHOOL OF ENGINEERING AND T	-	-	-	-	-	-	-	-
49 TF-INSTITUTE OF RURAL AFFAIRS	65.92	-	-	-	-	-	-	-
5 OFFICE & CLERICAL/PARA-PROFESS	-	30.83	14.30	11.48	4.32	-	-	-
51 TF-LIBRARIES	63.14	26.15	-	-	-	-	-	-
52 TF-BROADCASTING AND JOURNALISM	-	-	-	-	-	-	-	-
53 TF-ENGLISH	-	24.50	-	-	11.95	-	-	-
54 TF-EARTH, ATMOSPHERIC, &GEOGRA	-	-	-	-	-	-	-	-
56 TF-SPEECH PATHOLOGY AND AUDIOL	-	-	-	-	-	-	-	-
57 TF-SCHOOL OF ACCOUNTING, FINAN	-	-	8.24	-	-	-	-	-
59 TF-WIU QC MUSUEM STUDIES	-	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule

Annual Placement Goals

FY 25 Detailed NEW 09/23/2024

	Placement Goals (%)							
Job Group	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
6 SKILLED CRAFT	9.10	34.07	9.85	19.85	2.47	-	-	-
60 TF-RACE, RELIGION, GENDER & MU	-	-	-	-	-	-	-	-
7 SERVICE MAINTENANCE	-	36.25	14.30	18.85	2.57	-	-	-
9 TF-BIOLOGICAL SCIENCES	45.49	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule