	EXHIBIT				S SUMMAR	Y			
		Septembel	r 1, 2021 - A	ugust 31, 20	022				
		Black			Minority			Females	
	External	Internal	Total	External	Internal	Total	External	Internal	Total
Senior/Academic Administration	7.84%	2.91%	10.75%	13.45%	6.47%	19.92%	30.45%	12.55%	43.00%
Research	7.54%	1.15%	8.69%	12.89%	3.68%	16.57%	24.28%	7.13%	31.41%
Directors & Managers	12.32%	2.46%	14.78%	15.68%	3.46%	19.14%	29.87%	13.27%	43.14%
Advanced Professional	13.41%	3.03%	16.44%	17.94%	4.21%	22.15%	37.60%	15.35%	52.95%
Entry-level Professional	16.26%	3.64%	19.90%	20.68%	4.76%	25.44%	54.08%	14.63%	68.71%
Computer/Other Tech/Support	9.81%	1.83%	11.64%	15.13%	2.18%	17.31%	23.51%	5.73%	29.24%
Advanced Clerical	14.27%	2.45%	16.72%	17.83%	5.82%	23.65%	64.47%	16.79%	81.26%
Entry-level Clerical	13.38%	15.00%	28.38%	15.97%	18.33%	34.30%	43.24%	35.00%	78.24%
Custodial Workers	37.01%	0.00%	37.01%	44.32%	0.00%	44.32%	39.04%	0.00%	39.04%
Service/Maintenance	12.43%	2.03%	14.46%	23.58%	3.48%	27.06%	3.60%	2.90%	6.50%
Source: Alabama Department of Indus	trial Relations; l	J.S. Departm	nent of Labo	r; 2010 EEO	Special Cen	sus File Unit	ted States		
EEO-1 Category Report Limestone, M	Aadison Countie	es, AL; UAH	Internal Rec	ords					

			Senio	r/Academic	Administrat	ors						
		We	ights: U.S.	35; Alab	oama35; Ir	nternal3	0					
			_									
		Utiliz	zation					Availabilit	у			
		Current F	Population			U.	.S.			Alab	bama	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Astronomers & Physicists, Atmospheric & Space Scientists, Physical Scientists, Computer Analysts, Computer & Information Research Scientists	5	0	0	0	6.825	629	1,334	2.365	1.940	139	279	525
Associate Director, SMAP	1	-	-	-	- ,		,	,	,		-	
Director, Research Institute Principal Associate Director, SMAP	1 1											
Principal Director, SMAP Center	1											
Senior Assoc VP, Research & Econ Dev	1											
Weighted Availability		0.00%	0.00%	0.00%		3.69%	7.82%	13.86%		2.87%	5.75%	10.82%
Aerospace Engineers	1	0	0	0	3,120	260	539	400	2,640	260	505	285
Director, RSESC	1										/	
Weighted Availability		0.00%	0.00%	0.00%		3.33%	6.91%	5.13%		3.94%	7.65%	4.32%
Athletes, Coaches, Umpires & Related Work	1	0	0	0	3,540	725	872	1,185	420	130	150	80
Director, Intercollegiate Athletics	1											
Weighted Availability		0.00%	0.00%	0.00%		8.19%	9.85%	13.39%		12.38%	14.29%	7.62%
Chief Executives and Legislators	7	1	1	3	1,158,885	40,045	154,150	257,150	13,240	785	1,290	3,185
Interim President	1											
Interim VP, Diversity, Equity, & Inclusion	1	1	1	1								
Provost & Exec VP, Academic Affairs	1											
Vice Presidents	4			2								
Weighted Availability		14.29%	14.29%	42.86%		1.21%	4.66%	7.77%		2.08%	3.41%	8.42%
Computer & Info. Systems Managers	1	1	1	0	4,625	530	640	1,355	920	45	55	285
Chief Information Officer	1	1	1									
Weighted Availability		100.00%	100.00%	0.00%		4.58%	5.54%	11.72%		1.96%	2.39%	12.39%
Education Administrators	22	0	2	11	848,645	115,625	209,815	541,165	12,400	3,550	3,729	7,675
Acting Assoc Dean/Interim Dept Chair	1			1								
Assistant VP, Student Affairs	1											
Assoc Prov/Intnl Svcs/Dean Grad School	1											
Associate Dean	8		1	5								
Asst Provost, IR, Assmnt, Inst Effec	1			1								

			Senio	r/Academic	Administrat	ors						
		We	ights: U.S.	35; Alab	oama35; Ir	ternal30)					
		Utiliz	zation					Availabili	ty			
		Current F	Population			U.	S.			Ala	bama	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Dean of Students	1											
Deans	7		1	2								
Director, Proposal Development Office	1			1								
Interim Associate Provost	1			1								
Weighted Availability		0.00%	9.09%	50.00%		4.77%	8.65%	22.32%		10.02%	10.53%	21.66%
Financial Managers	4	2	3	1	1,108,810	88,195	261,440	596,500	14,045	2,205	2,555	8,265
Assoc VP, Budgets & Financial Planning	1		1									
Assoc VP, Finance & Business Services	1	1	1									
Asst VP, Contracts and Grants	1	1	1	1								
Controller	1											
Weighted Availability		50.00%	75.00%	25.00%		2.78%	8.25%	18.83%		5.49%	6.37%	20.60%
Financial Managers, Economists, Market Research Analysts & Marketing Specialists	2	0	2	0	15.125	2.320	2.688	8.960	1.400	250	275	705
Director, Invention/Innovation Center	2	0	2	0	13,123	2,320	2,000	0,900	1,400	230	215	703
Director, Ofc of Tech Commercialization	1		1									
Weighted Availability	1	0.00%	100.00%	0.00%		6.14%	7.11%	23.70%		7.14%	7.86%	20.14%
First-line Supv., Police & Detectives	1	0.00 %	0	0.00 %	50	25	25	23.7070	60	1 1	25	20.1470
Chief of Police	1		0		00	20	20	0		20	20	
Weighted Availability	•	0.00%	0.00%	0.00%		25.00%	25.00%	0.00%		12.50%	12.50%	0.00%
General & Operations Managers	1	0.0070	0.0070	0.0070	969.820	58,360	180,495	283,200	11,800	ı	1,555	3,110
Assistant VP, Facilities & Operations	1		0	0	000,020	00,000	100,100	200,200	11,000	1,100	1,000	0,110
Weighted Availability	•	0.00%	0.00%	0.00%		2.11%	6.51%	10.22%		3.37%	4.61%	9.22%
Human Resource Managers, Compensation		0.0070	0.0070	0.0070		2.1170	0.0170	10.2270			1.0170	0.2270
& Benefits Managers	1	1	1	1	359,135	36,670	95,825	305,095	3,735	705	899	2,060
Assoc VP, Human Resources	1	1	1	1			, -	,				,
Weighted Availability		100.00%	100.00%	100.00%		3.57%	9.34%	29.73%		6.61%	8.42%	19.30%
Physical Scientists	2	0	0	0	1,120	25	385	460	195	10	35	50
Director, Center for Applied Optics	1											
Director, ESSC	1											
Weighted Availability		0.00%	0.00%	0.00%		0.89%	13.75%	16.43%		2.05%	7.18%	10.26%
PR and Fundraising Managers	1	0	0	1	57,405	4,045	9,524	34,525	595	1 1	150	310

			Senio	r/Academic	Administrate	ors						
		We	ights: U.S.	35; Alab	ama35; In	ternal30)					
		Utiliz	zation					Availabili	ty			
		Current F	Population			U.	S			Ala	bama	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Asst VP, Marketing & Communications	1			1								
Weighted Availability		0.00%	0.00%	0.00%		2.47%	5.81%	21.05%		5.88%	8.82%	18.24%
Totals	49	5	10	17	4,528,940	346,199	916,220	2,029,820	62,050	9,164	11,297	26,170
Weighted Availability	_, _,	10.20%	20.41%	34.69%		2.68%	7.08%	15.69%		5.17%	6.37%	14.76%
Weighted Availability:	Black	Min	Female									
United States (.35)	2.68%	7.08%	15.69%									
Alabama (.35)	5.17%	6.37%	14.76%									
Internal (.30)	2.91%	6.47%	12.55%									
Totals	10.75%	19.92%	43.00%									

				Researc	ch							
	Wei	ghts: Ala	abama4	0; Huntsv	ille MSA	40; Inter	nal20					
		-										
		Utiliz	ation			<u>.</u>		Avai	lability	U		
	(Current F	opulation			Alab	ama			Huntsvil	le MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Astronomers & Physicists, Atmospheric & Space Scientists, Physical Scientists, Computer Analysts, Computer & Information Research Scientists	217	15	28	72	6,825	629	1,334	2,365	1,940	139	279	525
Computer Scientist I	5											
Computer Scientist II	5		1	4								
Computer Scientist III	2			1								
Computer Scientist IV	2											
Computer Scientist V	1											
Principal Research Engineer III	1											
Principal Research Engineer IV	1											
Principal Research Engineer VI	1											
Principal Research Engineer VII	2											
Principal Research Scientist II	3			1								
Principal Research Scientist III	12			3								
Principal Research Scientist IV	8			2								
Principal Research Scientist V	2			1								
Principal Research Scientist VI	3											
Principal Research Scientist VII	2											
Research Assistant III	1											
Research Assistant IV	4		1									
Research Assistant V	3											
Research Assistant VI	2											
Research Assistant VII	1											
Research Associate I	14	2	4	6								
Research Associate II	19	1	3	8								
Research Associate III	8			3								

				Researc	h							
	We	ights: Ala	abama40	0; Huntsvi	lle MSA	40; Inter	nal20					
		Utiliz	ation					Avai	lability			
		Current P	opulation			Alab	ama			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Research Associate IV	19	3	6	8								
Research Associate V	13	1	1	5								
Research Engineer I	10		2	1								
Research Engineer II	3											
Research Engineer III	2											
Research Engineer IV	2											
Research Engineer V	1			1								
Research Engineer VI	2	1	1									
Research Scientist I	2			1								
Research Scientist II	12	3	4	10								
Research Scientist III	23	3	4	9								
Research Scientist IV	3	1	1	1								
Research Scientist V	3			1								
Research Scientist VI	9			2								
Research Technician IV	1											
Research Technician V	4			1								
Research Technician VI	1											
Research Technician VII	5			3								
Weighted Availability		6.91%	12.90%	33.18%	ľ	3.69%	7.82%	13.86%	·	2.87%	5.75%	10.82%
Aerospace Engineers	44	3	4	10	3,120	260	539	400	2,640	260	505	285
Computer Scientist I	1											
Computer Scientist VI	1	1	1	1								
Principal Research Engineer III	4											
Principal Research Engineer IV	1								_			
Principal Research Engineer V	1											
Principal Research Engineer VI	2											
Principal Research Engineer VII	3			1								

				Researc	ch							
	We	ights: Alab	oama4	0; Huntsv	ille MSA	40; Inter	nal20			1		
		Utiliza						Avai	lability			
		Current Pc	•				ama				ille MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Research Assistant IV	2			2								
Research Assistant VI	1											
Research Associate I	1			1								
Research Associate III	1		1	1								
Research Associate IV	1			1								
Research Engineer I	7	2	2	1								
Research Engineer II	5			1								
Research Engineer III	8			1								
Research Engineer VI	4											
Research Scientist V	1											
Weighted Availability		6.82%	9.09%	22.73%		3.33%	6.91%	5.13%		3.94%	7.65%	4.32%
Computer Analysts, Computer &												
Information Research Scientists	71	4	17	30	5,270	604	939	1,785	1,580	129	244	470
Computer Scientist I	1											
Computer Scientist II	1		1									
Principal Research Engineer III	2											
Principal Research Engineer VI	1			1								
Principal Research Scientist I	1		1									
Principal Research Scientist II	3		1	1								
Principal Research Scientist IV	4											
Principal Research Scientist V	1											
Research Engineer IV	1											
Research Assistant II	1											
Research Assistant III	1			1								
Research Associate I	3			3								
Research Associate II	2			2								
Research Associate III	2			1								
Research Associate V	1			1								

				Resear	ch							
	We	ights: Ala	bama4	0; Huntsv	ille MSA	40; Inter	nal20					
		Utiliza	ation					Avai	lability			
		Current Po	opulation			Alab	ama			Huntsvi	le MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Research Engineer I	8	3	4	1								
Research Engineer II	3			1								
Research Engineer III	2		2	1								
Research Engineer IV	1			1								
Research Engineer V	2		1	1								
Research Engineer VI	6	1	2	1								
Research Scientist I	7		2	7								
Research Scientist II	4			3								
Research Scientist III	10		3	3								
Research Scientist VI	3			1								
Weighted Availability		5.63%	23.94%	42.25%		4.58%	7.13%	13.55%		3.27%	6.18%	11.90%
Financial Managers, Economists, Market	-	0	0	0	45 405	0.000	0.000	0.000	4 400	050	075	705
Research Analysts & Marketing Specialists	5	0	0	2	15,125	2,320	2,688	8,960	1,400	250	275	705
Principal Research Engineer VII	1											
Research Associate I	1			1								
Research Engineer I	1											
Research Scientist I	1			1								
Research Technician V	1											
Weighted Availability		-										
Physical Scientists	94	3	28	40	1,120	25	385	460	195	10	35	50
Computer Scientist I	1		1									
Computer Scientist III	3		3	1								
Computer Scientist IV	2		2									
Principal Research Engineer III	3											
Principal Research Scientist I	1											
Principal Research Scientist II	1		1									
Principal Research Scientist III	4		1	2								

				Researc	ch							
	Wei	ghts: Ala	abama4	0; Huntsv	ille MSA	40; Inter	nal20					
		_										
		Utiliz	ation					Avai	lability		·	
		Current P	opulation			Alab	bama			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Principal Research Scientist VI	2											
Principal Research Scientist VII	1											
Research Associate I	11	1	3	4								
Research Associate II	20	1	6	12								
Research Associate III	8		1	5								
Research Associate IV	8		3	7								
Research Associate V	3			1								
Research Engineer I	1		1									
Research Engineer III	4		1									
Research Scientist I	4			2								
Research Scientist II	5		1	5								
Research Scientist III	9	1	4	1								
Research Scientist IV	1											
Research Scientist V	1											
Research Scientist VI	1											
Weighted Availability		3.19%	29.79%	42.55%	· · · · ·	0.89%	13.75%	16.43%		2.05%	7.18%	10.26%
Engineers	4	0	0	3	7,800	470	1,000	1,090	3,675	140	350	555
Research Associate III	1			1								
Research Associate V	1											
Research Engineer I	1			1								
Principal Research Scientist II	1			1								
Weighted Availability		0.00%	0.00%	75.00%	L1	2.41%	5.13%	5.59%		1.52%	3.81%	6.04%
Atmospheric & Space Scientists	15	0	5	1	230	10	29	15	115	0	10	15
Principal Research Scientist I	1											
Principal Research Scientist VI	2											
Research Associate II	1			1								
Research Associate III	1											

				Researc	ch							
	Wei	ghts: Ala	bama40); Huntsv	ille MSA	40; Inter	nal20					
		Utiliz	ation					Avai	lability			
		Current P	opulation			Alab	ama			Huntsv	ille MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Research Engineer VI	1											
Research Scientist I	4		3									
Research Scientist II	4		2									
Research Technician IV	1											
Weighted Availability		0.00%	33.33%	6.67%		1.74%	5.04%	2.61%		0.00%	3.48%	5.22%
Biological Scientists	0	0	0	0	630	30	69	245	20	0	15	0
Research Assistant IV												
Research Associate III												
Weighted Availability		0.00%	0.00%	0.00%		1.90%	4.38%	15.56%		0.00%	30.00%	0.00%
Totals	450	25	82	158	40,120	4,348	6,983	15,320	11,565	928	1,713	2,605
Weighted Availability		5.56%	18.22%	35.11%		4.33%	6.96%	15.27%		3.21%	5.92%	9.01%
Weighted Availability:	Black	Min	Female									
Alabama (.40)	4.33%	6.96%	15.27%									
Huntsville MSA (.40)	3.21%	5.92%	9.01%									
Internal (.20)	1.15%	3.68%	7.13%									
Totals	8.69%	16.57%	31.41%									

			Di	rectors an	d Managers							
		Weights	: Alabama	40; Hunt	sville MSA40); Internal	20					
		Utiliz	ation					Availabi	lity			
		Current P	opulation			Alabam	na			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Admistrative Services Managers	2	0	0	1	1,220	275	335	335	180	10	50	75
Dir, Custodial Services	1											
Interim Dir, Env Health & Safety	1			1								
Weighted Availability		0.00%	0.00%	50.00%		9.02%	10.98%	10.98%		2.22%	11.11%	16.67%
Architects, except naval	1	0	0	0	1,375	95	175	240	235	0	40	70
Campus Architect IV	1											
Weighted Availability		0.00%	0.00%	0.00%		2.76%	5.09%	6.98%		0.00%	6.81%	11.91%
Athletes, Coaches, Umpires & Related	12	0	0	5	3,540	725	872	1,185	420	130	150	80
Assoc Athletic Dir, Compliance	1			1								
Dir, Campus Recreation	1			1								
Head Coaches	10			3								
Weighted Availability		0.00%	0.00%	41.67%		8.19%	9.85%	13.39%		12.38%	14.29%	7.62%
Computer & Info. Systems Managers	8	1	2	3	4,625	530	640	1,355	920	45	55	285
Chief Information Security Officer	1											
Dir, Charger Card Operations	1			1								
Dir, Client Services	1			1								
Dir, Library Computer Systems	1											
Dir, Network Infrastructure	1											
Dir, Research Info Systems	1		1									
Dir, Technology & Innovation	1	1	1	1								
Interim Dir, Charger Card Operations	1											
Weighted Availability		12.50%	25.00%	37.50%		4.58%	5.54%	11.72%		1.96%	2.39%	12.39%
Construction Managers	1	0	0	0	12,530	920	1,170	585	1,045	50	64	50
Dir, Facilities Maintenance	1											
Weighted Availability		0.00%	0.00%	0.00%		2.94%	3.74%	1.87%		1.91%	2.45%	1.91%
Counselors	1	0	0	1	7,640	2,610	2,820	5,650	680	260	295	535
Dir, Counseling Services	1			1								
Weighted Availability		0.00%	0.00%	100.00%		13.66%	14.76%	29.58%		15.29%	17.35%	31.47%

			D	irectors an	d Managers							
		Weights:	Alabama	40; Hunt	sville MSA40	; Internal	20					
		Utiliza	tion					Availabi	lity			
		Current Po	opulation			Alabam	na			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Education Administrators	20	1	1	13	12,400	3,550	3,729	7,675	1,155	425	453	710
Assistant Dean	1			1								
Dir, Academic Advising	1			1								
Dir, Admissions	1			1								
Dir, AMSTI UAH	1			1								
Dir, Charger Union & CTC	1											
Dir, Enrollment Management	1			1								
Dir, ETL & Collab Lrn Ctr	1			1								
Dir, Housing & Residence Life	1											
Dir, Outreach/Support Services	1	1	1	1								
Dir, Professional Development	1			1								
Dir, Student Ethics/Education	1											
Dir, Student Life	1			1								
Dir, Student Success Center	1			1								
Dir, Undergraduate Research	1											
Interim Title IX Coordinator	1											
Registrar	1			1								
Research Director	1											
Sr Assoc Dir, ASGC/NASA EPSCoR	1			1								
Sr Assoc Dir, Financial Aid	1			1								
Sr Assoc Dir, Reident Services	1											
Weighted Availability		5.00%	5.00%	65.00%		11.45%	12.03%	24.76%		14.72%	15.69%	24.59%
Financial Managers	7	3	3	7	14,045	2,205	2,555	8,265	1,305	230	265	630
Bursar	1	1	1	1								
Dir, Accounting & Financial Rpt.	1	1	1	1								
Dir, Contracts & Grants Accounting	1	1	1	1								
Dir, Payroll Services	1			1								
Sr Associate Dir, Payroll Services	1			1								

			D	irectors an	d Managers							
		Weights	: Alabama	40; Hunt	sville MSA40); Internal	20					
		Utiliz	ation					Availabil	ity			
		Current P	opulation			Alabam	na			Huntsvil	le MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Sr Research Budget Director	1			1								
Sr. Consultant & Dir, SBDC	1			1								
Weighted Availability		42.86%	42.86%	100.00%		6.28%	7.28%	23.54%		7.05%	8.12%	19.31%
First-line Supv/Landscaping, Lawn												
Service, & Groundskeeping Workers	1	0	0	0	3,370	450	575	135	250	55	55	0
Dir, Grounds & Landscape Mgmt	1											
Weighted Availability		0.00%	0.00%	0.00%		5.34%	6.82%	1.60%		8.80%	8.80%	0.00%
Human Resources Managers,	0			0	0 705	705		0.000	505	100	040	055
Compensation & Benefits Managers	2	1	1	2	3,735	705	899	2,060	505	160	210	255
Dir, Benefits & Employee Services	1	4	4	1								
Executive Dir, Human Resources	1	1	1	100.000		7 5 5 0 (0.000/	00.00%		40.070/	40.000/	00.000/
Weighted Availability		50.00%	50.00%	100.00%	07 7 40	7.55%	9.63%	22.06%	5 5 5 0	12.67%	1	20.20%
Managers, All Other	4	1	1	3	37,740	4,130	5,530	11,875	5,550	375	775	1,580
Chief Risk & Compliance Officer	1											
Dir, Customer Srv/Fac Mgmt Syst	1			1								
Dir, Office of Research Security	1			1								
Sr Assoc Dir, OSP	1	1	1	1			/					
Weighted Availability		25.00%	25.00%	75.00%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
Nurse Practitioner and Nurse Midwives	-	0	0	1	900	70	110	795	70	0	0	70
Dir, Student Health Svcs	1			1								
Weighted Availability		0.00%	0.00%	100.00%		3.89%	6.11%	44.17%		0.00%	0.00%	30.00%
Public Relations and Fundraising Mana		0	1	3	595	100	150	310	50	10	10	30
Dir, Alum Rel/Spec Evt/ExD, AA	1			1								
Dir, Creative Services	1		1									
Dir, Digital Communications	1			1								
Sr Dir, Advancement Services	1			1								
Weighted Availability		0.00%	25.00%	75.00%			10.08%	20.84%		8.00%	8.00%	24.00%
Purchasing Managers	1	1	1	0	2,570	445	540	1,165	775	185	214	380

			Di	irectors and	d Managers							
		Weights	: Alabama	40; Hunts	sville MSA40	0; Internal	20					
		Utiliz	ation					Availabi	lity			
		Current P	opulation			Alabam	а			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Dir, Procurement & Business Svcs	1	1	1									
Weighted Availability		100.00%	100.00%	0.00%		6.93%	8.40%	18.13%		9.55%	11.05%	19.61%
First Line Supervisors, Police & Detectives					1,600	390	454	120	60	25	25	0
Weighted Availability												
Totals	65	8	10	39	107,885	17,200	20,554	41,750	13,200	1,960	2,661	4,750
Weighted Availability		12.31%	15.38%	60.00%		6.38%	7.62%	15.48%		5.94%	8.06%	14.39%
Weighted Availability:	Black	Min	Female									
Alabama (.40)	6.38%	7.62%	15.48%									
Huntsville MSA (.40)	5.94%	8.06%	14.39%									
Internal (.20)	2.46%	3.46%	13.27%									
Totals	14.78%	19.14%	43.14%									

			Adv	anced Prof	essional							
		Weights:	Alabama4	40; Huntsvi	IIe MSA	40; Interna	l20					
		Utiliz	zation					Availabi	lity			
		Current I	Population			Alab	oama		T	Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Accountants and Auditors	8	0	2	7	24,340	3,510	4,205	16,235	3,070	420	525	2,150
Contracts & Grants Accountant II	2			1								
Manager, Foundation Accounts	1			1								
Manager, Gift Accounting	1			1								
Senior Accountant	1			1								
Senior Contracts & Grants Accountant	1		1	1								
Senior Payroll Accountant	2		1	2								
Weighted Availability	, , , , , , , , , , , , , , , , , , ,	0.00%	25.00%	87.50%		5.77%	6.91%	26.68%	1	5.47%	6.84%	28.01%
Architects, except naval	0	0	0	0	1,375	95	175	240	235	0	40	70
Campus Architect II	0											
Weighted Availability		0.00%	0.00%	0.00%		2.76%	5.09%	6.98%		0.00%	6.81%	11.91%
Athletes, Coaches & Related Workers	12	1	2	5	3,540	725	872	1,185	420	130	150	80
Assistant Athletic Director	2											
Assistant Coaches	9	1	2	4								
Associate Head Coach	1			1								
Weighted Availability		8.33%	16.67%	41.67%		8.19%	9.85%	13.39%		12.38%	14.29%	7.62%
Chemists & Materials Scientists	1	0	0	0	755	160	220	245	130	60	60	65
Chemistry Stockroom Manager	1											
Weighted Availability		0.00%	0.00%	0.00%		8.48%	11.66%	12.98%		18.46%	18.46%	20.00%
Construction Managers	1	0	0	0	12,530	920	1,170	585	1,045	50	64	50
Construction Project Manager II	1											
Weighted Availability		0.00%	0.00%	0.00%		2.94%	3.74%	1.87%		1.91%	2.45%	1.91%
Counselors	1	0	0	1	7,640	2,610	2,820	5,650	680	260	295	535
Assistant Dir, Counseling Services	1			1								
Weighted Availability		0.00%	0.00%	100.00%		13.66%	14.76%	29.58%		15.29%	17.35%	31.47%
Database Administrators	1	0	1	1	945	195	310	440	280	15	50	125
Senior Coord, Accred Database Res	1		1	1								
Weighted Availability		0.00%	100.00%	100.00%		8.25%	13.12%	18.62%		2.14%	7.14%	17.86%
Editors, Tech. Writers, Writers & Authors	3	0	0	1	3,385	615	725	1,900	680	135	165	375
Research Writer/Editor	1											
University Writer/Copy Editor	1											

			Adv	anced Prof	essional							
		Weights:	Alabama4	40; Huntsvi	lle MSA	40; Internal	20					
		Utiliz	zation					Availabi	lity			
		Current F	opulation			Alab	ama			Huntsv	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Writer/Editor	1			1								
Weighted Availability		0.00%	33.33%	33.33%		7.27%	8.57%	22.45%		7.94%	9.71%	22.06%
Education Administrators	64	9	11	52	12,400	3,550	3,729	7,675	1,155	425	453	710
Academic Advisor	22	5	6	18								
Academic Success Specialist	1			1								
Assistant Dir, Admissions	1											
Assistant Dir, Financial Aid	1			1								
Assistant Dir, International Services	1			1								
Assistant Dir, Residence Life	1			1								
Assistant Dir, Reporting & Planning	1											
Assistant Dir, Testing/Cert Service	1			1								
Associate Directors	3			2								
Career Coordinator II	1			1								
Certification Officer/Acad Advisor	1	1	1	1								
Coordinator II, Research Programs	1			1								
Coordinators	2			2								
Learning Resource Center Specialist	1			1								
Program Administrator	1	1	1									
Program Specialist	1			1								
Prototype Development Specialist	1											
Research Program Administrator	8			8								
Senior Admissions Counselor	2	1	1	1								
Senior Associate Registrar	1			1								
Senior Coordinator	2			2								
Senior Program Coordinator	9	1	2	8								
Senior Residential Facilities Manager	1											
Weighted Availability		14.06%	17.19%	81.25%		11.45%	12.03%	24.76%		14.72%	15.69%	24.59%
Financial Managers	19	3	4	17	14,045	2,205	2,555	8,265	1,305	230	265	630
Assistant Budget Director	1			1								
Associate Budget Director	1			1								
Assistant Financial Manager	1			1								

			Adv	anced Profe	essional							
		Weights:	Alabama4	l0; Huntsvil	lle MSA	40; Interna	20					
			zation					Availabi	ility			
		Current	Population			Alab	ama			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Assistant Research Budget Director	1			1								
Budget Officer II	2			2								
Financial Aid Manager	1	1	1	1								
Financial Manager	1											
Payroll Systems Administrator	1			1								
Resource Manager	7	1	2	7								
Resource Manager/Administrative Lead	1			1								
Senior Resource Manager	2	1	1	1								
Weighted Availability		15.79%	21.05%	89.47%		6.28%	7.28%	23.54%		7.05%	8.12%	19.31%
Grounds Maintenance Workers	0	0	0	0	1,485	385	903	50	1,720	385	993	70
Asst Dir, Grounds/Landscapt Mgmt												
Weighted Availability		0.00%	0.00%	0.00%		12.96%	30.40%	1.68%		6.72%	17.32%	1.22%
Human Resources Managers,												
Compensation & Benefits Managers	5	4	4	5	3,735	705	899	2,060	505	160	210	255
Assoc Dir, Talent Management & Comp	1	1	1	1								
Asst Dir, HRIS	1	1	1	1								
Senior Benefits Specialist	1			1								
Talent Management Associate	1	1	1	1								
Talent Management Associate II	1	1	1	1								
Weighted Availability		80.00%	80.00%	100.00%		7.55%	9.63%	22.06%		12.67%	16.63%	20.20%
Librarians	1	0	0	1	2,630	380	484	2,270	190	15	15	190
Head of Technical Services/Librarian	1			1				,				
Weighted Availability	1 1	0.00%	0.00%	100.00%		7.22%	9.20%	43.16%		2.37%	2.37%	30.00%
Maintenance & Repair Workers	1	1	1	0	430	25	90	35	515	85	150	35
Asst Dir, Facilities Maintenance	1	1	1									
Weighted Availability	1 1	100.00%	100.00%	0.00%		2.91%	10.47%	4.07%		4.95%	8.74%	2.04%
Managers, All Other	20	1	3	19	37,740	4,130	5,530	11,875	5,550	375	775	1,580
Assistant to the VP, Advancement	1			1	- ,	,	_, v	.,	-,0			,•
Assistant to the VP, Finance & Admin	1			1								
Assistant to the VP, Student Affairs	1			1								

			Adv	anced Prof	essional							
		Weights:	Alabama	40; Huntsvi	lle MSA	40; Interna	l20					
		Utiliz	ation					Availabi	ility			
		Current P	opulation			Alab	ama			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Executive Asst to the President	1		1	1								
Executive Asst to the Provost	1			1								
Executive Asst to the VP, Research	1			1								
Interior Designer	1			1								
Manager, F & O Administrative Services	1			1								
Senior Administrative Assistant	11	1	2	10								
Senior Project Coordinator	1			1								
Weighted Availability		5.00%	15.00%	95.00%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
Nurse Practitioner and Nurse Midwives	2	0	0	2	900	70	110	795	70	0	0	70
Nurse Practitioner	1			1								
Registered Nurse	1			1								
Weighted Availability		0.00%	0.00%	100.00%		3.89%	6.11%	44.17%		0.00%	0.00%	30.00%
Other Business Operations Specialists	19	3	4	14	2,360	610	705	1,260	420	125	135	110
Associate Security Administrator	1			1								
Asst Dir, Office of Sponsored Programs	1	1	1	1								
Asst Dir, Proposal Development	1											
Contracts and Grants Specialist II	1	1	1	1								
Contracts and Grants Specialist III	2	1	1	1								
Program & Proposal Coordinator	3			3								
Project Manager	1			1								
Program Manager	7			6								
Proposal Developer	1		1									
Stockroom Manager	1											
Weighted Availability		15.79%	21.05%	73.68%		10.34%	11.95%	21.36%		11.90%	12.86%	10.48%
Photographers	1	0	0	0	1,815	190	224	1,015	190	10	14	135
Photographer	1											
Weighted Availability		0.00%	0.00%	0.00%		5.23%	6.17%	27.96%		1.58%	2.21%	21.32%
Public Relations and Fundraising Managers	9	0	1	9	595	100	150	310	50	10	10	30
Asst Dir, Communications	1			1								
Asst Dir, Mktg/Comm/Recruitment	1			1								
Development Officer	2		1	2								

			Adv	anced Prof	essional							
		Weights:	Alabama	40; Huntsvi	lle MSA	40; Internal	20					
		Utiliz	zation					Availab	ility			
		Current F	Population			Alab	ama			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Marketing & Events Coordinator	1			1								
Marketing Manager	2			2								
Prospect Management Officer	1			1								
Events Manager	1			1								
Weighted Availability		0.00%	11.11%	100.00%		6.72%	10.08%	20.84%		8.00%	8.00%	24.00%
Purchasing Agents and Buyers	1	1	1	0	3,445	480	570	1,915	875	200	239	580
Pcard Services Supervisor	1	1	1									
Weighted Availability		100.00%	100.00%	0.00%		5.57%	6.62%	22.24%		9.14%	10.93%	26.51%
Preschool and Kindergarten teachers	0	0	0	0	10,005	3,115	3,249	9,860	790	205	265	790
Teacher III												
Weighted Availability		0.00%	0.00%	0.00%		12.45%	12.99%	39.42%		10.38%	13.42%	40.00%
Totals	169	23	34	134	146,095	24,775	29,695	73,865	19,875	3,295	4,873	8,635
Weighted Availability		13.61%	20.12%	79.29%		6.78%	8.13%	20.22%		6.63%	9.81%	17.38%
Weighted Availability:	Black	Min	Female									
Alabama (.40)	6.78%	8.13%	20.22%									
Huntsville MSA (.40)	6.63%	9.81%	17.38%									
Internal (.20)	3.03%	4.21%	15.35%									
Totals	16.44%	22.15%	52.95%									

			Entry-	level Profes	ssional							
	W	eights: Ala	abama30); Huntsville	MSA50); Interna	20					
		Utiliz	ation					Availa	bility			
		Current P	opulation			Alab	ama			Huntsv	ille MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Accountants and Auditors	7	4	4	4	24,340	3,510	4,205	16,235	3,070	420	525	2,150
Accountant I	2	1	1	2								
Accountant II	1	1	1									
Contracts and Grants Accountant	4	2	2	2								
Weighted Availability		57.14%	57.14%	57.14%		5.77%	6.91%	26.68%		5.47%	6.84%	28.01%
Athletes, Coaches & Related Workers	5	0	0	3	3,540	725	872	1,185	420	130	150	80
Assistant Athletic Trainer	2			2								
Assistant Dir, Comp/Stu Ath Dev	1			1								
Assistant Strength & Conditioning Coach	1											
Head Strength & Conditioning Coach	1											
Weighted Availability		0.00%	0.00%	60.00%		6.14%	7.39%	10.04%		15.48%	17.86%	9.52%
Biological Technicians	1	0	0	1	200	0	4	40	10	0	0	10
Bio. Safety/Supply Supervisor	1			1								
Weighted Availability		0.00%	0.00%	100.00%		0.00%	0.60%	6.00%		0.00%	0.00%	50.00%
Budget Analysts	3	0	1	3	785	155	155	495	370	35	35	220
Budget Analyst	3		1	3								
Weighted Availability		0.00%	33.33%	100.00%		5.92%	5.92%	18.92%		4.73%	4.73%	29.73%
Construction Managers	1	0	0	0	12,530	920	1,170	585	1,045	50	64	50
Construction Project Manager I	1											
Weighted Availability		0.00%	0.00%	0.00%		2.94%	3.74%	1.87%		1.91%	2.45%	1.91%
Counselors	3	1	1	3	7,640	2,610	2,820	5,650	680	260	295	535
Counselors	3	1	1	3								
Weighted Availability		33.33%	33.33%	100.00%	1	13.66%	14.76%	29.58%		15.29%	17.35%	31.47%
Education Administrators	42	7	10	35	12,400	3,550	3,729	7,675	1,155	425	453	710
Admissions Counselor	11	1	3	10								
Assistant Director	3			2								
Career Coordinator I	1			1								
Career Development Coordinator I	1			1								
Financial Aid Counselor	2	1	1	1								

			Entry-	level Profe	ssional							
	W	eights: Ala	abama30	; Huntsvill	e MSA50); Internal	20					
		Utiliz	ation					Availa	bility			
		Current P	opulation			Alab	ama			Huntsv	ille MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Manager, Campus Visits	1			1								
Program Coordinator	22	5	6	19								
Studio/Facility Manager	1											
Weighted Availability		16.67%	23.81%	83.33%		8.59%	9.02%	18.57%		18.40%	19.61%	30.74%
First Line Supervisors of Housekeeping &												
Janitorial Workers	1	0	0	0	4,080	1,320	1,514	1,530	385	75	125	160
Asst Dir, Building Services	1											
Weighted Availability		0.00%	0.00%	0.00%		16.18%	18.55%	18.75%		5.84%	9.74%	12.47%
Grounds Maintenance Workers	1	1	1	0	1,485	385	903	50	1,720	385	993	70
Manager, Grounds Operations	1	1	1									
Weighted Availability		100.00%	100.00%	0.00%		12.96%	30.40%	1.68%		6.72%	17.32%	1.22%
Human Resources Workers	2	2	2	2	7,540	2,080	2,295	5,500	990	335	345	800
Benefits Specialist	1	1	1	1								
HR Administrative Specialist	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		11.03%	12.18%	29.18%		13.54%	13.94%	32.32%
Library Assistants, Clerical	0	0	0	0	120	25	25	110	135	25	25	125
Digital Projects Specialist												
Weighted Availability		0.00%	0.00%	0.00%		6.25%	6.25%	27.50%		9.26%	9.26%	46.30%
Other Business Operations Specialists	15	4	4	9	2,360	610	705	1,260	420	125	135	110
Assistant Dir, Facility Operations	1											
Assistant Security Administrator	1	1	1	1								
Contracts and Grants Administrator	3			2								
Contracts and Grants Specialist I/II	2	2	2	1								
Coordinator, Compliance & Risk Mgmt	1			1								
Coordinator, Contracted Services	1											
Facilities Coordinator	1											
Jr Contracts & Grants Administrator	2	1	1	2								
Manager, F&O Service Desk	1											
Regional Transporation Coordinator	1			1								

			Entry-	level Profe	ssional							
	We	eights: Ala	ıbama30	; Huntsvill	e MSA5	0; Internal	20					
		Utiliz	ation					Availa	bility			
		Current P	opulation			Alaba	ama			Huntsvi	ille MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Transportation Program Manager	1			1								
Weighted Availability		26.67%	26.67%	60.00%		7.75%	8.96%	16.02%		14.88%	16.07%	13.10%
Preschool and Kindergarten teachers	5	0	0	5	10,005	3,115	3,249	9,860	790	205	265	790
Teacher I/II	5			5								
Weighted Availability		0.00%	0.00%	100.00%		12.45%	12.99%	39.42%		10.38%	13.42%	40.00%
Public Relations and Fundraising Specialist	3	0	0	0	1,275	95	150	795	130	10	10	75
Coordinator, Athletic Communications	2											
Coordinator, Mktg, Promos & Licensing	1											
Weighted Availability		0.00%	0.00%	0.00%		2.24%	3.53%	18.71%		3.85%	3.85%	28.85%
Purchasing Agents	4	0	0	4	3,445	480	570	1,915	875	200	239	580
Procurement Manager	1			1								
Procurement Officer I	1			1								
Procurement Officer II	1			1								
Senior Business Services Assistant	1			1								
Weighted Availability		0.00%	0.00%	100.00%		4.18%	4.96%	16.68%		11.43%	13.66%	33.14%
Residential Advisors	4	1	1	3	1,020	645	670	580	145	125	125	80
Resident Director	4	1	1	3								
Weighted Availability		25.00%	25.00%	75.00%		18.97%	19.71%	17.06%		43.10%	43.10%	27.59%
Secretaries & Administrative Assistants	18	2	3	17	60,495	9,139	10,779	58,865	5,210	899	1,189	5,050
Administrative Assistant	18	2	3	17								
Weighted Availability		11.11%	16.67%	94.44%		4.53%	5.35%	29.19%		8.63%	11.41%	48.46%
Shipping, Receiving & Traffic Clerks	2	0	0	0	1,050	205	260	340	1,125	220	275	375
Materials Supervisor	1											
Warehouse Supervisor	1											
Weighted Availability		0.00%	0.00%	0.00%		5.86%	7.43%	9.71%		9.78%	12.22%	16.67%
Speech-Language Pathologists	1	0	0	1	1,415	165	215	1,330	105	30	40	95
Speech Therapist	1			1								
Weighted Availability		0.00%	0.00%	0.00%		3.50%	4.56%	28.20%		14.29%	19.05%	45.24%
Totals	118	22	27	90	155,725	29,734	34,290	114,000	18,780	3,954	5,288	12,065

			Entry-	level Profe	ssional							
	W	eights: Al	abama30	; Huntsville	e MSA5	50; Internal	20					
		Utiliz	ation					Availa	bility			
		Current P	opulation			Alaba	ama			Huntsv	ville MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Weighted Availability		18.64%	22.88%	76.27%		5.73%	6.61%	21.96%		10.53%	14.08%	32.12%
Weighted Availability:	Black	Min	Female									
Alabama (.30)	5.73%	6.61%	21.96%									
Huntsville MSA (.50)	10.53%	14.08%	32.12%									
Internal (.20)	3.64%	4.76%	14.63%									
Totals	19.90%	25.44%	68.71%									

	C	computer/C	Other Tech	nicians/Pr	ogramme	rs/Suppor	t					
	Weig	hts: Alab	ama40;	Huntsville	MSA40	; Internal	20					
		Utiliza	ation					Availa	bility			
		Current Po	opulation			Alaba	ama			Huntsvi	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Computer Hardware Engineers, Computer												
Support Specialists, Computer					0 5 4 5	4 755	0.400		0.005		101	454
Occupations, all other	21	1	3	8	9,515	1,755	2,429	3,200	2,025	290	464	454
Academic Technology Specialist	1			1								
Academic Technology Support Tech	2			1								
Computer Systems Engineer	2											
Desktop Support Specialist	1			1								
Electronic Research Admin Spec	1											
Information Security Engineer	1											ļ
Instructional Designer	3		1	3								
IT Support Associate	1		1	1								
IT/Desktop Technician	1	1	1	1								
Lead Systems Engineer	1											
Network Engineer I/II	2											
Systems Engineer I/II/III	4											
Telecommunications Network Eng Lead	1											
Weighted Availability		4.76%	14.29%	38.10%		7.38%	10.21%	13.45%	ľ	5.73%	9.17%	8.97%
Broadcast & Sound Engineering Techs.	0	0	0	0	890	215	240	195	130	25	25	30
Distance Lrng Telecomm Spec												
Weighted Availability		0.00%	0.00%	0.00%		9.66%	10.79%	8.76%		7.69%	7.69%	9.23%
Chemists & Materials Scientists	1	0	0	1	755	160	220	245	130	60	60	65
Campus Safety Specialist	1			1								
Weighted Availability		0.00%	0.00%	100.00%	ļ	8.48%	11.66%	12.98%	I	18.46%	18.46%	20.00%
Computer & Office Machine Repairers	3	1	1	0	3,845	695	830	610	505	105	135	1
Copy Center Coordinator	1	-		-	,							_
Desktop Technician	1	1	1									
Lab Support Technician	1	•										
Weighted Availability	1	33.33%	33.33%	0.00%		7.23%	8.63%	6.35%		8.32%	10.69%	3.56%
Computer and Information Systems Manage	5	00.0070	2	0.0070	37,740	4,130	5,530	11,875	5,550	375	775	1

	C	computer/C	ther Tech	nicians/Pr	ogramme	rs/Support	t					
	Weig	hts: Alaba	ama40; I	luntsville	MSA40	; Internal ·	.20					
		Utiliza	ition					Availa	bility			
		Current Po	pulation			Alaba	ima			Huntsvi	le MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Department Based IT Manager	1											
Information Systems Manager	1											
Information Systems Security Manager	1											
Learning Management System Admin	1		1									
Mgr, Simulation & Lrng Innovation Ctr	1		1	1								
Weighted Availability		0.00%	40.00%	20.00%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
Computer Programmers	0	0	0	0	5,880	715	1,125	1,695	1,375	155	365	550
Lead Systems Programmer												
Weighted Availability		0.00%	0.00%	0.00%		4.86%	7.65%	11.53%		4.51%	10.62%	16.00%
Computer Support Specialists	0	0	0	0	5,685	1,140	1,505	2,235	915	145	219	290
Help Desk Associate I												
Weighted Availability		0.00%	0.00%	0.00%		8.02%	10.59%	15.73%		6.34%	9.57%	12.68%
Computer Systems Analysts	11	0	0	5	5,210	600	935	1,785	1,520	125	240	470
Applications Systems Administrator	1			1								
Data Analyst	1			1								
Enterprise Applications Administrator	1											
Information Systems Analyst	1			1								
Information Systems Analyst III	2			1								
Information Systems Specialist	1											
Network Analyst	1											
Senior Analyst	1			1								
Senior Data Analyst	1											
Senior Network Analyst	1											
Weighted Availability		0.00%	0.00%	45.45%		4.61%	7.18%	13.70%		3.29%	6.32%	12.37%
Engineering Technicians, except drafters	2	0	0	1	7,865	1,475	1,929	1,700	1,670	315	413	425
Laboratory Manager	1											
Laboratory Technician	1			1								
Weighted Availability		0.00%	0.00%	50.00%		7.50%	9.81%	8.65%		7.54%	9.89%	10.18%
Software Developers, Apps. and Systems So	3	0	0	1	8,685	870	1,670	1	4,575	450	820	1,260

	C	computer/C	Other Techi	nicians/Pro	ogramme	rs/Support						
	Weig	ghts: Alab	ama40; I	luntsville	MSA40	; Internal -	.20					
		Utiliza						Availat	oility			
		Current Po				Alaba	-			Huntsvil		
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Senior Software Development Lead	2											
Software Applications Coord	1			1								
Weighted Availability		0.00%	0.00%	33.33%		4.01%	7.69%	10.80%		3.93%	7.17%	11.02%
Web Developers	9	1	2	4	1,420	105	179	515	240	0	0	160
Digital Marketing Specialist	1		1	1								
Graphic Designer	1	1	1	1								
Strategic Media Specialist	1			1								
Web Content Coordinator	1			1								
Web Coordinator I	2											
Web Designer, UX	1											
Web Developer/Programmer	2											
Weighted Availability		11.11%	22.22%	44.44%		2.96%	5.04%	14.51%	ľ	0.00%	0.00%	26.67%
Totals	55	3	8	21	87,490	11,860	16,592	26,400	18,635	2,045	3,516	5,329
Weighted Availability		5.45%	14.55%	38.18%		5.42%	7.59%	12.07%		4.39%	7.55%	11.44%
Weighted Availability:	Black	Min	Female									
Alabama (.40)	5.42%	7.59%	12.07%									
Huntsville MSA (.40)	4.39%	7.55%	11.44%									
Internal (.20)	1.83%	2.18%	5.73%									
Totals	11.64%	17.31%	29.24%									

			Advand	ced Clerical	/Support							
	Weig	hts: Madis	son County	30; Hunts	ville MSA	50; Inte	ernal20)				
		Utili	zation					Availa	bility			
		Current F	Population			Madisor	n County			Huntsvil	lle MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Bookkeeping, Accounting, Auditing Clerks	10	4	4	9	1,510	285	319	1,295	1,780	300	334	1,550
Accounts Payable Assistant	1			1								
Accounts Payable Clerk	1			1								
Financial Aid Specialist	1			1								
Senior Accounting Assistant	4	3	3	3								
Senior Accounts Payable Clerk	1			1								
Student Accounts Assistant	1	1	1	1								
Student Accounts Associate	1			1								
Weighted Availability	·	40.00%	40.00%	90.00%	·	5.66%	6.34%	25.73%		8.43%	9.38%	43.54%
Human Resources Assistants	1	1	1	1	770	225	249	680	80	4	24	80
Senior Human Resources Assistant	1	1	1	1								
Weighted Availability	ľ	100.00%	100.00%	100.00%	ľ	8.77%	9.70%	26.49%		2.50%	15.00%	50.00%
Information and Record Clerks	7	1	2	6	65	15	19	65	69	15	19	69
Records Coordinator	1		1									
Senior Records Coordinator	6	1	1	6								
Weighted Availability		14.29%	28.57%	85.71%		6.92%	8.77%	30.00%		10.87%	13.77%	50.00%
Library Assistants, Clerical	5	1	2	4	120	25	25	110	135	25	25	125
Circ Accts/Govnt Docs Asst	1			1								
Circulation Night Manager	1		1	1								
Library Associate	2	1	1	1								
Library Materials Assistant	1			1								
Weighted Availability	·	20.00%	40.00%	80.00%	·	6.25%	6.25%	27.50%		9.26%	9.26%	46.30%
Office & Administrative Support Workers	17	4	5	12	580	85	110	375	590	85	110	385
Admissions Coordinator	2			2								
Coordinator	1			1								
Office Coordinator	6	4	4	3								
Office Manager	3			3								
Police Assistant II	1											
Program Coordinator	3		1	2								

			Advanc	ed Clerica	/Support							
	Weig	hts: Madis	on County ·	.30; Hunts	ville MSA	50; Inte	ernal20)				
			ation					Availa	ability			
			opulation			Madison				Huntsvi		
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Senior Security Assistant	1			1								
Weighted Availability		23.53%	29.41%	70.59%		4.40%	5.69%	19.40%		7.20%	9.32%	32.63%
Purchasing Agents	1	0	0	1	3,445	480	570	1,915	875	200	239	580
Procurement Services Technician II	1			1								
Weighted Availability		0.00%	0.00%	0.00%		4.18%	4.96%	16.68%		11.43%	13.66%	33.14%
Secretaries & Administrative Assistants	34	5	7	34	4,685	884	1,139	4,525	5,210	899	1,189	5,050
Senior Staff Assistant	13	1	1	13								
Staff Assistant	21	4	6	21								
Weighted Availability		14.71%	20.59%	100.00%		5.66%	7.29%	28.98%		8.63%	11.41%	48.46%
Shipping, Receiving & Traffic Clerks	4	0	0	3	1,050	205	260	340	1,125	220	275	375
Asst Materials Manager, AMSTI	1			1								
Materials/Mail Clerk	2			1								
Mail Services Supervisor	1			1								
Weighted Availability		0.00%	0.00%	75.00%		5.86%	7.43%	9.71%		9.78%	12.22%	16.67%
Totals	79	16	21	70	12,225	2,204	2,691	9,305	9,864	1,748	2,215	8,214
Weighted Availability		20.25%	26.58%	88.61%		5.41%	6.60%	22.83%		8.86%	11.23%	41.64%
Weighted Availability:	Black	Min	Female									
Madison County (.30)	5.41%	6.60%	22.83%									
Huntsville MSA (.50)	8.86%	11.23%	41.64%									
Internal (.20)	2.45%	5.82%	16.79%									
Totals	16.72%	23.65%	81.26%									

EXHIBIT 3 - AVAILABILITY ANALYSIS September 1, 2021 - August 31, 2022

			Entry-	level Clerio	cal/Suppo	ort						
	We	ights: Mad	lison County	y30; Hur	ntsville M	SA20; Int	ernal50					
		Utiliz	ation					Availa	bility	<u>.</u>	<u> </u>	
		Current P	opulation			Madison	County			Huntsv	ille MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Library Assistants, Clerical	0	0	0	0	120	25	25	110	135	25	25	125
Circulation Desk Coordinator												
Weighted Availability		0.00%	0.00%	0.00%		6.25%	6.25%	27.50%		3.70%	3.70%	18.52%
Cashiers	1	0	0	1	3,890	1,470	1,865	2,960	4,255	1,495	1,865	3,295
Cashier I	1			1								
Weighted Availability		0.00%	0.00%	100.00%		11.34%	14.38%	22.83%		7.03%	8.77%	15.49%
Human Resources Assistants	1	1	1	1	770	225	249	680	80	4	24	80
Human Resources Assistant	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		8.77%	9.70%	26.49%		2.50%	15.00%	50.00%
Mail Clerks/Mail Machine Operators,					405	0.5	0.5	45	105	0.5	05	45
except postal service	0	0	0	0	105	35	35	45	105	35	35	45
Mail Services Clerk		0.000/	0.000/	0.000/		40.000/	40.000/	10.000/		0.070/	0.07%	0.570/
Weighted Availability	40	0.00%	0.00%	0.00%	500	10.00%	10.00%	12.86%	500	6.67%	6.67%	8.57%
Office & Admin. Support Workers	12	3	4	6	580	85	110	375	590	85	110	385
Contracts & Grants Assistant	1			1								
Copy Center Clerk I	1	1	1									
EHS Assistant	1	-	-									
Office Assistant	4	2	3	1								
Office Clerk	2			1								
OIT Support Assistant	1			1								
Payroll Assistant	1			1								
Performing Arts Coordinator	1			1								
Weighted Availability	I	25.00%	33.33%	50.00%		4.40%	5.69%	19.40%		2.88%	3.73%	13.05%
Preschool and Kindergarten teachers	10	4	5	10		3,115	3,249	9,860	790	205	265	790
Auxiliary Teacher, OSR	2	1	2	2								
Teacher's Assistant	5	3	3	5								
Teacher's Associate	3			3								
Weighted Availability		40.00%	50.00%	100.00%		12.45%	12.99%	39.42%		10.38%	13.42%	40.00%
Secretaries & Administrative Assistants	1	0	0	1	4,685	884	1,139	4,525	5,210	899	1,189	5,050
Secretary I/II	1			1								

Entry-level Clerical/Support													
	We	ights: Mac	lison County				ternal50						
		Utiliz	ation					Availa	bility				
		Current F	opulation			Madisor	n County		Huntsville MSA				
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female	
Weighted Availability		0.00%	0.00%	100.00%		5.66%	7.29%	28.98%		3.45%	4.56%	19.39%	
Shipping, Receiving & Traffic Clerks	5	1	1	2	1,050	205	260	340	1,125	220	275	375	
Materials Clerk, AMSTI	2												
Materials Control Assistant I	1	1	1										
Materials Coordinator, AMSTI	1			1									
Warehouse Operations Clerk	1			1									
Weighted Availability		20.00%	20.00%	40.00%		5.86%	7.43%	9.71%		3.91%	4.89%	6.67%	
Totals	30	9	11	21	21,205	6,044	6,932	18,895	12,290	2,968	3,788	10,145	
Weighted Availability		30.00%	36.67%	70.00%		8.55%	9.81%	26.73%		4.83%	6.16%	16.51%	
Weighted Availability:	Black	Min	Female										
Madison County (.30)	8.55%	9.81%	26.73%										
Huntsville MSA (.20)	4.83%	6.16%	16.51%										
Internal (.50)	15.00%	18.33%	35.00%										
Totals	28.38%	34.30%	78.24%										

			Custo	dial Worke	ers							
		Wei	ghts: Hu	ntsville M	SA - 1.00							
												L
		Utiliza	ation					Availabil	ity			
		Current Po	opulation		Huntsville MSA				Madison County			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Janitors and Building Cleaners	36	28	30	23	3,215	1,190	1,425	1,255	2,710	1,130	1,295	1,070
Custodial Floor Technician I/II	3	3	3									
Custodial Floor Tech Lead	1	1	1									
Custodial Specialist	1	1	1	1								
Custodial Supervisor	4	1	1	3								
Custodial Worker I/II/III	26	22	24	18								
Senior Housekeeper	1			1								
Weighted Availability		77.78%	83.33%	63.89%		37.01%	44.32%	39.04%				
Totals	36	28	30	23	3,215	1,190	1,425	1,255	2,710	1,130		1,070
Weighted Availability		77.78%	83.33%	63.89%		37.01%	44.32%	39.04%				
Weighted Availability:	Black	Min	Female									
Madison County (.00)	0.00%	0.00%	0.00%									
Huntsville MSA (1.00)	37.01%	44.32%	39.04%									
Internal (.00)	0.00%	0.00%	0.00%									
Totals	37.01%	44.32%	39.04%									

			Service	/Maintenan	се							
	Weights	: Madison	County5	50; Huntsvil	le MSA -	.30; Inter	nal20					
		Utiliz	ation					Availa	bility			
		Current P	opulation			Madiso	n County			le MSA	T	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Automotive Service Tech/Mechanics	1	0	0	0	940	180	200	15	1,165	210	255	15
Mechanic II	1											
Weighted Availability		0.00%	0.00%	0.00%		9.57%	10.64%	0.80%		5.41%	6.57%	0.39%
Carpenters	0	0	0	0	1,345	125	374	35	1,685	165	484	65
Carpenter I/II												
Weighted Availability		#DIV/0!	#DIV/0!	#DIV/0!		4.65%	13.90%	1.30%		2.94%	8.62%	1.16%
Dispatchers	7	0	2	4	250	70	100	140	320	85	115	175
Public Safety Telecommunicator	6		2	4								
Supervisor, Communications	1											
Weighted Availability		0.00%	28.57%	57.14%		14.00%	20.00%	28.00%		7.97%	10.78%	######
Electricians	7	0	0	0	565	35	64	0	810	90	119	0
Electrician I/II, Electrical Lighting Tech I	5											
Fire Prot/Life Safety Sys Technician	1											
Mechanical/Electrical Specialist I												
Supervisor, Electrical Systems	1											
Weighted Availability		0.00%	0.00%	0.00%		3.10%	5.66%	0.00%		3.33%	4.41%	0.00%
First-line Supv., Police & Detectives	2	0	0	0	50	25	25	0	60	25	25	0
Lieutenant	1											
Police Captain	1											
Weighted Availability		0.00%	0.00%	0.00%		25.00%	25.00%	0.00%		12.50%	12.50%	0.00%
Grounds Maintenance Workers	12	2	3	1	1,485	385	903	50	1,720	385	993	70
Groundskeeper/Groundskeeper I	5	2	2									
Landscape Supervisor	1											
Landscaper I/II	4		1	1								
Irrigation Specialist	1											
Spray Specialist	1											
Weighted Availability		16.67%	25.00%	8.33%		12.96%	30.40%	1.68%		6.72%	17.32%	1.22%
Heating, Air Conditioning & Refrig Mech	6	1	1	0	545	35	60	0	625	75	114	10

			Service	/Maintenan	се							
	Weights	: Madison	County5	0; Huntsvil	le MSA -	.30; Interi	nal20					
		Utiliz	ation					Availa	bility			
		Current P	opulation			Madiso	n County			Huntsvil	le MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
HVAC Controls Technician	1											
HVAC Technician I/II/III	5	1	1									
Weighted Availability		16.67%	16.67%	0.00%		3.21%	5.50%	0.00%		3.60%	5.47%	0.48%
Locksmiths and Safe Repairers	2	0	0	0	25	0	0	0	80	55	55	0
Access Control Technician I	1											
Locksmith I/II	1											
Weighted Availability		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		20.63%	20.63%	0.00%
Painters	3	2	2	0	650	45	159	20	785	45	229	40
Painter I/II	3	2	2									
Weighted Availability		66.67%	66.67%	0.00%		3.46%	12.23%	1.54%		1.72%	8.75%	1.53%
Maintenance & Repair Workers	11	0	1	0	430	25	90	35	515	85	150	35
Building Maintenance Technician												
Facilities Supervisor	1											
Lead, Maintenance	1											
Maintenance Technician Helper												
Maintenance Technician I/II	7		1									
Maintenance Worker II	1											
Supervisor, Maintenance	1											
Weighted Availability		0.00%	9.09%	0.00%		2.91%	10.47%	4.07%		4.95%	8.74%	2.04%
Pipelayers, Plumbers, Pipefitters, et al	1	0	0	0	725	60	75	0	970	64	79	10
Plumber I/II	1											
Senior Plumber												
Weighted Availability		0.00%	0.00%	0.00%		4.14%	5.17%	0.00%		1.98%	2.44%	0.31%
Police Officers	17	2	3	5	760	215	225	40	810	215	225	40
Parking Enforce/Sec Officer	3											
Police Officer	7	1	2	3								
Police Officer/FTO Instructor	2											
Police Sergeant, FTO/Instructor	3	1	1									

			Service	/Maintenan	се							
	Weights	: Madison	County5	60; Huntsvill	e MSA -	.30; Inter	nal20					
		Utiliz	zation					Availa	bility			
		Current F	Population			Madiso	n County			Huntsvill	e MSA	
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Police Sgt/Crim Inves/FTO Instruct	1			1								
Supervisor, Parking Management	1			1								
Weighted Availability		11.76%	17.65%	29.41%		14.14%	14.80%	2.63%		7.96%	8.33%	1.48%
Totals	69	7	12	10	7,770	1,200	2,275	335	9,545	1,499	2,843	460
Weighted Availability		10.14%	17.39%	14.49%		7.72%	14.64%	2.16%		4.71%	8.94%	1.45%
Weighted Availability:	Black	Min	Female									
Madison County (.50)	7.72%	14.64%	2.16%									
Huntsville MSA (.30)	4.71%	8.94%	1.45%									
Internal (.20)	2.03%	3.48%	2.90%									
Totals	14.46%	27.06%	6.50%									