

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 001 Executive Administrators</b>		<i>Labor Area: United States</i>		
<b><u>Employee Job Titles:</u></b>				
ASOC V CHANCELLOR, HRSAADI <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
CHANCELLOR <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
PROVOST/EXEC V CHANCLACA AFFS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V CHANCL FIN & ADMIN <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V CHANCL STU AFFS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V CHANCL UNIV ADVANCEMNT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V PROV GRADUATE STUDIES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V PROVOST ACADEMIC AFFAIRS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V PROVOST RESRCH SVCS <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V PROVOST UNDERGRAD STUDIES <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
<b>Total Weight:</b>	<b>10.00</b>			

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## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

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	Weight	Total	Female	Minority
<b>Job Group: 002 Deans</b>		<i>Labor Area: United States</i>		
<b><u>Employee Job Titles:</u></b>				
V PROV & DEAN ENROLLMENT MGMT <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
V PROV GLOBAL LRNG <i>0230 - Education administrators</i>	1.00	848630	541160 63.77%	212945 25.09%
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<i>Total Weight:</i>	2.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 003 Managers-Provost</b>		<i>Labor Area: Custom - S&amp;T- US (20), MO (80)</i>		
<b><u>Employee Job Titles:</u></b>				
ASST DIR OFFICE OF SUST ENER <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3533 35.33%	1330 13.30%
AST DIR ADMISS / FINL AID <i>0230 - Education administrators</i>	2.00	10000	6099 60.99%	1614 16.14%
AST DIR ADMISSIONS <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
AST DIR INTERNATL AFFS <i>0230 - Education administrators</i>	2.00	10000	6099 60.99%	1614 16.14%
AST TO V PROVOST UNDRGRAD <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
CIO/ASOC VICE PROVOST <i>0010 - Chief executives and legislators</i>	1.00	10000	2194 21.94%	806 8.06%
CONSULTANT, PROFL LEARNG COM <i>M38 - Teacher education and professional development</i>	2.00	0	0 0.00%	0 0.00%
DIR ACADEMIC ADVISING <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR ADMISSIONS <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR APPLICATION DEVL MNT <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR DESIGN CONSTRUCT MGMT <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR DISTANCE & CONTG EDUC <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%

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	Weight	Total	Female	Minority
DIR INTERNATL & CULTRL AFFRS <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR LIBRARY <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR MO TRANSPORTATION INSTIT <i>0160 - Transportation, storage, distribution managers</i>	1.00	10000	1596 15.96%	1310 13.10%
DIR NETWRK/SERVER/ISSO <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%
DIR NEW STU PRGMS - R <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR RESEARCH SUPP SVCS <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3533 35.33%	1330 13.30%
DIR SOUTH CNTRL REGL PROFL DEV <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR STU FINL AID-R <i>0120 - Financial managers</i>	1.00	10000	5579 55.79%	1280 12.80%
DIR TECH SUPP & EDUC TECH <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%
DIR TECHL COMMCRL & ECON DEVL <i>0050 - Marketing and sales managers</i>	1.00	10000	4320 43.20%	996 9.96%
DIR WOMEN'S LDRSHIP INSTITUT <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR, RECRUIT MKTNG/ENRLL DEV <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
DIR, STU DSGN & EXPRNTIAL LRNG <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%

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	Weight	Total	Female	Minority
INFORMATION SECURITY OFFICER <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%
LIAISON-FT WOOD <i>E010 - Officials and Managers</i>	1.00	10000	4077 40.77%	1301 13.01%
MGR BUSI/FISCAL OPNS <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	3.00	10000	3533 35.33%	1330 13.30%
MGR CUST TECH SUPPORT <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%
MGR GRAD STU SVCS <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
MGR INFO TECHNOLOGY <i>0110 - Computer and information systems managers</i>	2.00	10000	2753 27.53%	1270 12.70%
MGR INSTRUCTL TECHN SVCS <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%
MGR IT PLANNING & PROJ MGMT <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%
MGR NETWRK SVCS <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%
MGR STU RECRUITING <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3533 35.33%	1330 13.30%
MGR, INTERNATL STU PRGM <i>0020 - General and operations managers</i>	1.00	10000	2986 29.86%	1028 10.28%
MGR, STU FIN ASSIST-R <i>0120 - Financial managers</i>	3.00	10000	5579 55.79%	1280 12.80%
PROJ MGR, CMPTR <i>0110 - Computer and information systems managers</i>	1.00	10000	2753 27.53%	1270 12.70%

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	Weight	Total	Female	Minority
REGISTRAR <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
REGISTRAR, ASOC <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
REGISTRAR, AST <i>0230 - Education administrators</i>	1.00	10000	6099 60.99%	1614 16.14%
SUPV TECHNLC DOCU, COMM & TRNG <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3533 35.33%	1330 13.30%
<i>Total Weight:</i>	<hr/> 50.00			

# Factor Components

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Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 004 Managers-Admin Services</b>		<i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>		
<b><u>Employee Job Titles:</u></b>				
AST DIR ACCTG/FISCL SVCS <i>0120 - Financial managers</i>	1.00	10000	5529 55.29%	1560 15.60%
AST DIR CUSTL&LAND SVCS <i>4210 - First-line supervisor: landscaping, groundskepng</i>	1.00	10000	455 4.55%	1435 14.35%
AST DIR ENVIRNMNTL HLTH/SFTY <i>1430 - Industrial engineers, incl health and safety</i>	1.00	10000	1499 14.99%	1453 14.53%
AST DIR PHY FAC-OPNS <i>0100 - Administrative services managers</i>	1.00	10000	3220 32.20%	1253 12.53%
DIR ACCTG/FISCAL SVCS <i>0120 - Financial managers</i>	1.00	10000	5529 55.29%	1560 15.60%
DIR BUDGET PLNG-R <i>0120 - Financial managers</i>	1.00	10000	5529 55.29%	1560 15.60%
DIR BUSINESS SERVICES <i>0020 - General and operations managers</i>	1.00	10000	2970 29.70%	1246 12.46%
DIR ENVIRNMNTL HLTH&SAFTY <i>1430 - Industrial engineers, incl health and safety</i>	1.00	10000	1499 14.99%	1453 14.53%
DIR FACILITIES OPNS <i>0020 - General and operations managers</i>	1.00	10000	2970 29.70%	1246 12.46%
DIR UNIV POLICE-R <i>3710 - First-line supervisor: police and detectives</i>	1.00	10000	1468 14.68%	1334 13.34%
MGMT ANLYST <i>0710 - Management analysts</i>	1.00	10000	4371 43.71%	1610 16.10%
MGR ACCTG SVCS <i>0800 - Accountants and auditors</i>	1.00	10000	6251 62.51%	1804 18.04%

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	Weight	Total	Female	Minority
MGR FACILITIES <i>0020 - General and operations managers</i>	2.00	10000	2970 29.70%	1246 12.46%
MGR PRINT/MAIL SVC <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3521 35.21%	1539 15.39%
SUPV CASHIERING <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	10000	6637 66.37%	1868 18.68%
SUPV POWER PLNT OPNS-R <i>7700 - First-line supervisor: production/operating wkr</i>	1.00	10000	1943 19.43%	1795 17.95%
<i>Total Weight:</i>	17.00			



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	Weight	Total	Female	Minority
<b>Job Group: 005 Managers-Student Affairs</b>		<i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>		
<b><u>Employee Job Titles:</u></b>				
ASOC DIR CAREER OPPORTUN CNTR <i>E020 - Professionals</i>	1.00	10000	5789 57.89%	1822 18.22%
ASOC DIR RESL LIFE-S&T <i>0340 - Lodging managers</i>	1.00	10000	5579 55.79%	2552 25.52%
ASSIST COMPLIANCE OFFCR-ATHL <i>0565 - Compliance officers</i>	1.00	10000	4724 47.24%	2237 22.37%
ASST DIR ATHLETICS <i>0020 - General and operations managers</i>	1.00	10000	2970 29.70%	1246 12.46%
ASST DIR OPMHP <i>0350 - Medical and health services managers</i>	1.00	10000	7111 71.11%	1605 16.05%
AST DIR RES LIFE <i>0340 - Lodging managers</i>	1.00	10000	5579 55.79%	2552 25.52%
AST DIR STU DIVERSITY PROGRAMS <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
AST DIR STU EMPLMNT/EMPLR RELS <i>0100 - Administrative services managers</i>	1.00	10000	3220 32.20%	1253 12.53%
AST TO V CHANCL STU AFFS <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
AST V CHANCL STU AFFS <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
AST VCHANCL STU AFFR/SUPRT SVC <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
DIR ATHLETICS <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%

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Missouri S&T - 20141218

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	Weight	Total	Female	Minority
DIR CAREER OPPORTUN CNTR <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3521 35.21%	1539 15.39%
DIR CNTR PERS/PROF DEV <i>2000 - Counselors</i>	1.00	10000	7104 71.04%	2505 25.05%
DIR LDRSHP & CULTRL PRGMS <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
DIR RESIDENTIAL LIFE <i>0340 - Lodging managers</i>	1.00	10000	5579 55.79%	2552 25.52%
DIR STU AFFRS-SVCS&EXTNL RELS <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
DIR STU HLTH SVCS <i>0350 - Medical and health services managers</i>	1.00	10000	7111 71.11%	1605 16.05%
DIR STU LIFE <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
DIRECTOR, RESIDENT <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	4.00	10000	3521 35.21%	1539 15.39%
MANAGING DIR, LEACH THEATRE <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3521 35.21%	1539 15.39%
MGR TECHL SUPRT-THEATRE <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3521 35.21%	1539 15.39%
MGR, HAVENER CNTR OPNS <i>0100 - Administrative services managers</i>	1.00	10000	3220 32.20%	1253 12.53%
<i>Total Weight:</i>	26.00			

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Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 006 Managers- Univ Adv</b>		<i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>		
<b><u>Employee Job Titles:</u></b>				
AST DIR ALUM RELATIONS <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
AST DIR COMMUNICATIONS <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
AST DIR, ADVANCEMENT SVCS <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
AST V CHANCL DEV <i>0230 - Education administrators</i>	1.00	10000	6168 61.68%	1838 18.38%
CHIEF OF BROADCAST OPNS-RADIO <i>0020 - General and operations managers</i>	1.00	10000	2970 29.70%	1246 12.46%
DIR COMMUNICATIONS <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
EXEC DIR DEVELOPMENT <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
EXEC DIR, ALUM & ADVCMNT SVCS <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
GEN MGR RADIO STATION <i>0020 - General and operations managers</i>	1.00	10000	2970 29.70%	1246 12.46%
MAN STRATEGIC COMMS <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
MGR ALUMNI / CONSTITUENT RELS <i>0060 - Public relations and fundraising managers</i>	2.00	10000	5885 58.85%	1148 11.48%
MGR ELECTRONIC MKTG/COMM <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%

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Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
MGR INNOVATIVE BUS PRGMS & FAC <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	10000	3521 35.21%	1539 15.39%
MGR PROSPECT RSRCH & ANN GIVIN <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
MGR PUBLIC RELS <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
MGR SPORTS INFORMATION <i>2810 - News analysts, reporters and correspondents</i>	1.00	10000	4220 42.20%	1243 12.43%
MGR VIDEO COMM CTR <i>0060 - Public relations and fundraising managers</i>	1.00	10000	5885 58.85%	1148 11.48%
PROD MGR RADIO <i>0020 - General and operations managers</i>	1.00	10000	2970 29.70%	1246 12.46%
PRODUCER, RADIO <i>2710 - Producers and directors</i>	1.00	10000	3676 36.76%	1431 14.31%
PRODUCER, VIDEO SR <i>2710 - Producers and directors</i>	2.00	10000	3676 36.76%	1431 14.31%
PRODUCER/DIR, RADIO <i>2710 - Producers and directors</i>	1.00	10000	3676 36.76%	1431 14.31%
<i>Total Weight:</i>	<hr/> 23.00			

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Missouri S&T - 20141218

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	Weight	Total	Female	Minority
<b>Job Group: 007 Managers-Academic</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
ASSOC DIR CNTR OF EXCLNCE <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	55800	19785 35.46%	6255 11.21%
AST DIR WRITING CTR <i>0230 - Education administrators</i>	1.00	15663	9444 60.29%	2178 13.91%
DIR MO LOCAL TECHL ASSIST PRGM <i>1360 - Civil engineers</i>	1.00	4654	570 12.25%	439 9.43%
DIR VIDEO COMM CNTR <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	55800	19785 35.46%	6255 11.21%
MANAGER <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	2.00	55800	19785 35.46%	6255 11.21%
MGR REACTOR-R <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	55800	19785 35.46%	6255 11.21%
MGR STU DESIGN EXP LEARNG CTR <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	55800	19785 35.46%	6255 11.21%
PRGM DIRECTOR <i>2050 - Directors, religious activities and education</i>	1.00	1605	795 49.53%	185 11.53%
PRGM SPCLST, ASOC-MOSBDC <i>0710 - Management analysts</i>	1.00	9833	4479 45.55%	1228 12.49%
PRGM SPCLST-MOSBDC <i>0710 - Management analysts</i>	2.00	9833	4479 45.55%	1228 12.49%
PROJ MGR-MO ENTERPRISE <i>0710 - Management analysts</i>	5.00	9833	4479 45.55%	1228 12.49%
SR REACTOR OPER <i>0020 - General and operations managers</i>	1.00	18314	5499 30.03%	1484 8.10%

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	Weight	Total	Female	Minority
<i>Total Weight:</i>	18.00			

# Factor Components

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Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 008 Engineering-Tenured</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
CHANCELLORS PROF, Civil Engineering <i>H07 - Civil engineering</i>	1.00	2366	533 22.53%	604 25.53%
EMERITUS, Civil Engineering <i>H07 - Civil engineering</i>	1.00	2366	533 22.53%	604 25.53%
PROF, ASOC, Basic Engineering-Basic Engr <i>H00 - ENGINEERING</i>	1.00	27742	5682 20.48%	7997 28.83%
PROF, ASOC, Chemical Engineering <i>H03 - Chemical engineering (06)</i>	2.00	3601	901 25.02%	955 26.52%
PROF, ASOC, Civil Engr <i>H07 - Civil engineering</i>	8.00	2366	533 22.53%	604 25.53%
PROF, ASOC, Computer Engineer <i>H11 - Computer engineering</i>	2.00	870	130 14.94%	355 40.80%
PROF, ASOC, Electrical Engineer <i>H12 - Electrical, electronics, communications engnrng</i>	8.00	5683	738 12.99%	2029 35.70%
PROF, ASOC, Engineering Mgmt <i>H21 - Other engineering</i>	3.00	2621	613 23.39%	683 26.06%
PROF, ASOC, M & A Engr & Em-Aerospace <i>H01 - Aerospace, aeronautical, astronautical engnrng</i>	2.00	1166	137 11.75%	231 19.81%
PROF, ASOC, M & A Engr & Em-Mechanical <i>H16 - Mechanical engineering</i>	5.00	3921	517 13.19%	1093 27.88%
PROF, CURATOR TEACH, M&A Engr & Em-Mechanic <i>H16 - Mechanical engineering</i>	1.00	3921	517 13.19%	1093 27.88%
PROF, CURATORS, Electrical Engineering <i>H12 - Electrical, electronics, communications engnrng</i>	1.00	5683	738 12.99%	2029 35.70%

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	Weight	Total	Female	Minority
PROF, CURATORS, M & A Engr & Em-Aerospace <i>H01 - Aerospace, aeronautical, astronautical engnrng</i>	2.00	1166	137 11.75%	231 19.81%
PROF, CURATORS, M & A Engr & Em-Mechanical <i>H16 - Mechanical engineering</i>	3.00	3921	517 13.19%	1093 27.88%
PROF, CURATORS, Physics <i>G48 - PHYSICS</i>	2.00	7241	1113 15.37%	1385 19.13%
PROFESSOR, Chemical Engineering <i>1350 - Chemical engineers</i>	6.00	0	0 0.00%	0 0.00%
PROFESSOR, Civil Engineering <i>H07 - Civil engineering</i>	8.00	2366	533 22.53%	604 25.53%
PROFESSOR, Computer Engineering <i>H11 - Computer engineering</i>	2.00	870	130 14.94%	355 40.80%
PROFESSOR, Electrical Engineering <i>H12 - Electrical, electronics, communications engnrng</i>	10.00	5683	738 12.99%	2029 35.70%
PROFESSOR, Engineering Management <i>H21 - Other engineering</i>	3.00	2621	613 23.39%	683 26.06%
PROFESSOR, M & A Engr & Em-Aerospace <i>H01 - Aerospace, aeronautical, astronautical engnrng</i>	3.00	1166	137 11.75%	231 19.81%
PROFESSOR, M & A Engr & Em-Mechanical <i>H16 - Mechanical engineering</i>	8.00	3921	517 13.19%	1093 27.88%
<i>Total Weight:</i>	<hr/> 82.00			



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Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 009 Engineering-On Track</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, AST, Chemical Engineering <i>H03 - Chemical engineering (06)</i>	2.00	3601	901 25.02%	955 26.52%
PROF, AST, Civil Engr <i>H07 - Civil engineering</i>	3.00	2366	533 22.53%	604 25.53%
PROF, AST, Electrical Engineer <i>H12 - Electrical, electronics, communications engnrmg</i>	5.00	5683	738 12.99%	2029 35.70%
PROF, AST, Engineering Mgmt <i>H21 - Other engineering</i>	7.00	2621	613 23.39%	683 26.06%
PROF, AST, M & A Engr & Em-Aerospace <i>H01 - Aerospace, aeronautical, astronautical engnrmg</i>	2.00	1166	137 11.75%	231 19.81%
PROF, AST, M & A Engr & Em-Mechanical <i>H16 - Mechanical engineering</i>	7.00	3921	517 13.19%	1093 27.88%
<b>Total Weight:</b>	<hr/> 26.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 010 Engineering-Not on Track</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
INSTRUCTOR, ADJUNCT, Engineering Management <i>H21 - Other engineering</i>	1.00	2621	613 23.39%	683 26.06%
LECTURER, Civil Engr <i>H07 - Civil engineering</i>	2.00	2366	533 22.53%	604 25.53%
LECTURER, Civil Engr-P <i>H07 - Civil engineering</i>	18.00	2366	533 22.53%	604 25.53%
LECTURER, Engineering Mgmt <i>H21 - Other engineering</i>	2.00	2621	613 23.39%	683 26.06%
LECTURER, Engineering Mgmt-P <i>H21 - Other engineering</i>	6.00	2621	613 23.39%	683 26.06%
LECTURER, Geology & Geophysics-Geophysics-P <i>G41 - Geophysics and seismology</i>	3.00	506	159 31.42%	83 16.40%
PROF, ASOC TEACH, Civil Engr <i>H07 - Civil engineering</i>	2.00	2366	533 22.53%	604 25.53%
PROF, ASOC TEACH, Electrical Engineer <i>H12 - Electrical, electronics, communications engnrng</i>	1.00	5683	738 12.99%	2029 35.70%
PROF, AST TEACH, Civil Engineering <i>H07 - Civil engineering</i>	1.00	2366	533 22.53%	604 25.53%
PROF, AST TEACH, Electrical Engineering <i>H12 - Electrical, electronics, communications engnrng</i>	3.00	5683	738 12.99%	2029 35.70%
PROF, AST TEACH, Engineering Management <i>H21 - Other engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, AST TEACH, M & A Engr & Em-Mechanical <i>H16 - Mechanical engineering</i>	3.00	3921	517 13.19%	1093 27.88%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
PROF, AST VISITING, Electrical Engineering <i>H12 - Electrical, electronics, communications engnrng</i>	1.00	5683	738 12.99%	2029 35.70%
TEACHING ASOC, M & A Engr & En-Mechanical <i>H16 - Mechanical engineering</i>	1.00	3921	517 13.19%	1093 27.88%
<i>Total Weight:</i>	<hr/> 45.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 011 Engineering-P/T Faculty</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF EMERITUS, Civil Engr-P <i>H07 - Civil engineering</i>	1.00	2366	533 22.53%	604 25.53%
PROF EMERITUS, Electrical Engineering-P <i>H12 - Electrical, electronics, communications engnrng</i>	2.00	5683	738 12.99%	2029 35.70%
PROF EMERITUS, M & A Engr & Em-Mechanical-P <i>H16 - Mechanical engineering</i>	1.00	3921	517 13.19%	1093 27.88%
PROF, ADJUNCT, Civil Engr <i>H07 - Civil engineering</i>	5.00	2366	533 22.53%	604 25.53%
PROF, ADJUNCT, Electrical Engineering <i>H12 - Electrical, electronics, communications engnrng</i>	1.00	5683	738 12.99%	2029 35.70%
PROF, ADJUNCT, Engineering Mgmt <i>H30 - Systems engineering</i>	2.00	319	64 20.06%	71 22.26%
PROF, ADJUNCT, M & A Engr & Em-Mechanical <i>H16 - Mechanical engineering</i>	4.00	3921	517 13.19%	1093 27.88%
PROF, ASOC ADJUNCT, Business & Management S <i>N04 - Business administration and management</i>	1.00	2076	691 33.29%	494 23.80%
PROF, ASOC ADJUNCT, Civil Engr <i>H07 - Civil engineering</i>	3.00	2366	533 22.53%	604 25.53%
PROF, ASOC ADJUNCT, Electrical Engineering <i>H12 - Electrical, electronics, communications engnrng</i>	2.00	5683	738 12.99%	2029 35.70%
PROF, ASOC ADJUNCT, Engineering Mgmt <i>H21 - Other engineering</i>	4.00	2621	613 23.39%	683 26.06%
PROF, ASOC ADJUNCT, Engineering Mgt & Sys Eng <i>H30 - Systems engineering</i>	1.00	319	64 20.06%	71 22.26%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
PROF, ASOC ADJUNCT, M & A Engr & Em-Mechanic <i>H16 - Mechanical engineering</i>	1.00	3921	517 13.19%	1093 27.88%
PROF, ASOC EMERITUS, Chemical Engineering-P <i>H03 - Chemical engineering (06)</i>	1.00	3601	901 25.02%	955 26.52%
PROF, AST ADJUNCT, Civil Engr <i>H07 - Civil engineering</i>	4.00	2366	533 22.53%	604 25.53%
PROF, AST ADJUNCT, Computer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	1.00	5641	1249 22.14%	1594 28.26%
PROF, AST ADJUNCT, Electrical Engineer <i>H12 - Electrical, electronics, communications engnrng</i>	3.00	5683	738 12.99%	2029 35.70%
PROF, AST ADJUNCT, Engineering Mgmt <i>H21 - Other engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, AST EMERITUS, Electrical Engineer <i>H12 - Electrical, electronics, communications engnrng</i>	1.00	5683	738 12.99%	2029 35.70%
PROF, CURATORS EMERITUS, M & A Engr & Em- IV <i>H16 - Mechanical engineering</i>	1.00	3921	517 13.19%	1093 27.88%
<i>Total Weight:</i>	40.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 012 Humanities-Tenured</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
CHANCELLORS PROF, Psychology <i>K02 - PSYCHOLOGY</i>	1.00	32599	22429 68.80%	6877 21.10%
PROF, ASOC, Curr & Instr-Curr & Instr <i>M05 - Curriculum and instruction</i>	1.00	8693	6451 74.21%	2140 24.62%
PROF, ASOC, English <i>L16 - English literature (British and Commonwealth)</i>	6.00	4560	2785 61.07%	538 11.80%
PROF, ASOC, History & Political Science-History <i>L01 - HISTORY</i>	4.00	9439	3820 40.47%	1680 17.80%
PROF, ASOC, History & Political Science-Pol Sci <i>K30 - Political science and government</i>	1.00	5384	2070 38.45%	1079 20.04%
PROF, ASOC, Psychology <i>K02 - PSYCHOLOGY</i>	1.00	32599	22429 68.80%	6877 21.10%
PROF, CURATOR TEACH, Hist & Pol Sci- History <i>L01 - HISTORY</i>	1.00	9439	3820 40.47%	1680 17.80%
PROF, CURATOR TEACH, Psychology <i>K02 - PSYCHOLOGY</i>	1.00	32599	22429 68.80%	6877 21.10%
PROFESSOR, Hist & Pol Sci-History <i>L01 - HISTORY</i>	2.00	9439	3820 40.47%	1680 17.80%
PROFESSOR, Phil & Lib Arts-Sp&Med St <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%
PROFESSOR, Psychology <i>K02 - PSYCHOLOGY</i>	1.00	32599	22429 68.80%	6877 21.10%
<b>Total Weight:</b>	<hr/> 20.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 013 Humanities-On Track</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, ASOC, Arts, Languages & Philosophy-Russian <i>L26 - Russian</i>	1.00	1174	641 54.60%	274 23.34%
PROF, AST, Arts, Language & Philosophy- French <i>L22 - French, Italian</i>	1.00	1267	912 71.98%	183 14.44%
PROF, AST, Arts, Language & Philosophy-Spanish <i>L25 - Spanish</i>	1.00	1799	1145 63.65%	903 50.19%
PROF, AST, Arts, Languages & Philosophy-Music <i>L37 - Music</i>	1.00	6055	2530 41.78%	1045 17.26%
PROF, AST, Biological Sciences <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	2.00	48119	23004 47.81%	11617 24.14%
PROF, AST, English <i>L16 - English literature (British and Commonwealth)</i>	3.00	4560	2785 61.07%	538 11.80%
PROF, AST, History & Political Science-History <i>L01 - HISTORY</i>	1.00	9439	3820 40.47%	1680 17.80%
PROF, AST, Phil & Lib Arts-Sp&Med St <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%
PROF, AST, Phil & Lib Arts-Theatre <i>L40 - Drama/theater arts</i>	1.00	880	512 58.18%	129 14.66%
PROF, AST, Psychology <i>K02 - PSYCHOLOGY</i>	4.00	32599	22429 68.80%	6877 21.10%
PROFESSOR, English <i>L16 - English literature (British and Commonwealth)</i>	1.00	4560	2785 61.07%	538 11.80%
<b>Total Weight:</b>	<b>17.00</b>			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 014 Humanities-Not on Track</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
LECTURER, Arts, Lang & Philosophy-Philosophy-P <i>L38 - Philosophy</i>	1.00	3379	890 26.34%	411 12.16%
LECTURER, English-P <i>L16 - English literature (British and Commonwealth)</i>	19.00	4560	2785 61.07%	538 11.80%
LECTURER, History & Political Science-History-P <i>L01 - HISTORY</i>	2.00	9439	3820 40.47%	1680 17.80%
LECTURER, Phil & Lib Arts- Art <i>S270 - Arts, Design, Entertainment, Sports, and Media</i>	3.00	0	0 0.00%	0 0.00%
LECTURER, Phil & Lib Arts- Music <i>L37 - Music</i>	2.00	6055	2530 41.78%	1045 17.26%
LECTURER, Phil & Lib Arts- Sp&Med St <i>N16 - Mass communication/media studies</i>	4.00	1303	709 54.41%	298 22.87%
LECTURER, Teacher Education-P <i>M15 - TEACHER EDUCATION</i>	5.00	2534	1887 74.47%	594 23.44%
PROF, ASOC TEACH, Psychology <i>K02 - PSYCHOLOGY</i>	1.00	32599	22429 68.80%	6877 21.10%
PROF, AST TEACH, Curr & Instr-Curr & Instr <i>M05 - Curriculum and instruction</i>	1.00	8693	6451 74.21%	2140 24.62%
PROF, AST TEACH, English <i>L16 - English literature (British and Commonwealth)</i>	3.00	4560	2785 61.07%	538 11.80%
PROF, AST TEACH, Hist & Pol Sci- History <i>L01 - HISTORY</i>	1.00	9439	3820 40.47%	1680 17.80%
PROF, AST TEACH, Phil & Lib Arts-Sp&Med St <i>N16 - Mass communication/media studies</i>	1.00	1303	709 54.41%	298 22.87%



# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
PROF, AST TEACH, Teacher Education <i>M15 - TEACHER EDUCATION</i>	1.00	2534	1887 74.47%	594 23.44%
TEACHING AST, English <i>L16 - English literature (British and Commonwealth)</i>	1.00	4560	2785 61.07%	538 11.80%
<i>Total Weight:</i>	45.00			
<b>Job Group: 016 Mgmt/Finance-Tenured</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, ASOC EMERITUS, Business & Management Sys <i>N04 - Business administration and management</i>	1.00	2076	691 33.29%	494 23.80%
PROF, ASOC, Business & Management Sys <i>N04 - Business administration and management</i>	2.00	2076	691 33.29%	494 23.80%
PROF, ASOC, Economics-Finance <i>K26 - Econometrics, economics</i>	2.00	4352	1396 32.08%	1072 24.63%
PROFESSOR, Business & Management Systems <i>N04 - Business administration and management</i>	3.00	2076	691 33.29%	494 23.80%
PROFESSOR, Economics-Finance <i>K26 - Econometrics, economics</i>	1.00	4352	1396 32.08%	1072 24.63%
PROFESSOR, Phil & Lib Arts-Russian <i>L26 - Russian</i>	1.00	1174	641 54.60%	274 23.34%
<i>Total Weight:</i>	10.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 017 Mgmt/Finance-On Track</b>				
<u>Employee Job Titles:</u>				
PROF, AST, Business & Management Sys <i>N04 - Business administration and management</i>	6.00	2076	691 33.29%	494 23.80%
PROF, AST, Economics-Finance <i>K26 - Econometrics, economics</i>	2.00	4352	1396 32.08%	1072 24.63%
PROF, AST, Information Technology <i>G16 - Information science and systems</i>	1.00	741	277 37.38%	195 26.32%
<i>Total Weight:</i>	9.00			
<b>Job Group: 018 Mgmt/Finance- Not on Track</b>				
<u>Employee Job Titles:</u>				
INSTRUCTOR, ADJUNCT, Bus. Mgmt Sys-Accounting <i>N02 - Accounting</i>	6.00	971	443 45.62%	226 23.27%
INSTRUCTOR, ADJUNCT, Business & Management <i>N01 - BUSINESS MANAGEMENT/ADMINISTRATION</i>	1.00	7716	3059 39.64%	1868 24.21%
LECTURER, Business & Management Systems-P <i>N04 - Business administration and management</i>	1.00	2076	691 33.29%	494 23.80%
PROF EMERITUS, Economics-Finance-P <i>K26 - Econometrics, economics</i>	1.00	4352	1396 32.08%	1072 24.63%
PROF, AST TEACH, Business Mgmt Sys-Accounting <i>N02 - Accounting</i>	1.00	971	443 45.62%	226 23.27%
PROF, AST TEACH, Economics-Finance <i>K26 - Econometrics, economics</i>	1.00	4352	1396 32.08%	1072 24.63%
PROF, VISITING, Economics-Finance <i>K26 - Econometrics, economics</i>	1.00	4352	1396 32.08%	1072 24.63%
<i>Total Weight:</i>	12.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 019 Mtls/Energy-Tenured</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, ASOC, Ceramic Engineering <i>H18 - Ceramic sciences engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, ASOC, Geological Sciences & Engr-Geol Eng <i>G47 - Geological &amp; earth sciences, other</i>	3.00	538	210 39.03%	76 14.13%
PROF, ASOC, Geological Sciences & Engr-Pet Eng <i>H04 - Petroleum Engineering</i>	2.00	2621	613 23.39%	683 26.06%
PROF, ASOC, Geology & Geophysics-Geology <i>G39 - Geology</i>	3.00	992	315 31.75%	130 13.10%
PROF, ASOC, Metallurgical Engineering <i>H20 - Metallurgical engineering</i>	2.00	2621	613 23.39%	683 26.06%
PROF, ASOC, Mining Engr <i>H26 - Mining &amp; mineral engineering</i>	6.00	2621	613 23.39%	683 26.06%
PROF, ASOC, Nuclear Engr <i>H27 - Nuclear engineering</i>	2.00	438	62 14.16%	88 20.09%
PROF, CURATOR TEACH, Metallurgical Engineering <i>H20 - Metallurgical engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, CURATORS, Ceramic Engineering <i>H18 - Ceramic sciences engineering</i>	3.00	2621	613 23.39%	683 26.06%
PROFESSOR, Ceramic Engineering <i>H18 - Ceramic sciences engineering</i>	3.00	2621	613 23.39%	683 26.06%
PROFESSOR, Geol & Pet Engr-Geol Engr <i>G38 - GEOLOGICAL AND EARTH SCIENCES</i>	1.00	2890	1017 35.19%	403 13.94%
PROFESSOR, Geology & Geophysics-Geology <i>G39 - Geology</i>	1.00	992	315 31.75%	130 13.10%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
PROFESSOR, Geology & Geophysics-Geophysics <i>G41 - Geophysics and seismology</i>	3.00	506	159 31.42%	83 16.40%
PROFESSOR, Metallurgical Engineering <i>H20 - Metallurgical engineering</i>	3.00	2621	613 23.39%	683 26.06%
PROFESSOR, Mining Engineering <i>H26 - Mining &amp; mineral engineering</i>	3.00	2621	613 23.39%	683 26.06%
<i>Total Weight:</i>	37.00			
<b>Job Group: 020 Mtls/Energy-OnTrack</b>				
<b><u>Employee Job Titles:</u></b>				
PROF, AST, Geological Sciences & Engr-Geol Engr <i>G47 - Geological &amp; earth sciences, other</i>	1.00	538	210 39.03%	76 14.13%
PROF, AST, Geological Sciences & Engr-Pet Engr <i>H04 - Petroleum Engineering</i>	3.00	2621	613 23.39%	683 26.06%
PROF, AST, Geology & Geophysics-Geology <i>G39 - Geology</i>	1.00	992	315 31.75%	130 13.10%
PROF, AST, Metallurgical Engineering <i>H20 - Metallurgical engineering</i>	2.00	2621	613 23.39%	683 26.06%
PROF, AST, Mining Engr <i>H26 - Mining &amp; mineral engineering</i>	2.00	2621	613 23.39%	683 26.06%
PROF, AST, Nuclear Engr <i>H27 - Nuclear engineering</i>	3.00	438	62 14.16%	88 20.09%
<i>Total Weight:</i>	12.00			

Labor Area: SED (1998-2008)

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 021 Mtls/Energy-Not onTrack</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
LECTURER, Geol & Pet Engr-Geol Engr-P <i>G47 - Geological &amp; earth sciences, other</i>	2.00	538	210 39.03%	76 14.13%
LECTURER, Geol & Pet Engr-Pet Engr-P <i>H04 - Petroleum Engineering</i>	1.00	2621	613 23.39%	683 26.06%
LECTURER, Geological Engr-P <i>G47 - Geological &amp; earth sciences, other</i>	2.00	538	210 39.03%	76 14.13%
LECTURER, Geology & Geophysics-Geology-P <i>G39 - Geology</i>	3.00	992	315 31.75%	130 13.10%
LECTURER, Mining Engr-P <i>H26 - Mining &amp; mineral engineering</i>	3.00	2621	613 23.39%	683 26.06%
LECTURER, Petroleum Engineering-P <i>H04 - Petroleum Engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, ASOC TEACH, Ceramic Engineering <i>H18 - Ceramic sciences engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, AST TEACH, Mining Engineering <i>H27 - Nuclear engineering</i>	3.00	438	62 14.16%	88 20.09%
PROF, TEACH, Metallurgical Engineering <i>H20 - Metallurgical engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, TEACH, Mining Engineering <i>H26 - Mining &amp; mineral engineering</i>	1.00	2621	613 23.39%	683 26.06%
<b>Total Weight:</b>	<hr/> 18.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 022 Mtls/Energy-P/T Faculty</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF EMERITUS, Ceramic Engineering-P <i>H18 - Ceramic sciences engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF EMERITUS, Mining Engr-P <i>H26 - Mining &amp; mineral engineering</i>	2.00	2621	613 23.39%	683 26.06%
PROF, ASOC ADJUNCT, Geology & Geophysics-Geo <i>G39 - Geology</i>	1.00	992	315 31.75%	130 13.10%
PROF, AST ADJUNCT, Mining Engr <i>H26 - Mining &amp; mineral engineering</i>	2.00	2621	613 23.39%	683 26.06%
PROF, CURATORS EMERITUS, Ceramic Engineering <i>H18 - Ceramic sciences engineering</i>	1.00	2621	613 23.39%	683 26.06%
<i>Total Weight:</i>	<hr/> 7.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 023 Math/Comp Sci-Tenured</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, ASOC, Computer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	5.00	5641	1249 22.14%	1594 28.26%
PROF, ASOC, Mathematics <i>G01 - MATHEMATICS</i>	7.00	6277	1867 29.74%	1293 20.60%
PROF, ASOC, Statistics <i>G08 - Statistics</i>	1.00	1077	403 37.42%	270 25.07%
PROFESSOR, Computer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	10.00	5641	1249 22.14%	1594 28.26%
PROFESSOR, Mathematics <i>G01 - MATHEMATICS</i>	5.00	6277	1867 29.74%	1293 20.60%
PROFESSOR, Statistics <i>G08 - Statistics</i>	1.00	1077	403 37.42%	270 25.07%
<i>Total Weight:</i>	29.00			
<b>Job Group: 024 Math/Comp Sci-On Track</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, AST, Computer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	4.00	5641	1249 22.14%	1594 28.26%
PROF, AST, Mathematics <i>G01 - MATHEMATICS</i>	4.00	6277	1867 29.74%	1293 20.60%
<i>Total Weight:</i>	8.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 025 Math/Comp Sci-Not on Track</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
INSTRUCTOR, ADJUNCT, Mathematics <i>G01 - MATHEMATICS</i>	1.00	6277	1867 29.74%	1293 20.60%
LECTURER, Mathematics-P <i>G01 - MATHEMATICS</i>	7.00	6277	1867 29.74%	1293 20.60%
PROF, ASOC TEACH, COmputer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	1.00	5641	1249 22.14%	1594 28.26%
PROF, ASOC TEACH, Mathematics <i>G01 - MATHEMATICS</i>	2.00	6277	1867 29.74%	1293 20.60%
PROF, AST TEACH, Computer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	1.00	5641	1249 22.14%	1594 28.26%
PROF, AST TEACH, Mathematics <i>G01 - MATHEMATICS</i>	3.00	6277	1867 29.74%	1293 20.60%
TEACHING ASOC, Computer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	1.00	5641	1249 22.14%	1594 28.26%
<i>Total Weight:</i>	16.00			
<b>Job Group: 026 Math/Comp Sci-P/T Faculty</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF EMERITUS, Mathematics-P <i>G01 - MATHEMATICS</i>	1.00	6277	1867 29.74%	1293 20.60%
PROF, ADJUNCT, Computer & Info Science <i>G14 - COMPUTER AND INFORMATION SCIENCES</i>	3.00	5641	1249 22.14%	1594 28.26%
<i>Total Weight:</i>	4.00			



# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 027 Science-Tenured</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, ASOC, Biological Sciences <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	3.00	48119	23004 47.81%	11617 24.14%
PROF, ASOC, Chemistry <i>G27 - CHEMISTRY</i>	7.00	13922	4705 33.80%	3035 21.80%
PROF, ASOC, Physics <i>G48 - PHYSICS</i>	3.00	7241	1113 15.37%	1385 19.13%
PROF, CURATOR TEACH, Chemistry <i>G27 - CHEMISTRY</i>	1.00	13922	4705 33.80%	3035 21.80%
PROF, CURATOR TEACH, Physics <i>G48 - PHYSICS</i>	1.00	7241	1113 15.37%	1385 19.13%
PROF, CURATORS, Chemistry <i>G27 - CHEMISTRY</i>	1.00	13922	4705 33.80%	3035 21.80%
PROFESSOR, Biological Sciences <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	3.00	48119	23004 47.81%	11617 24.14%
PROFESSOR, Chemistry <i>G27 - CHEMISTRY</i>	5.00	13922	4705 33.80%	3035 21.80%
PROFESSOR, Physics <i>G48 - PHYSICS</i>	8.00	7241	1113 15.37%	1385 19.13%
<i>Total Weight:</i>	32.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 028 Science-On Track</b>				
<u>Employee Job Titles:</u>				
PROF, AST, Chemistry <i>G27 - CHEMISTRY</i>	4.00	13922	4705 33.80%	3035 21.80%
PROF, AST, Physics <i>G48 - PHYSICS</i>	2.00	7241	1113 15.37%	1385 19.13%
<i>Total Weight:</i>	6.00			
<b>Job Group: 029 Science- Not on Track</b>				
<u>Employee Job Titles:</u>				
INSTRUCTOR, ADJUNCT, Biology <i>J58 - Biology/biomedical sciences, general</i>	1.00	1426	650 45.58%	318 22.30%
LECTURER, Biological Sciences-P <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	4.00	48119	23004 47.81%	11617 24.14%
LECTURER, Chemistry <i>G27 - CHEMISTRY</i>	2.00	13922	4705 33.80%	3035 21.80%
LECTURER, Physics-P <i>G48 - PHYSICS</i>	4.00	7241	1113 15.37%	1385 19.13%
PROF, ASOC TEACH, Biological Sciences <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	2.00	48119	23004 47.81%	11617 24.14%
PROF, AST TEACH, Chemistry <i>G27 - CHEMISTRY</i>	1.00	13922	4705 33.80%	3035 21.80%
TEACHING ASOC, Physics <i>G48 - PHYSICS</i>	1.00	7241	1113 15.37%	1385 19.13%
TEACHING AST, Chemistry <i>G27 - CHEMISTRY</i>	1.00	13922	4705 33.80%	3035 21.80%
<i>Total Weight:</i>	16.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 030 Science-P/T Faculty</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF EMERITUS, Chemistry-P <i>G27 - CHEMISTRY</i>	2.00	13922	4705 33.80%	3035 21.80%
PROF EMERITUS, Physics-P <i>G48 - PHYSICS</i>	2.00	7241	1113 15.37%	1385 19.13%
PROF, AST ADJUNCT, Biological Sciences <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	1.00	48119	23004 47.81%	11617 24.14%
PROF, CURATORS TCHNG EMERTS, Biology <i>J29 - BIOLOGICAL/BIOMEDICAL SCIENCES</i>	1.00	48119	23004 47.81%	11617 24.14%
<i>Total Weight:</i>	6.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 031 Researchers</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
PROF, ASOC RESRCH, Chemistry <i>G27 - CHEMISTRY</i>	1.00	13922	4705 33.80%	3035 21.80%
PROF, ASOC RESRCH, Electrical Engineer <i>H12 - Electrical, electronics, communications engnrng</i>	3.00	5683	738 12.99%	2029 35.70%
PROF, AST RESRCH, Ceramic Engineering <i>H18 - Ceramic sciences engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, AST RESRCH, Electrical Engineer <i>H12 - Electrical, electronics, communications engnrng</i>	2.00	5683	738 12.99%	2029 35.70%
PROF, AST RESRCH, Geological Sciences & Engr-Pt <i>H04 - Petroleum Engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, AST RESRCH, Metallurgical <i>H20 - Metallurgical engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, RESRCH, Ceramic Engineering <i>H18 - Ceramic sciences engineering</i>	1.00	2621	613 23.39%	683 26.06%
PROF, RESRCH, Metallurgical Engineering <i>H20 - Metallurgical engineering</i>	1.00	2621	613 23.39%	683 26.06%
<b>Total Weight:</b>	<hr/> 11.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 032 Librarians</b>		<i>Labor Area: United States</i>		
<b><u>Employee Job Titles:</u></b>				
LIBRARIAN II <i>2430 - Librarians</i>	4.00	181670	151875 83.60%	28600 15.74%
LIBRARIAN III <i>2430 - Librarians</i>	3.00	181670	151875 83.60%	28600 15.74%
LIBRARIAN IV <i>2430 - Librarians</i>	1.00	181670	151875 83.60%	28600 15.74%
	<hr/>			
<i>Total Weight:</i>	8.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 033 Post-Doctoral Fellows</b>		<i>Labor Area: SED (1998-2008)</i>		
<b><u>Employee Job Titles:</u></b>				
FELLOW, POST DOCTORAL, Chemical Engr <i>H03 - Chemical engineering (06)</i>	1.00	3601	901 25.02%	955 26.52%
FELLOW, POST DOCTORAL, Chemistry <i>G27 - CHEMISTRY</i>	4.00	13922	4705 33.80%	3035 21.80%
FELLOW, POST DOCTORAL, Electrical Engineering <i>H12 - Electrical, electronics, communications engrng</i>	6.00	5683	738 12.99%	2029 35.70%
FELLOW, POST DOCTORAL, Engineering Managem <i>0300 - Architectural and engineering managers</i>	1.00	0	0 0.00%	0 0.00%
FELLOW, POST DOCTORAL, Geol & Pet Engr- Geol <i>G39 - Geology</i>	1.00	992	315 31.75%	130 13.10%
FELLOW, POST DOCTORAL, M & A Engr & Em-Mecl <i>H16 - Mechanical engineering</i>	2.00	3921	517 13.19%	1093 27.88%
FELLOW, POST DOCTORAL, Materials Science & Er <i>H19 - Materials science engineering</i>	3.00	2364	559 23.65%	627 26.52%
FELLOW, POST DOCTORAL, Metallurgical Engineer <i>H20 - Metallurgical engineering</i>	1.00	2621	613 23.39%	683 26.06%
FELLOW, POST DOCTORAL, Physics <i>G48 - PHYSICS</i>	1.00	7241	1113 15.37%	1385 19.13%
	<b>Total Weight:</b>	<b>20.00</b>		

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 034 Research Engineers</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
ENGINEER, ASOC RESRCH <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	5169	589 11.39%	549 10.62%
ENGINEER, AST RESRCH <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	5169	589 11.39%	549 10.62%
ENGINEER, RESRCH <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	5169	589 11.39%	549 10.62%
	<hr/>			
<i>Total Weight:</i>	3.00			
<b>Job Group: 035 Coaches</b>		<i>Labor Area: United States</i>		
<b><u>Employee Job Titles:</u></b>				
COACH, AST <i>2720 - Athletes, coaches, umpires, and related workers</i>	8.00	267995	93245 34.79%	59100 22.05%
COACH, HEAD <i>2720 - Athletes, coaches, umpires, and related workers</i>	10.00	267995	93245 34.79%	59100 22.05%
	<hr/>			
<i>Total Weight:</i>	18.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 036 Professionals-Provost</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
COMPLIANCE OFFICER <i>0565 - Compliance officers</i>	1.00	3094	1475 47.67%	579 18.71%
CONSULTANT <i>E020 - Professionals</i>	1.00	505268	299586 59.29%	68943 13.64%
EDITOR, TECHNL <i>2830 - Editors</i>	1.00	2374	1405 59.18%	149 6.28%
EDUC PRGM SPCLST <i>M06 - Educational/instructional media design</i>	1.00	0	0 0.00%	0 0.00%
FISCAL AST, Geological Sciences & Engr <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	1.00	29000	26345 90.84%	3300 11.38%
FISCAL AST, International Affairs <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	1.00	29000	26345 90.84%	3300 11.38%
GRANTS/CONTRACTS ADMINR <i>0740 - Business operations specialists, all other</i>	4.00	4083	2558 62.65%	478 11.71%
INSTITL RESRCH ANLYST <i>1550 - Engineering technicians, excl drafters</i>	1.00	6659	1519 22.81%	784 11.77%
INSTITL RESRCH ASOC <i>1220 - Operations research analysts</i>	2.00	1384	720 52.02%	74 5.35%
INSTRUCTL DESGNR-eLRNG-SPCLST <i>M06 - Educational/instructional media design</i>	2.00	0	0 0.00%	0 0.00%
INSTRUCTL DEVLPR-eLRNG-EXPRT <i>M06 - Educational/instructional media design</i>	1.00	0	0 0.00%	0 0.00%
INSTRUCTL DEVLPR-eLRNG-SPCLST <i>M06 - Educational/instructional media design</i>	1.00	0	0 0.00%	0 0.00%



# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
INSTRUCTL TECHNL-eLRNG-SPCLST <i>M06 - Educational/instructional media design</i>	2.00	0	0 0.00%	0 0.00%
LICENSING ASSISTANT <i>0740 - Business operations specialists, all other</i>	1.00	4083	2558 62.65%	478 11.71%
LICSNG/BUSI DEVLMT ASOC SR <i>N12 - Business management/administration, general</i>	1.00	0	0 0.00%	0 0.00%
PRGM/PROJ SUPRT SPCLST <i>2550 - Other education, training, and library workers</i>	10.00	1464	1095 74.80%	134 9.15%
PROGRAM DIRECTOR <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	3.00	55800	19785 35.46%	6255 11.21%
PROJ DEVLMT SPCLST <i>2550 - Other education, training, and library workers</i>	1.00	1464	1095 74.80%	134 9.15%
PROJ DIRECTOR <i>2050 - Directors, religious activities and education</i>	1.00	1605	795 49.53%	185 11.53%
PROJ DIRECTOR SR <i>2050 - Directors, religious activities and education</i>	1.00	1605	795 49.53%	185 11.53%
REGIONAL RECRUIT COOR <i>5000 - First-line supervisor: office/admin support wkr</i>	1.00	32094	21505 67.01%	4109 12.80%
SPCL EDUC CONSULTANT <i>2550 - Other education, training, and library workers</i>	5.00	1464	1095 74.80%	134 9.15%
<i>Total Weight:</i>	43.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 037 Professionals-Admins Svcs</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
AST TO CHANCELLOR <i>2550 - Other education, training, and library workers</i>	1.00	1464	1095 74.80%	134 9.15%
ENVIRMTL MGMT SYS SPCLST <i>0565 - Compliance officers</i>	1.00	3094	1475 47.67%	579 18.71%
ENVIRNMNTL SPCLST <i>1430 - Industrial engineers, incl health and safety</i>	1.00	3080	385 12.50%	315 10.23%
FISCAL AST, Design & Consturction Mgmt <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	1.00	29000	26345 90.84%	3300 11.38%
PROJ MGR, CONSTRUCT <i>0220 - Construction managers</i>	2.00	14924	844 5.66%	719 4.82%
PROJ MGR, CONSTRUCT SR <i>0220 - Construction managers</i>	1.00	14924	844 5.66%	719 4.82%
PROJ MGR, DESIGN <i>0430 - Misc mgrs, incl funeral service mgr, postmaster</i>	1.00	55800	19785 35.46%	6255 11.21%
SR BUDGET ANYLST <i>0820 - Budget analysts</i>	1.00	800	570 71.25%	100 12.50%
SR COMM SPCLST <i>2825 - Public relations specialists</i>	2.00	2548	1709 67.07%	373 14.64%
<b>Total Weight:</b>	<b>11.00</b>			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 038 Professionals-Stu Affairs</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
COMPLI OFCCR/FSCL ADMINR-ATH-R <i>0565 - Compliance officers</i>	1.00	3094	1475 47.67%	579 18.71%
FISCAL AST, VC- Student Affairs <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	1.00	29000	26345 90.84%	3300 11.38%
MARKETING REPR <i>0050 - Marketing and sales managers</i>	1.00	15680	6745 43.02%	1250 7.97%
STUDENT PRGM ADMINR <i>2550 - Other education, training, and library workers</i>	14.00	1464	1095 74.80%	134 9.15%
	<b>Total Weight:</b>	17.00		

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 040 Professionals-Info Tech</b>		<i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>		
<b><u>Employee Job Titles:</u></b>				
BUSI TECHL ANLYST-ENTRY <i>1006 - Computer systems analysts</i>	1.00	10000	3973 39.73%	2578 25.78%
BUSI TECHL ANLYST-PRIN <i>1006 - Computer systems analysts</i>	4.00	10000	3973 39.73%	2578 25.78%
BUSI TECHL ANLYST-SPCLST <i>1006 - Computer systems analysts</i>	1.00	10000	3973 39.73%	2578 25.78%
D B PRGMR/ANLYST-EXPRT <i>1060 - Database administrators</i>	1.00	10000	4164 41.64%	2056 20.56%
D B PRGMR/ANLYST-SPCLST <i>1060 - Database administrators</i>	1.00	10000	4164 41.64%	2056 20.56%
DATA BASE ADMINR-EXPRT <i>1060 - Database administrators</i>	1.00	10000	4164 41.64%	2056 20.56%
DATA BASE ADMINR-PRIN <i>1060 - Database administrators</i>	1.00	10000	4164 41.64%	2056 20.56%
DATA BASE SERVICES SPECIALIST <i>1060 - Database administrators</i>	3.00	10000	4164 41.64%	2056 20.56%
EDUC TECHNOLOGY SPCLST-R <i>M39 - OTHER EDUCATION</i>	1.00	0	0 0.00%	0 0.00%
LAN ENGINEER-ENTRY <i>1105 - Network and computer systems administrators</i>	1.00	10000	2088 20.88%	1922 19.22%
LAN ENGINEER-SPCLST <i>1105 - Network and computer systems administrators</i>	1.00	10000	2088 20.88%	1922 19.22%
NETWK SYST ANLYST-ARCH <i>1006 - Computer systems analysts</i>	1.00	10000	3973 39.73%	2578 25.78%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
PRGMR/ANLYST-ENTRY <i>1020 - Software developer, application/system software</i>	4.00	10000	2129 21.29%	3091 30.91%
PRGMR/ANLYST-SPCLST <i>1020 - Software developer, application/system software</i>	3.00	10000	2129 21.29%	3091 30.91%
PRGMR/ANYLST-EXPRT <i>1020 - Software developer, application/system software</i>	4.00	10000	2129 21.29%	3091 30.91%
PROJ MGR, IT - ENTRY <i>0110 - Computer and information systems managers</i>	1.00	10000	2813 28.13%	1538 15.38%
SFTWR SUPRT ANLYST-EXPRT <i>1006 - Computer systems analysts</i>	1.00	10000	3973 39.73%	2578 25.78%
SUPRT SYST ADMINR-EXPRT <i>1105 - Network and computer systems administrators</i>	1.00	10000	2088 20.88%	1922 19.22%
SUPRT SYST ADMINR-SPCLST <i>1105 - Network and computer systems administrators</i>	2.00	10000	2088 20.88%	1922 19.22%
SYST ADMINR-ARCH <i>1105 - Network and computer systems administrators</i>	1.00	10000	2088 20.88%	1922 19.22%
SYST ADMINR-ENTRY <i>1105 - Network and computer systems administrators</i>	1.00	10000	2088 20.88%	1922 19.22%
SYST ADMINR-EXPRT <i>1105 - Network and computer systems administrators</i>	2.00	10000	2088 20.88%	1922 19.22%
SYST ADMINR-PRIN <i>1105 - Network and computer systems administrators</i>	1.00	10000	2088 20.88%	1922 19.22%
SYST ADMINR-SPCLST <i>1105 - Network and computer systems administrators</i>	2.00	10000	2088 20.88%	1922 19.22%
SYST SECUR ANLYST-ENTRY <i>1006 - Computer systems analysts</i>	1.00	10000	3973 39.73%	2578 25.78%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
SYST SECUR ANALYST-EXPR <i>1006 - Computer systems analysts</i>	1.00	10000	3973 39.73%	2578 25.78%
TELECOM INFRASST ENG <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	10000	1165 11.65%	1666 16.66%
<i>Total Weight:</i>	<hr/> 43.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 041 Professionals-Medical &amp; Relate</b>		<i>Labor Area: Custom - S&amp;T-US(15), Surrounding Counties (85)</i>		
<b><u>Employee Job Titles:</u></b>				
HLTH EDUCATOR-R <i>3645 - Medical assistants</i>	1.00	10000	9909 99.09%	840 8.40%
HLTH PHYSICIST <i>1700 - Astronomers and physicists</i>	1.00	10000	1648 16.48%	1819 18.19%
HYGIENIST, INDUSTRIAL <i>3540 - Other healthcare practitioner/tech occupations</i>	1.00	10000	628 6.28%	372 3.72%
LPN <i>3500 - Licensed practical, licensed vocational nurses</i>	2.00	10000	9529 95.29%	1272 12.72%
PAT ACCT REP <i>3645 - Medical assistants</i>	1.00	10000	9909 99.09%	840 8.40%
PAT SERV REP <i>3645 - Medical assistants</i>	1.00	10000	9909 99.09%	840 8.40%
PHYSICIAN AST <i>3110 - Physician assistants</i>	2.00	10000	5732 57.32%	1098 10.98%
PSYCHIATRIST <i>3060 - Physicians and surgeons</i>	1.00	10000	3632 36.32%	2139 21.39%
PSYCHOLOGIST, COUNSLG <i>1820 - Psychologists</i>	2.00	10000	9510 95.10%	213 2.13%
	<b>Total Weight:</b>	<b>12.00</b>		

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 042 Engineers &amp; Designers</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
DESIGN ENGINEER <i>1460 - Mechanical engineers</i>	1.00	3079	360 11.69%	289 9.39%
ENGINEER, CMPTR <i>1020 - Software developer, application/system software</i>	1.00	12655	2655 20.98%	3230 25.52%
ENGINEER, ELECTRONIC-R <i>1410 - Electrical and electronics engineers</i>	1.00	2864	224 7.82%	409 14.28%
ENGINEER, RESRCH DESIGN <i>1530 - Misc engineers, incl nuclear engineers</i>	2.00	5169	589 11.39%	549 10.62%
LANDSCAPE DESIGNER <i>1300 - Architects, excl naval</i>	1.00	3198	628 19.64%	363 11.35%
SR RSRCH DESIGN ENGINEER <i>1530 - Misc engineers, incl nuclear engineers</i>	1.00	5169	589 11.39%	549 10.62%
<i>Total Weight:</i>	7.00			



# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 043 Sales &amp; Development</b>		<i>Labor Area: Custom - S&amp;T- US(70), MO(30)</i>		
<b><u>Employee Job Titles:</u></b>				
DEVELOPMENT OFFICER <i>4965 - Sales and related workers, all other</i>	4.00	10000	4936 49.36%	1888 18.88%
DEVELOPMNT OFFICER, SR <i>4965 - Sales and related workers, all other</i>	4.00	10000	4936 49.36%	1888 18.88%
MGR, MARKETING <i>0050 - Marketing and sales managers</i>	1.00	10000	4367 43.67%	1493 14.93%
RADIO MKTG MGR <i>0050 - Marketing and sales managers</i>	1.00	10000	4367 43.67%	1493 14.93%
SALES REP <i>4965 - Sales and related workers, all other</i>	2.00	10000	4936 49.36%	1888 18.88%
<i>Total Weight:</i>	12.00			
<b>Job Group: 044 Research Specialist</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
RESRCH AIDE SR <i>F020 - Science, Engineering and Computer Professionals</i>	1.00	93885	23876 25.43%	15635 16.65%
RESRCH AIDE, Phil & Lib Arts-German <i>F040 - Other Professional Workers</i>	1.00	309536	199410 64.42%	40211 12.99%
RESRCH SCIENTIST/NON-ACAD SR <i>F020 - Science, Engineering and Computer Professionals</i>	2.00	93885	23876 25.43%	15635 16.65%
RESRCH SPCLST <i>F020 - Science, Engineering and Computer Professionals</i>	1.00	93885	23876 25.43%	15635 16.65%
RESRCH SPCLST SR <i>F020 - Science, Engineering and Computer Professionals</i>	10.00	93885	23876 25.43%	15635 16.65%
<i>Total Weight:</i>	15.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 045 Research Technicians</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
COOR INSTRUCTL LAB-R <i>1550 - Engineering technicians, excl drafters</i>	1.00	6659	1519 22.81%	784 11.77%
ELECTRONIC TECHN, RESRCH <i>1550 - Engineering technicians, excl drafters</i>	1.00	6659	1519 22.81%	784 11.77%
ELECTRONIC TECHN, RESRCH SR <i>1550 - Engineering technicians, excl drafters</i>	2.00	6659	1519 22.81%	784 11.77%
ENGRG TECHN I, RESRCH <i>1550 - Engineering technicians, excl drafters</i>	1.00	6659	1519 22.81%	784 11.77%
ENGRG TECHN,RESRCH SR <i>1550 - Engineering technicians, excl drafters</i>	4.00	6659	1519 22.81%	784 11.77%
MAINT TECHN, RESRCH <i>1550 - Engineering technicians, excl drafters</i>	1.00	6659	1519 22.81%	784 11.77%
RESRCH/LAB TECHN <i>1550 - Engineering technicians, excl drafters</i>	2.00	6659	1519 22.81%	784 11.77%
RESRCH/LAB TECHN SR <i>1550 - Engineering technicians, excl drafters</i>	1.00	6659	1519 22.81%	784 11.77%
<b>Total Weight:</b>	<hr/> 13.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 046 Administrative Assts</b>		<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>		
<b><u>Employee Job Titles:</u></b>				
ADMIN ASSOC I <i>5000 - First-line supervisor: office/admin support wkr</i>	12.00	1196	712 59.53%	136 11.37%
ADMIN AST <i>5700 - Secretaries and administrative assistants</i>	72.00	3337	3313 99.28%	208 6.23%
ADMIN SPCLST STU HEALTH CTR <i>3510 - Medical records/health information technicians</i>	1.00	46	42 91.30%	4 8.70%
EXEC ASSISTANT <i>5700 - Secretaries and administrative assistants</i>	5.00	3337	3313 99.28%	208 6.23%
EXEC STAFF AST I <i>5700 - Secretaries and administrative assistants</i>	1.00	3337	3313 99.28%	208 6.23%
EXEC STAFF AST II <i>5700 - Secretaries and administrative assistants</i>	2.00	3337	3313 99.28%	208 6.23%
	<hr/>			
	<i>Total Weight:</i>	93.00		
<b>Job Group: 047 Secretaries</b>		<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>		
<b><u>Employee Job Titles:</u></b>				
SECRETARY <i>5700 - Secretaries and administrative assistants</i>	17.00	3337	3313 99.28%	208 6.23%
SECRETARY SR <i>5700 - Secretaries and administrative assistants</i>	44.00	3337	3313 99.28%	208 6.23%
	<hr/>			
	<i>Total Weight:</i>	61.00		

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 048 Admin/Clerical Support</b>				
<u><b>Employee Job Titles:</b></u>				
<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>				
ACCOUNTANT <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	1.00	865	830 95.95%	95 10.98%
ACCOUNTANT, TAX <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	1.00	865	830 95.95%	95 10.98%
ACCOUNTING SVCS SPCLST <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	4.00	865	830 95.95%	95 10.98%
ADVANCEMENT ACCOUNTS SPCLST <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	1.00	865	830 95.95%	95 10.98%
ARCHIVES AST <i>2400 - Archivists, curators, and museum technicians</i>	1.00	4	0 0.00%	0 0.00%
CLERK, CHIEF <i>5860 - Office clerks, general</i>	13.00	874	771 88.22%	106 12.13%
CLERK, SR <i>5860 - Office clerks, general</i>	7.00	874	771 88.22%	106 12.13%
COMMUNICATIONS SPCLST <i>2825 - Public relations specialists</i>	8.00	45	45 100.00%	0 0.00%
CONFERENCE AST <i>0725 - Meeting, convention, and event planners</i>	2.00	0	0 0.00%	0 0.00%
COOR DEVELOPMENT <i>0726 - Fundraisers</i>	1.00	25	0 0.00%	0 0.00%
HUMAN RESOURCE AST <i>5360 - Human resources assists, excl payroll/timekeeping</i>	1.00	29	25 86.21%	0 0.00%
HUMAN RESOURCE SPCLST <i>0640 - Compensation, benefits, job analysis specialist</i>	4.00	50	50 100.00%	0 0.00%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
RECEPTIONIST <i>5400 - Receptionists and information clerks</i>	4.00	538	489 90.89%	48 8.92%
RECEPTIONIST SR <i>5400 - Receptionists and information clerks</i>	1.00	538	489 90.89%	48 8.92%
STU SVC ADVISOR <i>4840 - Sales representatives, services, all other</i>	2.00	190	35 18.42%	0 0.00%
TESTING ASSISTANT <i>8740 - Inspectors, testers, sorters, samplers, weigher</i>	1.00	715	305 42.66%	10 1.40%
<i>Total Weight:</i>	52.00			
<b>Job Group: 049 Admin/Clerical Support P/T</b>				
<b><u>Employee Job Titles:</u></b>				
CASHIER/GOLF MARSHALL <i>4720 - Cashiers</i>	3.00	3253	2748 84.48%	298 9.16%
CLERK TYPIST II <i>5820 - Word processors and typists</i>	1.00	153	138 90.20%	14 9.15%
<i>Total Weight:</i>	4.00			
<b>Job Group: 050 Protective Services</b>				
<b><u>Employee Job Titles:</u></b>				
POLICE LIEUTENANT <i>3710 - First-line supervisor: police and detectives</i>	4.00	2180	305 13.99%	160 7.34%
POLICE OFFICER <i>3850 - Police officers</i>	12.00	11144	1290 11.58%	1444 12.96%
SECURITY GUARD <i>3930 - Security guards, gaming surveillance officers</i>	5.00	14938	3479 23.29%	4443 29.74%
<i>Total Weight:</i>	21.00			

*Labor Area: Custom - S&T Surrounding Counties*

*Labor Area: Missouri*

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 051 Support-Info Tech</b>		<i>Labor Area: Missouri</i>		
<b><u>Employee Job Titles:</u></b>				
SYST SUPRT ANLYST-ENTRY <i>1006 - Computer systems analysts</i>	4.00	7585	3240 42.72%	1640 21.62%
SYST SUPRT ANLYST-EXPRT <i>1006 - Computer systems analysts</i>	4.00	7585	3240 42.72%	1640 21.62%
SYST SUPRT ANLYST-SPCLST <i>1006 - Computer systems analysts</i>	3.00	7585	3240 42.72%	1640 21.62%
TELECOMM / IT ANLYST-ENTRY <i>1006 - Computer systems analysts</i>	1.00	7585	3240 42.72%	1640 21.62%
TELECOMM TECHN <i>7420 - Telecommunications line installers &amp; repairers</i>	1.00	3014	180 5.97%	344 11.41%
USER SUPRT ANLYST-ENTRY <i>1050 - Computer support specialists</i>	1.00	9734	3309 33.99%	1884 19.35%
USER SUPRT ANLYST-SPCLST <i>1050 - Computer support specialists</i>	2.00	9734	3309 33.99%	1884 19.35%
VIDEO COMM TECHN <i>7420 - Telecommunications line installers &amp; repairers</i>	1.00	3014	180 5.97%	344 11.41%
<b>Total Weight:</b>	17.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 052 Support-Stu Affairs</b>		<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>		
<b><u>Employee Job Titles:</u></b>				
ATHLETIC TRAINER <i>2720 - Athletes, coaches, umpires, and related workers</i>	5.00	94	70 74.47%	0 0.00%
CAREER PLNG/PLCMNT ADVISOR-R <i>2000 - Counselors</i>	2.00	583	474 81.30%	124 21.27%
COORD, RESIDENTIAL <i>4640 - Residential advisors</i>	1.00	89	54 60.67%	0 0.00%
COUNSELOR <i>2000 - Counselors</i>	1.00	583	474 81.30%	124 21.27%
HOUSING SERVICES SPCLST <i>4640 - Residential advisors</i>	1.00	89	54 60.67%	0 0.00%
MGR TESTING CNTR <i>0100 - Administrative services managers</i>	1.00	75	0 0.00%	0 0.00%
REC/ATHLETICS SPCLST SR <i>4620 - Recreation and fitness workers</i>	4.00	289	224 77.51%	24 8.30%
SUPV GOLF COURSE <i>4300 - First-line supervisor: gaming workers</i>	1.00	85	40 47.06%	0 0.00%
SUPV, ATHL EQUIP & FAC MAINT, Physical Educ & I <i>2720 - Athletes, coaches, umpires, and related workers</i>	1.00	94	70 74.47%	0 0.00%
<i>Total Weight:</i>	17.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 053 Support-Academics</b>		<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>		
<b><u>Employee Job Titles:</u></b>				
GLASSBLOWER II <i>8920 - Molders, shapers, casters, excl metal/plastic</i>	1.00	65	0 0.00%	0 0.00%
SUPV EXPR MINE <i>6200 - First-line supervisor: construction/extraction</i>	1.00	894	45 5.03%	64 7.16%
SUPV TECHL LAB <i>1550 - Engineering technicians, excl drafters</i>	2.00	239	10 4.18%	4 1.67%
VIDEO PROD SPCLST <i>2920 - TV/video/motion picture camera operators/editor</i>	19.00	40	0 0.00%	0 0.00%
VIDEO PRODUCTION SPCLST, SR <i>2920 - TV/video/motion picture camera operators/editor</i>	3.00	40	0 0.00%	0 0.00%
	<hr/>			
<i>Total Weight:</i>	26.00			



# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 054 Support-Provost</b>				
<b><u>Employee Job Titles:</u></b>				
<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>				
ACADEMIC ADVISOR <i>2550 - Other education, training, and library workers</i>	1.00	18	4 22.22%	4 22.22%
ACADEMIC ADVISOR SR <i>2000 - Counselors</i>	1.00	583	474 81.30%	124 21.27%
ADMISS EVALUATOR <i>M14 - Higher education/evaluation and research</i>	1.00	0	0 0.00%	0 0.00%
ADMISS REPRESENTATIVE <i>4840 - Sales representatives, services, all other</i>	8.00	190	35 18.42%	0 0.00%
ADMISS REPRESENTATIVE SR <i>4840 - Sales representatives, services, all other</i>	4.00	190	35 18.42%	0 0.00%
COOR ADMISS/FINL AID <i>0120 - Financial managers</i>	2.00	304	229 75.33%	14 4.61%
COOR CONTG EDUC <i>2000 - Counselors</i>	2.00	583	474 81.30%	124 21.27%
COOR STU FINL AID <i>5120 - Bookkeeping, accounting, and auditing clerks</i>	3.00	865	830 95.95%	95 10.98%
COOR STU SVCS/RECORDS <i>5420 - Information and record clerks, all other</i>	2.00	24	24 100.00%	0 0.00%
COOR, PROGRAM INTNL AFFRS <i>K29 - International relations/affairs</i>	1.00	0	0 0.00%	0 0.00%
CURRICULUM CONSULTANT <i>2550 - Other education, training, and library workers</i>	2.00	18	4 22.22%	4 22.22%
ENROLLMENT SVCS SPCLST <i>5940 - Misc office/admin support wkr, desktop publish</i>	4.00	220	190 86.36%	0 0.00%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
GRAD STUDIES SPCLST <i>2000 - Counselors</i>	2.00	583	474 81.30%	124 21.27%
GRANTS/CONTRACT SPCLST <i>0740 - Business operations specialists, all other</i>	5.00	104	64 61.54%	35 33.65%
GRAPHIC ARTIST, CMPTR <i>8830 - Photograph process/processing machine operators</i>	1.00	20	10 50.00%	10 50.00%
INTERNATL STU ADVISOR-R <i>2000 - Counselors</i>	5.00	583	474 81.30%	124 21.27%
PROJECT SUPRT SPCLST <i>2550 - Other education, training, and library workers</i>	1.00	18	4 22.22%	4 22.22%
SEVIS DATA SPCLST <i>5810 - Data entry keyers</i>	1.00	294	240 81.63%	0 0.00%
<i>Total Weight:</i>	46.00			
<b>Job Group: 055 Support-Library</b>				
<b><u>Employee Job Titles:</u></b>				
LIBRARY INFO SPCLST I <i>2440 - Library technicians</i>	5.00	28	8 28.57%	0 0.00%
LIBRARY INFO SPCLST II <i>2440 - Library technicians</i>	6.00	28	8 28.57%	0 0.00%
<i>Total Weight:</i>	11.00			

Labor Area: Custom - S&T Surrounding Counties

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 056 Support-Admin Svcs</b>		<i>Labor Area: Custom - S&amp;T-MO(30), Surrounding Counties (70)</i>		
<u><b>Employee Job Titles:</b></u>				
DIGITAL PRINT OPER I <i>8250 - Prepress technicians and workers</i>	2.00	10000	4313 43.13%	405 4.05%
DRAFTING TECHN <i>1540 - Drafters</i>	1.00	10000	3436 34.36%	247 2.47%
ENVIRNMNTL HLTH TECHN <i>6720 - Hazardous materials removal workers</i>	2.00	10000	769 7.69%	1026 10.26%
PARKING SVCS OFFCR II <i>3840 - Misc law enforcement workers</i>	1.00	10000	78 0.78%	1247 12.47%
PARKING SVCS OFFICER <i>3840 - Misc law enforcement workers</i>	2.00	10000	78 0.78%	1247 12.47%
SPACE PLNG TECHN <i>5600 - Production, planning, and expediting clerks</i>	1.00	10000	5247 52.47%	559 5.59%
	<hr/>			
	<i>Total Weight:</i>	9.00		
<b>Job Group: 057 Electronic Technicians</b>		<i>Labor Area: Missouri</i>		
<u><b>Employee Job Titles:</b></u>				
BROADCAST ELECTRONIC TECHN III <i>2900 - Broadcast/sound engineering tech/radio operator</i>	1.00	1510	120 7.95%	170 11.26%
ELECTRONIC TECHN SR <i>1550 - Engineering technicians, excl drafters</i>	5.00	6659	1519 22.81%	784 11.77%
	<hr/>			
	<i>Total Weight:</i>	6.00		

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 058 Lab Mechanics</b>				
<u><b>Employee Job Titles:</b></u>				
MECH, LAB SR <i>8030 - Machinists</i>	5.00	9325	390 4.18%	690 7.40%
<i>Total Weight:</i>	5.00			
<b>Job Group: 059 Mechanical/Custodial Supvs</b>				
<u><b>Employee Job Titles:</b></u>				
SUPV BLDG SVCS-HAVENER CENTER <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	5225	2305 44.11%	1315 25.17%
SUPV CUSTDL SVCS-R <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	5225	2305 44.11%	1315 25.17%
SUPV CUSTL/LANDSCAPE SVCS <i>4200 - First-line supervisor: housekeeping/janitorial</i>	1.00	5225	2305 44.11%	1315 25.17%
SUPV MECHL TRADES-R <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	6930	615 8.87%	700 10.10%
SUPV SKILLED TRADES <i>7000 - First-line supervisor: mechanics/install/repair</i>	1.00	6930	615 8.87%	700 10.10%
<i>Total Weight:</i>	5.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 060 Misc Service/Maintenance</b>				
<u>Employee Job Titles:</u>				
<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>				
FACILITIES ANALYST <i>5600 - Production, planning, and expediting clerks</i>	1.00	107	54 50.47%	4 3.74%
HOUSEKEEPER <i>4230 - Maids and housekeeping cleaners</i>	1.00	1410	1230 87.23%	230 16.31%
LANDSCAPE GARDENER <i>4250 - Grounds maintenance workers</i>	2.00	827	59 7.13%	83 10.04%
<i>Total Weight:</i>	4.00			
<b>Job Group: 061 Nurses-BU</b>				
<u>Employee Job Titles:</u>				
<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>				
NURSE, STAFF <i>3250 - Veterinarians</i>	2.00	29	10 34.48%	0 0.00%
<i>Total Weight:</i>	2.00			
<b>Job Group: 062 Groundskprs/Laborers-BU</b>				
<u>Employee Job Titles:</u>				
<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>				
GROUNDS KEEPER <i>4250 - Grounds maintenance workers</i>	9.00	827	59 7.13%	83 10.04%
GROUNDS KEEPER II <i>4250 - Grounds maintenance workers</i>	2.00	827	59 7.13%	83 10.04%
LABORER II <i>9620 - Laborers and freight/stock/material mover, hand</i>	3.00	2854	625 21.90%	109 3.82%
<i>Total Weight:</i>	14.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 063 Custodians-BU</b>		<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>		
<b><u>Employee Job Titles:</u></b>				
CUSTODIAN (7/90) <i>4220 - Janitors and building cleaners</i>	94.00	2555	659 25.79%	255 9.98%
CUSTODIAN LEAD <i>4220 - Janitors and building cleaners</i>	7.00	2555	659 25.79%	255 9.98%
CUSTODIAN, BLDG MAINT <i>4220 - Janitors and building cleaners</i>	6.00	2555	659 25.79%	255 9.98%
CUSTODIAN, BLDG MAINT LEAD <i>4220 - Janitors and building cleaners</i>	1.00	2555	659 25.79%	255 9.98%
	<b>Total Weight:</b>	108.00		

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 064 Mech &amp; Repair- BU</b>		<i>Labor Area: Custom - S&amp;T-MO(80), Surrounding Counties(20)</i>		
<b><u>Employee Job Titles:</u></b>				
ELECTRONIC SYS TECHN III <i>7720 - Electrical/electronics/electromechanic assemblr</i>	2.00	10000	5266 52.66%	1256 12.56%
LEAD MECH TRADES SPEC <i>7340 - Maintenance and repair workers, general</i>	1.00	10000	319 3.19%	1421 14.21%
MAINT EQUIP OPR <i>7350 - Maintenance workers, machinery</i>	1.00	10000	406 4.06%	690 6.90%
MAINT SVC ATTD <i>7340 - Maintenance and repair workers, general</i>	5.00	10000	319 3.19%	1421 14.21%
MAINT WRKR, PREV <i>7340 - Maintenance and repair workers, general</i>	3.00	10000	319 3.19%	1421 14.21%
MECH, AUTO <i>7200 - Automotive service technicians and mechanics</i>	1.00	10000	77 0.77%	902 9.02%
MECH, SMALL ENGINE <i>7240 - Small engine mechanics</i>	1.00	10000	0 0.00%	512 5.12%
MTS/ELECTRICIAN-R <i>6355 - Electricians</i>	7.00	10000	199 1.99%	895 8.95%
MTS/PLUMBER <i>6440 - Pipelayers, plumbers, pipefitters, steamfitters</i>	5.00	10000	116 1.16%	896 8.96%
MTS/REFRIG MECH-R <i>7315 - Heating, A/C, refrigeration mechanic/installers</i>	7.00	10000	88 0.88%	578 5.78%
POWR PLNT OPR <i>8600 - Power plant operators, distributors, dispatcher</i>	6.00	10000	545 5.45%	3160 31.60%
POWR PLNT SHIFT OPR IN CHRG <i>8600 - Power plant operators, distributors, dispatcher</i>	6.00	10000	545 5.45%	3160 31.60%

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<i>Total Weight:</i>	45.00			
<b>Job Group: 065 Non-Clerical Support Svcs-BU</b>		<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>		
<b><u>Employee Job Titles:</u></b>				
ATHLETIC ATTD <i>5620 - Stock clerks and order fillers</i>	3.00	1632	644 39.46%	247 15.13%
CLERK, STORES <i>5620 - Stock clerks and order fillers</i>	1.00	1632	644 39.46%	247 15.13%
COURIER <i>5510 - Couriers and messengers</i>	1.00	155	35 22.58%	0 0.00%
MAIL CARRIER <i>5850 - Mail machine operators/clerks, excl postal srvc</i>	3.00	115	30 26.09%	0 0.00%
MAIL CARRIER SR <i>5850 - Mail machine operators/clerks, excl postal srvc</i>	1.00	115	30 26.09%	0 0.00%
MAIL PROCESSOR II <i>5850 - Mail machine operators/clerks, excl postal srvc</i>	1.00	115	30 26.09%	0 0.00%
<i>Total Weight:</i>	10.00			
<b>Job Group: 066 Carpenters/Painters-BU</b>		<i>Labor Area: Custom - S&amp;T Surrounding Counties</i>		
<b><u>Employee Job Titles:</u></b>				
BTS CARPENTER <i>6230 - Carpenters</i>	6.00	1496	42 2.81%	18 1.20%
BTS PAINTER <i>6420 - Painters, construction and maintenance</i>	5.00	345	35 10.14%	25 7.25%
<i>Total Weight:</i>	11.00			



# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 067 Temp-Admin/Professional</b>				
<u>Employee Job Titles:</u>				
TEMP ADMIN/PROFL 2550 - Other education, training, and library workers	7.00	18	4 22.22%	4 22.22%
Total Weight:	7.00			
<b>Job Group: 068 Temp-Clerical</b>				
<u>Employee Job Titles:</u>				
TEMP CLERICAL 5860 - Office clerks, general	3.00	874	771 88.22%	106 12.13%
Total Weight:	3.00			
<b>Job Group: 069 Temp-Service</b>				
<u>Employee Job Titles:</u>				
TEMP SERVICE 2550 - Other education, training, and library workers	10.00	18	4 22.22%	4 22.22%
Total Weight:	10.00			
<b>Job Group: 070 Temp-Technical</b>				
<u>Employee Job Titles:</u>				
TEMP TECHNICAL 2550 - Other education, training, and library workers	10.00	18	4 22.22%	4 22.22%
Total Weight:	10.00			
<b>Job Group: 071 Temp-Crafts</b>				
<u>Employee Job Titles:</u>				
TEMP CRAFTS 7340 - Maintenance and repair workers, general	2.00	467	8 1.71%	39 8.35%
Total Weight:	2.00			

# Factor Components

## Factor 1 - Requisite Skills in Reasonable Recruiting Area

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 073 Managers- HRS,AA,D&amp;I</b>				
<u>Employee Job Titles:</u>				
MGR PAYROLL/BENEFITS <i>0136 - Human resources managers</i>	1.00	10000	5819 58.19%	2045 20.45%
MGR, HRSAADI COMPLIANCE <i>0136 - Human resources managers</i>	1.00	10000	5819 58.19%	2045 20.45%
MGR, RECRUITMENT & COMP <i>0136 - Human resources managers</i>	1.00	10000	5819 58.19%	2045 20.45%
<i>Total Weight:</i>	3.00			
<b>Job Group: 074 Professionals-HRSAADI</b>				
<u>Employee Job Titles:</u>				
HRS AA DI PROGRAMS ANALYST <i>1020 - Software developer, application/system software</i>	1.00	12655	2655 20.98%	3230 25.52%
HUM RSRCE SPCLST II <i>0630 - Human resources workers</i>	1.00	12068	8558 70.91%	2193 18.17%
<i>Total Weight:</i>	2.00			

# Factor Components

## Factor 2 - Promotable, Transferable, and Trainable within Organization

Missouri S&T - 20141218

01/01/2014

	Weight	Total	Female	Minority
<b>Job Group: 001 Executive Administrators</b>				
<u>Feeders:</u>				
Job Group: 008 Engineering-Tenured	1.00	82	5 6.10%	26 31.71%
Job Group: 012 Humanities-Tenured	1.00	20	7 35.00%	1 5.00%
Job Group: 016 Mgmt/Finance-Tenured	1.00	10	4 40.00%	5 50.00%
Job Group: 019 Mtls/Energy-Tenured	1.00	37	4 10.81%	12 32.43%
Job Group: 023 Math/Comp Sci-Tenured	1.00	29	7 24.14%	11 37.93%
Job Group: 027 Science-Tenured	1.00	32	5 15.63%	6 18.75%
<i>Total Weight:</i>	6.00			
<b>Job Group: 003 Managers-Provost</b>				
<u>Feeders:</u>				
Job Group: 036 Professionals-Provost	1.00	43	34 79.07%	4 9.30%
<i>Total Weight:</i>	1.00			
<b>Job Group: 004 Managers-Admin Services</b>				
<u>Feeders:</u>				
Job Group: 037 Professionals-Admins Svcs	1.00	11	8 72.73%	1 9.09%
<i>Total Weight:</i>	1.00			