

## WHAT TO DO IF YOU RECEIVE AN OFCCP AUDIT LETTER

1. Don't panic! Check the date you received the letter. Remember, you only have thirty days from the date that you received the letter to respond to the OFCCP.
2. Call Employers Council for guidance as soon as possible. Scan and email or fax a copy of the audit letter for us to review.
3. Determine if the audit letter is valid with help from Employers Council.
4. Please do NOT send any documents or your AAP to the OFCCP without consulting Employers Council first.
5. You will NOT send this entire AAP to the OFCCP. Employers Council will prepare an audit-ready AAP for you to send to the OFCCP.
6. Employers Council will work with you to prepare you for the audit process and support you during the audit process.

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**University of Northern Colorado**

**Greeley, CO 80639**

**AFFIRMATIVE ACTION PROGRAM  
FOR MINORITIES AND FEMALES**

**Program Narratives**

**11/01/2017 - 10/31/2018**

**EQUAL EMPLOYMENT OPPORTUNITY  
AFFIRMATIVE ACTION PROGRAM (AAP)  
FOR  
MINORITIES AND FEMALES**

**OF**

University of Northern Colorado  
Greeley, CO

Plan Effective Date: 11/01/2017

Plan Expiration Date: 10/31/2018

Name/Address of Establishment: University of Northern Colorado  
501 20th Street  
Greeley, CO 80639

EEO Coordinator: Lawrence Loften

Title: Chief Conduct Officer, Title IX

Chief Executive Officer: Kay Norton

Title: President

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# **AFFIRMATIVE ACTION PROGRAM**

## **INTRODUCTION**

The following Affirmative Action Program (“AAP”) has been developed in accordance with contract compliance regulations from the Federal Government’s Executive Order 11246, pertaining to Affirmative Action Programs for Minorities and Females.

The scope of this Affirmative Action Program includes all departments of University of Northern Colorado. This document:

- Specifies our equal employment policy along with a detailed description of how that policy is implemented;
- Identifies areas of minority and/or female concentration or under-representation;
- Establishes goals for specific areas of the workforce; and,
- Outlines the efforts that will be taken to ensure that the Affirmative Action Program is implemented.

University of Northern Colorado has an on-going commitment to the goals of equal opportunity and affirmative action programs. This document was developed to meet the needs of personnel in implementing the affirmative action program during the current program year.

## CONFIDENTIALITY

This Affirmative Action Program contains confidential information that is subject to the provisions of 18 U.S.C. §1905. *Chrysler Corp. v. Brown*, 441, U.S. 281, 19 FEP 475 (1979).

Copies of this Affirmative Action Program and all related appendices, documents and supporting data are made available on loan to the U.S. Government upon the request of the U.S. Government on the condition that the U.S. Government hold them totally confidential and not release copies to any person whatsoever. This Affirmative Action Program and its appendices and other supporting documents contain confidential information that may reveal, directly or indirectly, the organization's plans for business or geographical expansion or contraction. University of Northern Colorado considers this Affirmative Action Program to be exempt from disclosure, reproduction and distribution under the Freedom of Information Act upon the grounds, among others, that such materials constitute: (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. §552(b) (6); (2) confidential, commercial or financial information, which is exempt from disclosure under 5 U.S.C. §552 (b) (4); (3) investigatory records compiled for law enforcement purposes, the reproduction of which are exempt from disclosure under 5 U.S.C. §552(b) (7) (C); and as (4) matters specifically exempt from disclosure by statute, which are exempt from disclosure under 5 U.S.C. §552(b) (3).

Specifically, University of Northern Colorado does not consent to the release of any information whatsoever contained in this Affirmative Action Program under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering a request for release of this plan under the Freedom of Information Act, request is hereby made that the Government immediately notify the Chief Executive Officer of University of Northern Colorado of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this plan by the Government which relates to information obtained by the Government from the company.

University of Northern Colorado further requests that everyone who has any contact with this Affirmative Action Program, or its supporting appendices, documents and other data, treat such information as totally confidential and that such information not be released to any person whatsoever.

Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

## **PROGRAM TERMINOLOGY**

The terms “incumbency to availability analysis,” “utilization,” “problem area,” and “adverse impact” or “goals,” appearing in this Affirmative Action Program, are terms University of Northern Colorado is required to use herein pursuant to Federal Government regulations. The criteria used in relation to these terms are those specified by the Federal Government. These terms have no independent legal or factual significance, although University of Northern Colorado will use the terms in total good faith in connection with its Affirmative Action Program. Such usage does not necessarily signify that University of Northern Colorado agrees that these terms are properly applied to any factual situation.

Whenever the term “placement goal” is used, the following two major principles should be applied: 1) Placement goals are not rigid and inflexible quotas. Quotas are expressly forbidden. 2) In all employment decisions, University of Northern Colorado must make selections in a nondiscriminatory manner. Placement goals do not provide the contractor with a justification to extend a preference to any individual, select an individual, or adversely affect an individual’s employment status, on the basis of that person’s race, color, religion, sex, sexual orientation, gender identity, or national origin (41 C.F.R. §60-2.16(e)).

# SECTION I

## DESIGNATION OF RESPONSIBILITY

### (41 CFR 60-2.17(a))

- A) **Management:** Lawrence Loften, Chief Conduct Officer, Title IX, has overall responsibility for our Equal Opportunity Policy and Affirmative Action Programs. It is Lawrence Loften's responsibility to ensure that these policies are effectively managed and that managers at all levels of the organization take part in their implementation.
- B) **EEO Official:** University of Northern Colorado's EEO Official, Lawrence Loften, Chief Conduct Officer, Title IX has been delegated the following responsibilities:
1. Assist in implementing University of Northern Colorado's policy on Equal Opportunity;
  2. Annually prepare and update the Affirmative Action Plan;
  3. Prepare annually and submit University of Northern Colorado's Standard Form 100 EEO-1 report to the EEOC/OFCCP Joint Reporting Committee and the VETS-4212 Form to the Department of Labor's Office of Veterans Employment & Training;
  4. Maintain a continuing audit of and documentation on University of Northern Colorado's activity to identify possible problem areas to measure overall effectiveness of the plan implementation. Follow up with advice and recommendations where appropriate to ensure necessary actions are taken;
  5. Assist in resolving identified problem areas;
  6. Report periodically to senior management, progress toward achieving affirmative action goals and objectives;
  7. Ensure that members of management are kept abreast of recent developments in the Equal Employment Opportunity area and applicable federal, state and local laws and regulations;
  8. Serve as liaison between University of Northern Colorado's and EEO enforcement agencies, as well as female and minorities organizations, and community based organizations; and
  9. Initiate internal and external communications regarding equal opportunity activities of University of Northern Colorado.

C) **Management Responsibilities:** In addition to responsibility for implementation of the Affirmative Action Program, managers have certain responsibilities and may be involved with the EEO Official in the following ways:

1. Assist in the “identification of problem areas” as may exist and in the establishment of Affirmative Action goals and objectives;
2. Assist in auditing training programs, hiring and promotional patterns and, as necessary, remove any impediments to our goals and objectives;
3. Have regular discussions with their managers to ensure University of Northern Colorado’s policies are being followed and that they understand their performance evaluation includes equal opportunity efforts and results, along with other criteria;
4. Review the qualifications of all employees to ensure in the process that minorities and females are given full opportunities for promotion and transfer;
5. Provide job/career counseling to all employees; and
6. Preview and ensure that:
  - All required federal EEO posters are properly displayed;
  - The facility is desegregated and only locker rooms and restrooms are maintained separately by gender;
  - Minorities and females along with other employees are encouraged to participate in company sponsored educational, training, recreational and social activities.
7. All managers are responsible for taking action to prevent harassment and intimidation of employees.

## SECTION II

### IDENTIFICATION OF PROBLEM AREAS (41 CFR 60-2.17(b))

University of Northern Colorado 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:

1. **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, as defined by a statistical methodology, Placement Goals are set (see the Placement Goals report which follows this section).

Whether there are Placement Goals or not, 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, but are not limited to the following:

- Working with hiring managers and recruiters to determine appropriate outreach to attract qualified applicant pools;
- Recruiting at colleges and universities with a significant percentage of minority and female students;
- Publishing job advertisements in newspapers and/or magazines that target females and/or minorities;
- Offering mentorship programs for female and minority employees;
- Offering job training to females and minorities currently employed by the company in order to increase their chances of advancement;
- Offering tuition reimbursement to employees to obtain training that will increase their chances of advancement;
- Using recruitment companies that specifically target females and minorities; and
- Continuing to use the services of the respective State Employment Service.

2. **Review of Employment Decisions:** Review of employment decisions is made in order to determine whether or not females/minorities are selected at a less favorable rate than males/non-minorities. A review of males/non-minorities is also conducted to determine if either group is being selected at a statistically significant lessor rate than females/minorities.
3. **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 company 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. If males/non-minorities are selected at a statistically significantly lessor rate than females/minorities, a review of the applicant flow and selection decisions is also made to ensure that there is no evidence of discrimination.
4. **Review of Terminations:** For terminations, if females/minorities are being involuntarily terminated or are voluntarily leaving at a higher rate than males/non-minorities, a review of the employee files will be made to ensure the company is applying its policies and procedures for termination equally. If males/non-minorities have a statistically significant higher rate of termination than females/minorities, an investigation will also be conducted to determine the cause.
5. **Compensation:** Compensation is reviewed at least annually in order to determine if there are significant discrepancies in pay when comparing female to male rates of pay and minority versus non-minority rates of pay. If discrepancies do exist, a thorough review is conducted to determine if the difference in pay is justified due to appropriate factors.

### SECTION III

## ACTION-ORIENTED PROGRAMS TO OBTAIN GOALS AND OBJECTIVES (41 CFR 60-2.17(c))

In addition to our ongoing efforts, University of Northern Colorado will focus on actions designed to enhance our Affirmative Action performance.

- A) **Internal Promotion and Transfer Systems:** We rely upon an effective system for ensuring that employees have equal opportunity to advance in employment as opportunities occur. Because of the importance of these systems to our Affirmative Action Program, we have reviewed and clarified the responsibilities and methods used.

Following is a description of the system as we intend it to operate:

1. **Promotional Process:** Vacancies are filled from within whenever possible through either promotions or transfers. Human Resources may search within University of Northern Colorado for qualified candidates to promote into open positions.

“Promotable Employees” are identified in a number of ways, which may include but are not limited to:

- Periodic review of the experience and background of employees;
- Review of education reimbursement applications;
- Discussions with employees regarding career growth and educational interests;
- Recommendations from other managers; and
- Review of wage and salary actions and performance evaluation information.

2. **Transfer System:** It is our practice to make it possible for employees to request transfers to other departments within University of Northern Colorado and grant transfers wherever possible to fit the needs and interests of both employees and the organization.

Employees can request a transfer in the following ways:

- Directly filing for a position with Human Resources.
- Through their immediate manager, who forwards their request to Human Resources.

Employees requesting consideration for transfer may be contacted by Human Resources to determine the reason for the request. Particular attention may be paid to requests of minorities and females to ensure that their requests do not stem from any discriminatory problem in their current position.

- B) **Notification of Job Openings:** A system to notify local minority and female placement and training agencies of our job openings has been developed.

C) **Positions are reviewed on an on-going basis for validity of the qualification requirements.** The process for review is as follows:

1. Open positions are reviewed with Human Resources, as a usual procedure;
2. Obvious corrections to job titles, duties, qualification statements, and position are made; and
3. The amended position may be reviewed with the hiring manager for concurrence on position requirements.

The foregoing process is also used in establishing new positions. Human Resources also checks the validity of qualification requirements as requisitions are received from hiring managers.

D) **Other Action-Oriented Programs:** The following additional action-oriented programs aid in the implementation of our Affirmative Action Program. (Note: These actions are not intended to reflect that a problem exists, or is identified, nor do they correct unidentified problems.)

1. Personnel procedures and actions will be monitored by Human Resources to support equal opportunity and affirmative action.
2. Only job related tests are used in our selection processes. Other selection techniques are continually reviewed to ensure they do not contain any prohibited bias.
3. Contact will be initiated and continually reinforced with community organizations that specialize in the training, placement, and support of females, minorities, veterans and individuals with disabilities.
4. A primary function of managers is the periodic review of an employee's performance to ensure that they understand and can carry out the duties and requirements of their assignments; to commend employees for superior performance and to assist employees in their efforts to improve and advance in their careers.

E) **Formal Performance Review Program:** This process is designed to review an employee's total performance for the period since their last review. Job performance is compared to standards and discussed with the employee. A summary of the review, including the employee's accomplishments, development needs and other performance information is placed in the employee's personnel file.

F) Human Resources is responsible for reviewing Performance Appraisals and providing assistance as may be needed to increase a manager's effectiveness to guide, motivate and assist employees with their development.

G) Action-oriented programs are being developed and implemented in the following areas as they are related to any problem areas identified in this Affirmative Action Program:

1. Workforce Analyses (by organizational profile and job groups);
2. Employment Selection Processes (including: hires, promotions, terminations, applications for employment);
3. Personnel Recordkeeping Procedures and Systems;
4. Recruiting Efforts (for Minorities and Females); and
5. Compensation Analyses.

## **SECTION IV**

### **INTERNAL AUDIT AND REPORTING SYSTEM**

#### **(41 CFR 60-2.17(d))**

To reach our Affirmative Action Goals and Objectives, University of Northern Colorado will develop a systematic approach to monitoring and measuring the results of its Program. The EEO/AAP Audit and Reporting System will be implemented as follows:

**A) Monitoring of Internal Reports:**

The following company reports will be generated and monitored on a regular basis by our designated EEO Official:

1. Applicant Tracking, which will include:
  - Name, race and gender of each applicant, where possible;
  - Referral source;
  - Job applied for;
  - Disposition of the application; and
  - Self-identification.
2. Employment Activity Reports: Our Human Resources Information System records employee hires, transfers, promotions, and terminations, and these actions will be analyzed on a regular basis to ensure that our policy of nondiscrimination is carried out.

**B) Additional Internal Auditing and Reporting Procedures:**

1. The EEO official presents a report of AAP Performance to Plan, including a review of placements into each AAP job group and possible problem areas to senior management.
2. AAP report results are reviewed with management on a regular basis.

**C) Internal Compliance Review:**

University of Northern Colorado will conduct reviews periodically to audit minority and female AAP progress and performance; identify any problem areas that may exist; and conduct an analysis for adverse impact. Recommendations are then made to the EEO Official for inclusion in next year's Affirmative Action Plan.

## SECTION V

### ORGANIZATIONAL PROFILE (41CFR 60-2.11)

**Purpose.** The following reports indicate the staffing patterns and demographic profiles within each organizational unit or department of this Affirmative Action Program. This array, 'display' or report, identifies each department or organizational unit and may indicate the relationship of each unit to the other. The report profile provides an overview of the workforce at the beginning of the Affirmative Action Program year and may assist in the identification of any 'problem' areas where females or minorities could be considered 'underrepresented' or 'concentrated.'

**Workforce Analysis.** We have elected to utilize the 'Workforce Analysis' approach in depicting our current, active, domestic, work force, at the start of the Company's AAP year. Work force reports have been organized to list employees in the following ways, as required:

All domestic employees are now included in the Affirmative Action Program of the AAP Site at which they work, as required, except:

1. Employees who work at AAP Sites other than that of their manager (to whom they report) *will now be included in their Manager's Affirmative Action Program.*
2. However, *employees working at locations where there are less than 50 employees will be included in a location that has an Affirmative Action Program.* This 'relocation' of individuals may be accomplished under one of the following options:
  - a. In the Affirmative Action Program which covers the location of the manager to whom they report;
  - b. In an Affirmative Action Program which covers just that location or establishment; or,
  - c. In an Affirmative Action Program, that covers the location of the human resources function that supports the establishment.

Where, pursuant to the above, employees have been included in an Affirmative Action Program other than the one in which they are located, Organizational Unit reports have been annotated to identify the actual Work Location and AAP Analysis Location of each employee. With this in mind, the following Affirmative Action Program reports reflect the new AAP reporting requirements:

#### Workforce Analysis Reports

The following Workforce Analysis (WFA) is a core requirement for the company's Affirmative Action Program and a key element in determining the representation of minorities and females in a department, organizational unit or functional area. This WFA represents a statistical array of the work force at the beginning of the Affirmative Action Plan year, 11/01/2017.

The WFA report includes:

- A list of all positions by job title (in ascending pay grade order) showing EEO-1 category, wage range, and total number of employees in each job title,
- The total number of incumbents in each job title by gender,
- The total number of incumbents in each job title by race, and
- The total number of minority incumbents.

## **SECTION VI**

### **JOB GROUP ANALYSIS**

#### **(41 CFR 60-2.12)**

The formation of job groups is an essential step in developing Federal Contractor Affirmative Action Programs. All job titles are assembled into job groups according to the following factors:

1. **Similar Work Content**

This means that jobs in the same job groups may have similar duties, knowledge, skills, and physical characteristics. "Availability" of minorities and females for these jobs is the same or similar.

2. **Similar Pay**

This means that jobs in the same job groups may have similar rates or ranges of pay. The use of a merit system is meant to provide an equitable and consistent method of pay. An organization's current salary system is considered in grouping job positions of similar work content.

3. **Similar Opportunity**

This means those job movements within an organization that individuals make because of interest, qualifications and business need. If an organization has formal lines of progression, this has been taken into account. An organization with no formal lines of progression relies on the interest, willingness and capabilities of individuals.

4. **Size**

To the extent possible, job groups consist of enough employees to make a meaningful determination regarding representation. Job groups with less than 30 employees may be grouped into EEO-1 Job Categories for meaningful analysis. The decision as to the size of the job group is not of greater importance than the purpose for establishing job groups.

5. **Management Job Groups**

A management position is one that has the responsibility to determine salary level and job performance for employees. Management job titles are grouped into lower, middle and upper level job groups whenever possible. Executives may have a separate job group, if appropriate.

6. **Non-Management Job Groups**

All non-management jobs are grouped into one of the following categories: Professional, Technician, Sales, Office & Clerical, Skilled, Semi-skilled, Service, and Laborers. (This grouping of categories is defined and used by both the EEOC and the OFCCP.)

The Job Group Analysis includes:

- A list of all positions by job title, wage range, EEO-1 category, for each job group, in ascending salary grade order;
- The total number and percentage of incumbents by gender;
- The total number and percentage of incumbents by race, and ethnic group;
- The total number and percent of minorities; and
- The total number of employees.

# SECTION VII

## AVAILABILITY ANALYSIS METHODOLOGY

### (41 CFR 60-2.14)

#### INTRODUCTION

#### DESCRIPTION OF AVAILABILITY ANALYSIS PROCESS

The following system was developed to:

1. Clarify the meaning of each of the two factors, as specified in the regulations;
2. Provide a logical statistical approach for deriving weighted “availability” data;
3. Utilize the most current and appropriate sources of workforce “availability” data;
4. Emphasize the source of job placements in deriving factor weights.

The wording of the “availability” factors is precisely as specified in Affirmative Action Program regulations, effective December 13, 2000. The statistical logic for deriving the weighted data is described in the section headed “Source of Data” on the forms.

“Availability” is defined as, “an estimate of the number of qualified minorities or females available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group.” (41 C.F.R. 60-2.14)

An “availability” analysis was conducted to determine how many females and minorities theoretically are qualified for and interested in employment in University of Northern Colorado’s specific positions. Such analysis was performed separately for females and for all minorities and takes into account not only how many individuals are available from the outside labor market (i.e., external “availability”), but also how many individuals could be promoted or transferred from an organization’s own workforce (i.e., “internal” availability).

Current government regulations require that, in performing “availability” analyses, the organization “consider” at least two designated factors. These factors are:

1. The percentage of minorities and females having the requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the company position vacancies;
2. The percentage of promotable, transferable, or trainable minorities and females within the contractor’s organization. Trainable refers to those employees within the contractor’s organization who could, with appropriate training which the contractor is reasonably able to provide, become promotable or transferable during the AAP year.

**The following guidelines, as explained in 41 CFR 60-2.14 of the Federal Register, have been used in determining the “availability” of minorities and females:**

*The contractor may not draw its reasonable recruitment area in such a way as to have the effect of excluding minorities or females. For each job group, the reasonable recruitment area must be identified, with a brief explanation of the rationale for selection of that recruitment area.*

*The contractor may not define the pool of promotable, transferable, and trainable employees in such a way as to have the effect of excluding minorities or females. For each job group, the pool of promotable, transferable, and trainable employees must be identified, with a brief explanation of the rationale of that pool.*

*Where a job group is composed of job titles with different availability rates, a composite availability figure for the job group must be calculated. The contractor must separately determine the availability for each job title within the job group and must determine the proportion of job group incumbents employed in each job title. The contractor must weigh the availability for each job title by the proportion of job group incumbents employed in that job group. The sum of the weighted availability estimates for all job titles in the job group may be the composite availability for the job group.*

Data sources for external availability factors have been acquired from iterations of the U.S. Census Bureau, state and local employment services, private vendors, and the Equal Employment Opportunity Commission surveys of private employers (EEO-1 Forms), for our computations.

The regulations require that organizations “consider” at least the above two factors. However, there is nothing that precludes an organization from using additional factors when they affect availability. In most instances, we have relied upon these two factors (i.e., individuals who have the required skills or who are promotable or transferable from within the organization).

**NOTE:** The “Availability” Analysis for University of Northern Colorado Greeley, CO’s job groups was performed separately for minorities and females. Incumbency to availability analysis was performed for minorities and females, which we understand is approved methodology.

## **SUMMARY**

Determining availability for University of Northern Colorado Greeley, CO represents an estimate, at best, of minorities and females available for future employment positions. The process and figures are inherently subjective. However, we have used the most current and appropriate data available in all instances. The final percentages, therefore, will give us a rough estimate of those who are available. The importance of skills has been stressed in our calculations and the final estimates, while not precise calculations, do reflect all relevant factors.

## **SECTION VIII**

### **COMPARING INCUMBENCY TO AVAILABILITY**

#### **(41 CFR 60-2.15)**

The following analysis is a comparison of the representation of minorities and females in the Company to their relative availability in the work force.

The regulations (41 CFR 60-2.15) do not provide detailed guidance for applying the “less than would reasonably be expected given their availability percentage in that particular job group.” However in the preamble of the November 13, 2000 Final Rules, states that the OFCCP traditionally has permitted contractors to identify “Incumbency to Availability (aka: utilization)” using a variety of methods, including: 1) Any Difference Rule - whether any difference exists between the availability of minorities or females for employment in a job group and the number of such persons actually employed in the job group; 2) Whole Person Rule - whether the difference between availability and the actual employment of minorities or females equals one person or more; 3) 80% Rule - whether actual employment of minorities or females is less than 80 percent of their availability; and 4) “Two Standard Deviations” Analysis - whether the difference between availability and the actual employment of minorities or females exceeds the two standard deviation test of statistical significance.

For the purpose of this Program, the “Two Standard Deviations” method is applied.

## SECTION IX

### PLACEMENT GOALS (41 CFR 60-2.16)

The following establishes Affirmative Action Program goals for University of Northern Colorado Greeley, CO for 11/01/2017 - 10/31/2018.

In this Affirmative Action Plan, the representation of minorities and females has been compared to their relative “Availability” in the Civilian Labor Force. While many rules may be applied when analyzing the “Incumbency to Availability” (aka: Utilization) of minorities and females, for the purposes of this Affirmative Action Plan, the “Two Standard Deviations” rule has been applied. In establishing these goals, the following will be considered:

1. **Level of Goals:** Goals will be established in underutilized job groups equal to “Availability” and based on future job opportunities.
2. **Goals by Specific Minority Group:** If appropriate, individual goals may be established for a specific minority group in a particular job group where a “substantial disparity” in the utilization of a group has been determined.
3. **Goal Setting:** The establishment of annual percentage placement goals will be based on staffing plans in the contractor’s organization. These plans will take into consideration the organization’s business projections. It is understood that any improvement in underutilized job groups will be based on future opportunities.

The annual percentage placement goals for University of Northern Colorado Greeley, CO are not expressed as rigid and inflexible goals, such as “quotas” which are illegal. Rather, “goals” will be considered “reasonable, attainable targets that are attainable by applying every good faith effort to make all aspects of the entire affirmative action program work.”

As required under Executive Order 11246, as amended, Affirmative Action Programs for Minorities and Females, a contractor will ensure that all applicants and employees are treated without regard to their race, color, religion, sex, gender identity, sexual orientation, or national origin, for purposes of employment.

## SECTION X

### IDENTIFICATION OF “PROBLEM” AREAS (41 CFR 60-2.16, 60-2.17)

The following is an analysis of the composition of the workforce and personnel practices for University of Northern Colorado Greeley, CO. Our analysis uses the following methodologies:

- A review of the results of personnel practices during the prior twelve month period to determine if minorities and females are applying and were selected in Company job groups;
- An analysis of the prior year’s Affirmative Action Plan Goals and efforts to achieve them;
- An analysis and determination of the representation of minorities and females as compared to their “availability” by Company job group;
- The establishment of AAP goals, as appropriate; and
- A compensation analysis completed for internal auditing.

**Review of Personnel Practices:** Company statistics regarding hires, promotions and terminations are gathered and monitored at least annually to update the Affirmative Action Program. This data is analyzed using the “80% Rule,” for hires and promotions, to determine if minorities and females are selected at a rate of 80% or more of that for non-minorities and males. Where any potential adverse impact is indicated, Company personnel will investigate to ensure there is no discrimination against protected group members. In the instance of terminations, however, the analysis is performed which indicates if minorities and females are leaving at a rate higher than 120% of the rate for non-minorities and males. Any areas of negative impact will be investigated by Company personnel.

**Analysis of the Prior Year’s Affirmative Action Plan Goals and Efforts:** At the end of each AAP year, the Company reviews its Goal performance, indicating the total number of “opportunities” in each goal area, by job group, race and gender.

**Workforce Composition:** The representation of minorities and females in the workforce has been analyzed by race and gender in the Company Job Groups as shown on the Job Group Listing report.

**Organizational Analysis:** At the start of the AAP year, an analysis is performed, looking at the representation of total minorities and each minority group, and for females, by major organizational unit. For University of Northern Colorado Greeley, CO, an analysis has been prepared indicating the representation of minorities and females in each organization as compared to the Company’s overall representation of these groups. Where the representation of total minorities and/or females is below that expected, Company managers will be informed of their organization’s status and strategies developed to improve the representation of minorities and/or females, wherever and whenever there are opportunities. In performing the analysis, the Company does not admit to illegal bias of any kind with regard to the placement of minorities and/or females. The analysis is used for program planning purposes.

**Affirmative Action Program Goals:** AAP Goals have been established for the coming year, based upon the comparison of incumbency to “availability” of minorities and females, by job group. Goals are based upon staffing plans for the current year. Goals are not rigid and inflexible, but are considered to be, “reasonable, attainable targets which can be achieved by applying every good faith effort.”

## Placement Goals Report

Job Group	Class	Goal Placement Rate %
2B IT Professionals	Female	39.16
2D Professors	Female	52.30
2E Assoc Professors	Minority	20.51
2H Adjunct Faculty	Minority	18.49
3 Technicians	Female	50.04
6 Craft Workers	Female	11.71
6 Craft Workers	Minority	30.37
8 Laborers	Female	25.99

**Other Personnel Benefits and Practices Analyzed:** The following areas within the Company are continually analyzed for their capability to support the Affirmative Action Program: Applicant Flow, Transfer and Promotion Practices, Benefit Programs, Training Programs, Job Postings, and Terminations.

University of Northern Colorado Greeley, CO expresses its commitment to equal employment opportunity through its support of the affirmative action program.

# SECTION XI

## PERFORMANCE TO GOALS (41 CFR 60-2.16, 60-2.17(d))

**Analysis of the Prior Year's Affirmative Action Plan Goals and Efforts:** At the end of each AAP year, the Company reviews its Goal performance, indicating the total number of "opportunities" in each goal area, by job group, race and gender. Areas where goals were not fully attained are addressed in the Good Faith Efforts Section of this AAP.

### Goal Attainment Report

Job Group	Class	Employees at plan date #	Goal Placement Rate %	Placements #	Actual Placement Rate %	Goal Attained ?
2A Admin Professionals	Minority	8	17.69	1	9.09	No
2B IT Professionals	Female	10	38.79	3	37.50	No
2D Professors	Female	90	49.04	31	53.45	Yes
2E Assoc Professors	Female	72	59.53	29	56.86	No
2H Adjunct Faculty	Minority	43	17.56	18	13.74	No
3 Technicians	Female	2	50.04	0	0.00	No
5E Temporary	Female	45	75.97	36	62.07	No
6 Craft Workers	Female	0	11.01	0	0.00	No
6 Craft Workers	Minority	4	30.63	2	40.00	Yes
8 Laborers	Female	2	26.20	1	25.00	No
8 Laborers	Minority	9	48.95	1	25.00	No

## **SECTION XII**

### **RESULTS-ORIENTED PROGRAMS**

#### **(41 CFR 60-2.17(c))**

University of Northern Colorado Greeley, CO has analyzed and identified the problem areas. As stated in 41 CFR 60-2.17 (c), the company must develop and execute action-oriented programs designed to correct any problem areas identified pursuant to 41 CFR 60-2.17 (b) and to attain established goals and objectives. We keep records of our good faith efforts that were implemented during the past year. In addition, University of Northern Colorado Greeley, CO will implement programs to address the new goals and identified problems areas for current Affirmative Action Program year.

# **SECTION XIII**

## **EEO HANDBOOK POLICY & POSTING MEMO**

### **(41 CFR 60-1.4(a)(1))**

#### **SAMPLE EEO POLICY/ANTI-HARASSMENT POLICY**

University of Northern Colorado is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local law. This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment includes verbal or physical conduct, which has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as customers, clients, vendors and consultants.

University of Northern Colorado will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

University of Northern Colorado will make reasonable accommodations for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief unless doing so would result in an undue hardship to the Company or cause direct threat to health or safety.

In support of our equal employment opportunity principle, University of Northern Colorado has developed written affirmative action plans for females, minorities, individuals with disabilities, and covered veterans. University of Northern Colorado's EEO/AA coordinator is Lawrence Loftin, Chief Conduct Officer, Title IX. Lawrence Loftin is responsible for compliance with state and federal EEO laws and affirmative action regulations. Lawrence Loftin is also responsible for implementing the Company's affirmative action plan, including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Officer. Our plan for Veterans and Individuals with Disabilities is available to you in the Human Resources office during regular office hours or by appointment. All employees and applicants for employment are protected, by both Company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, retaliation or discrimination for filing a complaint or assisting in an investigation.

## **Sexual Harassment**

University of Northern Colorado opposes sexual harassment and inappropriate sexual conduct. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made explicitly or implicitly a term or condition of employment.
- Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment.
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

All employees are expected to conduct themselves in a professional and businesslike manner at all times. Conduct, which may violate this policy, includes but is not limited to, sexually implicit or explicit communications whether in:

- Written form, such as cartoons, posters, calendars, notes, letters, e-mails.
- Verbal form, such as comments, jokes, foul or obscene language of a sexual nature, gossiping or questions about another's sex life, or repeated unwanted requests for dates.
- Physical gestures and other nonverbal behavior, such as unwelcome touching, grabbing, fondling, kissing, massaging, and brushing up against another's body.

## **EEO & Harassment Complaint Procedure**

If you believe there has been a violation of the EEO policy or harassment based on the protected classes listed above, including sexual harassment, please use the following complaint procedure.

The Company expects employees to make a timely complaint to enable University of Northern Colorado to investigate and correct any behavior that may be in violation of this policy.

Report the incident to your Manager or Supervisor who will investigate the matter and take corrective action. Your complaint will be kept as confidential as practicable. If you prefer not to go to your Manager or Supervisor with your complaint, you should report the incident to Marshall Parks, Director of Human Resources.

University of Northern Colorado prohibits retaliation against any employee for filing a complaint under this policy, assisting in a complaint investigation or opposing any act believed to be unlawful. If you believe there has been a violation of our EEO or retaliation policy, please follow the complaint procedure contained in the sexual harassment policy.

If University of Northern Colorado determines that an employee's behavior is in violation of this policy, disciplinary action will be taken, up to and including termination of employment.

## **SAMPLE EEO POLICY POSTING MEMO**

**To:** Employees of University of Northern Colorado and Applicants for Employment  
**From:** Kay Norton, President  
**Date:** 11/01/2017  
**Re:** Equal Employment Opportunity Policy  
**Policy:**

It is the ongoing policy of University of Northern Colorado to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of age 40 and over, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement.

University of Northern Colorado is committed to making employment decisions based on valid requirements, without regard to age 40 and over, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local law. University of Northern Colorado will analyze its personnel actions rigorously to ensure compliance with this policy.

University of Northern Colorado will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

University of Northern Colorado's EEO Coordinator is Lawrence Loftin, Chief Conduct Officer, Title IX, for University of Northern Colorado's Greeley, CO facility. Lawrence Loftin is responsible for compliance with state and federal EEO laws and affirmative action regulations. Lawrence Loftin is also responsible for implementing the University of Northern Colorado's Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator.

Our AAP for Veterans and Individuals with Disabilities is available to you in University of Northern Colorado's Human Resources office during regular office hours or by appointment.

All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, retaliation or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects University of Northern Colorado's commitment to equal opportunity and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

---

Kay Norton, President

**University of Northern Colorado  
Greeley, CO**

**Greeley, CO 80639**

**AFFIRMATIVE ACTION PROGRAM  
PROGRAM REPORTS**

**11/01/2017 - 10/31/2018**

# **Work Force Analysis**

University of Northern Colorado 11/01/2017

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: ASLIS Off Campus

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	4,728 - 54.56	10	1	Male	2	2						
					Female	8	7				1		
Temporary Hourly	5	22.50	1		Male								
					Female	1	1						
ASLIS RSA Grant Coordinator	5	23.08	1	1	Male								
					Female	1		1					
Administrative Coordinator	5	23.08	1		Male								
					Female	1	1						
Instructional Coordinator	2	23.37	1		Male								
					Female	1	1						
Resources Director DOIT	5	23.37	1		Male								
					Female	1	1						
Faculty Full Benefits	2	27.28 - 27.69	3		Male								
					Female	3	3						
Dir ASLIS RSA Project Climb Co	1.2	31.00	1	1	Male								
					Female	1		1					
Dir CLIMB Co	1.2	31.11	1		Male								
					Female	1	1						
Assoc Prof - ASL	2	36.67	1		Male								
					Female	1	1						
Assoc Prof - Full Benefits	2	38.63	1		Male								
					Female	1	1						
Dir DO IT CENTER	1.2	39.41	1		Male								
					Female	1	1						

# Work Force Analysis

Department: ASLIS Off Campus

University of Northern Colorado

11/01/2017

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
<b>Department Total</b>			23	3	Male	2	2	0	0	0	0	0	0
% of Total				13.04	% of Total	8.70	8.70	.00	.00	.00	.00	.00	.00
					Female	21	18	2	0	0	1	0	0
					% of Total	91.30	78.26	8.70	.00	.00	4.35	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: ASLIS On Campus

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Lecturer ASLIS	2	26.12	1		Male								
					Female	1	1						
Lecuturer - ASLIS	2	26.12	1	1	Male								
					Female	1			1				
Senior Lecturer - ASLIS	2	27.28	1		Male								
					Female	1	1						
Senior Lecturer ASLIS	2	27.28	1		Male								
					Female	1	1						
Adjunct Faculty	2	43.65	1		Male								
					Female	1	1						
<b>Department Total</b>			5	1	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>20.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	5	4	0	1	0	0	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>80.00</i>	<i>.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: AVP Research Initiatives

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
AVP Research Initiatives	1.2	71.75	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: AVP Research-Animal Care

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Animal Care II	8	21.11	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Academic Affairs Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coord Asian Ed Partnerships	5	20.80	1		Male								
					Female	1	1						
Administrative Aide	5	21.63	1		Male								
					Female	1	1						
Asst to the Provost	2	31.53	1		Male								
					Female	1	1						
Professor - Administrator	2	69,726	1		Male								
					Female	1	1						
Asst Dean	1.2	46.39	1		Male								
					Female	1	1						
Asst Provost	1.2	60.17	1		Male								
					Female	1	1						
Dean Human & Social Sciences	1.2	73.78	1		Male								
					Female	1	1						
Acting Provost	1.1	100.96	1		Male	1	1						
					Female								
<b>Department Total</b>			8	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	12.50	12.50	.00	.00	.00	.00	.00	.00
					Female	7	7	0	0	0	0	0	0
					% of Total	87.50	87.50	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Academic Support Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	18.40	1		Male								
					Female	1	1						
Admin Assistant III	5	22.06	1		Male								
					Female	1	1						
Academic Coach	2	22.44	1	1	Male	1			1				
					Female								
Temporary Hourly	5	23.50	1		Male								
					Female	1	1						
Asst Dean	1.2	50.58	1	1	Male								
					Female	1							1
<b>Department Total</b>			5	2	Male	1	0	0	1	0	0	0	0
% of Total				40.00	% of Total	20.00	.00	.00	20.00	.00	.00	.00	.00
					Female	4	3	0	0	0	0	0	1
					% of Total	80.00	60.00	.00	.00	.00	.00	.00	20.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Accounting Instruction

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	4,635 - 53.48	2		Male	1	1						
					Female	1	1						
Lecturer - Accounting	2	50.89 - 75.29	2		Male	1	1						
					Female	1	1						
Assoc Prof - Accounting	2	63.52 - 80.06	3		Male	2	2						
					Female	1	1						
Professor - Accounting	2	77.81 - 81.74	2		Male	1	1						
					Female	1	1						
Asst Prof - Accounting	2	77.89	1		Male								
					Female	1	1						
<b>Department Total</b>			10	0	Male	5	5	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	5	5	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Accounting/CIS Dept Administra

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.09 - 20.30	2		Male								
					Female	2	2						
Professor - Accounting	2	71.57	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Accounts Payable

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Accounting Technician I	5	15.49	1		Male								
					Female	1	1						
Payment & PCard Manager	1.2	29.53	1		Male								
					Female	1	1						
Department Total			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Admissions Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
State Auth & Comp Administr	5	33,396	1		Male								
					Female	1	1						
Admissions Counselor	2	16.82 - 19.30	5	4	Male	2			2				
					Female	3	1	1	1				
Coord Native American Recruitment	5	35,414	1	1	Male								
					Female	1					1		
Sr Admissions Counselor	2	36,475	1		Male								
					Female	1	1						
Coord Communications	5	19.19	1		Male								
					Female	1	1						
Regional Admissions Counselor	2	19.30 - 19.54	2	2	Male	1		1					
					Female	1			1				
Coord Recruitment Admissions	5	19.44	1		Male								
					Female	1	1						
Coord Visitor Svcs	5	19.44	1		Male								
					Female	1	1						
Coord Recruitment	5	19.92	1	1	Male	1			1				
					Female								
Admin Assistant II	5	20.57	1		Male								
					Female	1	1						
Program Assistant I	5	22.27 - 22.91	3	1	Male	1	1						
					Female	2	1		1				
Asst to Dir of Admissions	5	22.96	1		Male								
					Female	1	1						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Admissions Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Dir Oper & Visitor Sv	1.2	34.62	1		Male								
					Female	1	1						
Dir Admissions	1.2	50.79	1		Male	1	1						
					Female								
<b>Department Total</b>			21	9	Male	6	2	1	3	0	0	0	0
% of Total				42.86	% of Total	28.57	9.52	4.76	14.29	.00	.00	.00	.00
					Female	15	10	1	3	0	1	0	0
					% of Total	71.43	47.62	4.76	14.29	.00	4.76	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Advancement Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Dir Records Administration	1.2	21.64 - 21.91	2		Male	1	1						
					Female	1	1						
Assoc Dir Gifts Administration	1.2	47,600	1		Male	1	1						
					Female								
Dir Advancement Services	1.2	38.94	1		Male								
					Female	1	1						
<b>Department Total</b>			4	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: **Africana Studies**

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	36.39 - 43.65	2	2	Male Female	1 1		1 1					
Assoc Prof - Africana Studies	2	38.38	1	1	Male Female	1		1					
Professor - Africana Studies	2	55.93	1	1	Male Female	1		1					
<b>Department Total</b> <i>% of Total</i>			4	4 100.00	Male <i>% of Total</i> Female <i>% of Total</i>	3 75.00 1 25.00	0 .00 0 .00	3 75.00 1 25.00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Anthropology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	6,306 - 36.38	3		Male	2	2						
					Female	1	1						
Senior Lecturer - Anthropology	2	23.73	1	1	Male								
					Female	1			1				
Asst Prof - Womens Studies	2	29.90	1		Male								
					Female	1	1						
Assoc Prof - Anthropology	2	31.15 - 35.45	3		Male	1	1						
					Female	2	2						
Professor - Hnrs Scholars & Ldrs	2	47.58	1		Male	1	1						
					Female								
Professor - Anthropology	2	53.12	1		Male								
					Female	1	1						
<b>Department Total</b>			10	1	Male	4	4	0	0	0	0	0	0
% of Total				10.00	% of Total	40.00	40.00	.00	.00	.00	.00	.00	.00
					Female	6	5	0	1	0	0	0	0
					% of Total	60.00	50.00	.00	10.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Applied Psychology & Counselor

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	1,261 - 43.66	12	3	Male	3	2		1				
					Female	9	7		1	1			
Admin Assistant III	5	20.97	1	1	Male								
					Female	1			1				
Program Coordinator	5	25.31	1	1	Male								
					Female	1			1				
Program Assistant II	5	26.27	1		Male								
					Female	1	1						
Asst Prof - Full Benefits	2	30.00 - 31.15	2		Male	1	1						
					Female	1	1						
Asst Prof - Counselor Education	2	30.88 - 33.21	2		Male								
					Female	2	2						
Asst Prof - Counseling Psychology	2	31.73	1	1	Male								
					Female	1				1			
Assoc Prof - APCE	2	34.77	1		Male								
					Female	1	1						
Professor - Applied Psychology & Counselor Ed	2	73,384	1		Male								
					Female	1	1						
Professor - Professional Psychology	2	44.75	1		Male								
					Female	1	1						
<b>Department Total</b>			23	6	Male	4	3	0	1	0	0	0	0
<i>% of Total</i>				26.09	<i>% of Total</i>	17.39	13.04	.00	4.35	.00	.00	.00	.00
					Female	19	14	0	3	2	0	0	0
					<i>% of Total</i>	82.61	60.87	.00	13.04	8.70	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Applied Statistics & Research

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	23.77	1		Male								
					Female	1	1						
Asst Prof - Applied Stat & Rsch	2	34.04	2	1	Male	2	1			1			
					Female								
Asst Prof - Applied/Stat & Rsch	2	34.04	1	1	Male								
					Female	1				1			
Assoc Prof - ASRM	2	39.24	1		Male	1	1						
					Female								
Faculty Full Benefits	2	45.22	1		Male	1	1						
					Female								
Professor - Applied Statistics	2	47.69	1		Male	1	1						
					Female								
Professor - Statistics	2	51.74	1		Male								
					Female	1	1						
Adjunct Faculty	2	54.56	1		Male	1	1						
					Female								
<b>Department Total</b>			9	2	Male	6	5	0	0	1	0	0	0
% of Total				22.22	% of Total	66.67	55.56	.00	.00	11.11	.00	.00	.00
					Female	3	2	0	0	1	0	0	0
					% of Total	33.33	22.22	.00	.00	11.11	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Asian Pacific American Student

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst to the Directors	2	20.46	1	1	Male								
					Female	1			1				
Asst to the Director A/Pass	5	51,365	1	1	Male								
					Female	1			1				
Dir APASS	1.2	29.52	1	1	Male								
					Female	1			1				
<b>Department Total</b>			3	3	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	0	0	3	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Assessment and Accreditation

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
IM&T Assessment	5	26.45	1		Male								
					Female	1	1						
Research Assoc	2	31.17	1		Male								
					Female	1	1						
Dir Assessment	1.2	45.68	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Assit VP Equity & Inclusion Of

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	12,260	1	1	Male								
					Female	1		1					
AVP Equity & Inclusion	1.2	63.28	1	1	Male								
					Female	1		1					
<b>Department Total</b>			2	2	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	0	2	0	0	0	0	0
					% of Total	100.00	.00	100.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletic Communications

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	32,359	1	1	Male	1		1					
					Female								
Asst Dir Communications	1.2	16.00	1		Male	1	1						
					Female								
<b>Department Total</b>			2	1	Male	2	1	1	0	0	0	0	0
% of Total				50.00	% of Total	100.00	50.00	50.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletic Compliance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Dir Compliance	1.2	15.94	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletic Equipment

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Equipment Manager	2	14.58	1		Male								
					Female	1	1						
Dir Equipment Operations	1.2	23.08	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletic Marketing Promotion

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Dir Marketing	1.2	16.37	1		Male								
					Female	1	1						
Dir Marketing and Fan Exper	1.2	24.04	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletic Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	1,000	1		Male								
					Female	1	1						
Asst Business Manager	2	16.80	1		Male								
					Female	1	1						
Asst Football Coach	2	21.98	1		Male	1	1						
					Female								
Dir Administration	1.2	24.04	1		Male								
					Female	1	1						
Head Soccer Coach	2	25.39	1		Male	1	1						
					Female								
Asst AD - Business	2	26.70	1		Male								
					Female	1	1						
Assoc AD-Sr Woman's Administrator	1.2	40.21	1		Male								
					Female	1	1						
Senior Assoc Athletic Director	1.2	43.90	1		Male	1	1						
					Female								
Head Volleyball Coach	2	50.89	1		Male								
					Female	1	1						
Dir Athletics	1.2	83.46	1		Male	1	1						
					Female								
<b>Department Total</b>			10	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	40.00	40.00	.00	.00	.00	.00	.00	.00
					Female	6	6	0	0	0	0	0	0
					% of Total	60.00	60.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletic Sponsorship

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Athletic Director	1.2	53,070	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletic Training

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	8,215	1		Male	1	1						
					Female								
Co-Head Athletic Trainer	2	23.08	1		Male	1	1						
					Female								
Asst Athletic Trainer	2	23.08 - 24.04	4	1	Male	3	2			1			
					Female	1	1						
<b>Department Total</b>			6	1	Male	5	4	0	0	1	0	0	0
% of Total				16.67	% of Total	83.33	66.67	.00	.00	16.67	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	16.67	16.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletics

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Football Coach	2	32,721 - 33,130	2		Male Female	2	2						
<b>Department Total</b>			2	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletics Cheerleading Squad

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	2,500	1	1	Male	1			1				
					Female								
Cheer Coach	2	15.63	1		Male								
					Female	1	1						
<b>Department Total</b>			2	1	Male	1	0	0	1	0	0	0	0
% of Total				50.00	% of Total	50.00	.00	.00	50.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Athletics Events/Facilities

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Dir for Facilities	1.2	16.09	1		Male	1	1						
					Female								
Asst AD-Facilities and Events	1.2	26.53	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Audiology & Speech-Lang Scienc

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	1,892 - 54.56	13		Male	3	3						
					Female	10	10						
Admin Assistant II	5	10,019 - 17.11	4		Male								
					Female	4	4						
Faculty Full Benefits	2	18.23	1		Male								
					Female	1	1						
Program Assistant I	5	22.24 - 22.64	2		Male								
					Female	2	2						
Clinical Lecturer	2	24.98	1		Male								
					Female	1	1						
Retired/Emeritus Adj Fac- Aud & Spch-Lang Sci	2	26.25	1		Male								
					Female	1	1						
Instructor - Aud & Speech-Lang Sci	2	27.20	1		Male								
					Female	1	1						
Asst Prof - Audiology	2	30.37 - 30.87	2		Male								
					Female	2	2						
Assoc Prof - Speech Language	2	34.93 - 36.79	2		Male								
					Female	2	2						
Professor - Special Language	2	42.87 - 58.18	3	1	Male								
					Female	3	2		1				
Professor - Speech Language	2	43.36	1		Male	1	1						
					Female								
Professor - Audiology	2	49.64	1		Male								
					Female	1	1						

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Audiology & Speech-Lang Scienc

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Department Total % of Total			32	1 3.13	Male % of Total	4 12.50	4 12.50	0 .00	0 .00	0 .00	0 .00	0 .00	0 .00
					Female % of Total	28 87.50	27 84.38	0 .00	1 3.13	0 .00	0 .00	0 .00	0 .00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Auxiliary Services Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst to AVP Enr Mgmt	5	32.11	1	1	Male								
					Female	1			1				
Marketing Manager	2	32.31	1		Male								
					Female	1	1						
Senior Business Manager	1.2	35.24	1		Male								
					Female	1	1						
Exec Dir Enrmt Mgtm Stu Access	1.2	55.10	1		Male								
					Female	1	1						
AVP Auxiliary Services	1.2	75.32	1	1	Male	1			1				
					Female								
<b>Department Total</b>			5	2	Male	1	0	0	1	0	0	0	0
% of Total				40.00	% of Total	20.00	.00	.00	20.00	.00	.00	.00	.00
					Female	4	3	0	1	0	0	0	0
					% of Total	80.00	60.00	.00	20.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Bear Logic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Accounting Technician II	5	19.15	1		Male								
					Female	1	1						
IT Technician	2	22.51	1	1	Male	1						1	
					Female								
<b>Department Total</b>			2	1	Male	1	0	0	0	1	0	0	0
% of Total				50.00	% of Total	50.00	.00	.00	.00	50.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Bear Vision

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	10,000	1		Male								
					Female	1	1						
Bear Vision Director	2	23.37	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Board of Trustees Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst to VP/General Counsel	2	34.45	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Budget Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Business Manager	5	26.88	1		Male								
					Female	1	1						
Budget and Research Analyst	2	35.80	1		Male								
					Female	1	1						
Budget Analyst	2	36.74	1		Male	1	1						
					Female								
Budget & Research Analyst	2	41.79	1		Male	1	1						
					Female								
Budget/Research/Sys. Analyst	2	42.32	1	1	Male								
					Female	1			1				
AVP Finance	1.2	64.79	1		Male								
					Female	1	1						
<b>Department Total</b>			6	1	Male	2	2	0	0	0	0	0	0
% of Total				16.67	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	4	3	0	1	0	0	0	0
					% of Total	66.67	50.00	.00	16.67	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Bursar Accounts Receivable

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	17.00 - 18.42	2	1	Male								
					Female	2	1		1				
Accounting Technician II	5	18.00 - 18.42	2		Male								
					Female	2	2						
Collections Rep II	5	18.79	1		Male	1	1						
					Female								
Admin Assistant III	5	20.97	1		Male								
					Female	1	1						
Accounting Technician III	5	21.31	2		Male								
					Female	2	2						
Bursar	1.2	40.88	1		Male								
					Female	1	1						
<b>Department Total</b>			9	1	Male	1	1	0	0	0	0	0	0
<i>% of Total</i>				<i>11.11</i>	<i>% of Total</i>	<i>11.11</i>	<i>11.11</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	8	7	0	1	0	0	0	0
					<i>% of Total</i>	<i>88.89</i>	<i>77.78</i>	<i>.00</i>	<i>11.11</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: CETL Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.97	1		Male								
					Female	1	1						
Coord Professional Development	5	26.88	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: CIS Instruction

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Lecturer - CIS/CETL	2	39.53	1		Male								
					Female	1	1						
Adjunct Faculty	2	53.49	2		Male	2	2						
					Female								
Assoc Prof - Computer Info Systems	2	59.44	1		Male	1	1						
					Female								
Assoc Dean	1.2	76.74	1	1	Male	1					1		
					Female								
Professor - Computer Info Systems	2	80.12	1		Male								
					Female	1	1						
Professor - CIS	2	92.12	1		Male	1	1						
					Female								
<b>Department Total</b>			7	1	Male	5	4	0	0	0	1	0	0
% of Total				14.29	% of Total	71.43	57.14	.00	.00	.00	14.29	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	28.57	28.57	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Career Services Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Career Counselor	2	22,874 - 22.44	3		Male								
					Female	3	3						
Employer Relations Specialist	5	20.70	1	1	Male								
					Female	1			1				
Event Coordinator	5	20.97	1		Male								
					Female	1	1						
National Testing Coordinator	5	22.44	1		Male								
					Female	1	1						
Dir Career Services	1.2	36.59	1		Male								
					Female	1	1						
<b>Department Total</b>			7	1	Male	0	0	0	0	0	0	0	0
% of Total				14.29	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	7	6	0	1	0	0	0	0
					% of Total	100.00	85.71	.00	14.29	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Catering

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services I	9	21,318 - 26,197	2	1	Male								
					Female	2	1		1				
Dining Services II	9	12.02	1	1	Male								
					Female	1			1				
Dining Services IV	9	15.63 - 16.38	2		Male	1	1						
					Female	1	1						
Food Serv Mgr I	1.2	20.56	1		Male	1	1						
					Female								
Dining Services V	9	21.44 - 24.66	2		Male	1	1						
					Female	1	1						
<b>Department Total</b>			8	2	Male	3	3	0	0	0	0	0	0
<i>% of Total</i>				<i>25.00</i>	<i>% of Total</i>	<i>37.50</i>	<i>37.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	5	3	0	2	0	0	0	0
					<i>% of Total</i>	<i>62.50</i>	<i>37.50</i>	<i>.00</i>	<i>25.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Center for Human Enrichment

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Academic Coach	2	22.00	1	1	Male	1			1				
					Female								
CHE English Instructor	2	22.67	1		Male								
					Female	1	1						
Coord Technology	5	24.26	1		Male								
					Female	1	1						
Coord Academic Advising/Prog	5	26.03	1	1	Male								
					Female	1		1					
CHE Director	1.2	29.76	1	1	Male								
					Female	1		1					
<b>Department Total</b>			5	3	Male	1	0	0	1	0	0	0	0
<i>% of Total</i>				<i>60.00</i>	<i>% of Total</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	4	2	2	0	0	0	0	0
					<i>% of Total</i>	<i>80.00</i>	<i>40.00</i>	<i>40.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Center for International Ed

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	1,620 - 5,150	2		Male	2	2						
					Female								
Temporary Hourly	5	12.00	2		Male								
					Female	2	2						
Dir Study Abroad	1.2	23.85	1	1	Male								
					Female	1		1					
Intl Student Scholar Svcs Dir	5	25.19	1		Male	1	1						
					Female								
Dir Enrichment Serv	1.2	26.44	1		Male								
					Female	1	1						
<b>Department Total</b>			7	1	Male	3	3	0	0	0	0	0	0
<i>% of Total</i>				14.29	<i>% of Total</i>	42.86	42.86	.00	.00	.00	.00	.00	.00
					Female	4	3	1	0	0	0	0	0
					<i>% of Total</i>	57.14	42.86	14.29	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Cesar Chavez Cultural Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Dir	1.2	24.66	1	1	Male	1			1				
					Female								
Dir Cesar Chavez Cultrl Cntr	1.2	29.52	1	1	Male								
					Female	1			1				
<b>Department Total</b>			2	2	Male	1	0	0	1	0	0	0	0
<i>% of Total</i>				<i>100.00</i>	<i>% of Total</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	1	0	0	1	0	0	0	0
					<i>% of Total</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Chemistry & Biochemistry

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	15.00	1		Male								
					Female	1	1						
Admin Assistant III	5	20.72	1		Male								
					Female	1	1						
Asst Brewer	5	21.64	1		Male	1	1						
					Female								
Faculty Full Benefits	2	22.50	1		Male								
					Female	1	1						
Lecturer - Chemistry & Biochem	2	26.22	1		Male								
					Female	1	1						
Lecturer - Chemistry & Biology	2	26.94	1	1	Male	1				1			
					Female								
Laboratory Coord II	3	28.51	1		Male	1	1						
					Female								
Asst Prof - Chemistry & Biochem	2	33.46	1		Male								
					Female	1	1						
Assoc Prof - Biology	2	33.53	1		Male								
					Female	1	1						
Assoc Prof - Chemistry	2	41.36	1		Male	1	1						
					Female								
Adjunct Faculty	2	41.58 - 52.73	2	1	Male	1		1					
					Female	1	1						
Professor - Chemistry & Biochem	2	51.92 - 60.29	2	1	Male	2	1			1			
					Female								

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Chemistry & Biochemistry

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Professor - Chemistry	2	55.80 - 71.81	4	1	Male Female	4	3			1			
<b>Department Total</b>			18	4	Male	11	7	1	0	3	0	0	0
% of Total				22.22	% of Total	61.11	38.89	5.56	.00	16.67	.00	.00	.00
					Female	7	7	0	0	0	0	0	0
					% of Total	38.89	38.89	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Colorado School of Public Heal

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst to Prgm Coordinator	5	24.68	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Communication Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	21.04	1		Male								
					Female	1	1						
Lecturer - Communication Studies	2	24.34	1		Male								
					Female	1	1						
Senior Lecturer - Comm Studies	2	26.75	1		Male								
					Female	1	1						
Assoc Prof - Communication Studies	2	31.80	1		Male								
					Female	1	1						
Professor - Communication Studies	2	44.07 - 55.31	6		Male	3	3						
					Female	3	3						
Professor - Communications	2	54.76	1		Male	1	1						
					Female								
<b>Department Total</b>			11	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	36.36	36.36	.00	.00	.00	.00	.00	.00
					Female	7	7	0	0	0	0	0	0
					% of Total	63.64	63.64	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Community & Civic Engagement

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Engagement	1.2	32.47	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Community Health Program

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	3,971 - 54.56	2		Male								
					Female	2	2						
Lecturer - Community Health	2	24.23	1		Male								
					Female	1	1						
Assoc Prof - Community Health Prg	2	40.17 - 42.69	2		Male								
					Female	2	2						
<b>Department Total</b>			5	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	5	5	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Community Stnds & Conflict Res

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Manager Sched/Stu Conduct Office	5	34,843	1		Male								
					Female	1	1						
Asst Dir Community Standards	1.2	26.88	1	1	Male								
					Female	1			1				
Asst Dean	1.2	37.73	1		Male	1	1						
					Female								
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	1	0	0	0	0
					% of Total	66.67	33.33	.00	33.33	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Computer Lab Academic Support

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Cust Support Coord I	5	21.50 - 21.60	2		Male	1	1						
					Female	1	1						
IT Technician	2	22.75 - 23.35	2		Male	1	1						
					Female	1	1						
IT Professional	2	30.52	1		Male	1	1						
					Female								
Mgr Infrastructure & Acad Tech	1.2	35.75	1		Male	1	1						
					Female								
<b>Department Total</b>			6	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Conference Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Conference Coordinator	5	19.54 - 21.72	3		Male	2	2						
					Female	1	1						
Admin Assistant II	5	19.61	1		Male								
					Female	1	1						
Admin Assistant III	5	20.52	1		Male								
					Female	1	1						
Program Assistant I	5	22.40	1		Male	1	1						
					Female								
Asst Dir Conference	1.2	29.21	1		Male	1	1						
					Female								
<b>Department Total</b>			7	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	57.14	57.14	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	42.86	42.86	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Confluencia

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant I	5	14.60	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Counseling Center Operation

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	16,500	1		Male								
					Female	1	1						
Predoctoral Psychology Intern	5	22,754	1	1	Male	1			1				
					Female								
Pre Doctoral Intern	5	10.94	1	1	Male	1			1				
					Female								
Pre-doctoral Psy Intern	5	10.94	1		Male	1	1						
					Female								
Asst Softball Coach	2	31,784	1		Male								
					Female	1	1						
Admin Assistant II	5	16.78 - 18.47	2		Male								
					Female	2	2						
Counselor-in-Residence	5	19.47	1		Male								
					Female	1	1						
Triage Coordinator	2	19.47	1		Male								
					Female	1	1						
Prevention Coordinator	5	44,263	1		Male	1	1						
					Female								
Licensed Staff Psychologist	2	50,573 - 32.02	6	1	Male								
					Female	6	5		1				
Asst Dir Prevention Educa	1.2	26.35	1	1	Male								
					Female	1					1		
Staff Psychologist-LPC	2	30.17	1		Male	1	1						
					Female								

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Counseling Center Operation

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Training Director	1.2	33.19	1		Male								
					Female	1	1						
Dir Counseling Center	1.2	40.31	1		Male								
					Female	1	1						
<b>Department Total</b>			20	4	Male	5	3	0	2	0	0	0	0
% of Total				20.00	% of Total	25.00	15.00	.00	10.00	.00	.00	.00	.00
					Female	15	13	0	1	0	1	0	0
					% of Total	75.00	65.00	.00	5.00	.00	5.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Counseling Psychology-Closing

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Prof - Faculty Full Benefits	2	31.82	1		Male								
					Female	1	1						
Assoc Prof - Counseling Psychology	2	34.68	1		Male	1	1						
					Female								
Professor - APCE	2	42.34	1	1	Male	1							1
					Female								
Professor - Professional Psychology	2	49.13	1		Male	1	1						
					Female								
Professor - Counseling Psychology	2	51.08	1	1	Male								
					Female	1			1				
<b>Department Total</b>			5	2	Male	3	2	0	0	0	0	0	1
% of Total				40.00	% of Total	60.00	40.00	.00	.00	.00	.00	.00	20.00
					Female	2	1	0	1	0	0	0	0
					% of Total	40.00	20.00	.00	20.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Counselor Education-Closing 6/

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Counseling Psychology	2	35.93	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Creative Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Graphic Designer	2	19.71 - 25.18	2		Male								
					Female	2	2						
Marketing Communications Spec	2	25.73	1		Male								
					Female	1	1						
Graphic/Web Designer	2	27.08	1		Male								
					Female	1	1						
Videographer	2	27.31 - 28.69	2		Male	1	1						
					Female	1	1						
Photographer/Graphic Designer	2	28.20	1		Male	1	1						
					Female								
Photographer	2	28.85	1		Male	1	1						
					Female								
Temporary Hourly	5	50.00	1		Male								
					Female	1	1						
<b>Department Total</b>			9	0	Male	3	3	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	6	6	0	0	0	0	0	0
					<i>% of Total</i>	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Criminal Justice

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	21.76	1		Male								
					Female	1	1						
Criminal Justice Advisor	2	22.44	1		Male								
					Female	1	1						
Senior Lecturer - Criminal Justice	2	23.60	1		Male	1	1						
					Female								
Asst Prof - Criminal Justice	2	28.06	1		Male	1	1						
					Female								
Instructor - Criminal Justice	2	31.17	1		Male								
					Female	1	1						
Asst Prof - Criminal Justice	2	31.73 - 33.60	2		Male	1	1						
					Female	1	1						
Assoc Prof - Criminal Justice	2	32.21 - 39.50	3		Male	1	1						
					Female	2	2						
Adjunct Faculty	2	48.02	2	1	Male	2	1		1				
					Female								
Professor - Criminal Justice	2	55.36	1		Male								
					Female	1	1						
<b>Department Total</b>			13	1	Male	6	5	0	1	0	0	0	0
% of Total				7.69	% of Total	46.15	38.46	.00	7.69	.00	.00	.00	.00
					Female	7	7	0	0	0	0	0	0
					% of Total	53.85	53.85	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Cumbres

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Program Coordinator CUMBRES	5	23.01	1		Male								
					Female	1	1						
Dir Cumbres	1.2	42.32	1	1	Male	1			1				
					Female								
<b>Department Total</b>			2	1	Male	1	0	0	1	0	0	0	0
% of Total				50.00	% of Total	50.00	.00	.00	50.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Custodial

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	10.50 - 10.75	3	2	Male	1			1				
					Female	2	1		1				
Custodian I	9	26,160 - 17.77	56	38	Male	29	12	1	15				1
					Female	27	6		21				
Custodian II	9	13.86 - 17.97	13	11	Male	4	2	1	1				
					Female	9			8				1
General Labor I	8	14.29 - 14.34	3	2	Male	2	1		1				
					Female	1			1				
General Labor II	8	15.36 - 15.95	2	1	Male	2	1		1				
					Female								
Custodian III	9	19.84 - 20.65	3	1	Male	1	1						
					Female	2	1		1				
General Labor III	8	20.71	1	1	Male	1			1				
					Female								
Manager Custodial Services	1.2	29.52	1		Male	1	1						
					Female								
<b>Department Total</b>			82	56	Male	41	18	2	20	0	0	0	1
% of Total				68.29	% of Total	50.00	21.95	2.44	24.39	.00	.00	.00	1.22
					Female	41	8	0	32	0	0	0	1
					% of Total	50.00	9.76	.00	39.02	.00	.00	.00	1.22

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dean Col Ed & Behav Sci Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	21.12 - 21.92	2		Male	1	1						
					Female	1	1						
Senior Administrative Specialist	5	25.48	1		Male								
					Female	1	1						
Business Manager	5	33.34	1		Male	1	1						
					Female								
Interim Asst Dean	1.2	57.42	1		Male	1	1						
					Female								
Dean Ed.& Behavioral Sciences	1.2	78.23	1		Male	1	1						
					Female								
<b>Department Total</b>			6	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dean Col Human & Soc Sci Offic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Specialist	5	22.34 - 24.50	2		Male								
					Female	2	2						
Financial Analyst	2	34.76	1	1	Male	1			1				
					Female								
Assoc Dean HSS	1.2	64.55	1		Male								
					Female	1	1						
Dean Human & Social Sciences	1.2	72.00	1		Male								
					Female	1	1						
<b>Department Total</b>			5	1	Male	1	0	0	1	0	0	0	0
% of Total				20.00	% of Total	20.00	.00	.00	20.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	80.00	80.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dean Col Nat & Health Sci Offi

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Specialist	5	18.74	1	1	Male								
					Female	1			1				
Senior Administrative Specialist	5	26.39	1		Male								
					Female	1	1						
Business Manager College of NHS	5	29.21	1		Male								
					Female	1	1						
Student Services Specialist	5	31.43	1		Male								
					Female	1	1						
Asst Dean & Dir Math & Science	1.2	54.81	1		Male	1	1						
					Female								
Assoc Dean	1.2	56.11	1		Male	1	1						
					Female								
Dean Natural & Health Sciences	1.2	79.50	1		Male								
					Female	1	1						
<b>Department Total</b>			7	1	Male	2	2	0	0	0	0	0	0
% of Total				14.29	% of Total	28.57	28.57	.00	.00	.00	.00	.00	.00
					Female	5	4	0	1	0	0	0	0
					% of Total	71.43	57.14	.00	14.29	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dean Col Perf & Vis Arts Offic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Recruitment Coordinator	2	17.10	1		Male								
					Female	1	1						
Student Services Coordinator	5	21.72	1		Male								
					Female	1	1						
Marketing Coordinator	5	23.83	1	1	Male								
					Female	1			1				
Administrative Aide College of PVA	5	24.84	1		Male								
					Female	1	1						
Business Manager PVA	5	31.97	1		Male								
					Female	1	1						
Acting Dean PVA	1.2	63.94	1		Male								
					Female	1	1						
<b>Department Total</b>			6	1	Male	0	0	0	0	0	0	0	0
% of Total				16.67	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	6	5	0	1	0	0	0	0
					% of Total	100.00	83.33	.00	16.67	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dean Monfort Col Bus Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.09 - 22.83	2		Male								
					Female	2	2						
MCB Academic Advisor	2	21.72	1		Male	1	1						
					Female								
Dir MCB Advising	1.2	26.88	1	1	Male								
					Female	1			1				
Exec Asst to the Dean	5	27.06	1		Male								
					Female	1	1						
Business Manager	5	28.91	1		Male								
					Female	1	1						
Dir Technology	1.2	41.77	1		Male	1	1						
					Female								
Dean College of Busines	1.2	107.09	1		Male	1	1						
					Female								
<b>Department Total</b>			8	1	Male	3	3	0	0	0	0	0	0
% of Total				12.50	% of Total	37.50	37.50	.00	.00	.00	.00	.00	.00
					Female	5	4	0	1	0	0	0	0
					% of Total	62.50	50.00	.00	12.50	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Department of Physics and Astr

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.09	1		Male								
					Female	1	1						
Adjunct Faculty	2	25.73 - 51.97	3		Male	3	3						
					Female								
Lecturer - Physics	2	27.39	1		Male	1	1						
					Female								
Asst Prof - Physics	2	34.73 - 36.30	2		Male	2	2						
					Female								
Assoc Prof - Physics	2	38.61	1		Male	1	1						
					Female								
Professor - Physics	2	51.94 - 57.83	3	1	Male	1	1						
					Female	2	1			1			
<b>Department Total</b>			11	1	Male	8	8	0	0	0	0	0	0
% of Total				9.09	% of Total	72.73	72.73	.00	.00	.00	.00	.00	.00
					Female	3	2	0	0	1	0	0	0
					% of Total	27.27	18.18	.00	.00	9.09	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dept of Earth & Atmospheric Sc

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	19,345	1		Male								
					Female	1	1						
Laboratory & Industry Agency L	5	19.66	1		Male	1	1						
					Female								
Admin Assistant II	5	20.94	1		Male								
					Female	1	1						
Lecturer - Earth Sciences	2	24.92	1		Male	1	1						
					Female								
Asst Prof - Full Benefits	2	33.17	1		Male								
					Female	1	1						
Assoc Prof - Earth Sciences	2	35.62 - 40.90	3		Male	3	3						
					Female								
Asst Prof - Earth Sciences	2	35.98	1		Male								
					Female	1	1						
Assoc Prof - Geology	2	38.54	1		Male	1	1						
					Female								
Professor - Earth Sciences	2	52.25 - 66.16	3		Male	2	2						
					Female	1	1						
Adjunct Faculty	2	53.49 - 87.27	2		Male	1	1						
					Female	1	1						
<b>Department Total</b>			15	0	Male	9	9	0	0	0	0	0	0
% of Total				.00	% of Total	60.00	60.00	.00	.00	.00	.00	.00	.00
					Female	6	6	0	0	0	0	0	0
					% of Total	40.00	40.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dept of School Psychology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	5,044 - 43.66	7	1	Male	1	1						
					Female	6	5		1				
Assoc Prof - Psychology	2	37.67	1		Male	1	1						
					Female								
Professor - Psychology	2	47.18	1		Male								
					Female	1	1						
Professor - School Psychology	2	50.23 - 53.02	2		Male	1	1						
					Female	1	1						
<b>Department Total</b>			11	1	Male	3	3	0	0	0	0	0	0
% of Total				9.09	% of Total	27.27	27.27	.00	.00	.00	.00	.00	.00
					Female	8	7	0	1	0	0	0	0
					% of Total	72.73	63.64	.00	9.09	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dietetics

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	22.22 - 22.39	2		Male								
					Female	2	2						
Lecturer - Dietetics	2	26.83	1		Male	1	1						
					Female								
Faculty Full Benefits	2	29.22 - 29.24	2		Male								
					Female	2	2						
Asst Prof - Nutrition & Dietetic	2	30.92	1		Male								
					Female	1	1						
Asst Prof - Dietetics	2	31.87	1		Male								
					Female	1	1						
Assoc Prof - Dietetics	2	32.97 - 39.73	3		Male								
					Female	3	3						
Retired/Emeritus Assoc Prof - Dietetics	2	35.28	1	1	Male								
					Female	1			1				
<b>Department Total</b>			11	1	Male	1	1	0	0	0	0	0	0
% of Total				9.09	% of Total	9.09	9.09	.00	.00	.00	.00	.00	.00
					Female	10	9	0	1	0	0	0	0
					% of Total	90.91	81.82	.00	9.09	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Dining Services Concessions

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Food Serv Mgr I	1.2	21.83	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Dining Services Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.60 - 20.68	2		Male								
					Female	2	2						
Pipe/Mech Trades II	6	24.00	1		Male	1	1						
					Female								
Program Assistant II	5	24.08	1		Male								
					Female	1	1						
IT Professional	2	30.32	1		Male	1	1						
					Female								
Asst Dir Board Ops	1.2	33.94	1		Male	1	1						
					Female								
Executive Chef and Trainer	1.2	37.61	1		Male	1	1						
					Female								
Assoc Dir Retail & Catering	1.2	86,063	1		Male								
					Female	1	1						
Dir Dining Services	1.2	49.01	1		Male	1	1						
					Female								
<b>Department Total</b>			9	0	Male	5	5	0	0	0	0	0	0
% of Total				.00	% of Total	55.56	55.56	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	44.44	44.44	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Disability Support Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	17.35	1		Male								
					Female	1	1						
Temporary Hourly	5	18.00 - 42.41	17	1	Male	2	2						
					Female	15	14			1			
Access Coordinator	5	19.84	1		Male								
					Female	1	1						
Interpreter Coordinator	2	25.00	1		Male								
					Female	1	1						
Dir Disability Support Serv.	1.2	74,461	1		Male								
					Female	1	1						
<b>Department Total</b>			21	1	Male	2	2	0	0	0	0	0	0
% of Total				4.76	% of Total	9.52	9.52	.00	.00	.00	.00	.00	.00
					Female	19	18	0	0	1	0	0	0
					% of Total	90.48	85.71	.00	.00	4.76	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Economics

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	36.38	1		Male	1	1						
					Female								
Asst Prof - Economics	2	43.63	1		Male								
					Female	1	1						
Assoc Prof - Economics	2	49.64	1	1	Male	1		1					
					Female								
Professor - Economics	2	58.16 - 63.48	3	1	Male	3	2	1					
					Female								
<b>Department Total</b>			6	2	Male	5	3	2	0	0	0	0	0
<i>% of Total</i>				33.33	<i>% of Total</i>	83.33	50.00	33.33	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					<i>% of Total</i>	16.67	16.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Economics - Time Entry

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.45	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Education Innovation Institute

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	62,395	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Educational Technology Instruc

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Prof - Ed. Tech Instruction	2	27.35	1		Male								
					Female	1	1						
Asst Prof - Ed Technology	2	32.31	1		Male	1	1						
					Female								
Assoc Prof - Ed Tech Instruction	2	35.28	1		Male								
					Female	1	1						
Adjunct Faculty	2	44.20	1	1	Male								
					Female	1		1					
Professor - Educational Tech Instruct	2	47.28	1	1	Male	1					1		
					Female								
<b>Department Total</b>			5	2	Male	2	1	0	0	1	0	0	0
% of Total				40.00	% of Total	40.00	20.00	.00	.00	20.00	.00	.00	.00
					Female	3	2	1	0	0	0	0	0
					% of Total	60.00	40.00	20.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Einstein's Bagels

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services V	9	21.44 - 21.57	2		Male Female	1 1	1 1						
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: English Language and Literature

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	11,349 - 43.66	12	2	Male	7	6			1			
					Female	5	4						1
Admin Assistant II	5	18,082 - 16.06	2		Male								
					Female	2	2						
Senior Lecturer - Eng. Lang. and Lit.	2	20.90 - 23.73	3		Male	1	1						
					Female	2	2						
Asst Prof - English	2	25.04 - 30.30	3		Male	2	2						
					Female	1	1						
Instructor - Eng. Lang. and Lit.	2	25.29	2		Male	1	1						
					Female	1	1						
Senior Lecturer - English	2	25.29	2	1	Male								
					Female	2	1		1				
Assoc Prof - English	2	30.69 - 36.44	5		Male	1	1						
					Female	4	4						
Professor - English	2	39.03 - 59.09	7	3	Male	4	2		1	1			
					Female	3	2		1				
<b>Department Total</b>			36	6	Male	16	13	0	1	2	0	0	0
% of Total				16.67	% of Total	44.44	36.11	.00	2.78	5.56	.00	.00	.00
					Female	20	17	0	2	0	0	0	1
					% of Total	55.56	47.22	.00	5.56	.00	.00	.00	2.78

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: English as a Second Language

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	18.14 - 31.05	2		Male								
					Female	2	2						
Adjunct Faculty IEL	2	18.68	1		Male								
					Female	1	1						
Dir Intensive English	1.2	29.84	1		Male								
					Female	1	1						
Faculty Full Benefits	2	31.05	1		Male								
					Female	1	1						
<b>Department Total</b>			5	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	5	5	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Enrollment Management Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Enrollment Coach & Recruiter	2	21.97	1	1	Male								
					Female	1			1				
Early Alert & EMSA Proj Mgr	1.2	25.58	1		Male								
					Female	1	1						
<b>Department Total</b>			2	1	Male	0	0	0	0	0	0	0	0
% of Total				50.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	1	0	1	0	0	0	0
					% of Total	100.00	50.00	.00	50.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Environmental Health & Safety

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Environ Hlth & Safety Spec	2	23.37	1		Male	1	1						
					Female								
Environ Hlth/Safety Specialist	2	49,632	1	1	Male	1			1				
					Female								
Dir Environ. Health	1.2	45.29	1		Male	1	1						
					Female								
<b>Department Total</b>			3	1	Male	3	2	0	1	0	0	0	0
% of Total				33.33	% of Total	100.00	66.67	.00	33.33	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Environmental Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - University College	2	26.94	1		Male	1	1						
					Female								
Asst Prof - Biological Sciences	2	32.31	1	1	Male								
					Female	1						1	
Adjunct Faculty	2	36.39 - 43.66	2	1	Male								
					Female	2	1			1			
<b>Department Total</b>			4	2	Male	1	1	0	0	0	0	0	0
% of Total				50.00	% of Total	25.00	25.00	.00	.00	.00	.00	.00	.00
					Female	3	1	0	0	1	0	1	0
					% of Total	75.00	25.00	.00	.00	25.00	.00	25.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Extended Campus Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	13.00	1	1	Male	1							1
					Female								
Admin Assistant III	5	20.52	1		Male	1	1						
					Female								
Recruiter	2	21.28	1		Male								
					Female	1	1						
Colorado Springs Site Coord	5	22.39	1		Male								
					Female	1	1						
Center Coordinator	5	22.83	1		Male								
					Female	1	1						
Denver Center Coordinator	5	22.83	1		Male								
					Female	1	1						
Loveland Center Coordinator	5	22.83	1		Male								
					Female	1	1						
Loveland Site Coordinator	5	22.83	1		Male								
					Female	1	1						
Prog Spec Instructional Serv	5	23.11	1		Male								
					Female	1	1						
Coord Ext Deg Prgm Services	5	23.94	1		Male								
					Female	1	1						
Program Assistant II	5	24.08	1		Male								
					Female	1	1						
Marketing Specialist	2	24.37 - 24.82	2	1	Male								
					Female	2	1		1				

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Extended Campus Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adult Stu Client Rel Mgt Coord	5	24.55	1		Male	1	1						
					Female								
Dir Professional Dev	1.2	26.88	1		Male								
					Female	1	1						
Marketing Manager	2	26.91	1		Male	1	1						
					Female								
<b>Department Total</b>			16	2	Male	4	3	0	0	0	0	0	1
<i>% of Total</i>				12.50	<i>% of Total</i>	25.00	18.75	.00	.00	.00	.00	.00	6.25
					Female	12	11	0	1	0	0	0	0
					<i>% of Total</i>	75.00	68.75	.00	6.25	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Facilities Mgmt Support Servic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	19.80	1		Male								
					Female	1	1						
Program Assistant II	5	23.92	1		Male								
					Female	1	1						
Department Total			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Facility Management Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
AVP Facilities Management	1.2	69.62	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Faculty Senate

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Program Assistant I	5	22.91	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Finance Instruction

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	4,635 - 65.38	3	1	Male	2	1		1				
					Female	1	1						
Admin Assistant III	5	20.97	1		Male								
					Female	1	1						
Assoc Prof - Finance	2	52.15 - 59.29	2		Male	2	2						
					Female								
Professor - Business	2	62.13	1	1	Male	1			1				
					Female								
Asst Prof - Full Benefits	2	73.27	1		Male	1	1						
					Female								
Professor - Finance	2	75.96 - 88.99	5	1	Male	4	3		1				
					Female	1	1						
<b>Department Total</b>			13	3	Male	10	7	0	3	0	0	0	0
% of Total				23.08	% of Total	76.92	53.85	.00	23.08	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	23.08	23.08	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: First Year Seminars

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Prof - Curriculum & Inst	2	31.99	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: GLBT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Gender & Sexuality	1.2	28.59	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: GPS Plus

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir One Stop +	1.2	35.58	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Gender Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Women's Studies	2	34.70	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: General Accounting

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	10.20	1		Male								
					Female	1	1						
Admin Assistant II	5	17.57	1		Male								
					Female	1	1						
Accountant I	2	23.73	1		Male								
					Female	1	1						
Accountant II	2	28.67 - 29.17	3	1	Male	2	2						
					Female	1			1				
Accountant III	2	34.27	1		Male								
					Female	1	1						
Asst Controller	1.2	43.98	1		Male								
					Female	1	1						
Controller	1.2	57.94	1		Male								
					Female	1	1						
<b>Department Total</b>			9	1	Male	2	2	0	0	0	0	0	0
% of Total				11.11	% of Total	22.22	22.22	.00	.00	.00	.00	.00	.00
					Female	7	6	0	1	0	0	0	0
					% of Total	77.78	66.67	.00	11.11	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Geography

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.76	1		Male								
					Female	1	1						
Asst Prof - Geography	2	30.87 - 32.33	2	1	Male								
					Female	2	1			1			
Assoc Prof - Geography	2	36.58 - 38.18	2		Male								
					Female	2	2						
Adjunct Faculty	2	37.65	1		Male	1	1						
					Female								
Professor - Geography	2	43.84 - 56.27	5		Male	5	5						
					Female								
<b>Department Total</b>			11	1	Male	6	6	0	0	0	0	0	0
% of Total				9.09	% of Total	54.55	54.55	.00	.00	.00	.00	.00	.00
					Female	5	4	0	0	1	0	0	0
					% of Total	45.45	36.36	.00	.00	9.09	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Graduate School Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	18,000	1		Male								
					Female	1	1						
Enrollment Coach & Univ Recruit	5	20.19	1	1	Male								
					Female	1				1			
Admissions Recruitment Specialist	2	20.34 - 21.32	2		Male								
					Female	2	2						
Admin Assistant III	5	20.52 - 23.08	4	1	Male								
					Female	4	3		1				
Enrollment Coach & Recruiter	2	21.05	1		Male	1	1						
					Female								
Program Assistant I	5	22.60 - 22.91	2		Male								
					Female	2	2						
Digital Comm & Mrkt Specialist	2	25.02	1		Male	1	1						
					Female								
Marketing Specialist	2	25.31	1		Male								
					Female	1	1						
Asst to Assoc Provost & Dean	2	28.83	1	1	Male								
					Female	1			1				
Asst Dean for Admissions	1.2	30.41	1		Male								
					Female	1	1						
Asst Prof - Dean Grad School	2	50.96	1		Male								
					Female	1	1						
Assoc Provost & Dean Grad Schl	1.2	74.19	1		Male								
					Female	1	1						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Graduate School Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SVP	1.1	122.14	1		Male Female	1	1						
<b>Department Total</b>			18	3	Male	2	2	0	0	0	0	0	0
% of Total				16.67	% of Total	11.11	11.11	.00	.00	.00	.00	.00	.00
					Female	16	13	0	2	1	0	0	0
					% of Total	88.89	72.22	.00	11.11	5.56	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Grounds

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	19,345 - 10.20	3		Male Female	3	3						
Grounds & Nursery I	8	17.81 - 23.59	11	5	Male Female	11	6		4				1
Grounds & Nursery II	8	19.08 - 19.64	2		Male Female	2	2						
Manager Landscaping and Grounds	1.2	40.82	1		Male Female	1	1						
<b>Department Total</b>			17	5	Male	17	12	0	4	0	0	0	1
% of Total				29.41	% of Total	100.00	70.59	.00	23.53	.00	.00	.00	5.88
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Hispanic Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	1,774 - 43.66	10	5	Male	4	2		2				
					Female	6	3		3				
Admin Assistant III	5	26.46	1		Male								
					Female	1	1						
Asst Prof - Hispanic Studies	2	29.53 - 31.15	4	4	Male	3			3				
					Female	1			1				
Assoc Prof - Spanish Linguist	2	32.22	1		Male	1	1						
					Female								
Faculty Full Benefits	2	36.38	1	1	Male								
					Female	1			1				
Professor - Hispanic Studies	2	42.50 - 57.59	5	3	Male	3			2	1			
					Female	2	2						
<b>Department Total</b>			22	13	Male	11	3	0	7	1	0	0	0
% of Total				59.09	% of Total	50.00	13.64	.00	31.82	4.55	.00	.00	.00
					Female	11	6	0	5	0	0	0	0
					% of Total	50.00	27.27	.00	22.73	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: History

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	14.86 - 32.17	5		Male	1	1						
					Female	4	4						
Admin Assistant III	5	20.97	1		Male								
					Female	1	1						
Lecturer - History	2	23.86	1		Male								
					Female	1	1						
Asst Prof - History	2	30.30 - 34.29	2	1	Male	1	1						
					Female	1				1			
Assoc Prof - History	2	31.30 - 34.83	5		Male	3	3						
					Female	2	2						
Professor - History	2	39.74 - 52.51	4		Male	3	3						
					Female	1	1						
<b>Department Total</b>			18	1	Male	8	8	0	0	0	0	0	0
<i>% of Total</i>				5.56	<i>% of Total</i>	44.44	44.44	.00	.00	.00	.00	.00	.00
					Female	10	9	0	0	1	0	0	0
					<i>% of Total</i>	55.56	50.00	.00	.00	5.56	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Holmes Dining

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services I	9	20,740 - 11.65	7	5	Male	2	1		1				
					Female	5	1		4				
Dining Services II	9	11.99	1		Male								
					Female	1	1						
Custodian I	9	12.89	1	1	Male	1			1				
					Female								
Dining Services III	9	13.85 - 14.38	5	1	Male	3	3						
					Female	2	1		1				
General Labor I	8	14.34	1		Male	1	1						
					Female								
Dining Services IV	9	14.89	1		Male								
					Female	1	1						
Admin Assistant II	5	16.51	1		Male								
					Female	1	1						
Materials Handler II	5	16.57	1	1	Male	1			1				
					Female								
Dining Services V	9	21.37 - 23.18	3	1	Male	3	2		1				
					Female								
<b>Department Total</b>			21	9	Male	11	7	0	4	0	0	0	0
<i>% of Total</i>				<i>42.86</i>	<i>% of Total</i>	<i>52.38</i>	<i>33.33</i>	<i>.00</i>	<i>19.05</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	10	5	0	5	0	0	0	0
					<i>% of Total</i>	<i>47.62</i>	<i>23.81</i>	<i>.00</i>	<i>23.81</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Holmes Dining TimeEntry

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services I	9	11.17 - 12.17	3	1	Male Female	1 2	1 1						1
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	0	0	0	0	1
					% of Total	66.67	33.33	.00	.00	.00	.00	.00	33.33

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Honors Scholars & Leaders

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.80	1		Male								
					Female	1	1						
Dir Honors & Scholars	1.2	28.94	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Human Resources Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Employee Service Coordinator	5	25,635 - 27,191	2		Male								
					Female	2	2						
Benefit Coordinator	2	26.88	1		Male								
					Female	1	1						
Employment Hiring Specialist	2	26.88	1		Male	1	1						
					Female								
Asst Dir HR & Payroll	1.2	42.89	1		Male								
					Female	1	1						
AVP Human Resources	1.2	62.76	1		Male	1	1						
					Female								
<b>Department Total</b>			6	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Human Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	3,783 - 54.56	8		Male	2	2						
					Female	6	6						
Temporary Hourly	5	15.00	1		Male	1	1						
					Female								
Admin Assistant III	5	20.45	1		Male								
					Female	1	1						
Program Dir for RSVP	5	21.36	1		Male								
					Female	1	1						
Lecturer - Human Services	2	26.92	1		Male								
					Female	1	1						
Asst Prof - Human Services	2	30.30 - 33.40	2		Male	1	1						
					Female	1	1						
Assoc Prof - Human Services	2	35.28 - 40.25	4	1	Male	1			1				
					Female	3	3						
Professor - Human Services	2	53.45	1		Male	1	1						
					Female								
<b>Department Total</b>			19	1	Male	6	5	0	1	0	0	0	0
% of Total				5.26	% of Total	31.58	26.32	.00	5.26	.00	.00	.00	.00
					Female	13	13	0	0	0	0	0	0
					% of Total	68.42	68.42	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: IT Enterprise Systms & Applica

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
IT Professional	2	26.72 - 38.75	8	1	Male	8	7		1				
					Female								
Asst Dir Enterprise Systs & Ap	1.2	43.34	1		Male	1	1						
					Female								
Dir Core Services	1.2	56.37	1		Male	1	1						
					Female								
<b>Department Total</b>			10	1	Male	10	9	0	1	0	0	0	0
% of Total				10.00	% of Total	100.00	90.00	.00	10.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: IT Infrastructure & Netwrk Com

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
IT Professional	2	26.42 - 29.53	5	2	Male	5	3		2				
					Female								
Cust Support Coord I	5	29.35	1		Male								
					Female	1	1						
Senior Network & Voice Enginee	2	36.48	1		Male	1	1						
					Female								
Asst Dir Infrastructure & Netw	1.2	43.34	1		Male	1	1						
					Female								
<b>Department Total</b>			8	2	Male	7	5	0	2	0	0	0	0
% of Total				25.00	% of Total	87.50	62.50	.00	25.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	12.50	12.50	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: IT Support Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Cust Support Coord I	5	21.51 - 24.29	2		Male								
					Female	2	2						
IT Technician	2	22.68 - 25.12	5	1	Male	4	3		1				
					Female	1	1						
IT Professional	2	26.72	1		Male	1	1						
					Female								
Technical Support Manager	2	28.85	1		Male								
					Female	1	1						
Desktop Support Manager	1.2	36.19	1		Male	1	1						
					Female								
Asst Dir Support Svcs	1.2	39.23	1		Male								
					Female	1	1						
<b>Department Total</b>			11	1	Male	6	5	0	1	0	0	0	0
% of Total				9.09	% of Total	54.55	45.45	.00	9.09	.00	.00	.00	.00
					Female	5	5	0	0	0	0	0	0
					% of Total	45.45	45.45	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Inclusive Higher Ed for SIDD

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coord GOAL Academic	5	24.04	1		Male								
					Female	1	1						
GOAL Mentor/Volunteer Coord	5	24.04	1		Male	1	1						
					Female								
Executive Director GOAL	1.2	28.85	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Independent Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	3,840	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Information Technology Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Business Manager	5	31.76	1		Male								
					Female	1	1						
AVP Information Technology	1.2	81.10	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Information Technology Securit

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
IT Security Engineer	2	34.86	1		Male	1	1						
					Female								
IT Supervisor	1.2	43.87	1		Male	1	1						
					Female								
Chief Information Security Off	1.2	46.74	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Institutional Architecture

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
IT Professional	2	26.97 - 42.95	13	3	Male	12	9		2		1		
					Female	1	1						
Business Systems Analyst	2	38.36	1		Male	1	1						
					Female								
Database Administrator	2	40.66	1		Male	1	1						
					Female								
IT Supervisor	1.2	46.25 - 46.43	2	1	Male	2	1		1				
					Female								
Project Manager	1.2	46.58	1		Male	1	1						
					Female								
Dir App. and Databases	1.2	55.23	1		Male	1	1						
					Female								
<b>Department Total</b>			19	4	Male	18	14	0	3	0	1	0	0
% of Total				21.05	% of Total	94.74	73.68	.00	15.79	.00	5.26	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	5.26	5.26	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Institutional Research & Analy

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Data Analyst & Report Writer	2	26.77 - 28.87	2		Male	1	1						
					Female	1	1						
Academic Report Writer	2	27.48	1		Male	1	1						
					Female								
Senior Analyst	2	34.08	1		Male	1	1						
					Female								
Research Analyst	2	34.47	1		Male								
					Female	1	1						
Data Scientist/IR Analyst	2	40.46	1		Male								
					Female	1	1						
Dir Institutional Reporting	1.2	54.62	1		Male	1	1						
					Female								
<b>Department Total</b>			7	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	57.14	57.14	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	42.86	42.86	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Internal Auditor

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Internal Auditor	2	31.03	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Jazz Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant I	5	14.60	1		Male	1	1						
					Female								
Manager UNC/Greeley Jazz Festival	1.2	21.93	1		Male								
					Female	1	1						
Assoc Dir Jazz Studies	1.2	25.25	1	1	Male								
					Female	1							1
Professor - Music	2	49.52	1		Male	1	1						
					Female								
<b>Department Total</b>			4	1	Male	2	2	0	0	0	0	0	0
% of Total				25.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	2	1	0	0	0	0	0	1
					% of Total	50.00	25.00	.00	.00	.00	.00	.00	25.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Journalism & Mass Communicatio

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	17.05	1		Male								
					Female	1	1						
Senior Lecturer - Journalism	2	26.22	1		Male								
					Female	1	1						
Instructor - Journalism	2	32.05	1		Male	1	1						
					Female								
Assoc Prof - Journalism	2	36.14	1		Male								
					Female	1	1						
Adjunct Faculty	2	36.39	1		Male								
					Female	1	1						
Professor - Journalism	2	42.31 - 59.25	3		Male	2	2						
					Female	1	1						
<b>Department Total</b>			8	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	37.50	37.50	.00	.00	.00	.00	.00	.00
					Female	5	5	0	0	0	0	0	0
					% of Total	62.50	62.50	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Leadership Policy & Developmen

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	2,364 - 72.76	15	2	Male	6	5		1				
					Female	9	8		1				
Graduate Assistant	5	10,164	1	1	Male	1			1				
					Female								
Admin Assistant III	5	20.52	1	1	Male								
					Female	1			1				
Asst Prof - Ed. Ldshp & Policy	2	34.62 - 35.92	5	3	Male	3	1	1					1
					Female	2	1	1					
Asst Prof - HESAL	2	34.96	1	1	Male								
					Female	1				1			
Assoc Prof - HESAL	2	42.18	2		Male	1	1						
					Female	1	1						
Professor - ELPS	2	45.42 - 48.92	2		Male	1	1						
					Female	1	1						
Professor - HESAL	2	48.25	1		Male								
					Female	1	1						
<b>Department Total</b>			28	8	Male	12	8	1	2	0	0	0	1
<i>% of Total</i>				28.57	<i>% of Total</i>	42.86	28.57	3.57	7.14	.00	.00	.00	3.57
					Female	16	12	1	2	1	0	0	0
					<i>% of Total</i>	57.14	42.86	3.57	7.14	3.57	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Legal and Contracting

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
VP General Counsel	1.1	93.47	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Library Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Library Technician II	5	33,228 - 22.49	17	1	Male	2	2						
					Female	15	14		1				
Library Technician III	5	17.55 - 23.18	5	1	Male	1	1						
					Female	4	3			1			
Lecturer - Library	2	22.46	1		Male								
					Female	1	1						
Lecturer - University Libraries	2	22.93	3		Male								
					Female	3	3						
Administrative Specialist	5	23.85	1	1	Male								
					Female	1			1				
Asst Prof - Library Operations	2	26.46	1		Male	1	1						
					Female								
Asst Prof - Library	2	26.71 - 31.08	7		Male	1	1						
					Female	6	6						
Technical Services Manager	2	28.25 - 32.83	2		Male								
					Female	2	2						
Head of Archival Services	2	32.74	1		Male	1	1						
					Female								
Reference Librarian	2	33.34 - 35.60	3		Male	1	1						
					Female	2	2						
Business Manager	5	34.49	1	1	Male								
					Female	1			1				
Head Library Instruct Services	2	35.31	1		Male								
					Female	1	1						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Library Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Natural Sciences Librarian	2	35.43	1		Male								
					Female	1	1						
Assoc Dean	1.2	39.92 - 46.47	2		Male	1	1						
					Female	1	1						
Head of Music Library	2	42.46	1		Male	1	1						
					Female								
Dean University Libraries	1.2	74.39	1		Male								
					Female	1	1						
<b>Department Total</b>			48	4	Male	9	9	0	0	0	0	0	0
<i>% of Total</i>				8.33	<i>% of Total</i>	18.75	18.75	.00	.00	.00	.00	.00	.00
					Female	39	35	0	3	1	0	0	0
					<i>% of Total</i>	81.25	72.92	.00	6.25	2.08	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Mail Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	13.00	1	1	Male Female	1						1	
<b>Department Total</b>			1	1	Male	1	0	0	0	0	0	1	0
% of Total				100.00	% of Total	100.00	.00	.00	.00	.00	.00	100.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Maintenance & Trades

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	10.20	1		Male	1	1						
					Female								
Scheduler	5	17.60 - 18.98	2		Male								
					Female	2	2						
Structural Trades II	6	41,748 - 25.53	14	3	Male	14	11		3				
					Female								
Pipe/Mech Trades I	6	20.67	1		Male	1	1						
					Female								
Pipe/Mech Trades II	6	24.00 - 30.54	10		Male	10	10						
					Female								
Electrical Trades II	6	25.96 - 27.37	5		Male	5	5						
					Female								
Electronics Spec II	3	27.61 - 29.94	2		Male	2	2						
					Female								
Electronics Spec III	3	33.06	1		Male	1	1						
					Female								
Building Trades Manager	1.2	34.85	1		Male	1	1						
					Female								
LTC Operations I	6	36.28	1		Male	1	1						
					Female								
Electrical Trades III	6	36.58	1		Male	1	1						
					Female								
Resource Conservation Manager	1.2	41.43	1		Male	1	1						
					Female								

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Maintenance & Trades

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Department Total % of Total			40	3 7.50	Male % of Total Female % of Total	38 95.00 2 5.00	35 87.50 2 5.00	0 .00 0 .00	3 7.50 0 .00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Management Instruction

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	53.48	3		Male	3	3						
					Female								
Faculty Full Benefits	2	53.48	1		Male	1	1						
					Female								
Assoc Prof - Management	2	56.66 - 66.17	4	2	Male	3	2	1					
					Female	1				1			
Professor - Management	2	74.38 - 80.57	2		Male	1	1						
					Female	1	1						
Professor - Management Instr	2	101.27	1		Male	1	1						
					Female								
<b>Department Total</b>			11	2	Male	9	8	1	0	0	0	0	0
% of Total				18.18	% of Total	81.82	72.73	9.09	.00	.00	.00	.00	.00
					Female	2	1	0	0	1	0	0	0
					% of Total	18.18	9.09	.00	.00	9.09	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Marcus Garvey Cultural Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.89	1	1	Male								
					Female	1			1				
Dir Marcus Garvey Center	1.2	29.45	1	1	Male								
					Female	1		1					
<b>Department Total</b>			2	2	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	0	1	1	0	0	0	0
					% of Total	100.00	.00	50.00	50.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Marketing

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Coordinator	5	21.07	1		Male								
					Female	1	1						
Market Development Manager	1.2	23.83 - 33.33	3		Male								
					Female	3	3						
AVP Marketing	1.2	62.79	1		Male	1	1						
					Female								
<b>Department Total</b>			5	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	20.00	20.00	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	80.00	80.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Marketing Instruction

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	4,635 - 90.39	5	2	Male	2	2						
					Female	3	1			2			
Asst Prof - Marketing	2	62.22	1		Male	1	1						
					Female								
Professor - Marketing	2	71.49 - 80.49	4	2	Male	3	2			1			
					Female	1			1				
<b>Department Total</b>			10	4	Male	6	5	0	0	1	0	0	0
% of Total				40.00	% of Total	60.00	50.00	.00	.00	10.00	.00	.00	.00
					Female	4	1	0	1	2	0	0	0
					% of Total	40.00	10.00	.00	10.00	20.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Mast Institute

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	14.54	1		Male								
					Female	1	1						
Faculty Full Benefits	2	24.13	1		Male								
					Female	1	1						
Post Doc Research Assoc	2	24.43 - 25.07	2		Male	1	1						
					Female	1	1						
Business & Technology Manager	2	26.70	1	1	Male								
					Female	1			1				
Program Admin. Frontiers of Scie	5	31.81	1		Male								
					Female	1	1						
Assoc Dir	1.2	42.32	1		Male								
					Female	1	1						
<b>Department Total</b>			7	1	Male	1	1	0	0	0	0	0	0
% of Total				14.29	% of Total	14.29	14.29	.00	.00	.00	.00	.00	.00
					Female	6	5	0	1	0	0	0	0
					% of Total	85.71	71.43	.00	14.29	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: McNair

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Dir McNair Scholars	1.2	22.00	1		Male								
					Female	1	1						
Dir McNair Scholars	1.2	26.88	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Men's Baseball

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Baseball Coach	2	14.77	1		Male	1	1						
					Female								
Head Baseball Coach	2	25.08	1	1	Male	1				1			
					Female								
<b>Department Total</b>			2	1	Male	2	1	0	0	1	0	0	0
% of Total				50.00	% of Total	100.00	50.00	.00	.00	50.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Men's Basketball

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Men's Basketball Coach	2	14.78 - 26.77	2	1	Male	2	1	1					
					Female								
Dir Operations	1.2	15.63	1		Male	1	1						
					Female								
Assoc Men's Basketball Coach	2	34.08	1		Male	1	1						
					Female								
Head Men's Basketball Coach	2	75.45	1		Male	1	1						
					Female								
<b>Department Total</b>			5	1	Male	5	4	1	0	0	0	0	0
% of Total				20.00	% of Total	100.00	80.00	20.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Men's Football

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Football Coach	2	15.73 - 82,620	6	2	Male Female	6	4	2					
Video Coordinator	5	34,415	1	1	Male Female	1		1					
Dir Football Operations	1.2	21.72	1		Male Female	1	1						
Head Football Coach	2	73.02	1	1	Male Female	1		1					
<b>Department Total</b>			9	4	Male	9	5	4	0	0	0	0	0
% of Total				44.44	% of Total	100.00	55.56	44.44	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Men's Golf

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Head Men's Golf Coach	2	16.31	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Men's Tennis

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Head Men's Tennis Coach	2	17.38	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Men's Track and Field

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	27,700	1	1	Male Female	1		1					
<b>Department Total</b>			1	1	Male	1	0	1	0	0	0	0	0
% of Total				100.00	% of Total	100.00	.00	100.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Men's Wrestling

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Wrestling Coach	2	41,310	1		Male	1	1						
					Female								
Head Wrestling Coach	2	31.39	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Modern Languages

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	6,936	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Music Theatre

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	51,996	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	1	0	0	1	0	0	0	0
% of Total				100.00	% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: NHS Instrumentation & Fab Serv

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instrumentation Specialist II	3	23.49	1		Male	1	1						
					Female								
Instrumentation Specialist III	3	29.79	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: NHS RMCRI

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	3,600	1		Male								
					Female	1	1						
Program Manager	2	15.63	1		Male								
					Female	1	1						
UNC-CRI Clinical Coordinator	5	23.08	1		Male	1	1						
					Female								
Lecturer - Full Benefits	2	43.66	1		Male	1	1						
					Female								
<b>Department Total</b>			4	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Native American Student Servic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Native American Cntr.	1.2	29.52	1	1	Male Female	1					1		
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	0	0	1	0	0
					% of Total	100.00	.00	.00	.00	.00	100.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Natl Ctr Low Incidence Disabil

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Professor - Special Education	2	56.42	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Office of Alumni Relations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Alumni Relations Assistant	5	19.50	1		Male								
					Female	1	1						
Asst Dir Special/Campaign Evts	1.2	24.67	1		Male								
					Female	1	1						
Asst Dir Alumni Relations	1.2	24.98	1	1	Male	1			1				
					Female								
Development & Alumni Comm Mgr	2	52,000	1		Male								
					Female	1	1						
Assoc Dir Alumni Relation	1.2	26.86	1		Male	1	1						
					Female								
AVP Alumni Relations	1.2	58.81	1		Male								
					Female	1	1						
<b>Department Total</b>			6	1	Male	2	1	0	1	0	0	0	0
% of Total				16.67	% of Total	33.33	16.67	.00	16.67	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Office of Development

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Dir Annual Giving	1.2	26.18	1		Male	1	1						
					Female								
Asst to Dir Athletic Dev	2	26.20	1		Male	1	1						
					Female								
Research & Prospect Manager	2	31.25	1		Male	1	1						
					Female								
Dir Degree Programs	1.2	40.87	1		Male								
					Female	1	1						
Dir Corporate & Foundation Rel	1.2	42.63	1		Male	1	1						
					Female								
Dir Development Spec Projects	1.2	42.63	1		Male	1	1						
					Female								
Dir Development	1.2	43.47	1		Male								
					Female	1	1						
Senior Director of Development	1.2	47.17 - 47.46	2	1	Male	1			1				
					Female	1	1						
<b>Department Total</b>			9	1	Male	6	5	0	1	0	0	0	0
% of Total				11.11	% of Total	66.67	55.56	.00	11.11	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Office of Financial Aid

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Financial Aid Counselor	2	19.06 - 46,629	10	4	Male	2			1				1
					Female	8	6		2				
Senior Financial Aid Counselor	2	19.80	1		Male	1	1						
					Female								
Admin Assistant III	5	20.52 - 24.38	3	1	Male								
					Female	3	2						1
Coord Scholarships	5	21.88	1		Male								
					Female	1	1						
Coord Processing & Verifica	5	22.57	1		Male								
					Female	1	1						
Assoc Dir Financial Aid	1.2	33.65 - 35.10	2		Male								
					Female	2	2						
Dir Student Financial Aid	1.2	48.72	1		Male	1	1						
					Female								
<b>Department Total</b>			19	5	Male	4	2	0	1	0	0	0	1
% of Total				26.32	% of Total	21.05	10.53	.00	5.26	.00	.00	.00	5.26
					Female	15	12	0	2	0	0	0	1
					% of Total	78.95	63.16	.00	10.53	.00	.00	.00	5.26

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Office of Spons Programs Opera

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Office Coordinator	5	19.03	1		Male								
					Female	1	1						
Grants & Contracts Admin	5	26.35 - 26.51	2	1	Male								
					Female	2	1				1		
Regulatory Compliance Admin	2	31.55	1		Male								
					Female	1	1						
Assoc Dir Sponsored Programs	1.2	46.25	1		Male								
					Female	1	1						
<b>Department Total</b>			5	1	Male	0	0	0	0	0	0	0	0
% of Total				20.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	5	4	0	0	0	1	0	0
					% of Total	100.00	80.00	.00	.00	.00	20.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Online Course Development

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	18.00 - 34.00	2		Male								
					Female	2	2						
Instructional Design Assist	2	45,740	1	1	Male								
					Female	1					1		
Instructional Dvlpmnt Coord	2	26.88	1		Male								
					Female	1	1						
Instructional Designer	2	28.80	1		Male								
					Female	1	1						
<b>Department Total</b>			5	1	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>20.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	5	4	0	0	0	1	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>80.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Parking-Administrative/Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	13,002	1		Male	1	1						
					Female								
Admin Assistant I	5	13.91	1	1	Male								
					Female	1			1				
Security II	5	34,368	1		Male	1	1						
					Female								
Accounting Technician III	5	17.96	1		Male								
					Female	1	1						
Administrative Aide	5	18.61	1		Male								
					Female	1	1						
Dir Parking and Transit Svcs	1.2	40.86	1		Male	1	1						
					Female								
<b>Department Total</b>			6	1	Male	3	3	0	0	0	0	0	0
% of Total				16.67	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	3	2	0	1	0	0	0	0
					% of Total	50.00	33.33	.00	16.67	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Payroll

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Accountant I	2	23.45	1		Male								
					Female	1	1						
Accounting Technician III	5	23.93	1		Male								
					Female	1	1						
Manager of Payroll	1.2	26.88	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	3	3	0	0	0	0	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Philosophy

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	9,270	1		Male	1	1						
					Female								
Asst Prof - Full Benefits	2	25.96	1		Male	1	1						
					Female								
Asst Prof - Philosophy	2	30.00	2		Male	1	1						
					Female	1	1						
Professor - Philosophy	2	35.82	1		Male								
					Female	1	1						
Assoc Prof - Philosophy	2	39.30	1		Male	1	1						
					Female								
<b>Department Total</b>			6	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Planning & Construction Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Business Manager	5	29.21	1	1	Male								
					Female	1			1				
Project Coordinator	2	32.21 - 37.44	3		Male	3	3						
					Female								
Project Coordinator Fac Mngt	2	35.30	1	1	Male	1			1				
					Female								
<b>Department Total</b>			5	2	Male	4	3	0	1	0	0	0	0
% of Total				40.00	% of Total	80.00	60.00	.00	20.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	20.00	.00	.00	20.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Police Communication Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Police Communication Tech	5	20.31 - 21.31	6	1	Male	2	2						
					Female	4	3		1				
Police Communication Tech Spec	5	22.38	1		Male	1	1						
					Female								
<b>Department Total</b>			7	1	Male	3	3	0	0	0	0	0	0
% of Total				14.29	% of Total	42.86	42.86	.00	.00	.00	.00	.00	.00
					Female	4	3	0	1	0	0	0	0
					% of Total	57.14	42.86	.00	14.29	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Police Department Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Clery Compliance Officer	5	20.22	1		Male								
					Female	1	1						
Police Officer I	9	25.18 - 33.86	9	1	Male	8	7	1					
					Female	1	1						
Police Officer II	9	30.85 - 31.47	2		Male	2	2						
					Female								
Police Officer III	9	35.70	1		Male	1	1						
					Female								
Police Administrator I	1.2	46.86	1		Male	1	1						
					Female								
AVP Police Dept Operations	1.2	56.62	1		Male	1	1						
					Female								
<b>Department Total</b>			15	1	Male	13	12	1	0	0	0	0	0
% of Total				6.67	% of Total	86.67	80.00	6.67	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	13.33	13.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Political Science

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.97	1		Male								
					Female	1	1						
Asst Prof - Political Science	2	25.29 - 32.53	2		Male	1	1						
					Female	1	1						
Assoc Prof - Political Science	2	35.30	1		Male	1	1						
					Female								
Adjunct Faculty	2	36.38 - 43.66	2	1	Male	1			1				
					Female	1	1						
Professor - Political Science	2	42.01 - 55.30	3		Male	2	2						
					Female	1	1						
<b>Department Total</b>			9	1	Male	5	4	0	1	0	0	0	0
<i>% of Total</i>				<i>11.11</i>	<i>% of Total</i>	<i>55.56</i>	<i>44.44</i>	<i>.00</i>	<i>11.11</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	4	4	0	0	0	0	0	0
					<i>% of Total</i>	<i>44.44</i>	<i>44.44</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: President's Office Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Exec Asst to the President	5	35.82	1	1	Male								
					Female	1			1				
Asst to the President	1.2	69.88	1		Male								
					Female	1	1						
President	1.1	155.12	1		Male								
					Female	1	1						
Department Total			3	1	Male	0	0	0	0	0	0	0	0
% of Total				33.33	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	2	0	1	0	0	0	0
					% of Total	100.00	66.67	.00	33.33	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Professional Dev Credit

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	55.22	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Psychology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	3,783 - 72.76	5		Male								
					Female	5	5						
Psychological Sciences Acad Ad	2	19.23	1		Male								
					Female	1	1						
Admin Assistant II	5	20.05	1		Male								
					Female	1	1						
Admin Assistant III	5	20.09	1		Male								
					Female	1	1						
Senior Lecturer - Psychology	2	29.83	1		Male								
					Female	1	1						
Asst Prof - Psychology	2	30.58 - 30.87	3	1	Male	1	1						
					Female	2	1				1		
Assoc Prof - Psychology	2	31.75 - 45.02	4	2	Male	3	2				1		
					Female	1							1
Assoc Prof - Educational Psychology	2	36.56	1		Male	1	1						
					Female								
Professor - Psychology	2	44.88 - 57.74	9	1	Male	5	4	1					
					Female	4	4						
Professor - Psych Sciences	2	48.94	1		Male	1	1						
					Female								
<b>Department Total</b>			27	4	Male	11	9	1	0	1	0	0	0
<i>% of Total</i>				<i>14.81</i>	<i>% of Total</i>	<i>40.74</i>	<i>33.33</i>	<i>3.70</i>	<i>.00</i>	<i>3.70</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	16	14	0	0	1	0	0	1
					<i>% of Total</i>	<i>59.26</i>	<i>51.85</i>	<i>.00</i>	<i>.00</i>	<i>3.70</i>	<i>.00</i>	<i>.00</i>	<i>3.70</i>

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Public Relations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Campus Writer/Editor	2	51,287	1		Male	1	1						
					Female								
Dir Univ News and Public Rel	1.2	37.67	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Purchasing

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant I	5	16.20	1		Male								
					Female	1	1						
Purchasing Assistant	5	18.81	1		Male								
					Female	1	1						
Admin Assistant III	5	20.97	1		Male								
					Female	1	1						
Purchasing Agent II	2	25.48	1		Male	1	1						
					Female								
Purchasing & Contracts Special	2	29.21	1		Male	1	1						
					Female								
Purchasing Agent III	2	31.49 - 32.38	2		Male								
					Female	2	2						
AVP Purchasing	1.2	61.73	1		Male								
					Female	1	1						
<b>Department Total</b>			8	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	25.00	25.00	.00	.00	.00	.00	.00	.00
					Female	6	6	0	0	0	0	0	0
					% of Total	75.00	75.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Rec Cntr Oper - TimeEntry (GF)

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	20.00	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Recreation Center Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Custodian I	9	12.85 - 13.57	3	3	Male	1			1				
					Female	2			2				
Coord Fitness & Wellness	5	19.06	1		Male								
					Female	1	1						
Coord Intramural Sports	5	19.30	1	1	Male	1		1					
					Female								
Coord Operations	5	41,947	1	1	Male	1			1				
					Female								
Accounting Technician III	5	20.68	1		Male								
					Female	1	1						
Asst Dir Competitive Sports	1.2	23.08	1		Male	1	1						
					Female								
Asst Dir Outdoor Pursuits	1.2	23.08	1		Male								
					Female	1	1						
Asst Dir of Operations	1.2	23.08	1		Male	1	1						
					Female								
Assoc Dir Campus Recr	1.2	31.17	1		Male	1	1						
					Female								
Assoc Dir Employee Relations	1.2	36.54	1		Male	1	1						
					Female								
<b>Department Total</b>			12	5	Male	7	4	1	2	0	0	0	0
<i>% of Total</i>				41.67	<i>% of Total</i>	58.33	33.33	8.33	16.67	.00	.00	.00	.00
					Female	5	3	0	2	0	0	0	0
					<i>% of Total</i>	41.67	25.00	.00	16.67	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Recreation Club Sports

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	23.00	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Registrar's Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	31,198	1		Male								
					Female	1	1						
Transfer Evaluator	5	31,201	1		Male								
					Female	1	1						
Admin Assistant II	5	16.06 - 18.73	5		Male								
					Female	5	5						
Admin Assistant III	5	20.01 - 20.16	3		Male								
					Female	3	3						
Academic Scheduling Supp Spec	5	46,402	1		Male								
					Female	1	1						
Program Assistant I	5	22.40 - 23.32	4	1	Male								
					Female	4	3		1				
Accountant I	2	48,000	1		Male								
					Female	1	1						
Program Assistant II	5	24.08 - 24.94	2		Male								
					Female	2	2						
Curriculum Liason Specialist	2	27.24	1		Male								
					Female	1	1						
Asst Registrar	2	28.85 - 29.12	2		Male	1	1						
					Female	1	1						
Registrar	1.2	46.77	1		Male	1	1						
					Female								

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Registrar's Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Department Total % of Total			22	1 4.55	Male % of Total Female % of Total	2 9.09 20 90.91	2 9.09 19 86.36	0 .00 0 .00	0 .00 1 4.55	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Residential Education

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
General Labor I	8	14.34	1		Male	1	1						
					Female								
General Labor II	8	15.88	1		Male	1	1						
					Female								
Accounting Technician II	5	17.91	1		Male								
					Female	1	1						
Admin Assistant III	5	19.52 - 20.52	2		Male								
					Female	2	2						
Assignments Coordinator	5	21.91	1		Male								
					Female	1	1						
Residence Hall Director	1.2	21.95 - 22.83	9	1	Male	2	1	1					
					Female	7	7						
Custodian IV	9	22.93	1	1	Male	1		1					
					Female								
Asst to Dir of Residential Ed	2	23.71	1		Male								
					Female	1	1						
Business Manager	5	26.03	1		Male								
					Female	1	1						
Asst Dir of Residential Educ	1.2	26.35	1		Male								
					Female	1	1						
Asst Dir Residential Educ	1.2	26.35 - 26.88	2	1	Male	2	1						1
					Female								
Asst Dir Housing Services	1.2	26.88	1		Male	1	1						
					Female								

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Residential Education

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Equity & Inclusion	1.2	26.88	1		Male								
					Female	1	1						
Dir Residential Education	1.2	42.96	1	1	Male	1		1					
					Female								
Dir Housing Services	1.2	45.14	1		Male	1	1						
					Female								
<b>Department Total</b>			25	4	Male	10	6	3	0	0	0	0	1
% of Total				16.00	% of Total	40.00	24.00	12.00	.00	.00	.00	.00	4.00
					Female	15	15	0	0	0	0	0	0
					% of Total	60.00	60.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Art & Design Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	1,122 - 41.25	8	2	Male	5	3		1	1			
					Female	3	3						
Faculty Full Benefits	2	19.42	1	1	Male								
					Female	1				1			
Admin Assistant III	5	20.09	1		Male								
					Female	1	1						
Laboratory Coord I	3	21.46	1		Male	1	1						
					Female								
Dir Galleries	1.2	24.34	1		Male								
					Female	1	1						
Asst Prof - Art & Design	2	26.74	1	1	Male								
					Female	1							1
Assoc Prof - Theatre Studies	2	33.20	1		Male	1	1						
					Female								
Assoc Prof - Art Education	2	33.20 - 33.40	2	1	Male	1				1			
					Female	1	1						
Professor - Art & Design	2	37.24 - 72.44	4		Male	3	3						
					Female	1	1						
Instructor - Full Benefits	2	38.84	1		Male								
					Female	1	1						
Professor - Theatre Studies	2	42.35	1		Male								
					Female	1	1						
Professor - Visual Arts	2	42.37 - 50.92	4	1	Male	3	2						1
					Female	1	1						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Art & Design Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Theatre Arts	2	46.12	1		Male Female	1	1						
<b>Department Total</b>			27	6	Male	15	11	0	1	2	0	0	1
% of Total				22.22	% of Total	55.56	40.74	.00	3.70	7.41	.00	.00	3.70
					Female	12	10	0	0	1	0	0	1
					% of Total	44.44	37.04	.00	.00	3.70	.00	.00	3.70

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Biological Sciences Of

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	7,590	1		Male								
					Female	1	1						
Research Assoc II	2	13.95	1		Male								
					Female	1	1						
Leap Advisor	2	17.31	1	1	Male								
					Female	1			1				
Admin Assistant III	5	20.34 - 20.97	2		Male								
					Female	2	2						
Faculty Full Benefits	2	22.59 - 26.25	2		Male								
					Female	2	2						
Instructor - Schl Bio Sciences	2	27.13	1		Male	1	1						
					Female								
Instructor - Biology	2	27.68 - 33.97	2		Male								
					Female	2	2						
Lab Specialist	3	28.36	1		Male	1	1						
					Female								
Asst Prof - Biomedical Sciences	2	34.67	1		Male	1	1						
					Female								
Asst Prof - Biological Sciences	2	34.67 - 35.54	2	1	Male								
					Female	2	1		1				
Asst Prof - Biology	2	36.44	1	1	Male								
					Female	1			1				
Assoc Prof - Biological Sciences	2	39.04	1		Male								
					Female	1	1						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Biological Sciences Of

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Biology	2	39.31 - 45.57	8		Male	5	5						
					Female	3	3						
Professor - Biology	2	53.10 - 58.11	2		Male	2	2						
					Female								
Professor - Biological Sciences	2	61.11 - 70.31	2		Male	1	1						
					Female	1	1						
<b>Department Total</b>			28	3	Male	11	11	0	0	0	0	0	0
% of Total				10.71	% of Total	39.29	39.29	.00	.00	.00	.00	.00	.00
					Female	17	14	0	3	0	0	0	0
					% of Total	60.71	50.00	.00	10.71	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Human Sciences Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Human Services	2	37.79	1		Male	1	1						
					Female								
Assoc Prof - Human Sciences	2	45.33	1		Male								
					Female	1	1						
Professor - Human Services	2	53.19	1	1	Male								
					Female	1			1				
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	1	0	0	0	0
					% of Total	66.67	33.33	.00	33.33	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Mathematical Sci Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	800.00 - 55.96	3	1	Male	2	1			1			
					Female	1	1						
Admin Assistant II	5	16.06	1		Male								
					Female	1	1						
Faculty Full Benefits	2	22.50 - 25.96	2	1	Male	2	1			1			
					Female								
Admin Assistant III	5	23.77	1		Male								
					Female	1	1						
Senior Lecturer - Mathematics	2	24.85	2		Male								
					Female	2	2						
Temporary Hourly	5	25.00 - 45.00	2		Male								
					Female	2	2						
Lecturer - CS/CIS	2	32.21	1		Male	1	1						
					Female								
Assoc Prof - Math	2	34.25 - 38.35	3		Male	2	2						
					Female	1	1						
Asst Prof - Math	2	35.77 - 47.89	3		Male	2	2						
					Female	1	1						
Asst Prof - Mathematical Science	2	40.10	1	1	Male	1				1			
					Female								
Assoc Prof - Math Science	2	40.98	1		Male								
					Female	1	1						
Professor - Mathematics	2	45.03 - 54.97	8	2	Male	7	6		1				
					Female	1			1				

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Mathematical Sci Offic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Professor - Mathematical Science	2	57.97	1		Male Female	1	1						
<b>Department Total</b>			29	5	Male	18	14	0	1	3	0	0	0
% of Total				17.24	% of Total	62.07	48.28	.00	3.45	10.34	.00	.00	.00
					Female	11	10	0	1	0	0	0	0
					% of Total	37.93	34.48	.00	3.45	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Music Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	4,800 - 70.32	22	1	Male	14	14						
					Female	8	7						1
Admin Assistant III	5	20.09	2		Male	1	1						
					Female	1	1						
Music Enrollment Specialist	2	21.72	1		Male	1	1						
					Female								
Program Assistant I	5	22.24	1		Male								
					Female	1	1						
Music Retention & Bus Coord	2	23.37	1		Male								
					Female	1	1						
Recording Studio Technician	3	23.40	1		Male	1	1						
					Female								
Instructor - School of Music	2	26.74	1	1	Male	1		1					
					Female								
Interim Asst Prof - Music Theory	2	26.74	1		Male								
					Female	1	1						
Senior Lecturer - School of Music	2	26.74	1		Male	1	1						
					Female								
Asst Prof - Music	2	26.74 - 29.46	10	2	Male	6	6						
					Female	4	2		1				1
Asst Prof - Full Benefits	2	27.01	1	1	Male								
					Female	1				1			
Assoc Prof - Music	2	29.46 - 35.96	12	3	Male	8	5		1	2			
					Female	4	4						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Music Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Faculty Full Benefits	2	31.91 - 45.51	5	1	Male	4	4						
					Female	1				1			
Professor - Music Composition	2	39.32	1		Male	1	1						
					Female								
Professor - Jazz Studies	2	39.40	1		Male	1	1						
					Female								
Professor - Music	2	41.56 - 58.31	17	3	Male	13	11		1		1		
					Female	4	3	1					
Professor - Area Head Academ Studies	2	47.74	1		Male	1	1						
					Female								
Dir School of Music	1.2	49.14	1		Male	1	1						
					Female								
<b>Department Total</b>			80	12	Male	54	48	1	2	2	1	0	0
% of Total				15.00	% of Total	67.50	60.00	1.25	2.50	2.50	1.25	.00	.00
					Female	26	20	1	1	2	0	0	2
					% of Total	32.50	25.00	1.25	1.25	2.50	.00	.00	2.50

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Nursing Operations Off

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	210.00 - 100.02	54	3	Male	4	4						
					Female	50	47		3				
Lab Coordinator	3	16.40	1		Male								
					Female	1	1						
Administrative Aide	5	17.38	1		Male								
					Female	1	1						
Nursing Academic Advisor	2	19.23	1		Male								
					Female	1	1						
Undergrad Prgrm Mngmt Spec	5	19.23	1	1	Male								
					Female	1			1				
Program Management Specialist	2	19.30	1		Male								
					Female	1	1						
Temporary Hourly	5	20.00	1		Male								
					Female	1	1						
Business Manager SON	1.2	20.19	1		Male								
					Female	1	1						
Stu Srvs Coord Clinical Requir	5	20.96	1		Male								
					Female	1	1						
Lecturer - Nursing	2	30.30 - 32.82	3		Male								
					Female	3	3						
Lecturer - Schl of Nursing	2	32.82 - 34.01	2		Male								
					Female	2	2						
Asst Prof - Nursing	2	34.62 - 37.25	9		Male	1	1						
					Female	8	8						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Nursing Operations Off

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Nursing	2	36.88 - 46.43	7	1	Male	1	1						
					Female	6	5		1				
Senior Lecturer - Nursing	2	36.90	1		Male								
					Female	1	1						
Professor - Nursing	2	49.82 - 57.68	3		Male								
					Female	3	3						
School Director	1.2	58.78	1		Male								
					Female	1	1						
<b>Department Total</b>			88	5	Male	6	6	0	0	0	0	0	0
% of Total				5.68	% of Total	6.82	6.82	.00	.00	.00	.00	.00	.00
					Female	82	77	0	5	0	0	0	0
					% of Total	93.18	87.50	.00	5.68	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Special Education Offi

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	2,522 - 72.76	24	1	Male	2	2						
					Female	22	21						1
Project Assistant	5	22,197	1		Male								
					Female	1	1						
Admin Assistant II	5	17.34	1		Male								
					Female	1	1						
Admin Assistant III	5	21.31	1	1	Male								
					Female	1							1
Project Coordinator	2	50,000 - 68,850	3		Male								
					Female	3	3						
Instructor - Special Education	2	26.22	1		Male								
					Female	1	1						
Temporary Hourly	5	28.00	1		Male								
					Female	1	1						
Lecturer - Schl of Spec Ed	2	28.85	1	1	Male								
					Female	1			1				
Asst Prof - Special Education	2	29.42 - 33.29	4	1	Male	1	1						
					Female	3	2						1
Assoc Prof - Special Education	2	31.30 - 39.79	5	1	Male	2	2						
					Female	3	2			1			
Dir Colorado Cntr for Rural Ed	1.2	34.08	1		Male	1	1						
					Female								
Professor - Special Education	2	39.94 - 58.54	9	2	Male	2	2						
					Female	7	5		1		1		

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Special Education Offi

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Faculty Full Benefits	2	43.66	1		Male								
					Female	1	1						
Special Education Research Fac	2	64.68	1		Male								
					Female	1	1						
<b>Department Total</b>			54	7	Male	8	8	0	0	0	0	0	0
% of Total				12.96	% of Total	14.81	14.81	.00	.00	.00	.00	.00	.00
					Female	46	39	0	2	1	1	0	3
					% of Total	85.19	72.22	.00	3.70	1.85	1.85	.00	5.56

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Sport & Exer Sci Offic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	13.00 - 14.00	2		Male								
					Female	2	2						
Materials Handler I	5	13.30	1	1	Male	1			1				
					Female								
Project Manager	1.2	19.23	1		Male	1	1						
					Female								
Student Services Specialist	5	40,000	1		Male	1	1						
					Female								
Postdoctoral Research Fellow	2	24.52	1		Male								
					Female	1	1						
Instructor - SES	2	25.93	1		Male	1	1						
					Female								
Administrative Specialist	5	26.57	1		Male								
					Female	1	1						
Lecturer - Schl Sport Sciences	2	26.74	1		Male	1	1						
					Female								
Adjunct Faculty	2	26.94 - 53.49	4		Male	3	3						
					Female	1	1						
Senior Lecturer - SES	2	29.73 - 35.45	2	1	Male	1	1						
					Female	1						1	
Asst Prof - Full Benefits	2	32.63	1		Male								
					Female	1	1						
Assoc Prof - Sport Sciences	2	32.63 - 34.02	2		Male								
					Female	2	2						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Sport & Exer Sci Offic

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Prof - Sport Sciences	2	32.63 - 34.02	3	1	Male	3	2			1			
					Female								
Asst Prof - Sports & Exe	2	32.89	1		Male								
					Female	1	1						
Assoc Prof - SES	2	36.37 - 39.13	3		Male	3	3						
					Female								
Professor - Sport Sciences	2	38.26 - 42.04	2		Male	1	1						
					Female	1	1						
Professor - Full Benefits	2	39.13	1		Male	1	1						
					Female								
Professor - SES	2	48.24 - 54.27	4		Male	3	3						
					Female	1	1						
<b>Department Total</b>			32	3	Male	20	18	0	1	1	0	0	0
% of Total				9.38	% of Total	62.50	56.25	.00	3.13	3.13	.00	.00	.00
					Female	12	11	0	0	0	0	1	0
					% of Total	37.50	34.38	.00	.00	.00	.00	3.13	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Teacher Education Offi

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	1,350 - 76.92	57	1	Male	9	9						
					Female	48	47		1				
Temporary Salary	5	1,600	1		Male								
					Female	1	1						
Temporary Hourly	5	17,648	1		Male	1	1						
					Female								
Admin Assistant II	5	17.19 - 20.02	2	2	Male								
					Female	2			1				1
Administrative Aide	5	21.21	1		Male								
					Female	1	1						
Admin Assistant III	5	22.02	1		Male								
					Female	1	1						
Instructor - Schl of Tchr Ed	2	47,348	1		Male								
					Female	1	1						
Academic Advisor	2	23.17 - 25.59	2	1	Male								
					Female	2	1		1				
Faculty Full Benefits	2	25.56	1		Male								
					Female	1	1						
Off-Campus Program Manager	2	26.88	1		Male	1	1						
					Female								
Licensure Officer School of TE	2	28.59	1		Male	1	1						
					Female								
Asst Prof - Teacher Education	2	29.14 - 30.00	2		Male	1	1						
					Female	1	1						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Teacher Education Offi

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Teacher Education	2	31.92 - 35.47	6	1	Male	1	1						
					Female	5	4			1			
Asst Prof - UNC Team-Up Coord	2	32.05	1		Male								
					Female	1	1						
Asst Dir/Training Director	1.2	66,850	1		Male								
					Female	1	1						
Assoc Prof - Elementary Ed	2	34.68 - 35.19	2		Male								
					Female	2	2						
Assoc Prof - Reading	2	36.61	1		Male	1	1						
					Female								
Assoc Prof - Foundations	2	37.42	1		Male	1	1						
					Female								
Professor - Teacher Education	2	38.47 - 48.71	3	2	Male	1	1						
					Female	2		1		1			
Professor - Elementary Education	2	39.07 - 48.21	3		Male	1	1						
					Female	2	2						
Professor - Bilingual ESL	2	39.68	1		Male								
					Female	1	1						
Professor - Bilingual/ESL	2	51.25	1	1	Male								
					Female	1			1				
<b>Department Total</b>			91	8	Male	18	18	0	0	0	0	0	0
<i>% of Total</i>				8.79	<i>% of Total</i>	19.78	19.78	.00	.00	.00	.00	.00	.00
					Female	73	65	1	4	2	0	0	1
					<i>% of Total</i>	80.22	71.43	1.10	4.40	2.20	.00	.00	1.10

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Theatre Arts & Dance O

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	2,244 - 57.67	13		Male	5	5						
					Female	8	8						
Production I	9	12.79	1	1	Male								
					Female	1				1			
Production III	9	19.75	1		Male								
					Female	1	1						
Dir Music	1.2	23.08	1		Male								
					Female	1	1						
Interim Master Electrical Manager	1.2	23.08	1	1	Male	1							1
					Female								
Resident Scenic Artist	2	23.37	1		Male								
					Female	1	1						
Theatre Technical Director	1.2	23.37	1		Male	1	1						
					Female								
Laboratory Coord I	3	23.73 - 28.07	2		Male	1	1						
					Female	1	1						
Assoc Prof - Theatre Studies	2	55,122 - 31.80	2		Male	1	1						
					Female	1	1						
Asst Prof - Full Benefits	2	26.74	1		Male	1	1						
					Female								
Interim Asst Prof - Dance	2	26.74	1		Male								
					Female	1	1						
Asst Prof - Theatre Arts	2	26.74 - 30.05	3		Male	1	1						
					Female	2	2						

Continued...

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Schl of Theatre Arts & Dance O

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Prof - Acting	2	31.79	1		Male								
					Female	1	1						
Professor - Theatre Ed	2	37.76	1		Male								
					Female	1	1						
Professor - Theatre Arts	2	37.76 - 49.97	5		Male	3	3						
					Female	2	2						
Faculty Full Benefits	2	38.00	1		Male	1	1						
					Female								
Professor - Theatre Arts & Dance	2	38.18	1		Male	1	1						
					Female								
Professor - Dance	2	44.58	1		Male	1	1						
					Female								
<b>Department Total</b>			38	2	Male	17	16	0	0	0	0	0	1
% of Total				5.26	% of Total	44.74	42.11	.00	.00	.00	.00	.00	2.63
					Female	21	20	0	0	1	0	0	0
					% of Total	55.26	52.63	.00	.00	2.63	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: School of Music

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	2,925 - 22,393	3		Male Female	2 1	2 1						
<b>Department Total</b>			3	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: School of Special Education

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	2,472	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Department: Science Education

University of Northern Colorado

11/01/2017

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20,814	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Sm Business Devlpmnt Ctr Activ

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Program Coordinator	5	15.63	1		Male								
					Female	1	1						
Business Consult/Mrktg Assist	2	15.82	1		Male								
					Female	1	1						
Business Consultant	2	15.82	1		Male								
					Female	1	1						
Assoc Dir SBDC	1.2	19.47	1		Male								
					Female	1	1						
Administrative Specialist	5	21.85	1		Male								
					Female	1	1						
Dir Small Business Dev Ctr	1.2	29.21	1		Male								
					Female	1	1						
<b>Department Total</b>			6	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	6	6	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Sociology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	3,153 - 43.65	6		Male	2	2						
					Female	4	4						
Admin Assistant III	5	20.76	1		Male								
					Female	1	1						
Lecturer - Sociology	2	22.06 - 26.57	2		Male								
					Female	2	2						
Asst Prof - Sociology	2	30.00 - 30.61	3		Male	2	2						
					Female	1	1						
Assoc Prof - Sociology	2	30.93 - 35.79	3		Male	1	1						
					Female	2	2						
Professor - Sociology	2	43.04 - 52.21	2		Male								
					Female	2	2						
<b>Department Total</b>			17	0	Male	5	5	0	0	0	0	0	0
% of Total				.00	% of Total	29.41	29.41	.00	.00	.00	.00	.00	.00
					Female	12	12	0	0	0	0	0	0
					% of Total	70.59	70.59	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Sports Performance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Str & Cond Coach	2	23.08	1		Male								
					Female	1	1						
Dir Sport Performance	1.2	24.52	1		Male	1	1						
					Female								
Dir Strength & Conditioning	1.2	28.30	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Stryker Institute

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	16.92	1	1	Male								
					Female	1			1				
Assoc Dir	1.2	56,407	1		Male								
					Female	1	1						
Leadership Coordinator	5	27.12	1	1	Male								
					Female	1			1				
<b>Department Total</b>			3	2	Male	0	0	0	0	0	0	0	0
% of Total				66.67	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	1	0	2	0	0	0	0
					% of Total	100.00	33.33	.00	66.67	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Student Advising

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Academic Advisor	2	21.72 - 22.00	5		Male	3	3						
					Female	2	2						
Dir Academic Advising Svcs	1.2	60,749	1		Male								
					Female	1	1						
<b>Department Total</b>			6	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Student Engagement & DOS Ops

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Case Manager	1.2	23.01	1		Male								
					Female	1	1						
Exec Assistant	5	26.77	1		Male								
					Female	1	1						
Investigator-Title IX & other	2	27.08	1		Male								
					Female	1	1						
Coord Case Management	5	27.13	1		Male								
					Female	1	1						
Business Manager	5	28.37	1		Male								
					Female	1	1						
AVP Student Engagement & DOS	1.2	63.28	1		Male	1	1						
					Female								
<b>Department Total</b>			6	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	16.67	16.67	.00	.00	.00	.00	.00	.00
					Female	5	5	0	0	0	0	0	0
					% of Total	83.33	83.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Student Health Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	20.19	1		Male								
					Female	1	1						
Coord Immunization	5	21.42	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Student Health Insurance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coord Insurance	5	19.23	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Student Life

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Program Coordinator	5	44,212	1		Male								
					Female	1	1						
Program Coordinator Off-Campus Life	5	44,263	1		Male	1	1						
					Female								
Marketing Specialist	2	22.44	1		Male	1	1						
					Female								
Asst Dean of Student Life	1.2	37.82	1		Male	1	1						
					Female								
<b>Department Total</b>			4	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	75.00	75.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	25.00	25.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Student Orientation

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant II	5	18.40	1		Male								
					Female	1	1						
Coord Orientation	5	19.55	1	1	Male	1				1			
					Female								
Asst Dir New Student Orient	1.2	22.00	1		Male								
					Female	1	1						
Dir Orientation	1.2	29.19	1		Male								
					Female	1	1						
<b>Department Total</b>			4	1	Male	1	0	0	0	1	0	0	0
% of Total				25.00	% of Total	25.00	.00	.00	.00	25.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	75.00	75.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Student-Athlete Academic Succe

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Learning Specialist	5	22.00	1		Male								
					Female	1	1						
Student Development Specialist	2	22.00	1		Male	1	1						
					Female								
Asst Dir for Student Athlete	1.2	22.44	1		Male	1	1						
					Female								
Dir Academic Success	1.2	29.20	1		Male	1	1						
					Female								
<b>Department Total</b>			4	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	75.00	75.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	25.00	25.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Timesheet Only - Dean EBS Offi

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Hourly	5	30.00	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Title IX Crdntr & Equity Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Conduct Officer Title IX	2	24.83	1		Male								
					Female	1	1						
Chief Conduct Officer	1.2	52.09	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Tobey-Kendel Dining

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services I	9	11.17 - 14.20	4	2	Male								
					Female	4	2		2				
Dining Services II	9	12.16	1	1	Male								
					Female	1			1				
Temporary Salary	5	27,038	1		Male								
					Female	1	1						
Dining Services III	9	13.89 - 18.02	5		Male	1	1						
					Female	4	4						
General Labor I	8	14.67	1		Male	1	1						
					Female								
Admin Assistant II	5	16.69	1	1	Male								
					Female	1			1				
Food Serv Mgr I	1.2	21.13	1	1	Male								
					Female	1				1			
Materials Handler II	5	21.43	1		Male	1	1						
					Female								
Dining Services V	9	21.44 - 26.00	3	1	Male	2	2						
					Female	1			1				
<b>Department Total</b>			18	6	Male	5	5	0	0	0	0	0	0
<i>% of Total</i>				33.33	<i>% of Total</i>	27.78	27.78	.00	.00	.00	.00	.00	.00
					Female	13	7	0	5	1	0	0	0
					<i>% of Total</i>	72.22	38.89	.00	27.78	5.56	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Tobey-Kendel Dining TimeEntry

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services I	9	19,245 - 12.54	8	6	Male	1			1				
					Female	7	2		5				
Dining Services II	9	14.84	1		Male								
					Female	1	1						
<b>Department Total</b>			9	6	Male	1	0	0	1	0	0	0	0
% of Total				66.67	% of Total	11.11	.00	.00	11.11	.00	.00	.00	.00
					Female	8	3	0	5	0	0	0	0
					% of Total	88.89	33.33	.00	55.56	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Tointon Inst for Educational C

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Tointon Institute	1.2	60.72	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Transportation

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Equipment Mechanic I	6	21.62	1	1	Male Female	1					1		
<b>Department Total</b>			1	1	Male	1	0	0	0	0	1	0	0
% of Total				100.00	% of Total	100.00	.00	.00	.00	.00	100.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Tutoring Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Tutoring Coordinator	5	22.00	1		Male								
					Female	1	1						
Dir Tutorial Services	1.2	29.19	1	1	Male								
					Female	1			1				
<b>Department Total</b>			2	1	Male	0	0	0	0	0	0	0	0
% of Total				50.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	1	0	1	0	0	0	0
					% of Total	100.00	50.00	.00	50.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: UNC Card Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir UNC Card Office	1.2	39.25	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: UNC Ticket Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Athletic Ticketing Manager	5	16.40	1		Male								
					Female	1	1						
Asst Dir Community Arts	1.2	25.35	1		Male								
					Female	1	1						
Dir Campus Ticketing	1.2	26.03	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: UPC Admin Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assoc Dir Student Activ	1.2	55,907	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Unaccompanied Youth

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Onsite Assist Advisor	5	17.79	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Univ Center Dining

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services II	9	12.16 - 12.25	2	2	Male								
					Female	2			2				
General Labor I	8	14.35	1		Male	1	1						
					Female								
Dining Services III	9	14.74	1		Male	1	1						
					Female								
Accounting Technician I	5	15.54	1	1	Male								
					Female	1			1				
Materials Handler II	5	16.57	1		Male	1	1						
					Female								
Accounting Technician II	5	17.96	1		Male								
					Female	1	1						
Dining Services V	9	21.64	1		Male								
					Female	1	1						
Food Serv Mgr I	1.2	21.83	1	1	Male	1			1				
					Female								
<b>Department Total</b>			9	4	Male	4	3	0	1	0	0	0	0
% of Total				44.44	% of Total	44.44	33.33	.00	11.11	.00	.00	.00	.00
					Female	5	2	0	3	0	0	0	0
					% of Total	55.56	22.22	.00	33.33	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Univ Center Dining TimeEntry

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dining Services II	9	12.45	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Univ Center Student Business O

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Business Services Coord	2	21.91	1		Male								
					Female	1	1						
Business Manager	5	26.91	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: University Center Operations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
General Labor I	8	14.47 - 17.03	2		Male	1	1						
					Female	1	1						
General Labor II	8	15.36	1		Male	1	1						
					Female								
UC Operations & Technology Manager	1.2	21.27	1		Male	1	1						
					Female								
Dir University Center	1.2	37.87	1		Male	1	1						
					Female								
<b>Department Total</b>			5	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	80.00	80.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	20.00	20.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: University College

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Univ College Scheduler/LC Spec	5	37,793	1		Male								
					Female	1	1						
Business Manager	5	29.00	1	1	Male								
					Female	1			1				
Professor - Full Benefits	2	72.92	1		Male	1	1						
					Female								
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	1	0	0	0	0
					% of Total	66.67	33.33	.00	33.33	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Upward Bound

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Temporary Salary	5	1,925	1		Male								
					Female	1	1						
Program Coordinator Upward Bnd	5	23.60	1		Male								
					Female	1	1						
Upward Bound Director	2	28.40	1	1	Male	1			1				
					Female								
<b>Department Total</b>			3	1	Male	1	0	0	1	0	0	0	0
% of Total				33.33	% of Total	33.33	.00	.00	33.33	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Urban Education

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Adjunct Faculty	2	250.00 - 82.00	26	9	Male	6	4	1	1				
					Female	20	13	2	5				
Instructor - Urban Education	2	32.46	1		Male								
					Female	1	1						
Asst Prof - Urban Education	2	33.35	1		Male								
					Female	1	1						
Faculty Full Benefits	2	46.46	1		Male								
					Female	1	1						
<b>Department Total</b>			29	9	Male	6	4	1	1	0	0	0	0
% of Total				31.03	% of Total	20.69	13.79	3.45	3.45	.00	.00	.00	.00
					Female	23	16	2	5	0	0	0	0
					% of Total	79.31	55.17	6.90	17.24	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Utility Production

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Utility Plant Oper I	6	24.70 - 30.53	5		Male	5	5						
					Female								
Utility Plant Oper II	6	32.93	1		Male	1	1						
					Female								
<b>Department Total</b>			6	0	Male	6	6	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: VP Alumni and Development Offi

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst to the Vice President	2	24.34	1		Male								
					Female	1	1						
Assoc Dir Development	1.2	27.31	1		Male	1	1						
					Female								
VP Alumni & Development	1.1	100.53	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: VP CCC Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
VP Campus Community & Clim	1.1	90.06	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: VP University Relations Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
VP External & Univ Relations	1.1	99.55	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: VP for Administration Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst to the Vice President	2	36.60	1		Male								
					Female	1	1						
Financial Analyst	2	38.14	1		Male								
					Female	1	1						
Special Assist to Senior VP	2	57.39	1		Male								
					Female	1	1						
SVP	1.1	110.50	1		Male								
					Female	1	1						
<b>Department Total</b>			4	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Veteran's Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Veteran Services	1.2	28.59	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Warehousing

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Materials Handler I	5	13.32	1		Male	1	1						
					Female								
Materials Handler II	5	16.57 - 22.57	2		Male	1	1						
					Female	1	1						
<b>Department Total</b>			3	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Web Communications

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Digital Content Developer	2	23.83	1		Male								
					Female	1	1						
Dir Web Communications	1.2	37.50 - 41.78	2		Male	1	1						
					Female	1	1						
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Basketball

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Basketball Coach	2	14.34 - 23.52	3		Male								
					Female	3	3						
Dir Operations	1.2	15.63	1		Male								
					Female	1	1						
<b>Department Total</b>			4	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Golf

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Head Women's Golf Coach	2	18.27	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Resouce Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Women's Resource Ctr	1.2	29.52	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Soccer

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Soccer Coach	2	16.33 - 16.35	2		Male Female	1 1	1 1						
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Softball

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Softball Coach	2	14.93 - 16.33	2		Male	1	1						
					Female	1	1						
Head Softball Coach	2	25.78	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

## Department: Women's Swimming

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Women's Swimming Diving Coach	2	15.11	1		Male Female	1	1						
Asst Athletics Coach	2	16.99	1		Male Female	1	1						
Head Coach Swimming & Diving	2	28.23	1		Male Female	1	1						
<b>Department Total</b>			3	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Tennis

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Women's Tennis Head Coach	2	19.05	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Track And Field

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Asst Coach	2	12.79	1	1	Male Female	1		1					
Asst Coach Track & Field	2	18.31	1		Male Female	1	1						
Head Coach Track & Field/CC	2	25.03	1		Male Female	1	1						
<b>Department Total</b>			3	1	Male	2	1	1	0	0	0	0	0
% of Total				33.33	% of Total	66.67	33.33	33.33	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: Women's Volleyball

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dir Volleyball Ops	1.2	15.63	1		Male								
					Female	1	1						
Asst Women's Volleyball Coac	2	36,146	1		Male	1	1						
					Female								
Asst Volleyball Coach	2	20.55	1	1	Male	1							1
					Female								
<b>Department Total</b>			3	1	Male	2	1	0	0	0	0	0	1
% of Total				33.33	% of Total	66.67	33.33	.00	.00	.00	.00	.00	33.33
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: World Languages & Cultures

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Assistant III	5	20.09	1		Male								
					Female	1	1						
Lecturer - Modern Lang.	2	21.48	1	1	Male								
					Female	1				1			
Faculty Full Benefits	2	21.64	1		Male								
					Female	1	1						
Asst Prof - Chinese	2	31.79	1	1	Male								
					Female	1				1			
Assoc Prof - Modern Languages	2	33.93	1		Male								
					Female	1	1						
Assoc Prof - Foreign Language	2	34.37	1		Male								
					Female	1	1						
Adjunct Faculty	2	40.42 - 51.54	2	1	Male								
					Female	2	1			1			
Assoc Prof & Chair	2	47.31	1		Male	1	1						
					Female								
Professor - Modern Lang	2	71.38	1		Male	1	1						
					Female								

# Work Force Analysis

University of Northern Colorado

11/01/2017

Department: World Languages & Cultures

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
<b>Department Total</b>			10	3	Male	2	2	0	0	0	0	0	0
% of Total				30.00	% of Total	20.00	20.00	.00	.00	.00	.00	.00	.00
					Female	8	5	0	0	3	0	0	0
					% of Total	80.00	50.00	.00	.00	30.00	.00	.00	.00
<b>Facility Total</b>			1942	350	Male	788	640	27	84	22	4	1	10
% of Total				18.02	% of Total	40.58	32.96	1.39	4.33	1.13	.21	.05	.51
					Female	1154	952	16	137	26	7	2	14
					% of Total	59.42	49.02	.82	7.05	1.34	.36	.10	.72

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ASLIS Off Campus	23	3	13.04	Male	2	8.70	2	8.70	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	21	91.30	18	78.26	2	8.70	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00
ASLIS On Campus	5	1	20.00	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	5	100.00	4	80.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
AVP Research Initiatives	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AVP Research-Animal Care	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Academic Affairs Office	8	0	0.00	Male	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	87.50	7	87.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Academic Support Office	5	2	40.00	Male	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	80.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00
Accounting Instruction	10	0	0.00	Male	5	50.00	5	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	50.00	5	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Accounting/CIS Dept Administra	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Accounts Payable	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Admissions Office	21	9	42.86	Male	6	28.57	2	9.52	1	4.76	3	14.29	0	0.00	0	0.00	0	0.00	0	0.00
				Female	15	71.43	10	47.62	1	4.76	3	14.29	0	0.00	1	4.76	0	0.00	0	0.00
Advancement Services	4	0	0.00	Male	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Africana Studies	4	4	100.00	Male	3	75.00	0	0.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Anthropology	10	1	10.00	Male	4	40.00	4	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	60.00	5	50.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00
Applied Psychology & Counselor	23	6	26.09	Male	4	17.39	3	13.04	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00
				Female	19	82.61	14	60.87	0	0.00	3	13.04	2	8.70	0	0.00	0	0.00	0	0.00
Applied Statistics & Research	9	2	22.22	Male	6	66.67	5	55.56	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
				Female	3	33.33	2	22.22	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
Asian Pacific American Student	3	3	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	0	0.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Assessment and Accreditation	3	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assit VP Equity & Inclusion Of	2	2	100.00	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	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Communications	2	1	50.00	Male	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Compliance	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Equipment	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Marketing Promotion	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Office	10	0	0.00	Male	4	40.00	4	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	60.00	6	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Sponsorship	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Athletic Training	6	1	16.67	Male	5	83.33	4	66.67	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
				Female	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletics	2	0	0.00	Male	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletics Cheerleading Squad	2	1	50.00	Male	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletics Events/Facilities	2	0	0.00	Male	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Audiology & Speech-Lang Scienc	32	1	3.13	Male	4	12.50	4	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	28	87.50	27	84.38	0	0.00	1	3.13	0	0.00	0	0.00	0	0.00	0	0.00
Auxiliary Services Office	5	2	40.00	Male	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	80.00	3	60.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Bear Logic	2	1	50.00	Male	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Bear Vision	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Board of Trustees Office	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Budget Office	6	1	16.67	Male	2	33.33	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	66.67	3	50.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Bursar Accounts Receivable	9	1	11.11	Male	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	88.89	7	77.78	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
CETL Operations	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

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Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CIS Instruction	7	1	14.29	Male	5	71.43	4	57.14	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00
				Female	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Career Services Office	7	1	14.29	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	7	100.00	6	85.71	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Catering	8	2	25.00	Male	3	37.50	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	62.50	3	37.50	0	0.00	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Center for Human Enrichment	5	3	60.00	Male	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	80.00	2	40.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Center for International Ed	7	1	14.29	Male	3	42.86	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	57.14	3	42.86	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cesar Chavez Cultural Center	2	2	100.00	Male	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Chemistry & Biochemistry	18	4	22.22	Male	11	61.11	7	38.89	1	5.56	0	0.00	3	16.67	0	0.00	0	0.00	0	0.00
				Female	7	38.89	7	38.89	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colorado School of Public Heal	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Communication Studies	11	0	0.00	Male	4	36.36	4	36.36	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	63.64	7	63.64	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Community & Civic Engagement	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Community Health Program	5	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	5	100.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Community Strnds & Conflict Res	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00

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Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Computer Lab Academic Support	6	0	0.00	Male	4	66.67	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	33.33	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conference Operations	7	0	0.00	Male	4	57.14	4	57.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	42.86	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Confluencia	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Counseling Center Operation	20	4	20.00	Male	5	25.00	3	15.00	0	0.00	2	10.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	15	75.00	13	65.00	0	0.00	1	5.00	0	0.00	1	5.00	0	0.00	0	0.00
Counseling Psychology-Closing	5	2	40.00	Male	3	60.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00
				Female	2	40.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Counselor Education-Closing 6/	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Creative Services	9	0	0.00	Male	3	33.33	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	66.67	6	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Criminal Justice	13	1	7.69	Male	6	46.15	5	38.46	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	53.85	7	53.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cumbres	2	1	50.00	Male	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Custodial	82	56	68.29	Male	41	50.00	18	21.95	2	2.44	20	24.39	0	0.00	0	0.00	0	0.00	1	1.22
				Female	41	50.00	8	9.76	0	0.00	32	39.02	0	0.00	0	0.00	0	0.00	1	1.22
Dean Col Ed & Behav Sci Office	6	0	0.00	Male	4	66.67	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	33.33	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dean Col Human & Soc Sci Offic	5	1	20.00	Male	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	80.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Dean Col Nat & Health Sci Offi	7	1	14.29	Male	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	71.43	4	57.14	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Dean Col Perf & Vis Arts Offic	6	1	16.67	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	6	100.00	5	83.33	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Dean Monfort Col Bus Office	8	1	12.50	Male	3	37.50	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	62.50	4	50.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00
Department of Physics and Astr	11	1	9.09	Male	8	72.73	8	72.73	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	27.27	2	18.18	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Dept of Earth & Atmospheric Sc	15	0	0.00	Male	9	60.00	9	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	40.00	6	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dept of School Psychology	11	1	9.09	Male	3	27.27	3	27.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	72.73	7	63.64	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Dietetics	11	1	9.09	Male	1	9.09	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	10	90.91	9	81.82	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Dining Services Concessions	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dining Services Operations	9	0	0.00	Male	5	55.56	5	55.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	44.44	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability Support Services	21	1	4.76	Male	2	9.52	2	9.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	19	90.48	18	85.71	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00	0	0.00
Economics	6	2	33.33	Male	5	83.33	3	50.00	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Economics - Time Entry	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Education Innovation Institute	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Educational Technology Instruc	5	2	40.00	Male	2	40.00	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
				Female	3	60.00	2	40.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Einstein's Bagels	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
English Language and Literatur	36	6	16.67	Male	16	44.44	13	36.11	0	0.00	1	2.78	2	5.56	0	0.00	0	0.00	0	0.00
				Female	20	55.56	17	47.22	0	0.00	2	5.56	0	0.00	0	0.00	0	0.00	1	2.78
English as a Second Language	5	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	5	100.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Enrollment Management Office	2	1	50.00	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	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Environmental Health & Safety	3	1	33.33	Male	3	100.00	2	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Environmental Studies	4	2	50.00	Male	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	75.00	1	25.00	0	0.00	0	0.00	1	25.00	0	0.00	1	25.00	0	0.00
Extended Campus Office	16	2	12.50	Male	4	25.00	3	18.75	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25
				Female	12	75.00	11	68.75	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00
Facilities Mgmt Support Servic	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Facility Management Office	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Faculty Senate	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Finance Instruction	13	3	23.08	Male	10	76.92	7	53.85	0	0.00	3	23.08	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	23.08	3	23.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
First Year Seminars	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GLBT	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GPS Plus	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Gender Studies	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
General Accounting	9	1	11.11	Male	2	22.22	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	77.78	6	66.67	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
Geography	11	1	9.09	Male	6	54.55	6	54.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	45.45	4	36.36	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Graduate School Office	18	3	16.67	Male	2	11.11	2	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	16	88.89	13	72.22	0	0.00	2	11.11	1	5.56	0	0.00	0	0.00	0	0.00
Grounds	17	5	29.41	Male	17	100.00	12	70.59	0	0.00	4	23.53	0	0.00	0	0.00	0	0.00	1	5.88
				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
Hispanic Studies	22	13	59.09	Male	11	50.00	3	13.64	0	0.00	7	31.82	1	4.55	0	0.00	0	0.00	0	0.00
				Female	11	50.00	6	27.27	0	0.00	5	22.73	0	0.00	0	0.00	0	0.00	0	0.00
History	18	1	5.56	Male	8	44.44	8	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	10	55.56	9	50.00	0	0.00	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00
Holmes Dining	21	9	42.86	Male	11	52.38	7	33.33	0	0.00	4	19.05	0	0.00	0	0.00	0	0.00	0	0.00
				Female	10	47.62	5	23.81	0	0.00	5	23.81	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Holmes Dining TimeEntry	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Honors Scholars & Leaders	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Human Resources Office	6	0	0.00	Male	2	33.33	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	66.67	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Human Services	19	1	5.26	Male	6	31.58	5	26.32	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00
				Female	13	68.42	13	68.42	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
IT Enterprise Systms & Applica	10	1	10.00	Male	10	100.00	9	90.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
IT Infrastructure & Netwrk Com	8	2	25.00	Male	7	87.50	5	62.50	0	0.00	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
IT Support Services	11	1	9.09	Male	6	54.55	5	45.45	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	45.45	5	45.45	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Inclusive Higher Ed for SIDD	3	0	0.00	Male	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Independent Studies	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Information Technology Office	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Information Technology Securit	3	0	0.00	Male	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Institutional Architecture	19	4	21.05	Male	18	94.74	14	73.68	0	0.00	3	15.79	0	0.00	1	5.26	0	0.00	0	0.00
				Female	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

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Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Institutional Research & Analy	7	0	0.00	Male	4	57.14	4	57.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	42.86	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Internal Auditor	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Jazz Studies	4	1	25.00	Male	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	50.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
Journalism & Mass Communicatio	8	0	0.00	Male	3	37.50	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	62.50	5	62.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Leadership Policy & Developmen	28	8	28.57	Male	12	42.86	8	28.57	1	3.57	2	7.14	0	0.00	0	0.00	0	0.00	1	3.57
				Female	16	57.14	12	42.86	1	3.57	2	7.14	1	3.57	0	0.00	0	0.00	0	0.00
Legal and Contracting	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Library Operations	48	4	8.33	Male	9	18.75	9	18.75	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	39	81.25	35	72.92	0	0.00	3	6.25	1	2.08	0	0.00	0	0.00	0	0.00
Mail Services	1	1	100.00	Male	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maintenance & Trades	40	3	7.50	Male	38	95.00	35	87.50	0	0.00	3	7.50	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	5.00	2	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Management Instruction	11	2	18.18	Male	9	81.82	8	72.73	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	18.18	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Marcus Garvey Cultural Center	2	2	100.00	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	2	100.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Marketing	5	0	0.00	Male	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	80.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Marketing Instruction	10	4	40.00	Male	6	60.00	5	50.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00
				Female	4	40.00	1	10.00	0	0.00	1	10.00	2	20.00	0	0.00	0	0.00	0	0.00
Mast Institute	7	1	14.29	Male	1	14.29	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	85.71	5	71.43	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
McNair	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Men's Baseball	2	1	50.00	Male	2	100.00	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Men's Basketball	5	1	20.00	Male	5	100.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Men's Football	9	4	44.44	Male	9	100.00	5	55.56	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Men's Golf	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Men's Tennis	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Men's Track and Field	1	1	100.00	Male	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Men's Wrestling	2	0	0.00	Male	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Modern Languages	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Music Theatre	1	1	100.00	Male	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Department	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NHS Instrumentation & Fab Serv	2	0	0.00	Male	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NHS RMCRI	4	0	0.00	Male	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Native American Student Servic	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Natl Ctr Low Incidence Disabil	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Office of Alumni Relations	6	1	16.67	Male	2	33.33	1	16.67	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	66.67	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Office of Development	9	1	11.11	Male	6	66.67	5	55.56	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	33.33	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Office of Financial Aid	19	5	26.32	Male	4	21.05	2	10.53	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00	1	5.26
				Female	15	78.95	12	63.16	0	0.00	2	10.53	0	0.00	0	0.00	0	0.00	1	5.26
Office of Spons Programs Opera	5	1	20.00	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	5	100.00	4	80.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Online Course Development	5	1	20.00	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	5	100.00	4	80.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Parking-Administrative/Office	6	1	16.67	Male	3	50.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	50.00	2	33.33	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Payroll	3	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Philosophy	6	0	0.00	Male	4	66.67	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	33.33	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Planning & Construction Office	5	2	40.00	Male	4	80.00	3	60.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Police Communication Center	7	1	14.29	Male	3	42.86	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	57.14	3	42.86	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Police Department Operations	15	1	6.67	Male	13	86.67	12	80.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	13.33	2	13.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Political Science	9	1	11.11	Male	5	55.56	4	44.44	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	44.44	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
President's Office Operations	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	0.00
				Female	3	100.00	2	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Professional Dev Credit	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Psychology	27	4	14.81	Male	11	40.74	9	33.33	1	3.70	0	0.00	1	3.70	0	0.00	0	0.00	0	0.00
				Female	16	59.26	14	51.85	0	0.00	0	0.00	1	3.70	0	0.00	0	0.00	1	3.70
Public Relations	2	0	0.00	Male	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Purchasing	8	0	0.00	Male	2	25.00	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	75.00	6	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Rec Cntr Oper - TimeEntry (GF)	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Recreation Center Operations	12	5	41.67	Male	7	58.33	4	33.33	1	8.33	2	16.67	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	41.67	3	25.00	0	0.00	2	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Recreation Club Sports	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Registrar's Office	22	1	4.55	Male	2	9.09	2	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	20	90.91	19	86.36	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00
Residential Education	25	4	16.00	Male	10	40.00	6	24.00	3	12.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.00
				Female	15	60.00	15	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Schl of Art & Design Office	27	6	22.22	Male	15	55.56	11	40.74	0	0.00	1	3.70	2	7.41	0	0.00	0	0.00	1	3.70
				Female	12	44.44	10	37.04	0	0.00	0	0.00	1	3.70	0	0.00	0	0.00	1	3.70
Schl of Biological Sciences Of	28	3	10.71	Male	11	39.29	11	39.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	17	60.71	14	50.00	0	0.00	3	10.71	0	0.00	0	0.00	0	0.00	0	0.00
Schl of Human Sciences Office	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Schl of Mathematical Sci Offic	29	5	17.24	Male	18	62.07	14	48.28	0	0.00	1	3.45	3	10.34	0	0.00	0	0.00	0	0.00
				Female	11	37.93	10	34.48	0	0.00	1	3.45	0	0.00	0	0.00	0	0.00	0	0.00
Schl of Music Office	80	12	15.00	Male	54	67.50	48	60.00	1	1.25	2	2.50	2	2.50	1	1.25	0	0.00	0	0.00
				Female	26	32.50	20	25.00	1	1.25	1	1.25	2	2.50	0	0.00	0	0.00	2	2.50
Schl of Nursing Operations Off	88	5	5.68	Male	6	6.82	6	6.82	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	82	93.18	77	87.50	0	0.00	5	5.68	0	0.00	0	0.00	0	0.00	0	0.00
Schl of Special Education Offi	54	7	12.96	Male	8	14.81	8	14.81	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	46	85.19	39	72.22	0	0.00	2	3.70	1	1.85	1	1.85	0	0.00	3	5.56
Schl of Sport & Exer Sci Offic	32	3	9.38	Male	20	62.50	18	56.25	0	0.00	1	3.13	1	3.13	0	0.00	0	0.00	0	0.00
				Female	12	37.50	11	34.38	0	0.00	0	0.00	0	0.00	0	0.00	1	3.13	0	0.00
Schl of Teacher Education Offi	91	8	8.79	Male	18	19.78	18	19.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	73	80.22	65	71.43	1	1.10	4	4.40	2	2.20	0	0.00	0	0.00	1	1.10
Schl of Theatre Arts & Dance O	38	2	5.26	Male	17	44.74	16	42.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.63
				Female	21	55.26	20	52.63	0	0.00	0	0.00	1	2.63	0	0.00	0	0.00	0	0.00

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		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
School of Music	3	0	0.00	Male	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
School of Special Education	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Science Education	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sm Business Devlpmnt Ctr Activ	6	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	6	100.00	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sociology	17	0	0.00	Male	5	29.41	5	29.41	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	12	70.59	12	70.59	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sports Performance	3	0	0.00	Male	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Stryker Institute	3	2	66.67	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	1	33.33	0	0.00	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
Student Advising	6	0	0.00	Male	3	50.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	50.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Engagement & DOS Ops	6	0	0.00	Male	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	83.33	5	83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Health Center	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Health Insurance	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Life	4	0	0.00	Male	3	75.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Student Orientation	4	1	25.00	Male	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
				Female	3	75.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student-Athlete Academic Succe	4	0	0.00	Male	3	75.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Timesheet Only - Dean EBS Offi	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Title IX Crdntr & Equity Offic	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Tobey-Kendel Dining	18	6	33.33	Male	5	27.78	5	27.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	13	72.22	7	38.89	0	0.00	5	27.78	1	5.56	0	0.00	0	0.00	0	0.00
Tobey-Kendel Dining TimeEntry	9	6	66.67	Male	1	11.11	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	88.89	3	33.33	0	0.00	5	55.56	0	0.00	0	0.00	0	0.00	0	0.00
Tointon Inst for Educational C	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Transportation	1	1	100.00	Male	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Tutoring Services	2	1	50.00	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	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
UNC Card Office	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
UNC Ticket Office	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
UPC Admin Operations	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Unaccompanied Youth	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Univ Center Dining	9	4	44.44	Male	4	44.44	3	33.33	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	55.56	2	22.22	0	0.00	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Univ Center Dining TimeEntry	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Univ Center Student Business O	2	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	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
University Center Operations	5	0	0.00	Male	4	80.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
University College	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Upward Bound	3	1	33.33	Male	1	33.33	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Urban Education	29	9	31.03	Male	6	20.69	4	13.79	1	3.45	1	3.45	0	0.00	0	0.00	0	0.00	0	0.00
				Female	23	79.31	16	55.17	2	6.90	5	17.24	0	0.00	0	0.00	0	0.00	0	0.00
Utility Production	6	0	0.00	Male	6	100.00	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VP Alumni and Development Offi	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VP CCC Office	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
VP University Relations Office	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
VP for Administration Office	4	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	4	100.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Veteran's Services	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Warehousing	3	0	0.00	Male	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Web Communications	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Basketball	4	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	4	100.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Golf	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Resouce Center	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Soccer	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Softball	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Swimming	3	0	0.00	Male	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Tennis	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Women's Track And Field	3	1	33.33	Male	2	66.67	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

University of Northern Colorado

11/01/2017

Department	Total	Total Min																		
		#	%		Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
					#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Women's Volleyball	3	1	33.33	Male	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
World Languages & Cultures	10	3	30.00	Male	2	20.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	80.00	5	50.00	0	0.00	0	0.00	3	30.00	0	0.00	0	0.00	0	0.00

# **Job Group Analysis**

University of Northern Colorado 11/01/2017

# Job Group Analysis

## Job Group: 1 Executives

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
VP Campus Community & Clim	VP CCC Office	90.06	1	1	1
VP General Counsel	Legal and Contracting	93.47	1		
VP External & Univ Relations	VP University Relations Office	99.55	1		
VP Alumni & Development	VP Alumni and Development Offi	100.53	1	1	
Acting Provost	Academic Affairs Office	100.96	1		
SVP	Various	110.50 - 122.14	2	2	
President	President's Office Operations	155.12	1	1	
		Job Group Total % of Total	8	5 62.50	1 12.50

# Job Group Analysis

## Job Group: 1A Sr Management

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Executive Director GOAL	Inclusive Higher Ed for SIDD	28.85	1		
CHE Director	Center for Human Enrichment	29.76	1	1	1
Senior Business Manager	Auxiliary Services Office	35.24	1	1	
Executive Chef and Trainer	Dining Services Operations	37.61	1		
Chief Information Security Off	Information Technology Securit	46.74	1		
Senior Director of Development	Office of Development	47.17 - 47.46	2	1	1
Chief Conduct Officer	Title IX Crdntr & Equity Offic	52.09	1		
Exec Dir Enrmt Mgtm Stu Access	Auxiliary Services Office	55.10	1	1	
AVP Police Dept Operations	Police Department Operations	56.62	1		
Controller	General Accounting	57.94	1	1	
AVP Alumni Relations	Office of Alumni Relations	58.81	1	1	
AVP Purchasing	Purchasing	61.73	1	1	
AVP Human Resources	Human Resources Office	62.76	1		
AVP Marketing	Marketing	62.79	1		
AVP Equity & Inclusion	Assit VP Equity & Inclusion Of	63.28	1	1	1
AVP Student Engagement & DOS	Student Engagement & DOS Ops	63.28	1		
Acting Dean PVA	Dean Col Perf & Vis Arts Offic	63.94	1	1	
AVP Finance	Budget Office	64.79	1	1	
AVP Facilities Management	Facility Management Office	69.62	1		
Asst to the President	President's Office Operations	69.88	1	1	
AVP Research Initiatives	AVP Research Initiatives	71.75	1		
Dean Human & Social Sciences	Various	72.00 - 73.78	2	2	
Assoc Provost & Dean Grad Schl	Graduate School Office	74.19	1	1	

Continued...

# Job Group Analysis

## Job Group: 1A Sr Management

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Dean University Libraries	Library Operations	74.39	1	1	1
AVP Auxiliary Services	Auxiliary Services Office	75.32	1		
Dean Ed.& Behavioral Sciences	Dean Col Ed & Behav Sci Office	78.23	1		
Dean Natural & Health Sciences	Dean Col Nat & Health Sci Offi	79.50	1	1	
AVP Information Technology	Information Technology Office	81.10	1		
Dean College of Busines	Dean Monfort Col Bus Office	107.09	1		
		Job Group Total % of Total	31	16 51.61	4 12.90

# Job Group Analysis

## Job Group: 1B Directors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Dir Operations	Various	15.63	2	1	
Dir Volleyball Ops	Women's Volleyball	15.63	1	1	
Dir Football Operations	Men's Football	21.72	1		
Dir Equipment Operations	Athletic Equipment	23.08	1		
Dir Music	Schl of Theatre Arts & Dance O	23.08	1	1	
Dir Study Abroad	Center for International Ed	23.85	1	1	1
Dir Administration	Athletic Office	24.04	1	1	
Dir Marketing and Fan Exper	Athletic Marketing Promotion	24.04	1	1	
Dir Galleries	Schl of Art & Design Office	24.34	1	1	
Dir Sport Performance	Sports Performance	24.52	1		
Dir Campus Ticketing	UNC Ticket Office	26.03	1		
Dir Enrichment Serv	Center for International Ed	26.44	1	1	
Dir Equity & Inclusion	Residential Education	26.88	1	1	
Dir MCB Advising	Dean Monfort Col Bus Office	26.88	1	1	1
Dir McNair Scholars	McNair	26.88	1	1	
Dir Professional Dev	Extended Campus Office	26.88	1	1	
Dir Strength & Conditioning	Sports Performance	28.30	1		
Dir Gender & Sexuality	GLBT	28.59	1		
Dir Veteran Services	Veteran's Services	28.59	1		
Dir Honors & Scholars	Honors Scholars & Leaders	28.94	1	1	
Dir Orientation	Student Orientation	29.19	1	1	
Dir Tutorial Services	Tutoring Services	29.19	1	1	1
Dir Academic Success	Student-Athlete Academic Succe	29.20	1		

Continued...

# Job Group Analysis

## Job Group: 1B Directors

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Dir Academic Advising Svcs	Student Advising	60,749	1	1	
Dir Small Business Dev Ctr	Sm Business Devlpmnt Ctr Activ	29.21	1	1	
Dir Marcus Garvey Center	Marcus Garvey Cultural Center	29.45	1	1	1
Dir APASS	Asian Pacific American Student	29.52	1	1	1
Dir Cesar Chavez Cultrl Cntr	Cesar Chavez Cultural Center	29.52	1	1	1
Dir Native American Cntr.	Native American Student Servic	29.52	1	1	1
Dir Women's Resource Ctr	Women's Resouce Center	29.52	1	1	1
Dir Intensive English	English as a Second Language	29.84	1	1	
Dir ASLIS RSA Project Climb Co	ASLIS Off Campus	31.00	1	1	1
Dir CLIMB Co	ASLIS Off Campus	31.11	1	1	
Dir Engagement	Community & Civic Engagement	32.47	1	1	
Dir Colorado Cntr for Rural Ed	Schl of Special Education Offi	34.08	1		
Dir One Stop +	GPS Plus	35.58	1	1	
Dir Disability Support Serv.	Disability Support Services	74,461	1	1	
Dir Career Services	Career Services Office	36.59	1	1	
Dir Web Communications	Web Communications	37.50 - 41.78	2	1	
Dir Univ News and Public Rel	Public Relations	37.67	1		
Dir University Center	University Center Operations	37.87	1		
Dir Advancement Services	Advancement Services	38.94	1	1	
Dir UNC Card Office	UNC Card Office	39.25	1	1	
Dir DO IT CENTER	ASLIS Off Campus	39.41	1	1	
Dir Counseling Center	Counseling Center Operation	40.31	1	1	

Continued...

# Job Group Analysis

## Job Group: 1B Directors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Dir Parking and Transit Svcs	Parking-Administrative/Office	40.86	1		
Dir Degree Programs	Office of Development	40.87	1	1	
Dir Technology	Dean Monfort Col Bus Office	41.77	1		
Dir Cumbres	Cumbres	42.32	1		1
Dir Corporate & Foundation Rel	Office of Development	42.63	1		
Dir Development Spec Projects	Office of Development	42.63	1		
Dir Residential Education	Residential Education	42.96	1		1
Dir Development	Office of Development	43.47	1	1	
Senior Assoc Athletic Director	Athletic Office	43.90	1		
Dir Housing Services	Residential Education	45.14	1		
Dir Environ. Health	Environmental Health & Safety	45.29	1		
Dir Assessment	Assessment and Accreditation	45.68	1	1	
Dir Student Financial Aid	Office of Financial Aid	48.72	1		
Dir Dining Services	Dining Services Operations	49.01	1		
Dir School of Music	Schl of Music Office	49.14	1		
Dir Admissions	Admissions Office	50.79	1		
Dir Institutional Reporting	Institutional Research & Analy	54.62	1		
Dir App. and Databases	Institutional Architecture	55.23	1		
Dir Core Services	IT Enterprise Sysrms & Applica	56.37	1		
School Director	Schl of Nursing Operations Off	58.78	1	1	
Dir Tointon Institute	Tointon Inst for Educational C	60.72	1	1	
Dir Athletics	Athletic Office	83.46	1		
		Job Group Total	69	39	11
		% of Total		56.52	15.94

# Job Group Analysis

## Job Group: 1C Asst/Assoc Deans

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Dean for Admissions	Graduate School Office	30.41	1	1	
Asst Dean	Various	37.73 - 50.58	3	2	1
Asst Dean of Student Life	Student Life	37.82	1		
Assoc Dean	Various	39.92 - 76.74	4	1	1
Asst Dean & Dir Math & Science	Dean Col Nat & Health Sci Offi	54.81	1		
Interim Asst Dean	Dean Col Ed & Behav Sci Office	57.42	1		
Assoc Dean HSS	Dean Col Human & Soc Sci Offic	64.55	1	1	
		Job Group Total % of Total	12	5 41.67	2 16.67

# Job Group Analysis

## Job Group: 1D Management

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Dir Compliance	Athletic Compliance	15.94	1	1	
Asst Dir Communications	Athletic Communications	16.00	1		
Asst Dir for Facilities	Athletics Events/Facilities	16.09	1		
Asst Dir Marketing	Athletic Marketing Promotion	16.37	1	1	
Project Manager	Various	19.23 - 46.58	2		
Assoc Dir SBDC	Sm Business Devlpmnt Ctr Activ	19.47	1	1	
Business Manager SON	Schl of Nursing Operations Off	20.19	1	1	
Food Serv Mgr I	Various	20.56 - 21.83	4	2	2
UC Operations & Technology Manager	University Center Operations	21.27	1		
Assoc Dir Records Administration	Advancement Services	21.64 - 21.91	2	1	
Manager UNC/Greeley Jazz Festival	Jazz Studies	21.93	1	1	
Residence Hall Director	Residential Education	21.95 - 22.83	9	7	1
Asst Dir McNair Scholars	McNair	22.00	1	1	
Asst Dir New Student Orient	Student Orientation	22.00	1	1	
Asst Dir for Student Athlete	Student-Athlete Academic Succe	22.44	1		
Assoc Dir Gifts Administration	Advancement Services	47,600	1		
Case Manager	Student Engagement & DOS Ops	23.01	1	1	
Asst Dir Competitive Sports	Recreation Center Operations	23.08	1		
Asst Dir Outdoor Pursuits	Recreation Center Operations	23.08	1	1	
Asst Dir of Operations	Recreation Center Operations	23.08	1		
Interim Master Electrical Manager	Schl of Theatre Arts & Dance O	23.08	1		1
Theatre Technical Director	Schl of Theatre Arts & Dance O	23.37	1		

Continued...

# Job Group Analysis

## Job Group: 1D Management

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Market Development Manager	Marketing	23.83 - 33.33	3	3	
Assoc Dir	Various	24.66 - 42.32	3	2	1
Asst Dir Special/Campaign Evts	Office of Alumni Relations	24.67	1	1	
Asst Dir Alumni Relations	Office of Alumni Relations	24.98	1		1
Assoc Dir Jazz Studies	Jazz Studies	25.25	1	1	1
Asst Dir Community Arts	UNC Ticket Office	25.35	1	1	
Asst Athletic Director	Athletic Sponsorship	53,070	1		
Early Alert & EMSA Proj Mgr	Enrollment Management Office	25.58	1	1	
Asst Dir Annual Giving	Office of Development	26.18	1		
Asst Dir Prevention Educa	Counseling Center Operation	26.35	1	1	1
Asst Dir of Residential Educ	Residential Education	26.35	1	1	
Asst Dir Residential Educ	Residential Education	26.35 - 26.88	2		1
Asst AD-Facilities and Events	Athletics Events/Facilities	26.53	1		
Assoc Dir Alumni Relation	Office of Alumni Relations	26.86	1		
Assoc Dir Student Activ	UPC Admin Operations	55,907	1		
Asst Dir Community Standards	Community Stnds & Conflict Res	26.88	1	1	1
Asst Dir Housing Services	Residential Education	26.88	1		
Manager of Payroll	Payroll	26.88	1	1	
Assoc Dir Development	VP Alumni and Development Offi	27.31	1		
Asst Dir Conference	Conference Operations	29.21	1		
Manager Custodial Services	Custodial	29.52	1		
Payment & PCard Manager	Accounts Payable	29.53	1	1	
Assoc Dir Campus Recr	Recreation Center Operations	31.17	1		

Continued...

# Job Group Analysis

## Job Group: 1D Management

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Dir/Training Director	Schl of Teacher Education Offi	66,850	1	1	
Asst Training Director	Counseling Center Operation	33.19	1	1	
Assoc Dir Financial Aid	Office of Financial Aid	33.65 - 35.10	2	2	
Asst Dir Board Ops	Dining Services Operations	33.94	1		
Assoc Dir Oper & Visitor Sv	Admissions Office	34.62	1	1	
Building Trades Manager	Maintenance & Trades	34.85	1		
Mgr Infrastructure & Acad Tech	Computer Lab Academic Support	35.75	1		
Desktop Support Manager	IT Support Services	36.19	1		
Assoc Dir Employee Relations	Recreation Center Operations	36.54	1		
Asst Dir Support Svcs	IT Support Services	39.23	1	1	
Assoc AD-Sr Woman's Administrator	Athletic Office	40.21	1	1	
Manager Landscaping and Grounds	Grounds	40.82	1		
Bursar	Bursar Accounts Receivable	40.88	1	1	
Assoc Dir Retail & Catering	Dining Services Operations	86,063	1	1	
Resource Conservation Manager	Maintenance & Trades	41.43	1		
Asst Dir HR & Payroll	Human Resources Office	42.89	1	1	
Asst Dir Enterprise Sysys & Ap	IT Enterprise Systms & Applica	43.34	1		
Asst Dir Infrastructure & Netw	IT Infrastructure & Netwrk Com	43.34	1		
IT Supervisor	Various	43.87 - 46.43	3		1
Asst Controller	General Accounting	43.98	1	1	
Assoc Dir Sponsored Programs	Office of Spons Programs Opera	46.25	1	1	
Registrar	Registrar's Office	46.77	1		
Police Administrator I	Police Department Operations	46.86	1		

Continued...

# Job Group Analysis

Job Group: 1D Management

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Provost	Academic Affairs Office	60.17	1	1	
		Job Group Total % of Total	90	46 51.11	11 12.22

# Job Group Analysis

## Job Group: 2A Admin Professionals

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Business Consult/Mrktg Assist	Sm Business Devlpmnt Ctr Activ	15.82	1	1	
Business Consultant	Sm Business Devlpmnt Ctr Activ	15.82	1	1	
Recruitment Coordinator	Dean Col Perf & Vis Arts Offic	17.10	1	1	
Triage Coordinator	Counseling Center Operation	19.47	1	1	
Graphic Designer	Creative Services	19.71 - 25.18	2	2	
Asst to the Directors	Asian Pacific American Student	20.46	1	1	1
Recruiter	Extended Campus Office	21.28	1	1	
Business Services Coord	Univ Center Student Business O	21.91	1	1	
Criminal Justice Advisor	Criminal Justice	22.44	1	1	
Marketing Specialist	Various	22.44 - 25.31	4	3	1
Accountant I	Various	48,000 - 23.73	3	3	
Environ Hlth & Safety Spec	Environmental Health & Safety	23.37	1		
Resident Scenic Artist	Schl of Theatre Arts & Dance O	23.37	1	1	
Asst to Dir of Residential Ed	Residential Education	23.71	1	1	
Environ Hlth/Safety Specialist	Environmental Health & Safety	49,632	1		1
Project Coordinator	Various	50,000 - 37.44	6	3	
Asst to the Vice President	Various	24.34 - 36.60	2	2	
Purchasing Agent II	Purchasing	25.48	1		
Marketing Communications Spec	Creative Services	25.73	1	1	
Asst to Dir Athletic Dev	Office of Development	26.20	1		
Asst AD - Business	Athletic Office	26.70	1	1	
Benefit Coordinator	Human Resources Office	26.88	1	1	

Continued...

# Job Group Analysis

## Job Group: 2A Admin Professionals

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Employment Hiring Specialist	Human Resources Office	26.88	1		
Marketing Manager	Various	26.91 - 32.31	2	1	
Graphic/Web Designer	Creative Services	27.08	1	1	
Videographer	Creative Services	27.31 - 28.69	2	1	
Photographer/Graphic Designer	Creative Services	28.20	1		
Accountant II	General Accounting	28.67 - 29.17	3	1	1
Asst to Assoc Provost & Dean	Graduate School Office	28.83	1	1	1
Photographer	Creative Services	28.85	1		
Purchasing & Contracts Special	Purchasing	29.21	1		
Internal Auditor	Internal Auditor	31.03	1		
Purchasing Agent III	Purchasing	31.49 - 32.38	2	2	
Asst to the Provost	Academic Affairs Office	31.53	1	1	
Regulatory Compliance Admin	Office of Spons Programs Opera	31.55	1	1	
Senior Analyst	Institutional Research & Analy	34.08	1		
Accountant III	General Accounting	34.27	1	1	
Asst to VP/General Counsel	Board of Trustees Office	34.45	1	1	
Financial Analyst	Various	34.76 - 38.14	2	1	1
Project Coordinator Fac Mngt	Planning & Construction Office	35.30	1		1
Budget and Research Analyst	Budget Office	35.80	1	1	
Budget Analyst	Budget Office	36.74	1		
Budget & Research Analyst	Budget Office	41.79	1		
Budget/Research/Sys. Analyst	Budget Office	42.32	1	1	1
Special Assist to Senior VP	VP for Administration Office	57.39	1	1	

# Job Group Analysis

Job Group: 2A Admin Professionals

University of Northern Colorado  
11/01/2017

		Job Group Total <i>% of Total</i>	63	41 65.08	8 12.70
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# Job Group Analysis

## Job Group: 2B IT Professionals

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
IT Technician	Various	22.51 - 25.12	8	2	2
Digital Content Developer	Web Communications	23.83	1	1	
Digital Comm & Mrkt Specialist	Graduate School Office	25.02	1		
IT Professional	Various	26.42 - 42.95	29	1	6
Business & Technology Manager	Mast Institute	26.70	1	1	1
Data Analyst & Report Writer	Institutional Research & Analy	26.77 - 28.87	2	1	
Technical Services Manager	Library Operations	28.25 - 32.83	2	2	
Technical Support Manager	IT Support Services	28.85	1	1	
IT Security Engineer	Information Technology Securit	34.86	1		
Senior Network & Voice Enginee	IT Infrastructure & Netwrk Com	36.48	1		
Business Systems Analyst	Institutional Architecture	38.36	1		
Data Scientist/IR Analyst	Institutional Research & Analy	40.46	1	1	
Database Administrator	Institutional Architecture	40.66	1		
		Job Group Total % of Total	50	10 20.00	9 18.00

# Job Group Analysis

## Job Group: 2C Education Professionals

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Career Counselor	Career Services Office	22,874 - 22.44	3	3	
Research Assoc II	Schl of Biological Sciences Of	13.95	1	1	
Program Manager	NHS RMCRI	15.63	1	1	
Admissions Counselor	Admissions Office	16.82 - 19.30	5	3	4
Leap Advisor	Schl of Biological Sciences Of	17.31	1	1	1
Sr Admissions Counselor	Admissions Office	36,475	1	1	
Financial Aid Counselor	Office of Financial Aid	19.06 - 46,629	10	8	4
Nursing Academic Advisor	Schl of Nursing Operations Off	19.23	1	1	
Psychological Sciences Acad Ad	Psychology	19.23	1	1	
Program Management Specialist	Schl of Nursing Operations Off	19.30	1	1	
Regional Admissions Counselor	Admissions Office	19.30 - 19.54	2	1	2
Senior Financial Aid Counselor	Office of Financial Aid	19.80	1		
Admissions Recruitment Specialist	Graduate School Office	20.34 - 21.32	2	2	
Enrollment Coach & Recruiter	Various	21.05 - 21.97	2	1	1
MCB Academic Advisor	Dean Monfort Col Bus Office	21.72	1		
Music Enrollment Specialist	Schl of Music Office	21.72	1		
Academic Advisor	Various	21.72 - 25.59	7	4	1
Instructional Design Assist	Online Course Development	45,740	1	1	1
Student Development Specialist	Student-Athlete Academic Succe	22.00	1		
Academic Coach	Various	22.00 - 22.44	2		2
Instructional Coordinator	ASLIS Off Campus	23.37	1	1	
Music Retention & Bus Coord	Schl of Music Office	23.37	1	1	
Licensed Staff Psychologist	Counseling Center Operation	50,573 - 32.02	6	6	1

Continued...

# Job Group Analysis

## Job Group: 2C Education Professionals

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Post Doc Research Assoc	Mast Institute	24.43 - 25.07	2	1	
Postdoctoral Research Fellow	Schl of Sport & Exer Sci Offic	24.52	1	1	
Campus Writer/Editor	Public Relations	51,287	1		
Conduct Officer Title IX	Title IX Crdntr & Equity Offic	24.83	1	1	
Development & Alumni Comm Mgr	Office of Alumni Relations	52,000	1	1	
Interpreter Coordinator	Disability Support Services	25.00	1	1	
Instructional Dvlpmnt Coord	Online Course Devlopment	26.88	1	1	
Off-Campus Program Manager	Schl of Teacher Education Offi	26.88	1		
Investigator-Title IX & other	Student Engagement & DOS Ops	27.08	1	1	
Curriculum Liason Specialist	Registrar's Office	27.24	1	1	
Academic Report Writer	Institutional Research & Analy	27.48	1		
Upward Bound Director	Upward Bound	28.40	1		1
Licensure Officer School of TE	Schl of Teacher Education Offi	28.59	1		
Instructional Designer	Online Course Devlopment	28.80	1	1	
Asst Registrar	Registrar's Office	28.85 - 29.12	2	1	
Staff Psychologist-LPC	Counseling Center Operation	30.17	1		
Research Assoc	Assessment and Accreditation	31.17	1	1	
Research & Prospect Manager	Office of Development	31.25	1		
Head of Archival Services	Library Operations	32.74	1		
Reference Librarian	Library Operations	33.34 - 35.60	3	2	
Research Analyst	Institutional Research & Analy	34.47	1	1	
Head Library Instruct Services	Library Operations	35.31	1	1	
Natural Sciences Librarian	Library Operations	35.43	1	1	

Continued...

## Job Group Analysis

**Job Group: 2C Education Professionals**

University of Northern Colorado

11/01/2017

[illegible]

# Job Group Analysis

## Job Group: 2D Professors

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Faculty Full Benefits	Various	18.23 - 53.48	27	18	4
Professor - Administrator	Academic Affairs Office	69,726	1	1	
Professor - Applied Psychology & Counselor Ed	Applied Psychology & Counselor	73,384	1	1	
Professor - Philosophy	Philosophy	35.82	1	1	
Professor - Art & Design	Schl of Art & Design Office	37.24 - 72.44	4	1	
Professor - Theatre Ed	Schl of Theatre Arts & Dance O	37.76	1	1	
Professor - Theatre Arts	Schl of Theatre Arts & Dance O	37.76 - 49.97	5	2	
Professor - Theatre Arts & Dance	Schl of Theatre Arts & Dance O	38.18	1		
Professor - Sport Sciences	Schl of Sport & Exer Sci Offic	38.26 - 42.04	2	1	
Professor - Teacher Education	Schl of Teacher Education Offi	38.47 - 48.71	3	2	2
Professor - English	English Language and Literatur	39.03 - 59.09	7	3	3
Professor - Elementary Education	Schl of Teacher Education Offi	39.07 - 48.21	3	2	
Professor - Full Benefits	Various	39.13 - 72.92	2		
Professor - Music Composition	Schl of Music Office	39.32	1		
Professor - Jazz Studies	Schl of Music Office	39.40	1		
Professor - Bilingual ESL	Schl of Teacher Education Offi	39.68	1	1	
Professor - History	History	39.74 - 52.51	4	1	
Professor - Special Education	Various	39.94 - 58.54	10	7	2
Professor - Music	Various	41.56 - 58.31	18	4	3
Professor - Political Science	Political Science	42.01 - 55.30	3	1	
Professor - Journalism	Journalism & Mass Communicatio	42.31 - 59.25	3	1	
Professor - APCE	Counseling Psychology-Closing	42.34	1		1
Professor - Theatre Studies	Schl of Art & Design Office	42.35	1	1	

Continued...

# Job Group Analysis

## Job Group: 2D Professors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Professor - Visual Arts	Schl of Art & Design Office	42.37 - 50.92	4	1	1
Professor - Hispanic Studies	Hispanic Studies	42.50 - 57.59	5	2	3
Professor - Special Language	Audiology & Speech-Lang Scienc	42.87 - 58.18	3	3	1
Professor - Sociology	Sociology	43.04 - 52.21	2	2	
Professor - Speech Language	Audiology & Speech-Lang Scienc	43.36	1		
Professor - Geography	Geography	43.84 - 56.27	5		
Professor - Communication Studies	Communication Studies	44.07 - 55.31	6	3	
Professor - Dance	Schl of Theatre Arts & Dance O	44.58	1		
Professor - Professional Psychology	Various	44.75 - 49.13	2	1	
Professor - Psychology	Various	44.88 - 57.74	10	5	1
Professor - Mathematics	Schl of Mathematical Sci Offic	45.03 - 54.97	8	1	2
Professor - ELPS	Leadership Policy & Developmen	45.42 - 48.92	2	1	
Professor - Educational Tech Instruct	Educational Technology Instruc	47.28	1		1
Professor - Hnrs Scholars & Ldrs	Anthropology	47.58	1		
Professor - Applied Statistics	Applied Statistics & Research	47.69	1		
Professor - Area Head Academ Studies	Schl of Music Office	47.74	1		
Professor - SES	Schl of Sport & Exer Sci Offic	48.24 - 54.27	4	1	
Professor - HESAL	Leadership Policy & Developmen	48.25	1	1	
Professor - Psych Sciences	Psychology	48.94	1		
Professor - Audiology	Audiology & Speech-Lang Scienc	49.64	1	1	
Professor - Nursing	Schl of Nursing Operations Off	49.82 - 57.68	3	3	

Continued...

# Job Group Analysis

## Job Group: 2D Professors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Professor - School Psychology	Dept of School Psychology	50.23 - 53.02	2	1	
Professor - Counseling Psychology	Counseling Psychology-Closing	51.08	1	1	1
Professor - Bilingual/ESL	Schl of Teacher Education Offi	51.25	1	1	1
Professor - Statistics	Applied Statistics & Research	51.74	1	1	
Professor - Chemistry & Biochem	Chemistry & Biochemistry	51.92 - 60.29	2		1
Professor - Physics	Department of Physics and Astr	51.94 - 57.83	3	2	1
Professor - Earth Sciences	Dept of Earth & Atmospheric Sc	52.25 - 66.16	3	1	
Professor - Biology	Schl of Biological Sciences Of	53.10 - 58.11	2		
Professor - Anthropology	Anthropology	53.12	1	1	
Professor - Human Services	Various	53.19 - 53.45	2	1	1
Professor - Communications	Communication Studies	54.76	1		
Professor - Criminal Justice	Criminal Justice	55.36	1	1	
Professor - Chemistry	Chemistry & Biochemistry	55.80 - 71.81	4		1
Professor - Africana Studies	Africana Studies	55.93	1		1
Professor - Mathematical Science	Schl of Mathematical Sci Offic	57.97	1		
Professor - Economics	Economics	58.16 - 63.48	3		1
Professor - Biological Sciences	Schl of Biological Sciences Of	61.11 - 70.31	2	1	
Professor - Business	Finance Instruction	62.13	1		1
Professor - Modern Lang	World Languages & Cultures	71.38	1		
Professor - Marketing	Marketing Instruction	71.49 - 80.49	4	1	2
Professor - Accounting	Various	71.57 - 81.74	3	1	
Professor - Management	Management Instruction	74.38 - 80.57	2	1	
Professor - Finance	Finance Instruction	75.96 - 88.99	5	1	1

Continued...

## Job Group Analysis

**Job Group: 2D Professors**

University of Northern Colorado  
11/01/2017

[illegible]

# Job Group Analysis

## Job Group: 2E Assoc Professors

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Assoc Prof - Theatre Studies	Various	55,122 - 33.20	3	1	
Assoc Prof - Music	Schl of Music Office	29.46 - 35.96	12	4	3
Assoc Prof - English	English Language and Literatur	30.69 - 36.44	5	4	
Assoc Prof - Sociology	Sociology	30.93 - 35.79	3	2	
Assoc Prof - Anthropology	Anthropology	31.15 - 35.45	3	2	
Assoc Prof - History	History	31.30 - 34.83	5	2	
Assoc Prof - Special Education	Schl of Special Education Offi	31.30 - 39.79	5	3	1
Assoc Prof - Psychology	Various	31.75 - 45.02	5	1	2
Assoc Prof - Acting	Schl of Theatre Arts & Dance O	31.79	1	1	
Assoc Prof - Communication Studies	Communication Studies	31.80	1	1	
Assoc Prof - Teacher Education	Schl of Teacher Education Offi	31.92 - 35.47	6	5	1
Assoc Prof - Criminal Justice	Criminal Justice	32.21 - 39.50	3	2	
Assoc Prof - Spanish Linguist	Hispanic Studies	32.22	1		
Assoc Prof - Sport Sciences	Schl of Sport & Exer Sci Offic	32.63 - 34.02	2	2	
Assoc Prof - Dietetics	Dietetics	32.97 - 39.73	3	3	
Assoc Prof - Art Education	Schl of Art & Design Office	33.20 - 33.40	2	1	1
Assoc Prof - Biology	Various	33.53 - 45.57	9	4	
Assoc Prof - Modern Languages	World Languages & Cultures	33.93	1	1	
Assoc Prof - Math	Schl of Mathematical Sci Offic	34.25 - 38.35	3	1	
Assoc Prof - Foreign Language	World Languages & Cultures	34.37	1	1	
Assoc Prof - Elementary Ed	Schl of Teacher Education Offi	34.68 - 35.19	2	2	
Assoc Prof - Counseling Psychology	Various	34.68 - 35.93	2	1	1
Assoc Prof - Women's Studies	Gender Studies	34.70	1	1	

Continued...

# Job Group Analysis

## Job Group: 2E Assoc Professors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Assoc Prof - APCE	Applied Psychology & Counselor	34.77	1	1	
Assoc Prof - Speech Language	Audiology & Speech-Lang Scienc	34.93 - 36.79	2	2	
Assoc Prof - Ed Tech Instruction	Educational Technology Instruc	35.28	1	1	
Retired/Emeritus Assoc Prof - Dietetics	Dietetics	35.28	1	1	1
Assoc Prof - Human Services	Various	35.28 - 40.25	5	3	1
Assoc Prof - Political Science	Political Science	35.30	1		
Assoc Prof - Earth Sciences	Dept of Earth & Atmospheric Sc	35.62 - 40.90	3		
Assoc Prof - Journalism	Journalism & Mass Communicatio	36.14	1	1	
Assoc Prof - SES	Schl of Sport & Exer Sci Offic	36.37 - 39.13	3		
Assoc Prof - Educational Psychology	Psychology	36.56	1		
Assoc Prof - Geography	Geography	36.58 - 38.18	2	2	
Assoc Prof - Reading	Schl of Teacher Education Offi	36.61	1		
Assoc Prof - ASL	ASLIS Off Campus	36.67	1	1	
Assoc Prof - Nursing	Schl of Nursing Operations Off	36.88 - 46.43	7	6	1
Assoc Prof - Foundations	Schl of Teacher Education Offi	37.42	1		
Assoc Prof - Africana Studies	Africana Studies	38.38	1		1
Assoc Prof - Geology	Dept of Earth & Atmospheric Sc	38.54	1		
Assoc Prof - Physics	Department of Physics and Astr	38.61	1		
Assoc Prof - Full Benefits	ASLIS Off Campus	38.63	1	1	
Assoc Prof - Biological Sciences	Schl of Biological Sciences Of	39.04	1	1	
Assoc Prof - ASRM	Applied Statistics & Research	39.24	1		

Continued...

# Job Group Analysis

## Job Group: 2E Assoc Professors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Assoc Prof - Philosophy	Philosophy	39.30	1		
Assoc Prof - Community Health Prg	Community Health Program	40.17 - 42.69	2	2	
Assoc Prof - Math Science	Schl of Mathematical Sci Offic	40.98	1	1	
Assoc Prof - Chemistry	Chemistry & Biochemistry	41.36	1		
Assoc Prof - HESAL	Leadership Policy & Developmen	42.18	2	1	
Assoc Prof - Human Sciences	Schl of Human Sciences Office	45.33	1	1	
Assoc Prof - Theatre Arts	Schl of Art & Design Office	46.12	1		
Assoc Prof & Chair	World Languages & Cultures	47.31	1		
Assoc Prof - Economics	Economics	49.64	1		1
Assoc Prof - Finance	Finance Instruction	52.15 - 59.29	2		
Assoc Prof - Management	Management Instruction	56.66 - 66.17	4	1	2
Assoc Prof - Computer Info Systems	CIS Instruction	59.44	1		
Assoc Prof - Accounting	Accounting Instruction	63.52 - 80.06	3	1	
		Job Group Total % of Total	137	72 52.55	16 11.68

# Job Group Analysis

## Job Group: 2F Asst Professors

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Prof - English	English Language and Literatur	25.04 - 30.30	3	1	
Asst Prof - Political Science	Political Science	25.29 - 32.53	2	1	
Asst Prof - Full Benefits	Various	25.96 - 73.27	8	4	1
Asst Prof - Library Operations	Library Operations	26.46	1		
Asst Prof - Library	Library Operations	26.71 - 31.08	7	6	
Asst Prof - Art & Design	Schl of Art & Design Office	26.74	1	1	1
Interim Asst Prof - Dance	Schl of Theatre Arts & Dance O	26.74	1	1	
Interim Asst Prof - Music Theory	Schl of Music Office	26.74	1	1	
Asst Prof - Music	Schl of Music Office	26.74 - 29.46	10	4	2
Asst Prof - Theatre Arts	Schl of Theatre Arts & Dance O	26.74 - 30.05	3	2	
Asst Prof - Ed. Tech Instruction	Educational Technology Instruc	27.35	1	1	
Asst Prof - Criminial Justice	Criminal Justice	28.06	1		
Asst Prof - Teacher Education	Schl of Teacher Education Offi	29.14 - 30.00	2	1	
Asst Prof - Special Education	Schl of Special Education Offi	29.42 - 33.29	4	3	1
Asst Prof - Hispanic Studies	Hispanic Studies	29.53 - 31.15	4	1	4
Asst Prof - Womens Studies	Anthropology	29.90	1	1	
Asst Prof - Philosophy	Philosophy	30.00	2	1	
Asst Prof - Sociology	Sociology	30.00 - 30.61	3	1	
Asst Prof - Human Services	Human Services	30.30 - 33.40	2	1	
Asst Prof - History	History	30.30 - 34.29	2	1	1
Asst Prof - Audiology	Audiology & Speech-Lang Scienc	30.37 - 30.87	2	2	
Asst Prof - Psychology	Psychology	30.58 - 30.87	3	2	1
Asst Prof - Geography	Geography	30.87 - 32.33	2	2	1

Continued...

# Job Group Analysis

## Job Group: 2F Asst Professors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Prof - Counselor Education	Applied Psychology & Counselor	30.88 - 33.21	2	2	
Asst Prof - Nutrition & Dietetic	Dietetics	30.92	1	1	
Asst Prof - Counseling Psychology	Applied Psychology & Counselor	31.73	1	1	1
Asst Prof - Criminal Justice	Criminal Justice	31.73 - 33.60	2	1	
Asst Prof - Chinese	World Languages & Cultures	31.79	1	1	1
Asst Prof - Faculty Full Benefits	Counseling Psychology-Closing	31.82	1	1	
Asst Prof - Dietetics	Dietetics	31.87	1	1	
Asst Prof - Curriculum & Inst	First Year Seminars	31.99	1	1	
Asst Prof - UNC Team-Up Coord	Schl of Teacher Education Offi	32.05	1	1	
Asst Prof - Ed Technology	Educational Technology Instruc	32.31	1		
Asst Prof - Biological Sciences	Various	32.31 - 35.54	3	3	2
Asst Prof - Sport Sciences	Schl of Sport & Exer Sci Offic	32.63 - 34.02	3		1
Asst Prof - Sports & Exe	Schl of Sport & Exer Sci Offic	32.89	1	1	
Asst Prof - Urban Education	Urban Education	33.35	1	1	
Asst Prof - Chemistry & Biochem	Chemistry & Biochemistry	33.46	1	1	
Asst Prof - Applied Stat & Rsch	Applied Statistics & Research	34.04	2		1
Asst Prof - Applied/Stat & Rsch	Applied Statistics & Research	34.04	1	1	1
Asst Prof - Ed. Ldshp & Policy	Leadership Policy & Developmen	34.62 - 35.92	5	2	3
Asst Prof - Nursing	Schl of Nursing Operations Off	34.62 - 37.25	9	8	
Asst Prof - Biomedical Sciences	Schl of Biological Sciences Of	34.67	1		
Asst Prof - Physics	Department of Physics and Astr	34.73 - 36.30	2		
Asst Prof - HESAL	Leadership Policy & Developmen	34.96	1	1	1

Continued...

# Job Group Analysis

## Job Group: 2F Asst Professors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Prof - Math	Schl of Mathematical Sci Offic	35.77 - 47.89	3	1	
Asst Prof - Earth Sciences	Dept of Earth & Atmospheric Sc	35.98	1	1	
Asst Prof - Biology	Schl of Biological Sciences Of	36.44	1	1	1
Asst Prof - Mathematical Science	Schl of Mathematical Sci Offic	40.10	1		1
Asst Prof - Economics	Economics	43.63	1	1	
Asst Prof - Dean Grad School	Graduate School Office	50.96	1	1	
Asst Prof - Marketing	Marketing Instruction	62.22	1		
Asst Prof - Accounting	Accounting Instruction	77.89	1	1	
		Job Group Total % of Total	118	72 61.02	25 21.19

# Job Group Analysis

## Job Group: 2G Lecturers/Instructors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Senior Lecturer - Eng. Lang. and Lit.	English Language and Literatur	20.90 - 23.73	3	2	
Lecturer - Modern Lang.	World Languages & Cultures	21.48	1	1	1
Lecturer - Sociology	Sociology	22.06 - 26.57	2	2	
Lecturer - Library	Library Operations	22.46	1	1	
CHE English Instructor	Center for Human Enrichment	22.67	1	1	
Instructor - Schl of Tchr Ed	Schl of Teacher Education Offi	47,348	1	1	
Lecturer - University Libraries	Library Operations	22.93	3	3	
Senior Lecturer - Criminal Justice	Criminal Justice	23.60	1		
Senior Lecturer - Anthropology	Anthropology	23.73	1	1	1
Lecturer - History	History	23.86	1	1	
Lecturer - Community Health	Community Health Program	24.23	1	1	
Lecturer - Communication Studies	Communication Studies	24.34	1	1	
Senior Lecturer - Mathematics	Schl of Mathematical Sci Offic	24.85	2	2	
Lecturer - Earth Sciences	Dept of Earth & Atmospheric Sc	24.92	1		
Clinical Lecturer	Audiology & Speech-Lang Scienc	24.98	1	1	
Instructor - Eng. Lang. and Lit.	English Language and Literatur	25.29	2	1	
Senior Lecturer - English	English Language and Literatur	25.29	2	2	1
Instructor - SES	Schl of Sport & Exer Sci Offic	25.93	1		
Lecturer ASLIS	ASLIS On Campus	26.12	1	1	
Lecuturer - ASLIS	ASLIS On Campus	26.12	1	1	1
Instructor - Special Education	Schl of Special Education Offi	26.22	1	1	
Lecturer - Chemistry & Biochem	Chemistry & Biochemistry	26.22	1	1	

Continued...

# Job Group Analysis

## Job Group: 2G Lecturers/Instructors

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Senior Lecturer - Journalism	Journalism & Mass Communicatio	26.22	1	1	
Instructor - School of Music	Schl of Music Office	26.74	1		1
Lecturer - Schl Sport Sciences	Schl of Sport & Exer Sci Offic	26.74	1		
Senior Lecturer - School of Music	Schl of Music Office	26.74	1		
Senior Lecturer - Comm Studies	Communication Studies	26.75	1	1	
Lecturer - Dietetics	Dietetics	26.83	1		
Lecturer - Human Services	Human Services	26.92	1	1	
Instructor - University College	Environmental Studies	26.94	1		
Lecturer - Chemistry & Biology	Chemistry & Biochemistry	26.94	1		1
Instructor - Schl Bio Sciences	Schl of Biological Sciences Of	27.13	1		
Instructor - Aud & Speech-Lang Sci	Audiology & Speech-Lang Scienc	27.20	1	1	
Senior Lecturer - ASLIS	ASLIS On Campus	27.28	1	1	
Senior Lecturer ASLIS	ASLIS On Campus	27.28	1	1	
Lecturer - Physics	Department of Physics and Astr	27.39	1		
Instructor - Biology	Schl of Biological Sciences Of	27.68 - 33.97	2	2	
Lecturer - Schl of Spec Ed	Schl of Special Education Offi	28.85	1	1	1
Senior Lecturer - SES	Schl of Sport & Exer Sci Offic	29.73 - 35.45	2	1	1
Senior Lecturer - Psychology	Psychology	29.83	1	1	
Lecturer - Nursing	Schl of Nursing Operations Off	30.30 - 32.82	3	3	
Instructor - Criminal Justice	Criminal Justice	31.17	1	1	
Instructor - Journalism	Journalism & Mass Communicatio	32.05	1		
Lecturer - CS/CIS	Schl of Mathematical Sci Offic	32.21	1		

Continued...

## Job Group Analysis

**Job Group: 2G Lecturers/Instructors**

University of Northern Colorado  
11/01/2017

[illegible]

## Job Group Analysis

**Job Group: 2H Adjunct Faculty**

University of Northern Colorado  
11/01/2017

[illegible]

# Job Group Analysis

## Job Group: 2I Athletics

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Asst Coach	Women's Track And Field	12.79	1		1
Asst Basketball Coach	Women's Basketball	14.34 - 23.52	3	3	
Asst Equipment Manager	Athletic Equipment	14.58	1	1	
Assoc Baseball Coach	Men's Baseball	14.77	1		
Asst Men's Basketball Coach	Men's Basketball	14.78 - 26.77	2		1
Asst Softball Coach	Various	14.93 - 16.33	3	2	
Asst Women's Swimming Diving Coach	Women's Swimming	15.11	1		
Cheer Coach	Athletics Cheerleading Squad	15.63	1	1	
Asst Football Coach	Various	15.73 - 82,620	9		2
Head Men's Golf Coach	Men's Golf	16.31	1		
Asst Soccer Coach	Women's Soccer	16.33 - 16.35	2	1	
Asst Business Manager	Athletic Office	16.80	1	1	
Asst Athletics Coach	Women's Swimming	16.99	1		
Asst Women's Volleyball Coac	Women's Volleyball	36,146	1		
Head Men's Tennis Coach	Men's Tennis	17.38	1		
Head Women's Golf Coach	Women's Golf	18.27	1		
Asst Coach Track & Field	Women's Track And Field	18.31	1		
Women's Tennis Head Coach	Women's Tennis	19.05	1	1	
Asst Wrestling Coach	Men's Wrestling	41,310	1		
Asst Volleyball Coach	Women's Volleyball	20.55	1		1
Asst Str & Cond Coach	Sports Performance	23.08	1	1	
Co-Head Athletic Trainer	Athletic Training	23.08	1		
Asst Athletic Trainer	Athletic Training	23.08 - 24.04	4	1	1
Bear Vision Director	Bear Vision	23.37	1	1	

Continued...

# Job Group Analysis

## Job Group: 2I Athletics

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Head Coach Track & Field/CC	Women's Track And Field	25.03	1	1	
Head Baseball Coach	Men's Baseball	25.08	1		1
Head Soccer Coach	Athletic Office	25.39	1		
Head Softball Coach	Women's Softball	25.78	1	1	
Head Coach Swimming & Diving	Women's Swimming	28.23	1	1	
Head Wrestling Coach	Men's Wrestling	31.39	1		
Assoc Men's Basketball Coach	Men's Basketball	34.08	1		
Head Volleyball Coach	Athletic Office	50.89	1	1	
Head Football Coach	Men's Football	73.02	1		1
Head Men's Basketball Coach	Men's Basketball	75.45	1		
		Job Group Total % of Total	51	17 33.33	8 15.69

# Job Group Analysis

## Job Group: 3 Technicians

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Lab Coordinator	Schl of Nursing Operations Off	16.40	1	1	
Laboratory Coord I	Various	21.46 - 28.07	3	1	
Recording Studio Technician	Schl of Music Office	23.40	1		
Instrumentation Specialist II	NHS Instrumentation & Fab Serv	23.49	1		
Electronics Spec II	Maintenance & Trades	27.61 - 29.94	2		
Lab Specialist	Schl of Biological Sciences Of	28.36	1		
Laboratory Coord II	Chemistry & Biochemistry	28.51	1		
Instrumentation Specialist III	NHS Instrumentation & Fab Serv	29.79	1		
Electronics Spec III	Maintenance & Trades	33.06	1		
		Job Group Total % of Total	12	2 16.67	0 0.00

# Job Group Analysis

## Job Group: 5 Sr Admin Support

University of Northern Colorado

11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Predoctoral Psychology Intern	Counseling Center Operation	22,754	1		1
Pre Doctoral Intern	Counseling Center Operation	10.94	1		1
Pre-doctoral Psy Intern	Counseling Center Operation	10.94	1		
Employee Service Coordinator	Human Resources Office	25,635 - 27,191	2	2	
Program Coordinator	Various	15.63 - 25.31	3	3	1
Athletic Ticketing Manager	UNC Ticket Office	16.40	1	1	
Video Coordinator	Men's Football	34,415	1		1
Manager Sched/Stu Conduct Office	Community Stnds & Conflict Res	34,843	1	1	
Coord Native American Recruitment	Admissions Office	35,414	1	1	1
Accounting Technician III	Various	17.96 - 23.93	5	5	
Coord Fitness & Wellness	Recreation Center Operations	19.06	1	1	
Coord Communications	Admissions Office	19.19	1	1	
Coord Insurance	Student Health Insurance	19.23	1	1	
Coord Intramural Sports	Recreation Center Operations	19.30	1		1
Coord Recruitment Admissions	Admissions Office	19.44	1	1	
Coord Visitor Svcs	Admissions Office	19.44	1	1	
Counselor-in-Residence	Counseling Center Operation	19.47	1	1	
Alumni Relations Assistant	Office of Alumni Relations	19.50	1	1	
Conference Coordinator	Conference Operations	19.54 - 21.72	3	1	
Coord Orientation	Student Orientation	19.55	1		1
Coord Recruitment	Admissions Office	19.92	1		1
Coord Operations	Recreation Center Operations	41,947	1		1
Asst Clery Compliance Officer	Police Department Operations	20.22	1	1	

Continued...

# Job Group Analysis

## Job Group: 5 Sr Admin Support

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Employer Relations Specialist	Career Services Office	20.70	1	1	1
Coord Asian Ed Partnerships	Academic Affairs Office	20.80	1	1	
Stu Srvs Coord Clinical Requir	Schl of Nursing Operations Off	20.96	1	1	
Event Coordinator	Career Services Office	20.97	1	1	
Program Coordinator Off-Campus Life	Student Life	44,263	1		
Program Dir for RSVP	Human Services	21.36	1	1	
Coord Immunization	Student Health Center	21.42	1	1	
Cust Support Coord I	Various	21.50 - 29.35	5	4	
Student Services Coordinator	Dean Col Perf & Vis Arts Offic	21.72	1	1	
Coord Scholarships	Office of Financial Aid	21.88	1	1	
Tutoring Coordinator	Tutoring Services	22.00	1	1	
Colorado Springs Site Coord	Extended Campus Office	22.39	1	1	
National Testing Coordinator	Career Services Office	22.44	1	1	
Coord Processing & Verifica	Office of Financial Aid	22.57	1	1	
Asst to Dir of Admissions	Admissions Office	22.96	1	1	
Prog Spec Instructional Serv	Extended Campus Office	23.11	1	1	
Resources Director DOIT	ASLIS Off Campus	23.37	1	1	
Program Coordinator Upward Bnd	Upward Bound	23.60	1	1	
Coord Ext Deg Prgm Services	Extended Campus Office	23.94	1	1	
Coord GOAL Academic	Inclusive Higher Ed for SIDD	24.04	1	1	
Coord Technology	Center for Human Enrichment	24.26	1	1	
Asst to the Director A/Pass	Asian Pacific American Student	51,365	1	1	1
Intl Student Scholar Svcs Dir	Center for International Ed	25.19	1		
Senior Administrative Specialist	Various	25.48 - 26.39	2	2	

Continued...

# Job Group Analysis

## Job Group: 5 Sr Admin Support

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Coord Academic Advising/Prog	Center for Human Enrichment	26.03	1	1	1
Business Manager	Various	26.03 - 34.49	10	9	3
Grants & Contracts Admin	Office of Spons Programs Opera	26.35 - 26.51	2	2	1
IM&T Assessment	Assessment and Accreditation	26.45	1	1	
Exec Assistant	Student Engagement & DOS Ops	26.77	1	1	
Coord Professional Development	CETL Operations	26.88	1	1	
Exec Asst to the Dean	Dean Monfort Col Bus Office	27.06	1	1	
Leadership Coordinator	Stryker Institute	27.12	1	1	1
Coord Case Management	Student Engagement & DOS Ops	27.13	1	1	
Business Manager College of NHS	Dean Col Nat & Health Sci Offi	29.21	1	1	
Program Admin. Frontiers of Scie	Mast Institute	31.81	1	1	
Business Manager PVA	Dean Col Perf & Vis Arts Offic	31.97	1	1	
Asst to AVP Enr Mgmt	Auxiliary Services Office	32.11	1	1	1
Exec Asst to the President	President's Office Operations	35.82	1	1	1
		Job Group Total % of Total	85	71 83.53	19 22.35

# Job Group Analysis

## Job Group: 5A Admin Support-Other

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Graduate Assistant	Leadership Policy & Developmen	10,164	1		1
Project Assistant	Schl of Special Education Offi	22,197	1	1	
Materials Handler I	Various	13.30 - 13.32	2		1
Transfer Evaluator	Registrar's Office	31,201	1	1	
Accounting Technician I	Various	15.49 - 15.54	2	2	1
State Auth & Comp Administr	Admissions Office	33,396	1	1	
Security II	Parking-Administrative/Office	34,368	1		
Materials Handler II	Various	16.57 - 22.57	5	1	1
Scheduler	Maintenance & Trades	17.60 - 18.98	2	2	
Onsite Assist Advisor	Unaccompanied Youth	17.79	1	1	1
Accounting Technician II	Various	17.91 - 19.15	5	5	
Univ College Scheduler/LC Spec	University College	37,793	1	1	
Administrative Specialist	Various	18.74 - 26.57	6	6	2
Collections Rep II	Bursar Accounts Receivable	18.79	1		
Purchasing Assistant	Purchasing	18.81	1	1	
Office Coordinator	Office of Spons Programs Opera	19.03	1	1	
Undergrad Prgm Mngmt Spec	Schl of Nursing Operations Off	19.23	1	1	1
Student Services Specialist	Various	40,000 - 31.43	2	1	
Laboratory & Industry Agency L	Dept of Earth & Atmospheric Sc	19.66	1		
Access Coordinator	Disability Support Services	19.84	1	1	
Enrollment Coach & Univ Recruit	Graduate School Office	20.19	1	1	1
Police Communication Tech	Police Communication Center	20.31 - 21.31	6	4	1

Continued...

## Job Group Analysis

### Job Group: 5A Admin Support-Other

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Administrative Coordinator	Various	21.07 - 23.08	2	2	
Prevention Coordinator	Counseling Center Operation	44,263	1		
Asst Brewer	Chemistry & Biochemistry	21.64	1		
Assignments Coordinator	Residential Education	21.91	1	1	
Learning Specialist	Student-Athlete Academic Succe	22.00	1	1	
Program Assistant I	Various	22.24 - 23.32	14	12	2
Academic Scheduling Supp Spec	Registrar's Office	46,402	1	1	
Police Communication Tech Spec	Police Communication Center	22.38	1		
Center Coordinator	Extended Campus Office	22.83	1	1	
Denver Center Coordinator	Extended Campus Office	22.83	1	1	
Loveland Center Coordinator	Extended Campus Office	22.83	1	1	
Loveland Site Coordinator	Extended Campus Office	22.83	1	1	
Program Coordinator CUMBRES	Cumbres	23.01	1	1	
ASLIS RSA Grant Coordinator	ASLIS Off Campus	23.08	1	1	1
UNC-CRI Clinical Coordinator	NHS RMCRI	23.08	1		
Marketing Coordinator	Dean Col Perf & Vis Arts Offic	23.83	1	1	1
Program Assistant II	Various	23.92 - 26.27	6	6	
GOAL Mentor/Volunteer Coord	Inclusive Higher Ed for SIDD	24.04	1		
Adult Stu Client Rel Mgt Coord	Extended Campus Office	24.55	1		
Asst to Prgm Coordinator	Colorado School of Public Heal	24.68	1	1	
		Job Group Total % of Total	83	62 74.70	14 16.87

# Job Group Analysis

## Job Group: 5B Admin Support-Library

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Library Technician II	Library Operations	33,228 - 22.49	17	15	1
Library Technician III	Library Operations	17.55 - 23.18	5	4	1
		Job Group Total % of Total	22	19 86.36	2 9.09

# Job Group Analysis

## Job Group: 5C Admin Assistants III

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Admin Assistant III	Various	20,814 - 26.46	56	53	6
		Job Group Total % of Total	56	53 94.64	6 10.71

## Job Group Analysis

**Job Group: 5D Admin Assistants I & II**

University of Northern Colorado

11/01/2017

[illegible]

## Job Group Analysis

**Job Group: 5E Temporary**

University of Northern Colorado

11/01/2017

[illegible]

# Job Group Analysis

## Job Group: 6 Craft Workers

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Structural Trades II	Maintenance & Trades	41,748 - 25.53	14		3
Pipe/Mech Trades I	Maintenance & Trades	20.67	1		
Equipment Mechanic I	Transportation	21.62	1		1
Pipe/Mech Trades II	Various	24.00 - 30.54	11		
Utility Plant Oper I	Utility Production	24.70 - 30.53	5		
Electrical Trades II	Maintenance & Trades	25.96 - 27.37	5		
Utility Plant Oper II	Utility Production	32.93	1		
LTC Operations I	Maintenance & Trades	36.28	1		
Electrical Trades III	Maintenance & Trades	36.58	1		
		Job Group Total % of Total	40	0 0.00	4 10.00

# Job Group Analysis

## Job Group: 8 Laborers

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
General Labor I	Various	14.29 - 17.03	9	2	2
General Labor II	Various	15.36 - 15.95	4		1
Grounds & Nursery I	Grounds	17.81 - 23.59	11		5
Grounds & Nursery II	Grounds	19.08 - 19.64	2		
General Labor III	Custodial	20.71	1		1
Animal Care II	AVP Research-Animal Care	21.11	1		
		Job Group Total % of Total	28	2 7.14	9 32.14

## Job Group Analysis

**Job Group: 9 Custodians**

University of Northern Colorado  
11/01/2017

[illegible]

# Job Group Analysis

## Job Group: 9A Dining Services

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Dining Services I	Various	19,245 - 14.20	24	20	15
Dining Services II	Various	11.99 - 14.84	7	7	5
Dining Services III	Various	13.85 - 18.02	11	6	1
Dining Services IV	Various	14.89 - 16.38	3	2	
Dining Services V	Various	21.37 - 26.00	11	4	2
		Job Group Total % of Total	56	39 69.64	23 41.07

# Job Group Analysis

**Job Group: 9B Security / Service Worker**

University of Northern Colorado  
11/01/2017

Job Title	Department	Wage Range	Total	Female	Minority
Production I	Schl of Theatre Arts & Dance O	12.79	1	1	1
Production III	Schl of Theatre Arts & Dance O	19.75	1	1	
Police Officer I	Police Department Operations	25.18 - 33.86	9	1	1
Police Officer II	Police Department Operations	30.85 - 31.47	2		
Police Officer III	Police Department Operations	35.70	1		
		Job Group Total % of Total	14	3 21.43	2 14.29
		Facility Total % of Total	1942	1154 59.42	350 18.02

# Job Group Analysis Summary

University of Northern Colorado  
11/01/2017

Job Group	Total	Female		Minority	
		#	%	#	%
1 Executives	8	5	62.50	1	12.50
1A Sr Management	31	16	51.61	4	12.90
1B Directors	69	39	56.52	11	15.94
1C Asst/Assoc Deans	12	5	41.67	2	16.67
1D Management	90	46	51.11	11	12.22
2A Admin Professionals	63	41	65.08	8	12.70
2B IT Professionals	50	10	20.00	9	18.00
2C Education Professionals	82	55	67.07	18	21.95
2D Professors	214	90	42.06	36	16.82
2E Assoc Professors	137	72	52.55	16	11.68
2F Asst Professors	118	72	61.02	25	21.19
2G Lecturers/Instructors	65	47	72.31	8	12.31
2H Adjunct Faculty	372	263	70.70	43	11.56
2I Athletics	51	17	33.33	8	15.69

## Job Group Analysis Summary

University of Northern Colorado  
11/01/2017

Job Group		Total	Female		Minority	
			#	%	#	%
3 Technicians		12	2	16.67	0	0.00
5 Sr Admin Support		85	71	83.53	19	22.35
5A Admin Support-Other		83	62	74.70	14	16.87
5B Admin Support-Library		22	19	86.36	2	9.09
5C Admin Assistants III		56	53	94.64	6	10.71
5D Admin Assistants I & II		42	40	95.24	6	14.29
5E Temporary		65	45	69.23	10	15.38
6 Craft Workers		40	0	0.00	4	10.00
8 Laborers		28	2	7.14	9	32.14
9 Custodians		77	40	51.95	55	71.43
9A Dining Services		56	39	69.64	23	41.07
9B Security / Service Worker		14	3	21.43	2	14.29
	Facility Total % of Facility Total	1942	1154	59.42	350	18.02

# **Availability Analysis**

University of Northern Colorado 11/01/2017

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 1 Executives

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.42	19.30	<b>90.00</b>	48.08	17.37	Census 2010 100% United States
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	51.61	12.90	<b>10.00</b>	5.16	1.29	Feeder Job Group: Sr Management (1A)
			<b>100.00</b>			
Job Group Final Availabilities (%)				53.24	18.66	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 1A Sr Management

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.84	17.31	<b>75.00</b>	44.88	12.99	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	56.52	15.94	<b>25.00</b>	14.13	3.99	Feeder Job Group: Directors (1B)
			<b>100.00</b>			
Job Group Final Availabilities (%)				59.01	16.97	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 1B Directors

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	63.52	16.16	<b>75.00</b>	47.64	12.12	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	12.75	<b>25.00</b>	12.50	3.19	Feeder Job Groups:  Asst/Assoc Deans (1C) Management (1D)
			<b>100.00</b>			
Job Group Final Availabilities (%)				60.14	15.30	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 1C Asst/Assoc Deans

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.75	15.95	<b>50.00</b>	32.38	7.97	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	47.78	13.79	<b>50.00</b>	23.89	6.90	Feeder Job Groups: Management (1D) Admin Professionals (2A) IT Professionals (2B)
			<b>100.00</b>			
Job Group Final Availabilities (%)				56.27	14.87	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 1D Management

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.68	16.18	<b>50.00</b>	26.84	8.09	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	45.13	15.04	<b>50.00</b>	22.57	7.52	Feeder Job Groups: Admin Professionals (2A) T Professionals (2B)
			<b>100.00</b>			
Job Group Final Availabilities (%)				49.41	15.61	

# Availability Analysis

University of Northern Colorado  
11/01/2017

## Job Group: 2A Admin Professionals

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.63	18.08	<b>75.00</b>	45.47	13.56	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	82.15	16.15	<b>25.00</b>	20.54	4.04	Feeder Job Groups:  Sr Admin Support (5) Admin Support-Other (5A) Admin Support-Library (5B) Admin Assistants III (5C) Admin Assistants I & II (5D) Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				66.01	17.60	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 2B IT Professionals

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.65	20.96	<b>75.00</b>	21.49	15.72	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	70.70	11.56	<b>25.00</b>	17.67	2.89	Feeder Job Group: Adjunct Faculty (2H)
			<b>100.00</b>			
Job Group Final Availabilities (%)				39.16	18.61	

# Availability Analysis

University of Northern Colorado  
11/01/2017

**Job Group: 2C Education Professionals**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	68.51	22.33	<b>75.00</b>	51.38	16.75	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	70.70	11.56	<b>25.00</b>	17.67	2.89	Feeder Job Group: Adjunct Faculty (2H)
			<b>100.00</b>			
Job Group Final Availabilities (%)				69.06	19.64	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 2D Professors

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.03	18.94	<b>10.00</b>	5.00	1.89	10 Years, 2007 - 2016 Earned Doctorates NCSES-NSF (Science and Non-Science)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	52.55	11.68	<b>90.00</b>	47.30	10.51	Feeder Job Group: Assoc Professors (2E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				52.30	12.40	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 2E Assoc Professors

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.03	18.94	<b>30.00</b>	15.01	5.68	10 Years, 2007 - 2016 Earned Doctorates NCSES-NSF (Science and Non-Science)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	61.02	21.19	<b>70.00</b>	42.71	14.83	Feeder Job Group: Asst Professors (2F)
			<b>100.00</b>			
Job Group Final Availabilities (%)				57.72	20.51	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 2F Asst Professors

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.06	19.18	<b>50.00</b>	25.03	9.59	5 Years, 2012 - 2016  Earned Doctorates NCSES-NSF (Science and Non-Science)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	70.94	11.67	<b>50.00</b>	35.47	5.84	Feeder Job Groups:  Lecturers/Instructors (2G) Adjunct Faculty (2H)
			<b>100.00</b>			
Job Group Final Availabilities (%)				60.50	15.42	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 2G Lecturers/Instructors

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	56.32	22.47	<b>90.00</b>	50.69	20.22	5 Years, 2012 - 2016 Earned Doctorates 10 Years, 2006 -2015 Earned Masters Earned Doctorates NCSES-NSF (Science and Non-Science) Earned Masters NCSES-NSF (Science and Non-Science)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	62.75	17.25	<b>10.00</b>	6.27	1.73	Feeder Job Groups: Executives (1) Sr Management (1A) Directors (1B) Education Professionals (2C) Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				56.96	21.95	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 2H Adjunct Faculty

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.06	19.18	<b>90.00</b>	45.05	17.26	5 Years, 2012 - 2016  Earned Doctorates NCSES-NSF (Science and Non-Science)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	72.31	12.31	<b>10.00</b>	7.23	1.23	Feeder Job Group:  Lecturers/Instructors (2G)
			<b>100.00</b>			
Job Group Final Availabilities (%)				52.29	18.49	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 2I Athletics

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	24.52	19.72	<b>100.00</b>	24.52	19.72	NCAA Sport Sponsorship, Participation and emographics 2016 - 2017  100% NCAA: Head Coaches/Assistant Coaches. All Divisions, all Conferences, 2016-2017: Baseball, Basketball, Football, Soccer, Softball, Swimming, Tennis, Track, Volleyball, Wrestling
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				24.52	19.72	

# Availability Analysis

University of Northern Colorado  
11/01/2017

## Job Group: 3 Technicians

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.04	19.97	<b>100.00</b>	50.04	19.97	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				50.04	19.97	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 5    Sr Admin Support

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	71.94	19.44	<b>50.00</b>	35.97	9.72	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	81.72	14.18	<b>50.00</b>	40.86	7.09	Feeder Job Groups:  Admin Support-Other (5A) Admin Support-Library (5B) Admin Assistants III (5C) Admin Assistants I & II (5D) Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				76.83	16.81	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 5A Admin Support-Other

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	74.91	19.99	<b>75.00</b>	56.19	14.99	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	93.33	11.67	<b>25.00</b>	23.33	2.92	Feeder Job Groups:  Admin Support-Library (5B) Admin Assistants III (5C) Admin Assistants I & II (5D)
			<b>100.00</b>			
Job Group Final Availabilities (%)				79.52	17.91	

# Availability Analysis

University of Northern Colorado  
11/01/2017

**Job Group: 5B Admin Support-Library**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	77.60	15.58	<b>75.00</b>	58.20	11.69	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	85.64	14.36	<b>25.00</b>	21.41	3.59	Feeder Job Groups:  Admin Support-Other (5A) Admin Assistants III (5C) Admin Assistants I & II (5D)
			<b>100.00</b>			
Job Group Final Availabilities (%)				79.61	15.28	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 5C Admin Assistants III

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	96.18	18.21	<b>85.00</b>	81.75	15.48	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	79.44	14.95	<b>15.00</b>	11.92	2.24	Feeder Job Groups:  Admin Assistants I & II (5D) Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				93.67	17.72	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 5D Admin Assistants I & II

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	96.18	18.21	<b>85.00</b>	81.75	15.48	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.23	15.38	<b>15.00</b>	10.38	2.31	Feeder Job Group: Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				92.14	17.79	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 5E Temporary

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	75.97	20.72	100.00	75.97	20.72	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				75.97	20.72	

# Availability Analysis

University of Northern Colorado  
11/01/2017

**Job Group: 6    Craft Workers**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	5.32	32.04	<b>90.00</b>	4.79	28.83	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.23	15.38	<b>10.00</b>	6.92	1.54	Feeder Job Group:  Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				11.71	30.37	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 8 Laborers

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.92	49.52	<b>90.00</b>	19.72	44.57	Census 2010  100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	62.63	44.44	<b>10.00</b>	6.26	4.44	Feeder Job Groups:  Temporary (5E) Custodians (9) Dining Services (9A)
			<b>100.00</b>			
Job Group Final Availabilities (%)				25.99	49.01	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 9 Custodians

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.93	50.18	<b>90.00</b>	30.53	45.16	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.42	27.27	<b>10.00</b>	6.94	2.73	Feeder Job Groups: Temporary (5E) Dining Services (9A)
			<b>100.00</b>			
Job Group Final Availabilities (%)				37.48	47.89	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 9A Dining Services

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	39.74	50.08	<b>90.00</b>	35.76	45.07	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.23	15.38	<b>10.00</b>	6.92	1.54	Feeder Job Group: Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				42.68	46.61	

# Availability Analysis

University of Northern Colorado  
11/01/2017

Job Group: 9B Security / Service Worker

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	20.09	20.29	<b>90.00</b>	18.08	18.26	Census 2010 100% Colorado
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.23	15.38	<b>10.00</b>	6.92	1.54	Feeder Job Group: Temporary (5E)
			<b>100.00</b>			
Job Group Final Availabilities (%)				25.01	19.80	

# **Incumbency v. Estimated Availability**

University of Northern Colorado 11/01/2017

## **Comparison Test**

**Two Standard Deviation Test**

# Incumbency v. Estimated Availability

University of Northern Colorado

11/01/2017

Job Group	Less than Reasonably Expected?	
	Female	Minority
1 Executives		
1A Sr Management		
1B Directors		
1C Asst/Assoc Deans		
1D Management		
2A Admin Professionals		
2B IT Professionals	Yes	
2C Education Professionals		
2D Professors	Yes	
2E Assoc Professors		Yes
2F Asst Professors		
2G Lecturers/Instructors		
2H Adjunct Faculty		Yes
2I Athletics		
3 Technicians	Yes	
5 Sr Admin Support		
5A Admin Support-Other		

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
 Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability

University of Northern Colorado

11/01/2017

Job Group	Less than Reasonably Expected?	
	Female	Minority
5B Admin Support-Library		
5C Admin Assistants III		
5D Admin Assistants I & II		
5E Temporary		
6 Craft Workers	Yes	Yes
8 Laborers	Yes	
9 Custodians		
9A Dining Services		
9B Security / Service Worker		

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
 Yes indicates Number of Standard Deviations <= -2.00

# **Annual Placement Goals**

University of Northern Colorado 11/01/2017

## **Comparison Test**

**Two Standard Deviation Test**

# Annual Placement Goals

University of Northern Colorado

11/01/2017

		Placement Goals (%)	
Job Group		Female	Minority
1	Executives	-	-
1A	Sr Management	-	-
1B	Directors	-	-
1C	Asst/Assoc Deans	-	-
1D	Management	-	-
2A	Admin Professionals	-	-
2B	IT Professionals	39.16	-
2C	Education Professionals	-	-
2D	Professors	52.30	-
2E	Assoc Professors	-	20.51
2F	Asst Professors	-	-
2G	Lecturers/Instructors	-	-
2H	Adjunct Faculty	-	18.49
2I	Athletics	-	-
3	Technicians	50.04	-
5	Sr Admin Support	-	-
5A	Admin Support-Other	-	-
5B	Admin Support-Library	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

# Annual Placement Goals

University of Northern Colorado  
11/01/2017

Job Group	Placement Goals (%)	
	Female	Minority
5C Admin Assistants III	-	-
5D Admin Assistants I & II	-	-
5E Temporary	-	-
6 Craft Workers	11.71	30.37
8 Laborers	25.99	-
9 Custodians	-	-
9A Dining Services	-	-
9B Security / Service Worker	-	-

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

# **Disability Incumbency v. Goal**

University of Northern Colorado 11/01/2017

## **Comparison Test**

**Two Standard Deviation Test**

# Disability Incumbency v. Goal

University of Northern Colorado

11/01/2017

Job Group		Disability
1	Executives	
1A	Sr Management	
1B	Directors	Yes
1C	Asst/Assoc Deans	
1D	Management	Yes
2A	Admin Professionals	Yes
2B	IT Professionals	
2C	Education Professionals	Yes
2D	Professors	Yes
2E	Assoc Professors	Yes
2F	Asst Professors	Yes
2G	Lecturers/Instructors	Yes
2H	Adjunct Faculty	Yes
2I	Athletics	
3	Technicians	
5	Sr Admin Support	Yes
5A	Admin Support-Other	Yes

Comparison of Incumbency to Goal is performed using the Two Standard Deviation Test  
 Yes indicates Number of Standard Deviations <= -2.00

## Disability Incumbency v. Goal

University of Northern Colorado

11/01/2017

	Less than
Job Group	Disability
5B Admin Support-Library	
5C Admin Assistants III	Yes
5D Admin Assistants I & II	
5E Temporary	Yes
6 Craft Workers	
8 Laborers	
9 Custodians	Yes
9A Dining Services	Yes
9B Security / Service Worker	
Facility Total	Yes

Comparison of Incumbency to Goal is performed using the Two Standard Deviation Test  
 Yes indicates Number of Standard Deviations <= -2.00

## **Disability Goals**

University of Northern Colorado 11/01/2017

### **Comparison Test**

**Two Standard Deviation Test**

# Disability Goals

University of Northern Colorado  
11/01/2017

Job Group		Goals (%)
		Disability
1	Executives	-
1A	Sr Management	-
1B	Directors	7.00
1C	Asst/Assoc Deans	-
1D	Management	7.00
2A	Admin Professionals	7.00
2B	IT Professionals	-
2C	Education Professionals	7.00
2D	Professors	7.00
2E	Assoc Professors	7.00
2F	Asst Professors	7.00
2G	Lecturers/Instructors	7.00
2H	Adjunct Faculty	7.00
2I	Athletics	-
3	Technicians	-
5	Sr Admin Support	7.00
5A	Admin Support-Other	7.00

*Comparison of Incumbency to Goal is performed using the Two Standard Deviation Test*

## Disability Goals

University of Northern Colorado  
11/01/2017

		Goals (%)
Job Group		Disability
5B	Admin Support-Library	-
5C	Admin Assistants III	7.00
5D	Admin Assistants I & II	-
5E	Temporary	7.00
6	Craft Workers	-
8	Laborers	-
9	Custodians	7.00
9A	Dining Services	7.00
9B	Security / Service Worker	-
Facility Total		7.00

*Comparison of Incumbency to Goal is performed using the Two Standard Deviation Test*

# **Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles**

University of Northern Colorado 11/01/2017

**Sorted by Job Group, EEO Code, and Job Title**

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Acting Provost	1 Executives	1.1	0230 Education administrators
President	1 Executives	1.1	0010 Chief executives and legislators
SVP	1 Executives	1.1	0230 Education administrators
VP Alumni & Development	1 Executives	1.1	0060 Public relations and fundraising managers
VP Campus Community & Clim	1 Executives	1.1	0060 Public relations and fundraising managers
VP External & Univ Relations	1 Executives	1.1	0060 Public relations and fundraising managers
VP General Counsel	1 Executives	1.1	2100 Lawyers/judges/magistrates/other judicial wrkrs
AVP Research Initiatives	1A Sr Management	1.2	0230 Education administrators
AVP Alumni Relations	1A Sr Management	1.2	0230 Education administrators
AVP Auxiliary Services	1A Sr Management	1.2	0230 Education administrators
AVP Equity & Inclusion	1A Sr Management	1.2	0230 Education administrators
AVP Facilities Management	1A Sr Management	1.2	0230 Education administrators
AVP Finance	1A Sr Management	1.2	0230 Education administrators
AVP Human Resources	1A Sr Management	1.2	0230 Education administrators
AVP Information Technology	1A Sr Management	1.2	0230 Education administrators
AVP Marketing	1A Sr Management	1.2	0230 Education administrators
AVP Police Dept Operations	1A Sr Management	1.2	0230 Education administrators
AVP Purchasing	1A Sr Management	1.2	0230 Education administrators
AVP Student Engagement & DOS	1A Sr Management	1.2	0230 Education administrators
Acting Dean PVA	1A Sr Management	1.2	0230 Education administrators
Assoc Provost & Dean Grad Schl	1A Sr Management	1.2	0230 Education administrators
Asst to the President	1A Sr Management	1.2	0230 Education administrators
CHE Director	1A Sr Management	1.2	0230 Education administrators
Chief Conduct Officer	1A Sr Management	1.2	0230 Education administrators
Chief Information Security Off	1A Sr Management	1.2	0110 Computer and information systems managers
Controller	1A Sr Management	1.2	0120 Financial managers
Dean College of Busines	1A Sr Management	1.2	0230 Education administrators
Dean Ed.& Behavioral Sciences	1A Sr Management	1.2	0230 Education administrators

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Dean Human & Social Sciences	1A Sr Management	1.2	0230 Education administrators
Dean Natural & Health Sciences	1A Sr Management	1.2	0230 Education administrators
Dean University Libraries	1A Sr Management	1.2	0230 Education administrators
Exec Dir Enrmt Mgtm Stu Access	1A Sr Management	1.2	0430 Misc mgrs, incl funeral service mgr, postmaster
Executive Chef and Trainer	1A Sr Management	1.2	4000 Chefs and head cooks
Executive Director GOAL	1A Sr Management	1.2	4000 Chefs and head cooks
Senior Business Manager	1A Sr Management	1.2	0230 Education administrators
Senior Director of Development	1A Sr Management	1.2	0230 Education administrators
Dir APASS	1B Directors	1.2	0230 Education administrators
Dir ASLIS RSA Project Climb Co	1B Directors	1.2	0230 Education administrators
Dir Academic Advising Svcs	1B Directors	1.2	0230 Education administrators
Dir Academic Success	1B Directors	1.2	0230 Education administrators
Dir Administration	1B Directors	1.2	0230 Education administrators
Dir Admissions	1B Directors	1.2	0230 Education administrators
Dir Advancement Services	1B Directors	1.2	0230 Education administrators
Dir App. and Databases	1B Directors	1.2	0110 Computer and information systems managers
Dir Assessment	1B Directors	1.2	0230 Education administrators
Dir Athletics	1B Directors	1.2	0230 Education administrators
Dir CLIMB Co	1B Directors	1.2	0230 Education administrators
Dir Campus Ticketing	1B Directors	1.2	0230 Education administrators
Dir Career Services	1B Directors	1.2	0230 Education administrators
Dir Cesar Chavez Cultrl Cntr	1B Directors	1.2	0230 Education administrators
Dir Colorado Cntr for Rural Ed	1B Directors	1.2	0230 Education administrators
Dir Core Services	1B Directors	1.2	0230 Education administrators
Dir Corporate & Foundation Rel	1B Directors	1.2	0230 Education administrators
Dir Counseling Center	1B Directors	1.2	0230 Education administrators
Dir Cumbres	1B Directors	1.2	0230 Education administrators
Dir DO IT CENTER	1B Directors	1.2	0230 Education administrators

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Dir Degree Programs	1B Directors	1.2	0230 Education administrators
Dir Development	1B Directors	1.2	0230 Education administrators
Dir Development Spec Projects	1B Directors	1.2	0230 Education administrators
Dir Dining Services	1B Directors	1.2	0310 Food service managers
Dir Disability Support Serv.	1B Directors	1.2	0740 Business operations specialists, all other
Dir Engagement	1B Directors	1.2	0230 Education administrators
Dir Enrichment Serv	1B Directors	1.2	0230 Education administrators
Dir Environ. Health	1B Directors	1.2	0230 Education administrators
Dir Equipment Operations	1B Directors	1.2	0230 Education administrators
Dir Equity & Inclusion	1B Directors	1.2	0230 Education administrators
Dir Football Operations	1B Directors	1.2	0230 Education administrators
Dir Galleries	1B Directors	1.2	0230 Education administrators
Dir Gender & Sexuality	1B Directors	1.2	0230 Education administrators
Dir Honors & Scholars	1B Directors	1.2	0230 Education administrators
Dir Housing Services	1B Directors	1.2	0230 Education administrators
Dir Institutional Reporting	1B Directors	1.2	0230 Education administrators
Dir Intensive English	1B Directors	1.2	0230 Education administrators
Dir MCB Advising	1B Directors	1.2	0230 Education administrators
Dir Marcus Garvey Center	1B Directors	1.2	0230 Education administrators
Dir Marketing and Fan Exper	1B Directors	1.2	0230 Education administrators
Dir McNair Scholars	1B Directors	1.2	0230 Education administrators
Dir Music	1B Directors	1.2	0230 Education administrators
Dir Native American Cntr.	1B Directors	1.2	0230 Education administrators
Dir One Stop +	1B Directors	1.2	0230 Education administrators
Dir Operations	1B Directors	1.2	0230 Education administrators
Dir Orientation	1B Directors	1.2	0230 Education administrators
Dir Parking and Transit Svcs	1B Directors	1.2	0230 Education administrators
Dir Professional Dev	1B Directors	1.2	0230 Education administrators

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Dir Residential Education	1B Directors	1.2	0230 Education administrators
Dir School of Music	1B Directors	1.2	0230 Education administrators
Dir Small Business Dev Ctr	1B Directors	1.2	0230 Education administrators
Dir Sport Performance	1B Directors	1.2	0230 Education administrators
Dir Strength & Conditioning	1B Directors	1.2	0230 Education administrators
Dir Student Financial Aid	1B Directors	1.2	0230 Education administrators
Dir Study Abroad	1B Directors	1.2	0230 Education administrators
Dir Technology	1B Directors	1.2	0110 Computer and information systems managers
Dir Tointon Institute	1B Directors	1.2	0230 Education administrators
Dir Tutorial Services	1B Directors	1.2	0230 Education administrators
Dir UNC Card Office	1B Directors	1.2	0230 Education administrators
Dir Univ News and Public Rel	1B Directors	1.2	0230 Education administrators
Dir University Center	1B Directors	1.2	0230 Education administrators
Dir Veteran Services	1B Directors	1.2	0230 Education administrators
Dir Volleyball Ops	1B Directors	1.2	0230 Education administrators
Dir Web Communications	1B Directors	1.2	0230 Education administrators
Dir Women's Resource Ctr	1B Directors	1.2	0230 Education administrators
School Director	1B Directors	1.2	0230 Education administrators
Senior Assoc Athletic Director	1B Directors	1.2	0230 Education administrators
Assoc Dean	1C Asst/Assoc Deans	1.2	0230 Education administrators
Assoc Dean HSS	1C Asst/Assoc Deans	1.2	0230 Education administrators
Asst Dean	1C Asst/Assoc Deans	1.2	0230 Education administrators
Asst Dean & Dir Math & Science	1C Asst/Assoc Deans	1.2	0230 Education administrators
Asst Dean for Admissions	1C Asst/Assoc Deans	1.2	0230 Education administrators
Asst Dean of Student Life	1C Asst/Assoc Deans	1.2	0230 Education administrators
Interim Asst Dean	1C Asst/Assoc Deans	1.2	0230 Education administrators
Assoc AD-Sr Woman's Administrator	1D Management	1.2	0230 Education administrators
Assoc Dir	1D Management	1.2	0230 Education administrators

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Assoc Dir Alumni Relation	1D Management	1.2	0230 Education administrators
Assoc Dir Campus Recr	1D Management	1.2	0230 Education administrators
Assoc Dir Development	1D Management	1.2	0230 Education administrators
Assoc Dir Employee Relations	1D Management	1.2	0230 Education administrators
Assoc Dir Financial Aid	1D Management	1.2	0230 Education administrators
Assoc Dir Gifts Administration	1D Management	1.2	0230 Education administrators
Assoc Dir Jazz Studies	1D Management	1.2	0230 Education administrators
Assoc Dir Oper & Visitor Sv	1D Management	1.2	0230 Education administrators
Assoc Dir Records Administration	1D Management	1.2	0230 Education administrators
Assoc Dir Retail & Catering	1D Management	1.2	0230 Education administrators
Assoc Dir SBDC	1D Management	1.2	0230 Education administrators
Assoc Dir Sponsored Programs	1D Management	1.2	0230 Education administrators
Assoc Dir Student Activ	1D Management	1.2	0230 Education administrators
Asst AD-Facilities and Events	1D Management	1.2	0230 Education administrators
Asst Athletic Director	1D Management	1.2	0230 Education administrators
Asst Controller	1D Management	1.2	0120 Financial managers
Asst Dir Alumni Relations	1D Management	1.2	0230 Education administrators
Asst Dir Annual Giving	1D Management	1.2	0230 Education administrators
Asst Dir Board Ops	1D Management	1.2	0230 Education administrators
Asst Dir Communications	1D Management	1.2	0230 Education administrators
Asst Dir Community Arts	1D Management	1.2	0230 Education administrators
Asst Dir Community Standards	1D Management	1.2	0230 Education administrators
Asst Dir Competitive Sports	1D Management	1.2	0230 Education administrators
Asst Dir Compliance	1D Management	1.2	2720 Athletes, coaches, umpires, and related workers
Asst Dir Conference	1D Management	1.2	0230 Education administrators
Asst Dir Enterprise Sys & Ap	1D Management	1.2	0230 Education administrators
Asst Dir HR & Payroll	1D Management	1.2	0230 Education administrators
Asst Dir Housing Services	1D Management	1.2	0230 Education administrators

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Asst Dir Infrastructure & Netw	1D Management	1.2	0110 Computer and information systems managers
Asst Dir Marketing	1D Management	1.2	0230 Education administrators
Asst Dir McNair Scholars	1D Management	1.2	0230 Education administrators
Asst Dir New Student Orient	1D Management	1.2	0230 Education administrators
Asst Dir Outdoor Pursuits	1D Management	1.2	0230 Education administrators
Asst Dir Prevention Educa	1D Management	1.2	0230 Education administrators
Asst Dir Residential Educ	1D Management	1.2	0230 Education administrators
Asst Dir Special/Campaign Evts	1D Management	1.2	0230 Education administrators
Asst Dir Support Svcs	1D Management	1.2	0230 Education administrators
Asst Dir for Facilities	1D Management	1.2	0230 Education administrators
Asst Dir for Student Athlete	1D Management	1.2	0230 Education administrators
Asst Dir of Operations	1D Management	1.2	0230 Education administrators
Asst Dir of Residential Educ	1D Management	1.2	0230 Education administrators
Asst Dir/Training Director	1D Management	1.2	0230 Education administrators
Asst Provost	1D Management	1.2	0230 Education administrators
Asst Training Director	1D Management	1.2	0230 Education administrators
Building Trades Manager	1D Management	1.2	0430 Misc mgrs, incl funeral service mgr, postmaster
Bursar	1D Management	1.2	0120 Financial managers
Business Manager SON	1D Management	1.2	0020 General and operations managers
Case Manager	1D Management	1.2	2000 Counselors
Desktop Support Manager	1D Management	1.2	0110 Computer and information systems managers
Early Alert & EMSA Proj Mgr	1D Management	1.2	0430 Misc mgrs, incl funeral service mgr, postmaster
Food Serv Mgr I	1D Management	1.2	0310 Food service managers
IT Supervisor	1D Management	1.2	0110 Computer and information systems managers
Interim Master Electrical Manager	1D Management	1.2	0430 Misc mgrs, incl funeral service mgr, postmaster
Manager Custodial Services	1D Management	1.2	4200 First-line supervisor: housekeeping/janitorial
Manager Landscaping and Grounds	1D Management	1.2	4210 First-line supervisor: landscaping, groundskeepng
Manager UNC/Greeley Jazz Festival	1D Management	1.2	0230 Education administrators

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Manager of Payroll	1D Management	1.2	4210 First-line supervisor: landscaping, groundskep
Market Development Manager	1D Management	1.2	0050 Marketing and sales managers
Mgr Infrastructure & Acad Tech	1D Management	1.2	0110 Computer and information systems managers
Payment & PCard Manager	1D Management	1.2	0150 Purchasing managers
Police Administrator I	1D Management	1.2	3710 First-line supervisor: police and detectives
Project Manager	1D Management	1.2	0110 Computer and information systems managers
Registrar	1D Management	1.2	0230 Education administrators
Residence Hall Director	1D Management	1.2	0410 Property, real estate, community assoc'n mgrs
Resource Conservation Manager	1D Management	1.2	0430 Misc mgrs, incl funeral service mgr, postmaster
Theatre Technical Director	1D Management	1.2	0430 Misc mgrs, incl funeral service mgr, postmaster
UC Operations & Technology Manager	1D Management	1.2	0110 Computer and information systems managers
Accountant I	2A Admin Professionals	2	0800 Accountants and auditors
Accountant II	2A Admin Professionals	2	0800 Accountants and auditors
Accountant III	2A Admin Professionals	2	0800 Accountants and auditors
Asst AD - Business	2A Admin Professionals	2	0740 Business operations specialists, all other
Asst to Assoc Provost & Dean	2A Admin Professionals	2	0740 Business operations specialists, all other
Asst to Dir Athletic Dev	2A Admin Professionals	2	0740 Business operations specialists, all other
Asst to Dir of Residential Ed	2A Admin Professionals	2	0740 Business operations specialists, all other
Asst to VP/General Counsel	2A Admin Professionals	2	0740 Business operations specialists, all other
Asst to the Directors	2A Admin Professionals	2	0740 Business operations specialists, all other
Asst to the Provost	2A Admin Professionals	2	0740 Business operations specialists, all other
Asst to the Vice President	2A Admin Professionals	2	0740 Business operations specialists, all other
Benefit Coordinator	2A Admin Professionals	2	0640 Compensation, benefits, job analysis specialist
Budget & Research Analyst	2A Admin Professionals	2	0820 Budget analysts
Budget Analyst	2A Admin Professionals	2	0820 Budget analysts
Budget and Research Analyst	2A Admin Professionals	2	0820 Budget analysts
Budget/Research/Sys. Analyst	2A Admin Professionals	2	0820 Budget analysts
Business Consult/Mrktg Assist	2A Admin Professionals	2	0740 Business operations specialists, all other

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

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Job Title	Job Group	EEO Code	Census Occupation
Business Consultant	2A Admin Professionals	2	0740 Business operations specialists, all other
Business Services Coord	2A Admin Professionals	2	0740 Business operations specialists, all other
Criminal Justice Advisor	2A Admin Professionals	2	0740 Business operations specialists, all other
Employment Hiring Specialist	2A Admin Professionals	2	0630 Human resources workers
Environ Hlth & Safety Spec	2A Admin Professionals	2	0740 Business operations specialists, all other
Environ Hlth/Safety Specialist	2A Admin Professionals	2	0430 Misc mgrs, incl funeral service mgr, postmaster
Financial Analyst	2A Admin Professionals	2	0840 Financial analysts
Graphic Designer	2A Admin Professionals	2	2630 Designers
Graphic/Web Designer	2A Admin Professionals	2	2630 Designers
Internal Auditor	2A Admin Professionals	2	0800 Accountants and auditors
Marketing Communications Spec	2A Admin Professionals	2	1860 Misc social scientists, incl survey researchers
Marketing Manager	2A Admin Professionals	2	1860 Misc social scientists, incl survey researchers
Marketing Specialist	2A Admin Professionals	2	1860 Misc social scientists, incl survey researchers
Photographer	2A Admin Professionals	2	2910 Photographers
Photographer/Graphic Designer	2A Admin Professionals	2	2630 Designers
Project Coordinator	2A Admin Professionals	2	0740 Business operations specialists, all other
Project Coordinator Fac Mngt	2A Admin Professionals	2	0740 Business operations specialists, all other
Purchasing & Contracts Special	2A Admin Professionals	2	0530 Purchasing agents, excl whls/retail/farm prods
Purchasing Agent II	2A Admin Professionals	2	0520 Wholesale and retail buyers, excl farm products
Purchasing Agent III	2A Admin Professionals	2	0520 Wholesale and retail buyers, excl farm products
Recruiter	2A Admin Professionals	2	0630 Human resources workers
Recruitment Coordinator	2A Admin Professionals	2	0630 Human resources workers
Regulatory Compliance Admin	2A Admin Professionals	2	0740 Business operations specialists, all other
Resident Scenic Artist	2A Admin Professionals	2	2600 Artists and related workers
Senior Analyst	2A Admin Professionals	2	0710 Management analysts
Special Assist to Senior VP	2A Admin Professionals	2	0740 Business operations specialists, all other
Triage Coordinator	2A Admin Professionals	2	0740 Business operations specialists, all other
Videographer	2A Admin Professionals	2	2920 TV/video/motion picture camera operators/editor

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

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Job Title	Job Group	EEO Code	Census Occupation
Business & Technology Manager	2B IT Professionals	2	0110 Computer and information systems managers
Business Systems Analyst	2B IT Professionals	2	1006 Computer systems analysts
Data Analyst & Report Writer	2B IT Professionals	2	1006 Computer systems analysts
Data Scientist/IR Analyst	2B IT Professionals	2	1006 Computer systems analysts
Database Administrator	2B IT Professionals	2	1060 Database administrators
Digital Comm & Mrkt Specialist	2B IT Professionals	2	1107 Computer occupations, all other
Digital Content Developer	2B IT Professionals	2	1107 Computer occupations, all other
IT Professional	2B IT Professionals	2	1105 Network and computer systems administrators
IT Security Engineer	2B IT Professionals	2	1006 Computer systems analysts
IT Technician	2B IT Professionals	2	1050 Computer support specialists
Senior Network & Voice Enginee	2B IT Professionals	2	1006 Computer systems analysts
Technical Services Manager	2B IT Professionals	2	2550 Other education, training, and library workers
Technical Support Manager	2B IT Professionals	2	2550 Other education, training, and library workers
Academic Advisor	2C Education Professionals	2	2550 Other education, training, and library workers
Academic Coach	2C Education Professionals	2	2550 Other education, training, and library workers
Academic Report Writer	2C Education Professionals	2	0740 Business operations specialists, all other
Admissions Counselor	2C Education Professionals	2	2550 Other education, training, and library workers
Admissions Recruitment Specialist	2C Education Professionals	2	2550 Other education, training, and library workers
Asst Registrar	2C Education Professionals	2	0230 Education administrators
Campus Writer/Editor	2C Education Professionals	2	2850 Writers and authors
Career Counselor	2C Education Professionals	2	2550 Other education, training, and library workers
Conduct Officer Title IX	2C Education Professionals	2	0230 Education administrators
Curriculum Liason Specialist	2C Education Professionals	2	2550 Other education, training, and library workers
Development & Alumni Comm Mgr	2C Education Professionals	2	2850 Writers and authors
Enrollment Coach & Recruiter	2C Education Professionals	2	0630 Human resources workers
Financial Aid Counselor	2C Education Professionals	2	2550 Other education, training, and library workers
Head Library Instruct Services	2C Education Professionals	2	2430 Librarians
Head of Archival Services	2C Education Professionals	2	2430 Librarians

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

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Job Title	Job Group	EEO Code	Census Occupation
Head of Music Library	2C Education Professionals	2	2430 Librarians
Instructional Coordinator	2C Education Professionals	2	0740 Business operations specialists, all other
Instructional Design Assist	2C Education Professionals	2	2630 Designers
Instructional Designer	2C Education Professionals	2	2630 Designers
Instructional Dvlpmnt Coord	2C Education Professionals	2	2550 Other education, training, and library workers
Interpreter Coordinator	2C Education Professionals	2	2000 Counselors
Investigator-Title IX & other	2C Education Professionals	2	0230 Education administrators
Leap Advisor	2C Education Professionals	2	2550 Other education, training, and library workers
Licensed Staff Psychologist	2C Education Professionals	2	1820 Psychologists
Licensure Officer School of TE	2C Education Professionals	2	2550 Other education, training, and library workers
MCB Academic Advisor	2C Education Professionals	2	2550 Other education, training, and library workers
Music Enrollment Specialist	2C Education Professionals	2	0740 Business operations specialists, all other
Music Retention & Bus Coord	2C Education Professionals	2	0630 Human resources workers
Natural Sciences Librarian	2C Education Professionals	2	2430 Librarians
Nursing Academic Advisor	2C Education Professionals	2	2550 Other education, training, and library workers
Off-Campus Program Manager	2C Education Professionals	2	2550 Other education, training, and library workers
Post Doc Research Assoc	2C Education Professionals	2	0230 Education administrators
Postdoctoral Research Fellow	2C Education Professionals	2	0230 Education administrators
Program Management Specialist	2C Education Professionals	2	2550 Other education, training, and library workers
Program Manager	2C Education Professionals	2	2550 Other education, training, and library workers
Psychological Sciences Acad Ad	2C Education Professionals	2	2000 Counselors
Reference Librarian	2C Education Professionals	2	2430 Librarians
Regional Admissions Counselor	2C Education Professionals	2	2000 Counselors
Research & Prospect Manager	2C Education Professionals	2	0230 Education administrators
Research Analyst	2C Education Professionals	2	0740 Business operations specialists, all other
Research Assoc	2C Education Professionals	2	1965 Misc life, physical, social science technicians
Research Assoc II	2C Education Professionals	2	1965 Misc life, physical, social science technicians
Senior Financial Aid Counselor	2C Education Professionals	2	2550 Other education, training, and library workers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

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Job Title	Job Group	EEO Code	Census Occupation
Special Education Research Fac	2C Education Professionals	2	0230 Education administrators
Sr Admissions Counselor	2C Education Professionals	2	2550 Other education, training, and library workers
Staff Psychologist-LPC	2C Education Professionals	2	1820 Psychologists
Student Development Specialist	2C Education Professionals	2	2550 Other education, training, and library workers
Upward Bound Director	2C Education Professionals	2	0740 Business operations specialists, all other
Faculty Full Benefits	2D Professors	2	2200 Postsecondary teachers
Professor - APCE	2D Professors	2	2200 Postsecondary teachers
Professor - Accounting	2D Professors	2	2200 Postsecondary teachers
Professor - Administrator	2D Professors	2	2200 Postsecondary teachers
Professor - Africana Studies	2D Professors	2	2200 Postsecondary teachers
Professor - Anthropology	2D Professors	2	2200 Postsecondary teachers
Professor - Applied Psychology & Counselor Ed	2D Professors	2	2200 Postsecondary teachers
Professor - Applied Statistics	2D Professors	2	2200 Postsecondary teachers
Professor - Area Head Academ Studies	2D Professors	2	2200 Postsecondary teachers
Professor - Art & Design	2D Professors	2	2200 Postsecondary teachers
Professor - Audiology	2D Professors	2	2200 Postsecondary teachers
Professor - Bilingual ESL	2D Professors	2	2200 Postsecondary teachers
Professor - Bilingual/ESL	2D Professors	2	2200 Postsecondary teachers
Professor - Biological Sciences	2D Professors	2	2200 Postsecondary teachers
Professor - Biology	2D Professors	2	2200 Postsecondary teachers
Professor - Business	2D Professors	2	2200 Postsecondary teachers
Professor - CIS	2D Professors	2	2200 Postsecondary teachers
Professor - Chemistry	2D Professors	2	2200 Postsecondary teachers
Professor - Chemistry & Biochem	2D Professors	2	2200 Postsecondary teachers
Professor - Communication Studies	2D Professors	2	2200 Postsecondary teachers
Professor - Communications	2D Professors	2	2200 Postsecondary teachers
Professor - Computer Info Systems	2D Professors	2	2200 Postsecondary teachers
Professor - Counseling Psychology	2D Professors	2	2200 Postsecondary teachers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

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Job Title	Job Group	EEO Code	Census Occupation
Professor - Criminal Justice	2D Professors	2	2200 Postsecondary teachers
Professor - Dance	2D Professors	2	2200 Postsecondary teachers
Professor - ELPS	2D Professors	2	2200 Postsecondary teachers
Professor - Earth Sciences	2D Professors	2	2200 Postsecondary teachers
Professor - Economics	2D Professors	2	2200 Postsecondary teachers
Professor - Educational Tech Instruct	2D Professors	2	2200 Postsecondary teachers
Professor - Elementary Education	2D Professors	2	2200 Postsecondary teachers
Professor - English	2D Professors	2	2200 Postsecondary teachers
Professor - Finance	2D Professors	2	2200 Postsecondary teachers
Professor - Full Benefits	2D Professors	2	2200 Postsecondary teachers
Professor - Geography	2D Professors	2	2200 Postsecondary teachers
Professor - HESAL	2D Professors	2	2200 Postsecondary teachers
Professor - Hispanic Studies	2D Professors	2	2200 Postsecondary teachers
Professor - History	2D Professors	2	2200 Postsecondary teachers
Professor - Hnrs Scholars & Ldrs	2D Professors	2	2200 Postsecondary teachers
Professor - Human Services	2D Professors	2	2200 Postsecondary teachers
Professor - Jazz Studies	2D Professors	2	2200 Postsecondary teachers
Professor - Journalism	2D Professors	2	2200 Postsecondary teachers
Professor - Management	2D Professors	2	2200 Postsecondary teachers
Professor - Management Instr	2D Professors	2	2200 Postsecondary teachers
Professor - Marketing	2D Professors	2	2200 Postsecondary teachers
Professor - Mathematical Science	2D Professors	2	2200 Postsecondary teachers
Professor - Mathematics	2D Professors	2	2200 Postsecondary teachers
Professor - Modern Lang	2D Professors	2	2200 Postsecondary teachers
Professor - Music	2D Professors	2	2200 Postsecondary teachers
Professor - Music Composition	2D Professors	2	2200 Postsecondary teachers
Professor - Nursing	2D Professors	2	2200 Postsecondary teachers
Professor - Philosophy	2D Professors	2	2200 Postsecondary teachers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

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Job Title	Job Group	EEO Code	Census Occupation
Professor - Physics	2D Professors	2	2200 Postsecondary teachers
Professor - Political Science	2D Professors	2	2200 Postsecondary teachers
Professor - Professional Psychology	2D Professors	2	2200 Postsecondary teachers
Professor - Psych Sciences	2D Professors	2	2200 Postsecondary teachers
Professor - Psychology	2D Professors	2	2200 Postsecondary teachers
Professor - SES	2D Professors	2	2200 Postsecondary teachers
Professor - School Psychology	2D Professors	2	2200 Postsecondary teachers
Professor - Sociology	2D Professors	2	2200 Postsecondary teachers
Professor - Special Education	2D Professors	2	2200 Postsecondary teachers
Professor - Special Language	2D Professors	2	2200 Postsecondary teachers
Professor - Speech Language	2D Professors	2	2200 Postsecondary teachers
Professor - Sport Sciences	2D Professors	2	2200 Postsecondary teachers
Professor - Statistics	2D Professors	2	2200 Postsecondary teachers
Professor - Teacher Education	2D Professors	2	2200 Postsecondary teachers
Professor - Theatre Arts	2D Professors	2	2200 Postsecondary teachers
Professor - Theatre Arts & Dance	2D Professors	2	2200 Postsecondary teachers
Professor - Theatre Ed	2D Professors	2	2200 Postsecondary teachers
Professor - Theatre Studies	2D Professors	2	2200 Postsecondary teachers
Professor - Visual Arts	2D Professors	2	2200 Postsecondary teachers
Assoc Prof & Chair	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - APCE	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - ASL	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - ASRM	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Accounting	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Acting	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Africana Studies	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Anthropology	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Art Education	2E Assoc Professors	2	2200 Postsecondary teachers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

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Job Title	Job Group	EEO Code	Census Occupation
Assoc Prof - Biological Sciences	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Biology	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Chemistry	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Communication Studies	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Community Health Prg	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Computer Info Systems	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Counseling Psychology	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Criminal Justice	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Dietetics	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Earth Sciences	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Economics	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Ed Tech Instruction	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Educational Psychology	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Elementary Ed	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - English	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Finance	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Foreign Language	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Foundations	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Full Benefits	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Geography	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Geology	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - HESAL	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - History	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Human Sciences	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Human Services	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Journalism	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Management	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Math	2E Assoc Professors	2	2200 Postsecondary teachers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

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Job Title	Job Group	EEO Code	Census Occupation
Assoc Prof - Math Science	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Modern Languages	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Music	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Nursing	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Philosophy	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Physics	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Political Science	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Psychology	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Reading	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - SES	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Sociology	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Spanish Linguist	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Special Education	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Speech Language	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Sport Sciences	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Teacher Education	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Theatre Arts	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Theatre Studies	2E Assoc Professors	2	2200 Postsecondary teachers
Assoc Prof - Women's Studies	2E Assoc Professors	2	2200 Postsecondary teachers
Retired/Emeritus Assoc Prof - Dietetics	2E Assoc Professors	2	2200 Postsecondary teachers
Asst Prof - Accounting	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Applied Stat & Rsch	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Applied/Stat & Rsch	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Art & Design	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Audiology	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Biological Sciences	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Biology	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Biomedical Sciences	2F Asst Professors	2	2200 Postsecondary teachers

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Job Title	Job Group	EEO Code	Census Occupation
Asst Prof - Chemistry & Biochem	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Chinese	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Counseling Psychology	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Counselor Education	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Criminal Justice	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Criminial Justice	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Curriculum & Inst	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Dean Grad School	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Dietetics	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Earth Sciences	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Economics	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Ed Technology	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Ed. Ldshp & Policy	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Ed. Tech Instruction	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - English	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Faculty Full Benefits	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Full Benefits	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Geography	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - HESAL	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Hispanic Studies	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - History	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Human Services	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Library	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Library Operations	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Marketing	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Math	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Mathematical Science	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Music	2F Asst Professors	2	2200 Postsecondary teachers

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Job Title	Job Group	EEO Code	Census Occupation
Asst Prof - Nursing	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Nutrition & Dietetic	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Philosophy	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Physics	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Political Science	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Psychology	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Sociology	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Special Education	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Sport Sciences	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Sports & Exe	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Teacher Education	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Theatre Arts	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - UNC Team-Up Coord	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Urban Education	2F Asst Professors	2	2200 Postsecondary teachers
Asst Prof - Womens Studies	2F Asst Professors	2	2200 Postsecondary teachers
Interim Asst Prof - Dance	2F Asst Professors	2	2200 Postsecondary teachers
Interim Asst Prof - Music Theory	2F Asst Professors	2	2200 Postsecondary teachers
CHE English Instructor	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Clinical Lecturer	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Aud & Speech-Lang Sci	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Biology	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Criminal Justice	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Eng. Lang. and Lit.	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Full Benefits	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Journalism	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - SES	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Schl Bio Sciences	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Schl of Tchr Ed	2G Lecturers/Instructors	2	2200 Postsecondary teachers

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Job Title	Job Group	EEO Code	Census Occupation
Instructor - School of Music	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Special Education	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - University College	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Instructor - Urban Education	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Accounting	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - CS/CIS	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Chemistry & Biochem	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Chemistry & Biology	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Communication Studies	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Community Health	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Dietetics	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Earth Sciences	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Full Benefits	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - History	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Human Services	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Library	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Modern Lang.	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Nursing	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Physics	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Schl Sport Sciences	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Schl of Nursing	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Schl of Spec Ed	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - Sociology	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer - University Libraries	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecturer ASLIS	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Lecuturer - ASLIS	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - ASLIS	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Anthropology	2G Lecturers/Instructors	2	2200 Postsecondary teachers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Senior Lecturer - CIS/CETL	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Comm Studies	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Criminal Justice	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Eng. Lang. and Lit.	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - English	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Journalism	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Mathematics	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Nursing	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - Psychology	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - SES	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer - School of Music	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Senior Lecturer ASLIS	2G Lecturers/Instructors	2	2200 Postsecondary teachers
Adjunct Faculty	2H Adjunct Faculty	2	2200 Postsecondary teachers
Adjunct Faculty IEL	2H Adjunct Faculty	2	2200 Postsecondary teachers
Retired/Emeritus Adj Fac- Aud & Spch-Lang Sci	2H Adjunct Faculty	2	2200 Postsecondary teachers
Assoc Baseball Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Assoc Men's Basketball Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Athletic Trainer	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Athletics Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Basketball Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Business Manager	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Coach Track & Field	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Equipment Manager	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Football Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Men's Basketball Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Soccer Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Softball Coach	2I Athletics	2	2720 Athletes, coaches, umpires, and related workers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group		EEO Code	Census Occupation
Asst Str & Cond Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Volleyball Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Women's Swimming Diving Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Women's Volleyball Coac	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Asst Wrestling Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Bear Vision Director	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Cheer Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Co-Head Athletic Trainer	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Baseball Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Coach Swimming & Diving	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Coach Track & Field/CC	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Football Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Men's Basketball Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Men's Golf Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Men's Tennis Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Soccer Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Softball Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Volleyball Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Women's Golf Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Head Wrestling Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Women's Tennis Head Coach	2I	Athletics	2	2720 Athletes, coaches, umpires, and related workers
Electronics Spec II	3	Technicians	3	2900 Broadcast/sound engineering tech/radio operator
Electronics Spec III	3	Technicians	3	2900 Broadcast/sound engineering tech/radio operator
Instrumentation Specialist II	3	Technicians	3	3300 Clinical laboratory technologists/technicians
Instrumentation Specialist III	3	Technicians	3	3300 Clinical laboratory technologists/technicians
Lab Coordinator	3	Technicians	3	3300 Clinical laboratory technologists/technicians
Lab Specialist	3	Technicians	3	1107 Computer occupations, all other
Laboratory Coord I	3	Technicians	3	3300 Clinical laboratory technologists/technicians

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Laboratory Coord II	3 Technicians	3	3300 Clinical laboratory technologists/technicians
Recording Studio Technician	3 Technicians	3	2900 Broadcast/sound engineering tech/radio operator
Accounting Technician III	5 Sr Admin Support	5	5120 Bookkeeping, accounting, and auditing clerks
Alumni Relations Assistant	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
Asst Clery Compliance Officer	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Asst to AVP Enr Mgmt	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Asst to Dir of Admissions	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Asst to the Director A/Pass	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Athletic Ticketing Manager	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Business Manager	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Business Manager College of NHS	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Business Manager PVA	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Colorado Springs Site Coord	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Conference Coordinator	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Academic Advising/Prog	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Asian Ed Partnerships	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Case Management	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Communications	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Ext Deg Prgm Services	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Fitness & Wellness	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord GOAL Academic	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Immunization	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Insurance	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Intramural Sports	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Native American Recruitment	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Operations	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Orientation	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Processing & Verifica	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Coord Professional Development	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Recruitment	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Recruitment Admissions	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Scholarships	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Technology	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Coord Visitor Svcs	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Counselor-in-Residence	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Cust Support Coord I	5 Sr Admin Support	5	5240 Customer service representatives
Employee Service Coordinator	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Employer Relations Specialist	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
Event Coordinator	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Exec Assistant	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Exec Asst to the Dean	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Exec Asst to the President	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Grants & Contracts Admin	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
IM&T Assessment	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
Intl Student Scholar Svcs Dir	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
Leadership Coordinator	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Manager Sched/Stu Conduct Office	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
National Testing Coordinator	5 Sr Admin Support	5	0740 Business operations specialists, all other
Pre Doctoral Intern	5 Sr Admin Support	5	1820 Psychologists
Pre-doctoral Psy Intern	5 Sr Admin Support	5	1820 Psychologists
Predoctoral Psychology Intern	5 Sr Admin Support	5	1820 Psychologists
Prog Spec Instructional Serv	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Program Admin. Frontiers of Scie	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Program Coordinator	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Program Coordinator Off-Campus Life	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Program Coordinator Upward Bnd	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Program Dir for RSVP	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Resources Director DOIT	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
Senior Administrative Specialist	5 Sr Admin Support	5	5700 Secretaries and administrative assistants
Stu Svcs Coord Clinical Requir	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
Student Services Coordinator	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
Tutoring Coordinator	5 Sr Admin Support	5	5940 Misc office/admin support wkr, desktop publish
Video Coordinator	5 Sr Admin Support	5	5000 First-line supervisor: office/admin support wkr
ASLIS RSA Grant Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Academic Scheduling Supp Spec	5A Admin Support-Other	5	5600 Production, planning, and expediting clerks
Access Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Accounting Technician I	5A Admin Support-Other	5	5120 Bookkeeping, accounting, and auditing clerks
Accounting Technician II	5A Admin Support-Other	5	5120 Bookkeeping, accounting, and auditing clerks
Administrative Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Administrative Specialist	5A Admin Support-Other	5	5700 Secretaries and administrative assistants
Adult Stu Client Rel Mgt Coord	5A Admin Support-Other	5	5000 First-line supervisor: office/admin support wkr
Assignments Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Asst Brewer	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Asst to Prgm Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Center Coordinator	5A Admin Support-Other	5	5000 First-line supervisor: office/admin support wkr
Collections Rep II	5A Admin Support-Other	5	5100 Bill and account collectors
Denver Center Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Enrollment Coach & Univ Recruit	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
GOAL Mentor/Volunteer Coord	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Graduate Assistant	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Laboratory & Industry Agency L	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Learning Specialist	5A Admin Support-Other	5	0650 Training and development specialists
Loveland Center Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Loveland Site Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Marketing Coordinator	5A Admin Support-Other	5	0735 Market research analysts & marketing specialist
Materials Handler I	5A Admin Support-Other	5	5600 Production, planning, and expediting clerks
Materials Handler II	5A Admin Support-Other	5	5600 Production, planning, and expediting clerks
Office Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Onsite Assist Advisor	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Police Communication Tech	5A Admin Support-Other	5	5520 Dispatchers
Police Communication Tech Spec	5A Admin Support-Other	5	5520 Dispatchers
Prevention Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Program Assistant I	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Program Assistant II	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Program Coordinator CUMBRES	5A Admin Support-Other	5	5000 First-line supervisor: office/admin support wkr
Project Assistant	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Purchasing Assistant	5A Admin Support-Other	5	5150 Procurement clerks
Scheduler	5A Admin Support-Other	5	5600 Production, planning, and expediting clerks
Security II	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
State Auth & Comp Administr	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Student Services Specialist	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Transfer Evaluator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
UNC-CRI Clinical Coordinator	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Undergrad Prgrm Mngmt Spec	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Univ College Scheduler/LC Spec	5A Admin Support-Other	5	5940 Misc office/admin support wkr, desktop publish
Library Technician II	5B Admin Support-Library	5	2440 Library technicians
Library Technician III	5B Admin Support-Library	5	2440 Library technicians
Admin Assistant III	5C Admin Assistants III	5	5700 Secretaries and administrative assistants
Admin Assistant I	5D Admin Assistants I & II	5	5700 Secretaries and administrative assistants
Admin Assistant II	5D Admin Assistants I & II	5	5700 Secretaries and administrative assistants
Administrative Aide	5D Admin Assistants I & II	5	5700 Secretaries and administrative assistants
Administrative Aide College of PVA	5D Admin Assistants I & II	5	5700 Secretaries and administrative assistants

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Temporary Hourly	5E Temporary	5	5940 Misc office/admin support wkr, desktop publish
Temporary Salary	5E Temporary	5	5940 Misc office/admin support wkr, desktop publish
Electrical Trades II	6 Craft Workers	6	6355 Electricians
Electrical Trades III	6 Craft Workers	6	6355 Electricians
Equipment Mechanic I	6 Craft Workers	6	7110 Electronic equip install/repair, motor vehicles
LTC Operations I	6 Craft Workers	6	6440 Pipelayers, plumbers, pipefitters, steamfitters
Pipe/Mech Trades I	6 Craft Workers	6	6440 Pipelayers, plumbers, pipefitters, steamfitters
Pipe/Mech Trades II	6 Craft Workers	6	6440 Pipelayers, plumbers, pipefitters, steamfitters
Structural Trades II	6 Craft Workers	6	6420 Painters, construction and maintenance
Utility Plant Oper I	6 Craft Workers	6	8630 Misc plant and system operators
Utility Plant Oper II	6 Craft Workers	6	8630 Misc plant and system operators
Animal Care II	8 Laborers	8	6050 Misc agricultural workers, incl animal breeders
General Labor I	8 Laborers	8	4220 Janitors and building cleaners
General Labor II	8 Laborers	8	4220 Janitors and building cleaners
General Labor III	8 Laborers	8	4220 Janitors and building cleaners
Grounds & Nursery I	8 Laborers	8	4250 Grounds maintenance workers
Grounds & Nursery II	8 Laborers	8	4250 Grounds maintenance workers
Custodian I	9 Custodians	9	4220 Janitors and building cleaners
Custodian II	9 Custodians	9	4220 Janitors and building cleaners
Custodian III	9 Custodians	9	4220 Janitors and building cleaners
Custodian IV	9 Custodians	9	4220 Janitors and building cleaners
Dining Services I	9A Dining Services	9	4130 Misc food preparation/serving related workers
Dining Services II	9A Dining Services	9	4130 Misc food preparation/serving related workers
Dining Services III	9A Dining Services	9	4130 Misc food preparation/serving related workers
Dining Services IV	9A Dining Services	9	4130 Misc food preparation/serving related workers
Dining Services V	9A Dining Services	9	4130 Misc food preparation/serving related workers
Police Officer I	9B Security / Service Worker	9	3850 Police officers
Police Officer II	9B Security / Service Worker	9	3850 Police officers

# Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

Sorted by Job Group, EEO Code, and Job Title

University of Northern Colorado

11/01/2017

Job Title	Job Group	EEO Code	Census Occupation
Police Officer III	9B Security / Service Worker	9	3850 Police officers
Production I	9B Security / Service Worker	9	4430 Misc entertainment attendants, related workers
Production III	9B Security / Service Worker	9	4430 Misc entertainment attendants, related workers

**Attorney-Client Privileged**

**University of Northern Colorado  
Greeley, CO**

**Greeley, CO 80639**

**AFFIRMATIVE ACTION PROGRAM**

**SUPPLEMENTAL REPORTS**

**11/01/2017 - 10/31/2018**

**Attorney-Client Privileged**

**University of Northern Colorado  
Greeley, CO**

**AFFIRMATIVE ACTION PROGRAMS  
FOR  
MINORITIES & FEMALES  
(Executive Order 11246)**

**Impact Ratio Analysis**

Hires v. Applicants

Promotions v. Persons Considered

Terminations v. Persons Considered

**Compensation Reports**

T-Test by Job Title

**Veterans Reports (41 CFR 60-300.44(k)), (41 CFR 60-300.45)**

Hires:           Veteran (VEVRAA) Data Collection by job group  
                    Veteran Benchmark Analysis by job group

Promotions:    Veteran (VEVRAA) Data Collection by job group  
                    Veteran Benchmark Analysis by job group

**Disability Reports (41 CFR 60-741.44(k))**

Hires:           Disability (Section 503) Data Collection

Promotions:    Disability (Section 503) Data Collection

## Analysis of Hires v. Applicants

University of Northern Colorado

11/01/2017

*Report*

Standard Deviation Test (Peoplefluent Corrected) by Job Group

*Sort and Summarize by*

Job Group

*Time Period*

From 11/01/2016 to 10/31/2017

*Test for Adverse Impact*

Standard Deviation (Peoplefluent Corrected)

The Standard Deviation Test, a test of statistical significance, takes into account the fact that, if an employer paid no attention to race or sex when making selections, there would be some natural degree of departure from perfect parity, both above and below, based on the rules of probability. According to this test, only significant departures away from parity should be construed as possible evidence of adverse impact. This test is 'Peoplefluent Corrected' in that it includes a correction factor that the OFCCP omits in its calculations. In cases where the selection pool is less than 30, and the expected number of selections is less than 5, Monitor automatically performs the Fisher's Exact Test in addition to the Standard Deviation Test. This procedure conforms with OFCCP methodology.

*Race Comparison*

Race v. All Others

Compares the minority total group to whites, and each race/ethnic group to all others (for example, blacks to non-blacks, Hispanics to non-Hispanics, whites to non-whites, etc...).

*Footnotes*

# Analysis of Hires v. Applicants

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Hires	Apps	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 1A Sr Management	Male		1	2	50.00	40.00	0.8	0.2	0.33	10.9000	
	Female		1	3	33.33		1.2	-0.2	-0.33	10.7000	
	Non-Minority		1	3	33.33	40.00	1.2	-0.2	-0.33	10.7000	
		Minority	1	2	50.00		0.8	0.2	0.33	10.9000	
	Black		1	1	100.0		0.4	0.6	1.22	11.0000	
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.4	-0.4	-0.82	10.6000	
Job Group: 1B Directors	Male		1	61	1.64	6.56	4.0	-3.0	-2.19		Yes
	Female		7	61	11.48		4.0	3.0	2.19		
	Non-Minority		6	105	5.71	6.61	6.9	-0.9	-1.01		
		Minority	2	16	12.50		1.1	0.9	1.01		
	Black		2	6	33.33		0.4	1.6	2.69		
	Hispanic		0	0							
	Asian		0	4	0.00		0.3	-0.3	-0.54		
	American Indian		0	1	0.00		0.1	-0.1	-0.27		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	5	0.00		0.3	-0.3	-0.61		
Job Group: 1C Asst/Assoc Deans	Male		1	14	7.14	4.76	0.7	0.3	0.71	11.0000	
	Female		0	7	0.00		0.3	-0.3	-0.71	10.6667	
	Non-Minority		1	15	6.67	5.26	0.8	0.2	0.52	11.0000	
		Minority	0	4	0.00		0.2	-0.2	-0.52	10.7895	
	Black		0	0							
	Hispanic		0	0							
	Asian		0	2	0.00		0.1	-0.1	-0.34	10.8947	
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	2	0.00		0.1	-0.1	-0.34	10.8947	
Job Group: 1D Management	Male		7	184	3.80	4.30	7.9	-0.9	-0.53		
	Female		6	118	5.08		5.1	0.9	0.53		
	Non-Minority		10	225	4.44	4.29	9.7	0.3	0.22		
		Minority	3	78	3.85		3.3	-0.3	-0.22		
	Black		1	22	4.55		0.9	0.1	0.06		
	Hispanic		1	1	100.0		0.0	1.0	4.72		
	Asian		0	4	0.00		0.2	-0.2	-0.43		
	American Indian		0	2	0.00		0.1	-0.1	-0.30		
	Other		0	0							
	NHOPI		0	0							
	Two+		1	49	2.04		2.1	-1.1	-0.85		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Hires v. Applicants

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Hires	Apps	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2A Admin Professionals	Male		1	33	3.03	8.33	2.8	-1.8	-1.41		
	Female		6	51	11.76		4.3	1.8	1.41		
	Non-Minority		7	68	10.29	8.75	6.0	1.1	1.16		
		Minority	0	12	0.00		1.1	-1.1	-1.16		
	Black		0	3	0.00		0.3	-0.3	-0.54		
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	1	0.00		0.1	-0.1	-0.31		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	8	0.00		0.7	-0.7	-0.92		
Job Group: 2B IT Professionals	Male		4	25	16.00	16.67	4.2	-0.2	-0.16		
	Female		2	11	18.18		1.8	0.2	0.16		
	Non-Minority		4	27	14.81	17.65	4.8	-0.8	-0.84		
		Minority	2	7	28.57		1.2	0.8	0.84		
	Black		0	0							
	Hispanic		1	1	100.0		0.2	0.8	2.16		
	Asian		0	1	0.00		0.2	-0.2	-0.46		
	American Indian		1	1	100.0		0.2	0.8	2.16		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	4	0.00		0.7	-0.7	-0.97		
Job Group: 2C Education Professionals	Male		8	143	5.59	5.56	7.9	0.1	0.03		
	Female		13	235	5.53		13.1	-0.1	-0.03		
	Non-Minority		12	270	4.44	5.71	15.4	-3.4	-1.73		
		Minority	9	98	9.18		5.6	3.4	1.73		
	Black		1	17	5.88		1.0	0.0	0.03		
	Hispanic		8	8	100.0		0.5	7.5	11.61		
	Asian		0	14	0.00		0.8	-0.8	-0.94		
	American Indian		0	1	0.00		0.1	-0.1	-0.25		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	58	0.00		3.3	-3.3	-2.04		Yes
Job Group: 2D Professors	Male		5	29	17.24	14.93	4.3	0.7	0.46		
	Female		5	38	13.16		5.7	-0.7	-0.46		
	Non-Minority		7	55	12.73	15.87	8.7	-1.7	-1.78		
		Minority	3	8	37.50		1.3	1.7	1.78		
	Black		0	2	0.00		0.3	-0.3	-0.62		
	Hispanic		0	0							
	Asian		3	4	75.00		0.6	2.4	3.32		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	2	0.00		0.3	-0.3	-0.62		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Hires v. Applicants

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Hires	Apps	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2E Assoc Professors	Male		2	2	100.0		2.0	0.0	N/A	N/A	
	Female		0	0		100.00					
	Non-Minority		2	2	100.0		2.0	0.0	N/A	N/A	
	Minority		0	0		100.00					
	Black		0	0							
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
Job Group: 2F Asst Professors	NHOPI		0	0							
	Two+		0	0							
	Male		17	449	3.79		20.0	-3.0	-1.03		
	Female		20	380	5.26	4.46	17.0	3.0	1.03		
	Non-Minority		27	496	5.44		22.6	4.4	1.53		
	Minority		10	317	3.15	4.55	14.4	-4.4	-1.53		
	Black		1	48	2.08		2.2	-1.2	-0.85		
	Hispanic		2	2	100.0		0.1	1.9	6.48		
	Asian		5	189	2.65		8.6	-3.6	-1.43		
Job Group: 2G Lecturers/Instructors	American Indian		0	2	0.00		0.1	-0.1	-0.31		
	Other		0	0							
	NHOPI		1	1	100.0		0.0	1.0	4.58		
	Two+		1	75	1.33		3.4	-2.4	-1.40		
	Male		3	81	3.70		4.0	-1.0	-0.80		
	Female		4	60	6.67	4.96	3.0	1.0	0.80		
	Non-Minority		6	110	5.45		5.7	0.3	0.29		
	Minority		1	25	4.00	5.19	1.3	-0.3	-0.29		
	Black		1	11	9.09		0.6	0.4	0.61		
Job Group: 2H Adjunct Faculty	Hispanic		0	0							
	Asian		0	1	0.00		0.1	-0.1	-0.23		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	13	0.00		0.7	-0.7	-0.88		
	Male		35	127	27.56		36.7	-1.7	-0.41		
	Female		90	305	29.51	28.94	88.3	1.7	0.41		
	Non-Minority		109	335	32.54		99.2	9.8	2.57		
	Minority		16	87	18.39	29.62	25.8	-9.8	-2.57	Yes	
	Black		2	17	11.76		5.0	-3.0	-1.64		
	Hispanic		10	10	100.0		3.0	7.0	4.93		
	Asian		1	20	5.00		5.9	-4.9	-2.47	Yes	
	American Indian		1	4	25.00		1.2	-0.2	-0.20		
	Other		0	0							
	NHOPI		0	0							
	Two+		2	36	5.56		10.7	-8.7	-3.30	Yes	

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Hires v. Applicants

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Hires	Apps	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2I Athletics	Male		4	160	2.50		3.8	0.2	0.15		
	Female		2	91	2.20	2.39	2.2	-0.2	-0.15		
	Non-Minority		5	189	2.65		4.6	0.4	0.43		
	Minority		1	60	1.67	2.41	1.4	-0.4	-0.43		
	Black		1	27	3.70		0.7	0.3	0.46		
	Hispanic		0	0							
	Asian		0	7	0.00		0.2	-0.2	-0.42		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	26	0.00		0.6	-0.6	-0.84		
Job Group: 5 Sr Admin Support	Male		5	107	4.67		5.3	-0.3	-0.16		
	Female		6	117	5.13	4.91	5.7	0.3	0.16		
	Non-Minority		8	163	4.91		8.2	-0.2	-0.13		
	Minority		3	56	5.36	5.02	2.8	0.2	0.13		
	Black		1	16	6.25		0.8	0.2	0.23		
	Hispanic		2	2	100.0		0.1	1.9	6.16		
	Asian		0	3	0.00		0.2	-0.2	-0.40		
	American Indian		0	1	0.00		0.1	-0.1	-0.23		
	Other		0	0							
	NHOPI		0	2	0.00		0.1	-0.1	-0.33		
	Two+		0	32	0.00		1.6	-1.6	-1.40		
Job Group: 5A Admin Support-Other	Male		8	56	14.29		5.6	2.4	1.20		
	Female		17	193	8.81	10.04	19.4	-2.4	-1.20		
	Non-Minority		20	180	11.11		18.5	1.5	0.71		
	Minority		5	63	7.94	10.29	6.5	-1.5	-0.71		
	Black		1	9	11.11		0.9	0.1	0.08		
	Hispanic		3	3	100.0		0.3	2.7	5.14		
	Asian		1	23	4.35		2.4	-1.4	-0.98		
	American Indian		0	1	0.00		0.1	-0.1	-0.34		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	27	0.00		2.8	-2.8	-1.86		
Job Group: 5B Admin Support-Library	Male		0	0							
	Female		4	4	100.0	100.00	4.0	0.0	N/A	N/A	
	Non-Minority		4	4	100.0		4.0	0.0	N/A	N/A	
	Minority		0	0		100.00					
	Black		0	0							
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Hires v. Applicants

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Hires	Apps	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 5C Admin Assistants III	Male		0	0							
	Female		3	3	100.0	100.00	3.0	0.0	N/A	N/A	
	Non-Minority		3	3	100.0		3.0	0.0	N/A	N/A	
	Minority		0	0		100.00					
	Black		0	0							
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
Job Group: 5D Admin Assistants I & II	NHOPI		0	0							
	Two+		0	0							
	Male		0	0							
	Female		7	8	87.50	87.50	7.0	0.0	N/A		
	Non-Minority		6	7	85.71		6.1	-0.1	-0.38		
	Minority		1	1	100.0	87.50	0.9	0.1	0.38	11.0000	
	Black		0	0							
	Hispanic		1	1	100.0		0.9	0.1	0.38	11.0000	
	Asian		0	0							
Job Group: 5E Temporary	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
	Male		22	41	53.66		22.3	-0.3	-0.10		
	Female		35	64	54.69	54.29	34.7	0.3	0.10		
	Non-Minority		43	75	57.33		43.2	-0.2	-0.09		
	Minority		14	24	58.33	57.58	13.8	0.2	0.09		
	Black		1	4	25.00		2.3	-1.3	-1.34		
Job Group: 6 Craft Workers	Hispanic		12	12	100.0		6.9	5.1	3.16		
	Asian		0	1	0.00		0.6	-0.6	-1.16		
	American Indian		0	1	0.00		0.6	-0.6	-1.16		
	Other		0	0							
	NHOPI		0	0							
	Two+		1	6	16.67		3.5	-2.5	-2.08		Yes
	Male		5	5	100.0		5.0	0.0	N/A		
	Female		0	0		100.00					
	Non-Minority		3	3	100.0		3.0	0.0	N/A	N/A	
	Minority		2	2	100.0	100.00	2.0	0.0	N/A	N/A	
	Black		0	0							
	Hispanic		2	2	100.0		2.0	0.0	N/A	N/A	
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Hires v. Applicants

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Hires	Apps	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 8 Laborers	Male		2	2	100.0		2.0	0.0	N/A	N/A	
	Female		0	0		100.00					
	Non-Minority		2	2	100.0		2.0	0.0	N/A	N/A	
	Minority		0	0		100.00					
	Black		0	0							
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
Job Group: 9 Custodians	NHOPI		0	0							
	Two+		0	0							
	Male		3	3	100.0		3.0	0.0	N/A	N/A	
	Female		7	7	100.0	100.00	7.0	0.0	N/A		
	Non-Minority		3	3	100.0		3.0	0.0	N/A	N/A	
	Minority		7	7	100.0	100.00	7.0	0.0	N/A		
	Black		0	0							
	Hispanic		7	7	100.0		7.0	0.0	N/A		
	Asian		0	0							
Job Group: 9A Dining Services	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
	Male		3	3	100.0		3.0	0.0	N/A	N/A	
	Female		13	13	100.0	100.00	13.0	0.0	N/A		
	Non-Minority		10	10	100.0		10.0	0.0	N/A		
	Minority		6	6	100.0	100.00	6.0	0.0	N/A		
	Black		0	0							
Job Group: 9B Security / Service Worker	Hispanic		6	6	100.0		6.0	0.0	N/A		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
	Male		0	0							
	Female		1	1	100.0	100.00	1.0	0.0	N/A	N/A	
	Non-Minority		1	1	100.0		1.0	0.0	N/A	N/A	
	Minority		0	0		100.00					
	Black		0	0							
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

## Analysis of Promotions v. Persons Considered

University of Northern Colorado

11/01/2017

*Report*

Standard Deviation Test (Peoplefluent Corrected) by Job Group

*Sort and Summarize by*

Job Group

*Time Period*

From 11/01/2016 to 10/31/2017

*Test for Adverse Impact*

Standard Deviation (Peoplefluent Corrected)

The Standard Deviation Test, a test of statistical significance, takes into account the fact that, if an employer paid no attention to race or sex when making selections, there would be some natural degree of departure from perfect parity, both above and below, based on the rules of probability. According to this test, only significant departures away from parity should be construed as possible evidence of adverse impact. This test is 'Peoplefluent Corrected' in that it includes a correction factor that the OFCCP omits in its calculations. In cases where the selection pool is less than 30, and the expected number of selections is less than 5, Monitor automatically performs the Fisher's Exact Test in addition to the Standard Deviation Test. This procedure conforms with OFCCP methodology.

*Race Comparison*

Race v. All Others

Compares the minority total group to whites, and each race/ethnic group to all others (for example, blacks to non-blacks, Hispanics to non-Hispanics, whites to non-whites, etc...).

*Footnotes*

# Analysis of Promotions v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Proms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 1 Executives	Male		1	35	2.86	2.04	0.7	0.3	0.42		
	Female		1	63	1.59		1.3	-0.3	-0.42		
	Non-Minority		2	87	2.30	2.04	1.8	0.2	0.51		
	Minority		0	11	0.00		0.2	-0.2	-0.51		
	Black		0	1	0.00		0.0	0.0	-0.14		
	Hispanic		0	9	0.00		0.2	-0.2	-0.45		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.0	0.0	-0.14		
Job Group: 1A Sr Management	Male		2	77	2.60	1.92	1.5	0.5	0.60		
	Female		1	79	1.27		1.5	-0.5	-0.60		
	Non-Minority		3	135	2.22	1.92	2.6	0.4	0.69		
	Minority		0	21	0.00		0.4	-0.4	-0.69		
	Black		0	4	0.00		0.1	-0.1	-0.28		
	Hispanic		0	13	0.00		0.3	-0.3	-0.53		
	Asian		0	0							
	American Indian		0	2	0.00		0.0	0.0	-0.20		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	2	0.00		0.0	0.0	-0.20		
Job Group: 1B Directors	Male		4	349	1.15	0.91	3.2	0.8	0.60		
	Female		4	531	0.75		4.8	-0.8	-0.60		
	Non-Minority		8	758	1.06	0.91	6.9	1.1	1.14		
	Minority		0	122	0.00		1.1	-1.1	-1.14		
	Black		0	19	0.00		0.2	-0.2	-0.42		
	Hispanic		0	63	0.00		0.6	-0.6	-0.79		
	Asian		0	24	0.00		0.2	-0.2	-0.48		
	American Indian		0	6	0.00		0.1	-0.1	-0.24		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	10	0.00		0.1	-0.1	-0.30		
Job Group: 1C Asst/Assoc Deans	Male		2	238	0.84	1.29	3.1	-1.1	-0.88		
	Female		4	227	1.76		2.9	1.1	0.88		
	Non-Minority		5	391	1.28	1.29	5.0	0.0	-0.05		
	Minority		1	74	1.35		1.0	0.0	0.05		
	Black		0	11	0.00		0.1	-0.1	-0.38		
	Hispanic		0	36	0.00		0.5	-0.5	-0.71		
	Asian		0	14	0.00		0.2	-0.2	-0.43		
	American Indian		1	7	14.29		0.1	0.9	3.07		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	6	0.00		0.1	-0.1	-0.28		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Promotions v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Proms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 1D Management	Male		4	226	1.77	1.32	3.0	1.0	0.73		
	Female		5	458	1.09		6.0	-1.0	-0.73		
	Non-Minority		8	570	1.40	1.32	7.5	0.5	0.45		
	Minority		1	114	0.88		1.5	-0.5	-0.45		
	Black		0	10	0.00		0.1	-0.1	-0.37		
	Hispanic		0	75	0.00		1.0	-1.0	-1.06		
	Asian		1	16	6.25		0.2	0.8	1.75		
	American Indian		0	5	0.00		0.1	-0.1	-0.26		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	8	0.00		0.1	-0.1	-0.33		
Job Group: 2A Admin Professionals	Male		2	79	2.53	2.04	1.6	0.4	0.40		
	Female		2	117	1.71		2.4	-0.4	-0.40		
	Non-Minority		3	163	1.84	2.04	3.3	-0.3	-0.44		
	Minority		1	33	3.03		0.7	0.3	0.44		
	Black		0	4	0.00		0.1	-0.1	-0.29		
	Hispanic		1	24	4.17		0.5	0.5	0.78		
	Asian		0	3	0.00		0.1	-0.1	-0.25		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.14		
	Two+		0	1	0.00		0.0	0.0	-0.14		
Job Group: 2B IT Professionals	Male		1	51	1.96	1.10	0.6	0.4	0.69		
	Female		1	131	0.76		1.4	-0.4	-0.69		
	Non-Minority		1	143	0.70	1.10	1.6	-0.6	-0.99		
	Minority		1	39	2.56		0.4	0.6	0.99		
	Black		0	6	0.00		0.1	-0.1	-0.26		
	Hispanic		0	23	0.00		0.3	-0.3	-0.54		
	Asian		1	5	20.00		0.1	0.9	4.10		
	American Indian		0	2	0.00		0.0	0.0	-0.15		
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.11		
	Two+		0	2	0.00		0.0	0.0	-0.15		
Job Group: 2C Education Professionals	Male		3	344	0.87	1.25	4.3	-1.3	-0.81		
	Female		8	537	1.49		6.7	1.3	0.81		
	Non-Minority		11	761	1.45	1.25	9.5	1.5	1.32		
	Minority		0	120	0.00		1.5	-1.5	-1.32		
	Black		0	19	0.00		0.2	-0.2	-0.50		
	Hispanic		0	64	0.00		0.8	-0.8	-0.93		
	Asian		0	28	0.00		0.3	-0.3	-0.60		
	American Indian		0	3	0.00		0.0	0.0	-0.19		
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.11		
	Two+		0	5	0.00		0.1	-0.1	-0.25		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Promotions v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Proms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2D Professors	Male		22	253	8.70	6.42	16.2	5.8	1.82		
	Female		26	495	5.25		31.8	-5.8	-1.82		
	Non-Minority		43	650	6.62	6.42	41.7	1.3	0.57		
	Minority		5	98	5.10		6.3	-1.3	-0.57		
	Black		0	12	0.00		0.8	-0.8	-0.91		
	Hispanic		2	46	4.35		3.0	-1.0	-0.59		
	Asian		2	30	6.67		1.9	0.1	0.06		
	American Indian		0	2	0.00		0.1	-0.1	-0.37		
	Other		0	0							
	NHOPI		0	0							
	Two+		1	8	12.50		0.5	0.5	0.71		
Job Group: 2E Assoc Professors	Male		20	170	11.76	9.14	15.5	4.5	1.43		
	Female		29	366	7.92		33.5	-4.5	-1.43		
	Non-Minority		44	470	9.36	9.14	43.0	1.0	0.47		
	Minority		5	66	7.58		6.0	-1.0	-0.47		
	Black		0	7	0.00		0.6	-0.6	-0.84		
	Hispanic		2	32	6.25		2.9	-0.9	-0.58		
	Asian		2	22	9.09		2.0	0.0	-0.01		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		1	5	20.00		0.5	0.5	0.85		
Job Group: 2F Asst Professors	Male		6	142	4.23	3.59	5.1	0.9	0.49		
	Female		11	332	3.31		11.9	-0.9	-0.49		
	Non-Minority		14	419	3.34	3.59	15.0	-1.0	-0.79		
	Minority		3	55	5.45		2.0	1.0	0.79		
	Black		0	6	0.00		0.2	-0.2	-0.47		
	Hispanic		1	31	3.23		1.1	-0.1	-0.11		
	Asian		0	14	0.00		0.5	-0.5	-0.73		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.19		
	Two+		2	3	66.67		0.1	1.9	5.89		
Job Group: 2G Lecturers/Instructors	Male		1	124	0.81	2.68	3.3	-2.3	-1.54		
	Female		10	287	3.48		7.7	2.3	1.54		
	Non-Minority		10	365	2.74	2.68	9.8	0.2	0.22		
	Minority		1	46	2.17		1.2	-0.2	-0.22		
	Black		0	6	0.00		0.2	-0.2	-0.41		
	Hispanic		1	25	4.00		0.7	0.3	0.42		
	Asian		0	12	0.00		0.3	-0.3	-0.58		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	3	0.00		0.1	-0.1	-0.29		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Promotions v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Proms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2H Adjunct Faculty	Male		2	51	3.92		1.7	0.3	0.29		
	Female		4	131	3.05	3.30	4.3	-0.3	-0.29		
	Non-Minority		4	143	2.80		4.7	-0.7	-0.72		
	Minority		2	39	5.13	3.30	1.3	0.7	0.72		
	Black		0	6	0.00		0.2	-0.2	-0.46		
	Hispanic		0	23	0.00		0.8	-0.8	-0.94		
	Asian		2	5	40.00		0.2	1.8	4.65		
	American Indian		0	2	0.00		0.1	-0.1	-0.26		
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.18		
	Two+		0	2	0.00		0.1	-0.1	-0.26		
Job Group: 3 Technicians	Male		2	42	4.76		2.0	0.0	N/A		
	Female		0	0		4.76					
	Non-Minority		2	39	5.13		1.9	0.1	0.40		
	Minority		0	3	0.00	4.76	0.1	-0.1	-0.40		
	Black		0	0							
	Hispanic		0	2	0.00		0.1	-0.1	-0.32		
	Asian		0	0							
	American Indian		0	1	0.00		0.0	0.0	-0.22		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
Job Group: 5 Sr Admin Support	Male		0	54	0.00		0.9	-0.9	-1.12		
	Female		4	174	2.30	1.75	3.1	0.9	1.12		
	Non-Minority		3	193	1.55		3.4	-0.4	-0.54		
	Minority		1	35	2.86	1.75	0.6	0.4	0.54		
	Black		0	5	0.00		0.1	-0.1	-0.30		
	Hispanic		1	24	4.17		0.4	0.6	0.95		
	Asian		0	4	0.00		0.1	-0.1	-0.27		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.13		
	Two+		0	1	0.00		0.0	0.0	-0.13		
Job Group: 5A Admin Support-Other	Male		2	80	2.50		2.8	-0.8	-0.56		
	Female		8	207	3.86	3.48	7.2	0.8	0.56		
	Non-Minority		7	196	3.57		6.8	0.2	0.12		
	Minority		3	91	3.30	3.48	3.2	-0.2	-0.12		
	Black		0	6	0.00		0.2	-0.2	-0.47		
	Hispanic		3	76	3.95		2.6	0.4	0.26		
	Asian		0	4	0.00		0.1	-0.1	-0.38		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.19		
	Two+		0	4	0.00		0.1	-0.1	-0.38		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Promotions v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Proms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Actual - Expected)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 5C Admin Assistants III	Male		0	2	0.00	6.67	0.1	-0.1	-0.38		
	Female		3	43	6.98		2.9	0.1	0.38		
	Non-Minority		3	40	7.50	6.67	2.7	0.3	0.63		
	Minority		0	5	0.00		0.3	-0.3	-0.63		
	Black		0	0							
	Hispanic		0	4	0.00		0.3	-0.3	-0.55		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.1	-0.1	-0.27		
Job Group: 5D Admin Assistants I & II	Male		0	33	0.00	1.03	0.3	-0.3	-0.72		
	Female		1	64	1.56		0.7	0.3	0.72		
	Non-Minority		0	76	0.00	1.03	0.8	-0.8	-1.90		
	Minority		1	21	4.76		0.2	0.8	1.90		
	Black		0	4	0.00		0.0	0.0	-0.21		
	Hispanic		1	13	7.69		0.1	0.9	2.54		
	Asian		0	3	0.00		0.0	0.0	-0.18		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.0	0.0	-0.10		
	Two+		0	0							
Job Group: 5E Temporary	Male		0	41	0.00	1.20	0.5	-0.5	-0.99		
	Female		1	42	2.38		0.5	0.5	0.99		
	Non-Minority		0	24	0.00	1.20	0.3	-0.3	-0.64		
	Minority		1	59	1.69		0.7	0.3	0.64		
	Black		0	2	0.00		0.0	0.0	-0.16		
	Hispanic		1	55	1.82		0.7	0.3	0.71		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	2	0.00		0.0	0.0	-0.16		
Job Group: 8 Laborers	Male		1	41	2.44	2.41	1.0	0.0	0.02		
	Female		1	42	2.38		1.0	0.0	-0.02		
	Non-Minority		1	24	4.17	2.41	0.6	0.4	0.66		
	Minority		1	59	1.69		1.4	-0.4	-0.66		
	Black		0	2	0.00		0.0	0.0	-0.22		
	Hispanic		1	55	1.82		1.3	-0.3	-0.49		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	2	0.00		0.0	0.0	-0.22		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

## Analysis of Terminations v. Persons Considered

University of Northern Colorado

11/01/2017

*Report*

Standard Deviation Test (Peoplefluent Corrected) by Job Group

*Sort and Summarize by*

Job Group

*Time Period*

From 11/01/2016 to 10/31/2017

*Test for Adverse Impact*

Standard Deviation (Peoplefluent Corrected)

The Standard Deviation Test, a test of statistical significance, takes into account the fact that, if an employer paid no attention to race or sex when making selections, there would be some natural degree of departure from perfect parity, both above and below, based on the rules of probability. According to this test, only significant departures away from parity should be construed as possible evidence of adverse impact. This test is 'Peoplefluent Corrected' in that it includes a correction factor that the OFCCP omits in its calculations. In cases where the selection pool is less than 30, and the expected number of selections is less than 5, Monitor automatically performs the Fisher's Exact Test in addition to the Standard Deviation Test. This procedure conforms with OFCCP methodology.

*Race Comparison*

Race v. All Others

Compares the minority total group to whites, and each race/ethnic group to all others (for example, blacks to non-blacks, Hispanics to non-Hispanics, whites to non-whites, etc...).

*Footnotes*

# Analysis of Terminations v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Terms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Expected - Actual)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 1 Executives	Male		1	3	33.33		0.4	-0.6	-1.15	0.8571	
	Female		0	4	0.00	14.29	0.6	0.6	1.15	1.0000	
	Non-Minority		1	6	16.67		0.9	-0.1	-0.41	1.08571	
	Minority		0	1	0.00	14.29	0.1	0.1	0.41	1.0000	
	Black		0	0							
	Hispanic		0	1	0.00		0.1	0.1	0.41	1.0000	
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
Job Group: 1A Sr Management	Male		1	16	6.25		1.4	0.4	0.49		
	Female		2	18	11.11	8.82	1.6	-0.4	-0.49		
	Non-Minority		3	30	10.00		2.6	-0.4	-0.65		
	Minority		0	4	0.00	8.82	0.4	0.4	0.65		
	Black		0	2	0.00		0.2	0.2	0.45		
	Hispanic		0	2	0.00		0.2	0.2	0.45		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
Job Group: 1B Directors	Male		6	32	18.75		5.0	-1.0	-0.64		
	Female		6	45	13.33	15.58	7.0	1.0	0.64		
	Non-Minority		11	64	17.19		10.0	-1.0	-0.85		
	Minority		1	13	7.69	15.58	2.0	1.0	0.85		
	Black		1	5	20.00		0.8	-0.2	-0.28		
	Hispanic		0	7	0.00		1.1	1.1	1.18		
	Asian		0	0							
	American Indian		0	1	0.00		0.2	0.2	0.43		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
Job Group: 1D Management	Male		8	53	15.09		6.9	-1.1	-0.66		
	Female		5	47	10.64	13.00	6.1	1.1	0.66		
	Non-Minority		11	87	12.64		11.3	0.3	0.27		
	Minority		2	13	15.38	13.00	1.7	-0.3	-0.27		
	Black		0	2	0.00		0.3	0.3	0.55		
	Hispanic		2	7	28.57		0.9	-1.1	-1.26		
	Asian		0	0							
	American Indian		0	1	0.00		0.1	0.1	0.39		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	3	0.00		0.4	0.4	0.68		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Terminations v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Terms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Expected - Actual)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2A Admin Professionals	Male		1	21	4.76	8.22	1.7	0.7	0.68		
	Female		5	52	9.62		4.3	-0.7	-0.68		
	Non-Minority		5	65	7.69	8.22	5.3	0.3	0.46		
	Minority		1	8	12.50		0.7	-0.3	-0.46		
	Black		0	0							
	Hispanic		0	7	0.00		0.6	0.6	0.83		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		1	1	100.0		0.1	-0.9	-3.34		Yes
Job Group: 2B IT Professionals	Male		6	48	12.50	13.33	6.4	0.4	0.38		
	Female		2	12	16.67		1.6	-0.4	-0.38		
	Non-Minority		7	51	13.73	13.33	6.8	-0.2	-0.21		
	Minority		1	9	11.11		1.2	0.2	0.21		
	Black		0	0							
	Hispanic		1	8	12.50		1.1	0.1	0.07		
	Asian		0	0							
	American Indian		0	1	0.00		0.1	0.1	0.39		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
Job Group: 2C Education Professionals	Male		3	30	10.00	16.84	5.1	2.1	1.20		
	Female		13	65	20.00		10.9	-2.1	-1.20		
	Non-Minority		10	67	14.93	16.84	11.3	1.3	0.77		
	Minority		6	28	21.43		4.7	-1.3	-0.77		
	Black		1	3	33.33		0.5	-0.5	-0.77		
	Hispanic		3	19	15.79		3.2	0.2	0.14		
	Asian		0	1	0.00		0.2	0.2	0.45		
	American Indian		1	3	33.33		0.5	-0.5	-0.77		
	Other		0	0							
	NHOPI		0	0							
	Two+		1	2	50.00		0.3	-0.7	-1.26		
Job Group: 2D Professors	Male		4	110	3.64	5.88	6.5	2.5	1.56		
	Female		7	77	9.09		4.5	-2.5	-1.56		
	Non-Minority		10	153	6.54	5.88	9.0	-1.0	-0.80		
	Minority		1	34	2.94		2.0	1.0	0.80		
	Black		0	5	0.00		0.3	0.3	0.57		
	Hispanic		0	15	0.00		0.9	0.9	1.01		
	Asian		1	10	10.00		0.6	-0.4	-0.57		
	American Indian		0	3	0.00		0.2	0.2	0.44		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.1	0.1	0.25		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Terminations v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Terms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Expected - Actual)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2E Assoc Professors	Male		1	67	1.49	4.65	3.1	2.1	1.76		
	Female		5	62	8.06		2.9	-2.1	-1.76		
	Non-Minority		5	115	4.35	4.65	5.3	0.3	0.47		
	Minority		1	14	7.14		0.7	-0.3	-0.47		
	Black		0	3	0.00		0.1	0.1	0.39		
	Hispanic		0	4	0.00		0.2	0.2	0.45		
	Asian		1	6	16.67		0.3	-0.7	-1.43		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.0	0.0	0.22		
Job Group: 2F Asst Professors	Male		5	63	7.94	6.17	3.9	-1.1	-0.74		
	Female		5	99	5.05		6.1	1.1	0.74		
	Non-Minority		7	132	5.30	6.17	8.1	1.1	0.96		
	Minority		3	30	10.00		1.9	-1.1	-0.96		
	Black		0	2	0.00		0.1	0.1	0.36		
	Hispanic		1	9	11.11		0.6	-0.4	-0.63		
	Asian		2	15	13.33		0.9	-1.1	-1.21		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.1	0.1	0.26		
	Two+		0	3	0.00		0.2	0.2	0.45		
Job Group: 2G Lecturers/Instructors	Male		2	21	9.52	10.00	2.1	0.1	0.09		
	Female		5	49	10.20		4.9	-0.1	-0.09		
	Non-Minority		5	60	8.33	10.00	6.0	1.0	1.13		
	Minority		2	10	20.00		1.0	-1.0	-1.13		
	Black		0	1	0.00		0.1	0.1	0.33		
	Hispanic		2	6	33.33		0.6	-1.4	-1.98		
	Asian		0	2	0.00		0.2	0.2	0.47		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.1	0.1	0.33		
	Two+		0	0							
Job Group: 2H Adjunct Faculty	Male		44	159	27.67	26.12	41.5	-2.5	-0.53		
	Female		96	377	25.46		98.5	2.5	0.53		
	Non-Minority		121	474	25.53	26.12	123.8	2.8	0.86		
	Minority		19	62	30.65		16.2	-2.8	-0.86		
	Black		1	8	12.50		2.1	1.1	0.88		
	Hispanic		12	35	34.29		9.1	-2.9	-1.14		
	Asian		6	13	46.15		3.4	-2.6	-1.66		
	American Indian		0	1	0.00		0.3	0.3	0.59		
	Other		0	0							
	NHOPI		0	0							
	Two+		0	5	0.00		1.3	1.3	1.33		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Terminations v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Terms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Expected - Actual)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 2I Athletics	Male		5	40	12.50	13.33	5.3	0.3	0.27		
		Female	3	20	15.00		2.7	-0.3	-0.27		
	Non-Minority		6	50	12.00	13.33	6.7	0.7	0.67		
		Minority	2	10	20.00		1.3	-0.7	-0.67		
	Black		1	6	16.67		0.8	-0.2	-0.25		
	Hispanic		0	0							
	Asian		1	3	33.33		0.4	-0.6	-1.04		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
Job Group: 3 Technicians	Male		2	10	20.00	16.67	1.7	-0.3	-0.66	10.6818	
		Female	0	2	0.00		0.3	0.3	0.66	11.0000	
	Non-Minority		2	12	16.67	16.67	2.0	0.0	N/A	N/A	
		Minority	0	0							
	Black		0	0							
	Hispanic		0	0							
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
Job Group: 5 Sr Admin Support	Male		7	23	30.43	14.58	3.4	-3.6	-2.46		Yes
		Female	7	73	9.59		10.6	3.6	2.46		
	Non-Minority		11	75	14.67	14.58	10.9	-0.1	-0.04		
		Minority	3	21	14.29		3.1	0.1	0.04		
	Black		0	3	0.00		0.4	0.4	0.72		
	Hispanic		1	12	8.33		1.8	0.8	0.65		
	Asian		0	2	0.00		0.3	0.3	0.59		
	American Indian		1	2	50.00		0.3	-0.7	-1.43		
	Other		0	0							
	NHOPI		0	0							
Job Group: 5A Admin Support-Other	Male		6	25	24.00	17.02	4.3	-1.7	-1.08		
		Female	10	69	14.49		11.7	1.7	1.08		
	Non-Minority		14	81	17.28	17.02	13.8	-0.2	-0.17		
		Minority	2	13	15.38		2.2	0.2	0.17		
	Black		1	2	50.00		0.3	-0.7	-1.25		
	Hispanic		1	10	10.00		1.7	0.7	0.62		
	Asian		0	1	0.00		0.2	0.2	0.45		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
Job Group:			0	0							
		Two+	0	1	0.00		0.1	0.1	0.39		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Terminations v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Terms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Expected - Actual)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 5B Admin Support-Library	Male		1	4	25.00	15.38	0.6	-0.4	-0.57	10.5107	
		Female	3	22	13.64		3.4	0.4	0.57	10.9013	
	Non-Minority		4	24	16.67	15.38	3.7	-0.3	-0.62	10.7108	
		Minority	0	2	0.00		0.3	0.3	0.62	11.0000	
	Black		0	0							
	Hispanic		0	1	0.00		0.2	0.2	0.43	11.0000	
	Asian		0	1	0.00		0.2	0.2	0.43	11.0000	
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	0							
Job Group: 5C Admin Assistants III	Male		0	4	0.00	15.38	0.6	0.6	0.87		
		Female	10	61	16.39		9.4	-0.6	-0.87		
	Non-Minority		9	59	15.25	15.38	9.1	0.1	0.09		
		Minority	1	6	16.67		0.9	-0.1	-0.09		
	Black		0	0							
	Hispanic		0	4	0.00		0.6	0.6	0.87		
	Asian		1	1	100.0		0.2	-0.8	-2.35		Yes
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.2	0.2	0.43		
Job Group: 5D Admin Assistants I & II	Male		0	2	0.00	11.54	0.2	0.2	0.52		
		Female	6	50	12.00		5.8	-0.2	-0.52		
	Non-Minority		6	46	13.04	11.54	5.3	-0.7	-0.93		
		Minority	0	6	0.00		0.7	0.7	0.93		
	Black		0	0							
	Hispanic		0	5	0.00		0.6	0.6	0.84		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.1	0.1	0.36		
Job Group: 5E Temporary	Male		30	55	54.55	51.95	28.6	-1.4	-0.48		
		Female	50	99	50.51		51.4	1.4	0.48		
	Non-Minority		62	119	52.10	51.95	61.8	-0.2	-0.07		
		Minority	18	35	51.43		18.2	0.2	0.07		
	Black		2	5	40.00		2.6	0.6	0.54		
	Hispanic		16	25	64.00		13.0	-3.0	-1.31		
	Asian		0	3	0.00		1.6	1.6	1.81		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	1	0.00		0.5	0.5	1.04		
	Two+		0	1	0.00		0.5	0.5	1.04		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Terminations v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

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			Terms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Expected - Actual)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group: 6 Craft Workers	Male		5	47	10.64						
	Female		0	0		10.64	5.0	0.0	N/A		
	Non-Minority		4	42	9.52						
	Minority		1	5	20.00	10.64	4.5	0.5	0.71		
							0.5	-0.5	-0.71		
	Black		0	0							
	Hispanic		1	4	25.00		0.4	-0.6	-0.96		
	Asian		0	0							
	American Indian		0	1	0.00		0.1	0.1	0.35		
	Other		0	0							
Job Group: 8 Laborers	NHOPI		0	0							
	Two+		0	0							
	Male		5	30	16.67						
	Female		0	1	0.00	16.13	4.8	-0.2	-0.44		
							0.2	0.2	0.44		
	Non-Minority		4	22	18.18						
	Minority		1	9	11.11	16.13	3.5	-0.5	-0.48		
							1.5	0.5	0.48		
	Black		0	0							
	Hispanic		1	8	12.50		1.3	0.3	0.32		
Job Group: 9 Custodians	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	1	0.00		0.2	0.2	0.44		
	Male		7	44	15.91						
	Female		6	49	12.24	13.98	6.2	-0.8	-0.51		
							6.8	0.8	0.51		
	Non-Minority		3	27	11.11						
	Minority		10	66	15.15	13.98	3.8	0.8	0.51		
Job Group: 9A Dining Services							9.2	-0.8	-0.51		
	Black		0	2	0.00		0.3	0.3	0.57		
	Hispanic		10	62	16.13		8.7	-1.3	-0.84		
	Asian		0	0							
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
	Two+		0	2	0.00		0.3	0.3	0.57		
	Male		6	21	28.57						
	Female		15	55	27.27	27.63	5.8	-0.2	-0.11		
Job Group: 9A Dining Services							15.2	0.2	0.11		
	Non-Minority		14	46	30.43						
	Minority		7	30	23.33	27.63	12.7	-1.3	-0.67		
							8.3	1.3	0.67		
	Black		0	0							
	Hispanic		7	28	25.00		7.7	0.7	0.39		
	Asian		0	1	0.00		0.3	0.3	0.62		
	American Indian		0	0							
	Other		0	0							
	NHOPI		0	0							
Job Group: 9A Dining Services	Two+		0	1	0.00		0.3	0.3	0.62		

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# Analysis of Terminations v. Persons Considered

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

			Terms	Pool	Select Rate (%)	Overall Select Rate (%)	Exp Selection	Difference (Expected - Actual)	Number of Standard Devs	Fisher's Prob	Significant Disparity?
Job Group:	9B Security / Service Worker	Male	1	12	8.33	12.50	1.5	0.5	0.85	1	0.9500
		Female	1	4	25.00		0.5	-0.5	-0.85	0	0.9000
		Non-Minority	1	13	7.69	12.50	1.6	0.6	1.17	1	0.9750
		Minority	1	3	33.33		0.4	-0.6	-1.17	0	0.7000
		Black	0	1	0.00	50.00	0.1	0.1	0.38	1	1.0000
		Hispanic	0	0							
		Asian	1	2	50.00		0.3	-0.8	-1.66	0	0.4833
		American Indian	0	0							
		Other	0	0							
		NHOPI	0	0							
		Two+	0	0							

Note: Yes indicates Number of Standard Deviations <= -2.00

Yes\* indicates Probability <= 0.0500

<sup>1</sup> indicates one-tail probabilities that have not been doubled

# **T-Test by Job Title**

University of Northern Colorado 11/01/2017

## **Cohort Results**

Cohort Report: T-Test by Job Title

## **Cohorts Grouped By**

Job Title

**All Cohort Groups Shown (Cohort Groups Included: 703)**

## **t-Test Analysis**

Females v. Males

The "Number of Standard Deviations" displayed in this report are based on a "t-Test." In the t-Test model, it is presumed that the pay rates within each cohort were, or should have been, drawn randomly from a normally distributed ("bell-shaped") population. For each cohort, the number of standard deviations displayed in the report is not the value of the t-statistic, but rather the t-statistic's normal-equivalent number of standard deviations. A pay disparity of less than about two standard deviations is usually considered to be small enough to reasonably attribute to chance, whereas a pay disparity of more than two standard deviations is usually considered worthy of further investigation.

The "Weighted Difference" for each cohort is obtained by multiplying the "Difference in Pay" by the number of "Females Compared." Conversely, in the "Overall Summary/Total" line, the "Difference in Pay" is obtained by dividing the "Weighted Difference" by the number of "Females Compared."

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
ASLIS RSA Grant Coordinator	1	0	0	0	48,006	.	.	.	.
AVP Research Initiatives	0	1	0	0	.	149,240	.	.	.
AVP Alumni Relations	1	0	0	0	122,325	.	.	.	.
AVP Auxiliary Services	0	1	0	0	.	156,666	.	.	.
AVP Equity & Inclusion	1	0	0	0	131,622	.	.	.	.
AVP Facilities Management	0	1	0	0	.	144,810	.	.	.
AVP Finance	1	0	0	0	134,763	.	.	.	.
AVP Human Resources	0	1	0	0	.	130,541	.	.	.
AVP Information Technology	0	1	0	0	.	168,688	.	.	.
AVP Marketing	0	1	0	0	.	130,603	.	.	.
AVP Police Dept Operations	0	1	0	0	.	117,770	.	.	.
AVP Purchasing	1	0	0	0	128,398	.	.	.	.
AVP Student Engagement & DOS	0	1	0	0	.	131,622	.	.	.
Academic Advisor	4	3	4	3	48,090	45,756	2,333	9,333	0.97
Academic Coach	0	2	0	0	.	46,218	.	.	.
Academic Report Writer	0	1	0	0	.	57,158	.	.	.
Academic Scheduling Supp Spec	1	0	0	0	46,402	.	.	.	.
Access Coordinator	1	0	0	0	41,267	.	.	.	.
Accountant I	3	0	0	0	48,711	.	.	.	.
Accountant II	1	2	1	2	60,674	59,634	1,040	1,040	.
Accountant III	1	0	0	0	71,282	.	.	.	.
Accounting Technician I	2	0	0	0	32,271	.	.	.	.
Accounting Technician II	5	0	0	0	38,039	.	.	.	.
Accounting Technician III	5	0	0	0	43,759	.	.	.	.
Acting Dean PVA	1	0	0	0	132,995	.	.	.	.
Acting Provost	0	1	0	0	.	209,997	.	.	.
Adjunct Faculty	261	109	261	109	60,786	68,405	-7,619	-1,988,639	-1.38
Adjunct Faculty IEL	1	0	0	0	38,854	.	.	.	.
Admin Assistant I	2	2	2	2	31,314	30,368	946	1,893	0.35
Admin Assistant II	33	0	0	0	35,601	.	.	.	.
Admin Assistant III	53	3	53	3	43,515	42,799	715	37,905	0.29
Administrative Aide	4	0	0	0	40,992	.	.	.	.
Administrative Aide College of PVA	1	0	0	0	51,667	.	.	.	.
Administrative Coordinator	2	0	0	0	45,916	.	.	.	.
Administrative Specialist	6	0	0	0	47,788	.	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Admissions Counselor	3	2	3	2	36,705	35,485	1,220	3,661	0.49
Admissions Recruitment Specialist	2	0	0	0	43,326	.	.	.	.
Adult Stu Client Rel Mgt Coord	0	1	0	0	.	51,064	.	.	.
Alumni Relations Assistant	1	0	0	0	40,560	.	.	.	.
Animal Care II	0	1	0	0	.	43,909	.	.	.
Assignments Coordinator	1	0	0	0	45,573	.	.	.	.
Assoc AD-Sr Woman's Administrator	1	0	0	0	83,637	.	.	.	.
Assoc Baseball Coach	0	1	0	0	.	30,722	.	.	.
Assoc Dean	1	3	1	3	83,034	124,329	-41,295	-41,295	-0.87
Assoc Dean HSS	1	0	0	0	134,264	.	.	.	.
Assoc Dir	2	1	2	1	72,216	51,293	20,924	41,847	0.55
Assoc Dir Alumni Relation	0	1	0	0	.	55,869	.	.	.
Assoc Dir Campus Recr	0	1	0	0	.	64,834	.	.	.
Assoc Dir Development	0	1	0	0	.	56,805	.	.	.
Assoc Dir Employee Relations	0	1	0	0	.	76,003	.	.	.
Assoc Dir Financial Aid	2	0	0	0	71,500	.	.	.	.
Assoc Dir Gifts Administration	0	1	0	0	.	47,600	.	.	.
Assoc Dir Jazz Studies	1	0	0	0	52,520	.	.	.	.
Assoc Dir Oper & Visitor Sv	1	0	0	0	72,010	.	.	.	.
Assoc Dir Records Administration	1	1	0	0	45,011	45,573	-562	.	.
Assoc Dir Retail & Catering	1	0	0	0	86,063	.	.	.	.
Assoc Dir SBDC	1	0	0	0	40,498	.	.	.	.
Assoc Dir Sponsored Programs	1	0	0	0	96,200	.	.	.	.
Assoc Dir Student Activ	0	1	0	0	.	55,907	.	.	.
Assoc Men's Basketball Coach	0	1	0	0	.	70,886	.	.	.
Assoc Prof & Chair	0	1	0	0	.	98,405	.	.	.
Assoc Prof - APCE	1	0	0	0	72,322	.	.	.	.
Assoc Prof - ASL	1	0	0	0	76,274	.	.	.	.
Assoc Prof - ASRM	0	1	0	0	.	81,619	.	.	.
Assoc Prof - Accounting	1	2	1	2	132,122	166,005	-33,883	-33,883	-2.39
Assoc Prof - Acting	1	0	0	0	66,123	.	.	.	.
Assoc Prof - Africana Studies	0	1	0	0	.	79,830	.	.	.
Assoc Prof - Anthropology	2	1	2	1	66,612	73,736	-7,124	-14,248	-1.11
Assoc Prof - Art Education	1	1	0	0	69,472	69,056	416	.	.
Assoc Prof - Biological Sciences	1	0	0	0	81,203	.	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
<b>Assoc Prof - Biology</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>79,747</b>	<b>89,070</b>	<b>-9,323</b>	<b>-37,290</b>	<b>-2.08</b>
Assoc Prof - Chemistry	0	1	0	0	.	86,029	.	.	.
Assoc Prof - Communication Studies	1	0	0	0	66,144	.	.	.	.
Assoc Prof - Community Health Prg	2	0	0	0	86,174	.	.	.	.
Assoc Prof - Computer Info Systems	0	1	0	0	.	123,635	.	.	.
Assoc Prof - Counseling Psychology	1	1	0	0	74,734	72,134	2,600	.	.
Assoc Prof - Criminal Justice	2	1	2	1	74,578	72,634	1,945	3,890	0.12
Assoc Prof - Dietetics	3	0	0	0	74,617	.	.	.	.
Assoc Prof - Earth Sciences	0	3	0	0	.	80,045	.	.	.
Assoc Prof - Economics	0	1	0	0	.	103,251	.	.	.
Assoc Prof - Ed Tech Instruction	1	0	0	0	73,382	.	.	.	.
Assoc Prof - Educational Psychology	0	1	0	0	.	76,045	.	.	.
Assoc Prof - Elementary Ed	2	0	0	0	72,665	.	.	.	.
Assoc Prof - English	4	1	4	1	68,385	75,795	-7,410	-29,640	-1.49
Assoc Prof - Finance	0	2	0	0	.	115,898	.	.	.
Assoc Prof - Foreign Language	1	0	0	0	71,490	.	.	.	.
Assoc Prof - Foundations	0	1	0	0	.	77,834	.	.	.
Assoc Prof - Full Benefits	1	0	0	0	80,350	.	.	.	.
Assoc Prof - Geography	2	0	0	0	77,750	.	.	.	.
Assoc Prof - Geology	0	1	0	0	.	80,163	.	.	.
Assoc Prof - HESAL	1	1	0	0	87,734	87,734	0	.	.
Assoc Prof - History	2	3	2	3	67,246	71,053	-3,806	-7,613	-1.44
Assoc Prof - Human Sciences	1	0	0	0	94,286	.	.	.	.
Assoc Prof - Human Services	3	2	3	2	78,208	78,364	-156	-468	-0.04
Assoc Prof - Journalism	1	0	0	0	75,171	.	.	.	.
Assoc Prof - Management	1	3	1	3	126,672	128,911	-2,239	-2,239	-0.17
Assoc Prof - Math	1	2	1	2	79,768	74,932	4,836	4,836	0.54
Assoc Prof - Math Science	1	0	0	0	85,238	.	.	.	.
Assoc Prof - Modern Languages	1	0	0	0	70,574	.	.	.	.
Assoc Prof - Music	4	8	4	8	72,379	70,858	1,521	6,084	0.50
Assoc Prof - Nursing	6	1	6	1	86,733	82,576	4,157	24,939	0.46
Assoc Prof - Philosophy	0	1	0	0	.	81,744	.	.	.
Assoc Prof - Physics	0	1	0	0	.	80,309	.	.	.
Assoc Prof - Political Science	0	1	0	0	.	73,424	.	.	.
Assoc Prof - Psychology	1	4	1	4	67,246	78,920	-11,674	-11,674	-0.80

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Assoc Prof - Reading	0	1	0	0	.	76,149	.	.	.
Assoc Prof - SES	0	3	0	0	.	79,186	.	.	.
Assoc Prof - Sociology	2	1	2	1	69,389	69,326	62	125	0.01
Assoc Prof - Spanish Linguist	0	1	0	0	.	67,018	.	.	.
Assoc Prof - Special Education	3	2	3	2	74,776	69,846	4,930	14,789	0.64
Assoc Prof - Speech Language	2	0	0	0	74,589	.	.	.	.
Assoc Prof - Sport Sciences	2	0	0	0	69,316	.	.	.	.
Assoc Prof - Teacher Education	5	1	5	1	71,452	66,394	5,059	25,293	1.38
Assoc Prof - Theatre Arts	0	1	0	0	.	95,930	.	.	.
Assoc Prof - Theatre Studies	1	2	1	2	66,144	62,089	4,055	4,055	0.26
Assoc Prof - Women's Studies	1	0	0	0	72,176	.	.	.	.
Assoc Provost & Dean Grad Schl	1	0	0	0	154,315	.	.	.	.
Asst AD - Business	1	0	0	0	55,536	.	.	.	.
Asst AD-Facilities and Events	0	1	0	0	.	55,182	.	.	.
Asst Athletic Director	0	1	0	0	.	53,070	.	.	.
Asst Athletic Trainer	1	3	1	3	50,003	48,006	1,997	1,997	.
Asst Athletics Coach	0	1	0	0	.	35,339	.	.	.
Asst Basketball Coach	3	0	0	0	39,220	.	.	.	.
Asst Brewer	0	1	0	0	.	45,011	.	.	.
Asst Business Manager	1	0	0	0	34,944	.	.	.	.
Asst Clery Compliance Officer	1	0	0	0	42,058	.	.	.	.
Asst Coach	0	1	0	0	.	26,603	.	.	.
Asst Coach Track & Field	0	1	0	0	.	38,085	.	.	.
Asst Controller	1	0	0	0	91,478	.	.	.	.
Asst Dean	2	1	2	1	100,849	78,478	22,370	44,741	1.26
Asst Dean & Dir Math & Science	0	1	0	0	.	114,005	.	.	.
Asst Dean for Admissions	1	0	0	0	63,253	.	.	.	.
Asst Dean of Student Life	0	1	0	0	.	78,666	.	.	.
Asst Dir Alumni Relations	0	1	0	0	.	51,958	.	.	.
Asst Dir Annual Giving	0	1	0	0	.	54,454	.	.	.
Asst Dir Board Ops	0	1	0	0	.	70,595	.	.	.
Asst Dir Communications	0	1	0	0	.	33,280	.	.	.
Asst Dir Community Arts	1	0	0	0	52,728	.	.	.	.
Asst Dir Community Standards	1	0	0	0	55,910	.	.	.	.
Asst Dir Competitive Sports	0	1	0	0	.	48,006	.	.	.

# T-Test by Job Title Cohort Results

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Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Asst Dir Compliance	1	0	0	0	33,155	.	.	.	.
Asst Dir Conference	0	1	0	0	.	60,757	.	.	.
Asst Dir Enterprise Sysys & Ap	0	1	0	0	.	90,147	.	.	.
Asst Dir HR & Payroll	1	0	0	0	89,211	.	.	.	.
Asst Dir Housing Services	0	1	0	0	.	55,910	.	.	.
Asst Dir Infrastructure & Netw	0	1	0	0	.	90,147	.	.	.
Asst Dir Marketing	1	0	0	0	34,050	.	.	.	.
Asst Dir McNair Scholars	1	0	0	0	45,760	.	.	.	.
Asst Dir New Student Orient	1	0	0	0	45,760	.	.	.	.
Asst Dir Outdoor Pursuits	1	0	0	0	48,006	.	.	.	.
Asst Dir Prevention Educa	1	0	0	0	54,808	.	.	.	.
Asst Dir Residential Educ	0	2	0	0	.	55,359	.	.	.
Asst Dir Special/Campaign Evts	1	0	0	0	51,314	.	.	.	.
Asst Dir Support Svcs	1	0	0	0	81,598	.	.	.	.
Asst Dir for Facilities	0	1	0	0	.	33,467	.	.	.
Asst Dir for Student Athlete	0	1	0	0	.	46,675	.	.	.
Asst Dir of Operations	0	1	0	0	.	48,006	.	.	.
Asst Dir of Residential Educ	1	0	0	0	54,808	.	.	.	.
Asst Dir/Training Director	1	0	0	0	66,850	.	.	.	.
Asst Equipment Manager	1	0	0	0	30,326	.	.	.	.
Asst Football Coach	0	9	0	0	.	46,837	.	.	.
Asst Men's Basketball Coach	0	2	0	0	.	43,212	.	.	.
Asst Prof - Accounting	1	0	0	0	162,011	.	.	.	.
Asst Prof - Applied Stat & Rsch	0	2	0	0	.	70,803	.	.	.
Asst Prof - Applied/Stat & Rsch	1	0	0	0	70,803	.	.	.	.
Asst Prof - Art & Design	1	0	0	0	55,619	.	.	.	.
Asst Prof - Audiology	2	0	0	0	63,690	.	.	.	.
Asst Prof - Biological Sciences	3	0	0	0	71,081	.	.	.	.
Asst Prof - Biology	1	0	0	0	75,795	.	.	.	.
Asst Prof - Biomedical Sciences	0	1	0	0	.	72,114	.	.	.
Asst Prof - Chemistry & Biochem	1	0	0	0	69,597	.	.	.	.
Asst Prof - Chinese	1	0	0	0	66,123	.	.	.	.
Asst Prof - Counseling Psychology	1	0	0	0	65,998	.	.	.	.
Asst Prof - Counselor Education	2	0	0	0	66,654	.	.	.	.
Asst Prof - Criminal Justice	1	1	0	0	69,888	65,998	3,890	.	.

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Asst Prof - Criminial Justice	0	1	0	0	.	58,365	.	.	.
Asst Prof - Curriculum & Inst	1	0	0	0	66,539	.	.	.	.
Asst Prof - Dean Grad School	1	0	0	0	105,997	.	.	.	.
Asst Prof - Dietetics	1	0	0	0	66,290	.	.	.	.
Asst Prof - Earth Sciences	1	0	0	0	74,838	.	.	.	.
Asst Prof - Economics	1	0	0	0	90,750	.	.	.	.
Asst Prof - Ed Technology	0	1	0	0	.	67,205	.	.	.
Asst Prof - Ed. Ldshp & Policy	2	3	2	3	72,363	73,382	-1,019	-2,038	-0.96
Asst Prof - Ed. Tech Instruction	1	0	0	0	56,888	.	.	.	.
Asst Prof - English	1	2	1	2	52,083	62,421	-10,338	-10,338	-1.85
Asst Prof - Faculty Full Benefits	1	0	0	0	66,186	.	.	.	.
Asst Prof - Full Benefits	4	4	4	4	63,861	81,702	-17,841	-71,365	-0.70
Asst Prof - Geography	2	0	0	0	65,728	.	.	.	.
Asst Prof - HESAL	1	0	0	0	72,717	.	.	.	.
Asst Prof - Hispanic Studies	1	3	1	3	61,422	64,210	-2,787	-2,787	-1.92
Asst Prof - History	1	1	0	0	63,024	71,323	-8,299	.	.
Asst Prof - Human Services	1	1	0	0	69,472	63,024	6,448	.	.
Asst Prof - Library	6	1	6	1	57,866	55,557	2,309	13,853	0.59
Asst Prof - Library Operations	0	1	0	0	.	55,037	.	.	.
Asst Prof - Marketing	0	1	0	0	.	129,418	.	.	.
Asst Prof - Math	1	2	1	2	74,402	87,911	-13,510	-13,510	-0.49
Asst Prof - Mathematical Science	0	1	0	0	.	83,408	.	.	.
Asst Prof - Music	4	6	4	6	58,588	58,091	497	1,990	0.31
Asst Prof - Nursing	8	1	8	1	74,477	76,794	-2,317	-18,533	-1.00
Asst Prof - Nutrition & Dietetic	1	0	0	0	64,314	.	.	.	.
Asst Prof - Philosophy	1	1	0	0	62,400	62,400	0	.	.
Asst Prof - Physics	0	2	0	0	.	73,871	.	.	.
Asst Prof - Political Science	1	1	0	0	67,662	52,603	15,059	.	.
Asst Prof - Psychology	2	1	2	1	63,825	64,210	-385	-770	-0.68
Asst Prof - Sociology	1	2	1	2	62,400	63,034	-634	-634	-0.43
Asst Prof - Special Education	3	1	3	1	64,085	61,194	2,891	8,674	0.48
Asst Prof - Sport Sciences	0	3	0	0	.	68,834	.	.	.
Asst Prof - Sports & Exe	1	0	0	0	68,411	.	.	.	.
Asst Prof - Teacher Education	1	1	0	0	60,611	62,400	-1,789	.	.
Asst Prof - Theatre Arts	2	1	2	1	55,619	62,504	-6,885	-13,770	.

# T-Test by Job Title Cohort Results

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Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Asst Prof - UNC Team-Up Coord	1	0	0	0	66,664	.	.	.	.
Asst Prof - Urban Education	1	0	0	0	69,368	.	.	.	.
Asst Prof - Womens Studies	1	0	0	0	62,192	.	.	.	.
Asst Provost	1	0	0	0	125,154	.	.	.	.
Asst Registrar	1	1	0	0	60,570	60,008	562	.	.
Asst Soccer Coach	1	1	0	0	34,008	33,966	42	.	.
Asst Softball Coach	2	1	2	1	32,875	31,054	1,821	3,642	0.66
Asst Str & Cond Coach	1	0	0	0	48,006	.	.	.	.
Asst Training Director	1	0	0	0	69,035	.	.	.	.
Asst Volleyball Coach	0	1	0	0	.	42,744	.	.	.
Asst Women's Swimming Diving Coach	0	1	0	0	.	31,429	.	.	.
Asst Women's Volleyball Coac	0	1	0	0	.	36,146	.	.	.
Asst Wrestling Coach	0	1	0	0	.	41,310	.	.	.
Asst to AVP Enr Mgmt	1	0	0	0	66,789	.	.	.	.
Asst to Assoc Provost & Dean	1	0	0	0	59,966	.	.	.	.
Asst to Dir Athletic Dev	0	1	0	0	.	54,496	.	.	.
Asst to Dir of Admissions	1	0	0	0	47,757	.	.	.	.
Asst to Dir of Residential Ed	1	0	0	0	49,317	.	.	.	.
Asst to Prgm Coordinator	1	0	0	0	51,334	.	.	.	.
Asst to VP/General Counsel	1	0	0	0	71,656	.	.	.	.
Asst to the Director A/Pass	1	0	0	0	51,365	.	.	.	.
Asst to the Directors	1	0	0	0	42,557	.	.	.	.
Asst to the President	1	0	0	0	145,350	.	.	.	.
Asst to the Provost	1	0	0	0	65,582	.	.	.	.
Asst to the Vice President	2	0	0	0	63,378	.	.	.	.
Athletic Ticketing Manager	1	0	0	0	34,112	.	.	.	.
Bear Vision Director	1	0	0	0	48,610	.	.	.	.
Benefit Coordinator	1	0	0	0	55,910	.	.	.	.
Budget & Research Analyst	0	1	0	0	.	86,923	.	.	.
Budget Analyst	0	1	0	0	.	76,419	.	.	.
Budget and Research Analyst	1	0	0	0	74,464	.	.	.	.
Budget/Research/Sys. Analyst	1	0	0	0	88,026	.	.	.	.
Building Trades Manager	0	1	0	0	.	72,488	.	.	.
Bursar	1	0	0	0	85,030	.	.	.	.
Business & Technology Manager	1	0	0	0	55,536	.	.	.	.

# T-Test by Job Title Cohort Results

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Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Business Consult/Mrktg Assist	1	0	0	0	32,906	.	.	.	.
Business Consultant	1	0	0	0	32,906	.	.	.	.
Business Manager	9	1	9	1	60,449	69,347	-8,898	-80,080	-1.39
Business Manager College of NHS	1	0	0	0	60,757	.	.	.	.
Business Manager PVA	1	0	0	0	66,498	.	.	.	.
Business Manager SON	1	0	0	0	41,995	.	.	.	.
Business Services Coord	1	0	0	0	45,573	.	.	.	.
Business Systems Analyst	0	1	0	0	.	79,789	.	.	.
CHE Director	1	0	0	0	61,901	.	.	.	.
CHE English Instructor	1	0	0	0	47,154	.	.	.	.
Campus Writer/Editor	0	1	0	0	.	51,287	.	.	.
Career Counselor	3	0	0	0	38,533	.	.	.	.
Case Manager	1	0	0	0	47,861	.	.	.	.
Center Coordinator	1	0	0	0	47,486	.	.	.	.
Cheer Coach	1	0	0	0	32,510	.	.	.	.
Chief Conduct Officer	0	1	0	0	.	108,347	.	.	.
Chief Information Security Off	0	1	0	0	.	97,219	.	.	.
Clinical Lecturer	1	0	0	0	51,958	.	.	.	.
Co-Head Athletic Trainer	0	1	0	0	.	48,006	.	.	.
Collections Rep II	0	1	0	0	.	39,083	.	.	.
Colorado Springs Site Coord	1	0	0	0	46,571	.	.	.	.
Conduct Officer Title IX	1	0	0	0	51,646	.	.	.	.
Conference Coordinator	1	2	1	2	45,178	41,142	4,035	4,035	1.50
Controller	1	0	0	0	120,515	.	.	.	.
Coord Academic Advising/Prog	1	0	0	0	54,142	.	.	.	.
Coord Asian Ed Partnerships	1	0	0	0	43,264	.	.	.	.
Coord Case Management	1	0	0	0	56,430	.	.	.	.
Coord Communications	1	0	0	0	39,915	.	.	.	.
Coord Ext Deg Prgm Services	1	0	0	0	49,795	.	.	.	.
Coord Fitness & Wellness	1	0	0	0	39,645	.	.	.	.
Coord GOAL Academic	1	0	0	0	50,003	.	.	.	.
Coord Immunization	1	0	0	0	44,554	.	.	.	.
Coord Insurance	1	0	0	0	39,998	.	.	.	.
Coord Intramural Sports	0	1	0	0	.	40,144	.	.	.
Coord Native American Recruitment	1	0	0	0	35,414	.	.	.	.

# T-Test by Job Title Cohort Results

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Coord Operations	0	1	0	0	.	41,947	.	.	.
Coord Orientation	0	1	0	0	.	40,664	.	.	.
Coord Processing & Verifica	1	0	0	0	46,946	.	.	.	.
Coord Professional Development	1	0	0	0	55,910	.	.	.	.
Coord Recruitment	0	1	0	0	.	41,434	.	.	.
Coord Recruitment Admissions	1	0	0	0	40,435	.	.	.	.
Coord Scholarships	1	0	0	0	45,510	.	.	.	.
Coord Technology	1	0	0	0	50,461	.	.	.	.
Coord Visitor Svcs	1	0	0	0	40,435	.	.	.	.
Counselor-in-Residence	1	0	0	0	40,498	.	.	.	.
Criminal Justice Advisor	1	0	0	0	46,675	.	.	.	.
Curriculum Liason Specialist	1	0	0	0	56,659	.	.	.	.
Cust Support Coord I	4	1	4	1	50,310	44,720	5,590	22,360	0.58
<b>Custodian I</b>	<b>29</b>	<b>31</b>	<b>29</b>	<b>31</b>	<b>27,026</b>	<b>28,035</b>	<b>-1,009</b>	<b>-29,273</b>	<b>-2.09</b>
Custodian II	9	4	9	4	32,094	31,626	468	4,212	0.22
Custodian III	2	1	2	1	42,026	42,952	-926	-1,851	-0.51
Custodian IV	0	1	0	0	.	47,694	.	.	.
Data Analyst & Report Writer	1	1	0	0	55,682	60,050	-4,368	.	.
Data Scientist/IR Analyst	1	0	0	0	84,157	.	.	.	.
Database Administrator	0	1	0	0	.	84,573	.	.	.
Dean College of Busines	0	1	0	0	.	222,747	.	.	.
Dean Ed.& Behavioral Sciences	0	1	0	0	.	162,718	.	.	.
Dean Human & Social Sciences	2	0	0	0	151,611	.	.	.	.
Dean Natural & Health Sciences	1	0	0	0	165,360	.	.	.	.
Dean University Libraries	1	0	0	0	154,731	.	.	.	.
Denver Center Coordinator	1	0	0	0	47,486	.	.	.	.
Desktop Support Manager	0	1	0	0	.	75,275	.	.	.
Development & Alumni Comm Mgr	1	0	0	0	52,000	.	.	.	.
Digital Comm & Mrkt Specialist	0	1	0	0	.	52,042	.	.	.
Digital Content Developer	1	0	0	0	49,566	.	.	.	.
Dining Services I	20	4	20	4	23,811	22,626	1,185	23,707	1.05
Dining Services II	7	0	0	0	26,110	.	.	.	.
Dining Services III	6	5	6	5	31,616	29,852	1,764	10,583	0.94
Dining Services IV	2	1	2	1	32,521	32,510	10	21	0.00
Dining Services V	4	7	4	7	47,138	46,131	1,007	4,026	0.45

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Dir APASS	1	0	0	0	61,402	.	.	.	.
Dir ASLIS RSA Project Climb Co	1	0	0	0	64,480	.	.	.	.
Dir Academic Advising Svcs	1	0	0	0	60,749	.	.	.	.
Dir Academic Success	0	1	0	0	.	60,736	.	.	.
Dir Administration	1	0	0	0	50,003	.	.	.	.
Dir Admissions	0	1	0	0	.	105,643	.	.	.
Dir Advancement Services	1	0	0	0	80,995	.	.	.	.
Dir App. and Databases	0	1	0	0	.	114,878	.	.	.
Dir Assessment	1	0	0	0	95,014	.	.	.	.
Dir Athletics	0	1	0	0	.	173,597	.	.	.
Dir CLIMB Co	1	0	0	0	64,709	.	.	.	.
Dir Campus Ticketing	0	1	0	0	.	54,142	.	.	.
Dir Career Services	1	0	0	0	76,107	.	.	.	.
Dir Cesar Chavez Cultrl Cntr	1	0	0	0	61,402	.	.	.	.
Dir Colorado Cntr for Rural Ed	0	1	0	0	.	70,886	.	.	.
Dir Core Services	0	1	0	0	.	117,250	.	.	.
Dir Corporate & Foundation Rel	0	1	0	0	.	88,670	.	.	.
Dir Counseling Center	1	0	0	0	83,845	.	.	.	.
Dir Cumbres	0	1	0	0	.	88,026	.	.	.
Dir DO IT CENTER	1	0	0	0	81,973	.	.	.	.
Dir Degree Programs	1	0	0	0	85,010	.	.	.	.
Dir Development	1	0	0	0	90,418	.	.	.	.
Dir Development Spec Projects	0	1	0	0	.	88,670	.	.	.
Dir Dining Services	0	1	0	0	.	101,941	.	.	.
Dir Disability Support Serv.	1	0	0	0	74,461	.	.	.	.
Dir Engagement	1	0	0	0	67,538	.	.	.	.
Dir Enrichment Serv	1	0	0	0	54,995	.	.	.	.
Dir Environ. Health	0	1	0	0	.	94,203	.	.	.
Dir Equipment Operations	0	1	0	0	.	48,006	.	.	.
Dir Equity & Inclusion	1	0	0	0	55,910	.	.	.	.
Dir Football Operations	0	1	0	0	.	45,178	.	.	.
Dir Galleries	1	0	0	0	50,627	.	.	.	.
Dir Gender & Sexuality	0	1	0	0	.	59,467	.	.	.
Dir Honors & Scholars	1	0	0	0	60,195	.	.	.	.
Dir Housing Services	0	1	0	0	.	93,891	.	.	.

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Dir Institutional Reporting	0	1	0	0	.	113,610	.	.	.
Dir Intensive English	1	0	0	0	62,067	.	.	.	.
Dir MCB Advising	1	0	0	0	55,910	.	.	.	.
Dir Marcus Garvey Center	1	0	0	0	61,256	.	.	.	.
Dir Marketing and Fan Exper	1	0	0	0	50,003	.	.	.	.
Dir McNair Scholars	1	0	0	0	55,910	.	.	.	.
Dir Music	1	0	0	0	48,006	.	.	.	.
Dir Native American Cntr.	1	0	0	0	61,402	.	.	.	.
Dir One Stop +	1	0	0	0	74,006	.	.	.	.
Dir Operations	1	1	0	0	32,510	32,510	0	.	.
Dir Orientation	1	0	0	0	60,715	.	.	.	.
Dir Parking and Transit Svcs	0	1	0	0	.	84,989	.	.	.
Dir Professional Dev	1	0	0	0	55,910	.	.	.	.
Dir Residential Education	0	1	0	0	.	89,357	.	.	.
Dir School of Music	0	1	0	0	.	102,211	.	.	.
Dir Small Business Dev Ctr	1	0	0	0	60,757	.	.	.	.
Dir Sport Performance	0	1	0	0	.	51,002	.	.	.
Dir Strength & Conditioning	0	1	0	0	.	58,864	.	.	.
Dir Student Financial Aid	0	1	0	0	.	101,338	.	.	.
Dir Study Abroad	1	0	0	0	49,608	.	.	.	.
Dir Technology	0	1	0	0	.	86,882	.	.	.
Dir Tointon Institute	1	0	0	0	126,298	.	.	.	.
Dir Tutorial Services	1	0	0	0	60,715	.	.	.	.
Dir UNC Card Office	1	0	0	0	81,640	.	.	.	.
Dir Univ News and Public Rel	0	1	0	0	.	78,354	.	.	.
Dir University Center	0	1	0	0	.	78,770	.	.	.
Dir Veteran Services	0	1	0	0	.	59,467	.	.	.
Dir Volleyball Ops	1	0	0	0	32,510	.	.	.	.
Dir Web Communications	1	1	0	0	86,902	78,000	8,902	.	.
Dir Women's Resource Ctr	1	0	0	0	61,402	.	.	.	.
Early Alert & EMSA Proj Mgr	1	0	0	0	53,206	.	.	.	.
Electrical Trades II	0	5	0	0	.	55,345	.	.	.
Electrical Trades III	0	1	0	0	.	76,086	.	.	.
Electronics Spec II	0	2	0	0	.	59,852	.	.	.
Electronics Spec III	0	1	0	0	.	68,765	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Employee Service Coordinator	2	0	0	0	26,413	.	.	.	.
Employer Relations Specialist	1	0	0	0	43,056	.	.	.	.
Employment Hiring Specialist	0	1	0	0	.	55,910	.	.	.
Enrollment Coach & Recruiter	1	1	0	0	45,698	43,784	1,914	.	.
Enrollment Coach & Univ Recruit	1	0	0	0	41,995	.	.	.	.
Environ Hlth & Safety Spec	0	1	0	0	.	48,610	.	.	.
Environ Hlth/Safety Specialist	0	1	0	0	.	49,632	.	.	.
Equipment Mechanic I	0	1	0	0	.	44,970	.	.	.
Event Coordinator	1	0	0	0	43,618	.	.	.	.
Exec Assistant	1	0	0	0	55,682	.	.	.	.
Exec Asst to the Dean	1	0	0	0	56,285	.	.	.	.
Exec Asst to the President	1	0	0	0	74,506	.	.	.	.
Exec Dir Enrmt Mgtm Stu Access	1	0	0	0	114,608	.	.	.	.
Executive Chef and Trainer	0	1	0	0	.	78,229	.	.	.
Executive Director GOAL	0	1	0	0	.	60,008	.	.	.
<b>Faculty Full Benefits</b>	<b>18</b>	<b>9</b>	<b>18</b>	<b>9</b>	<b>59,703</b>	<b>80,045</b>	<b>-20,342</b>	<b>-366,163</b>	<b>-2.56</b>
Financial Aid Counselor	8	2	8	2	40,936	40,466	470	3,760	0.26
Financial Analyst	1	1	0	0	79,331	72,301	7,030	.	.
Food Serv Mgr I	2	2	2	2	44,678	44,086	593	1,186	0.34
GOAL Mentor/Volunteer Coord	0	1	0	0	.	50,003	.	.	.
General Labor I	2	7	2	7	32,573	29,952	2,621	5,242	1.80
General Labor II	0	4	0	0	.	32,526	.	.	.
General Labor III	0	1	0	0	.	43,077	.	.	.
Graduate Assistant	0	1	0	0	.	10,164	.	.	.
Grants & Contracts Admin	2	0	0	0	54,974	.	.	.	.
Graphic Designer	2	0	0	0	46,686	.	.	.	.
Graphic/Web Designer	1	0	0	0	56,326	.	.	.	.
Grounds & Nursery I	0	11	0	0	.	38,728	.	.	.
Grounds & Nursery II	0	2	0	0	.	40,269	.	.	.
Head Baseball Coach	0	1	0	0	.	52,166	.	.	.
Head Coach Swimming & Diving	1	0	0	0	58,718	.	.	.	.
Head Coach Track & Field/CC	1	0	0	0	52,062	.	.	.	.
Head Football Coach	0	1	0	0	.	151,882	.	.	.
Head Library Instruct Services	1	0	0	0	73,445	.	.	.	.
Head Men's Basketball Coach	0	1	0	0	.	156,936	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Head Men's Golf Coach	0	1	0	0	.	33,925	.	.	.
Head Men's Tennis Coach	0	1	0	0	.	36,150	.	.	.
Head Soccer Coach	0	1	0	0	.	52,811	.	.	.
Head Softball Coach	1	0	0	0	53,622	.	.	.	.
Head Volleyball Coach	1	0	0	0	105,851	.	.	.	.
Head Women's Golf Coach	0	1	0	0	.	38,002	.	.	.
Head Wrestling Coach	0	1	0	0	.	65,291	.	.	.
Head of Archival Services	0	1	0	0	.	68,099	.	.	.
Head of Music Library	0	1	0	0	.	88,317	.	.	.
IM&T Assessment	1	0	0	0	55,016	.	.	.	.
IT Professional	1	28	1	28	59,696	63,604	-3,908	-3,908	-0.43
IT Security Engineer	0	1	0	0	.	72,509	.	.	.
IT Supervisor	0	3	0	0	.	94,675	.	.	.
IT Technician	2	6	2	6	49,306	48,606	700	1,401	0.40
Instructional Coordinator	1	0	0	0	48,610	.	.	.	.
Instructional Design Assist	1	0	0	0	45,740	.	.	.	.
Instructional Designer	1	0	0	0	59,904	.	.	.	.
Instructional Dvlpmnt Coord	1	0	0	0	55,910	.	.	.	.
Instructor - Aud & Speech-Lang Sci	1	0	0	0	56,576	.	.	.	.
Instructor - Biology	2	0	0	0	64,116	.	.	.	.
Instructor - Criminal Justice	1	0	0	0	64,834	.	.	.	.
Instructor - Eng. Lang. and Lit.	1	1	0	0	52,603	52,603	0	.	.
Instructor - Full Benefits	1	0	0	0	80,787	.	.	.	.
Instructor - Journalism	0	1	0	0	.	66,664	.	.	.
Instructor - SES	0	1	0	0	.	53,934	.	.	.
Instructor - Schl Bio Sciences	0	1	0	0	.	56,430	.	.	.
Instructor - Schl of Tch Ed	1	0	0	0	47,348	.	.	.	.
Instructor - School of Music	0	1	0	0	.	55,619	.	.	.
Instructor - Special Education	1	0	0	0	54,538	.	.	.	.
Instructor - University College	0	1	0	0	.	56,035	.	.	.
Instructor - Urban Education	1	0	0	0	67,517	.	.	.	.
Instrumentation Specialist II	0	1	0	0	.	48,859	.	.	.
Instrumentation Specialist III	0	1	0	0	.	61,963	.	.	.
Interim Asst Dean	0	1	0	0	.	119,434	.	.	.
Interim Asst Prof - Dance	1	0	0	0	55,619	.	.	.	.

# **T-Test by Job Title** **Cohort Results**

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Interim Asst Prof - Music Theory	1	0	0	0	55,619	.	.	.	.
Interim Master Electrical Manager	0	1	0	0	.	48,006	.	.	.
Internal Auditor	0	1	0	0	.	64,542	.	.	.
Interpreter Coordinator	1	0	0	0	52,000	.	.	.	.
Intl Student Scholar Svcs Dir	0	1	0	0	.	52,395	.	.	.
Investigator-Title IX & other	1	0	0	0	56,326	.	.	.	.
LTC Operations I	0	1	0	0	.	75,462	.	.	.
Lab Coordinator	1	0	0	0	34,112	.	.	.	.
Lab Specialist	0	1	0	0	.	58,989	.	.	.
Laboratory & Industry Agency L	0	1	0	0	.	40,893	.	.	.
Laboratory Coord I	1	2	1	2	58,386	46,998	11,388	11,388	1.23
Laboratory Coord II	0	1	0	0	.	59,301	.	.	.
Leadership Coordinator	1	0	0	0	56,410	.	.	.	.
Leap Advisor	1	0	0	0	36,005	.	.	.	.
Learning Specialist	1	0	0	0	45,760	.	.	.	.
Lecturer - Accounting	1	1	0	0	156,603	105,851	50,752	.	.
Lecturer - CS/CIS	0	1	0	0	.	66,997	.	.	.
Lecturer - Chemistry & Biochem	1	0	0	0	54,538	.	.	.	.
Lecturer - Chemistry & Biology	0	1	0	0	.	56,035	.	.	.
Lecturer - Communication Studies	1	0	0	0	50,627	.	.	.	.
Lecturer - Community Health	1	0	0	0	50,398	.	.	.	.
Lecturer - Dietetics	0	1	0	0	.	55,806	.	.	.
Lecturer - Earth Sciences	0	1	0	0	.	51,834	.	.	.
Lecturer - Full Benefits	0	1	0	0	.	90,813	.	.	.
Lecturer - History	1	0	0	0	49,629	.	.	.	.
Lecturer - Human Services	1	0	0	0	55,994	.	.	.	.
Lecturer - Library	1	0	0	0	46,717	.	.	.	.
Lecturer - Modern Lang.	1	0	0	0	44,678	.	.	.	.
Lecturer - Nursing	3	0	0	0	64,771	.	.	.	.
Lecturer - Physics	0	1	0	0	.	56,971	.	.	.
Lecturer - Schl Sport Sciences	0	1	0	0	.	55,619	.	.	.
Lecturer - Schl of Nursing	2	0	0	0	69,503	.	.	.	.
Lecturer - Schl of Spec Ed	1	0	0	0	60,008	.	.	.	.
Lecturer - Sociology	2	0	0	0	50,575	.	.	.	.
Lecturer - University Libraries	3	0	0	0	47,694	.	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Lecturer ASLIS	1	0	0	0	54,330	.	.	.	.
Lecuturer - ASLIS	1	0	0	0	54,330	.	.	.	.
Library Technician II	15	2	15	2	39,490	41,839	-2,349	-35,242	-0.62
Library Technician III	4	1	4	1	42,037	43,659	-1,622	-6,490	-0.27
Licensed Staff Psychologist	6	0	0	0	60,907	.	.	.	.
Licensure Officer School of TE	0	1	0	0	.	59,467	.	.	.
Loveland Center Coordinator	1	0	0	0	47,486	.	.	.	.
Loveland Site Coordinator	1	0	0	0	47,486	.	.	.	.
MCB Academic Advisor	0	1	0	0	.	45,178	.	.	.
Manager Custodial Services	0	1	0	0	.	61,402	.	.	.
Manager Landscaping and Grounds	0	1	0	0	.	84,906	.	.	.
Manager Sched/Stu Conduct Office	1	0	0	0	34,843	.	.	.	.
Manager UNC/Greeley Jazz Festival	1	0	0	0	45,614	.	.	.	.
Manager of Payroll	1	0	0	0	55,910	.	.	.	.
Market Development Manager	3	0	0	0	62,643	.	.	.	.
Marketing Communications Spec	1	0	0	0	53,518	.	.	.	.
Marketing Coordinator	1	0	0	0	49,566	.	.	.	.
Marketing Manager	1	1	0	0	67,205	55,973	11,232	.	.
Marketing Specialist	3	1	3	1	51,653	46,675	4,978	14,934	1.98
Materials Handler I	0	2	0	0	.	27,685	.	.	.
Materials Handler II	1	4	1	4	34,466	40,113	-5,647	-5,647	-0.68
Mgr Infrastructure & Acad Tech	0	1	0	0	.	74,360	.	.	.
Music Enrollment Specialist	0	1	0	0	.	45,178	.	.	.
Music Retention & Bus Coord	1	0	0	0	48,610	.	.	.	.
National Testing Coordinator	1	0	0	0	46,675	.	.	.	.
Natural Sciences Librarian	1	0	0	0	73,694	.	.	.	.
Nursing Academic Advisor	1	0	0	0	39,998	.	.	.	.
Off-Campus Program Manager	0	1	0	0	.	55,910	.	.	.
Office Coordinator	1	0	0	0	39,582	.	.	.	.
Onsite Assist Advisor	1	0	0	0	37,003	.	.	.	.
Payment & PCard Manager	1	0	0	0	61,422	.	.	.	.
Photographer	0	1	0	0	.	60,008	.	.	.
Photographer/Graphic Designer	0	1	0	0	.	58,656	.	.	.
Pipe/Mech Trades I	0	1	0	0	.	42,994	.	.	.
Pipe/Mech Trades II	0	11	0	0	.	54,362	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Police Administrator I	0	1	0	0	.	97,469	.	.	.
Police Communication Tech	4	2	4	2	43,212	42,276	936	3,744	1.17
Police Communication Tech Spec	0	1	0	0	.	46,550	.	.	.
Police Officer I	1	8	1	8	52,374	61,664	-9,290	-9,290	-1.73
Police Officer II	0	2	0	0	.	64,813	.	.	.
Police Officer III	0	1	0	0	.	74,256	.	.	.
Post Doc Research Assoc	1	1	0	0	50,814	52,146	-1,331	.	.
Postdoctoral Research Fellow	1	0	0	0	51,002	.	.	.	.
Pre Doctoral Intern	0	1	0	0	.	22,755	.	.	.
Pre-doctoral Psy Intern	0	1	0	0	.	22,755	.	.	.
Predocutorial Psychology Intern	0	1	0	0	.	22,754	.	.	.
President	1	0	0	0	322,650	.	.	.	.
Prevention Coordinator	0	1	0	0	.	44,263	.	.	.
Production I	1	0	0	0	26,603	.	.	.	.
Production III	1	0	0	0	41,080	.	.	.	.
Professor - APCE	0	1	0	0	.	88,067	.	.	.
Professor - Accounting	1	2	1	2	170,019	155,355	14,664	14,664	0.81
Professor - Administrator	1	0	0	0	69,726	.	.	.	.
Professor - Africana Studies	0	1	0	0	.	116,334	.	.	.
Professor - Anthropology	1	0	0	0	110,490	.	.	.	.
Professor - Applied Psychology & Counselor Ed	1	0	0	0	73,384	.	.	.	.
Professor - Applied Statistics	0	1	0	0	.	99,195	.	.	.
Professor - Area Head Academ Studies	0	1	0	0	.	99,299	.	.	.
Professor - Art & Design	1	3	1	3	77,459	101,920	-24,461	-24,461	-0.43
Professor - Audiology	1	0	0	0	103,251	.	.	.	.
Professor - Bilingual ESL	1	0	0	0	82,534	.	.	.	.
Professor - Bilingual/ESL	1	0	0	0	106,600	.	.	.	.
Professor - Biological Sciences	1	1	0	0	127,109	146,245	-19,136	.	.
Professor - Biology	0	2	0	0	.	115,658	.	.	.
Professor - Business	0	1	0	0	.	129,230	.	.	.
Professor - CIS	0	1	0	0	.	191,610	.	.	.
Professor - Chemistry	0	4	0	0	.	130,712	.	.	.
Professor - Chemistry & Biochem	0	2	0	0	.	116,698	.	.	.
Professor - Communication Studies	3	3	3	3	100,873	100,568	305	915	0.04
Professor - Communications	0	1	0	0	.	113,901	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Professor - Computer Info Systems	1	0	0	0	166,650	.	.	.	.
Professor - Counseling Psychology	1	0	0	0	106,246	.	.	.	.
Professor - Criminal Justice	1	0	0	0	115,149	.	.	.	.
Professor - Dance	0	1	0	0	.	92,726	.	.	.
Professor - ELPS	1	1	0	0	101,754	94,474	7,280	.	.
Professor - Earth Sciences	1	2	1	2	108,680	132,174	-23,494	-23,494	-1.17
Professor - Economics	0	3	0	0	.	127,892	.	.	.
Professor - Educational Tech Instruct	0	1	0	0	.	98,342	.	.	.
Professor - Elementary Education	2	1	2	1	90,771	97,240	-6,469	-12,938	-0.30
Professor - English	3	4	3	4	102,835	101,140	1,695	5,086	0.15
Professor - Finance	1	4	1	4	169,811	166,088	3,723	3,723	0.24
Professor - Full Benefits	0	2	0	0	.	116,532	.	.	.
Professor - Geography	0	5	0	0	.	102,045	.	.	.
Professor - HESAL	1	0	0	0	100,360	.	.	.	.
Professor - Hispanic Studies	2	3	2	3	104,104	101,393	2,711	5,422	0.19
Professor - History	1	3	1	3	101,941	98,634	3,307	3,307	0.18
Professor - Hnrs Scholars & Ldrs	0	1	0	0	.	98,966	.	.	.
Professor - Human Services	1	1	0	0	110,635	111,176	-541	.	.
Professor - Jazz Studies	0	1	0	0	.	81,952	.	.	.
Professor - Journalism	1	2	1	2	88,962	105,622	-16,661	-16,661	-0.41
Professor - Management	1	1	0	0	167,586	154,710	12,875	.	.
Professor - Management Instr	0	1	0	0	.	210,642	.	.	.
Professor - Marketing	1	3	1	3	148,699	161,942	-13,243	-13,243	-1.42
Professor - Mathematical Science	0	1	0	0	.	120,578	.	.	.
Professor - Mathematics	1	7	1	7	99,341	105,343	-6,002	-6,002	-0.62
Professor - Modern Lang	0	1	0	0	.	148,470	.	.	.
Professor - Music	4	14	4	14	90,184	95,974	-5,791	-23,162	-1.08
Professor - Music Composition	0	1	0	0	.	81,786	.	.	.
Professor - Nursing	3	0	0	0	110,753	.	.	.	.
Professor - Philosophy	1	0	0	0	74,506	.	.	.	.
Professor - Physics	2	1	2	1	113,610	120,286	-6,677	-13,354	-0.50
Professor - Political Science	1	2	1	2	87,381	106,933	-19,552	-19,552	-0.85
Professor - Professional Psychology	1	1	0	0	93,080	102,190	-9,110	.	.
Professor - Psych Sciences	0	1	0	0	.	101,795	.	.	.
Professor - Psychology	5	5	5	5	105,456	103,684	1,772	8,861	0.26

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Professor - SES	1	3	1	3	100,339	108,001	-7,661	-7,661	-0.88
Professor - School Psychology	1	1	0	0	104,478	110,282	-5,803	.	.
Professor - Sociology	2	0	0	0	99,060	.	.	.	.
Professor - Special Education	7	3	7	3	92,545	109,720	-17,175	-120,224	-1.72
Professor - Special Language	3	0	0	0	104,846	.	.	.	.
Professor - Speech Language	0	1	0	0	.	90,189	.	.	.
Professor - Sport Sciences	1	1	0	0	79,581	87,443	-7,862	.	.
Professor - Statistics	1	0	0	0	107,619	.	.	.	.
Professor - Teacher Education	2	1	2	1	99,882	80,018	19,864	39,728	1.76
Professor - Theatre Arts	2	3	2	3	91,562	91,991	-430	-860	-0.04
Professor - Theatre Arts & Dance	0	1	0	0	.	79,414	.	.	.
Professor - Theatre Ed	1	0	0	0	78,541	.	.	.	.
Professor - Theatre Studies	1	0	0	0	88,088	.	.	.	.
Professor - Visual Arts	1	3	1	3	98,384	94,633	3,751	3,751	0.29
Prog Spec Instructional Serv	1	0	0	0	48,069	.	.	.	.
Program Admin. Frontiers of Scie	1	0	0	0	66,165	.	.	.	.
Program Assistant I	12	2	12	2	46,930	47,122	-192	-2,309	-0.35
Program Assistant II	6	0	0	0	51,088	.	.	.	.
Program Coordinator	3	0	0	0	43,122	.	.	.	.
Program Coordinator CUMBRES	1	0	0	0	47,861	.	.	.	.
Program Coordinator Off-Campus Life	0	1	0	0	.	44,263	.	.	.
Program Coordinator Upward Bnd	1	0	0	0	49,088	.	.	.	.
Program Dir for RSVP	1	0	0	0	44,429	.	.	.	.
Program Management Specialist	1	0	0	0	40,144	.	.	.	.
Program Manager	1	0	0	0	32,510	.	.	.	.
Project Assistant	1	0	0	0	22,197	.	.	.	.
Project Coordinator	3	3	3	3	57,165	72,654	-15,489	-46,468	-1.74
Project Coordinator Fac Mngt	0	1	0	0	.	73,424	.	.	.
Project Manager	0	2	0	0	.	68,442	.	.	.
Psychological Sciences Acad Ad	1	0	0	0	39,998	.	.	.	.
Purchasing & Contracts Special	0	1	0	0	.	60,757	.	.	.
Purchasing Agent II	0	1	0	0	.	52,998	.	.	.
Purchasing Agent III	2	0	0	0	66,425	.	.	.	.
Purchasing Assistant	1	0	0	0	39,125	.	.	.	.
Recording Studio Technician	0	1	0	0	.	48,672	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Recruiter	1	0	0	0	44,262	.	.	.	.
Recruitment Coordinator	1	0	0	0	35,568	.	.	.	.
Reference Librarian	2	1	2	1	70,023	74,048	-4,025	-8,050	-1.34
Regional Admissions Counselor	1	1	0	0	40,643	40,144	499	.	.
Registrar	0	1	0	0	.	97,282	.	.	.
Regulatory Compliance Admin	1	0	0	0	65,624	.	.	.	.
Research & Prospect Manager	0	1	0	0	.	65,000	.	.	.
Research Analyst	1	0	0	0	71,698	.	.	.	.
Research Assoc	1	0	0	0	64,834	.	.	.	.
Research Assoc II	1	0	0	0	29,016	.	.	.	.
Residence Hall Director	7	2	7	2	46,963	46,571	392	2,746	0.49
Resident Scenic Artist	1	0	0	0	48,610	.	.	.	.
Resource Conservation Manager	0	1	0	0	.	86,174	.	.	.
Resources Director DOIT	1	0	0	0	48,610	.	.	.	.
Retired/Emeritus Adj Fac- Aud & Spch-Lang Sci	1	0	0	0	54,600	.	.	.	.
Retired/Emeritus Assoc Prof - Dietetics	1	0	0	0	73,382	.	.	.	.
SVP	2	0	0	0	241,946	.	.	.	.
Scheduler	2	0	0	0	38,043	.	.	.	.
School Director	1	0	0	0	122,262	.	.	.	.
Security II	0	1	0	0	.	34,368	.	.	.
Senior Administrative Specialist	2	0	0	0	53,945	.	.	.	.
Senior Analyst	0	1	0	0	.	70,886	.	.	.
Senior Assoc Athletic Director	0	1	0	0	.	91,312	.	.	.
Senior Business Manager	1	0	0	0	73,299	.	.	.	.
Senior Director of Development	1	1	0	0	98,114	98,717	-603	.	.
Senior Financial Aid Counselor	0	1	0	0	.	41,184	.	.	.
Senior Lecturer - ASLIS	1	0	0	0	56,742	.	.	.	.
Senior Lecturer - Anthropology	1	0	0	0	49,358	.	.	.	.
Senior Lecturer - CIS/CETL	1	0	0	0	82,222	.	.	.	.
Senior Lecturer - Comm Studies	1	0	0	0	55,640	.	.	.	.
Senior Lecturer - Criminal Justice	0	1	0	0	.	49,088	.	.	.
Senior Lecturer - Eng. Lang. and Lit.	2	1	2	1	46,415	43,826	2,590	5,179	0.38
Senior Lecturer - English	2	0	0	0	52,603	.	.	.	.
Senior Lecturer - Journalism	1	0	0	0	54,538	.	.	.	.
Senior Lecturer - Mathematics	2	0	0	0	51,688	.	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Females (#)	Males (#)	Females Compared (#)	Males Compared (#)	Average Female Pay (\$)	Average Male Pay (\$)	Difference in Pay (\$) Female minus Male	Weighted Difference (\$)	Number of Standard Deviations
Senior Lecturer - Nursing	1	0	0	0	76,752	.	.	.	.
Senior Lecturer - Psychology	1	0	0	0	62,046	.	.	.	.
Senior Lecturer - SES	1	1	0	0	73,736	61,838	11,898	.	.
Senior Lecturer - School of Music	0	1	0	0	.	55,619	.	.	.
Senior Lecturer ASLIS	1	0	0	0	56,742	.	.	.	.
Senior Network & Voice Enginee	0	1	0	0	.	75,878	.	.	.
Special Assist to Senior VP	1	0	0	0	119,371	.	.	.	.
Special Education Research Fac	1	0	0	0	134,534	.	.	.	.
Sr Admissions Counselor	1	0	0	0	36,475	.	.	.	.
Staff Psychologist-LPC	0	1	0	0	.	62,754	.	.	.
State Auth & Comp Administr	1	0	0	0	33,396	.	.	.	.
Structural Trades II	0	14	0	0	.	45,072	.	.	.
Stu Srvs Coord Clinical Requir	1	0	0	0	43,597	.	.	.	.
Student Development Specialist	0	1	0	0	.	45,760	.	.	.
Student Services Coordinator	1	0	0	0	45,178	.	.	.	.
Student Services Specialist	1	1	0	0	65,374	40,000	25,374	.	.
Technical Services Manager	2	0	0	0	63,523	.	.	.	.
Technical Support Manager	1	0	0	0	60,008	.	.	.	.
<b>Temporary Hourly</b>	<b>38</b>	<b>15</b>	<b>38</b>	<b>15</b>	<b>53,278</b>	<b>33,641</b>	<b>19,637</b>	<b>746,221</b>	<b>2.67</b>
Temporary Salary	7	5	7	5	10,866	9,037	1,829	12,804	0.29
Theatre Technical Director	0	1	0	0	.	48,610	.	.	.
Transfer Evaluator	1	0	0	0	31,201	.	.	.	.
Triage Coordinator	1	0	0	0	40,498	.	.	.	.
Tutoring Coordinator	1	0	0	0	45,760	.	.	.	.
UC Operations & Technology Manager	0	1	0	0	.	44,242	.	.	.
UNC-CRI Clinical Coordinator	0	1	0	0	.	48,006	.	.	.
Undergrad Prgrm Mngmt Spec	1	0	0	0	39,998	.	.	.	.
Univ College Scheduler/LC Spec	1	0	0	0	37,793	.	.	.	.
Upward Bound Director	0	1	0	0	.	59,072	.	.	.
Utility Plant Oper I	0	5	0	0	.	54,812	.	.	.
Utility Plant Oper II	0	1	0	0	.	68,494	.	.	.
VP Alumni & Development	1	0	0	0	209,102	.	.	.	.
VP Campus Community & Clim	1	0	0	0	187,325	.	.	.	.
VP External & Univ Relations	0	1	0	0	.	207,064	.	.	.
VP General Counsel	0	1	0	0	.	194,418	.	.	.

## T-Test by Job Title

### Cohort Results

University of Northern Colorado  
11/01/2017

[illegible]

# **T-Test by Job Title**

University of Northern Colorado 11/01/2017

## **Cohort Results**

Cohort Report: T-Test by Job Title

## **Cohorts Grouped By**

Job Title

**All Cohort Groups Shown (Cohort Groups Included: 703)**

## **t-Test Analysis**

Minorities v. Non-Minorities

The "Number of Standard Deviations" displayed in this report are based on a "t-Test." In the t-Test model, it is presumed that the pay rates within each cohort were, or should have been, drawn randomly from a normally distributed ("bell-shaped") population. For each cohort, the number of standard deviations displayed in the report is not the value of the t-statistic, but rather the t-statistic's normal-equivalent number of standard deviations. A pay disparity of less than about two standard deviations is usually considered to be small enough to reasonably attribute to chance, whereas a pay disparity of more than two standard deviations is usually considered worthy of further investigation.

The "Weighted Difference" for each cohort is obtained by multiplying the "Difference in Pay" by the number of "Minorities Compared." Conversely, in the "Overall Summary/Total" line, the "Difference in Pay" is obtained by dividing the "Weighted Difference" by the number of "Minorities Compared."

# T-Test by Job Title Cohort Results

University of Northern Colorado  
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Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
ASLIS RSA Grant Coordinator	1	0	0	0	48,006	.	.	.	.
AVP Research Initiatives	0	1	0	0	.	149,240	.	.	.
AVP Alumni Relations	0	1	0	0	.	122,325	.	.	.
AVP Auxiliary Services	1	0	0	0	156,666	.	.	.	.
AVP Equity & Inclusion	1	0	0	0	131,622	.	.	.	.
AVP Facilities Management	0	1	0	0	.	144,810	.	.	.
AVP Finance	0	1	0	0	.	134,763	.	.	.
AVP Human Resources	0	1	0	0	.	130,541	.	.	.
AVP Information Technology	0	1	0	0	.	168,688	.	.	.
AVP Marketing	0	1	0	0	.	130,603	.	.	.
AVP Police Dept Operations	0	1	0	0	.	117,770	.	.	.
AVP Purchasing	0	1	0	0	.	128,398	.	.	.
AVP Student Engagement & DOS	0	1	0	0	.	131,622	.	.	.
Academic Advisor	1	6	1	6	48,194	46,906	1,288	1,288	0.36
Academic Coach	2	0	0	0	46,218	.	.	.	.
Academic Report Writer	0	1	0	0	.	57,158	.	.	.
Academic Scheduling Supp Spec	0	1	0	0	.	46,402	.	.	.
Access Coordinator	0	1	0	0	.	41,267	.	.	.
Accountant I	0	3	0	0	.	48,711	.	.	.
Accountant II	1	2	1	2	60,674	59,634	1,040	1,040	.
Accountant III	0	1	0	0	.	71,282	.	.	.
Accounting Technician I	1	1	0	0	32,323	32,219	104	.	.
Accounting Technician II	0	5	0	0	.	38,039	.	.	.
Accounting Technician III	0	5	0	0	.	43,759	.	.	.
Acting Dean PVA	0	1	0	0	.	132,995	.	.	.
Acting Provost	0	1	0	0	.	209,997	.	.	.
Adjunct Faculty	43	327	43	327	69,823	62,137	7,686	330,517	0.98
Adjunct Faculty IEL	0	1	0	0	.	38,854	.	.	.
Admin Assistant I	1	3	1	3	28,933	31,477	-2,545	-2,545	-0.90
Admin Assistant II	5	28	5	28	36,533	35,434	1,099	5,494	0.34
Admin Assistant III	6	50	6	50	43,295	43,498	-203	-1,217	-0.11
Administrative Aide	0	4	0	0	.	40,992	.	.	.
Administrative Aide College of PVA	0	1	0	0	.	51,667	.	.	.
Administrative Coordinator	0	2	0	0	.	45,916	.	.	.
Administrative Specialist	2	4	2	4	44,294	49,535	-5,242	-10,483	-0.98

# T-Test by Job Title Cohort Results

University of Northern Colorado  
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Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Admissions Counselor	4	1	4	1	36,525	34,986	1,539	6,157	0.50
Admissions Recruitment Specialist	0	2	0	0	.	43,326	.	.	.
Adult Stu Client Rel Mgt Coord	0	1	0	0	.	51,064	.	.	.
Alumni Relations Assistant	0	1	0	0	.	40,560	.	.	.
Animal Care II	0	1	0	0	.	43,909	.	.	.
Assignments Coordinator	0	1	0	0	.	45,573	.	.	.
Assoc AD-Sr Woman's Administrator	0	1	0	0	.	83,637	.	.	.
Assoc Baseball Coach	0	1	0	0	.	30,722	.	.	.
Assoc Dean	1	3	1	3	159,619	98,800	60,819	60,819	1.70
Assoc Dean HSS	0	1	0	0	.	134,264	.	.	.
Assoc Dir	1	2	1	2	51,293	72,216	-20,924	-20,924	-0.55
Assoc Dir Alumni Relation	0	1	0	0	.	55,869	.	.	.
Assoc Dir Campus Recr	0	1	0	0	.	64,834	.	.	.
Assoc Dir Development	0	1	0	0	.	56,805	.	.	.
Assoc Dir Employee Relations	0	1	0	0	.	76,003	.	.	.
Assoc Dir Financial Aid	0	2	0	0	.	71,500	.	.	.
Assoc Dir Gifts Administration	0	1	0	0	.	47,600	.	.	.
Assoc Dir Jazz Studies	1	0	0	0	52,520	.	.	.	.
Assoc Dir Oper & Visitor Sv	0	1	0	0	.	72,010	.	.	.
Assoc Dir Records Administration	0	2	0	0	.	45,292	.	.	.
Assoc Dir Retail & Catering	0	1	0	0	.	86,063	.	.	.
Assoc Dir SBDC	0	1	0	0	.	40,498	.	.	.
Assoc Dir Sponsored Programs	0	1	0	0	.	96,200	.	.	.
Assoc Dir Student Activ	0	1	0	0	.	55,907	.	.	.
Assoc Men's Basketball Coach	0	1	0	0	.	70,886	.	.	.
Assoc Prof & Chair	0	1	0	0	.	98,405	.	.	.
Assoc Prof - APCE	0	1	0	0	.	72,322	.	.	.
Assoc Prof - ASL	0	1	0	0	.	76,274	.	.	.
Assoc Prof - ASRM	0	1	0	0	.	81,619	.	.	.
Assoc Prof - Accounting	0	3	0	0	.	154,710	.	.	.
Assoc Prof - Acting	0	1	0	0	.	66,123	.	.	.
Assoc Prof - Africana Studies	1	0	0	0	79,830	.	.	.	.
Assoc Prof - Anthropology	0	3	0	0	.	68,987	.	.	.
Assoc Prof - Art Education	1	1	0	0	69,056	69,472	-416	.	.
Assoc Prof - Biological Sciences	0	1	0	0	.	81,203	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Assoc Prof - Biology	0	9	0	0	.	84,926	.	.	.
Assoc Prof - Chemistry	0	1	0	0	.	86,029	.	.	.
Assoc Prof - Communication Studies	0	1	0	0	.	66,144	.	.	.
Assoc Prof - Community Health Prg	0	2	0	0	.	86,174	.	.	.
Assoc Prof - Computer Info Systems	0	1	0	0	.	123,635	.	.	.
Assoc Prof - Counseling Psychology	1	1	0	0	74,734	72,134	2,600	.	.
Assoc Prof - Criminal Justice	0	3	0	0	.	73,930	.	.	.
Assoc Prof - Dietetics	0	3	0	0	.	74,617	.	.	.
Assoc Prof - Earth Sciences	0	3	0	0	.	80,045	.	.	.
Assoc Prof - Economics	1	0	0	0	103,251	.	.	.	.
Assoc Prof - Ed Tech Instruction	0	1	0	0	.	73,382	.	.	.
Assoc Prof - Educational Psychology	0	1	0	0	.	76,045	.	.	.
Assoc Prof - Elementary Ed	0	2	0	0	.	72,665	.	.	.
Assoc Prof - English	0	5	0	0	.	69,867	.	.	.
Assoc Prof - Finance	0	2	0	0	.	115,898	.	.	.
Assoc Prof - Foreign Language	0	1	0	0	.	71,490	.	.	.
Assoc Prof - Foundations	0	1	0	0	.	77,834	.	.	.
Assoc Prof - Full Benefits	0	1	0	0	.	80,350	.	.	.
Assoc Prof - Geography	0	2	0	0	.	77,750	.	.	.
Assoc Prof - Geology	0	1	0	0	.	80,163	.	.	.
Assoc Prof - HESAL	0	2	0	0	.	87,734	.	.	.
Assoc Prof - History	0	5	0	0	.	69,530	.	.	.
Assoc Prof - Human Sciences	0	1	0	0	.	94,286	.	.	.
Assoc Prof - Human Services	1	4	1	4	78,125	78,307	-182	-182	-0.04
Assoc Prof - Journalism	0	1	0	0	.	75,171	.	.	.
Assoc Prof - Management	2	2	2	2	132,153	124,550	7,602	15,205	0.72
Assoc Prof - Math	0	3	0	0	.	76,544	.	.	.
Assoc Prof - Math Science	0	1	0	0	.	85,238	.	.	.
Assoc Prof - Modern Languages	0	1	0	0	.	70,574	.	.	.
Assoc Prof - Music	3	9	3	9	72,121	71,113	1,008	3,023	0.30
Assoc Prof - Nursing	1	6	1	6	78,520	87,409	-8,889	-8,889	-1.04
Assoc Prof - Philosophy	0	1	0	0	.	81,744	.	.	.
Assoc Prof - Physics	0	1	0	0	.	80,309	.	.	.
Assoc Prof - Political Science	0	1	0	0	.	73,424	.	.	.
Assoc Prof - Psychology	2	3	2	3	66,643	83,214	-16,571	-33,141	-1.69

# T-Test by Job Title Cohort Results

University of Northern Colorado  
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Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Assoc Prof - Reading	0	1	0	0	.	76,149	.	.	.
Assoc Prof - SES	0	3	0	0	.	79,186	.	.	.
Assoc Prof - Sociology	0	3	0	0	.	69,368	.	.	.
Assoc Prof - Spanish Linguist	0	1	0	0	.	67,018	.	.	.
Assoc Prof - Special Education	1	4	1	4	76,461	71,890	4,571	4,571	0.47
Assoc Prof - Speech Language	0	2	0	0	.	74,589	.	.	.
Assoc Prof - Sport Sciences	0	2	0	0	.	69,316	.	.	.
Assoc Prof - Teacher Education	1	5	1	5	67,163	71,298	-4,135	-4,135	-1.07
Assoc Prof - Theatre Arts	0	1	0	0	.	95,930	.	.	.
Assoc Prof - Theatre Studies	0	3	0	0	.	63,441	.	.	.
Assoc Prof - Women's Studies	0	1	0	0	.	72,176	.	.	.
Assoc Provost & Dean Grad Schl	0	1	0	0	.	154,315	.	.	.
Asst AD - Business	0	1	0	0	.	55,536	.	.	.
Asst AD-Facilities and Events	0	1	0	0	.	55,182	.	.	.
Asst Athletic Director	0	1	0	0	.	53,070	.	.	.
Asst Athletic Trainer	1	3	1	3	48,006	48,672	-666	-666	-0.43
Asst Athletics Coach	0	1	0	0	.	35,339	.	.	.
Asst Basketball Coach	0	3	0	0	.	39,220	.	.	.
Asst Brewer	0	1	0	0	.	45,011	.	.	.
Asst Business Manager	0	1	0	0	.	34,944	.	.	.
Asst Clery Compliance Officer	0	1	0	0	.	42,058	.	.	.
Asst Coach	1	0	0	0	26,603	.	.	.	.
Asst Coach Track & Field	0	1	0	0	.	38,085	.	.	.
Asst Controller	0	1	0	0	.	91,478	.	.	.
Asst Dean	1	2	1	2	105,206	87,485	17,722	17,722	0.74
Asst Dean & Dir Math & Science	0	1	0	0	.	114,005	.	.	.
Asst Dean for Admissions	0	1	0	0	.	63,253	.	.	.
Asst Dean of Student Life	0	1	0	0	.	78,666	.	.	.
Asst Dir Alumni Relations	1	0	0	0	51,958	.	.	.	.
Asst Dir Annual Giving	0	1	0	0	.	54,454	.	.	.
Asst Dir Board Ops	0	1	0	0	.	70,595	.	.	.
Asst Dir Communications	0	1	0	0	.	33,280	.	.	.
Asst Dir Community Arts	0	1	0	0	.	52,728	.	.	.
Asst Dir Community Standards	1	0	0	0	55,910	.	.	.	.
Asst Dir Competitive Sports	0	1	0	0	.	48,006	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
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Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Asst Dir Compliance	0	1	0	0	.	33,155	.	.	.
Asst Dir Conference	0	1	0	0	.	60,757	.	.	.
Asst Dir Enterprise Sysys & Ap	0	1	0	0	.	90,147	.	.	.
Asst Dir HR & Payroll	0	1	0	0	.	89,211	.	.	.
Asst Dir Housing Services	0	1	0	0	.	55,910	.	.	.
Asst Dir Infrastructure & Netw	0	1	0	0	.	90,147	.	.	.
Asst Dir Marketing	0	1	0	0	.	34,050	.	.	.
Asst Dir McNair Scholars	0	1	0	0	.	45,760	.	.	.
Asst Dir New Student Orient	0	1	0	0	.	45,760	.	.	.
Asst Dir Outdoor Pursuits	0	1	0	0	.	48,006	.	.	.
Asst Dir Prevention Educa	1	0	0	0	54,808	.	.	.	.
Asst Dir Residential Educ	1	1	0	0	54,808	55,910	-1,102	.	.
Asst Dir Special/Campaign Evts	0	1	0	0	.	51,314	.	.	.
Asst Dir Support Svcs	0	1	0	0	.	81,598	.	.	.
Asst Dir for Facilities	0	1	0	0	.	33,467	.	.	.
Asst Dir for Student Athlete	0	1	0	0	.	46,675	.	.	.
Asst Dir of Operations	0	1	0	0	.	48,006	.	.	.
Asst Dir of Residential Educ	0	1	0	0	.	54,808	.	.	.
Asst Dir/Training Director	0	1	0	0	.	66,850	.	.	.
Asst Equipment Manager	0	1	0	0	.	30,326	.	.	.
Asst Football Coach	2	7	2	7	63,992	41,935	22,057	44,115	1.64
Asst Men's Basketball Coach	1	1	0	0	30,742	55,682	-24,939	.	.
Asst Prof - Accounting	0	1	0	0	.	162,011	.	.	.
Asst Prof - Applied Stat & Rsch	1	1	0	0	70,803	70,803	0	.	.
Asst Prof - Applied/Stat & Rsch	1	0	0	0	70,803	.	.	.	.
Asst Prof - Art & Design	1	0	0	0	55,619	.	.	.	.
Asst Prof - Audiology	0	2	0	0	.	63,690	.	.	.
Asst Prof - Biological Sciences	2	1	2	1	69,659	73,923	-4,264	-8,528	-0.68
Asst Prof - Biology	1	0	0	0	75,795	.	.	.	.
Asst Prof - Biomedical Sciences	0	1	0	0	.	72,114	.	.	.
Asst Prof - Chemistry & Biochem	0	1	0	0	.	69,597	.	.	.
Asst Prof - Chinese	1	0	0	0	66,123	.	.	.	.
Asst Prof - Counseling Psychology	1	0	0	0	65,998	.	.	.	.
Asst Prof - Counselor Education	0	2	0	0	.	66,654	.	.	.
Asst Prof - Criminal Justice	0	2	0	0	.	67,943	.	.	.

# **T-Test by Job Title** **Cohort Results**

University of Northern Colorado  
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Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Asst Prof - Criminial Justice	0	1	0	0	.	58,365	.	.	.
Asst Prof - Curriculum & Inst	0	1	0	0	.	66,539	.	.	.
Asst Prof - Dean Grad School	0	1	0	0	.	105,997	.	.	.
Asst Prof - Dietetics	0	1	0	0	.	66,290	.	.	.
Asst Prof - Earth Sciences	0	1	0	0	.	74,838	.	.	.
Asst Prof - Economics	0	1	0	0	.	90,750	.	.	.
Asst Prof - Ed Technology	0	1	0	0	.	67,205	.	.	.
Asst Prof - Ed. Ldshp & Policy	3	2	3	2	73,147	72,717	430	1,290	0.37
Asst Prof - Ed. Tech Instruction	0	1	0	0	.	56,888	.	.	.
Asst Prof - English	0	3	0	0	.	58,975	.	.	.
Asst Prof - Faculty Full Benefits	0	1	0	0	.	66,186	.	.	.
Asst Prof - Full Benefits	1	7	1	7	56,181	75,153	-18,973	-18,973	-0.49
Asst Prof - Geography	1	1	0	0	64,210	67,246	-3,037	.	.
Asst Prof - HESAL	1	0	0	0	72,717	.	.	.	.
Asst Prof - Hispanic Studies	4	0	0	0	63,513	.	.	.	.
Asst Prof - History	1	1	0	0	63,024	71,323	-8,299	.	.
Asst Prof - Human Services	0	2	0	0	.	66,248	.	.	.
Asst Prof - Library	0	7	0	0	.	57,536	.	.	.
Asst Prof - Library Operations	0	1	0	0	.	55,037	.	.	.
Asst Prof - Marketing	0	1	0	0	.	129,418	.	.	.
Asst Prof - Math	0	3	0	0	.	83,408	.	.	.
Asst Prof - Mathematical Science	1	0	0	0	83,408	.	.	.	.
Asst Prof - Music	2	8	2	8	58,448	58,250	198	395	0.10
Asst Prof - Nursing	0	9	0	0	.	74,734	.	.	.
Asst Prof - Nutrition & Dietetic	0	1	0	0	.	64,314	.	.	.
Asst Prof - Philosophy	0	2	0	0	.	62,400	.	.	.
Asst Prof - Physics	0	2	0	0	.	73,871	.	.	.
Asst Prof - Political Science	0	2	0	0	.	60,133	.	.	.
Asst Prof - Psychology	1	2	1	2	63,606	64,126	-520	-520	-1.37
Asst Prof - Sociology	0	3	0	0	.	62,823	.	.	.
Asst Prof - Special Education	1	3	1	3	61,818	63,877	-2,059	-2,059	-0.33
Asst Prof - Sport Sciences	1	2	1	2	67,870	69,316	-1,446	-1,446	-0.43
Asst Prof - Sports & Exe	0	1	0	0	.	68,411	.	.	.
Asst Prof - Teacher Education	0	2	0	0	.	61,506	.	.	.
Asst Prof - Theatre Arts	0	3	0	0	.	57,914	.	.	.

# T-Test by Job Title Cohort Results

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Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Asst Prof - UNC Team-Up Coord	0	1	0	0	.	66,664	.	.	.
Asst Prof - Urban Education	0	1	0	0	.	69,368	.	.	.
Asst Prof - Womens Studies	0	1	0	0	.	62,192	.	.	.
Asst Provost	0	1	0	0	.	125,154	.	.	.
Asst Registrar	0	2	0	0	.	60,289	.	.	.
Asst Soccer Coach	0	2	0	0	.	33,987	.	.	.
Asst Softball Coach	0	3	0	0	.	32,268	.	.	.
Asst Str & Cond Coach	0	1	0	0	.	48,006	.	.	.
Asst Training Director	0	1	0	0	.	69,035	.	.	.
Asst Volleyball Coach	1	0	0	0	42,744	.	.	.	.
Asst Women's Swimming Diving Coach	0	1	0	0	.	31,429	.	.	.
Asst Women's Volleyball Coac	0	1	0	0	.	36,146	.	.	.
Asst Wrestling Coach	0	1	0	0	.	41,310	.	.	.
Asst to AVP Enr Mgmt	1	0	0	0	66,789	.	.	.	.
Asst to Assoc Provost & Dean	1	0	0	0	59,966	.	.	.	.
Asst to Dir Athletic Dev	0	1	0	0	.	54,496	.	.	.
Asst to Dir of Admissions	0	1	0	0	.	47,757	.	.	.
Asst to Dir of Residential Ed	0	1	0	0	.	49,317	.	.	.
Asst to Prgm Coordinator	0	1	0	0	.	51,334	.	.	.
Asst to VP/General Counsel	0	1	0	0	.	71,656	.	.	.
Asst to the Director A/Pass	1	0	0	0	51,365	.	.	.	.
Asst to the Directors	1	0	0	0	42,557	.	.	.	.
Asst to the President	0	1	0	0	.	145,350	.	.	.
Asst to the Provost	0	1	0	0	.	65,582	.	.	.
Asst to the Vice President	0	2	0	0	.	63,378	.	.	.
Athletic Ticketing Manager	0	1	0	0	.	34,112	.	.	.
Bear Vision Director	0	1	0	0	.	48,610	.	.	.
Benefit Coordinator	0	1	0	0	.	55,910	.	.	.
Budget & Research Analyst	0	1	0	0	.	86,923	.	.	.
Budget Analyst	0	1	0	0	.	76,419	.	.	.
Budget and Research Analyst	0	1	0	0	.	74,464	.	.	.
Budget/Research/Sys. Analyst	1	0	0	0	88,026	.	.	.	.
Building Trades Manager	0	1	0	0	.	72,488	.	.	.
Bursar	0	1	0	0	.	85,030	.	.	.
Business & Technology Manager	1	0	0	0	55,536	.	.	.	.

## T-Test by Job Title Cohort Results

University of Northern Colorado  
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Business Consult/Mrktg Assist	0	1	0	0	.	32,906	.	.	.
Business Consultant	0	1	0	0	.	32,906	.	.	.
Business Manager	3	7	3	7	64,272	60,082	4,190	12,569	0.97
Business Manager College of NHS	0	1	0	0	.	60,757	.	.	.
Business Manager PVA	0	1	0	0	.	66,498	.	.	.
Business Manager SON	0	1	0	0	.	41,995	.	.	.
Business Services Coord	0	1	0	0	.	45,573	.	.	.
Business Systems Analyst	0	1	0	0	.	79,789	.	.	.
CHE Director	1	0	0	0	61,901	.	.	.	.
CHE English Instructor	0	1	0	0	.	47,154	.	.	.
Campus Writer/Editor	0	1	0	0	.	51,287	.	.	.
Career Counselor	0	3	0	0	.	38,533	.	.	.
Case Manager	0	1	0	0	.	47,861	.	.	.
Center Coordinator	0	1	0	0	.	47,486	.	.	.
Cheer Coach	0	1	0	0	.	32,510	.	.	.
Chief Conduct Officer	0	1	0	0	.	108,347	.	.	.
Chief Information Security Off	0	1	0	0	.	97,219	.	.	.
Clinical Lecturer	0	1	0	0	.	51,958	.	.	.
Co-Head Athletic Trainer	0	1	0	0	.	48,006	.	.	.
Collections Rep II	0	1	0	0	.	39,083	.	.	.
Colorado Springs Site Coord	0	1	0	0	.	46,571	.	.	.
Conduct Officer Title IX	0	1	0	0	.	51,646	.	.	.
Conference Coordinator	0	3	0	0	.	42,487	.	.	.
Controller	0	1	0	0	.	120,515	.	.	.
Coord Academic Advising/Prog	1	0	0	0	54,142	.	.	.	.
Coord Asian Ed Partnerships	0	1	0	0	.	43,264	.	.	.
Coord Case Management	0	1	0	0	.	56,430	.	.	.
Coord Communications	0	1	0	0	.	39,915	.	.	.
Coord Ext Deg Prgm Services	0	1	0	0	.	49,795	.	.	.
Coord Fitness & Wellness	0	1	0	0	.	39,645	.	.	.
Coord GOAL Academic	0	1	0	0	.	50,003	.	.	.
Coord Immunization	0	1	0	0	.	44,554	.	.	.
Coord Insurance	0	1	0	0	.	39,998	.	.	.
Coord Intramural Sports	1	0	0	0	40,144	.	.	.	.
Coord Native American Recruitment	1	0	0	0	35,414	.	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
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Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Coord Operations	1	0	0	0	41,947	.	.	.	.
Coord Orientation	1	0	0	0	40,664	.	.	.	.
Coord Processing & Verifica	0	1	0	0	.	46,946	.	.	.
Coord Professional Development	0	1	0	0	.	55,910	.	.	.
Coord Recruitment	1	0	0	0	41,434	.	.	.	.
Coord Recruitment Admissions	0	1	0	0	.	40,435	.	.	.
Coord Scholarships	0	1	0	0	.	45,510	.	.	.
Coord Technology	0	1	0	0	.	50,461	.	.	.
Coord Visitor Svcs	0	1	0	0	.	40,435	.	.	.
Counselor-in-Residence	0	1	0	0	.	40,498	.	.	.
Criminal Justice Advisor	0	1	0	0	.	46,675	.	.	.
Curriculum Liason Specialist	0	1	0	0	.	56,659	.	.	.
Cust Support Coord I	0	5	0	0	.	49,192	.	.	.
Custodian I	42	18	42	18	27,394	27,905	-511	-21,451	-0.95
Custodian II	11	2	11	2	32,355	29,723	2,632	28,954	0.97
Custodian III	1	2	1	2	42,786	42,110	676	676	0.35
Custodian IV	1	0	0	0	47,694	.	.	.	.
Data Analyst & Report Writer	0	2	0	0	.	57,866	.	.	.
Data Scientist/IR Analyst	0	1	0	0	.	84,157	.	.	.
Database Administrator	0	1	0	0	.	84,573	.	.	.
Dean College of Busines	0	1	0	0	.	222,747	.	.	.
Dean Ed.& Behavioral Sciences	0	1	0	0	.	162,718	.	.	.
Dean Human & Social Sciences	0	2	0	0	.	151,611	.	.	.
Dean Natural & Health Sciences	0	1	0	0	.	165,360	.	.	.
Dean University Libraries	0	1	0	0	.	154,731	.	.	.
Denver Center Coordinator	0	1	0	0	.	47,486	.	.	.
Desktop Support Manager	0	1	0	0	.	75,275	.	.	.
Development & Alumni Comm Mgr	0	1	0	0	.	52,000	.	.	.
Digital Comm & Mrkt Specialist	0	1	0	0	.	52,042	.	.	.
Digital Content Developer	0	1	0	0	.	49,566	.	.	.
Dining Services I	15	9	15	9	23,821	23,268	552	8,286	0.63
Dining Services II	5	2	5	2	25,393	27,903	-2,511	-12,553	-1.36
Dining Services III	1	10	1	10	28,808	31,015	-2,207	-2,207	-0.67
Dining Services IV	0	3	0	0	.	32,517	.	.	.
Dining Services V	2	9	2	9	49,265	45,882	3,382	6,765	1.27

# T-Test by Job Title Cohort Results

University of Northern Colorado  
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Dir APASS	1	0	0	0	61,402	.	.	.	.
Dir ASLIS RSA Project Climb Co	1	0	0	0	64,480	.	.	.	.
Dir Academic Advising Svcs	0	1	0	0	.	60,749	.	.	.
Dir Academic Success	0	1	0	0	.	60,736	.	.	.
Dir Administration	0	1	0	0	.	50,003	.	.	.
Dir Admissions	0	1	0	0	.	105,643	.	.	.
Dir Advancement Services	0	1	0	0	.	80,995	.	.	.
Dir App. and Databases	0	1	0	0	.	114,878	.	.	.
Dir Assessment	0	1	0	0	.	95,014	.	.	.
Dir Athletics	0	1	0	0	.	173,597	.	.	.
Dir CLIMB Co	0	1	0	0	.	64,709	.	.	.
Dir Campus Ticketing	0	1	0	0	.	54,142	.	.	.
Dir Career Services	0	1	0	0	.	76,107	.	.	.
Dir Cesar Chavez Cultrl Cntr	1	0	0	0	61,402	.	.	.	.
Dir Colorado Cntr for Rural Ed	0	1	0	0	.	70,886	.	.	.
Dir Core Services	0	1	0	0	.	117,250	.	.	.
Dir Corporate & Foundation Rel	0	1	0	0	.	88,670	.	.	.
Dir Counseling Center	0	1	0	0	.	83,845	.	.	.
Dir Cumbres	1	0	0	0	88,026	.	.	.	.
Dir DO IT CENTER	0	1	0	0	.	81,973	.	.	.
Dir Degree Programs	0	1	0	0	.	85,010	.	.	.
Dir Development	0	1	0	0	.	90,418	.	.	.
Dir Development Spec Projects	0	1	0	0	.	88,670	.	.	.
Dir Dining Services	0	1	0	0	.	101,941	.	.	.
Dir Disability Support Serv.	0	1	0	0	.	74,461	.	.	.
Dir Engagement	0	1	0	0	.	67,538	.	.	.
Dir Enrichment Serv	0	1	0	0	.	54,995	.	.	.
Dir Environ. Health	0	1	0	0	.	94,203	.	.	.
Dir Equipment Operations	0	1	0	0	.	48,006	.	.	.
Dir Equity & Inclusion	0	1	0	0	.	55,910	.	.	.
Dir Football Operations	0	1	0	0	.	45,178	.	.	.
Dir Galleries	0	1	0	0	.	50,627	.	.	.
Dir Gender & Sexuality	0	1	0	0	.	59,467	.	.	.
Dir Honors & Scholars	0	1	0	0	.	60,195	.	.	.
Dir Housing Services	0	1	0	0	.	93,891	.	.	.

# T-Test by Job Title Cohort Results

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Dir Institutional Reporting	0	1	0	0	.	113,610	.	.	.
Dir Intensive English	0	1	0	0	.	62,067	.	.	.
Dir MCB Advising	1	0	0	0	55,910	.	.	.	.
Dir Marcus Garvey Center	1	0	0	0	61,256	.	.	.	.
Dir Marketing and Fan Exper	0	1	0	0	.	50,003	.	.	.
Dir McNair Scholars	0	1	0	0	.	55,910	.	.	.
Dir Music	0	1	0	0	.	48,006	.	.	.
Dir Native American Cntr.	1	0	0	0	61,402	.	.	.	.
Dir One Stop +	0	1	0	0	.	74,006	.	.	.
Dir Operations	0	2	0	0	.	32,510	.	.	.
Dir Orientation	0	1	0	0	.	60,715	.	.	.
Dir Parking and Transit Svcs	0	1	0	0	.	84,989	.	.	.
Dir Professional Dev	0	1	0	0	.	55,910	.	.	.
Dir Residential Education	1	0	0	0	89,357	.	.	.	.
Dir School of Music	0	1	0	0	.	102,211	.	.	.
Dir Small Business Dev Ctr	0	1	0	0	.	60,757	.	.	.
Dir Sport Performance	0	1	0	0	.	51,002	.	.	.
Dir Strength & Conditioning	0	1	0	0	.	58,864	.	.	.
Dir Student Financial Aid	0	1	0	0	.	101,338	.	.	.
Dir Study Abroad	1	0	0	0	49,608	.	.	.	.
Dir Technology	0	1	0	0	.	86,882	.	.	.
Dir Tointon Institute	0	1	0	0	.	126,298	.	.	.
Dir Tutorial Services	1	0	0	0	60,715	.	.	.	.
Dir UNC Card Office	0	1	0	0	.	81,640	.	.	.
Dir Univ News and Public Rel	0	1	0	0	.	78,354	.	.	.
Dir University Center	0	1	0	0	.	78,770	.	.	.
Dir Veteran Services	0	1	0	0	.	59,467	.	.	.
Dir Volleyball Ops	0	1	0	0	.	32,510	.	.	.
Dir Web Communications	0	2	0	0	.	82,451	.	.	.
Dir Women's Resource Ctr	1	0	0	0	61,402	.	.	.	.
Early Alert & EMSA Proj Mgr	0	1	0	0	.	53,206	.	.	.
Electrical Trades II	0	5	0	0	.	55,345	.	.	.
Electrical Trades III	0	1	0	0	.	76,086	.	.	.
Electronics Spec II	0	2	0	0	.	59,852	.	.	.
Electronics Spec III	0	1	0	0	.	68,765	.	.	.

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Employee Service Coordinator	0	2	0	0	.	26,413	.	.	.
Employer Relations Specialist	1	0	0	0	43,056	.	.	.	.
Employment Hiring Specialist	0	1	0	0	.	55,910	.	.	.
Enrollment Coach & Recruiter	1	1	0	0	45,698	43,784	1,914	.	.
Enrollment Coach & Univ Recruit	1	0	0	0	41,995	.	.	.	.
Environ Hlth & Safety Spec	0	1	0	0	.	48,610	.	.	.
Environ Hlth/Safety Specialist	1	0	0	0	49,632	.	.	.	.
Equipment Mechanic I	1	0	0	0	44,970	.	.	.	.
Event Coordinator	0	1	0	0	.	43,618	.	.	.
Exec Assistant	0	1	0	0	.	55,682	.	.	.
Exec Asst to the Dean	0	1	0	0	.	56,285	.	.	.
Exec Asst to the President	1	0	0	0	74,506	.	.	.	.
Exec Dir Enrmt Mgtm Stu Access	0	1	0	0	.	114,608	.	.	.
Executive Chef and Trainer	0	1	0	0	.	78,229	.	.	.
Executive Director GOAL	0	1	0	0	.	60,008	.	.	.
Faculty Full Benefits	4	23	4	23	62,317	67,208	-4,892	-19,566	-0.44
Financial Aid Counselor	4	6	4	6	40,446	41,107	-661	-2,645	-0.45
Financial Analyst	1	1	0	0	72,301	79,331	-7,030	.	.
Food Serv Mgr I	2	2	2	2	44,678	44,086	593	1,186	0.34
GOAL Mentor/Volunteer Coord	0	1	0	0	.	50,003	.	.	.
General Labor I	2	7	2	7	29,775	30,751	-976	-1,952	-0.60
General Labor II	1	3	1	3	33,176	32,309	867	867	0.93
General Labor III	1	0	0	0	43,077	.	.	.	.
Graduate Assistant	1	0	0	0	10,164	.	.	.	.
Grants & Contracts Admin	1	1	0	0	54,808	55,141	-333	.	.
Graphic Designer	0	2	0	0	.	46,686	.	.	.
Graphic/Web Designer	0	1	0	0	.	56,326	.	.	.
Grounds & Nursery I	5	6	5	6	40,003	37,665	2,337	11,686	1.07
Grounds & Nursery II	0	2	0	0	.	40,269	.	.	.
Head Baseball Coach	1	0	0	0	52,166	.	.	.	.
Head Coach Swimming & Diving	0	1	0	0	.	58,718	.	.	.
Head Coach Track & Field/CC	0	1	0	0	.	52,062	.	.	.
Head Football Coach	1	0	0	0	151,882	.	.	.	.
Head Library Instruct Services	0	1	0	0	.	73,445	.	.	.
Head Men's Basketball Coach	0	1	0	0	.	156,936	.	.	.

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Head Men's Golf Coach	0	1	0	0	.	33,925	.	.	.
Head Men's Tennis Coach	0	1	0	0	.	36,150	.	.	.
Head Soccer Coach	0	1	0	0	.	52,811	.	.	.
Head Softball Coach	0	1	0	0	.	53,622	.	.	.
Head Volleyball Coach	0	1	0	0	.	105,851	.	.	.
Head Women's Golf Coach	0	1	0	0	.	38,002	.	.	.
Head Wrestling Coach	0	1	0	0	.	65,291	.	.	.
Head of Archival Services	0	1	0	0	.	68,099	.	.	.
Head of Music Library	0	1	0	0	.	88,317	.	.	.
IM&T Assessment	0	1	0	0	.	55,016	.	.	.
IT Professional	6	23	6	23	60,999	64,114	-3,114	-18,686	-0.76
IT Security Engineer	0	1	0	0	.	72,509	.	.	.
IT Supervisor	1	2	1	2	96,200	93,912	2,288	2,288	0.38
IT Technician	2	6	2	6	49,535	48,530	1,005	2,011	0.58
Instructional Coordinator	0	1	0	0	.	48,610	.	.	.
Instructional Design Assist	1	0	0	0	45,740	.	.	.	.
Instructional Designer	0	1	0	0	.	59,904	.	.	.
Instructional Dvlpmnt Coord	0	1	0	0	.	55,910	.	.	.
Instructor - Aud & Speech-Lang Sci	0	1	0	0	.	56,576	.	.	.
Instructor - Biology	0	2	0	0	.	64,116	.	.	.
Instructor - Criminal Justice	0	1	0	0	.	64,834	.	.	.
Instructor - Eng. Lang. and Lit.	0	2	0	0	.	52,603	.	.	.
Instructor - Full Benefits	0	1	0	0	.	80,787	.	.	.
Instructor - Journalism	0	1	0	0	.	66,664	.	.	.
Instructor - SES	0	1	0	0	.	53,934	.	.	.
Instructor - Schl Bio Sciences	0	1	0	0	.	56,430	.	.	.
Instructor - Schl of Tchr Ed	0	1	0	0	.	47,348	.	.	.
Instructor - School of Music	1	0	0	0	55,619	.	.	.	.
Instructor - Special Education	0	1	0	0	.	54,538	.	.	.
Instructor - University College	0	1	0	0	.	56,035	.	.	.
Instructor - Urban Education	0	1	0	0	.	67,517	.	.	.
Instrumentation Specialist II	0	1	0	0	.	48,859	.	.	.
Instrumentation Specialist III	0	1	0	0	.	61,963	.	.	.
Interim Asst Dean	0	1	0	0	.	119,434	.	.	.
Interim Asst Prof - Dance	0	1	0	0	.	55,619	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Interim Asst Prof - Music Theory	0	1	0	0	.	55,619	.	.	.
Interim Master Electrical Manager	1	0	0	0	48,006	.	.	.	.
Internal Auditor	0	1	0	0	.	64,542	.	.	.
Interpreter Coordinator	0	1	0	0	.	52,000	.	.	.
Intl Student Scholar Svcs Dir	0	1	0	0	.	52,395	.	.	.
Investigator-Title IX & other	0	1	0	0	.	56,326	.	.	.
LTC Operations I	0	1	0	0	.	75,462	.	.	.
Lab Coordinator	0	1	0	0	.	34,112	.	.	.
Lab Specialist	0	1	0	0	.	58,989	.	.	.
Laboratory & Industry Agency L	0	1	0	0	.	40,893	.	.	.
Laboratory Coord I	0	3	0	0	.	50,794	.	.	.
Laboratory Coord II	0	1	0	0	.	59,301	.	.	.
Leadership Coordinator	1	0	0	0	56,410	.	.	.	.
Leap Advisor	1	0	0	0	36,005	.	.	.	.
Learning Specialist	0	1	0	0	.	45,760	.	.	.
Lecturer - Accounting	0	2	0	0	.	131,227	.	.	.
Lecturer - CS/CIS	0	1	0	0	.	66,997	.	.	.
Lecturer - Chemistry & Biochem	0	1	0	0	.	54,538	.	.	.
Lecturer - Chemistry & Biology	1	0	0	0	56,035	.	.	.	.
Lecturer - Communication Studies	0	1	0	0	.	50,627	.	.	.
Lecturer - Community Health	0	1	0	0	.	50,398	.	.	.
Lecturer - Dietetics	0	1	0	0	.	55,806	.	.	.
Lecturer - Earth Sciences	0	1	0	0	.	51,834	.	.	.
Lecturer - Full Benefits	0	1	0	0	.	90,813	.	.	.
Lecturer - History	0	1	0	0	.	49,629	.	.	.
Lecturer - Human Services	0	1	0	0	.	55,994	.	.	.
Lecturer - Library	0	1	0	0	.	46,717	.	.	.
Lecturer - Modern Lang.	1	0	0	0	44,678	.	.	.	.
Lecturer - Nursing	0	3	0	0	.	64,771	.	.	.
Lecturer - Physics	0	1	0	0	.	56,971	.	.	.
Lecturer - Schl Sport Sciences	0	1	0	0	.	55,619	.	.	.
Lecturer - Schl of Nursing	0	2	0	0	.	69,503	.	.	.
Lecturer - Schl of Spec Ed	1	0	0	0	60,008	.	.	.	.
Lecturer - Sociology	0	2	0	0	.	50,575	.	.	.
Lecturer - University Libraries	0	3	0	0	.	47,694	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Lecturer ASLIS	0	1	0	0	.	54,330	.	.	.
Lecuturer - ASLIS	1	0	0	0	54,330	.	.	.	.
Library Technician II	1	16	1	16	45,552	39,405	6,147	6,147	1.21
Library Technician III	1	4	1	4	40,518	42,822	-2,304	-2,304	-0.39
Licensed Staff Psychologist	1	5	1	5	61,006	60,887	119	119	0.02
Licensure Officer School of TE	0	1	0	0	.	59,467	.	.	.
Loveland Center Coordinator	0	1	0	0	.	47,486	.	.	.
Loveland Site Coordinator	0	1	0	0	.	47,486	.	.	.
MCB Academic Advisor	0	1	0	0	.	45,178	.	.	.
Manager Custodial Services	0	1	0	0	.	61,402	.	.	.
Manager Landscaping and Grounds	0	1	0	0	.	84,906	.	.	.
Manager Sched/Stu Conduct Office	0	1	0	0	.	34,843	.	.	.
Manager UNC/Greeley Jazz Festival	0	1	0	0	.	45,614	.	.	.
Manager of Payroll	0	1	0	0	.	55,910	.	.	.
Market Development Manager	0	3	0	0	.	62,643	.	.	.
Marketing Communications Spec	0	1	0	0	.	53,518	.	.	.
Marketing Coordinator	1	0	0	0	49,566	.	.	.	.
Marketing Manager	0	2	0	0	.	61,589	.	.	.
Marketing Specialist	1	3	1	3	51,626	50,003	1,622	1,622	0.40
Materials Handler I	1	1	0	0	27,664	27,706	-42	.	.
Materials Handler II	1	4	1	4	34,466	40,113	-5,647	-5,647	-0.68
Mgr Infrastructure & Acad Tech	0	1	0	0	.	74,360	.	.	.
Music Enrollment Specialist	0	1	0	0	.	45,178	.	.	.
Music Retention & Bus Coord	0	1	0	0	.	48,610	.	.	.
National Testing Coordinator	0	1	0	0	.	46,675	.	.	.
Natural Sciences Librarian	0	1	0	0	.	73,694	.	.	.
Nursing Academic Advisor	0	1	0	0	.	39,998	.	.	.
Off-Campus Program Manager	0	1	0	0	.	55,910	.	.	.
Office Coordinator	0	1	0	0	.	39,582	.	.	.
Onsite Assist Advisor	1	0	0	0	37,003	.	.	.	.
Payment & PCard Manager	0	1	0	0	.	61,422	.	.	.
Photographer	0	1	0	0	.	60,008	.	.	.
Photographer/Graphic Designer	0	1	0	0	.	58,656	.	.	.
Pipe/Mech Trades I	0	1	0	0	.	42,994	.	.	.
Pipe/Mech Trades II	0	11	0	0	.	54,362	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Police Administrator I	0	1	0	0	.	97,469	.	.	.
Police Communication Tech	1	5	1	5	42,474	42,985	-512	-512	-0.47
Police Communication Tech Spec	0	1	0	0	.	46,550	.	.	.
<b>Police Officer I</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>70,429</b>	<b>59,407</b>	<b>11,021</b>	<b>11,021</b>	<b>2.18</b>
Police Officer II	0	2	0	0	.	64,813	.	.	.
Police Officer III	0	1	0	0	.	74,256	.	.	.
Post Doc Research Assoc	0	2	0	0	.	51,480	.	.	.
Postdoctoral Research Fellow	0	1	0	0	.	51,002	.	.	.
Pre Doctoral Intern	1	0	0	0	22,755	.	.	.	.
Pre-doctoral Psy Intern	0	1	0	0	.	22,755	.	.	.
Predocutorial Psychology Intern	1	0	0	0	22,754	.	.	.	.
President	0	1	0	0	.	322,650	.	.	.
Prevention Coordinator	0	1	0	0	.	44,263	.	.	.
Production I	1	0	0	0	26,603	.	.	.	.
Production III	0	1	0	0	.	41,080	.	.	.
Professor - APCE	1	0	0	0	88,067	.	.	.	.
Professor - Accounting	0	3	0	0	.	160,243	.	.	.
Professor - Administrator	0	1	0	0	.	69,726	.	.	.
Professor - Africana Studies	1	0	0	0	116,334	.	.	.	.
Professor - Anthropology	0	1	0	0	.	110,490	.	.	.
Professor - Applied Psychology & Counselor Ed	0	1	0	0	.	73,384	.	.	.
Professor - Applied Statistics	0	1	0	0	.	99,195	.	.	.
Professor - Area Head Academ Studies	0	1	0	0	.	99,299	.	.	.
Professor - Art & Design	0	4	0	0	.	95,805	.	.	.
Professor - Audiology	0	1	0	0	.	103,251	.	.	.
Professor - Bilingual ESL	0	1	0	0	.	82,534	.	.	.
Professor - Bilingual/ESL	1	0	0	0	106,600	.	.	.	.
Professor - Biological Sciences	0	2	0	0	.	136,677	.	.	.
Professor - Biology	0	2	0	0	.	115,658	.	.	.
Professor - Business	1	0	0	0	129,230	.	.	.	.
Professor - CIS	0	1	0	0	.	191,610	.	.	.
Professor - Chemistry	1	3	1	3	116,064	135,595	-19,531	-19,531	-1.05
Professor - Chemistry & Biochem	1	1	0	0	107,994	125,403	-17,410	.	.
Professor - Communication Studies	0	6	0	0	.	100,721	.	.	.
Professor - Communications	0	1	0	0	.	113,901	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Professor - Computer Info Systems	0	1	0	0	.	166,650	.	.	.
Professor - Counseling Psychology	1	0	0	0	106,246	.	.	.	.
Professor - Criminal Justice	0	1	0	0	.	115,149	.	.	.
Professor - Dance	0	1	0	0	.	92,726	.	.	.
Professor - ELPS	0	2	0	0	.	98,114	.	.	.
Professor - Earth Sciences	0	3	0	0	.	124,342	.	.	.
Professor - Economics	1	2	1	2	132,038	125,819	6,219	6,219	0.53
Professor - Educational Tech Instruct	1	0	0	0	98,342	.	.	.	.
Professor - Elementary Education	0	3	0	0	.	92,927	.	.	.
Professor - English	3	4	3	4	97,344	105,258	-7,914	-23,743	-0.70
Professor - Finance	1	4	1	4	163,093	167,768	-4,675	-4,675	-0.30
Professor - Full Benefits	0	2	0	0	.	116,532	.	.	.
Professor - Geography	0	5	0	0	.	102,045	.	.	.
Professor - HESAL	0	1	0	0	.	100,360	.	.	.
Professor - Hispanic Studies	3	2	3	2	101,393	104,104	-2,711	-8,133	-0.19
Professor - History	0	4	0	0	.	99,460	.	.	.
Professor - Hnrs Scholars & Ldrs	0	1	0	0	.	98,966	.	.	.
Professor - Human Services	1	1	0	0	110,635	111,176	-541	.	.
Professor - Jazz Studies	0	1	0	0	.	81,952	.	.	.
Professor - Journalism	0	3	0	0	.	100,069	.	.	.
Professor - Management	0	2	0	0	.	161,148	.	.	.
Professor - Management Instr	0	1	0	0	.	210,642	.	.	.
Professor - Marketing	2	2	2	2	158,059	159,203	-1,144	-2,288	-0.11
Professor - Mathematical Science	0	1	0	0	.	120,578	.	.	.
Professor - Mathematics	2	6	2	6	105,810	104,187	1,622	3,245	0.22
Professor - Modern Lang	0	1	0	0	.	148,470	.	.	.
Professor - Music	3	15	3	15	93,233	94,978	-1,746	-5,237	-0.29
Professor - Music Composition	0	1	0	0	.	81,786	.	.	.
Professor - Nursing	0	3	0	0	.	110,753	.	.	.
Professor - Philosophy	0	1	0	0	.	74,506	.	.	.
Professor - Physics	1	2	1	2	108,035	119,735	-11,700	-11,700	-1.94
Professor - Political Science	0	3	0	0	.	100,415	.	.	.
Professor - Professional Psychology	0	2	0	0	.	97,635	.	.	.
Professor - Psych Sciences	0	1	0	0	.	101,795	.	.	.
Professor - Psychology	1	9	1	9	107,786	104,213	3,573	3,573	0.32

# **T-Test by Job Title** **Cohort Results**

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Professor - SES	0	4	0	0	.	106,085	.	.	.
Professor - School Psychology	0	2	0	0	.	107,380	.	.	.
Professor - Sociology	0	2	0	0	.	99,060	.	.	.
Professor - Special Education	2	8	2	8	95,753	98,184	-2,431	-4,862	-0.19
Professor - Special Language	1	2	1	2	104,354	105,092	-738	-738	-0.02
Professor - Speech Language	0	1	0	0	.	90,189	.	.	.
Professor - Sport Sciences	0	2	0	0	.	83,512	.	.	.
Professor - Statistics	0	1	0	0	.	107,619	.	.	.
Professor - Teacher Education	2	1	2	1	99,882	80,018	19,864	39,728	1.76
Professor - Theatre Arts	0	5	0	0	.	91,820	.	.	.
Professor - Theatre Arts & Dance	0	1	0	0	.	79,414	.	.	.
Professor - Theatre Ed	0	1	0	0	.	78,541	.	.	.
Professor - Theatre Studies	0	1	0	0	.	88,088	.	.	.
Professor - Visual Arts	1	3	1	3	105,914	92,123	13,790	13,790	1.40
Prog Spec Instructional Serv	0	1	0	0	.	48,069	.	.	.
Program Admin. Frontiers of Scie	0	1	0	0	.	66,165	.	.	.
Program Assistant I	2	12	2	12	47,414	46,881	532	1,064	0.99
Program Assistant II	0	6	0	0	.	51,088	.	.	.
Program Coordinator	1	2	1	2	52,645	38,361	14,284	14,284	0.85
Program Coordinator CUMBRES	0	1	0	0	.	47,861	.	.	.
Program Coordinator Off-Campus Life	0	1	0	0	.	44,263	.	.	.
Program Coordinator Upward Bnd	0	1	0	0	.	49,088	.	.	.
Program Dir for RSVP	0	1	0	0	.	44,429	.	.	.
Program Management Specialist	0	1	0	0	.	40,144	.	.	.
Program Manager	0	1	0	0	.	32,510	.	.	.
Project Assistant	0	1	0	0	.	22,197	.	.	.
Project Coordinator	0	6	0	0	.	64,910	.	.	.
Project Coordinator Fac Mngt	1	0	0	0	73,424	.	.	.	.
Project Manager	0	2	0	0	.	68,442	.	.	.
Psychological Sciences Acad Ad	0	1	0	0	.	39,998	.	.	.
Purchasing & Contracts Special	0	1	0	0	.	60,757	.	.	.
Purchasing Agent II	0	1	0	0	.	52,998	.	.	.
Purchasing Agent III	0	2	0	0	.	66,425	.	.	.
Purchasing Assistant	0	1	0	0	.	39,125	.	.	.
Recording Studio Technician	0	1	0	0	.	48,672	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Recruiter	0	1	0	0	.	44,262	.	.	.
Recruitment Coordinator	0	1	0	0	.	35,568	.	.	.
Reference Librarian	0	3	0	0	.	71,365	.	.	.
Regional Admissions Counselor	2	0	0	0	40,394	.	.	.	.
Registrar	0	1	0	0	.	97,282	.	.	.
Regulatory Compliance Admin	0	1	0	0	.	65,624	.	.	.
Research & Prospect Manager	0	1	0	0	.	65,000	.	.	.
Research Analyst	0	1	0	0	.	71,698	.	.	.
Research Assoc	0	1	0	0	.	64,834	.	.	.
Research Assoc II	0	1	0	0	.	29,016	.	.	.
Residence Hall Director	1	8	1	8	45,656	47,029	-1,373	-1,373	-1.37
Resident Scenic Artist	0	1	0	0	.	48,610	.	.	.
Resource Conservation Manager	0	1	0	0	.	86,174	.	.	.
Resources Director DOIT	0	1	0	0	.	48,610	.	.	.
Retired/Emeritus Adj Fac- Aud & Spch-Lang Sci	0	1	0	0	.	54,600	.	.	.
Retired/Emeritus Assoc Prof - Dietetics	1	0	0	0	73,382	.	.	.	.
SVP	0	2	0	0	.	241,946	.	.	.
Scheduler	0	2	0	0	.	38,043	.	.	.
School Director	0	1	0	0	.	122,262	.	.	.
Security II	0	1	0	0	.	34,368	.	.	.
Senior Administrative Specialist	0	2	0	0	.	53,945	.	.	.
Senior Analyst	0	1	0	0	.	70,886	.	.	.
Senior Assoc Athletic Director	0	1	0	0	.	91,312	.	.	.
Senior Business Manager	0	1	0	0	.	73,299	.	.	.
Senior Director of Development	1	1	0	0	98,717	98,114	603	.	.
Senior Financial Aid Counselor	0	1	0	0	.	41,184	.	.	.
Senior Lecturer - ASLIS	0	1	0	0	.	56,742	.	.	.
Senior Lecturer - Anthropology	1	0	0	0	49,358	.	.	.	.
Senior Lecturer - CIS/CETL	0	1	0	0	.	82,222	.	.	.
Senior Lecturer - Comm Studies	0	1	0	0	.	55,640	.	.	.
Senior Lecturer - Criminal Justice	0	1	0	0	.	49,088	.	.	.
Senior Lecturer - Eng. Lang. and Lit.	0	3	0	0	.	45,552	.	.	.
Senior Lecturer - English	1	1	0	0	52,603	52,603	0	.	.
Senior Lecturer - Journalism	0	1	0	0	.	54,538	.	.	.
Senior Lecturer - Mathematics	0	2	0	0	.	51,688	.	.	.

# T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

Job Title	Minorities (#)	Non-Minorities (#)	Minorities Compared (#)	Non-Minorities Compared (#)	Average Minority Pay (\$)	Average Non-Minority Pay (\$)	Difference in Pay (\$) Minority minus Non-Minority	Weighted Difference (\$)	Number of Standard Deviations
Senior Lecturer - Nursing	0	1	0	0	.	76,752	.	.	.
Senior Lecturer - Psychology	0	1	0	0	.	62,046	.	.	.
Senior Lecturer - SES	1	1	0	0	73,736	61,838	11,898	.	.
Senior Lecturer - School of Music	0	1	0	0	.	55,619	.	.	.
Senior Lecturer ASLIS	0	1	0	0	.	56,742	.	.	.
Senior Network & Voice Enginee	0	1	0	0	.	75,878	.	.	.
Special Assist to Senior VP	0	1	0	0	.	119,371	.	.	.
Special Education Research Fac	0	1	0	0	.	134,534	.	.	.
Sr Admissions Counselor	0	1	0	0	.	36,475	.	.	.
Staff Psychologist-LPC	0	1	0	0	.	62,754	.	.	.
State Auth & Comp Administr	0	1	0	0	.	33,396	.	.	.
Structural Trades II	3	11	3	11	42,855	45,677	-2,822	-8,466	-1.20
Stu Srvs Coord Clinical Requir	0	1	0	0	.	43,597	.	.	.
Student Development Specialist	0	1	0	0	.	45,760	.	.	.
Student Services Coordinator	0	1	0	0	.	45,178	.	.	.
Student Services Specialist	0	2	0	0	.	52,687	.	.	.
Technical Services Manager	0	2	0	0	.	63,523	.	.	.
Technical Support Manager	0	1	0	0	.	60,008	.	.	.
Temporary Hourly	8	45	8	45	33,670	50,218	-16,548	-132,386	-1.76
Temporary Salary	2	10	2	10	15,100	9,105	5,995	11,990	0.74
Theatre Technical Director	0	1	0	0	.	48,610	.	.	.
Transfer Evaluator	0	1	0	0	.	31,201	.	.	.
Triage Coordinator	0	1	0	0	.	40,498	.	.	.
Tutoring Coordinator	0	1	0	0	.	45,760	.	.	.
UC Operations & Technology Manager	0	1	0	0	.	44,242	.	.	.
UNC-CRI Clinical Coordinator	0	1	0	0	.	48,006	.	.	.
Undergrad Prgrm Mngmt Spec	1	0	0	0	39,998	.	.	.	.
Univ College Scheduler/LC Spec	0	1	0	0	.	37,793	.	.	.
Upward Bound Director	1	0	0	0	59,072	.	.	.	.
Utility Plant Oper I	0	5	0	0	.	54,812	.	.	.
Utility Plant Oper II	0	1	0	0	.	68,494	.	.	.
VP Alumni & Development	0	1	0	0	.	209,102	.	.	.
VP Campus Community & Clim	1	0	0	0	187,325	.	.	.	.
VP External & Univ Relations	0	1	0	0	.	207,064	.	.	.
VP General Counsel	0	1	0	0	.	194,418	.	.	.

### T-Test by Job Title Cohort Results

University of Northern Colorado  
11/01/2017

[illegible]

# Veteran (VEVRAA) Data Collection by Job Group

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

Job Group	Total Applicants	Total Veteran Applicants	Total Hires and Offers	Total Veteran Hires and Offers	Job Openings	Jobs Filled
1A Sr Management	5	0	2	0	2	2
1B Directors	122	4	8	0	8	8
1C Asst/Assoc Deans	21	2	1	0	1	1
1D Management	303	17	13	1	13	13
2A Admin Professionals	84	5	7	0	7	7
2B IT Professionals	36	2	6	0	6	6
2C Education Professionals	378	16	21	0	21	21
2D Professors	67	1	10	0	10	10
2E Assoc Professors	2	0	2	0	2	2
2F Asst Professors	829	36	37	1	37	37
2G Lecturers/Instructors	141	4	7	0	7	7
2H Adjunct Faculty	432	16	125	1	125	125
2I Athletics	251	9	6	0	6	6
5 Sr Admin Support	224	10	11	0	11	11
5A Admin Support-Other	249	12	25	0	25	25
5B Admin Support-Library	4	0	4	0	4	4
5C Admin Assistants III	3	0	3	0	3	3
5D Admin Assistants I & II	8	0	7	0	7	7
5E Temporary	105	2	57	0	57	57
6 Craft Workers	5	0	5	0	5	5
8 Laborers	2	0	2	0	2	2
9 Custodians	10	0	10	0	10	10
9A Dining Services	16	0	16	0	16	16
9B Security / Service Worker	1	0	1	0	1	1
<b>Total</b>	<b>3,298</b>	<b>136</b>	<b>386</b>	<b>3</b>	<b>386</b>	<b>386</b>

# Veteran Benchmark Analysis by Job Group

**From 11/01/2016 To 10/31/2017**

University of Northern Colorado

11/01/2017

Job Group	Total Hires and Offers	Veteran Hires and Offers		6.70% Benchmark met ?
		#	%	
1A Sr Management	2	0	0.00%	No
1B Directors	8	0	0.00%	No
1C Asst/Assoc Deans	1	0	0.00%	No
1D Management	13	1	7.69%	Yes
2A Admin Professionals	7	0	0.00%	No
2B IT Professionals	6	0	0.00%	No
2C Education Professionals	21	0	0.00%	No
2D Professors	10	0	0.00%	No
2E Assoc Professors	2	0	0.00%	No
2F Asst Professors	37	1	2.70%	No
2G Lecturers/Instructors	7	0	0.00%	No
2H Adjunct Faculty	125	1	0.80%	No
2I Athletics	6	0	0.00%	No
5 Sr Admin Support	11	0	0.00%	No
5A Admin Support-Other	25	0	0.00%	No
5B Admin Support-Library	4	0	0.00%	No
5C Admin Assistants III	3	0	0.00%	No
5D Admin Assistants I & II	7	0	0.00%	No
5E Temporary	57	0	0.00%	No
6 Craft Workers	5	0	0.00%	No
8 Laborers	2	0	0.00%	No
9 Custodians	10	0	0.00%	No
9A Dining Services	16	0	0.00%	No
9B Security / Service Worker	1	0	0.00%	No
<b>Total</b>	<b>386</b>	<b>3</b>	<b>0.78%</b>	

# Veteran (VEVRAA) Data Collection by Job Group

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

Job Group	Total Persons Considered	Total Veteran Persons Considered	Total Promotions	Total Veteran Promotions	Job Openings	Jobs Filled
1 Executives	98	0	2	0	2	2
1A Sr Management	156	0	3	0	3	3
1B Directors	880	0	8	0	8	8
1C Asst/Assoc Deans	465	1	6	0	6	6
1D Management	684	1	9	0	9	9
2A Admin Professionals	196	0	4	0	4	4
2B IT Professionals	182	0	2	0	2	2
2C Education Professionals	881	0	11	0	11	11
2D Professors	748	0	48	0	48	48
2E Assoc Professors	536	0	49	0	49	49
2F Asst Professors	474	0	17	0	17	17
2G Lecturers/Instructors	411	0	11	0	11	11
2H Adjunct Faculty	182	0	6	0	6	6
3 Technicians	42	0	2	0	2	2
5 Sr Admin Support	228	0	4	0	4	4
5A Admin Support-Other	287	0	10	0	10	10
5C Admin Assistants III	45	0	3	0	3	3
5D Admin Assistants I & II	97	0	1	0	1	1
5E Temporary	83	0	1	0	1	1
8 Laborers	83	0	2	0	2	2
Total	6,758	2	199	0	199	199

# Veteran Benchmark Analysis by Job Group

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

Job Group	Total Promotions	Veteran Promotions		6.70% Benchmark met ?
		#	%	
1 Executives	2	0	0.00%	No
1A Sr Management	3	0	0.00%	No
1B Directors	8	0	0.00%	No
1C Asst/Assoc Deans	6	0	0.00%	No
1D Management	9	0	0.00%	No
2A Admin Professionals	4	0	0.00%	No
2B IT Professionals	2	0	0.00%	No
2C Education Professionals	11	0	0.00%	No
2D Professors	48	0	0.00%	No
2E Assoc Professors	49	0	0.00%	No
2F Asst Professors	17	0	0.00%	No
2G Lecturers/Instructors	11	0	0.00%	No
2H Adjunct Faculty	6	0	0.00%	No
3 Technicians	2	0	0.00%	No
5 Sr Admin Support	4	0	0.00%	No
5A Admin Support-Other	10	0	0.00%	No
5C Admin Assistants III	3	0	0.00%	No
5D Admin Assistants I & II	1	0	0.00%	No
5E Temporary	1	0	0.00%	No
8 Laborers	2	0	0.00%	No
Total	199	0	0.00%	

# Disability (Section 503) Data Collection by Job Group

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

Job Group	Total Applicants	Total Disability Applicants	Total Hires and Offers	Total Disability Hires and Offers	Job Openings	Jobs Filled
1A Sr Management	5	0	2	0	2	2
1B Directors	122	8	8	0	8	8
1C Asst/Assoc Deans	21	0	1	0	1	1
1D Management	303	12	13	0	13	13
2A Admin Professionals	84	0	7	0	7	7
2B IT Professionals	36	2	6	0	6	6
2C Education Professionals	378	11	21	0	21	21
2D Professors	67	2	10	0	10	10
2E Assoc Professors	2	0	2	0	2	2
2F Asst Professors	829	24	37	0	37	37
2G Lecturers/Instructors	141	9	7	0	7	7
2H Adjunct Faculty	432	12	125	0	125	125
2I Athletics	251	7	6	0	6	6
5 Sr Admin Support	224	2	11	0	11	11
5A Admin Support-Other	249	13	25	0	25	25
5B Admin Support-Library	4	0	4	0	4	4
5C Admin Assistants III	3	0	3	0	3	3
5D Admin Assistants I & II	8	0	7	0	7	7
5E Temporary	105	0	57	0	57	57
6 Craft Workers	5	0	5	0	5	5
8 Laborers	2	0	2	0	2	2
9 Custodians	10	0	10	0	10	10
9A Dining Services	16	0	16	0	16	16
9B Security / Service Worker	1	0	1	0	1	1
Total	3,298	102	386	0	386	386

# Disability (Section 503) Data Collection by Job Group

From 11/01/2016 To 10/31/2017

University of Northern Colorado

11/01/2017

Job Group	Total Persons Considered	Total Disability Persons Considered	Total Promotions	Total Disability Promotions	Job Openings	Jobs Filled
1 Executives	98	0	2	0	2	2
1A Sr Management	156	0	3	0	3	3
1B Directors	880	0	8	0	8	8
1C Asst/Assoc Deans	465	0	6	0	6	6
1D Management	684	0	9	0	9	9
2A Admin Professionals	196	0	4	0	4	4
2B IT Professionals	182	0	2	0	2	2
2C Education Professionals	881	0	11	0	11	11
2D Professors	748	0	48	0	48	48
2E Assoc Professors	536	0	49	0	49	49
2F Asst Professors	474	0	17	0	17	17
2G Lecturers/Instructors	411	0	11	0	11	11
2H Adjunct Faculty	182	0	6	0	6	6
3 Technicians	42	0	2	0	2	2
5 Sr Admin Support	228	0	4	0	4	4
5A Admin Support-Other	287	0	10	0	10	10
5C Admin Assistants III	45	0	3	0	3	3
5D Admin Assistants I & II	97	0	1	0	1	1
5E Temporary	83	0	1	0	1	1
8 Laborers	83	0	2	0	2	2
Total	6,758	0	199	0	199	199