EXHIBIT 4

Job Group	Gender					Race					
	Male	%	Female	%	Total	White	Black	Hispanic	Asian/PI	Nat. Amer.	Total
Senior/Acad. Administration	34	72%	13	28%	47	36	5		6		47
Research	261	69%	115	31%	376	324	25	5	18	4	376
Directors & Managers	25	40%	37	60%	62	53	8		1		62
Advanced Professionals	26	19%	111	81%	137	114	17	2	4		137
Entry-level Professionals	20	17%	97	83%	117	81	27	2	6	1	117
Computer/Other Techs	37	65%	20	35%	57	47	7	2	1		57
Advanced Clerical	7	9%	70	91%	77	59	14	2	1	1	77
Entry-level Clerical	12	29%	30	71%	42	32	9		1		42
Custodial Workers	17	37%	29	63%	46	6	37	3			46
Service/Maintenance Workers	67	91%	7	9%	74	59	14	1			74
Faculty	196	55%	162	45%	358	255	22	8	72	1	358
Totals	**702**	50%	**691**	50%	1,393	**1,066**	185	25	110	7	**1,393**
Percent	**50%**		**50%**		**100%**	**77%**	**13%**	**2%**	**8%**	**1%**	**100%**

Male	Female		White	Black	Hispanic	Asian/PI	Nat. Amer.
51%	49%		77%	13%	2%	7%	1%

Gender

■ Male ■ Female

Race

■ White ■ Black ■ Hispanic ■ Asian/PI ■ Nat. Amer.

EXHIBIT 4
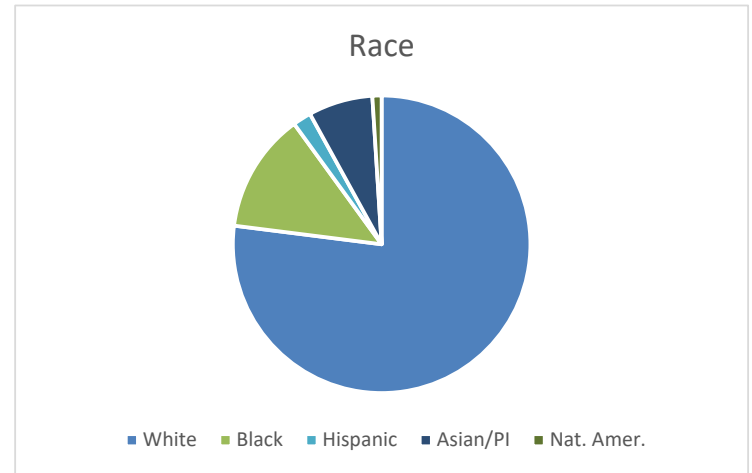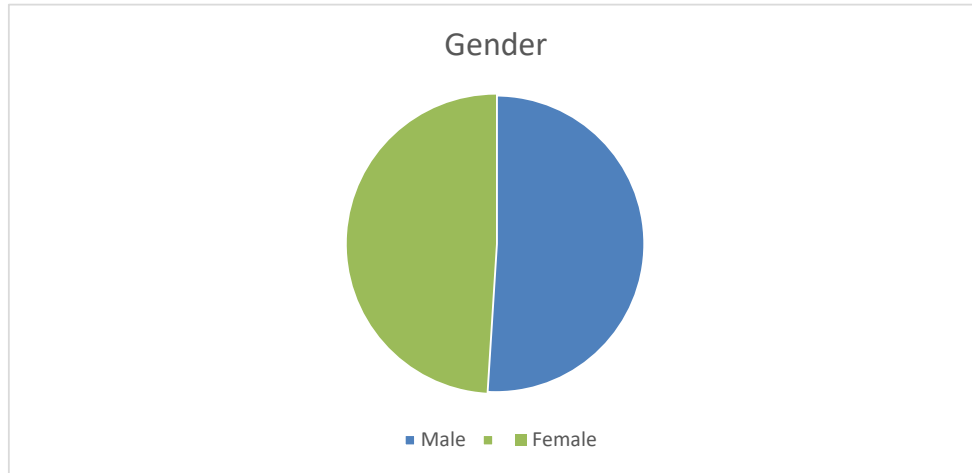
Job Group: Senior/Academic Administration
August 31, 2019

TITLE	No. in Pos.
Assistant to the Dean	1
Assistant Vice President	2
Assistant Vice President Pub Sfty/Chief of Police	1
Associate Dean/Associate Director	1
Associate Dean	7
Associate Dean/Professor	1
Associate Director, SMAP	1
Associate Provost, Undergraduate Studies/Institutional Effectiveness	1
Associate Vice President	4
Chief Information Officer	1
Chief of Staff/Interim Assistant Vice President, Marketing & Communications	1
Dean of Students	1
Dean	8
Interim Associate Dean	
Interim Dean/Director, ESSC	1
Interim Director of Intercollegiate Athletics	1
Interim Vice President	3
Director	6
President	1
Principal Associate Director, SMAP	1
Principal Director, SMAP	1
Provost & Executive Vice President, Academic Affairs	1
Vice President	2
Total	47

Exhibit 4

Job Group: Research
August 31, 2019

TITLE	No. in Pos.
Principal Research Engineer III	1
Principal Research Engineer IV	1
Principal Research Engineer V	2
Principal Research Engineer VI	2
Principal Research Scientist I	5
Principal Research Scientist II	9
Principal Research Scientist III	12
Principal Research Scientist IV	9
Principal Research Scientist V	5
Principal Research Scientist VI	8
Research Assistant I	1
Research Assistant II	4
Research Assistant III	4
Research Assistant IV	2
Research Assistant V	5
Research Assistant VI	4
Research Assistant VII	2
Research Associate I	42
Research Associate II	36
Research Associate III	36
Research Associate IV	23
Research Associate V	17
Research Computer Scientist I	1
Research Engineer I	8
Research Engineer II	10
Research Engineer III	5
Research Engineer VI	7
Research Scientist I	23
Research Scientist II	26
Research Scientist III	21
Research Scientist IV	5
Research Scientist V	3
Research Scientist VI	24
Research Technician IV	1
Research Technician V	4
Research Technician VI	5
Research Technician VII	3
Total	376

EXHIBIT 4

Job Group: Directors & Managers
August 31, 2019

TITLE	No. in Pos.
Assistant Dean	1
Assistant Dean of Students	1
Assistant to Pres, Gov Relations/Economic Development	1
Associate Director, ASGC/NASA EPSCoR	1
Bursar	1
Chief Information Security Officer	1
Directors	31
Executive Directors	1
Head Coach	11
Interim Director, Environmental Health and Safety	1
Interim Director, Grounds Management	1
Project Manager	1
Registrar	1
Research Budget Director	1
Senior Associate Director	6
Senior Campus Architect	1
Senior Consultant & Director, Small Business Development Center	1
Total	62

EXHIBIT 4

Job Group: Advanced Professional
August 31, 2019

TITLE	No. in Pos.
Academic Advisor	8
Academic Advisor/Outreach Coordinator, Eng	1
Academic Success Specialist	1
Assistant Budget Director	1
Assistant Coach	7
Assistant Coach II, Hockey	1
Assistant Director	14
Assistant to the President	1
Assistant to the Vice President, University Advancement	1
Associate Director	5
Associate Security Administrator	1
Brand Specialist Designer	1
Budget/Financial Support Administrator	1
Campus Architect I	1
Certification Officer/Academic Advisor	1
Chemical Hygiene Officer	1
Chemistry Stockroom Manager	2
Communications Officer	1
Contracts and Grants Specialist III	2
Coordinator, Academic Affairs	1
Coordinator, Diversity Initiatives	1
Coordinator, Field/Clinical Experiences	1
Coordinator, Financial Aid	1
Coordinator, ITSC Programs	1
Coordinator, Nursing Accrediation Reg	1
Coordinator, Outreach & Retention	1
Coordinator, Pre-Professional Advising	1
Coordinator, Research Programs	1
Coordinator II, Research Programs	1
Development Officer	3
Director, Student Success Center	1
Effort Compliance Officer	1
Equity Intake Officer	1
Executive Assistant to the Provost	1
Executive Assistant to the VP for Finance & Admin.	1
Executive Assistant to the VP for Research & Economic Development	1
Head of Technical Services/Librarian	1
Healthcare Simulation Specialist	1
Honors College Administrator	1
Learning Resource Center Specialist	1
Manager, Gift Accounting	1

EXHIBIT 4

Job Group: Advanced Professional
August 31, 2019

TITLE	No. in Pos.
Manager, Professional Development	1
Marketing Manager	1
Materials Manager, AMSTI	1
Nurse Practitioner	1
PASS Coordinator II	1
Payroll Systems Administrator	1
Pcard Services Supervisor	1
Photographer	1
Program & Proposal Coordinator	1
Program Administrator	5
Program Coordinator	2
Program Manager, International Services	1
Program Specialist, Kinesiology	1
Prototype Development Specialist	1
PTAC Counselor	1
Registered Nurse	1
Research Budget Coordinator	1
Research Program Coordinator	1
Research Writer/Editor	1
Resource Manager	8
Security Administrator	1
Senior Academic Advisor	3
Senior Accountant	2
Senior Accrediation Database Research Coordinator	1
Senior Administrative Assistant	5
Senior Associate Registrar	1
Senior Coordinator, Career Services	1
Senior Coordinator, Disability Support Services	1
Senior Coordinator, ESSC Programs	1
Senior Coordinator, Veterans Services	1
Senior HRIS Administrator	1
Senior Payroll Accountant	1
Senior Program Assistant	1
Senior Research Program Coordinator	1
Senior Resource Manager	1
Senior Woman Administrator	1
Special Events Planner	1
Sports Information Director	1
Strength and Conditioning Coach	1
Talent Management Associate	2
Teacher III	1

EXHIBIT 4

Job Group: Advanced Professional
August 31, 2019

TITLE	No. in Pos.
Warehouse Operations Manager	1
Total	137

EXHIBIT 4

Job Group: Entry-level Professional
August 31, 2019

TITLE	No. in Pos.
Accountant I	1
Accountant II	3
Administrative Assistant	8
Admissions Processing Counselor	1
Admissions Counselor	11
Admissions Counselor/Coordinator, Ad	1
Assistant Athletic Trainer	1
Assistant Director	4
Assistant Security Administrator	1
Associate Director, Program Development	1
Biological Supply/Safety Supervisor	1
Budget Analyst	6
Career Development Coordinator I	3
Contracts and Grants Accountant	4
Contracts and Grants Accountant II	2
Contracts and Grants Administrator	7
Contracts and Grants Specialist I	4
Contracts and Grants Specialist II	1
Coordinator I, Human Resources	2
Coordinator, Development Relations	1
Coordinator, Distance Learning	1
Coordinator, Group Study Programs	1
Coordinator, Honors College	1
Coordinator, Marketing and Events	1
Coordinator, Marketing, Promotions & Licensing	1
Coordinator, Outreach and Retention	1
Coordinator, Sports Information	1
Coordinator, Student Life	2
Counselor	2
Digital Projects Specialist	1
Effort Reporting Assistant	1
EPSCoR Outreach Coordinator	1
Event Scheduling Administrator	1
Financial Aid Counselor	1
Humanities Center Program Assistant	1
Instructional Testing Coordinator	1
Junior Contract Administrator I	1
Lead Teacher, OSR	3
Operations Coordinator, ELC	1
Payroll Accountant	1
Procurement Card Coordinator	1

EXHIBIT 4

Job Group: Entry-level Professional
August 31, 2019

TITLE	No. in Pos.
Procurement Officer I	3
Procurement Officer II	1
Program Coordinator, CCRE	1
Program Coordinator, CSPAR	1
Program Coordinator, PCS	1
Program Coordinator, PRC	1
Program Manager, OLLI	1
Proposal and Property Coordinator	1
Resident Director	6
Senior Benefits & Employee Services Representative	1
Senior Business Services Assistant	1
Speech Therapist	1
Studio/Facility Manager	1
Supervisor, Parking Management	1
Teacher I/II	7
Tutor Coordinator	1
Total	117

EXHIBIT 4

Job Group: Computer/Other Technicians/Programmers/Support
August 31, 2019

TITLE	No. in Pos.
Academic Technologist	1
Academic Techology Support Technician	2
Application Systems Administrator	1
Campus Safety Specialist	1
Computer Systems Engineer	3
Computer Systems Specialist, COE	1
Coordinator, Copy Center	1
Coordinator, Virtual Learning	1
Data Analyst	1
Desktop Support Technician I	1
Desktop Support Technician II	1
Distance Learning Telecommunications Specialist	1
E-Learning Developer	1
Electronic Research Administration Specialist	1
Help Desk Associate I	1
Information Security Engineer	1
Information Systems Analyst	1
Information Systems Analyst III	1
Information Systems Specialist	1
Information Technology Specialist	1
Instructional Designer	1
Instructional Designer/Online Education	1
Instructional Technology Specialist	1
Interim Director, Web Communications	1
IT Administrator, CE	1
IT Technician, ESSC	1
Laboratory Manager	1
Laboratory Support Technician	1
Laboratory Technician	1
Lead Systems Programmer	2
Manager, Academic Technologies	1
Manager, Client Services	1
Network Analyst	1
Network Engineer I	1
Network Engineer II	1
Network Technician I	1
Senior Analyst	2
Senior Network Analyst	2
Senior Software Development Lead	1
Software Applications Coordinator	1
Systems Engineer I	1
Systems Engineer II	2

EXHIBIT 4

Job Group: Computer/Other Technicians/Programmers/Support
August 31, 2019

TITLE	No. in Pos.
Systems Engineer III	2
Web Content Administrator	1
Web Content Developer	2
Web Coordinator I	1
Web Developer/Programmer	1
Web Services/Reference Assistant	1
Total	57

EXHIBIT 4

Job Group: Advanced Clerical/Support
August 31, 2019

TITLE	No. in Pos.
Academic Affairs Assistant	1
Accounting Technician	1
Admissions Coordinator	2
Arts Coordinator & Accompanist	1
Assistant Materials Manager, AMSTI	1
Business Services Assistant	1
Campus Visit Coordinator	1
Circulation Accounts/Government Documents Assistant	1
Circulation Night Manager	1
Client Services Coordinator	
Coordinator, Grants & Proposals	
Coordinator, Student Success	1
Coordinator, UFC Facilities	1
Executive Secretary I	1
Executive Secretary II	1
Financial Aid Specialist	1
Human Resources Assistant I	1
Human Resources Generalist II	
Instructional Testing Assistant	1
Intake/Outreach Coordinator	1
Interlibrary Loan/Document Delivery Assistant	1
Library Materials Assistant	1
Mail Services Supervisor	1
Maintenance Management Systems Assistant	1
Multicultural Affairs Assistant	
Multimedia Lab Technician	1
Office Manager	4
Police Assistant II	1
Procurement Services Technician II	1
Program Coordinator, OLLI	1
Registration Coordinator, PCS	1
Senior Accounting Assistant	2
Senior Records Coordinator	3
Senior Staff Assistant	13
Staff Assistant	25
Student Accounts Assistant	1
Student Accounts Associate	1
Testing Services Coordinator	1
Total	77

EXHIBIT 4

Job Group: Entry-level Clerical/Support
August 31, 2019

TITLE	No. in Pos.
Accounting Assistant	1
Accounts Payable Assistant	1
Asset Management Assistant I	2
Auxiliary Teacher, OSR	3
Cashier I	1
Charger Central Information Assistant	1
Circulation Desk Coordinator	1
Contracts and Grants Assistant	1
Coordinator, Hockey Operations	1
Copy Center Clerk I	1
Financial Aid Office Assistant	1
Mail Services Clerk	1
Material Control Assistant I	1
Materials Clerk, AMSTI	3
Materials Coordinator, AMSTI	1
Materials/Purchasing Clerk, AMSTI	1
OIT Support Assistant	1
Payroll Assistant	1
Plant Systems Assistant	1
Police Assistant I	1
Records Coordinator	1
Secretary II	1
Senior Accounts Payable Clerk	1
Senior Security Assistant, NSSTC	1
Stockroom Control Clerk	1
Student Services Associate	1
Talent Management Assistant	1
Teacher's Assistant	8
Warehouse Operations Assistant	1
Warehouse Operations Clerk	1
Total	42

EXHIBIT 4

Job Group: Custodians
August 31, 2019

TITLE	No. in Pos.
Custodial Floor Technician	5
Custodial Floor Technician II	1
Custodial Floor Technician Supervisor	1
Custodial Operations Supervisor	1
Custodial Supervisor	2
Custodial Worker I	24
Custodial Worker II	9
Custodial Worker III	1
Housekeeper	1
Senior Housekeeper	1
Total	46

EXHIBIT 4

Job Group: Service/Maintenance
August 31, 2019

TITLE	No. in Pos.
Building Maintenance Technician	1
Carpenter I	2
Electrical Lighting Technician I	1
Electrician I	1
Electrician II	2
Groundskeeper	3
Groundskeeper I	3
HVAC Controls Technician	1
HVAC Technician I	1
HVAC Technician II	1
HVAC Technician III	2
Irrigation Maintenance/Spray Technician	1
Landscaper I	5
Landscaper II	1
Lead Electrician	1
Lead HVAC Technician	1
Lieutenant	1
Lighting Control Technician I	1
Locksmith II	1
Maintenance Technician Helper	1
Maintenance Technician I	5
Maintenance Technician II	1
Maintenance Worker I	1
Maintenance Worker II	1
Mechanic II	1
Mechanical/Electrical Specialist I	2
Painter I	2
Painter II	1
Parking Enforcement/Security Officer	3
Plumber I	2
Plumber II	1
Police Captain	1
Police Officer	7
Police Officer Recruit	1
Police Sergeant	2
Police Sergeant/FTO Instructor	1
Police Sgt/Criminal Investigator/FTO Instructor	1
Radio Dispatcher	6
Senior Plumber	1
Supervisor, Building Maintenance/Repair	1
Supervisor, Grounds Management	2
Total	74

Updated: 2/11/2020

EXHIBIT 4

Job Group: Faculty
August 31, 2019

TITLE	No. in Pos.
Assistant Professor	69
Associate Professor	84
Associate Professor/Asst Dir NMR Lab	1
Associate Professor/Asst Dir, CSPAR	1
Associate Professor/Dir, Faculty & Staff Clinic	1
Associate Professor/Dir, Global Studies	1
Associate Professor/Theatre Director	1
Chan Eminent Scholar/Professor	1
Clinical Assistant Professor	29
Clinical Associate Professor	6
Clinical Instructor	13
Clinical Professor/Executive Director, LTRC	1
Department Chair	16
Department Chair/Associate Professor	2
Department Chair/Coordinator, Indian Recruitment	1
Department Chair/Dir, CSPAR/Trustee Prof	1
Department Chair/Professor	1
Department Chair/Professor/Director, ISED	1
Director, ILL/Librarian III	1
Director, Information Technology/Lecturer	1
Director, PRC/Professor	1
Director, Res/Information/User Services/Librarian III	1
Distinguished Professor	4
Eminent Scholar/Professor	1
Interim Department Chair	1
Lecturer	45
Lecturer/Director, CLC	1
Lecturer IEP	2
Librarian I/Inst Lib/User Services	1
Librarian I/Research and Instructional Librarian	1
Librarian II	1
Librarian II/Archivist	1
Librarian III/Electronic Resource Librarian	1
Librarian III/Head, Special Collections and Archives	1
Librarian III/Instructional Outreach, Assessment	1
Library Director/Librarian III	1
Professor	40
Professor/Associate Director, ESSC	1
Professor/Coordinator, BSE Program	1
Professor/Department Chair	1
Professor/Director, CCRE	1

EXHIBIT 4

Job Group: Faculty
August 31, 2019

TITLE	No. in Pos.
Professor/Director, Humanities	1
Professor/Director, IRSA	1
Professor/Director, ITSC	1
Professor/Eminent Scholar	3
Senior Lecturer	11
Senior Lecturer/Information Technology Specialist	1
Total	358