

STAFF AVAILABILITY ANALYSIS SUMMARY - August 31, 2017									
	Black			Minority			Females		
	External	Internal	Total	External	Internal	Total	External	Internal	Total
Senior/Academic Administration	7.98%	2.38%	10.36%	13.47%	7.77%	21.24%	31.11%	10.28%	41.39%
Research	8.73%	1.20%	9.93%	14.21%	2.51%	16.72%	27.95%	6.04%	33.99%
Directors & Managers	12.32%	2.86%	15.18%	15.68%	3.24%	18.92%	29.87%	12.21%	42.08%
Advanced Professional	14.43%	3.73%	18.16%	17.69%	4.62%	22.31%	41.82%	16.53%	58.35%
Entry-level Professional	16.20%	4.42%	20.62%	19.09%	5.64%	24.73%	63.30%	15.33%	78.63%
Computer/Other Tech/Support	9.53%	1.54%	11.07%	14.82%	2.31%	17.13%	23.19%	5.38%	28.57%
Advanced Clerical	16.44%	4.58%	21.02%	19.68%	5.48%	25.16%	62.31%	13.39%	75.70%
Entry-level Clerical	12.16%	5.05%	17.21%	15.29%	6.14%	21.43%	40.64%	10.95%	51.59%
Custodial Workers	37.01%	0.00%	37.01%	44.32%	0.00%	44.32%	39.04%	0.00%	39.04%
Service/Maintenance	12.43%	3.91%	16.34%	23.58%	4.21%	27.79%	3.60%	2.04%	5.64%
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 - 08-31-17

EXHIBIT 5

Senior/Academic Administrators												
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
Chief Executives and Legislators	6	1	1	3	1,158,885	40,045	154,150	257,150	13,240	785	1,290	3,185
President	1											
Provost/Exec VP, Academic Affairs	1			1								
Vice Presidents	4	1	1	2								
Weighted Availability		16.67%	16.67%	50.00%		1.21%	4.66%	7.77%		2.08%	3.41%	8.42%
Education Administrators	35	2	8	8	848,645	115,625	209,815	541,165	12,400	3,550	3,729	7,675
Associate Dean	10	1	3	4								
Associate Provost, Und Stud/Ins Ef	1											
Assoc VP, Research	1											
Associate VP, Student Affairs	1											
Chief of Staff/Dir, Community Relations	1											
Deans	9		2	3								
Dean of Students	1											
Director, Center for Applied Optics	1											
Director, ESSC	1											
Director, Intercollegiate Athletics	1											
Director, Invention/Innovation Center	1		1									
Director, Ofc of Tech Commercialization	1		1									
Director, Proposal Development Office	1			1								
Director, Research Institute	1											
Director, Rotorcraft Systems Eng & Sim Ctr	1											
Interim CIO/Dir Ent App/Id/Acc	1	1	1									
Principal Associate Director, SMAP	1											
Principal Director, SMAP Center	1											
Weighted Availability		5.71%	22.86%	22.86%		4.77%	8.65%	22.32%		10.02%	10.53%	21.66%
Financial Managers	3	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, Contracts & Grants	1											
Assoc VP, Finance & Business Services	1	1	1									
Weighted Availability		33.33%	66.67%	0.00%		2.78%	8.25%	18.83%		5.49%	6.37%	20.60%
General & Operations Managers	2	0	0	0	969,820	58,360	180,495	283,200	11,800	1,135	1,555	3,110

AVAILABILITY ANALYSIS - 08-31-17

EXHIBIT 5

Senior/Academic Administrators												
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
Assistant VP Pub Sfty/Chief Police	1											
Assoc 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%
PR and Fundraising Managers	2	0	0	1	57,405	4,045	9,524	34,525	595	100	150	310
Assoc VP, Advancement	2			1								
Weighted Availability		0.00%	0.00%	50.00%		2.47%	5.81%	21.05%		5.88%	8.82%	18.24%
Totals	49	5	12	13	4,502,700	342,940	911,249	2,017,635	55,815	8,480	10,178	24,605
Weighted Availability		10.20%	24.49%	26.53%		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)	2.38%	7.77%	10.28%									
Totals	10.36%	21.24%	41.39%									

AVAILABILITY ANALYSIS - 08/31/2017

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	211	18	23	64	6,825	629	1,334	2,365	1,940	139	279	525
Principal Research Engineer II	1											
Principal Research Engineer IV	3											
Principal Research Engineer V												
Principal Research Engineer VI												
Principal Research Engineer VII	1											
Principal Research Scientist I	3			1								
Principal Research Scientist II	3		1	3								
Principal Research Scientist III	11	1	1	4								
Principal Research Scientist IV	4			1								
Principal Research Scientist V	4			2								
Principal Research Scientist VI	5	1	1									
Principal Research Scientist VII												
Research Aide II												
Research Assistant I	1			1								
Research Assistant II	1											
Research Assistant III	2											
Research Assistant IV	1			1								
Research Assistant V	5			2								
Research Assistant VI	3			3								
Research Assistant VII	3			1								
Research Associate I	12	2	2	3								
Research Associate II	25	3	4	9								
Research Associate III	13	1	1	2								

AVAILABILITY ANALYSIS - 08/31/2017

EXHIBIT 5

Research												
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20												
Utilization					Availability							
EEO Category/Title	Current Population				Alabama				Huntsville MSA			
	Total	Black	Min	Female	Total	Black	Min	Female	Total	Black	Min	Female
Research Associate IV	25	3	5	6								
Research Associate V	7	1	1	2								
Research Engineer I	2			1								
Research Engineer V	1											
Research Engineer VI	1											
Research Scientist I	11	1	2	8								
Research Scientist II	18	4	4	5								
Research Scientist III	12			3								
Research Scientist IV	2											
Research Scientist V	1											
Research Scientist VI	20	1	1	3								
Research Technician I												
Research Technician V	3											
Research Technician VI	3			2								
Research Technician VII	4			1								
Weighted Availability		8.53%	10.90%	30.33%		3.69%	7.82%	13.86%		2.87%	5.75%	10.82%
Aerospace Engineers	29	1	2	3	3,120	260	539	400	2,640	260	505	285
Principal Research Engineer VI	1			1								
Principal Research Scientist II	1											
Principal Research Scientist III	1											
Principal Research Scientist IV	3											
Research Assistant IV	2											
Research Assistant V	1											
Research Associate I	3			1								
Research Associate II	1			1								
Research Associate III	2	1	1									
Research Associate V	1											

AVAILABILITY ANALYSIS - 08/31/2017

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 Engineer I	1		1									
Research Engineer II	2											
Research Engineer III	4											
Research Engineer V												
Research Engineer VI	2											
Research Scientist II	1											
Research Scientist III	2											
Research Technician IV	1											
Research Technician V												
Weighted Availability		3.45%	6.90%	10.34%		3.33%	6.91%	5.13%		3.94%	7.65%	4.32%
Computer Analysts, Computer & Information Research Scientists	36	0	5	12	5,270	604	939	1,785	1,580	129	244	470
Principal Research Engineer III	1			1								
Principal Research Scientist I	1		1	1								
Principal Research Scientist II	2											
Principal Research Scientist III	1											
Principal Research Scientist V	1			1								
Research Associate I	6			5								
Research Associate II	1											
Research Associate III	6		1	3								
Research Associate IV	1											
Research Scientist I	4											
Research Scientist II	4		2									
Research Scientist III	4		1									
Research Scientist V	1											
Research Scientist VI	3			1								
Weighted Availability		0.00%	13.89%	33.33%		4.58%	7.13%	13.55%		3.27%	6.18%	11.90%

AVAILABILITY ANALYSIS - 08/31/2017

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
Financial Managers, Economists, Market Research Analysts & Marketing Specialists	8	0	0	5	15,125	2,320	2,688	8,960	1,400	250	275	705
Research Assistant II	1			1								
Research Associate I	1			1								
Research Associate II	1			1								
Research Scientist I	1			1								
Research Scientist III	1			1								
Research Scientist VI	2											
Research Technician V	1											
Weighted Availability		0.00%	0.00%	62.50%		6.14%	7.11%	23.70%		7.14%	7.86%	20.14%
Physical Scientists	55	1	12	19	1,120	25	385	460	195	10	35	50
Principal Research Engineer VI												
Principal Research Scientist I	1		1	1								
Principal Research Scientist III	1			1								
Principal Research Scientist IV	3											
Principal Research Scientist VI	2											
Research Assistant II	4			1								
Research Associate I	8		2	5								
Research Associate II	5		1	3								
Research Associate III	7		2	3								
Research Associate IV	3		2	2								
Research Engineer I	1		1									
Research Engineer II	2											
Research Engineer III	1											
Research Engineer VI	1											
Research Scientist I	7		2	2								
Research Scientist II	4	1	1									

AVAILABILITY ANALYSIS - 08/31/2017

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 Scientist III	2											
Research Scientist V	1			1								
Research Scientist VI	2											
Research Technician VI												
Weighted Availability		1.82%	21.82%	34.55%		0.89%	13.75%	16.43%		2.05%	7.18%	10.26%
Astronomers & Physicists	1	0	0	0	210	0	0	65	70	0	0	15
Postdoctoral Research Assistant II	1											
Weighted Availability		0.00%	0.00%	0.00%		0.00%	0.00%	12.38%		0.00%	0.00%	8.57%
Atmospheric & Space Scientists	9	1	2	2	230	10	29	15	115	0	10	15
Postdoctoral Research Assistant I												
Postdoctoral Research Assistant II	1		1									
Principal Research Scientist I	1											
Principal Research Scientist IV	1											
Research Assistant II	1	1	1	1								
Research Associate II	1											
Research Associate III												
Research Engineer III	1											
Research Scientist I	1											
Research Scientist II	2			1								
Research Scientist III												
Weighted Availability		11.11%	22.22%	22.22%		1.74%	5.04%	2.61%		0.00%	3.48%	5.22%
Biological Scientists	2	0	0	1	630	30	69	245	20	0	15	0
Research Assistant IV	1			1								
Research Associate I	1											
Weighted Availability		0.00%	0.00%	50.00%		1.90%	4.38%	15.56%		0.00%	30.00%	0.00%
Totals	351	21	44	106	32,530	3,878	5,983	14,295	7,960	788	1,363	2,065
Weighted Availability		5.98%	12.54%	30.20%		4.77%	7.36%	17.58%		3.96%	6.85%	10.38%

AVAILABILITY ANALYSIS - 08/31/2017

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:	Black	Min	Female									
Alabama (.40)	4.77%	7.36%	17.58%									
Huntsville MSA (.40)	3.96%	6.85%	10.38%									
Internal (.20)	1.20%	2.51%	6.04%									
Totals	9.93%	16.72%	33.99%									

AVAILABILITY ANALYSIS - 08/31/2017

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
Administrative Services Managers	4	0	0	1	1,220	275	335	335	180	10	50	75
Dir, Custodial Services	1											
Dir, Energy Mgt & Plant Systems	1			1								
Dir, Environmental Health & Safety	1											
Warehouse Operations Mgr	1											
Weighted Availability		0.00%	0.00%	25.00%		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 & Relate	13	1	1	4	3,540	725	872	1,185	420	130	150	80
Dir, Athletics Compliance	1			1								
Head Coaches	12	1	1	3								
Weighted Availability		7.69%	7.69%	30.77%		8.19%	9.85%	13.39%		12.38%	14.29%	7.62%
Computer & Info. Systems Managers	4	0	1	0	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											
Weighted Availability		0.00%	25.00%	0.00%		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	19	1	1	14	12,400	3,550	3,729	7,675	1,155	425	453	710
Dir, Accrd Act & College Acad	1			1								
Dir, Admissions	1			1								

AVAILABILITY ANALYSIS - 08/31/2017

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, Graduate Pgms/Undergrad Advisi	1			1								
Dir, Institutional Research & Assmt	1			1								
Dir, Int Student Recruit & Proc	1	1	1	1								
Dir, Osher Lifelong Lrn Inst	1			1								
Dir, Professional Development	1			1								
Dir, Residence & Greek Life	1											
Dir, Student Ethics/Education	1											
Dir, Undergrad Admiss & Advis	1			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		5.26%	5.26%	73.68%		11.45%	12.03%	24.76%		14.72%	15.69%	24.59%
Financial Managers	7	1	1	6	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 Assoc Dir	1			1								
Sr. Consultant & Dir, SBDC	1											
Weighted Availability		14.29%	14.29%	85.71%		6.28%	7.28%	23.54%		7.05%	8.12%	19.31%

AVAILABILITY ANALYSIS - 08/31/2017

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
First-line Supv/Landscaping, Lawn Service, & Groundskeeping Workers	1	0	0	0	3,370	450	575	135	250	55	55	0
Sr Dir, Grounds Management	1											
Weighted Availability		0.00%	0.00%	0.00%		5.34%	6.82%	1.60%		8.80%	8.80%	0.00%
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	5	4	4	4	37,740	4,130	5,530	11,875	5,550	375	775	1,580
Asst to Pres, Gov Rel/Econ Dev	1	1	1	1								
Dir, Compl & Title IX Coord	1	1	1	1								
Dir, Office of Sponsored Programs	1	1	1	1								
Dir, Risk Management	1											
Sr Assoc Dir, Office of Sponsored Pgr	1	1	1	1								
Weighted Availability		80.00%	80.00%	80.00%		4.38%	5.86%	12.59%		2.70%	5.59%	11.39%
Nurse Practitioner and Nurse Midwiv	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 Ma	4	0	0	4	595	100	150	310	50	10	10	30
Dir, Admissions Communications	1			1								
Dir, Advancement Services	1			1								
Dir, Annual Giving & Research	1			1								
Sr Dir Alum Rel/Ex Dir Alum As	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%

AVAILABILITY ANALYSIS - 08/31/2017

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
First Line Supervisors, Police & Detectives					1,600	390	454	120	60	25	25	0
Weighted Availability												
Totals	64	9	10	37	107,885	17,200	20,554	41,750	13,200	1,960	2,661	4,750
Weighted Availability		14.06%	15.63%	57.81%		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)	2.86%	3.24%	12.21%									
Totals	15.18%	18.92%	42.08%									

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	
Accountants and Auditors	5	2	3	4	24,340	3,510	4,205	16,235	3,070	420	525	2,150	
Assoc Dir, Acctg & Fin Reptg	1	1	1	1									
Manager, Gift Accounting	1			1									
Senior Accountant	2	1	1	1									
Senior Payroll Accountant	1		1	1									
Weighted Availability		40.00%	60.00%	80.00%		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	
Assistant Campus Architect II	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	9	0	0	4	3,540	725	872	1,185	420	130	150	80	
Assistant Coaches	6			3									
Assistant Coach II, Hockey	1												
Senior Woman Administrator	1			1									
Strength & Conditioning Coach	1												
Weighted Availability		0.00%	0.00%	44.44%		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	0	945	195	310	440	280	15	50	125	
Asst Dir, Institutional Research	1												
Weighted Availability		0.00%	0.00%	0.00%		8.25%	13.12%	18.62%		2.14%	7.14%	17.86%	
Editors, Tech. Writers, Writers & Authors	1	0	0	0	3,385	615	725	1,900	680	135	165	375	
Research Writer/Editor	1												
Weighted Availability		0.00%	0.00%	0.00%		7.27%	8.57%	22.45%		7.94%	9.71%	22.06%	
Education Administrators	54	5	6	49	12,400	3,550	3,729	7,675	1,155	425	453	710	
Academic Advisor	6			5									
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 Coaching & Advising Mgr	1			1								
Academic Coordinator, Science	1			1								
Academic Success Specialist	1			1								
Assistant Dir, ASGC	1			1								
Assistant Dir, Assessment	1			1								
Assistant Dir, Fin Aid-Scholarships	1			1								
Assistant Dir, Financial Aid Pgms	1			1								
Assistant Dir, Residence & Greek Life	1			1								
Assistant Dir, Resident Prog & Educ	1			1								
Assistant Dir, Testing/Cert Service	1			1								
Associate Directors	4	1	1	4								
Certification Officer/Acad Advisor	1	1	1	1								
Coordinators	8	1	1	8								
Coordinator II, Research Programs	1			1								
Director, International Student Sch	1			1								
Director, Student Life	1			1								
Honors College Administrator	1			1								
International Advisor	1			1								
Learning Resource Center Spec	1			1								
Mgr, Professional Development	1			1								
Materials Mgr, AMSTI	1			1								
PASS Coordinator II	1			1								
Program Administrator, CSPAR	1	1	1	1								
Program Administrator, ITSC	1			1								
Program Administrator, PRC	1	1	1									
Program Specialist, Kinesiology	1			1								
Senior Academic Advisor	4			3								
Senior Accred Databse Res Coordinator	1		1	1								
Senior Associate Registrar	1			1								
Senior Coordinator for Career Services	1			1								
Senior Coordinator, ESSC Programs	1			1								

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
Senior Program Assistant	1			1								
Student Research Program Coordinator	1											
Tutor Coordinator II	1			1								
Weighted Availability		9.26%	11.11%	90.74%		11.45%	12.03%	24.76%		14.72%	15.69%	24.59%
Financial Managers	15	3	3	12	14,045	2,205	2,555	8,265	1,305	230	265	630
Asst Dir, Budgets & Effort Reporting	1			1								
Budget Officer	1			1								
Budget/Financial Support Admin	1											
Financial Services Representative	1	1	1									
Payroll Systems Administrator	1			1								
PTAC Counselor	1			1								
Resource Manager	7	2	2	6								
Senior Research Program Coordinator	1			1								
Senior Resource Manager	1			1								
Weighted Availability		20.00%	20.00%	80.00%		6.28%	7.28%	23.54%		7.05%	8.12%	19.31%
First-line Supv/Landscaping, Lawn Service, & Groundskeeping Workers					3,370	450	575	135	250	55	55	0
Weighted Availability						5.34%	6.82%	1.60%		8.80%	8.80%	0.00%
Human Resources Managers, Compensation & Benefits Managers	3	3	3	3	3,735	705	899	2,060	505	160	210	255
Asst Director, Benefits/Tech Mgmt	1	1	1	1								
Asst Dir, Employment	1	1	1	1								
Senior HRIS Administrator	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		7.55%	9.63%	22.06%		12.67%	16.63%	20.20%
Compensation, Benefits, and Job Analysis Specialists					8,660	2,395	2,635	1,525	1,160	370	390	965
Weighted Availability						11.06%	12.17%	7.04%		12.76%	13.45%	33.28%
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%

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
Managers, All Other	10	1	2	10	37,740	4,130	5,530	11,875	5,550	375	775	1,580
Assistant to the President	1			1								
Executive Assistant to the Provost	1			1								
Exec Asst to the Sr VP, Finance & Admin	1			1								
Executive Assistant to the VP, Research	1			1								
Sr. Administrative Assistant	6	1	2	6								
Weighted Availability		10.00%	20.00%	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
Healthcare Simulation Technician	1			1								
Nurse Practitioner	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	10	3	3	7	2,360	610	705	1,260	420	125	135	110
Asst Dir, Facilities Maintenance	1	1	1									
Asst Dir, Proposal Development	1											
Cert Con/Res Ed Admin I	1	1	1	1								
Certified Contract Specialist	1											
Contract Specialist I	1	1	1	1								
Program Administrator, F&O	1			1								
Program & Proposal Coordinator	1			1								
Project Coordinator, Facilities	1			1								
Security Administrator	1			1								
Security Associate	1			1								
Weighted Availability		30.00%	30.00%	70.00%		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	12	3	5	9	595	100	150	310	50	10	10	30
Asst Dir, Alumni Relations	1			1								
Asst Dir, Corp & Foundation Gifts	1			1								
Asst Dir, Event Productions	1											
Asst Dir, Outreach/Event Mgmt	1	1	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
Brand Specialist Designer	1		1									
Communications Officer	1	1	1	1								
Major Gift Officer	1	1	1	1								
Marketing Coordinator, Graduate Studies	1		1	1								
Marketing Manager	1			1								
Outreach & Event Coordinator, COS	1			1								
Special Events Planner	1			1								
Sports Information Director	1											
Weighted Availability		25.00%	41.67%	75.00%		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	2	0	0	2	10,005	3,115	3,249	9,860	790	205	265	790
Teacher II	1			1								
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	132	21	26	107	143,680	26,290	30,742	74,855	18,005	3,200	4,111	9,445
Weighted Availability		15.91%	19.70%	81.06%		7.32%	8.56%	20.84%		7.11%	9.13%	20.98%
Weighted Availability:	Black	Min	Female									
Alabama (.40)	7.32%	8.56%	20.84%									
Huntsville MSA (.40)	7.11%	9.13%	20.98%									
Internal (.20)	3.73%	4.62%	16.53%									
Totals	18.16%	22.31%	58.35%									

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	4	6	8	24,340	3,510	4,205	16,235	3,070	420	525	2,150
Accountant I	6	3	5	3								
Accountant II	4	1	1	4								
Payroll Accountant	1			1								
Weighted Availability		36.36%	54.55%	72.73%		5.77%	6.91%	26.68%		5.47%	6.84%	28.01%
Athletes, Coaches & Related Workers	2	0	0	1	3,540	725	872	1,185	420	130	150	80
Assistant Athletic Trainer	1			1								
Dir, Hockey Operations	1											
Weighted Availability		0.00%	0.00%	50.00%		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	5	1	2	5								
Research Budget Coordinator	1			1								
Weighted Availability		16.67%	33.33%	100.00%		5.92%	5.92%	18.92%		4.73%	4.73%	29.73%
Grounds Maintenance Workers					2,065	350	460	1,080	480	55	85	275
Weighted Availability						5.08%	6.68%	15.69%		5.73%	8.85%	28.65%
Education Administrators	35	6	7	30	12,400	3,550	3,729	7,675	1,155	425	453	710
Admissions Counselor	9	1	2	9								
Admissions Counselor/Coord, Ad	1			1								
Admissions Processing Counselor	2	1	1									
Assistant Dir, Charger Card Ops	1			1								
Assistant Dir, Charger Union	1											
Assistant Dir, Stud Life/Campus Rec	1			1								
Assistant Dir, Student Life	1			1								
Career Development Coordinator I	4	1	1	3								
Coordinator, Distance Learning	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									
Financial Aid Counselor	1	1	1	1									
Group Study Programs Coordinator	1			1									
Instruc Lib/User Servcs Admin	1			1									
Instructional Testing Admin	1			1									
Laboratory Technician	1			1									
Professional Development Coordinator	1			1									
Program Coordinator, CSPAR	1			1									
Program Coordinator, PCS	1	1	1	1									
Proposal & Property Coord	1			1									
Student Accounts Associate	1			1									
Student Health Center Office Mgr	1			1									
Studio/Facility Manager	1												
Tutor Coordinator	1			1									
Weighted Availability		17.14%	20.00%	85.71%		8.59%	9.02%	18.57%		18.40%	19.61%	30.74%	
Human Resources Workers	5	1	1	5	7,540	2,080	2,295	5,500	990	335	345	800	
Coordinator, Benefits	1			1									
Employment & Comp Associate	2	1	1	2									
Human Resources Coordinator I	1			1									
Senior Ben & Empl Serv Rep	1			1									
Weighted Availability		20.00%	20.00%	100.00%		11.03%	12.18%	29.18%		13.54%	13.94%	32.32%	
Other Business Operations Specialists	24	7	10	19	2,360	610	705	1,260	420	125	135	110	
ALDOT Business Counselor	1			1									
Assistant Security Administrator	1		1	1									
Contract Administrator I	4	2	2	3									
Contract Administrator II	3	1	1	2									
Contract Administrator III	1	1	1	1									
Contract Assistant III/IV	1			1									

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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	
Coordinator, Contracts & Grants	3	2	2	3									
Coordinator, Veterans Services	1			1									
Counselor	2	1	1	2									
Event Scheduling Administrator	1		1	1									
Humanities Center Program Assistant	1			1									
Junior Contract Administrator I/II	1		1	1									
SBDC Business Counselor	1			1									
Sustainability Coordinator	1												
Supervisor, Parking Management	1												
Web Coordinator II, OSP	1												
Weighted Availability		29.17%	41.67%	79.17%		7.75%	8.96%	16.02%		14.88%	16.07%	13.10%	
Preschool and Kindergarten teachers	8	0	0	8	10,005	3,115	3,249	9,860	790	205	265	790	
Lead Teacher, OSR	2			2									
Teacher I	6			6									
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	7	1	1	5	1,275	95	150	795	130	10	10	75	
Coordinator, Marketing & Events	1	1	1	1									
Coordinator, Marketing, Promotions & Licens	1												
Coordinator, Orientation Comm	1			1									
Donor Relations Coordinator	1			1									
Publications Designer	1			1									
Sports Information Coordinator	1												
Web Content Administrator	1			1									
Weighted Availability		14.29%	14.29%	71.43%		2.24%	3.53%	18.71%		3.85%	3.85%	28.85%	
Purchasing Agents	6	2	2	6	3,445	480	570	1,915	875	200	239	580	
Senior Business Services Asst	1			1									
Procurement Card Coordinator	1			1									
Procurement Officer I	3	2	2	3									

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
Procurement Officer II	1			1								
Weighted Availability		33.33%	33.33%	100.00%		4.18%	4.96%	16.68%		11.43%	13.66%	33.14%
Residential Advisors	5	1	1	3	1,020	645	670	580	145	125	125	80
Coordinator, Apartment & Greek Life	1			1								
Resident Director	4	1	1	2								
Weighted Availability		20.00%	20.00%	60.00%		18.97%	19.71%	17.06%		43.10%	43.10%	27.59%
Secretaries & Administrative Assistants	9	1	1	9	60,495	9,139	10,779	58,865	5,210	899	1,189	5,050
Administrative Assistant	9	1	1	9								
Weighted Availability		11.11%	11.11%	100.00%		4.53%	5.35%	29.19%		8.63%	11.41%	48.46%
Totals	119	24	31	101	129,470	24,454	27,843	105,485	14,065	2,964	3,556	10,930
Weighted Availability		20.17%	26.05%	84.87%		5.67%	6.45%	24.44%		10.54%	12.64%	38.86%
Weighted Availability:	Black	Min	Female									
Alabama (.30)	5.67%	6.45%	24.44%									
Huntsville MSA (.50)	10.54%	12.64%	38.86%									
Internal (.20)	4.42%	5.64%	15.33%									
Totals	20.62%	24.73%	78.63%									

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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	19	1	2	5	9,515	1,755	2,429	3,200	2,025	290	464	454
Academic Support Tech	1											
Academic Techno Support Tech	1											
Academic Technologist	1			1								
Computer Systems Engineer	3			1								
Computer Systems Spec, COE	1											
Dir, Instructional Technology	1											
E-Learning Developer	1			1								
Information Security Engineer	1											
Instructional Designer/Online Education	1	1	1	1								
Instructional Technology Specialist	1											
Network Engineer I	1											
Senior Information Systems Specialist	1											
Systems Engineer I/II/III	4											
Virtual Learning Coordinator	1		1	1								
Weighted Availability		5.26%	10.53%	26.32%		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	2	0	0	0	755	160	220	245	130	60	60	65
Campus Safety Specialist	1											
Laboratory Manager	1											
Weighted Availability		0.00%	0.00%	0.00%		8.48%	11.66%	12.98%		18.46%	18.46%	20.00%
Computer & Office Machine Repairers	6	1	1	1	3,845	695	830	610	505	105	135	45
Copy Center Coordinator	1											
Desktop Support Technician I/II	2	1	1	1								
IT Technician, ESSC	1											
Lab Support Technician	1											

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EXHIBIT 5

Computer/Other Technicians/Programmers/Support												
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
Senior Technical Support Asst	1											
Weighted Availability		16.67%	16.67%	16.67%		7.23%	8.63%	6.35%		8.32%	10.69%	3.56%
Computer and Information Systems Manage	3	0	0	1	37,740	4,130	5,530	11,875	5,550	375	775	1,580
IT Administrator, CE	1											
Manager, Academic Technologies	1											
Manager, Client Services	1			1								
Weighted Availability		0.00%	0.00%	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 Systems Analysts	10	2	3	5	5,210	600	935	1,785	1,520	125	240	470
Applications Systems Administrator	1		1	1								
Information Systems Analyst	1			1								
Information Systems Analyst II/III	1			1								
Information Systems Specialist	1											
IT Analyst	1	1	1									
Network Analyst	1											
Senior Analyst	2	1	1	2								
Senior Network Analyst	2											
Weighted Availability		20.00%	30.00%	50.00%		4.61%	7.18%	13.70%		3.29%	6.32%	12.37%
Engineering Technicians, except drafters	1	0	0	0	7,865	1,475	1,929	1,700	1,670	315	413	425
Prototype Development Specialist	1											
Weighted Availability		0.00%	0.00%	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%
Web Developers	6	0	0	1	1,420	105	179	515	240	0	0	160
Director, Web Communications	1											

Updated: 3/21/2018

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
Senior Web Communications Coord	1			1								
Senior Web Programmer	1											
Web Content Developer	2											
Web UI Designer	1											
Weighted Availability		0.00%	0.00%	16.67%		2.96%	5.04%	14.51%		0.00%	0.00%	26.67%
Totals	52	4	6	14	81,805	10,720	15,087	24,165	17,720	1,900	3,297	5,039
Weighted Availability		7.69%	11.54%	26.92%		5.24%	7.38%	11.82%		4.29%	7.44%	11.37%
Weighted Availability:	Black	Min	Female									
Alabama (.40)	5.24%	7.38%	11.82%									
Huntsville MSA (.40)	4.29%	7.44%	11.37%									
Internal (.20)	1.54%	2.31%	5.38%									
Totals	11.07%	17.13%	28.57%									

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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	3	1	1	3	1,510	285	319	1,295	1,780	300	334	1,550
Accounting Assistant												
Accounting Technician	1			1								
Gift Accountant Assistant	1			1								
Student Accounts Assistant	1	1	1	1								
Weighted Availability		33.33%	33.33%	100.00%		5.66%	6.34%	25.73%		8.43%	9.38%	43.54%
Customer Service Reps.	0	0	0	0	3,200	1,030	1,105	2,190	3,395	1,055	1,140	2,370
Student Services Associate												
Weighted Availability						9.66%	10.36%	20.53%		15.54%	16.79%	34.90%
Human Resources Assistants	2	1	1	2	770	225	249	680	80	4	24	80
Human Resources Assistant I	1	1	1	1								
Human Resources Generalist I/II	1			1								
Weighted Availability		50.00%	50.00%	100.00%		8.77%	9.70%	26.49%		2.50%	15.00%	50.00%
Information and Record Clerks	5	0	1	4	65	15	19	65	69	15	19	69
Instructional Testing Assistant	1			1								
Senior Records Coordinator	4		1	3								
Student Accts/Data Cont Coord												
Weighted Availability		0.00%	20.00%	80.00%		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								
Interlibrary Loan/Doc. Del. Assistant	1	1	1	1								
Library Materials Administrator												
Library Materials Assistant	1			1								
Web Services/Reference Asst	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	3	3	14	580	85	110	375	590	85	110	385
Admissions Coordinator	2	1	1	2								
Arts Coordinator & Accompanist	1											

AVAILABILITY ANALYSIS - 08/31/2017

EXHIBIT 5

Advanced Clerical/Support												
Weights: Madison County - .30; Huntsville MSA - .50; 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
Campus Visit Coordinator	1			1								
Client Services Coordinator	1	1	1	1								
Collections Officer	1			1								
Coordinator, Grant & Proposal	1			1								
Coordinator, Student Success	1			1								
Event Scheduling Coordinator												
Maintenance Mgmt Systems Asst	1			1								
Multicultural Affairs Assistant	1	1	1	1								
Office Manager, Fac/Staff Clinic	1			1								
Office Manager, Music	1			1								
Office Manager, Early Learning Center	1			1								
Operations Support Associate	1											
Police Assistant II	1											
Procurement Services Technician II	1			1								
Program Assistant, CSPAR												
Registration Coordinator, PCS	1			1								
Senior Police Assistant												
Student Success Coordinator												
Weighted Availability		17.65%	17.65%	82.35%		4.40%	5.69%	19.40%		7.20%	9.32%	32.63%
Office Clerks, General	0	0	0	0	1,180	200	265	940	1,345	200	265	1,070
Clinic Assistant												
Weighted Availability						5.08%	6.74%	23.90%		7.43%	9.85%	39.78%
Purchasing Agents	1	1	1	1	3,445	480	570	1,915	875	200	239	580
Business Services Assistant	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		4.18%	4.96%	16.68%		11.43%	13.66%	33.14%
Secretaries & Administrative Assistants	41	7	7	40	4,685	884	1,139	4,525	5,210	899	1,189	5,050
Executive Secretary I/II	3	1	1	3								
Housing Program Coordinator												
Senior Staff Assistant	15	1	1	15								

AVAILABILITY ANALYSIS - 08/31/2017

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
Staff Assistant	23	5	5	22								
Weighted Availability		17.07%	17.07%	97.56%		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
AMSTI Assistant Materials Manager	1			1								
Mail Services Supervisor	1			1								
Warehouse Operations Assistant												
Weighted Availability		0.00%	0.00%	100.00%		5.86%	7.43%	9.71%		9.78%	12.22%	16.67%
Telephone Operators	1	0	0	1	40	0	0	20	40	0	0	20
Telecommunications Analyst	1			1								
Weighted Availability		0.00%	0.00%	100.00%		0.00%	0.00%	15.00%		0.00%	0.00%	25.00%
Totals	77	14	16	71	16,645	3,434	4,061	12,455	14,644	3,003	3,620	11,674
Weighted Availability		18.18%	20.78%	92.21%		6.19%	7.32%	22.45%		10.25%	12.36%	39.86%
Weighted Availability:	Black	Min	Female									
Madison County (.30)	6.19%	7.32%	22.45%									
Huntsville MSA (.50)	10.25%	12.36%	39.86%									
Internal (.20)	4.58%	5.48%	13.39%									
Totals	21.02%	25.16%	75.70%									

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	4	1	1	4	1,510	285	319	1,295	1,780	300	334	1,550
Accounting Assistant	2	1	1	2								
Accounts Payable Assistant	1			1								
Senior Accounts Payable Clerk	1			1								
Weighted Availability		25.00%	25.00%	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	3	0	0	3	65	15	19	65	69	15	19	69
Charger Central Information Assistant	1			1								
Data Control 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	1	1	1	3,890	1,470	1,865	2,960	4,255	1,495	1,865	3,295
Cashier I	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		11.34%	14.38%	22.83%		7.03%	8.77%	15.49%
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								
Senior Mail Services Assistant												
Weighted Availability		0.00%	0.00%	100.00%		10.00%	10.00%	12.86%		6.67%	6.67%	8.57%
Office & Admin. Support Workers	11	2	4	8	580	85	110	375	590	85	110	385
Contract Assistant	1	1	1	1								
Copy Center Clerk I	1	1	1									
Financial Aid Office Assistant	1		1	1								
Human Resources Assistant												
Payroll Assistant	1			1								
Plant Systems Assistant	1			1								
Police Assistant I	1											
Propulsion Research Assistant	1			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
Registration Office Assistant												
Senior Security Assistant, NSSTC	1			1								
Senior Technical Services Assistant												
Student Services Associate	2		1	1								
Telecommunications Services Clerk	1			1								
Vehicle Registration Assistant												
Weighted Availability		18.18%	36.36%	72.73%		4.40%	5.69%	19.40%		2.88%	3.73%	13.05%
Preschool and Kindergarten teachers	10	4	5	10	10,005	3,115	3,249	9,860	790	205	265	790
Auxiliary Teacher, OSR	2	1	2	2								
Teacher's Assistant	8	3	3	8								
Weighted Availability		40.00%	50.00%	100.00%		12.45%	12.99%	39.42%		10.38%	13.42%	40.00%
Receptionists and Information Clerks	1	1	1	1	1,400	250	345	1,265	1,545	265	345	1,385
Receptionist	1	1	1	1								
Weighted Availability		100.00%	100.00%	100.00%		5.36%	7.39%	27.11%		3.43%	4.47%	17.93%
Secretaries & Administrative Assistants	2	0	0	2	4,685	884	1,139	4,525	5,210	899	1,189	5,050
Secretary I/II	2			2								
Weighted Availability		0.00%	0.00%	100.00%		5.66%	7.29%	28.98%		3.45%	4.56%	19.39%
Shipping, Receiving & Traffic Clerks	10	3	3	1	1,050	205	260	340	1,125	220	275	375
AMSTI Materials Aide	1											
AMSTI Materials Clerk	2											
AMSTI Materials Handler	1	1	1									
AMSTI Training Assistant												
Asset Management Assistant I	1											
Material Control Assistant I/II	2	2	2									
Stockroom Control Clerk	1											
Warehouse Operations Assistant	1											
Warehouse Operations Clerk	1			1								
Weighted Availability		30.00%	30.00%	10.00%		5.86%	7.43%	9.71%		3.91%	4.89%	6.67%
Totals	44	12	15	31	11,885	2,979	3,747	9,605	13,134	3,049	3,827	10,769

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
Weighted Availability		27.27%	34.09%	70.45%		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)	5.05%	6.14%	10.95%									
Totals	17.21%	21.43%	51.59%									

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	52	40	43	30	3,215	1,190	1,425	1,255	2,710	1,130	1,295	1,070
Custodial Floor Technician	5	5	5									
Custodial Floor Tech. Supervisor	1	1	1									
Custodial Operations Supervisor	1	1	1	1								
Custodial Supervisor	3	2	2	2								
Custodial Worker I/II	39	31	34	25								
Housekeeper	1			1								
Senior Custodial Worker	1											
Senior Custodial Supervisor												
Senior Housekeeper	1			1								
Weighted Availability		76.92%	82.69%	57.69%		37.01%	44.32%	39.04%				
Totals	52	40	43	30	3,215	1,190	1,425	1,255	2,710	1,130		1,070
Weighted Availability		76.92%	82.69%	57.69%		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%									

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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
Automotive Service Tech/Mechanics	2	0	0	0	940	180	200	15	1,165	210	255	15
Mechanic II	1											
Mechanic's Helper	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	5	1	1	3	250	70	100	140	320	85	115	175
Radio Dispatcher	5	1	1	3								
Weighted Availability		20.00%	20.00%	60.00%		14.00%	20.00%	28.00%		7.97%	10.78%	16.41%
Electricians	7	1	1	0	565	35	64	0	810	90	119	0
Electrician I/II, Electrical Lighting Tech I	5											
Lead Electrician	1											
Mechanical/Electrical Specialist I	1	1	1									
Weighted Availability		14.29%	14.29%	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	16	8	8	0	1,485	385	903	50	1,720	385	993	70
Groundskeeper/Groundskeeper I	8	5	5									
Irrigation Maintenance/Spray Tech	1											
Landscape Horticulturist & Atht Turf Sprvsr	1											
Landscape Maintenance Lead	1											
Landscaper I/II	4	3	3									
Senior Grounds Maint Supervisor	1											
Weighted Availability		50.00%	50.00%	0.00%		12.96%	30.40%	1.68%		6.72%	17.32%	1.22%

AVAILABILITY ANALYSIS - 08/31/2017

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
Heating, Air Conditioning & Refrig Mech	8	0	0	0	545	35	60	0	625	75	114	10
HVAC Controls Technician	1											
HVAC Technician I/II	3											
HVAC Technician III	2											
Lead HVAC Technician	1											
Senior HVAC Controls 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	2	0	0	0	25	0	0	0	80	55	55	0
Locksmith I/II	2											
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	12	1	1	0	430	25	90	35	515	85	150	35
Building Maintenance Technician	1											
Maintenance Technician II - ARC	1											
Maintenance Technician II, Housing	2											
Maintenance Technician I/II	4	1	1									
Maintenance Worker I/II	2											
Supervisor, Auxiliaries Maint	1											
Supervisor, Bldg Maintenance/Repair	1											
Weighted Availability		8.33%	8.33%	0.00%		2.91%	10.47%	4.07%		4.95%	8.74%	2.04%
Pipelayers, Plumbers, Pipefitters, et al	3	0	0	0	725	60	75	0	970	64	79	10
Plumber I, Housing	1											
Plumber I/II	1											
Senior Plumber	1											
Weighted Availability		0.00%	0.00%	0.00%		4.14%	5.17%	0.00%		1.98%	2.44%	0.31%

AVAILABILITY ANALYSIS - 08/31/2017

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
Police Officers	16	2	3	2	760	215	225	40	810	215	225	40
Parking Enforce/Sec Officer	3											
Police Officer	7	1	2	1								
Police Officer Recruit	1											
Police Officer, FTO/Instructor	1											
Police Sergeant	1											
Police Sergeant, FTO/Instructor	2	1	1									
Police Sgt/Crim Inves/FTO Instruct	1			1								
Weighted Availability		12.50%	18.75%	12.50%		14.14%	14.80%	2.63%		7.96%	8.33%	1.48%
Totals	78	15	16	6	7,770	1,200	2,275	335	9,545	1,499	2,843	460
Weighted Availability		19.23%	20.51%	7.69%		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)	3.91%	4.21%	2.04%									
Totals	16.34%	27.79%	5.64%									