

**EXHIBIT 3 - STAFF AVAILABILITY ANALYSIS SUMMARY**

September 1, 2021 - August 31, 2022

	<b>Black</b>			<b>Minority</b>			<b>Females</b>		
	<b>External</b>	<b>Internal</b>	<b>Total</b>	<b>External</b>	<b>Internal</b>	<b>Total</b>	<b>External</b>	<b>Internal</b>	<b>Total</b>
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 Industrial Relations; U.S. Department of Labor; 2010 EEO Special Census File United States									
EEO-1 Category Report -- Limestone, Madison Counties, AL; UAH Internal Records									



**EXHIBIT 3 - AVAILABILITY ANALYSIS**

September 1, 2021 - August 31, 2022

Senior/Academic Administrators												
Weights: U.S. - .35; Alabama - .35; Internal - .30												
	Utilization				Availability							
	Current Population				U.S.				Alabama			
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								
<b>Weighted Availability</b>		0.00%	9.09%	50.00%		4.77%	8.65%	22.32%		10.02%	10.53%	21.66%
<b>Financial Managers</b>	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											
<b>Weighted Availability</b>		50.00%	75.00%	25.00%		2.78%	8.25%	18.83%		5.49%	6.37%	20.60%
<b>Financial Managers, Economists, Market Research Analysts &amp; Marketing Specialists</b>	2	0	2	0	15,125	2,320	2,688	8,960	1,400	250	275	705
Director, Invention/Innovation Center	1		1									
Director, Ofc of Tech Commercialization	1		1									
<b>Weighted Availability</b>		0.00%	100.00%	0.00%		6.14%	7.11%	23.70%		7.14%	7.86%	20.14%
<b>First-line Supv., Police &amp; Detectives</b>	1	0	0	0	50	25	25	0	60	25	25	0
Chief of Police	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		25.00%	25.00%	0.00%		12.50%	12.50%	0.00%
<b>General &amp; Operations Managers</b>	1	0	0	0	969,820	58,360	180,495	283,200	11,800	1,135	1,555	3,110
Assistant VP, Facilities & Operations	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		2.11%	6.51%	10.22%		3.37%	4.61%	9.22%
<b>Human Resource Managers, Compensation &amp; Benefits Managers</b>	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								
<b>Weighted Availability</b>		100.00%	100.00%	100.00%		3.57%	9.34%	29.73%		6.61%	8.42%	19.30%
<b>Physical Scientists</b>	2	0	0	0	1,120	25	385	460	195	10	35	50
Director, Center for Applied Optics	1											
Director, ESSC	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		0.89%	13.75%	16.43%		2.05%	7.18%	10.26%
<b>PR and Fundraising Managers</b>	1	0	0	1	57,405	4,045	9,524	34,525	595	100	150	310

















**EXHIBIT 3 - AVAILABILITY ANALYSIS**

September 1, 2021 - August 31, 2022

Directors and Managers												
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20												
EEO Category/Title	Utilization				Availability							
	Current Population				Alabama				Huntsville MSA			
	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
<b>Administrative Services Managers</b>	2	0	0	1	1,220	275	335	335	180	10	50	75
Dir, Custodial Services	1											
Interim Dir, Env Health & Safety	1			1								
<b>Weighted Availability</b>		0.00%	0.00%	50.00%		9.02%	10.98%	10.98%		2.22%	11.11%	16.67%
<b>Architects, except naval</b>	1	0	0	0	1,375	95	175	240	235	0	40	70
Campus Architect IV	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		2.76%	5.09%	6.98%		0.00%	6.81%	11.91%
<b>Athletes, Coaches, Umpires &amp; Related</b>	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								
<b>Weighted Availability</b>		0.00%	0.00%	41.67%		8.19%	9.85%	13.39%		12.38%	14.29%	7.62%
<b>Computer &amp; Info. Systems Managers</b>	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											
<b>Weighted Availability</b>		12.50%	25.00%	37.50%		4.58%	5.54%	11.72%		1.96%	2.39%	12.39%
<b>Construction Managers</b>	1	0	0	0	12,530	920	1,170	585	1,045	50	64	50
Dir, Facilities Maintenance	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		2.94%	3.74%	1.87%		1.91%	2.45%	1.91%
<b>Counselors</b>	1	0	0	1	7,640	2,610	2,820	5,650	680	260	295	535
Dir, Counseling Services	1			1								
<b>Weighted Availability</b>		0.00%	0.00%	100.00%		13.66%	14.76%	29.58%		15.29%	17.35%	31.47%



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

Directors and Managers												
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20												
	Utilization				Availability							
	Current Population				Alabama				Huntsville 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								
<b>Weighted Availability</b>		42.86%	42.86%	100.00%		6.28%	7.28%	23.54%		7.05%	8.12%	19.31%
<b>First-line Supv/Landscaping, Lawn Service, &amp; Groundskeeping Workers</b>	1	0	0	0	3,370	450	575	135	250	55	55	0
Dir, Grounds & Landscape Mgmt	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		5.34%	6.82%	1.60%		8.80%	8.80%	0.00%
<b>Human Resources Managers, Compensation &amp; Benefits Managers</b>	2	1	1	2	3,735	705	899	2,060	505	160	210	255
Dir, Benefits & Employee Services	1			1								
Executive Dir, Human Resources	1	1	1	1								
<b>Weighted Availability</b>		50.00%	50.00%	100.00%		7.55%	9.63%	22.06%		12.67%	16.63%	20.20%
<b>Managers, All Other</b>	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								
<b>Weighted Availability</b>		25.00%	25.00%	75.00%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
<b>Nurse Practitioner and Nurse Midwives</b>	1	0	0	1	900	70	110	795	70	0	0	70
Dir, Student Health Svcs	1			1								
<b>Weighted Availability</b>		0.00%	0.00%	100.00%		3.89%	6.11%	44.17%		0.00%	0.00%	30.00%
<b>Public Relations and Fundraising Managers</b>	4	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								
<b>Weighted Availability</b>		0.00%	25.00%	75.00%		6.72%	10.08%	20.84%		8.00%	8.00%	24.00%
<b>Purchasing Managers</b>	1	1	1	0	2,570	445	540	1,165	775	185	214	380



















**EXHIBIT 3 - AVAILABILITY ANALYSIS**

September 1, 2021 - August 31, 2022

Entry-level Professional												
Weights: Alabama - .30; Huntsville MSA - .50; Internal - .20												
EEO Category/Title	Utilization				Availability							
	Current Population				Alabama				Huntsville MSA			
	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Transportation Program Manager	1			1								
<b>Weighted Availability</b>		26.67%	26.67%	60.00%		7.75%	8.96%	16.02%		14.88%	16.07%	13.10%
<b>Preschool and Kindergarten teachers</b>	5	0	0	5	10,005	3,115	3,249	9,860	790	205	265	790
Teacher I/II	5			5								
<b>Weighted Availability</b>		0.00%	0.00%	100.00%		12.45%	12.99%	39.42%		10.38%	13.42%	40.00%
<b>Public Relations and Fundraising Specialist</b>	3	0	0	0	1,275	95	150	795	130	10	10	75
Coordinator, Athletic Communications	2											
Coordinator, Mktg, Promos & Licensing	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		2.24%	3.53%	18.71%		3.85%	3.85%	28.85%
<b>Purchasing Agents</b>	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								
<b>Weighted Availability</b>		0.00%	0.00%	100.00%		4.18%	4.96%	16.68%		11.43%	13.66%	33.14%
<b>Residential Advisors</b>	4	1	1	3	1,020	645	670	580	145	125	125	80
Resident Director	4	1	1	3								
<b>Weighted Availability</b>		25.00%	25.00%	75.00%		18.97%	19.71%	17.06%		43.10%	43.10%	27.59%
<b>Secretaries &amp; Administrative Assistants</b>	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								
<b>Weighted Availability</b>		11.11%	16.67%	94.44%		4.53%	5.35%	29.19%		8.63%	11.41%	48.46%
<b>Shipping, Receiving &amp; Traffic Clerks</b>	2	0	0	0	1,050	205	260	340	1,125	220	275	375
Materials Supervisor	1											
Warehouse Supervisor	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		5.86%	7.43%	9.71%		9.78%	12.22%	16.67%
<b>Speech-Language Pathologists</b>	1	0	0	1	1,415	165	215	1,330	105	30	40	95
Speech Therapist	1			1								
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		3.50%	4.56%	28.20%		14.29%	19.05%	45.24%
<b>Totals</b>	118	22	27	90	155,725	29,734	34,290	114,000	18,780	3,954	5,288	12,065



**EXHIBIT 3 - AVAILABILITY ANALYSIS**

September 1, 2021 - August 31, 2022

Computer/Other Technicians/Programmers/Support												
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20												
	Utilization				Availability							
	Current Population				Alabama				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
<b>Computer Hardware Engineers, Computer Support Specialists, Computer Occupations, all other</b>	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											
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											
<b>Weighted Availability</b>		4.76%	14.29%	38.10%		7.38%	10.21%	13.45%		5.73%	9.17%	8.97%
<b>Broadcast &amp; Sound Engineering Techs.</b>	0	0	0	0	890	215	240	195	130	25	25	30
Distance Lrng Telecomm Spec												
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		9.66%	10.79%	8.76%		7.69%	7.69%	9.23%
<b>Chemists &amp; Materials Scientists</b>	1	0	0	1	755	160	220	245	130	60	60	65
Campus Safety Specialist	1			1								
<b>Weighted Availability</b>		0.00%	0.00%	100.00%		8.48%	11.66%	12.98%		18.46%	18.46%	20.00%
<b>Computer &amp; Office Machine Repairers</b>	3	1	1	0	3,845	695	830	610	505	105	135	45
Copy Center Coordinator	1											
Desktop Technician	1	1	1									
Lab Support Technician	1											
<b>Weighted Availability</b>		33.33%	33.33%	0.00%		7.23%	8.63%	6.35%		8.32%	10.69%	3.56%
<b>Computer and Information Systems Manage</b>	5	0	2	1	37,740	4,130	5,530	11,875	5,550	375	775	1,580



**EXHIBIT 3 - AVAILABILITY ANALYSIS**

September 1, 2021 - August 31, 2022

Computer/Other Technicians/Programmers/Support												
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20												
	Utilization				Availability							
	Current Population				Alabama				Huntsville 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								
<b>Weighted Availability</b>		0.00%	40.00%	20.00%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
<b>Computer Programmers</b>	0	0	0	0	5,880	715	1,125	1,695	1,375	155	365	550
Lead Systems Programmer												
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		4.86%	7.65%	11.53%		4.51%	10.62%	16.00%
<b>Computer Support Specialists</b>	0	0	0	0	5,685	1,140	1,505	2,235	915	145	219	290
Help Desk Associate I												
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		8.02%	10.59%	15.73%		6.34%	9.57%	12.68%
<b>Computer Systems Analysts</b>	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											
<b>Weighted Availability</b>		0.00%	0.00%	45.45%		4.61%	7.18%	13.70%		3.29%	6.32%	12.37%
<b>Engineering Technicians, except drafters</b>	2	0	0	1	7,865	1,475	1,929	1,700	1,670	315	413	425
Laboratory Manager	1											
Laboratory Technician	1			1								
<b>Weighted Availability</b>		0.00%	0.00%	50.00%		7.50%	9.81%	8.65%		7.54%	9.89%	10.18%
<b>Software Developers, Apps. and Systems Sc</b>	3	0	0	1	8,685	870	1,670	2,345	4,575	450	820	1,260













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

Service/Maintenance												
Weights: Madison County - .50; Huntsville MSA - .30; Internal - .20												
	Utilization				Availability							
	Current Population				Madison County				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
<b>Automotive Service Tech/Mechanics</b>	1	0	0	0	940	180	200	15	1,165	210	255	15
Mechanic II	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		9.57%	10.64%	0.80%		5.41%	6.57%	0.39%
<b>Carpenters</b>	0	0	0	0	1,345	125	374	35	1,685	165	484	65
Carpenter I/II												
<b>Weighted Availability</b>		#DIV/0!	#DIV/0!	#DIV/0!		4.65%	13.90%	1.30%		2.94%	8.62%	1.16%
<b>Dispatchers</b>	7	0	2	4	250	70	100	140	320	85	115	175
Public Safety Telecommunicator	6		2	4								
Supervisor, Communications	1											
<b>Weighted Availability</b>		0.00%	28.57%	57.14%		14.00%	20.00%	28.00%		7.97%	10.78%	#####
<b>Electricians</b>	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											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		3.10%	5.66%	0.00%		3.33%	4.41%	0.00%
<b>First-line Supv., Police &amp; Detectives</b>	2	0	0	0	50	25	25	0	60	25	25	0
Lieutenant	1											
Police Captain	1											
<b>Weighted Availability</b>		0.00%	0.00%	0.00%		25.00%	25.00%	0.00%		12.50%	12.50%	0.00%
<b>Grounds Maintenance Workers</b>	12	2	3	1	1,485	385	903	50	1,720	385	993	70
Groundskeeper/Groundskeeper I	5	2	2									
Landscape Supervisor	1											
Landscape I/II	4		1	1								
Irrigation Specialist	1											
Spray Specialist	1											
<b>Weighted Availability</b>		16.67%	25.00%	8.33%		12.96%	30.40%	1.68%		6.72%	17.32%	1.22%
<b>Heating, Air Conditioning &amp; Refrig Mech</b>	6	1	1	0	545	35	60	0	625	75	114	10





