

University of North Texas (UNT) and UNT System FY 2004 Workforce Analysis

University of North Texas (UNT) and UNT System analyze underutilized and utilized staffing areas. Underutilized employment categories are shaded in gray, and indicate that the percentage of staff who are African American and/or Hispanic American is less than the percentage of the available labor pool which is African American and/or Hispanic American for a particular job category.

References include the following:

State Civilian Source Document: Equal Employment Opportunity Commission's National Employment Summary EEO-4 2000 and EEO-1 2001

UNT Percentages Source Document: Internal UNT Human Resources Documents, Utilization Analysis by Job Class as of September 30, 2003

UNT's Division of Equity and Diversity advises hiring departments to post position announcements which include a focus on the importance of successful experiences related to diversity and cultural competence for a multicultural university community.

FY 2004 UNT Workforce Analysis

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT
Administrators	7%	7%	12%	3%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT
Professionals	9%	5%	11%	5%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT
Technical and Paraprofessional	14% and 18%	7% (UNT combines these job categories)	19% and 31%	5% (UNT combines these job categories)

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT
Office Support	20%	6%	26%	5%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT
Skilled Crafts	10%	9%	30%	11%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT
Service and Maintenance	18%	23%	44%	36%

Job Category	Percentage of African Americans available for this job category within the United States	Percentage of African American employment in this job category, UNT	Percentage of Hispanic Americans available for this job category within the United States	Percentage of Hispanic American employment in this job category, UNT
Faculty	5.1%	4%	3%	5%

FY 2004 UNT System Workforce Analysis

The data on the UNT System administration includes the UNT Dallas Campus as well as administrators who have system-wide responsibilities. Data from the UNT Fort Worth Health Science Center is not included.

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT System	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT System
Officials, Administrators	7%	20%	12%	13%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT System	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT System
Professional	9%	35%	11%	12%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT System	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT System
Technical	14%	N/A	19%	N/A

The University of North Texas System has one employee in this job category.

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT System	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT System
Para-Professional	18%	0%	31%	0%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT System	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT System
Administrative Support	20%	20%	26%	20%

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT System	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT System
Skilled Craft	10%	N/A	30%	N/A

This job category is not in place for the UNT System.

Job Category	Percentage of African Americans available for this job category within State of Texas	Percentage of African American employment in this job category, UNT System	Percentage of Hispanic Americans available for this job category within State of Texas	Percentage of Hispanic American employment in this job category, UNT System
Service and Maintenance	18%	33%	44%	67%