

# Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

03/01/2005

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Disparity? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|------------|
| 100 Vice Presidents & Deans        | 25                   | Female   | 8              | 32.00          | 31.25            | 7.8                     | 0.2                            | Yes        |
|                                    |                      | Minority | 1              | 4.00           | 11.74            | 2.9                     | -1.9                           |            |
|                                    |                      | Black    | 1              | 4.00           | 0.00             | 0.0                     | 1.0                            |            |
|                                    |                      | Hispanic | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
|                                    |                      | Asian    | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
| 110 AVPs & Executive Directors     | 31                   | Female   | 12             | 38.71          | 35.85            | 11.1                    | 0.9                            |            |
|                                    |                      | Minority | 3              | 9.68           | 11.76            | 3.6                     | -0.6                           |            |
|                                    |                      | Black    | 1              | 3.23           | 0.00             | 0.0                     | 1.0                            |            |
|                                    |                      | Hispanic | 2              | 6.45           | 0.00             | 0.0                     | 2.0                            |            |
|                                    |                      | Asian    | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
| 206 Business - Business            | 69                   | Female   | 14             | 20.29          | 19.56            | 13.5                    | 0.5                            | Yes        |
|                                    |                      | Minority | 16             | 23.19          | 9.31             | 6.4                     | 9.6                            |            |
|                                    |                      | Black    | 0              | 0.00           | 4.09             | 2.8                     | -2.8                           |            |
|                                    |                      | Hispanic | 3              | 4.35           | 1.37             | 0.9                     | 2.1                            |            |
|                                    |                      | Asian    | 12             | 17.39          | 2.89             | 2.0                     | 10.0                           |            |
|                                    |                      | AmIndian | 1              | 1.45           | 0.00             | 0.0                     | 1.0                            |            |
| 207 Business - Economics           | 16                   | Female   | 3              | 18.75          | 17.62            | 2.8                     | 0.2                            |            |
|                                    |                      | Minority | 4              | 25.00          | 16.22            | 2.6                     | 1.4                            |            |
|                                    |                      | Black    | 1              | 6.25           | 2.48             | 0.4                     | 0.6                            |            |
|                                    |                      | Hispanic | 0              | 0.00           | 1.48             | 0.2                     | -0.2                           |            |
|                                    |                      | Asian    | 3              | 18.75          | 11.26            | 1.8                     | 1.2                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 1.00             | 0.2                     | -0.2                           |            |
| 211 Education - Teacher Education  | 61                   | Female   | 36             | 59.02          | 64.16            | 39.1                    | -3.1                           | Yes        |
|                                    |                      | Minority | 14             | 22.95          | 14.26            | 8.7                     | 5.3                            | Yes        |
|                                    |                      | Black    | 4              | 6.56           | 9.84             | 6.0                     | -2.0                           |            |
|                                    |                      | Hispanic | 4              | 6.56           | 1.36             | 0.8                     | 3.2                            |            |
|                                    |                      | Asian    | 5              | 8.20           | 2.81             | 1.7                     | 3.3                            |            |
|                                    |                      | AmIndian | 1              | 1.64           | 0.25             | 0.2                     | 0.8                            |            |
| 212 Education - Other Education    | 47                   | Female   | 19             | 40.43          | 53.94            | 25.4                    | -6.4                           | Yes        |
|                                    |                      | Minority | 7              | 14.89          | 17.27            | 8.1                     | -1.1                           | Yes        |
|                                    |                      | Black    | 2              | 4.26           | 7.88             | 3.7                     | -1.7                           | Yes        |
|                                    |                      | Hispanic | 4              | 8.51           | 4.27             | 2.0                     | 2.0                            |            |
|                                    |                      | Asian    | 1              | 2.13           | 3.99             | 1.9                     | -0.9                           |            |
|                                    |                      | AmIndian | 0              | 0.00           | 1.13             | 0.5                     | -0.5                           |            |
| 216 Engineering - Engineering      | 48                   | Female   | 4              | 8.33           | 9.21             | 4.4                     | -0.4                           |            |
|                                    |                      | Minority | 20             | 41.67          | 22.96            | 11.0                    | 9.0                            |            |
|                                    |                      | Black    | 2              | 4.17           | 2.36             | 1.1                     | 0.9                            |            |
|                                    |                      | Hispanic | 2              | 4.17           | 3.91             | 1.9                     | 0.1                            |            |
|                                    |                      | Asian    | 16             | 33.33          | 16.08            | 7.7                     | 8.3                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.61             | 0.3                     | -0.3                           |            |
| 217 Engineering - Computer Science | 16                   | Female   | 2              | 12.50          | 31.89            | 5.1                     | -3.1                           | Yes        |
|                                    |                      | Minority | 6              | 37.50          | 13.37            | 2.1                     | 3.9                            |            |
|                                    |                      | Black    | 0              | 0.00           | 2.41             | 0.4                     | -0.4                           |            |
|                                    |                      | Hispanic | 0              | 0.00           | 3.04             | 0.5                     | -0.5                           |            |
|                                    |                      | Asian    | 6              | 37.50          | 7.36             | 1.2                     | 4.8                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.55             | 0.1                     | -0.1                           |            |

*Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule*

Yes indicates Difference <= -1.0

# Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

03/01/2005

| Job Group                         | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Disparity? |
|-----------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|------------|
| 221 Fine Arts - Fine Arts         | 69                   | Female   | 18             | 26.09          | 31.48            | 21.7                    | -3.7                           | Yes        |
|                                   |                      | Minority | 8              | 11.59          | 10.73            | 7.4                     | 0.6                            | Yes        |
|                                   |                      | Black    | 3              | 4.35           | 6.72             | 4.6                     | -1.6                           |            |
|                                   |                      | Hispanic | 3              | 4.35           | 1.13             | 0.8                     | 2.2                            |            |
|                                   |                      | Asian    | 2              | 2.90           | 2.31             | 1.6                     | 0.4                            |            |
|                                   |                      | AmIndian | 0              | 0.00           | 0.57             | 0.4                     | -0.4                           |            |
| 222 Architecture Faculty          | 15                   | Female   | 2              | 13.33          | 15.89            | 2.4                     | -0.4                           |            |
|                                   |                      | Minority | 3              | 20.00          | 14.58            | 2.2                     | 0.8                            |            |
|                                   |                      | Black    | 0              | 0.00           | 5.95             | 0.9                     | -0.9                           |            |
|                                   |                      | Hispanic | 2              | 13.33          | 2.78             | 0.4                     | 1.6                            |            |
|                                   |                      | Asian    | 1              | 6.67           | 3.43             | 0.5                     | 0.5                            |            |
|                                   |                      | AmIndian | 0              | 0.00           | 2.42             | 0.4                     | -0.4                           |            |
| 226 HHS - Dental Medicine         | 24                   | Female   | 6              | 25.00          | 15.89            | 3.8                     | 2.2                            |            |
|                                   |                      | Minority | 4              | 16.67          | 14.58            | 3.5                     | 0.5                            |            |
|                                   |                      | Black    | 1              | 4.17           | 5.95             | 1.4                     | -0.4                           |            |
|                                   |                      | Hispanic | 2              | 8.33           | 2.78             | 0.7                     | 1.3                            |            |
|                                   |                      | Asian    | 1              | 4.17           | 3.43             | 0.8                     | 0.2                            |            |
|                                   |                      | AmIndian | 0              | 0.00           | 2.42             | 0.6                     | -0.6                           |            |
| 227 HHS - Health & Human Sciences | 28                   | Female   | 10             | 35.71          | 50.23            | 14.1                    | -4.1                           | Yes        |
|                                   |                      | Minority | 2              | 7.14           | 14.53            | 4.1                     | -2.1                           | Yes        |
|                                   |                      | Black    | 0              | 0.00           | 4.39             | 1.2                     | -1.2                           | Yes        |
|                                   |                      | Hispanic | 0              | 0.00           | 3.30             | 0.9                     | -0.9                           |            |
|                                   |                      | Asian    | 1              | 3.57           | 6.11             | 1.7                     | -0.7                           |            |
|                                   |                      | AmIndian | 1              | 3.57           | 0.72             | 0.2                     | 0.8                            |            |
| 228 HHS - Nursing                 | 25                   | Female   | 24             | 96.00          | 96.28            | 24.1                    | -0.1                           |            |
|                                   |                      | Minority | 3              | 12.00          | 12.64            | 3.2                     | -0.2                           |            |
|                                   |                      | Black    | 1              | 4.00           | 6.43             | 1.6                     | -0.6                           |            |
|                                   |                      | Hispanic | 1              | 4.00           | 3.71             | 0.9                     | 0.1                            |            |
|                                   |                      | Asian    | 1              | 4.00           | 1.57             | 0.4                     | 0.6                            |            |
|                                   |                      | AmIndian | 0              | 0.00           | 0.93             | 0.2                     | -0.2                           |            |
| 229 HHS - Public Health           | 10                   | Female   | 2              | 20.00          | 50.23            | 5.0                     | -3.0                           | Yes        |
|                                   |                      | Minority | 1              | 10.00          | 14.53            | 1.5                     | -0.5                           |            |
|                                   |                      | Black    | 1              | 10.00          | 4.39             | 0.4                     | 0.6                            |            |
|                                   |                      | Hispanic | 0              | 0.00           | 3.30             | 0.3                     | -0.3                           |            |
|                                   |                      | Asian    | 0              | 0.00           | 6.11             | 0.6                     | -0.6                           |            |
|                                   |                      | AmIndian | 0              | 0.00           | 0.72             | 0.1                     | -0.1                           |            |
| 230 Hotel Administration          | 54                   | Female   | 17             | 31.48          | 15.89            | 8.6                     | 8.4                            |            |
|                                   |                      | Minority | 9              | 16.67          | 14.58            | 7.9                     | 1.1                            |            |
|                                   |                      | Black    | 5              | 9.26           | 5.95             | 3.2                     | 1.8                            |            |
|                                   |                      | Hispanic | 2              | 3.70           | 2.78             | 1.5                     | 0.5                            |            |
|                                   |                      | Asian    | 2              | 3.70           | 3.43             | 1.9                     | 0.1                            |            |
|                                   |                      | AmIndian | 0              | 0.00           | 2.42             | 1.3                     | -1.3                           |            |
| 235 Law                           | 38                   | Female   | 20             | 52.63          | 35.13            | 13.3                    | 6.7                            |            |
|                                   |                      | Minority | 8              | 21.05          | 9.95             | 3.8                     | 4.2                            |            |
|                                   |                      | Black    | 3              | 7.89           | 4.94             | 1.9                     | 1.1                            |            |
|                                   |                      | Hispanic | 5              | 13.16          | 1.27             | 0.5                     | 4.5                            |            |
|                                   |                      | Asian    | 0              | 0.00           | 2.41             | 0.9                     | -0.9                           |            |
|                                   |                      | AmIndian | 0              | 0.00           | 1.33             | 0.5                     | -0.5                           |            |

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule  
 Yes indicates Difference <= -1.0

# Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

03/01/2005

| Job Group                     | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Disparity? |
|-------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|------------|
| 241 LA - English & Literature | 38                   | Female   | 16             | 42.11          | 52.85            | 20.1                    | -4.1                           | Yes        |
|                               |                      | Minority | 5              | 13.16          | 11.57            | 4.4                     | 0.6                            |            |
|                               |                      | Black    | 2              | 5.26           | 3.90             | 1.5                     | 0.5                            |            |
|                               |                      | Hispanic | 2              | 5.26           | 4.36             | 1.7                     | 0.3                            |            |
|                               |                      | Asian    | 0              | 0.00           | 3.05             | 1.2                     | -1.2                           | Yes        |
|                               |                      | AmIndian | 1              | 2.63           | 0.25             | 0.1                     | 0.9                            |            |
| 242 LA - Foreign Languages    | 13                   | Female   | 7              | 53.85          | 53.35            | 6.9                     | 0.1                            |            |
|                               |                      | Minority | 5              | 38.46          | 32.16            | 4.2                     | 0.8                            |            |
|                               |                      | Black    | 0              | 0.00           | 1.51             | 0.2                     | -0.2                           |            |
|                               |                      | Hispanic | 3              | 23.08          | 17.56            | 2.3                     | 0.7                            |            |
|                               |                      | Asian    | 2              | 15.38          | 12.31            | 1.6                     | 0.4                            |            |
|                               |                      | AmIndian | 0              | 0.00           | 0.78             | 0.1                     | -0.1                           |            |
| 243 LA - History              | 22                   | Female   | 9              | 40.91          | 32.51            | 7.2                     | 1.8                            |            |
|                               |                      | Minority | 4              | 18.18          | 14.86            | 3.3                     | 0.7                            |            |
|                               |                      | Black    | 1              | 4.55           | 7.10             | 1.6                     | -0.6                           |            |
|                               |                      | Hispanic | 1              | 4.55           | 4.62             | 1.0                     | 0.0                            |            |
|                               |                      | Asian    | 1              | 4.55           | 2.45             | 0.5                     | 0.5                            |            |
|                               |                      | AmIndian | 1              | 4.55           | 0.69             | 0.2                     | 0.8                            |            |
| 244 LA - Philosophy           | 7                    | Female   | 2              | 28.57          | 16.51            | 1.2                     | 0.8                            |            |
|                               |                      | Minority | 0              | 0.00           | 12.76            | 0.9                     | -0.9                           |            |
|                               |                      | Black    | 0              | 0.00           | 7.41             | 0.5                     | -0.5                           |            |
|                               |                      | Hispanic | 0              | 0.00           | 2.04             | 0.1                     | -0.1                           |            |
|                               |                      | Asian    | 0              | 0.00           | 3.31             | 0.2                     | -0.2                           |            |
|                               |                      | AmIndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
| 245 LA - Political Science    | 16                   | Female   | 4              | 25.00          | 22.30            | 3.6                     | 0.4                            |            |
|                               |                      | Minority | 2              | 12.50          | 12.80            | 2.0                     | 0.0                            |            |
|                               |                      | Black    | 0              | 0.00           | 6.40             | 1.0                     | -1.0                           | Yes        |
|                               |                      | Hispanic | 1              | 6.25           | 4.32             | 0.7                     | 0.3                            |            |
|                               |                      | Asian    | 1              | 6.25           | 2.08             | 0.3                     | 0.7                            |            |
|                               |                      | AmIndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
| 246 LA - Sociology            | 18                   | Female   | 7              | 38.89          | 38.17            | 6.9                     | 0.1                            |            |
|                               |                      | Minority | 1              | 5.56           | 13.89            | 2.5                     | -1.5                           | Yes        |
|                               |                      | Black    | 0              | 0.00           | 6.46             | 1.2                     | -1.2                           | Yes        |
|                               |                      | Hispanic | 1              | 5.56           | 2.04             | 0.4                     | 0.6                            |            |
|                               |                      | Asian    | 0              | 0.00           | 4.87             | 0.9                     | -0.9                           |            |
|                               |                      | AmIndian | 0              | 0.00           | 0.52             | 0.1                     | -0.1                           |            |
| 247 LA - Psychology           | 18                   | Female   | 5              | 27.78          | 37.78            | 6.8                     | -1.8                           | Yes        |
|                               |                      | Minority | 1              | 5.56           | 13.49            | 2.4                     | -1.4                           | Yes        |
|                               |                      | Black    | 0              | 0.00           | 5.62             | 1.0                     | -1.0                           | Yes        |
|                               |                      | Hispanic | 1              | 5.56           | 3.06             | 0.6                     | 0.4                            |            |
|                               |                      | Asian    | 0              | 0.00           | 2.93             | 0.5                     | -0.5                           |            |
|                               |                      | AmIndian | 0              | 0.00           | 1.89             | 0.3                     | -0.3                           |            |
| 248 LA - Social Sciences      | 21                   | Female   | 10             | 47.62          | 32.37            | 6.8                     | 3.2                            |            |
|                               |                      | Minority | 6              | 28.57          | 16.02            | 3.4                     | 2.6                            |            |
|                               |                      | Black    | 1              | 4.76           | 6.66             | 1.4                     | -0.4                           |            |
|                               |                      | Hispanic | 4              | 19.05          | 2.97             | 0.6                     | 3.4                            |            |
|                               |                      | Asian    | 1              | 4.76           | 5.08             | 1.1                     | -0.1                           |            |
|                               |                      | AmIndian | 0              | 0.00           | 1.31             | 0.3                     | -0.3                           |            |

*Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule*

Yes indicates Difference <= -1.0

# Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

03/01/2005

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Disparity? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|------------|
| 251 Sciences - Biological Sciences | 27                   | Female   | 4              | 14.81          | 29.30            | 7.9                     | -3.9                           | Yes        |
|                                    |                      | Minority | 5              | 18.52          | 13.44            | 3.6                     | 1.4                            |            |
|                                    |                      | Black    | 1              | 3.70           | 3.03             | 0.8                     | 0.2                            |            |
|                                    |                      | Hispanic | 2              | 7.41           | 1.97             | 0.5                     | 1.5                            |            |
|                                    |                      | Asian    | 2              | 7.41           | 8.07             | 2.2                     | -0.2                           |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.37             | 0.1                     | -0.1                           |            |
| 252 Sciences - Physical Sciences   | 65                   | Female   | 13             | 20.00          | 14.06            | 9.1                     | 3.9                            | Yes        |
|                                    |                      | Minority | 12             | 18.46          | 12.14            | 7.9                     | 4.1                            |            |
|                                    |                      | Black    | 1              | 1.54           | 2.40             | 1.6                     | -0.6                           |            |
|                                    |                      | Hispanic | 0              | 0.00           | 2.50             | 1.6                     | -1.6                           |            |
|                                    |                      | Asian    | 11             | 16.92          | 6.92             | 4.5                     | 6.5                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.32             | 0.2                     | -0.2                           |            |
| 253 Sciences - Mathematics         | 32                   | Female   | 3              | 9.38           | 24.62            | 7.9                     | -4.9                           | Yes        |
|                                    |                      | Minority | 14             | 43.75          | 19.31            | 6.2                     | 7.8                            |            |
|                                    |                      | Black    | 1              | 3.13           | 4.39             | 1.4                     | -0.4                           |            |
|                                    |                      | Hispanic | 1              | 3.13           | 4.74             | 1.5                     | -0.5                           |            |
|                                    |                      | Asian    | 12             | 37.50          | 10.18            | 3.3                     | 8.7                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.00             | 0.0                     | 0.0                            |            |
| 256 UA - Communications & Journ.   | 17                   | Female   | 6              | 35.29          | 32.12            | 5.5                     | 0.5                            | Yes        |
|                                    |                      | Minority | 1              | 5.88           | 12.56            | 2.1                     | -1.1                           |            |
|                                    |                      | Black    | 0              | 0.00           | 5.44             | 0.9                     | -0.9                           |            |
|                                    |                      | Hispanic | 0              | 0.00           | 3.07             | 0.5                     | -0.5                           |            |
|                                    |                      | Asian    | 1              | 5.88           | 3.77             | 0.6                     | 0.4                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.28             | 0.0                     | 0.0                            |            |
| 257 UA - Counseling                | 7                    | Female   | 2              | 28.57          | 36.21            | 2.5                     | -0.5                           |            |
|                                    |                      | Minority | 2              | 28.57          | 22.90            | 1.6                     | 0.4                            |            |
|                                    |                      | Black    | 1              | 14.29          | 11.33            | 0.8                     | 0.2                            |            |
|                                    |                      | Hispanic | 1              | 14.29          | 3.69             | 0.3                     | 0.7                            |            |
|                                    |                      | Asian    | 0              | 0.00           | 5.96             | 0.4                     | -0.4                           |            |
|                                    |                      | AmIndian | 0              | 0.00           | 1.92             | 0.1                     | -0.1                           |            |
| 258 UA - Criminal Jus & Social Wk  | 22                   | Female   | 12             | 54.55          | 36.21            | 8.0                     | 4.0                            |            |
|                                    |                      | Minority | 10             | 45.45          | 22.90            | 5.0                     | 5.0                            |            |
|                                    |                      | Black    | 5              | 22.73          | 11.33            | 2.5                     | 2.5                            |            |
|                                    |                      | Hispanic | 0              | 0.00           | 3.69             | 0.8                     | -0.8                           |            |
|                                    |                      | Asian    | 5              | 22.73          | 5.96             | 1.3                     | 3.7                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 1.92             | 0.4                     | -0.4                           |            |
| 259 UA - Public Administration     | 7                    | Female   | 3              | 42.86          | 43.38            | 3.0                     | 0.0                            | Yes        |
|                                    |                      | Minority | 0              | 0.00           | 14.44            | 1.0                     | -1.0                           |            |
|                                    |                      | Black    | 0              | 0.00           | 6.99             | 0.5                     | -0.5                           |            |
|                                    |                      | Hispanic | 0              | 0.00           | 2.79             | 0.2                     | -0.2                           |            |
|                                    |                      | Asian    | 0              | 0.00           | 4.20             | 0.3                     | -0.3                           |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.46             | 0.0                     | 0.0                            |            |
| 290 Other Academic Programs (NEC)  | 5                    | Female   | 3              | 60.00          | 43.38            | 2.2                     | 0.8                            |            |
|                                    |                      | Minority | 2              | 40.00          | 14.44            | 0.7                     | 1.3                            |            |
|                                    |                      | Black    | 1              | 20.00          | 6.99             | 0.3                     | 0.7                            |            |
|                                    |                      | Hispanic | 1              | 20.00          | 2.79             | 0.1                     | 0.9                            |            |
|                                    |                      | Asian    | 0              | 0.00           | 4.20             | 0.2                     | -0.2                           |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.46             | 0.0                     | 0.0                            |            |

*Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule*

Yes indicates Difference <= -1.0

# Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

03/01/2005

| Job Group                          | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Disparity? |
|------------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|------------|
| 310 Academic Support Professionals | 146                  | Female   | 95             | 65.07          | 55.97            | 81.7                    | 13.3                           | Yes        |
|                                    |                      | Minority | 52             | 35.62          | 26.56            | 38.8                    | 13.2                           |            |
|                                    |                      | Black    | 33             | 22.60          | 12.30            | 18.0                    | 15.0                           |            |
|                                    |                      | Hispanic | 10             | 6.85           | 8.35             | 12.2                    | -2.2                           |            |
|                                    |                      | Asian    | 7              | 4.79           | 3.01             | 4.4                     | 2.6                            |            |
|                                    |                      | AmIndian | 2              | 1.37           | 1.70             | 2.5                     | -0.5                           |            |
| 320 Administrative Professionals   | 395                  | Female   | 234            | 59.24          | 34.85            | 137.7                   | 96.3                           | Yes        |
|                                    |                      | Minority | 81             | 20.51          | 18.67            | 73.8                    | 7.2                            |            |
|                                    |                      | Black    | 34             | 8.61           | 4.16             | 16.4                    | 17.6                           |            |
|                                    |                      | Hispanic | 22             | 5.57           | 10.20            | 40.3                    | -18.3                          |            |
|                                    |                      | Asian    | 20             | 5.06           | 1.88             | 7.4                     | 12.6                           |            |
|                                    |                      | AmIndian | 5              | 1.27           | 0.50             | 2.0                     | 3.0                            |            |
| 330 Athletics Professionals        | 59                   | Female   | 17             | 28.81          | 28.38            | 16.7                    | 0.3                            |            |
|                                    |                      | Minority | 16             | 27.12          | 19.59            | 11.6                    | 4.4                            |            |
|                                    |                      | Black    | 10             | 16.95          | 9.58             | 5.6                     | 4.4                            |            |
|                                    |                      | Hispanic | 4              | 6.78           | 5.40             | 3.2                     | 0.8                            |            |
|                                    |                      | Asian    | 2              | 3.39           | 2.31             | 1.4                     | 0.6                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.96             | 0.6                     | -0.6                           |            |
| 340 Information Technology         | 88                   | Female   | 32             | 36.36          | 28.26            | 24.9                    | 7.1                            | Yes        |
|                                    |                      | Minority | 19             | 21.59          | 20.63            | 18.2                    | 0.8                            |            |
|                                    |                      | Black    | 6              | 6.82           | 5.64             | 5.0                     | 1.0                            |            |
|                                    |                      | Hispanic | 0              | 0.00           | 5.26             | 4.6                     | -4.6                           |            |
|                                    |                      | Asian    | 12             | 13.64          | 7.64             | 6.7                     | 5.3                            |            |
|                                    |                      | AmIndian | 1              | 1.14           | 0.94             | 0.8                     | 0.2                            |            |
| 350 Library Professionals          | 42                   | Female   | 30             | 71.43          | 83.87            | 35.2                    | -5.2                           | Yes        |
|                                    |                      | Minority | 5              | 11.90          | 16.53            | 6.9                     | -1.9                           | Yes        |
|                                    |                      | Black    | 1              | 2.38           | 6.06             | 2.5                     | -1.5                           | Yes        |
|                                    |                      | Hispanic | 0              | 0.00           | 4.54             | 1.9                     | -1.9                           | Yes        |
|                                    |                      | Asian    | 4              | 9.52           | 3.90             | 1.6                     | 2.4                            |            |
|                                    |                      | AmIndian | 0              | 0.00           | 1.74             | 0.7                     | -0.7                           |            |
| 360 Scientific & Health Pro.       | 105                  | Female   | 50             | 47.62          | 38.11            | 40.0                    | 10.0                           | Yes        |
|                                    |                      | Minority | 29             | 27.62          | 22.20            | 23.3                    | 5.7                            |            |
|                                    |                      | Black    | 2              | 1.90           | 5.90             | 6.2                     | -4.2                           |            |
|                                    |                      | Hispanic | 8              | 7.62           | 6.68             | 7.0                     | 1.0                            |            |
|                                    |                      | Asian    | 19             | 18.10          | 6.57             | 6.9                     | 12.1                           |            |
|                                    |                      | AmIndian | 0              | 0.00           | 0.92             | 1.0                     | -1.0                           |            |
| 400 Office & Admin - Sr/Lead/Supr  | 232                  | Female   | 205            | 88.36          | 75.73            | 175.7                   | 29.3                           | Yes        |
|                                    |                      | Minority | 60             | 25.86          | 28.35            | 65.8                    | -5.8                           |            |
|                                    |                      | Black    | 30             | 12.93          | 8.97             | 20.8                    | 9.2                            |            |
|                                    |                      | Hispanic | 18             | 7.76           | 11.34            | 26.3                    | -8.3                           |            |
|                                    |                      | Asian    | 9              | 3.88           | 5.45             | 12.6                    | -3.6                           |            |
|                                    |                      | AmIndian | 3              | 1.29           | 1.32             | 3.1                     | -0.1                           |            |
| 410 Office & Admin - Support Level | 247                  | Female   | 213            | 86.23          | 81.96            | 202.4                   | 10.6                           | Yes        |
|                                    |                      | Minority | 99             | 40.08          | 28.72            | 70.9                    | 28.1                           |            |
|                                    |                      | Black    | 43             | 17.41          | 8.62             | 21.3                    | 21.7                           |            |
|                                    |                      | Hispanic | 38             | 15.38          | 12.44            | 30.7                    | 7.3                            |            |
|                                    |                      | Asian    | 16             | 6.48           | 5.06             | 12.5                    | 3.5                            |            |
|                                    |                      | AmIndian | 2              | 0.81           | 1.54             | 3.8                     | -1.8                           |            |

*Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule*

Yes indicates Difference <= -1.0

# Incumbency v. Estimated Availability Detail

University of Nevada, Las Vegas

03/01/2005

| Job Group                      | Total Incumbents (#) | Category | Incumbents (#) | Incumbency (%) | Availability (%) | Expected Incumbents (#) | Difference (#) Exp. minus Inc. | Disparity? |
|--------------------------------|----------------------|----------|----------------|----------------|------------------|-------------------------|--------------------------------|------------|
| 500 Technical/Paraprofessional | 295                  | Female   | 183            | 62.03          | 57.80            | 170.5                   | 12.5                           | Yes        |
|                                |                      | Minority | 116            | 39.32          | 28.31            | 83.5                    | 32.5                           |            |
|                                |                      | Black    | 32             | 10.85          | 7.48             | 22.1                    | 9.9                            |            |
|                                |                      | Hispanic | 33             | 11.19          | 11.05            | 32.6                    | 0.4                            |            |
|                                |                      | Asian    | 45             | 15.25          | 5.32             | 15.7                    | 29.3                           |            |
|                                |                      | AmIndian | 5              | 1.69           | 2.72             | 8.0                     | -3.0                           |            |
| 600 Skilled Crafts             | 55                   | Female   | 1              | 1.82           | 3.15             | 1.7                     | -0.7                           | Yes        |
|                                |                      | Minority | 11             | 20.00          | 30.69            | 16.9                    | -5.9                           |            |
|                                |                      | Black    | 8              | 14.55          | 4.14             | 2.3                     | 5.7                            | Yes        |
|                                |                      | Hispanic | 2              | 3.64           | 21.32            | 11.7                    | -9.7                           |            |
|                                |                      | Asian    | 1              | 1.82           | 2.77             | 1.5                     | -0.5                           |            |
|                                |                      | AmIndian | 0              | 0.00           | 1.36             | 0.7                     | -0.7                           |            |
| 700 Service Maintenance        | 105                  | Female   | 13             | 12.38          | 7.61             | 8.0                     | 5.0                            | Yes        |
|                                |                      | Minority | 32             | 30.48          | 28.98            | 30.4                    | 1.6                            |            |
|                                |                      | Black    | 13             | 12.38          | 5.54             | 5.8                     | 7.2                            |            |
|                                |                      | Hispanic | 10             | 9.52           | 15.59            | 16.4                    | -6.4                           |            |
|                                |                      | Asian    | 6              | 5.71           | 3.28             | 3.4                     | 2.6                            |            |
|                                |                      | AmIndian | 3              | 2.86           | 2.22             | 2.3                     | 0.7                            |            |
| 710 Public Safety              | 41                   | Female   | 10             | 24.39          | 29.47            | 12.1                    | -2.1                           | Yes        |
|                                |                      | Minority | 12             | 29.27          | 22.40            | 9.2                     | 2.8                            |            |
|                                |                      | Black    | 3              | 7.32           | 8.95             | 3.7                     | -0.7                           | Yes        |
|                                |                      | Hispanic | 8              | 19.51          | 7.73             | 3.2                     | 4.8                            |            |
|                                |                      | Asian    | 0              | 0.00           | 4.32             | 1.8                     | -1.8                           |            |
|                                |                      | AmIndian | 1              | 2.44           | 0.58             | 0.2                     | 0.8                            |            |
| 720 Custodial & Grounds        | 203                  | Female   | 53             | 26.11          | 26.31            | 53.4                    | -0.4                           | Yes        |
|                                |                      | Minority | 108            | 53.20          | 54.39            | 110.4                   | -2.4                           |            |
|                                |                      | Black    | 49             | 24.14          | 10.25            | 20.8                    | 28.2                           | Yes        |
|                                |                      | Hispanic | 38             | 18.72          | 35.96            | 73.0                    | -35.0                          |            |
|                                |                      | Asian    | 19             | 9.36           | 5.74             | 11.6                    | 7.4                            |            |
|                                |                      | AmIndian | 2              | 0.99           | 0.94             | 1.9                     | 0.1                            |            |

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule  
 Yes indicates Difference <= -1.0