

Appendix D  
Determination of Availability

Job Group	H Code	Reasonable Recruiting Area	Educational Attainment Level	Feeder Group(s)	Type	Availability							
						Females	Males	Minorities	White, Non-Hispanic	Black, Non-Hispanic	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native
Executives, Administrators, & Managers	H10	United States	Bachelor's Degree or Higher	Executives, Administrators and Managers - Assistants and Associates	External	46.15%	53.85%	18.90%	81.10%	6.40%	4.32%	6.40%	0.32%
					Internal	49.61%	50.39%	4.72%	95.28%	3.94%	0.00%	0.79%	0.00%
Executives, Administrators & Managers - Assistants and Associates	H10	United States	Bachelor's Degree or Higher	Faculty - Chairs; Faculty - Instructional; Other Professionals	External	46.15%	53.85%	18.90%	81.10%	6.40%	4.32%	6.40%	0.32%
					Internal	49.40%	50.60%	7.23%	92.77%	7.23%	0.00%	0.00%	0.00%
Faculty - Chairs	H20	United States	Graduate or Professional Degree	Faculty - Instructional	External	43.99%	56.01%	18.92%	81.08%	5.77%	4.14%	7.30%	0.29%
					Internal	32.43%	67.57%	8.11%	91.89%	2.70%	0.00%	2.70%	2.70%
Faculty - Instructional	H20	United States	Graduate or Professional Degree	None	External	43.99%	56.01%	18.92%	81.08%	5.77%	4.14%	7.30%	0.29%
					Internal	50.08%	49.92%	8.97%	91.03%	4.57%	1.31%	2.94%	0.16%
Faculty - Other	H20	United States	Graduate or Professional Degree	None	External	43.99%	56.01%	18.92%	81.08%	5.77%	4.14%	7.30%	0.29%
					Internal	81.25%	18.75%	9.38%	90.63%	9.38%	0.00%	0.00%	0.00%
Other Professionals	H30	United States	Bachelor's Degree or Higher	Technical/Paraprofessional	External	46.15%	53.85%	18.90%	81.10%	6.40%	4.32%	6.40%	0.32%
					Internal	60.93%	39.07%	8.35%	91.65%	5.41%	1.23%	1.47%	0.25%
Technical/Paraprofessional	H40	United States	Some College or Associate Degree or Higher	None	External	48.55%	51.45%	21.56%	78.44%	8.69%	6.25%	4.44%	0.52%
					Internal	65.24%	34.76%	9.44%	90.56%	6.87%	1.72%	0.43%	0.43%
Office & Clerical	H50	Madison and Surrounding Counties	High School Diploma or Higher	None	External	48.50%	50.40%	11.65%	88.33%	7.35%	1.36%	1.88%	0.21%
					Internal	90.36%	9.64%	7.03%	92.97%	5.21%	1.82%	0.00%	0.00%

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						Females	Males	Minorities	White, Non-Hispanic	Black, Non-Hispanic	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native
Skilled Crafts	H60	Madison and Surrounding Counties	Less Than 9th Grade or Higher	Service/Maintenance - Facilities Services, Non-Custodial	External	47.14%	52.83%	12.89%	87.08%	7.77%	2.25%	1.61%	0.21%
					Internal	6.10%	93.90%	4.88%	95.12%	4.88%	0.00%	0.00%	0.00%
Service/Maintenance - Facilities Services, Non-Custodial	H70	Madison and Surrounding Counties	Less Than 9th Grade or Higher	None	External	47.14%	52.83%	12.89%	87.08%	7.77%	2.25%	1.61%	0.21%
					Internal	3.03%	96.97%	4.55%	95.45%	4.55%	0.00%	0.00%	0.00%
Service/Maintenance - Other	H70	Madison and Surrounding Counties	Less Than 9th Grade or Higher	None	External	47.14%	52.83%	12.89%	87.08%	7.77%	2.25%	1.61%	0.21%
					Internal	50.99%	49.01%	14.62%	85.38%	13.83%	0.40%	0.40%	0.00%

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Job Group	H Code	Reasonable Recruiting Area	Educational Attainment Level	Feeder Group(s)	Type	Weighting	Total Availability							
							Females	Males	Minorities	White, Non-Hispanic	Black, Non-Hispanic	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native
Executives, Administrators, & Managers	H10	United States	Bachelor's Degree or Higher	Executives, Administrators and Managers - Assistants and Associates	External	80%	46.84%	53.16%	16.06%	83.94%	5.91%	3.46%	5.28%	0.26%
					Internal	20%								
Executives, Administrators & Managers - Assistants and Associates	H10	United States	Bachelor's Degree or Higher	Faculty - Chairs; Faculty - Instructional; Other Professionals	External	20%	48.75%	51.25%	9.56%	90.44%	7.06%	0.86%	1.28%	0.06%
					Internal	80%								
Faculty - Chairs	H20	United States	Graduate or Professional Degree	Faculty - Instructional	External	80%	41.68%	58.32%	16.76%	83.24%	5.16%	3.31%	6.38%	0.78%
					Internal	20%								
Faculty - Instructional	H20	United States	Graduate or Professional Degree	None	External	100%	43.99%	56.01%	18.92%	81.08%	5.77%	4.14%	7.30%	0.29%
					Internal	0%								
Faculty - Other	H20	United States	Graduate or Professional Degree	None	External	100%	43.99%	56.01%	18.92%	81.08%	5.77%	4.14%	7.30%	0.29%
					Internal	0%								
Other Professionals	H30	United States	Bachelor's Degree or Higher	Technical/Paraprofessional	External	90%	47.63%	52.37%	17.85%	82.15%	6.30%	4.01%	5.91%	0.31%
					Internal	10%								
Technical/Paraprofessional	H40	United States	Some College or Associate Degree or Higher	None	External	100%	48.55%	51.45%	21.56%	78.44%	8.69%	6.25%	4.44%	0.52%
					Internal	0%								
Office & Clerical	H50	Madison and Surrounding Counties	High School Diploma or Higher	None	External	100%	48.50%	50.40%	11.65%	88.33%	7.35%	1.36%	1.88%	0.21%
					Internal	0%								

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							Females	Males	Minorities	White, Non-Hispanic	Black, Non-Hispanic	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native
Skilled Crafts	H60	Madison and Surrounding Counties	Less Than 9th Grade or Higher	Service/Maintenance - Facilities Services, Non-Custodial	External	20%	14.31%	85.69%	6.48%	93.51%	5.46%	0.45%	0.32%	0.04%
					Internal	80%								
Service/Maintenance - Facilities Services, Non-Custodial	H70	Madison and Surrounding Counties	Less Than 9th Grade or Higher	None	External	100%	47.14%	52.83%	12.89%	87.08%	7.77%	2.25%	1.61%	0.21%
					Internal	0%								
Service/Maintenance - Other	H70	Madison and Surrounding Counties	Less Than 9th Grade or Higher	None	External	100%	47.14%	52.83%	12.89%	87.08%	7.77%	2.25%	1.61%	0.21%
					Internal	0%								