EXHIBIT 4-1

Job Group Analysis Summary
September 30, 2012

Job Group	Total in Group			Race						
	Male	Female	Total	White	Black	Hispanic	Asian/PI	Nat Amer.	Unknown	Total
Senior/Academic Administration	24	14	38	30	4		4		0	38
Research	294	121	415	343	41	3	24	4	0	415
Directors & Managers	32	33	65	55	7	0	1	2	0	65
Advanced Professional	30	107	137	105	26	1	3	1	1	137
Entry-level Professional	12	50	62	46	8	1	6	1	0	62
Computer/Other Technicians	32	15	47	40	5	0	2	0	0	47
Advanced Clerical	5	83	88	71	15	0	2	0	0	88
Entry-level Clerical	6	29	35	26	9	0	0	0	0	35
Custodians	20	25	45	10	34	1	0	0	0	45
Service Maintenance	59	5	64	49	15	0	0	0	0	64
Faculty	195	121	316	244	15	7	50	0	0	316
Totals	709	603	1,312	1019	179	13	92	8	1	1,312

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EXHIBIT 4-2

Job Group: Senior/Academic Administration

TITLE	No. in Pos.	EEO
Acting Director	1	H10
Assistant Provost, Enrollment Services	1	H10
Assistant Vice President	2	H10
Associate Dean	5	H10
Associate Provost, Undergraduate Studies/Institutional Effectiveness	1	H10
Associate Vice President	5	H10
Associate Vice President, Research	1	H10
CIO/Associate Provost	1	H10
Dean	5	H10
Dean of Students/Associate Vice President, Student Affairs	1	H10
Deputy Director, Center for System Studies	1	H10
Director, Division of Continuing Education	1	H10
Director, ESSC	1	H10
Director, Intercollegiate Athletics	1	H10
Director, Office of Technology Commercialization	1	H10
Director, Research Institute	1	H10
Director, SMAP Center	1	H10
Interim Associate Dean, Graduate Programs	1	H10
Interim Dean, Graduate Studies/Associate Professor	1	H10
President	1	H10
Principal Associate Director, SMAP	1	H10
Provost & Vice President, Academic Affairs	1	H10
Vice President	3	H10
Total	38	

EXHIBIT 4-3

Job Group: Research

TITLE	No. in Pos.	EEO
Postdoctoral Research Assistant I	6	H30
Postdoctoral Research Assistant II	1	H30
Principal Research Engineer II	1	H30
Principal Research Engineer III	1	H30
Principal Research Engineer IV	3	H30
Principal Research Engineer V	1	H30
Principal Research Engineer VI	5	H30
Principal Research Scientist I	5	H30
Principal Research Scientist II	11	H30
Principal Research Scientist III	18	H30
Principal Research Scientist IV	14	H30
Principal Research Scientist V	5	H30
Principal Research Scientist VI	7	H30
Principal Research Scientist VII	1	H30
Principal Research Engineer IV	1	H30
Research Assistant I	2	H50
Research Assistant II	4	H30
Research Assistant III	3	H30
Research Assistant IV	11	H30
Research Assistant V	11	H30
Research Assistant VI	5	H30
Research Assistant VII	1	H30
Research Associate I	59	H30
Research Associate II	39	H30
Research Associate III	29	H30
Research Associate IV	10	H30
Research Engineer I	3	H30
Research Engineer II	3	H30
Research Engineer III	2	H30
Research Engineer IV	1	H30
Research Engineer V	3	H30
Research Engineer VI	1	H30
Research Scientist I	23	H30
Research Scientist II	43	H30
Research Scientist III	17	H30
Research Scientist IV	3	H30
Research Scientist V	21	H30
Research Scientist VI	24	H30
Research Technician I	1	H50
Research Technician II	1	H50
Research Technician IV	1	H50
Research Technician V	5	H50
Research Technician VI	5	H30

EXHIBIT 4-4

Job Group: Research

TITLE	No. in Pos.	EEO
Research Technician VII	4	H50
Total	415	

EXHIBIT 4-5

Job Group: Directors & Managers

TITLE	No. in Pos.	EEO
Bursar	1	H30
Campus Architect	1	H30
Chief Compliance Officer	1	H10
Chief of Police	1	H10
Chief Research Budget Director	1	H30
Directors	37	H10
Energy Manager	1	H30
Ex. Dir, IT Operations and Customer Rel	1	H30
Executive Director of Facilities	1	H10
Head Coach	10	H30
Interim Dir, COE Distance Learning	1	H30
Interim Dir, Regulatory Compliance	1	H30
IT Project Manager	1	H30
Manager, Partner Programs	1	H30
Registrar	1	H10
Senior Associate Director	3	H30
Senior Consultant & Dir, SBDC	1	H10
Warehouse Operations Mgr	1	H30
Total	65	

EXHIBIT 4-6

Job Group: Advanced Professional

TITLE	No. in Pos.	EEO
Academic Advisor	2	H30
Academic Advisor, College of Liberal Arts	1	H30
Academic Advisor, Engineering	1	H30
Accountant II	2	H30
Accounts Payable Manager	1	H30
Assistant Campus Architect	1	H30
Assistant Coach	6	H30
Assistant Director	17	H30
Assistant Registrar	1	H30
Assistant Security Administrator	1	H30
Assistant to the VP of F&A	1	H30
Assistant to the President	1	H30
Associate Director	8	H30
Career Programs Manager	1	H30
Certification Officer	1	H30
Certified C&G Coordinator	2	H30
Certified Contract Specialist	1	H30
Chemical Hygiene Officer	1	H30
Chemistry Stockroom Manager	1	H30
Continuing Education Outreach Program Manager	1	H30
Continuing Education Program Manager	1	H30
Contract Administrator I/II	6	H30
Contract Specialist I/II	1	H30
Contract Training Administrator	1	H30
Coordinator, AAIC	1	H30
Coordinator, AL Science in Motion	1	H30
Coordinator, Contracts & Grants	1	H30
Coordinator, Center for Excellence	1	H30
Coordinator, Distance Learning	1	H50
Coordinator, ESS Programs	1	H30
Coordinator, ITSC Programs	1	H30
Coordinator, Nursing Accrediation Reg	1	H30
Coordinator, Research Programs	1	H30
Coordinator, Undergraduate Minority Students	1	H30
Counselor	2	H30
Director	5	H30
Donor Relations Coordinator	1	H30
Employment/Employee Relations Representative	1	H30
Estate Horticulturist	1	H30
Executive Assistant to the Provost	1	H30
Executive Assistant to Vice President	1	H30

EXHIBIT 4-7

Job Group: Advanced Professional

TITLE	No. in Pos.	EEO
Financial Services Representative	1	H54
Grant Writer	1	H30
Head of Technical Services	1	H30
HPE Program Specialist	1	H30
Land Hort & Athl Turf Supervisor	1	H30
NMR Manager	1	H30
Nurse Practitioner	1	H30
Payroll Accountant	1	H30
Payroll Services Coordinator	1	H30
PCS Program Coordinator	1	H30
Planning & IT Administrator	1	H30
Pre-Health Advisor	1	H30
Procurement Officer II	1	H30
Professional Development Operations Manager	1	H30
Program Administrator, CSPAR	1	H30
Program Coordinator, Diversity	1	H30
Reginal Admissions Counselor	4	H30
Research Program Coordinator I	2	H30
Research Program Coordinator II	3	H30
Resource Manager	6	H30
Security Administrator	1	H30
Senior Accountant	4	H30
Senior Academic Advisor	2	H30
Senior Academic Success Coordinator	1	H30
Senior Administrative Assistant	3	H30
Senior Administrative Assistant to the Provost	1	H30
Senior Benefits & Employee Services Representative	1	H30
Senior Employment/Employee Relations Specialist	1	H30
Senior Gift Accountant	1	H30
Senior Procurement Card Site Coordinator	1	H30
Senior Program Assistant	1	H30
Senior Research Program Coordinator	1	H30
Senior Scholarship Coordinator	1	H30
Special Events Planner	1	H30
Sports Information Director	1	H30
Student Research Prog Coord	1	H30
Substance Abuse Prevention Counselor	1	H30
Supervisor, Housing Maintenance and Repairs	1	H30
Total	137	

EXHIBIT 4-8

Job Group: Entry-level Professional

TITLE	No. in Pos.	EEO
Academic Success Coordinator	1	H30
Accountant I	1	H30
Accred/Dbase & Res Coordinator	1	H30
Administrative Assistant	14	H30
Administrative Assistant, ASGC	1	H30
Admissions Counselor	5	H30
Biological Supply/Safety Supervisor	1	H50
Budget Analyst	3	H50
Career Development Coordinator	2	H30
Contract Assistant III	1	H50
Contract Assistant IV	1	H50
Coordinator, Engineering Curriculum	1	H30
Coordinator, Internal Operations	1	H30
Coordinator, Marketing, Promotions & Licensing	1	H30
Coordinator, Testing	1	H30
Coordinator, Transfer Articulation	1	H30
COS Outreach Coordinator	1	H30
Employment & Compliance Associate	1	H30
HPE Program Coordinator	1	H50
Humanities Center Program Assistant	1	H30
Intramural Coordinator	1	H30
PASS Coordinator	1	H30
Performance Metrics Analyst	1	H30
Procurement Card Coordinator	1	H30
Procurement Officer I	1	H30
Professional Development Coordinator	2	H50
Program Assistant	1	H30
Publications Designer	1	H30
Reference Librarian	1	H30
Research Budget Assistant	1	H30
Resident Director	5	H50
Senior Business Services Assistant	1	H50
Sports Information Coordinator	1	H30
Tutor Coordinator	1	H30
Web Communication Coordinator	1	H30
Web Coordinator	1	H30
Writer/Editor	1	H30
Total	62	

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EXHIBIT 4-9

Job Group: Computer/Other Technicians

TITLE	No. in Pos.	EEO
Administrative & Instructional Technology System User Support	1	H30
Audio/Visual Support Coordinator	1	H60
Campus Safety Specialist	1	H50
COE Computer Systems Specialist	1	H30
Computer Systems Engineer	2	H30
Copy Center Coordinator	1	H50
Desktop Support Technician I	2	H50
Distance Learning Telecommunications Specialist	1	H30
Experimental Machinist - Class A	1	H60
Field Service Technician II	1	H50
Help Desk Associate	1	H50
Help Desk Coordinator	1	H30
Information Systems Analyst	1	H30
Information Systems Analyst II	1	H30
Information Systems Analyst III	1	H30
Information Systems Assistant	1	H30
Instructional Technology Specialist	1	H30
IT Project Coordinator	1	H30
Lab Manager	1	H30
Lab Support Technician	1	H52
Lead Systems Programmer	2	H30
Library Web Graphic Designer	1	H50
Manager, ITS Financial Affairs & Compliance	1	H30
Network Analyst	2	H30
Network Computer Security Analyst	1	H30
Network Technician	1	H52
Prototype Development Specialist	1	H50
Senior Academic Programmer/Analyst	1	H30
Senior Analyst	2	H30
Senior Help Desk/Computer & Network Analyst	1	H30
Senior Info Systems Specialist	1	H30
Senior Network Analyst	1	H30
Senior Software Development Lead	1	H30
Senior Systems Administrator	1	H30
Software Applications Coord	1	H30
Software Develop & Data Manager	1	H30
Systems Engineer I	1	H30
Systems Engineer II	1	H30
Systems Engineer III	1	H30
Systems Support Analyst	1	H30
Technology Support Technician	1	H30
Web Developer	1	H30

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EXHIBIT 4-10

Job Group: Computer/Other Technicians

TITLE	No. in Pos.	EEO
Total	47	

EXHIBIT 4-11

Job Group: Advanced Clerical/Support

TITLE	No. in Pos.	EEO
Accounting Technician	2	H54
Admissions Coordinator	2	H40
AMSTI Assistant Materials Manager	1	H40
Assistant Head of User Services	1	H40
Business Services Assistant	1	H54
Campus Visit Coordinator	1	H40
Circulation Accounts Assistant	1	H54
Circulation Night Manager	1	H54
Clinic Assistant	1	H54
Copy Cataloger	2	H50
Executive Secretary I	1	H40
Executive Secretary II	3	H40
Financial Aid Operations Asst	1	H54
Gift Accountant Assistant	1	H54
Government Property Specialist	1	H54
Honors & SSC Assistant	1	H54
Housing Program Coordinator	1	H50
Human Resources Assistant II	1	H54
Human Resources Generalist I	1	H40
Human Resources Generalist II	1	H40
Interlibrary Loan/Document Delivery Assistant	1	H50
Junior Accountant	1	H54
Maintenance Management Systems Assistant	1	H50
Marketing Graphics Assistant	1	H54
Payroll Representative	1	H40
Procurement Services Tech II	1	H54
Records Coordinator	1	H40
SBDC Assistant	1	H54
Scheduling Coordinator	1	H54
Senior Document Delivery Coordinator	1	H50
Senior Police Assistant	1	H54
Senior Records Coordinator	2	H40
Senior Staff Assistant	11	H50
Staff Assistant	31	H50
Student Accounts Assistant	1	H40
Student Accounts/Data Control Coordinator	1	H40
Student Services Associate	3	H50
Telecommunications Analyst	1	H40
Veterans Educ Benefits Asst	1	H54
Warehouse Operations Assistant	1	H54
Total	88	

EXHIBIT 4-12

Job Group: Entry-level Clerical/Support

TITLE	No. in Pos.	EEO
Accounting Clerk	1	H40
AMSTI Materials Assistant	2	H40
Athletics Activities Assistant	1	H40
Cashier I	1	H40
Charger Central Information Assistant	1	H40
Circulation Desk Coordinator	1	H40
Financial Aid Office Assistant	1	H40
HPE Assistant	1	H40
Material Control Assistant I	1	H40
Material Control Assistant II	1	H40
Plant Systems Clerk	1	H40
Professional Development Assistant	1	H50
Receptionist	1	H40
Registration Office Assistant	2	H40
Secretary I	2	H40
Secretary II	7	H40
Senior Accounts Payable Clerk	2	H40
Senior Mail Services Assistant	2	H40
Senior Technical Services Assistant	1	H50
Stockroom Control Clerk	1	H40
Student Accounts Clerk	1	H40
Telecommunications Services Clerk	1	H40
Vehicle Registration Assistant	1	H40
Warehouse Operations Clerk	1	H40
Total	35	

EXHIBIT 4-13

Job Group: Custodians

TITLE	No. in Pos.	EEO
Custodial Floor Technician	1	H70
Custodial Supervisor	3	H70
Custodial Worker I	30	H70
Custodial Worker II	7	H70
Housekeeper	1	H70
Senior Custodial Worker	1	H70
Senior Housekeeper	1	H70
Senior Custodial Supervisor	1	H70
Total	45	

EXHIBIT 4-14

Job Group: Service/Maintenance

TITLE	No. in Pos.	EEO
Carpenter II	2	H60
Electrician I/II	4	H60
Grounds Maintenance Supervisor	1	H70
Groundskeeper	6	H70
Groundskeeper I	1	H70
HVAC Controls Technician	1	H60
HVAC Technician I	2	H60
HVAC Technician II	4	H60
HVAC Technician III	1	H60
Landscape Horticulturist II	1	H30
Landscaper I	1	H70
Landscaper II	1	H70
Lead Electrician	1	H60
Lead HVAC Technician	1	H60
Lieutenant	1	H70
Locksmith I	1	H60
Locksmith II	1	
Maintenance Technician I	6	H60
Maintenance Technician II	1	H60
Maintenance Worker II	1	H60
Mechanic II	1	H60
Mechanic's Helper	1	H60
Painter I	1	
Painter II	2	H60
Plumber I/II	2	H60
Police Captain	1	
Police Field Training Officer	2	
Police Officer	6	H70
Police Officer Master	1	H70
Police Sergeant	3	H70
Radio Dispatcher	5	H70
Sr. HVAC Controls Technician	1	
Total	64	

EXHIBIT 4-15

Job Group: Faculty

TITLE	No. in Pos.	EEO
Assistant Professor	59	H20
Assistant Professor/Assistant Director, CSAR	1	
Assistant Professor/Associate Director, NMDC	1	H20
Assistant Research Professor	2	H20
Associate Dean/Grad/Sponsored Program/Prof	1	H20
Associate Professor	72	H20
Associate Professor/Assistant Dir, NMR Lab	1	H20
Associate Professor/Dir, Freshman Composition	1	H20
Associate Professor/Dir, Global & Germ	1	H20
Associate Professor/Senior Research Scientist/Cor. MSGP	1	H20
Associate Professor/Dir, Honors Program	1	H20
Associate Professor/Associate Dir, ISE	1	H20
Associate Professor/Dir CMSA	1	H20
Associate Professor/Coordinator, BSE Program	1	H20
Associate Research Professor	2	H20
Associate Research Professor/Director, CMOST	1	H20
Chair/Assoc Prof PSC	1	H10
Clinical Assistant Professor	18	H20
Clinical Associate Professor	5	H20
Clinical Assistant Professor/Dir, Faculty & Staff Clinic	1	H20
Clinical Instructor	14	H20
Department Chair	19	H20
Department Chair/Professor	1	H20
Department Chair/Associate Director, ESSC	1	H20
Department Chair/Chan Chair/Dir, CSPAR	1	H20
Director, Information Technology/Lecturer	1	H20
Director, NCATE Accr/Visiting Assistant Professor	1	H20
Distinguished Professor	3	H20
Eminent Scholar	1	H20
Interim Department Chair	1	H10
Interim Director, Library	1	H20
Lecturer IEP	1	H20
Lecturer	34	H20
Lecturer/Assistant Chair	1	H20
Lecturer/Director, Math Learning Center	1	H20
Lecturer/Information Technology Specialist	1	H20
Professor/Director, Info Sci & Tech Lab	1	H20
Professor/Director, Laboratory for Structural Biology	1	H20
Professor	46	H20
Professor/Department Chair	2	H20
Professor/Director, Freshman Year Experience	1	H20

EXHIBIT 4-16

Job Group: Faculty

TITLE	No. in Pos.	EEO
Professor/Director, Humanities Center	1	H20
Professor/Director, LMASS	1	H20
Professor/Director, NMR	1	H20
Professor/Director, ISE	1	H20
Professor/Director, OIP	1	H20
Professor/Interim Director, PRC	1	H20
Research Professor	2	H20
Visiting Assistant Professor	3	H20
Total	316	