

Appendix B
Job Group Analysis

Job Group	EEO Code	Position Title
Executives, Administrators, & Managers	10	Area Director
	10	Athletic Director
	10	Branch Manager
	10	Chief of Police
	10	Chief Of Staff/Executive Director
	10	Conference & Events Director
	10	Dean
	10	Dean/Professor
	10	Deputy Director
	10	Director, EAM
	10	Director/AssistantProfessor
	10	Director/Associate Professor, EAM
	10	Director/Professor, EAM
	10	Executive Assistant
	10	Executive Director
	10	Fieldwork Coordinator Assistant
	10	Head Basketball Coach
	10	Head Coach, EAM
	10	Head Football Coach
	10	Interim Associate Provost
	10	Manager, EAM
	10	Media Operations Manager
	10	Physician/Assistant Director
	10	President
	10	Professor/Director, EAM
	10	Project Administrator, EAM
	10	Project Director
	10	Provost/Vice President
	10	Registrar
	10	Senior Compliance Analyst
10	Special Assistant to Provost	
10	System Director	
10	University Counsel	

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Job Group	EEO Code	Position Title
Executives, Administrators, & Managers (cont'd)	10	Vice President
	10	Vice President/Treasurer
	10	WEKU General Manager
Executives, Administrators, & Managers - Assistant & Associate	10	Assistant Athletic Director
	10	Assistant Director, EAM
	10	Assistant Registrar, EAM
	10	Assistant Vice President
	10	Associate Dean
	10	Associate Dean/Professor
	10	Associate Deputy Director
	10	Associate Director, EAM
	10	Associate Vice President
	10	Associate Vice President/Dean Of Students
Faculty - Chairs	20	Associate Chair/Associate Professor
	20	Associate Chair/Professor
	20	Associate Professor/Chair
	20	Chair
	20	Chair/Assistant Professor
	20	Chair/Associate Professor
	20	Chair/Professor
	20	Endowed Chair
Faculty - Instructional	20	Assistant Professor
	20	Assistant Professor/Coordinator
	20	Assistant Professor/Director
	20	Assistant Professor/Recruiter
	20	Associate Professor
	20	Associate Professor/Chaplain
	20	Foundation Professor
	20	Instructor
	20	Instructor/Coach
	20	Instructor/Director
	20	Lecturer
	20	Professor

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Job Group	EEO Code	Position Title
Faculty - Instructional (cont'd)	20	Professor/Coordinator
	20	Professor/Director, Faculty
	20	Visiting Assistant Professor
	20	Visiting Instructor
	20	Visiting Professor
Faculty - Other	20	ASL Specialist
	20	ASL Specialist III
	20	Assistant University Librarian
	20	Associate Director, Faculty
	20	Associate Director/Assistant Professor
	20	Associate Librarian/Coordinator
	20	Associate University Librarian
	20	Clinical Faculty
	20	Co-Director/Instructor
	20	Coordinator/Professor
	20	Director/Associate Professor, Faculty
	20	Director/Professor, Faculty
	20	Director/Professor, Faculty
	20	Head Teacher
	20	Librarian/Assistant Professor
	20	Librarian/Associate Professor
	20	Manager, Faculty
	20	Research Scientist
	20	Team Leader
	20	Visiting Scholar
Other Professionals	30	Academic Advisor
	30	Academic Specialist
	30	Academic Specialist NOVA
	30	Accountant
	30	Administrative Project Coordinator
	30	Admission Counselor
	30	Adult Education Instructor
	30	Apprentice Academic Advisor

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Job Group	EEO Code	Position Title
Other Professionals (cont'd)	30	Archivist
	30	Area Coordinator
	30	Area Coordinator KCID
	30	Assistant Athletic Trainer
	30	Assistant Coach
	30	Assistant Coach/Part Time Teacher
	30	Assistant Coordinator
	30	Assistant Director, Other Professional
	30	Assistant Golf Pro
	30	Assistant Manager
	30	Assistant Registrar, Other Professional
	30	Assistant Supervisor
	30	Assistant Trainer
	30	Associate Director, Other Professional
	30	Athletic Academic Advisor
	30	Athletic Ticket Manager
	30	Attorney
	30	Auditor
	30	Behavioral Health Professional
	30	Behavioral Health Reviewer
	30	Billings & Collections Manager
	30	Budget Analyst
	30	Business Coordinator
	30	Business Development Specialist
	30	Chief Engineer
	30	Clinic Operations Manager
	30	Coach
	30	Coach/Part Time Teacher
	30	Compensation Analyst
	30	Conference & Events Planner
	30	Consultant
	30	Coordinator, Other Professional
	30	Coordinator/Instructor

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Job Group	EEO Code	Position Title
Other Professionals (cont'd)	30	Coordinator/Professor
	30	Counselor
	30	Counselor/Instructor
	30	Curriculum Training Developer
	30	Data Base Administrator
	30	Data Coordinator
	30	Data Management Coordinator
	30	Data Project Manager
	30	Director of Basketball Operations
	30	Director, Other Professional
	30	Disabilities Analyst
	30	Diversity Recruitment Specialist
	30	Employee Development Analyst
	30	Employment Analyst
	30	Evaluation Specialist
	30	Facilitation Services Specialist, Other Professional
	30	Family Nurse Practitioner
	30	Field Coordinator
	30	Financial Aid Counselor
	30	Golf Coach/Pro
	30	Grants & Research Specialist
	30	Head Coach, Other Professional
	30	Health Educator
	30	Institutional Research Analyst
	30	Instructional Designer, Other Professional
	30	Instructor/Coordinator
	30	Instructor/Specialist
	30	Interpreter, Other Professional
	30	Lab Coordinator
	30	Laboratory Manager, Other Professional
30	Liaison	
30	Manager, Other Professional	
30	Marketing Specialist, Other Professional	

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Job Group	EEO Code	Position Title
Other Professionals (cont'd)	30	Office Manager, Other Professional
	30	On-Line Learning Specialist
	30	Policy Compliance Analyst
	30	Procurement Card Administrator
	30	Producer
	30	Production Manager/Producer
	30	Program Administrator
	30	Project Administrator, Other Professional
	30	Project Employee
	30	Quality Control Analyst
	30	Radio Producer/Reporter
	30	Rater
	30	Recruiter
	30	Research Associate, Other Professional
	30	Residence Hall Coordinator
	30	Resource & Budget Analyst
	30	Resource Analyst
	30	Senior Charitable Grant Writer
	30	Senior Coordinator
	30	Senior Nurse Practitioner
	30	Senior Programmer Analyst
	30	Senior Staff Psychologist
	30	Senior Web Programmer
	30	Specialist, Other Professional
	30	Staff Psychologist
	30	Superintendent
	30	Supervisor, Other Professional
	30	Systems Analyst
	30	Teacher
	30	Technical Writer
30	Technology Resources Administrator	
30	Technology Specialist, Other Professional	
30	Television Producer	

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Job Group	EEO Code	Position Title
Other Professionals (cont'd)	30	Training Administrator
	30	Training Development Specialist
	30	Training Specialist
	30	University Photographer
	30	Webmaster & Data Systems Manager
	30	Writer/Editor
Technical/Paraprofessional	40	Accounting Specialist
	40	Adoption Assistant
	40	Agriculture Technician
	40	Agriculture Technician II
	40	ASL Lab Assistant
	40	Assistant Dairy Manager
	40	Assistant Database Administrator
	40	Assistant Equipment Technician
	40	Assistant On-Line Coordinator
	40	Basketball Operations Assistant
	40	Benefits Specialist
	40	Budget Coordinator
	40	Budget Specialist
	40	Business Manager
	40	Cable Operations Engineer
	40	Case Manager
	40	Catalog & Curriculum Specialist
	40	Certified Medical Assistant
	40	Computer Lab Associate
	40	Computer Operations Technician
	40	Computer Store Operator
	40	Contracts Specialist
	40	Coordinator, Technical/Paraprofessional
	40	Engineering Technician
	40	Executive Chef
	40	Facilities Coordinator
	40	Family Mentor

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Job Group	EEO Code	Position Title
Technical/Paraprofessional (cont'd)	40	Gift Processing Associate
	40	Graphic Designer
	40	Horticulture Technician
	40	Inbox Analyst
	40	Information Technology Consultant
	40	Instructional Designer, Technical/Paraprofessional
	40	Instructional Designer, Technical/Paraprofessional
	40	Instructional Support Coordinator II
	40	Instructional Support Coordinator III
	40	Interpreter, Technical/Paraprofessional
	40	Lab Assistant
	40	Laboratory Manager, Technical/Paraprofessional
	40	Laboratory Technician
	40	Library Specialist I
	40	Library Specialist III
	40	Library Systems Administrator
	40	Manager, Technical/Paraprofessional
	40	Marketing Specialist, Technical/Paraprofessional
	40	Medical Billing & Coding Specialist
	40	Membership/Gift Processing Associate
	40	Music Lab Technician
	40	Nurse
	40	Nursing Assistant
	40	Office Manager, Technical/Paraprofessional
	40	On-Line Learning Consultant
	40	Paralegal
	40	Planetarium Technician
	40	Programmer Analyst
	40	Programming Technician
	40	Project Administrative Assistant
	40	Research Associate, Technical/Paraprofessional
	40	Security & Systems Specialist
40	Senior Equipment Technician	

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Job Group	EEO Code	Position Title
Technical/Paraprofessional (cont'd)	40	Senior Networking Engineer
	40	Specialist, Technical/Paraprofessional
	40	Supervisor, Technical/Paraprofessional
	40	Support Technician
	40	Systems Administrator
	40	Systems Specialist
	40	Technical Theatre Specialist
	40	Technology Analyst
	40	Technology Specialist, Technical/Paraprofessional
	40	Telecommunications Analyst
	40	Television Technician
	40	Training Assistant
Office/Clerical	50	Academic Administrative Specialist
	50	Academic Recorder
	50	Accounting Clerk
	50	Administrative Assistant I
	50	Administrative Assistant II
	50	Administrative Assistant To The President
	50	Aids Outreach Specialist
	50	Building Receptionist
	50	Business Center Operator
	50	Clerk Typist
	50	Community Education Assistant
	50	Conference & Events Assistant
	50	Contracts Assistant
	50	Coordinator, Office/Clerical
	50	Data Clerk
	50	Data Entry Associate
	50	Data Entry Specialist
	50	Data Specialist
	50	Dispatcher
	50	Employment Specialist
50	Facilitation Services Specialist, Office/Clerical	

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Job Group	EEO Code	Position Title
Office/Clerical (cont'd)	50	Family to Family Aide
	50	Graphic & Marketing Aide
	50	Help Desk Associate
	50	High Volume Mail Specialist
	50	Instructional Photographer
	50	ITV Facilitator
	50	Lead ITV Facilitator
	50	Legal Secretary
	50	Library Assistant I
	50	Library Assistant II
	50	Library Associate I
	50	Library Associate II
	50	Library Associate III
	50	Mail Clerk
	50	Media Resource Assistant
	50	Office Associate
	50	Payroll Associate
	50	Production Assistant
	50	Production Clerk
	50	Records Clerk
	50	Senior Academic Recorder
	50	Senior Accounting Clerk
	50	Senior Data Entry Associate
	50	Senior Office Associate
	50	Specialist, Office/Clerical
	50	Supervisor, Office/Clerical
	50	Switchboard Operator
	50	Teacher Aide II
50	Technology Assistant	
50	Training Aide	
50	Workforce Education Assistant	
Skilled Crafts	60	Apprentice Electrician
	60	Apprentice HVAC Technician

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Job Group	EEO Code	Position Title
Skilled Crafts (cont'd)	60	Construction & Repair Techncian III
	60	Coordinator, Skilled Crafts
	60	Craft Foreman
	60	Digital Press Operator
	60	Electrician
	60	Energy Management System Operator
	60	Foreman
	60	Glazier I
	60	Glazier II
	60	HVAC Controls Technician
	60	HVAC Supervisor
	60	HVAC Technician
	60	Interior Wall Finisher I
	60	Interior Wall Finisher II
	60	Journeyman Electrician
	60	Journeyman Plumber
	60	Journeyman Refrigeration HVAC Technician
	60	Journeyman Refrigeration Technician
	60	Master Electrician
	60	Master Plumber
	60	Painter
	60	Power Plant Equipment Operator
	60	Power Plant Operator II
	60	Press Operator
	60	Refrigeration Technician
	60	Relocation Specialist
	60	Repair & Maintenance HVAC Technician
	60	Residence Hall Repair Technician I
	60	Residence Hall Repair Technician II
	60	Senior Boiler Technician
	60	Senior Painter
	60	Services Foreman
60	Specialist, Skilled Crafts	

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Job Group	EEO Code	Position Title
Skilled Crafts (cont'd)	60	Supervisor, Skilled Crafts
	60	Water Treatment Technician
Service/Maintenance - Facilities Services, Non-Custodial	70	Assistant Pool Technician
	70	Construction & Repair Technician I
	70	Construction & Repair Technician II
	70	Facilities Repair Worker I
	70	Fleet Maintenance Technician
	70	Groundskeeper
	70	Laborer
	70	Lead Laborer
	70	Maintenance & Repair Technician
	70	Maintenance Mechanic I
	70	Maintenance Mechanic II
	70	Master Fleet Maintenance Technician
	70	Pool Technician
	70	Senior Locksmith
	70	Supervisor, Service/Maintenance
Service/Maintenance - Other	70	Assistant Farm Manager
	70	Corporal
	70	Custodial Foreman
	70	Custodial Supervisor
	70	Custodian
	70	Delivery Service Driver
	70	Detective
	70	Food Service Arlington
	70	Food Service Worker
	70	Golf Course Mechanic
	70	Head Custodian
	70	Lead Cook
	70	Lieutenant
	70	Motor Vehicle Operator
	70	Parking Control Officer
70	Police Officer	

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Job Group	EEO Code	Position Title
Service/Maintenance - Other (cont'd)	70	Senior Motor Vehicle Operator
	70	Sergeant
	70	Shipping & Receiving Clerk