

STAFF AVAILABILITY ANALYSIS SUMMARY - August 31, 2019									
	Black			Minority			Females		
	External	Internal	Total	External	Internal	Total	External	Internal	Total
Senior/Academic Administration	7.98%	3.09%	11.07%	13.47%	6.42%	19.89%	31.11%	12.36%	43.47%
Research	7.54%	1.33%	8.87%	12.89%	2.77%	15.66%	24.28%	6.12%	30.40%
Directors & Managers	12.32%	2.32%	14.64%	15.68%	3.11%	18.79%	29.87%	13.08%	42.95%
Advanced Professional	13.81%	3.43%	17.24%	17.20%	4.58%	21.78%	42.68%	16.48%	59.16%
Entry-level Professional	17.02%	4.28%	21.30%	19.89%	5.51%	25.40%	63.82%	15.38%	79.20%
Computer/Other Tech/Support	9.81%	2.26%	12.07%	15.13%	3.38%	18.51%	23.51%	6.86%	30.37%
Advanced Clerical	14.27%	1.98%	16.25%	17.83%	4.72%	22.55%	64.47%	16.23%	80.70%
Entry-level Clerical	12.16%	10.71%	22.87%	15.29%	11.90%	27.19%	40.64%	35.71%	76.35%
Custodial Workers	37.01%	0.00%	37.01%	44.32%	0.00%	44.32%	39.04%	0.00%	39.04%
Service/Maintenance	12.43%	3.78%	16.21%	23.58%	4.05%	27.63%	3.60%	1.89%	5.49%
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									

AVAILABILITY ANALYSIS - 08-31-19

EXHIBIT 5

Weights: U.S. - .35; Alabama - .35; Internal - .30												
EEO Category/Title	Utilization				Availability							
	Current Population				U.S.				Alabama			
	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											
Assoc VP, Research	1											
Director, Research Institute	1											
Principal Associate Director, SMAP	1											
Principal Director, SMAP Center	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 Vice Presidents	3	1	1	1								
President	1											
Provost/Exec VP, Academic Affairs	1			1								
Vice Presidents	2			1								
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	23	1	4	8	848,645	115,625	209,815	541,165	12,400	3,550	3,729	7,675
Assistant to the Dean	1	1	1									
Associate Dean	9	0	2	4								
Associate Provost, Und Stud/Ins Ef	1											
Associate VP, Student Affairs	1											
Deans	8		1	3								
Dean of Students	1											
Director, Proposal Development Office	1			1								

AVAILABILITY ANALYSIS - 08-31-19

EXHIBIT 5

Weights: U.S. - .35; Alabama - .35; Internal - .30												
EEO Category/Title	Utilization				Availability							
	Current Population				U.S.				Alabama			
	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Interim Dean/Director, ESSC	1											
Weighted Availability		4.35%	17.39%	34.78%		4.77%	8.65%	22.32%		10.02%	10.53%	21.66%
Financial Managers	2	1	2	0	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									
Weighted Availability		50.00%	100.00%	0.00%		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	1		1									
Director, Ofc of Tech Commercialization	1		1									
Weighted Availability		0.00%	100.00%	0.00%		6.14%	7.11%	23.70%		7.14%	7.86%	20.14%
General & Operations Managers	2	0	0	0	969,820	58,360	180,495	283,200	11,800	1,135	1,555	3,110
Assistant VP Pub Sfty/Chief Police	1											
Assistant VP, Facilities & Operations	1											
Weighted Availability		0.00%	0.00%	0.00%		2.11%	6.51%	10.22%		3.37%	4.61%	9.22%
Human Resource Managers, Compensation & 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	1	0	0	0	1,120	25	385	460	195	10	35	50
Director, Center for Applied Optics	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	0	57,405	4,045	9,524	34,525	595	100	150	310
Chief of Staff/Interim VP, Mktg & Comm	1											
Weighted Availability		0.00%	0.00%	0.00%		2.47%	5.81%	21.05%		5.88%	8.82%	18.24%
Totals	47	5	11	12	4,502,700	342,940	911,249	2,017,635	55,815	8,480	10,178	24,605
Weighted Availability		10.64%	23.40%	25.53%		2.67%	7.08%	15.68%		5.32%	6.38%	15.43%
Weighted Availability:	Black	Min	Female									
United States (.35)	2.67%	7.08%	15.68%									
Alabama (.35)	5.32%	6.38%	15.43%									
Internal (.30)	3.09%	6.42%	12.36%									

AVAILABILITY ANALYSIS - 08-31-19

EXHIBIT 5

Weights: U.S. - .35; Alabama - .35; Internal - .30												
EEO Category/Title	Utilization				Availability							
	Current Population				U.S.				Alabama			
	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Totals	11.07%	19.89%	43.47%									

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Research												
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
Astronomers & Physicists, Atmospheric & Space Scientists, Physical Scientists, Computer Analysts, Computer & Information Research Scientists	220	21	28	67	6,825	629	1,334	2,365	1,940	139	279	525
Principal Research Engineer IV	1											
Principal Research Engineer V	1											
Principal Research Scientist I	4			1								
Principal Research Scientist II	4		1	3								
Principal Research Scientist III	9			3								
Principal Research Scientist IV	6	1	1	1								
Principal Research Scientist V	4			1								
Principal Research Scientist VI	5	1	1									
Research Assistant III	4	1	1									
Research Assistant V	4											
Research Assistant VI	4			3								
Research Assistant VII	2			1								
Research Associate I	25	4	6	8								
Research Associate II	21	1	2	6								
Research Associate III	17	3	4	7								
Research Associate IV	18		1	8								
Research Associate V	13	1	2	4								
Research Engineer II	2											
Research Engineer VI	1											
Research Scientist I	6	1	1	4								
Research Scientist II	16	4	4	9								
Research Scientist III	13	2	2	2								
Research Scientist IV	2											
Research Scientist V	2											
Research Scientist VI	19	1	1	2								

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Research												
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
Research Technician V	3											
Research Technician VI	5			2								
Research Assistant III	2	1	1	1								
Research Computer Scientist	1			1								
Research Engineer I	2											
Research Technician IV	1											
Research Technician VII	3											
Weighted Availability		9.55%	12.73%	30.45%		3.69%	7.82%	13.86%		2.87%	5.75%	10.82%
Aerospace Engineers	33	1	3	5	3,120	260	539	400	2,640	260	505	285
Principal Research Engineer III	1											
Principal Research Engineer VI	2			1								
Principal Research Scientist II	1											
Research Assistant V	1											
Research Associate I	5		1	2								
Research Associate II	2											
Research Associate III	3	1	1	1								
Research Engineer I	2											
Research Engineer II	7		1	1								
Research Engineer III	2											
Research Engineer VI	4											
Research Scientist IV	2											
Research Scientist VI	1											
Weighted Availability		3.03%	9.09%	15.15%		3.33%	6.91%	5.13%		3.94%	7.65%	4.32%
Computer Analysts, Computer & Information Research Scientists	38	1	6	14	5,270	604	939	1,785	1,580	129	244	470
Principal Research Engineer V	1			1								
Principal Research Scientist II	4		1	1								
Principal Research Scientist III	2											
Principal Research Scientist V	1			1								

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Research												
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
Research Associate I	2			2								
Research Associate II	1											
Research Associate III	5			3								
Research Associate V	2											
Research Scientist I	7		2	3								
Research Scientist II	3		1	2								
Research Scientist III	5											
Research Associate IV	1			1								
Research Engineer I	2	1	1									
Research Scientist IV	1		1									
Research Scientist VI	1											
Weighted Availability		2.63%	15.79%	36.84%		4.58%	7.13%	13.55%		3.27%	6.18%	11.90%
Financial Managers, Economists, Market Research Analysts & Marketing Specialists	5	0	0	3	15,125	2,320	2,688	8,960	1,400	250	275	705
Research Associate I	1			1								
Research Associate II	1			1								
Research Scientist III	1			1								
Research Scientist VI	1											
Research Technician V	1											
Weighted Availability												
Physical Scientists	65	2	13	22	1,120	25	385	460	195	10	35	50
Principal Research Scientist IV	2											
Principal Research Scientist VI	3											
Research Assistant II	2											
Research Associate I	9	1	2	6								
Research Associate II	9		2	4								
Research Associate III	11		2	3								
Research Associate IV	4		2	3								
Research Associate V	1		1	1								

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Research												
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
Research Engineer I	1		1									
Research Engineer II	1											
Research Engineer III	2											
Research Engineer VI	2											
Research Scientist I	5		1	3								
Research Scientist II	6	1	1									
Research Scientist III	2		1									
Research Scientist V	1			1								
Principal Research Scientist III	1			1								
Research Assistant I	1											
Research Scientist VI	2											
Weighted Availability		3.08%	20.00%	33.85%		0.89%	13.75%	16.43%		2.05%	7.18%	10.26%
Engineers	3	0	0	2	7,800	470	1,000	1,090	3,675	140	350	555
Research Associate V	1											
Research Engineer I	1			1								
Research Scientist I	1			1								
Weighted Availability		0.00%	0.00%	66.67%		2.41%	5.13%	5.59%		1.52%	3.81%	6.04%
Atmospheric & Space Scientists	9	0	2	1	230	10	29	15	115	0	10	15
Principal Research Scientist I	1											
Principal Research Scientist IV	1											
Research Associate II	1											
Research Engineer III	1											
Research Scientist I	4		2	1								
Research Scientist II	1											
Weighted Availability		0.00%	22.22%	11.11%		1.74%	5.04%	2.61%		0.00%	3.48%	5.22%
Biological Scientists	3	0	0	1	630	30	69	245	20	0	15	0
Research Assistant IV	2			1								
Research Associate II	1											

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Research												
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
Weighted Availability		0.00%	0.00%	33.33%		1.90%	4.38%	15.56%		0.00%	30.00%	0.00%
Totals	376	25	52	115	40,120	4,348	6,983	15,320	11,565	928	1,713	2,605
Weighted Availability		6.65%	13.83%	30.59%		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)	1.33%	2.77%	6.12%									
Totals	8.87%	15.66%	30.40%									

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

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
Administrative 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
Senior Campus Architect	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	13	1	1	5	3,540	725	872	1,185	420	130	150	80
Dir, Athletics Compliance	1			1								
Dir, Campus Recreation	1			1								
Head Coaches	11	1	1	3								
Weighted Availability		7.69%	7.69%	38.46%		8.19%	9.85%	13.39%		12.38%	14.29%	7.62%
Computer & Info. Systems Managers	5	0	1	1	4,625	530	640	1,355	920	45	55	285
Chief Information Security Officer	1											
Dir, Charger Card Operations	1			1								
Dir, Library Computer Systems	1											
Dir, Network Infrastructure	1											
Dir, Research Info Systems	1		1									
Weighted Availability		0.00%	20.00%	20.00%		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%
Education Administrators	17	0	0	11	12,400	3,550	3,729	7,675	1,155	425	453	710
Assistant Dean	1			1								
Assistant Dean of Students	1											
Dir, Admissions	1			1								

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

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
Dir, AMSTI UAH	1			1								
Dir, Charger Union & CTC	1											
Dir, Early Learning Center	1			1								
Dir, Financial Aid	1											
Dir, Graduate Admissions/Advising	1											
Dir, Institutional Research & Assmt	1			1								
Dir, Student Ethics/Education	1											
Dir, Student Life	1			1								
Dir, Undergrad Admiss & Advis	1			1								
Dir, Undergraduate Research	1											
Registrar	1			1								
Sr Assoc Dir, Admissions	1			1								
Sr Assoc Dir, Financial Aid	1			1								
Sr Assoc Dir, Prof & Cont Studies	1			1								
Weighted Availability		0.00%	0.00%	64.71%		11.45%	12.03%	24.76%		14.72%	15.69%	24.59%
Financial Managers	8	2	2	8	14,045	2,205	2,555	8,265	1,305	230	265	630
Bursar	1			1								
Dir, Accounting & Financial Rpt.	1			1								
Dir, Contracts & Grants Accounting	1	1	1	1								
Dir, Payroll Services	1			1								
Research Budget Director	1			1								
Sr Associate Dir, Acctg & Fin Rptg	1	1	1	1								
Sr Associate Dir, Payroll Services	1			1								
Sr. Consultant & Dir, SBDC	1			1								
Weighted Availability		25.00%	25.00%	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
Interim Dir, Grounds Management	1											
Weighted Availability		0.00%	0.00%	0.00%		5.34%	6.82%	1.60%		8.80%	8.80%	0.00%

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

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
Human Resources Managers, Compensation & Benefits Managers	2	1	1	2	3,735	705	899	2,060	505	160	210	255
Dir, Employment & Emp Relations	1	1	1	1								
Executive Dir, Human Resources	1			1								
Weighted Availability		50.00%	50.00%	100.00%		7.55%	9.63%	22.06%		12.67%	16.63%	20.20%
Managers, All Other	7	3	3	5	37,740	4,130	5,530	11,875	5,550	375	775	1,580
Assoc Dir, ASGC/NASA EPSCoR	1			1								
Asst to Pres, Gov Rel/Econ Dev	1	1	1	1								
Dir, Office of Sponsored Programs	1	1	1	1								
Dir, Risk Management	1											
Director of Operations	1			1								
Project Manager	1											
Sr Assoc Dir, Office of Sponsored Pgms	1	1	1	1								
Weighted Availability		42.86%	42.86%	71.43%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
Nurse Practitioner and Nurse Midwives	1	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 Managers	2	0	0	2	595	100	150	310	50	10	10	30
Dir, Advancement Services	1			1								
Dir, Special Events	1			1								
Weighted Availability		0.00%	0.00%	100.00%		6.72%	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
Dir, Procurement & Business Services	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	62	8	9	37	107,885	17,200	20,554	41,750	13,200	1,960	2,661	4,750
Weighted Availability		12.90%	14.52%	59.68%		6.38%	7.62%	15.48%		5.94%	8.06%	14.39%

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

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
Weighted Availability:	Black	Min	Female									
Alabama (.40)	6.38%	7.62%	15.48%									
Huntsville MSA (.40)	5.94%	8.06%	14.39%									
Internal (.20)	2.32%	3.11%	13.08%									
Totals	14.64%	18.79%	42.95%									

Advanced Professional												
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
Accountants and Auditors	4	0	2	4	24,340	3,510	4,205	16,235	3,070	420	525	2,150
Manager, Gift Accounting	1			1								
Senior Accountant	2		1	2								
Senior Payroll Accountant	1		1	1								
Weighted Availability		0.00%	50.00%	100.00%		5.77%	6.91%	26.68%		5.47%	6.84%	28.01%
Architects, except naval	1	0	0	0	1,375	95	175	240	235	0	40	70
Campus Architect I	1											
Weighted Availability		0.00%	0.00%	0.00%		2.76%	5.09%	6.98%		0.00%	6.81%	11.91%
Athletes, Coaches & Related Workers	11	1	1	4	3,540	725	872	1,185	420	130	150	80
Assistant Coach II, Hockey	1											
Assistant Coaches	7	1	1	3								
Assistant Dir, Intramurals/Club Sports	1											
Senior Woman Administrator	1			1								
Strength & Conditioning Coach	1											
Weighted Availability		9.09%	9.09%	36.36%		8.19%	9.85%	13.39%		12.38%	14.29%	7.62%
Chemists & Materials Scientists	3	0	0	2	755	160	220	245	130	60	60	65
Chemical Hygiene Officer	1			1								
Chemistry Stockroom Manager	2			1								
Weighted Availability		0.00%	0.00%	66.67%		8.48%	11.66%	12.98%		18.46%	18.46%	20.00%
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	0	1	945	195	310	440	280	15	50	125
Assistant Dir, Reporting & Prog	1			1								
Weighted Availability		0.00%	0.00%	100.00%		8.25%	13.12%	18.62%		2.14%	7.14%	17.86%
Editors, Tech. Writers, Writers & Authors	2	1	1	1	3,385	615	725	1,900	680	135	165	375
Communications Officer	1	1	1	1								
Research Writer/Editor	1											
Weighted Availability		0.00%	0.00%	50.00%		7.27%	8.57%	22.45%		7.94%	9.71%	22.06%
Education Administrators	57	5	7	51	12,400	3,550	3,729	7,675	1,155	425	453	710
Academic Advisor	8			6								
Academic Advisor/Outreach Coord, Eng	1											

Advanced Professional

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
Academic Success Specialist	1			1								
Assistant Dir, Fin Aid-Scholarships	1			1								
Assistant Dir, Financial Aid Pgms	1			1								
Assistant Dir, Residence Life	1			1								
Assistant Dir, Testing/Cert Service	1			1								
Associate Directors	4	1	1	4								
Certification Officer/Acad Advisor	1	1	1	1								
Coordinator II, Research Programs	1			1								
Coordinators	9	1	1	9								
Director, Student Success Center	1			1								
Equity Intake Officer	1			1								
Healthcare Simulation Specialist	1		1	1								
Honors College Administrator	1			1								
Learning Resource Center Specialist	1			1								
Materials Mgr, AMSTI	1											
Mgr, Professional Development	1			1								
PASS Coordinator II	1			1								
Program Administrator	4	2	2	3								
Program Coordinator	2			2								
Program Manager, International Services	1			1								
Program Specialist, Kinesiology	1			1								
Prototype Development Specialist	1											
Senior Academic Advisor	3			3								
Senior Associate Registrar	1			1								
Senior Coordinator	5		1	5								
Senior Program Assistant	1			1								
Student Research Program Coordinator	1			1								
Weighted Availability		8.77%	12.28%	89.47%		11.45%	12.03%	24.76%		14.72%	15.69%	24.59%
Financial Managers	16	2	2	14	14,045	2,205	2,555	8,265	1,305	230	265	630
Assistant Budget Director	1			1								
Budget/Financial Support Admin	1											
Effort Compliance Officer	1			1								

Advanced Professional

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
Payroll Systems Administrator	1			1								
PTAC Counselor	1			1								
Research Budget Coordinator	1			1								
Research Program Coordinator	1			1								
Resource Manager	8	2	2	7								
Senior Resource Manager	1			1								
Weighted Availability		12.50%	12.50%	87.50%		6.28%	7.28%	23.54%		7.05%	8.12%	19.31%
Human Resources Managers, Compensation & Benefits Managers	5	4	4	5	3,735	705	899	2,060	505	160	210	255
Asst Dir, Benefits/Tech Mgmt	1	1	1	1								
Asst Dir, Talent Management	1	1	1	1								
Senior HRIS Administrator	1	1	1	1								
Talent Management Associate	2	1	1	2								
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		0.00%	0.00%	100.00%		7.22%	9.20%	43.16%		2.37%	2.37%	30.00%
Managers, All Other	10	0	0	10	37,740	4,130	5,530	11,875	5,550	375	775	1,580
Assistant to the President	1			1								
Assistant to the VP, Advancement	1			1								
Exec Asst to the Provost	1			1								
Exec Asst to the VP, Finance & Admin	1			1								
Exec Asst to the VP, Research	1			1								
Sr. Administrative Assistant	5			5								
Weighted Availability		0.00%	0.00%	100.00%		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	9	2	2	5	2,360	610	705	1,260	420	125	135	110
Associate Security Administrator	1			1								

Advanced Professional

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
Asst Dir, Facilities Maintenance	1	1	1									
Asst Dir, Proposal Development	1											
Contracts and Grants Specialist III	2	1	1	1								
Program & Proposal Coordinator	1			1								
Program Administrator, F&O	1			1								
Security Administrator	1			1								
Warehouse Operations Manager	1											
Weighted Availability		22.22%	22.22%	55.56%		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	11	1	3	8	595	100	150	310	50	10	10	30
Marketing Manager	1			1								
Assoc Dir, Campus Events/Orientation	1			1								
Asst Dir, Alumni Relations	1			1								
Asst Dir, Event Productions	1											
Asst Dir, Mktg/Comm/Recruitment	1		1	1								
Brand Specialist Designer	1		1									
Development Officer	3	1	1	3								
Special Events Planner	1			1								
Sports Information Director	1											
Weighted Availability		9.09%	27.27%	72.73%		6.72%	10.08%	20.84%		8.00%	8.00%	24.00%
Purchasing Agents and Buyers	1	1	1	1	3,445	480	570	1,915	875	200	239	580
Pcard Services Supervisor	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		5.57%	6.62%	22.24%		9.14%	10.93%	26.51%
Preschool and Kindergarten teachers	1	0	0	1	10,005	3,115	3,249	9,860	790	205	265	790
Teacher III	1			1								
Weighted Availability		0.00%	0.00%	100.00%		12.45%	12.99%	39.42%		10.38%	13.42%	40.00%
Totals	137	17	23	111	131,650	23,445	27,532	73,195	16,595	2,775	3,666	8,480
Weighted Availability		12.41%	16.79%	81.02%		7.12%	8.37%	22.24%		6.69%	8.84%	20.44%
Weighted Availability:	Black	Min	Female									

Advanced Professional												
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
Alabama (.40)	7.12%	8.37%	22.24%									
Huntsville MSA (.40)	6.69%	8.84%	20.44%									
Internal (.20)	3.43%	4.58%	16.48%									
Totals	17.24%	21.78%	59.16%									

Entry-level Professional												
Weights: Alabama - .30; Huntsville MSA - .50; Internal - .20												
	Utilization				Availability							
	Current Population				Alabama				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Accountants and Auditors	11	3	7	8	24,340	3,510	4,205	16,235	3,070	420	525	2,150
Accountant I	1			1								
Accountant II	3	2	2	2								
Contracts and Grants Accountant I/II	6	1	5	4								
Payroll Accountant	1			1								
Weighted Availability		27.27%	63.64%	72.73%		5.77%	6.91%	26.68%		5.47%	6.84%	28.01%
Athletes, Coaches & Related Workers	1	0	0	1	3,540	725	872	1,185	420	130	150	80
Assistant Athletic Trainer	1			1								
Weighted Availability		0.00%	0.00%	100.00%		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	6	1	2	6	785	155	155	495	370	35	35	220
Budget Analyst	6	1	2	6								
Weighted Availability		16.67%	33.33%	100.00%		5.92%	5.92%	18.92%		4.73%	4.73%	29.73%
Counselors	2	1	1	2	7,640	2,610	2,820	5,650	680	260	295	535
Counselors	2	1	1	2								
Weighted Availability		50.00%	50.00%	100.00%		13.66%	14.76%	29.58%		15.29%	17.35%	31.47%
Education Administrators	37	5	7	27	12,400	3,550	3,729	7,675	1,155	425	453	710
Admissions Counselor	11	1	2	9								
Admissions Counselor/Coord, Ad	1			1								
Admissions Processing Counselor	1	0	0									
Assistant Dir, Charger Card Operations	1											
Assistant Dir, Charger Union	1											
Assistant Dir, Facility Operations	1											
Assistant Dir, Housing Operations	1			1								
Associate Dir, Program Development	1											
Career Development Coordinator I	3	1	1	2								
Coordinator, Distance Learning	1			1								
Coordinator, Group Study Programs	1			1								

Entry-level Professional												
Weights: Alabama - .30; Huntsville MSA - .50; Internal - .20												
	Utilization				Availability							
	Current Population				Alabama				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Coordinator, Honors College	1	1	1	1								
Coordinator, Outreach and Retention	1			1								
Coordinator, Student Life	2			1								
Financial Aid Counselor	1	1	1	1								
Instructional Testing Coordinator	1			1								
Program Coordinator	4	1	1	4								
Program Manager, OLLI	1		1	1								
Proposal & Property Coord	1			1								
Studio/Facility Manager	1											
Tutor Coordinator	1			1								
Weighted Availability		13.51%	18.92%	72.97%		8.59%	9.02%	18.57%		18.40%	19.61%	30.74%
Human Resources Workers	3	1	1	3	7,540	2,080	2,295	5,500	990	335	345	800
Coordinator I, Human Resources	2	1	1	2								
Senior Ben & Empl Serv Rep	1			1								
Weighted Availability		33.33%	33.33%	100.00%		11.03%	12.18%	29.18%		13.54%	13.94%	32.32%
Library Assistants, Clerical	1	0	0	1	120	25	25	110	135	25	25	125
Digital Projects Specialist	1			1								
Weighted Availability		0.00%	0.00%	100.00%		6.25%	6.25%	27.50%		9.26%	9.26%	46.30%
Other Business Operations Specialists	20	10	11	18	2,360	610	705	1,260	420	125	135	110
Assistant Security Administrator	1	1	1	1								
Contracts and Grants Administrator	7	4	4	7								
Contracts and Grants Specialist I/II	5	4	4	3								
Effort Reporting Assistant	1			1								
EPSCoR Outreach Coordinator	1	1	1	1								
Event Scheduling Administrator	1		1	1								
Humanities Center Program Assistant	1			1								
Junior Contract Administrator I/II	1			1								
Operations Coordinator, ELC	1			1								
Supervisor, Parking Management	1			1								
Weighted Availability		50.00%	55.00%	90.00%		7.75%	8.96%	16.02%		14.88%	16.07%	13.10%

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EXHIBIT 5

Entry-level Professional												
Weights: Alabama - .30; Huntsville MSA - .50; Internal - .20												
	Utilization				Availability							
	Current Population				Alabama				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Preschool and Kindergarten teachers	10	0	1	10	10,005	3,115	3,249	9,860	790	205	265	790
Lead Teacher, OSR	3			3								
Teacher I/II	7		1	7								
Weighted Availability		0.00%	10.00%	100.00%		12.45%	12.99%	39.42%		10.38%	13.42%	40.00%
Public Relations and Fundraising Specialist	4	0	0	1	1,275	95	150	795	130	10	10	75
Coordinator, Development Relations	1			1								
Coordinator, Marketing & Events	1											
Coordinator, Marketing, Promotions & Licens	1											
Coordinator, Sports Information	1											
Weighted Availability		0.00%	0.00%	25.00%		2.24%	3.53%	18.71%		3.85%	3.85%	28.85%
Purchasing Agents	6	1	1	6	3,445	480	570	1,915	875	200	239	580
Procurement Card Coordinator	1			1								
Procurement Officer I	3	1	1	3								
Procurement Officer II	1			1								
Senior Business Services Asst	1			1								
Weighted Availability		16.67%	16.67%	100.00%		4.18%	4.96%	16.68%		11.43%	13.66%	33.14%
Residential Advisors	6	2	2	4	1,020	645	670	580	145	125	125	80
Resident Director	6	2	2	4								
Weighted Availability		33.33%	33.33%	66.67%		18.97%	19.71%	17.06%		43.10%	43.10%	27.59%
Secretaries & Administrative Assistants	8	3	3	8	60,495	9,139	10,779	58,865	5,210	899	1,189	5,050
Administrative Assistant	8	3	3	8								
Weighted Availability		37.50%	37.50%	100.00%		4.53%	5.35%	29.19%		8.63%	11.41%	48.46%
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%	100.00%		3.50%	4.56%	28.20%		14.29%	19.05%	45.24%
Totals	117	27	36	97	136,580	26,904	30,443	111,495	14,505	3,224	3,831	11,410
Weighted Availability		23.08%	30.77%	82.91%		5.91%	6.69%	24.49%		11.11%	13.21%	39.33%
Weighted Availability:	Black	Min	Female									

Entry-level Professional												
Weights: Alabama - .30; Huntsville MSA - .50; Internal - .20												
	Utilization				Availability							
	Current Population				Alabama				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Alabama (.30)	5.91%	6.69%	24.49%									
Huntsville MSA (.50)	11.11%	13.21%	39.33%									
Internal (.20)	4.28%	5.51%	15.38%									
Totals	21.30%	25.40%	79.20%									

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EXHIBIT 5

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
Computer Hardware Engineers, Computer Support Specialists, Computer Occupations, all other	22	1	2	6	9,515	1,755	2,429	3,200	2,025	290	464	454
Academic Technologist	1			1								
Academic Technology Support Tech	2											
Computer Systems Engineer	3			1								
Computer Systems Specialist, COE	1											
Coordinator, Virtual Learning	1		1	1								
E-Learning Developer	1			1								
Electronic Research Admin Spec	1											
Information Security Engineer	1											
Information Tech Specialist	1											
Instructional Designer	1			1								
Instructional Designer/Online Education	1	1	1	1								
Instructional Technology Specialist	1											
Network Engineer I/II	2											
Systems Engineer I/II/III	5											
Weighted Availability		4.55%	9.09%	27.27%		7.38%	10.21%	13.45%		5.73%	9.17%	8.97%
Broadcast & Sound Engineering Techs.	1	0	0	0	890	215	240	195	130	25	25	30
Distance Lrng Telecomm Spec	1											
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%		8.48%	11.66%	12.98%		18.46%	18.46%	20.00%
Computer & Office Machine Repairers	6	1	2	2	3,845	695	830	610	505	105	135	45
Copy Center Coordinator	1											
Desktop Support Technician I/II	2	1	1	2								
IT Technician, ESSC	1											
Lab Support Technician	1											
Network Technician I	1		1									
Weighted Availability		16.67%	33.33%	33.33%		7.23%	8.63%	6.35%		8.32%	10.69%	3.56%

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
Computer and Information Systems Managers	3	1	1	1	37,740	4,130	5,530	11,875	5,550	375	775	1,580
IT Administrator	1	1	1									
Manager, Academic Technologies	1											
Manager, Client Services	1			1								
Weighted Availability		33.33%	33.33%	33.33%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
Computer Programmers	2	0	0	0	5,880	715	1,125	1,695	1,375	155	365	550
Lead Systems Programmer	2											
Weighted Availability		0.00%	0.00%	0.00%		4.86%	7.65%	11.53%		4.51%	10.62%	16.00%
Computer Support Specialists	1	1	1	0	5,685	1,140	1,505	2,235	915	145	219	290
Help Desk Associate I	1	1	1									
Weighted Availability		100.00%	100.00%	0.00%		8.02%	10.59%	15.73%		6.34%	9.57%	12.68%
Computer Systems Analysts	10	2	3	6	5,210	600	935	1,785	1,520	125	240	470
Applications Systems Administrator	1		1	1								
Data Analyst	1	1	1	1								
Information Systems Analyst	1			1								
Information Systems Analyst III	1			1								
Information Systems Specialist	1											
Network Analyst	1											
Senior Analyst	2	1	1	2								
Senior Network Analyst	2											
Weighted Availability		20.00%	30.00%	60.00%		4.61%	7.18%	13.70%		3.29%	6.32%	12.37%
Engineering Technicians, except drafters	2	1	1	0	7,865	1,475	1,929	1,700	1,670	315	413	425
Laboratory Manager	1											
Laboratory Technician	1	1	1									
Weighted Availability		50.00%	50.00%	0.00%		7.50%	9.81%	8.65%		7.54%	9.89%	10.18%
Software Developers, Apps. and Systems S	2	0	0	1	8,685	870	1,670	2,345	4,575	450	820	1,260
Senior Software Development Lead	1											
Software Applications Coord	1			1								
Weighted Availability		0.00%	0.00%	50.00%		4.01%	7.69%	10.80%		3.93%	7.17%	11.02%

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EXHIBIT 5

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
Web Developers	7	0	0	3	1,420	105	179	515	240	0	0	160
Interim Dir, Web Communications	1			1								
Web Content Administrator	1			1								
Web Content Developer	2											
Web Coordinator I	1											
Web Developer/Programmer	1			1								
Web Services/Reference Assistant	1											
Weighted Availability		0.00%	0.00%	42.86%		2.96%	5.04%	14.51%		0.00%	0.00%	26.67%
Totals	57	7	10	20	87,490	11,860	16,592	26,400	18,635	2,045	3,516	5,329
Weighted Availability		12.28%	17.54%	35.09%		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)	2.26%	3.38%	6.86%									
Totals	12.07%	18.51%	30.37%									

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EXHIBIT 5

Advanced Clerical/Support												
Weights: Madison County - .30; Huntsville MSA - .50; 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
Bookkeeping, Accounting, Auditing Clerks	6	4	4	5	1,510	285	319	1,295	1,780	300	334	1,550
Accounting Technician	1			1								
Financial Aid Specialist	1	1	1	1								
Senior Accounting Assistant	2	2	2	1								
Student Accounts Associate	1			1								
Student Accounts Assistant	1	1	1	1								
Weighted Availability		66.67%	66.67%	83.33%		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
Human Resources Assistant I	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		8.77%	9.70%	26.49%		2.50%	15.00%	50.00%
Information and Record Clerks	3	0	0	2	65	15	19	65	69	15	19	69
Senior Records Coordinator	3			2								
Weighted Availability		0.00%	0.00%	66.67%		6.92%	8.77%	30.00%		10.87%	13.77%	50.00%
Library Assistants, Clerical	4	1	2	4	120	25	25	110	135	25	25	125
Circ Accts/Govnt Docs Asst	1			1								
Circulation Night Manager	1		1	1								
Interlibrary Loan/Doc. Del. Assistant	1	1	1	1								
Library Materials Assistant	1			1								
Weighted Availability		25.00%	50.00%	100.00%		6.25%	6.25%	27.50%		9.26%	9.26%	46.30%
Office & Administrative Support Workers	20	0	1	17	580	85	110	375	590	85	110	385
Admissions Coordinator	2			2								
Arts Coordinator & Accompanist	1											
Campus Visit Coordinator	1			1								
Academic Affairs Assistant	1			1								
Coordinator, UFC Facilities	1											
Instructional Testing Assistant	1			1								
Intake/Outreach Coordinator	1		1	1								
Testing Services Coordinator	1			1								
Coordinator, Student Success	1			1								
Maintenance Mgmt Systems Asst	1			1								

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Advanced Clerical/Support												
Weights: Madison County - .30; Huntsville MSA - .50; 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
Multimedia Lab Technician	1			1								
Office Manager	4			4								
Police Assistant II	1											
Procurement Services Technician II	1			1								
Program Coordinator, OLLI	1			1								
Registration Coordinator, PCS	1			1								
Weighted Availability		0.00%	5.00%	85.00%		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
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%
Secretaries & Administrative Assistants	40	8	10	38	4,685	884	1,139	4,525	5,210	899	1,189	5,050
Executive Secretary I/II	2	1	1	2								
Senior Staff Assistant	13	1	2	12								
Staff Assistant	25	6	7	24								
Weighted Availability		20.00%	25.00%	95.00%		5.66%	7.29%	28.98%		8.63%	11.41%	48.46%
Shipping, Receiving & Traffic Clerks	2	0	0	2	1,050	205	260	340	1,125	220	275	375
Asst Materials Manager, AMSTI	1			1								
Mail Services Supervisor	1			1								
Weighted Availability		0.00%	0.00%	100.00%		5.86%	7.43%	9.71%		9.78%	12.22%	16.67%
Totals	77	14	18	70	12,225	2,204	2,691	9,305	9,864	1,748	2,215	8,214
Weighted Availability		18.18%	23.38%	90.91%		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)	1.98%	4.72%	16.23%									
Totals	16.25%	22.55%	80.70%									

Entry-level Clerical/Support												
Weights: Madison County - .30; Huntsville MSA - .20; Internal - .50												
	Utilization				Availability							
	Current Population				Madison County				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Bookkeepers, Accounting, Auditing clerks	3	1	1	3	1,510	285	319	1,295	1,780	300	334	1,550
Accounting Assistant	1	1	1	1								
Accounts Payable Assistant	1			1								
Senior Accounts Payable Clerk	1			1								
Weighted Availability		33.33%	33.33%	100.00%		5.66%	6.34%	25.73%		3.37%	3.75%	17.42%
Library Assistants, Clerical	1	0	0	0	120	25	25	110	135	25	25	125
Circulation Desk Coordinator	1											
Weighted Availability		0.00%	0.00%	0.00%		6.25%	6.25%	27.50%		3.70%	3.70%	18.52%
Information and Record Clerks	2	0	0	2	65	15	19	65	69	15	19	69
Charger Central Information Assistant	1			1								
Records Coordinator	1			1								
Weighted Availability		0.00%	0.00%	100.00%		0.00%	0.00%	30.00%		10.87%	13.77%	50.00%
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
Talent Management 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, except postal service	1	0	0	1	105	35	35	45	105	35	35	45
Mail Services Clerk	1			1								
Weighted Availability		0.00%	0.00%	100.00%		10.00%	10.00%	12.86%		6.67%	6.67%	8.57%
Office & Admin. Support Workers	10	1	1	7	580	85	110	375	590	85	110	385
Contracts & Grants Assistant	1			1								
Coordinator, Hockey Operations	1											
OIT Support Assistant	1			1								
Copy Center Clerk I	1	1	1									
Financial Aid Office Assistant	1			1								
Payroll Assistant	1			1								
Plant Systems Assistant	1			1								
Police Assistant I	1											

Entry-level Clerical/Support												
Weights: Madison County - .30; Huntsville MSA - .20; Internal - .50												
	Utilization				Availability							
	Current Population				Madison County				Huntsville MSA			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Senior Security Assistant, NSSTC	1			1								
Student Services Associate	1			1								
Weighted Availability		10.00%	10.00%	70.00%		4.40%	5.69%	19.40%		2.88%	3.73%	13.05%
Preschool and Kindergarten teachers	11	5	6	11	10,005	3,115	3,249	9,860	790	205	265	790
Auxiliary Teacher, OSR	3	2	2	3								
Teacher's Assistant	8	3	4	8								
Weighted Availability		45.45%	54.55%	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								
Weighted Availability		0.00%	0.00%	100.00%		5.66%	7.29%	28.98%		3.45%	4.56%	19.39%
Shipping, Receiving & Traffic Clerks	11	1	1	3	1,050	205	260	340	1,125	220	275	375
Asset Management Assistant I	2			1								
Material Control Assistant I/II	1	1	1									
Materials Clerk, AMSTI	3											
Materials Coordinator, AMSTI	1			1								
Materials/Purchasing Clerk, AMSTI	1											
Stockroom Control Clerk	1											
Warehouse Operations Assistant	1											
Warehouse Operations Clerk	1			1								
Weighted Availability		9.09%	9.09%	27.27%		5.86%	7.43%	9.71%		3.91%	4.89%	6.67%
Totals	42	9	10	30	11,885	2,979	3,747	9,605	13,134	3,049	3,827	10,769
Weighted Availability		21.43%	23.81%	71.43%		7.52%	9.46%	24.24%		4.64%	5.83%	16.40%
Weighted Availability:	Black	Min	Female									
Madison County (.30)	7.52%	9.46%	24.24%									
Huntsville MSA (.20)	4.64%	5.83%	16.40%									
Internal (.50)	10.71%	11.90%	35.71%									
Totals	22.87%	27.19%	76.35%									

Custodial Workers												
Weights: Huntsville MSA - 1.00												
	Utilization				Availability							
	Current Population				Huntsville MSA				Madison County			
EEO Category/Title	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Janitors and Building Cleaners	46	37	40	29	3,215	1,190	1,425	1,255	2,710	1,130	1,295	1,070
Custodial Floor Technician I/II	6	6	6									
Custodial Floor Tech. Supervisor	1	1	1									
Custodial Operations Supervisor	1	1	1	1								
Custodial Supervisor	2	1	1	2								
Custodial Worker I/II/III	34	27	30	25								
Housekeeper	1	1	1	1								
Senior Housekeeper	1											
Weighted Availability		80.43%	86.96%	63.04%		37.01%	44.32%	39.04%				
Totals	46	37	40	29	3,215	1,190	1,425	1,255	2,710	1,130		1,070
Weighted Availability		80.43%	86.96%	63.04%		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%									

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Service/Maintenance												
Weights: Madison County - .50; Huntsville MSA - .30; Internal - .20												
EEO Category/Title	Utilization				Availability							
	Current Population				Madison County				Huntsville MSA			
	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	2	0	0	0	1,345	125	374	35	1,685	165	484	65
Carpenter I/II	2											
Weighted Availability		0.00%	0.00%	0.00%		4.65%	13.90%	1.30%		2.94%	8.62%	1.16%
Dispatchers	6	1	1	4	250	70	100	140	320	85	115	175
Radio Dispatcher	6	1	1	4								
Weighted Availability		16.67%	16.67%	66.67%		14.00%	20.00%	28.00%		7.97%	10.78%	16.41%
Electricians	8	1	1	0	565	35	64	0	810	90	119	0
Electrician I/II, Electrical Lighting Tech I	4											
Lead Electrician	1											
Lighting Control Technician I	1											
Mechanical/Electrical Specialist I	2	1	1									
Weighted Availability		12.50%	12.50%	0.00%		3.10%	5.66%	0.00%		3.33%	4.41%	0.00%
First-line Supv., Police & Detectives	2	0	0	1	50	25	25	0	60	25	25	0
Lieutenant	1											
Police Captain	1			1								
Weighted Availability		0.00%	0.00%	50.00%		25.00%	25.00%	0.00%		12.50%	12.50%	0.00%
Grounds Maintenance Workers	15	8	8	0	1,485	385	903	50	1,720	385	993	70
Groundskeeper/Groundskeeper I	6	4	4									
Irrigation Maintenance/Spray Tech	1											
Landscape I/II	6	4	4									
Supervisor, Grounds Management	2											
Weighted Availability		53.33%	53.33%	0.00%		12.96%	30.40%	1.68%		6.72%	17.32%	1.22%
Heating, Air Conditioning & Refrig Mech	6	0	0	0	545	35	60	0	625	75	114	10
HVAC Controls Technician	1											
HVAC Technician I/II	2											
HVAC Technician III	2											

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

Service/Maintenance												
Weights: Madison County - .50; Huntsville MSA - .30; Internal - .20												
EEO Category/Title	Utilization				Availability							
	Current Population				Madison County				Huntsville MSA			
	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Lead HVAC Technician	1											
Weighted Availability		0.00%	0.00%	0.00%		3.21%	5.50%	0.00%		3.60%	5.47%	0.48%
Locksmiths and Safe Repairers	1	0	0	0	25	0	0	0	80	55	55	0
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	1	1	0	430	25	90	35	515	85	150	35
Building Maintenance Technician	1											
Maintenance Technician Helper	1											
Maintenance Technician I/II	6	1	1									
Maintenance Worker I/II	2											
Supervisor, Bldg Maintenance/Repair	1											
Weighted Availability		9.09%	9.09%	0.00%		2.91%	10.47%	4.07%		4.95%	8.74%	2.04%
Pipelayers, Plumbers, Pipefitters, et al	4	0	0	0	725	60	75	0	970	64	79	10
Plumber I/II	3											
Senior Plumber	1											
Weighted Availability		0.00%	0.00%	0.00%		4.14%	5.17%	0.00%		1.98%	2.44%	0.31%
Police Officers	15	1	2	2	760	215	225	40	810	215	225	40
Parking Enforce/Sec Officer	3		1									
Police Officer	7	1	1									
Police Officer Recruit	1			1								
Police Sergeant	2											
Police Sergeant, FTO/Instructor	1											
Police Sgt/Crim Inves/FTO Instruct	1			1								
Weighted Availability		6.67%	13.33%	13.33%		14.14%	14.80%	2.63%		7.96%	8.33%	1.48%
Totals	74	14	15	7	7,770	1,200	2,275	335	9,545	1,499	2,843	460
Weighted Availability		18.92%	20.27%	9.46%		7.72%	14.64%	2.16%		4.71%	8.94%	1.45%

AVAILABILITY ANALYSIS - 08/31/2019

EXHIBIT 5

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
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)	3.78%	4.05%	1.89%									
Totals	16.21%	27.63%	5.49%									