

Job Group Analysis

Ferris2004 12/11/2003

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 101 Executives - General

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ASST DEAN-COLLEGE ADVANCEMENT	Various	2,359 - 2,462	3		2	2						1	1				
INTERIM CHIEF TECHNOLOGY OFFCR	INFORMATION SERVICES/TE	2,482	1									1	1				
ASST DEAN OF ENROLLMENT SVCS	INSTITUTIONAL	2,713	1		1	1											
ASST VICE PRES FOR DEVELOPMENT	UNIVERSITY ADVANCEMENT	3,153	1		1	1											
ASSISTANT VICE PRESIDENT, PHYSICAL PLANT - ADMINIS	PHYSICAL PLANT -	3,302	1									1	1				
ASSOCIATE VICE PRESIDENT, HUMAN RESOURCES	HUMAN RESOURCES	3,316	1									1	1				
ASSOCIATE VICE PRESIDENT, FINANCE OFFICE	FINANCE OFFICE	3,559	1									1	1				
VICE PRES. & GENERAL COUNSEL	GOVERNMENTAL	4,828	1									1	1				
VICE PRESIDENT, STUDENT AFFAIRS	STUDENT AFFAIRS	4,877	1									1	1				
VICE PRESIDENT, ADMINISTRATION & FINANCE (VP O)	ADMINISTRATIVE	5,086	1									1	1				
PRESIDENT	PRESIDENT'S OFFICE	6,298	1									1	1				
Job Group Total			13	0	4	4	0	0	0	0	9	9	0	0	0	0	
% of Total				.00	30.77	30.77	.00	.00	.00	.00	69.23	69.23	.00	.00	.00	.00	

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 102 Executives - Academic

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ASSISTANT DEAN, FLITE ADMINISTRATIVE SERVICES	FLITE ADMINISTRATI	2,359	1									1	1				
ASST VP ACAD AFFAIRS	ACADEMIC AFFAIRS	2,907	1		1	1											
ASST DEAN/EXEC DIR-CPD	CORPORATE &	3,046	1		1	1											
ASSISTANT DEAN, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	3,263	1									1	1				
ASSOCIATE VICE PRESIDENT, UNIVERSITY ADVANCEMENT &	UNIVERSITY ADVANCEMEN	3,320	1		1	1											
ASSOCIATE DEAN, EDUCATION & HUMAN SERVICES, CO	EDUCATION & HUMAN	3,342	1		1	1											
INTERIM DEAN, TECHNOLOGY, COLLEGE OF	TECHNOLOGY	3,473	1									1	1				
ASSISTANT DEAN/DEPT. HEAD, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	3,563	1									1	1				
INTERIM DEAN, ARTS & SCIENCES, COLLEGE OF	ARTS & SCIENCES,	3,682	1									1	1				
ASST. VP/DEAN OF ENROLL. SRV	ENROLLMENT SERVICES	3,702	1	1								1		1			
ASSOCIATE VICE PRESIDENT, STUDENT AFFAIRS	STUDENT AFFAIRS	3,747	1									1	1				
ASSOCIATE DEAN/DEPARTMENT HEAD, PHARMACY, COLLEGE	PHARMACY, COLLEGE OF	3,851	1									1	1				
INTERIM VICE PRESIDENT, ACADEMIC AFFAIRS	ACADEMIC AFFAIRS	4,019	1									1	1				
DEAN, UNIVERSITY COLLEGE	UNIVERSITY COLLEGE	4,036	1									1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 102 Executives - Academic

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
DEAN, ALLIED HEALTH SCIENCES, COLLEG	ALLIED HEALTH	4,403	1		1	1										
DEAN, UNIVERSITY CENTER FOR EXTENDED	UNIVERSITY CENTER FOR	4,403	1		1	1										
DEAN, EDUCATION & HUMAN SERVICES, CO	EDUCATION & HUMAN	4,454	1		1	1										
DEAN OF THE LIBRARY & CIO	FLITE ADMINISTRATI	4,555	1								1	1				
TEMPORARY ASSIGNMENT, TECHNOLOGY, COLLEGE OF	TECHNOLOGY	5,032	1	1							1				1	
DEAN, BUSINESS, COLLEGE OF	BUSINESS, COLLEGE OF	5,256	1								1	1				
DEAN, OPTOMETRY, MICHIGAN COLLEGE OF	OPTOMETRY, MICHIGAN	5,273	1								1	1				
DEAN, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	5,808	1								1	1				
Job Group Total			22	2	7	7	0	0	0	0	15	13	1	0	1	0
<i>% of Total</i>				9.09	31.82	31.82	.00	.00	.00	.00	68.18	59.09	4.55	.00	4.55	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 103 Executives - KCAD

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amind	Total	White	Black	Hisp	Asian	Amind	
VICE CHANCELLOR/ACADEMIC DEAN (+)	COLLEGE OF PROF & TECH	3,879	1									1	1				
VICE CHANCELLOR ADMIN & FIN (+)	KCAD ADMINISTRATI	3,932	1		1	1											
PRESIDENT/VICE CHANCELLOR (+)	KCAD PRESIDENT/VI	4,677	1									1	1				
Job Group Total			3	0	1	1	0	0	0	0	0	2	2	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>33.33</i>	<i>33.33</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>66.67</i>	<i>66.67</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

(+) indicates this job contains employees who are included from another facility.

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 201 Faculty - Academic Counselors

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ADMISSIONS COUNSELOR	ADMISSIONS & RECORDS	1,361 - 2,095	2	1	1	1						1		1		
EDU. COUNS. FOR STUD. W/DISAB., DISABILITIES SERVI	DISABILITIES SERVICES	1,839	1	1	1		1									
EDUC. COUNS./PROFESSOR, ALLIED HEALTH SCIENCES, CO	ALLIED HEALTH	2,196	1		1	1										
EDUC. COUNS./PROFESSOR, EDUCATION & HUMAN SERVICES	EDUCATION & HUMAN	2,387	1		1	1										
EDUC. COUNS./PROFESSOR, EDUCATIONA EDUCATIONAL & CAREER COUNS	EDUCATIONA	2,516	1		1	1										
EDUC. COUNS./PROFESSOR, ARTS & SCIENCES, COLLEGE O	ARTS & SCIENCES,	2,662	1								1	1				
EDUC. COUNS./PROFESSOR, BUSINESS, COLLEGE OF	BUSINESS, COLLEGE OF	2,880	1		1	1										
EDUC. COUNS./PROFESSOR, TECHNOLOGY, COLLEGE OF	TECHNOLOGY	3,486	1								1	1				
Job Group Total			9	2	6	5	1	0	0	0	3	2	1	0	0	0
<i>% of Total</i>				<i>22.22</i>	<i>66.67</i>	<i>55.56</i>	<i>11.11</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>33.33</i>	<i>22.22</i>	<i>11.11</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 202 Faculty - Allied Health

Job Title	Department	Wage Range	Total	Total Min	Female						Male								
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ASSISTANT PROFESSOR, RADIOGRAPHY	RADIOGRAPHY	1,917 - 2,454	2									2	2						
INSTRUCTOR, NUCLEAR MEDICINE TECHNOLOGY	NUCLEAR MEDICINE	2,000	1		1	1													
ASSISTANT PROFESSOR, RESPIRATORY CARE	RESPIRATORY	2,058	1									1	1						
INSTRUCTOR, DIAGNOSTIC MEDICAL SONOGRAPHY	DIAGNOSTIC MEDICAL	2,250	1		1	1													
TECHNICAL INSTRUCTOR, RADIOGRAPHY	RADIOGRAPHY	2,403	1									1	1						
ASSOCIATE PROFESSOR, DENTAL HYGIENE	DENTAL HYGIENE	2,410 - 2,918	2		2	2													
ASSISTANT PROFESSOR, NUCLEAR MEDICINE TECHNOLOGY	NUCLEAR MEDICINE	2,508	1		1	1													
ASSOCIATE PROFESSOR, CLINICAL LAB SCIENCE	CLINICAL LAB SCIENCE	2,557	1									1	1						
ASSISTANT PROFESSOR, HEALTH MANAGEMENT PROGRAMS	HEALTH MANAGEMEN	2,588	1									1	1						
ASSOCIATE PROFESSOR, HEALTH CARE SYSTEMS ADMINISTR	HEALTH CARE SYSTEMS	2,604	1		1	1													
ASSISTANT PROFESSOR, DENTAL HYGIENE	DENTAL HYGIENE	2,616	1		1	1													
ASSOCIATE PROFESSOR, NURSING	NURSING	2,652 - 3,250	3		3	3													

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 202 Faculty - Allied Health

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSISTANT PROFESSOR, NURSING	NURSING	2,705	1		1	1										
ASSISTANT PROFESSOR, CLINICAL LAB SCIENCE	CLINICAL LAB SCIENCE	2,742	1		1	1										
ASSOCIATE PROFESSOR, MEDICAL RECORDS	MEDICAL RECORDS	2,830 - 3,175	4		4	4										
ASSOCIATE PROFESSOR, RESPIRATORY CARE	RESPIRATORY	2,969	1		1	1										
PROFESSOR, NURSING	NURSING	3,049 - 3,414	2		2	2										
ASSOCIATE PROFESSOR, ENVIRONMENTAL HEALTH & SAFETY	ENVIRONMENTAL	3,190	1								1	1				
PROFESSOR, DENTAL HYGIENE	DENTAL HYGIENE	3,378	1		1	1										
PROFESSOR, ENVIRONMENTAL HEALTH & SAFETY	ENVIRONMENTAL	3,431 - 4,064	2	1							2	1				1
Job Group Total			29	1	20	20	0	0	0	0	9	8	0	0	0	1
<i>% of Total</i>				3.45	68.97	68.97	.00	.00	.00	.00	31.03	27.59	.00	.00	.00	3.45

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 203 Faculty - Arts & Sciences

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSISTANT PROFESSOR, LANGUAGES AND LITERATURE	LANGUAGES AND	1,961 - 2,778	14	1	6	5		1				8	8			
ASSISTANT PROFESSOR, HUMANITIES	HUMANITIES	1,977 - 2,927	3		3	3										
ASSISTANT PROFESSOR, SOCIAL SCIENCES	SOCIAL SCIENCES	2,000 - 2,193	7	1	4	3			1			3	3			
ASSISTANT PROFESSOR, MATHEMATICS	MATHEMATICS	2,000 - 2,978	15	3	5	5						10	7	1		2
ASSISTANT PROFESSOR, SOCIAL WORK	SOCIAL WORK	2,040 - 2,081	2	1	2	1				1						
ASSOCIATE PROFESSOR, THEATER	THEATER	2,080 - 2,180	2		2	2										
ASSISTANT PROFESSOR, PHYSICAL SCIENCES	PHYSICAL SCIENCES	2,090 - 2,887	4		1	1						3	3			
PROFESSOR, LANGUAGES AND LITERATURE	LANGUAGES AND	2,137 - 3,625	15	1	2	2						13	12	1		
ASSISTANT PROFESSOR, MUSIC CENTER	MUSIC CENTER	2,168	1									1	1			
ASSOCIATE PROFESSOR, HUMANITIES	HUMANITIES	2,179 - 2,847	4		1	1						3	3			
ASSOCIATE PROFESSOR, LANGUAGES AND LITERATURE	LANGUAGES AND	2,180 - 2,991	9	1	6	6						3	2			1
ASSOCIATE PROFESSOR, MUSIC CENTER	MUSIC CENTER	2,195 - 2,945	2									2	2			
ASSOCIATE PROFESSOR, SOCIAL WORK	SOCIAL WORK	2,211 - 2,421	3	1	1	1						2	1	1		

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 203 Faculty - Arts & Sciences

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSOCIATE PROFESSOR, PHYSICAL SCIENCES	PHYSICAL SCIENCES	2,234 - 2,350	2								2	2				
ASSISTANT PROFESSOR, BIOLOGY	BIOLOGY	2,244	1		1	1										
ASSOCIATE PROFESSOR, MATHEMATICS	MATHEMATICS	2,301 - 3,286	5	1							5	4			1	
ASSOCIATE PROFESSOR, SOCIAL SCIENCES	SOCIAL SCIENCES	2,310 - 2,556	3	2	1				1		2	1			1	
PROFESSOR, HUMANITIES	HUMANITIES	2,595 - 4,029	13		3	3					10	10				
ASSOCIATE PROFESSOR, BIOLOGY	BIOLOGY	2,616 - 3,093	2		1	1					1	1				
PROFESSOR, PHYSICAL SCIENCES	PHYSICAL SCIENCES	2,761 - 3,228	8	2	1	1					7	5			2	
PROFESSOR, SOCIAL SCIENCES	SOCIAL SCIENCES	2,780 - 3,708	6	2							6	4	1	1		
PROFESSOR, MATHEMATICS	MATHEMATICS	2,891 - 3,213	4	2	1				1		3	2			1	
PROFESSOR, BIOLOGY	BIOLOGY	2,992 - 4,199	12	1	3	2	1				9	9				
Job Group Total			137	19	44	38	1	1	3	1	93	80	4	1	8	0
<i>% of Total</i>				13.87	32.12	27.74	.73	.73	2.19	.73	67.88	58.39	2.92	.73	5.84	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 204 Faculty - Business

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSOCIATE PROFESSOR, VISUAL DESIGN & WEB MEDIA	VISUAL DESIGN &	1,740 - 3,617	2		1	1						1	1			
ASSISTANT PROFESSOR, VISUAL DESIGN & WEB MEDIA	VISUAL DESIGN &	2,337 - 3,424	4		3	3						1	1			
ASSISTANT PROFESSOR, MANAGEMENT DEPARTMENT	MANAGEMENT	2,523 - 4,539	4		1	1						3	3			
ASSISTANT PROFESSOR, ACCOUNTANCY - FINANCE - ECONO	ACCOUNTANCY	2,597 - 3,213	3	2								3	1	2		
PROFESSOR, COMPUTER INFORMATION SYSTEMS	COMPUTER INFORMATION	2,695	1		1	1										
ASSISTANT PROFESSOR, COMPUTER INFORMATION SYSTEMS	COMPUTER INFORMATION	2,697 - 3,162	4		1	1						3	3			
ASSOCIATE PROFESSOR, HOSPITALITY	HOSPITALITY	2,910	1		1	1										
ASSOCIATE PROFESSOR, MARKETING DEPARTMENT	MARKETING DEPARTMENT	2,946 - 3,298	3									3	3			
ASSISTANT PROFESSOR, HOSPITALITY	HOSPITALITY	2,947	1		1	1										
ASSOCIATE PROFESSOR, ACCOUNTANCY - FINANCE - ECONO	ACCOUNTANCY	3,201 - 3,641	3		1	1						2	2			
ASSISTANT PROFESSOR, BUSINESS - GRADUATE PROGRAMS,	BUSINESS - GRADUATE	3,329	2	1								2	1			1
PROFESSOR, ACCOUNTANCY - FINANCE - ECONOM	ACCOUNTANCY	3,337 - 4,344	10	4	2	1				1		8	5			3

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 204 Faculty - Business

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PROFESSOR, MANAGEMENT DEPARTMENT	MANAGEMENT	3,376 - 4,755	7		2	2						5	5			
ASSOCIATE PROFESSOR, COMPUTER INFORMATION SYSTEMS	COMPUTER INFORMATION	3,410 - 3,825	8	1								8	7		1	
PROFESSOR, MARKETING DEPARTMENT	MARKETING DEPARTMENT	3,558 - 4,614	7		2	2						5	5			
ASSISTANT PROFESSOR, MARKETING DEPARTMENT	MARKETING DEPARTMENT	3,570 - 4,000	2		2	2										
ASSOCIATE PROFESSOR, BUSINESS - GRADUATE PROGRAMS,	BUSINESS - GRADUATE	3,876 - 3,881	2									2	2			
PROFESSOR, BUSINESS - GRADUATE PROGRAMS,	BUSINESS - GRADUATE	4,152	1									1	1			
PROFESSOR, HOSPITALITY	HOSPITALITY	3,257	1	1								1		1		
DEPT CHAIR/PROFESSOR, BUSINESS - GRADUATE PROGRAMS	BUSINESS - GRADUATE	4,509	1									1	1			
PROFESSOR, PROFESSIONAL GOLF MANAGEMENT	PROFESSIONAL	3,830	1									1	1			
Job Group Total			68	9	18	17	0	0	1	0	50	42	3	0	5	0
<i>% of Total</i>				<i>13.24</i>	<i>26.47</i>	<i>25.00</i>	<i>.00</i>	<i>.00</i>	<i>1.47</i>	<i>.00</i>	<i>73.53</i>	<i>61.76</i>	<i>4.41</i>	<i>.00</i>	<i>7.35</i>	<i>.00</i>

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 205 Faculty - Education

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
ASSOCIATE PROFESSOR, CRIMINAL JUSTICE, SCHOOL OF	CRIMINAL JUSTICE,	1,734 - 2,683	3	1	1	1						2	1	1		
ASSISTANT PROFESSOR, CRIMINAL JUSTICE, SCHOOL OF	CRIMINAL JUSTICE,	2,081 - 2,321	5	1	1	1						4	3	1		
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION - TEACHER	SCHOOL OF EDUCATION -	2,091 - 2,295	3		3	3										
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION - EARLY C	SCHOOL OF EDUCATION -	2,261	1	1	1					1						
ASSISTANT PROFESSOR, TELEVISION & DIGITAL MEDIA PR	TELEVISION & DIGITAL	2,341	1		1	1										
ASSISTANT PROFESSOR, LEISURE STUDIES AND WELLNESS	LEISURE STUDIES AND	2,370	1		1	1										
ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION - TEACHER	SCHOOL OF EDUCATION -	2,500 - 2,550	3		2	2						1	1			
ASSISTANT PROFESSOR, SCHOOL OF EDUCATION - EARLY C	SCHOOL OF EDUCATION -	2,513	1		1	1										
PROFESSOR, SCHOOL OF EDUCATION - TEACHER	SCHOOL OF EDUCATION -	2,923 - 4,100	6		2	2						4	4			
PROFESSOR, TELEVISION & DIGITAL MEDIA PRO	TELEVISION & DIGITAL	3,084	1									1	1			
PROFESSOR, LEISURE STUDIES AND WELLNESS	LEISURE STUDIES AND	3,096	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 205 Faculty - Education

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
PROGRAM COORD/PROFESSOR, TELEVISION & DIGITAL MEDI	TELEVISION & DIGITAL	3,149	1									1	1				
PROGRAM COORD/PROFESSOR, LEISURE STUDIES AND WELLN	LEISURE STUDIES AND	3,239	1		1	1											
PROFESSOR, CRIMINAL JUSTICE, SCHOOL OF	CRIMINAL JUSTICE,	3,414 - 3,816	2									2	2				
Job Group Total			30	3	15	14	0	0	1	0	15	13	2	0	0	0	0
<i>% of Total</i>				10.00	50.00	46.67	.00	.00	3.33	.00	50.00	43.33	6.67	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 206 Faculty - Optometry

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
PROFESSOR, OPTOMETRY, MICHIGAN COLLEGE OF	OPTOMETRY, MICHIGAN	3,534 - 3,993	11		1	1						10	10				
ASSOCIATE PROFESSOR, OPTOMETRY, MICHIGAN COLLEGE O	OPTOMETRY, MICHIGAN	2,830 - 3,122	5									5	5				
INTERIM ASSOC DEAN/PROFESSOR, OPTOMETRY, MICHIGAN	OPTOMETRY, MICHIGAN	3,649	1									1	1				
Job Group Total			17	0	1	1	0	0	0	0	16	16	0	0	0	0	
<i>% of Total</i>				.00	5.88	5.88	.00	.00	.00	.00	94.12	94.12	.00	.00	.00	.00	

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 207 Faculty - Pharmacy

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
INSTRUCTOR, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	2,500 - 2,710	2									2	2				
ASSISTANT PROFESSOR, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	2,531 - 2,795	12	1	10	9					1	2	2				
ASSOCIATE PROFESSOR, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	2,686 - 3,116	11	1	7	6	1					4	4				
PROFESSOR, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	3,097 - 3,985	11	1	3	3						8	7			1	
Job Group Total			36	3	20	18	1	0	0	1		16	15	0	0	1	0
<i>% of Total</i>				8.33	55.56	50.00	2.78	.00	.00	2.78		44.44	41.67	.00	.00	2.78	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 208 Faculty - Technology

Job Title	Department	Wage Range	Total	Total Min	Female						Male							
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd		
TECHNICAL INSTRUCTOR, HVACR DEPARTMENT	HVACR DEPARTMENT	2,378	1									1	1					
ASSISTANT PROFESSOR, CAD DRAFTING/TOOL DESIGN	CAD DRAFTING/TO	2,382	1									1	1					
ASSISTANT PROFESSOR, WELDING ENGINEERING TECHNOLOG	WELDING ENGINEERING	2,423 - 2,630	2									2	2					
ASSISTANT PROFESSOR, HEAVY EQUIPMENT DEPARTMENT	HEAVY EQUIPMENT	2,470 - 2,489	2									2	2					
ASSISTANT PROFESSOR, AUTO BODY	AUTO BODY	2,476 - 2,566	2									2	2					
ASSISTANT PROFESSOR, EET & CNS DEPARTMENT	EET & CNS DEPARTMENT	2,496 - 2,913	3									3	3					
ASSISTANT PROFESSOR, AUTOMOTIVE SERVICE TECHNOLOGY	AUTOMOTIVE SERVICE	2,499 - 2,650	6	1								6	5					1
ASSISTANT PROFESSOR, HVACR DEPARTMENT	HVACR DEPARTMENT	2,500 - 2,624	3									3	3					
ASSISTANT PROFESSOR, PLASTICS & RUBBER ENGINEERING	PLASTICS & RUBBER	2,531 - 2,687	3	2								3	1				2	
ASSISTANT PROFESSOR, MANUFACTURING TOOLING TECHNOL	MANUFACTUR ING	2,559	1									1	1					
ASSISTANT PROFESSOR, PRODUCT DESIGN ENGINEERING TE	PRODUCT DESIGN	2,584	1									1	1					

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 208 Faculty - Technology

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSISTANT PROFESSOR, ARCHITECTURAL TECH & FACILITI	ARCHITECTURAL	2,624	1		1	1										
ASSISTANT PROFESSOR, AUTO/HEAVY EQUIP. MGT.	AUTO/HEAVY EQUIP. MGT.	2,624	1								1	1				
ASSISTANT PROFESSOR, PRINTING & IMAGING TECHNOLOGY	PRINTING & IMAGING	2,628	1	1							1		1			
ASSISTANT PROFESSOR, CONSTRUCTION TECHNOLOGY & MAN	CONSTRUCTION	2,692 - 2,926	2								2	2				
DEPT CHAIR/ASSOCIATE PROFESSOR, WELDING ENGINEERIN	WELDING ENGINEERING	2,726	1								1	1				
ASSISTANT PROFESSOR, MANUFACTURING ENGINEERING TEC	MANUFACTURING	2,743 - 2,799	3								3	3				
DEPT CHAIR/ASSISTANT PROFESSOR, MECHANICAL ENGINEE	MECHANICAL ENGINEERING	2,744	1								1	1				
ASSOCIATE PROFESSOR, PLASTICS & RUBBER ENGINEERING	PLASTICS & RUBBER	2,796 - 3,023	3								3	3				
ASSOCIATE PROFESSOR, CONSTRUCTION TECHNOLOGY & MAN	CONSTRUCTION	2,827 - 3,343	4		1	1					3	3				
ASSOCIATE PROFESSOR, MANUFACTURING TOOLING TECHNOL	MANUFACTURING	2,827 - 3,462	2								2	2				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 208 Faculty - Technology

Job Title	Department	Wage Range	Total	Total Min	Female						Male								
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
ASSOCIATE PROFESSOR, PRINTING & IMAGING TECHNOLOGY	PRINTING & IMAGING	2,853 - 3,285	5									5	5						
ASSISTANT PROFESSOR, MECHANICAL ENGINEERING TECHNO	MECHANICAL ENGINEERING	2,858	1									1	1						
ASSOCIATE PROFESSOR, WELDING ENGINEERING TECHNOLOG	WELDING ENGINEERING	2,886	1									1	1						
ASSISTANT PROFESSOR, SURVEYING ENGINEERING DEPARTM	SURVEYING ENGINEERING	2,887	1									1	1						
ASSOCIATE PROFESSOR, HVACR DEPARTMENT	HVACR DEPARTMENT	2,930	1									1	1						
ASSOCIATE PROFESSOR, ARCHITECTURAL TECH & FACILITI	ARCHITECTURAL	3,035 - 3,329	3									3	3						
DEPT CHAIR/ASSOCIATE PROFESSOR, PRINTING & IMAGING	PRINTING & IMAGING	3,069	1									1	1						
PROFESSOR, AUTOMOTIVE SERVICE TECHNOLOGY	AUTOMOTIVE SERVICE	3,083 - 3,366	3									3	3						
ASSOCIATE PROFESSOR, AUTO/HEAVY EQUIP. MGT.	AUTO/HEAVY EQUIP. MGT.	3,094	1									1	1						
ASSOCIATE PROFESSOR, CAD DRAFTING/TOOL DESIGN	CAD DRAFTING/TO	3,101 - 3,179	2									2	2						
ASSOCIATE PROFESSOR, MANUFACTURING ENGINEERING TEC	MANUFACTURING	3,111	1									1	1						

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 208 Faculty - Technology

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ASSOCIATE PROFESSOR, SURVEYING ENGINEERING DEPARTM	SURVEYING ENGINEERING	3,124	1									1	1				
DEPT CHAIR/ASSOCIATE PROFESSOR, ARCHITECTURAL TECH	ARCHITECTURAL	3,124	1		1	1											
ASSOCIATE PROFESSOR, PRODUCT DESIGN ENGINEERING	PRODUCT DESIGN	3,161	1									1	1				
PROFESSOR, AUTO/HEAVY EQUIP. MGT.	AUTO/HEAVY EQUIP. MGT.	3,165	1									1	1				
PROFESSOR, CONSTRUCTION TECHNOLOGY & MANA	CONSTRUCTI ON	3,182 - 3,669	2									2	2				
DEPT CHAIR/ASSOCIATE PROFESSOR, CONSTRUCTION TECHN	CONSTRUCTI ON	3,185	1									1	1				
PROFESSOR, MANUFACTURING TOOLING TECHNOLO	MANUFACTUR ING	3,196 - 3,380	2									2	2				
DEPT CHAIR/PROFESSOR, AUTOMOTIVE SERVICE TECHNOLOG	AUTOMOTIVE SERVICE	3,237	1									1	1				
PROFESSOR, MECHANICAL ENGINEERING TECHNOL	MECHANICAL ENGINEERING	3,337	1									1	1				
PROFESSOR, HEAVY EQUIPMENT DEPARTMENT	HEAVY EQUIPMENT	3,342	1									1	1				
DEPT CHAIR/ASSOCIATE PROFESSOR, EET & CNS DEPARTME	EET & CNS DEPARTMENT	3,354	1									1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 208 Faculty - Technology

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
DEPT CHAIR/PROFESSOR, HEAVY EQUIPMENT DEPARTMENT	HEAVY EQUIPMENT	3,379	1									1	1				
PROFESSOR, PLASTICS & RUBBER ENGINEERING	PLASTICS & RUBBER	3,418	1									1	1				
PROFESSOR, MANUFACTURING ENGINEERING TECH	MANUFACTURING	3,419 - 3,488	2									2	2				
ASSOCIATE PROFESSOR, EET & CNS DEPARTMENT	EET & CNS DEPARTMENT	3,482	1									1	1				
PROFESSOR, EET & CNS DEPARTMENT	EET & CNS DEPARTMENT	3,490	1									1	1				
PROFESSOR, HVACR DEPARTMENT	HVACR DEPARTMENT	3,496	1									1	1				
PROFESSOR, SURVEYING ENGINEERING DEPARTME	SURVEYING ENGINEERING	3,509 - 4,134	2	1								2	1				1
PROFESSOR, PRINTING & IMAGING TECHNOLOGY	PRINTING & IMAGING	3,591	1									1	1				
DEPT CHAIR/PROFESSOR, SURVEYING ENGINEERING DEPART	SURVEYING ENGINEERING	3,595	1									1	1				
DEPT CHAIR/PROFESSOR, PLASTICS & RUBBER ENGINEERIN	PLASTICS & RUBBER	3,623	1									1	1				
PROFESSOR, ARCHITECTURAL TECH & FACILITIE	ARCHITECTURAL	3,668	1									1	1				
PROFESSOR, CAD DRAFTING/TOOL DESIGN	CAD DRAFTING/TO	3,686	1									1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 208 Faculty - Technology

Job Title	Department	Wage Range	Total	Total Min	Female						Male								
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
PROFESSOR, WELDING ENGINEERING TECHNOLOGY	WELDING ENGINEERING	3,686	1									1	1						
Job Group Total			92	5	3	3	0	0	0	0	89	84	1	0	3	1			
<i>% of Total</i>				5.43	3.26	3.26	.00	.00	.00	.00	96.74	91.30	1.09	.00	3.26	1.09			

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 209 Faculty - Library

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
LIBRARIAN/ASS'T. PROF.	Various	1,410 - 1,649	7		3	3						4	4				
PROFESSOR, FLITE REFERENCE AND INSTRUCTIO	FLITE REFERENCE	2,083	1									1	1				
PROFESSOR, FLITE SYSTEMS AND OPERATIONS	FLITE SYSTEMS	2,119	1									1	1				
LIBRARIAN/PROFESSOR	Various	2,444 - 2,826	3		2	2						1	1				
Job Group Total			12	0	5	5	0	0	0	0	7	7	0	0	0	0	0
<i>% of Total</i>				.00	41.67	41.67	.00	.00	.00	.00	58.33	58.33	.00	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 210 Faculty - Temp/FT

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
FACULTY (FT TEMPORARY-9 MONTH), LEISURE STUDIES AN	LEISURE STUDIES AND	1,250	1		1	1										
POST-GRADUATE FELLOWSHIP	OPTOMETRY, MICHIGAN	1,345	1		1	1										
FACULTY (FT TEMPORARY-9 MONTH), INTERNATIONAL AFFA	INTERNATION AL	1,425	1		1	1										
FACULTY (FT TEMPORARY-9 MONTH), DEVELOPMENTAL PROG	DEVELOPMEN TAL	1,500	1								1	1				
EDUC. COUNS./FT TEMP. 9 MONTH, EDUCATIONAL & CAREE	EDUCATIONA L	1,545	2		2	2										
FACULTY (FT TEMPORARY-9 MONTH), HUMANITIES	HUMANITIES	1,700 - 1,750	11	2	7	6		1			4	3			1	
FACULTY (FT TEMPORARY-9 MONTH), LANGUAGES AND LITE	LANGUAGES AND	1,700 - 1,750	3		2	2					1	1				
FACULTY (FT TEMPORARY-9 MONTH), DEBATE	DEBATE	1,750	1								1	1				
FACULTY (FT TEMPORARY-9 MONTH), SOCIAL SCIENCES	SOCIAL SCIENCES	1,750	3		1	1					2	2				
FACULTY (FT TEMPORARY-9 MONTH), SURVEYING ENGINEER	SURVEYING ENGINEERING	1,750	1								1	1				
FACULTY (FT TEMPORARY-9 MONTH), BIOLOGY	BIOLOGY	1,825 - 1,850	3								3	3				
FACULTY (FT TEMPORARY-9 MONTH), MATHEMATICS	MATHEMATIC S	1,850 - 2,000	2		2	2										
FACULTY (FT TEMPORARY-9 MONTH), DENTAL HYGIENE	DENTAL HYGIENE	1,900	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 210 Faculty - Temp/FT

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
FACULTY (FT TEMPORARY-9 MONTH), MUSIC CENTER	MUSIC CENTER	1,939	1		1	1										
FACULTY (FT TEMPORARY-9 MONTH), SCHOOL OF EDUCATION	SCHOOL OF EDUCATION -	2,000	1		1	1										
FACULTY (FT TEMPORARY-9 MONTH), VISUAL DESIGN & WE	VISUAL DESIGN &	2,000	1	1							1				1	
FACULTY (FT TEMPORARY-9 MONTH), HEALTH MANAGEMENT	HEALTH MANAGEMEN	2,100	1		1	1										
FACULTY (FT TEMPORARY-9 MONTH), NURSING	NURSING	2,100 - 2,300	2		1	1					1	1				
FACULTY (FT TEMPORARY-9 MONTH), ACCOUNTANCY - FINANCIAL	ACCOUNTANCY	2,150 - 2,250	2		1	1					1	1				
FACULTY (FT TEMPORARY-9 MONTH), PHYSICAL SCIENCES	PHYSICAL SCIENCES	2,200	1	1							1				1	
FACULTY (FT TEMPORARY-9 MONTH), DIAGNOSTIC MEDICAL	DIAGNOSTIC MEDICAL	2,250	1	1							1		1			
FACULTY (FT TEMPORARY-9 MONTH), COMPUTER INFORMATION	COMPUTER INFORMATION	2,500	1		1	1										
FACULTY (FT TEMPORARY-9 MONTH), HVACR DEPARTMENT	HVACR DEPARTMENT	2,550	1								1	1				
FACULTY (FT TEMPORARY-9 MONTH), MANAGEMENT DEPARTMENT	MANAGEMENT DEPARTM	2,650	1	1	1			1								
Job Group Total			44	6	25	23	0	2	0	0	19	15	0	1	3	0
<i>% of Total</i>				<i>13.64</i>	<i>56.82</i>	<i>52.27</i>	<i>.00</i>	<i>4.55</i>	<i>.00</i>	<i>.00</i>	<i>43.18</i>	<i>34.09</i>	<i>.00</i>	<i>2.27</i>	<i>6.82</i>	<i>.00</i>

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 211 Faculty - SupFac/1SFT

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amind	Total	White	Black	Hisp	Asian	Amind
SUPFAC/1SFT, LANGUAGES AND LITERATURE	LANGUAGES AND	1,100 - 1,667	11		7	7						4	4			
SUPFAC/1SFT, LEISURE STUDIES AND WELLNESS	LEISURE STUDIES AND	1,111	1									1	1			
SUPFAC/1SFT, AUTOMOTIVE DEPARTMENT OFFICE	AUTOMOTIVE DEPARTMENT	1,111 - 1,667	4	1								4	3		1	
SUPFAC/1SFT, BIOLOGY	BIOLOGY	1,222 - 1,611	4		4	4										
SUPFAC/1SFT, EET & CNS DEPARTMENT	EET & CNS DEPARTMENT	1,333 - 1,873	2									2	2			
SUPFAC/1SFT, MECHANICAL ENGINEERING TECHNOL	MECHANICAL ENGINEERING	1,339	1		1	1										
SUPFAC/1SFT, VISUAL DESIGN & WEB MEDIA	VISUAL DESIGN &	1,556	1		1	1										
SUPFAC/1SFT, MATHEMATICS	MATHEMATICS	1,556 - 1,667	4		2	2						2	2			
SUPFAC/1SFT, PHYSICAL SCIENCES	PHYSICAL SCIENCES	1,611 - 1,758	4		3	3						1	1			
SUPFAC/1SFT, ARCHITECTURAL TECH & FACILITIE	ARCHITECTURAL	1,667	1									1	1			
SUPFAC/1SFT, AUTOMOTIVE SERVICE TECHNOLOGY	AUTOMOTIVE SERVICE	1,667	1									1	1			
SUPFAC/1SFT, MANAGEMENT DEPARTMENT	MANAGEMENT	1,667	1		1	1										
SUPFAC/1SFT, MARKETING DEPARTMENT	MARKETING DEPARTMENT	1,667	1									1	1			
SUPFAC/1SFT, UNIVERSITY CENTER FOR EXTENDED	UNIVERSITY CENTER FOR	1,667	2									2	2			

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 211 Faculty - SupFac/1SFT

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
SUPFAC/1SFT, NURSING	NURSING	1,852	1		1	1										
SUPFAC/1SFT, SOCIAL SCIENCES	SOCIAL SCIENCES	2,000	3	1	3	2			1							
Job Group Total			42	2	23	22	0	0	1	0	19	18	0	0	1	0
<i>% of Total</i>				4.76	54.76	52.38	.00	.00	2.38	.00	45.24	42.86	.00	.00	2.38	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 212 Faculty - SupFac/1SPT

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
SUPFAC/1SPT, HEAVY EQUIPMENT DEPARTMENT	HEAVY EQUIPMENT	781.14	1									1	1				
SUPFAC/1SPT, HVACR DEPARTMENT	HVACR DEPARTMENT	781.14 - 1,894	3									3	3				
SUPFAC/1SPT, TELEVISION & DIGITAL MEDIA PRO	TELEVISION & DIGITAL	782.22 - 880.00	2		1	1						1	1				
SUPFAC/1SPT, MATHEMATICS	MATHEMATICS	782.22 - 1,100	2		1	1						1	1				
SUPFAC/1SPT, HEALTH MANAGEMENT PROGRAMS	HEALTH MANAGEMENT	784.31 - 1,378	2		2	2											
SUPFAC/1SPT, CRIMINAL JUSTICE, SCHOOL OF	CRIMINAL JUSTICE,	880.00	3		1	1						2	2				
SUPFAC/1SPT, LANGUAGES AND LITERATURE	LANGUAGES AND	880.00 - 880.60	3	1	3	2				1							
SUPFAC/1SPT, EDUCATION & HUMAN SERVICES, CO	EDUCATION & HUMAN	880.00 - 882.35	3		1	1						2	2				
SUPFAC/1SPT, DEVELOPMENTAL PROGRAMS & CURRI	DEVELOPMENTAL	880.00 - 979.28	5		4	4						1	1				
SUPFAC/1SPT, MANAGEMENT DEPARTMENT	MANAGEMENT	880.00 - 1,019	4									4	4				
SUPFAC/1SPT, APPLIED TECHNOLOGY/SW MICHIGAN	APPLIED TECHNOLOGY	881.02	1		1	1											
SUPFAC/1SPT, UCEL - SUP/FAC	UCEL - SUP/FAC	881.06	1									1	1				
SUPFAC/1SPT, SOCIAL WORK	SOCIAL WORK	882.35	1		1	1											
SUPFAC/1SPT, SCHOOL OF EDUCATION - TEACHER	SCHOOL OF EDUCATION -	894.83 - 978.44	2		2	2											

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 212 Faculty - SupFac/1SPT

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
SUPFAC/1SPT, HUMANITIES	HUMANITIES	977.78	1		1	1										
SUPFAC/1SPT, ALLIED HEALTH SCIENCES, COLLEG	ALLIED HEALTH	1,077	1		1	1										
SUPFAC/1SPT, SOCIAL SCIENCES	SOCIAL SCIENCES	1,100	2								2	2				
SUPFAC/1SPT, BIOLOGY	BIOLOGY	1,333	1		1	1										
SUPFAC/1SPT, NURSING	NURSING	1,333 - 1,642	7		6	6					1	1				
SUPFAC/1SPT, MANUFACTURING ENGINEERING TECH	MANUFACTURING	1,507	1								1	1				
PART-TIME FACULTY, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	2,901	1		1	1										
SUPFAC/1SPT, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	9,714	1								1	1				
Job Group Total			48	1	27	26	0	0	1	0	21	21	0	0	0	0
<i>% of Total</i>				<i>2.08</i>	<i>56.25</i>	<i>54.17</i>	<i>.00</i>	<i>.00</i>	<i>2.08</i>	<i>.00</i>	<i>43.75</i>	<i>43.75</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 213 Faculty - SupFac/Other

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
SUPFAC/OTHER, ACADEMIC SUPPORT CENTER	ACADEMIC SUPPORT	8.50	1		1	1										
SUPFAC/OTHER, DEVELOPMENTAL PROGRAMS & CURRI	DEVELOPMENTAL	9.00 - 1,993	2		2	2										
SUPFAC/OTHER, LANGUAGES AND LITERATURE	LANGUAGES AND	9.50 - 10.00	4		4	4										
SUPFAC/OC, EDUCATION & HUMAN SERVICES, CO	EDUCATION & HUMAN	880.55 - 1,576	2		2	2										
SUPFAC/OC, UNIVERSITY CENTER FOR EXTENDED	UNIVERSITY CENTER FOR	900.00 - 1,650	27		12	12					15	15				
SUPFAC/OTHER, UNIVERSITY COLLEGE	UNIVERSITY COLLEGE	1,080 - 2,059	2		2	2										
SUPFAC/OC, ENVIRONMENTAL HEALTH & SAFETY	ENVIRONMENTAL	1,100	1								1	1				
SUPFAC/OC, SCHOOL OF EDUCATION - TEACHER	SCHOOL OF EDUCATION -	1,100	1								1	1				
SUPFAC/OC, UCEL - SUP/FAC	UCEL - SUP/FAC	1,100	2								2	2				
SUPFAC/OTHER, STRUCTURED LEARNING ASSISTANCE	STRUCTURED LEARNING	1,111 - 1,993	6	1	6	5				1						
SUPFAC/OTHER, FLITE REFERENCE AND INSTRUCTIO	FLITE REFERENCE	15.91	4		3	3					1	1				
SUPFAC/OTHER, RADIOGRAPHY	RADIOGRAPHY	16.00	1								1	1				
SUPFAC/OTHER, MARKETING DEPARTMENT	MARKETING DEPARTMENT	1,462	1								1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 213 Faculty - SupFac/Other

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
SUPFAC/OTHER, DENTAL HYGIENE	DENTAL HYGIENE	20.00 - 35.00	15		11	11						4	4				
SUPFAC/OC, BUSINESS - GRADUATE PROGRAMS,	BUSINESS - GRADUATE	1,650	1		1	1											
SUPFAC/OC, MEDICAL RECORDS	MEDICAL RECORDS	1,944	1		1	1											
SUPFAC/OTHER, NURSING	NURSING	2,024	1		1	1											
Job Group Total			72	1	46	45	0	0	1	0	26	26	0	0	0	0	0
<i>% of Total</i>				1.39	63.89	62.50	.00	.00	1.39	.00	36.11	36.11	.00	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 215 Faculty - University College

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSISTANT PROFESSOR, DEVELOPMENTAL PROGRAMS & CURR	DEVELOPMENTAL	1,926 - 2,500	3		2	2						1	1			
ASSISTANT PROFESSOR, INTERNATIONAL AFFAIRS	INTERNATIONAL	1,928	1									1	1			
ASSOCIATE PROFESSOR, DEVELOPMENTAL PROGRAMS & CURR	DEVELOPMENTAL	2,659	1	1	1		1									
PROFESSOR, DEVELOPMENTAL PROGRAMS & CURR	DEVELOPMENTAL	2,764	1		1	1										
HONORS PROG COORD/ASSOC PROF	HONORS PROGRAM	2,882	1		1	1										
PROFESSOR, INTERNATIONAL AFFAIRS	INTERNATIONAL	3,352	1		1	1										
PROFESSOR, CENTER FOR TEACHING, LEARNING	CENTER FOR TEACHING,	3,145	1									1	1			
Job Group Total			9	1	6	5	1	0	0	0	3	3	0	0	0	0
<i>% of Total</i>				<i>11.11</i>	<i>66.67</i>	<i>55.56</i>	<i>11.11</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>33.33</i>	<i>33.33</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 301 Student Affairs Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ASSISTANT DIRECTOR, UNIVERSITY RECREATION	UNIVERSITY RECREATION	1,101	1									1	1				
STUDENT ACTIVITIES COORDINATOR	STUDENT LEADERSHIP	1,101	1		1	1											
SENIOR RECRUITING OFFICER	Various	1,145 - 1,375	5		3	3						2	2				
ADMISSIONS OFFICER	ADMISSIONS & RECORDS	1,183	3	1	1			1				2	2				
COORD. RESIDENTIAL PROG./SVCS.	RESIDENTIAL LIFE	1,258	1	1								1		1			
COORDINATOR-STUDY ABROAD PROG.	INTERNATION AL	1,367	1		1	1											
ASST. ATHLETIC DIRECTOR	ATHLETICS	1,474	1									1	1				
DIRECTOR, STUDENT JUDICIAL SERVICES	STUDENT JUDICIAL	1,531	1		1	1											
ASST DIR-STUDENT SUPPORT SVCS	ENROLLMENT SERVICES	1,573	1	1								1		1			
COORDINATOR, SCHOLAR PROGRAM	SCHOLAR PROGRAM	1,778	1	1	1			1									
ASST DIR ADMISSIONS & RECORDS	ADMISSIONS & RECORDS	1,781	1		1	1											
COORD.INTERNATIONAL ADMISSIONS	INTERNATION AL	1,847	1		1	1											
ASSOC DIR FIN AID-OPERATIONS	FINANCIAL AID	1,990	1		1	1											
DIRECTOR OF UNIV. RECREATION	UNIVERSITY RECREATION	2,003	1									1	1				
ASSOC DIR FIN AID-CLIENT SVCS	FINANCIAL AID	2,041	1									1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 301 Student Affairs Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ASSOCIATE DIRECTOR OF HOUSING	RESIDENTIAL LIFE	2,057	1									1	1			
DIRECTOR-OFF-CAMPUS STU SVCS	PHARMACY, COLLEGE OF	2,162	1		1	1										
ASSOC DIR ADMISSIONS & RECORDS	ADMISSIONS & RECORDS	2,187	1		1	1										
DIRECTOR, MINORITY STUDENT AFFAIRS	MINORITY STUDENT	2,530	1	1								1		1		
DIRECTOR ENROLLMENT TECH SVCS	ENROLLMENT TECHNICAL	2,594	1		1	1										
DIRECTOR OF ATHLETICS	ATHLETICS	2,913	1									1	1			
COORDINATOR/ASST. TO THE DEAN	FLITE ADMINISTRATI	2,961	1		1	1										
DIR-COUNSELING & HEALTH CTRS	COUNSELING CENTER	3,005	1									1	1			
DEAN-STUDENT LIFE/HOUSING DIR	STUDENT AFFAIRS	3,101	1		1	1										
ASSOC DEAN ENR SVC/DIR ADM&REC	ADMISSIONS & RECORDS	3,451	1									1	1			
Job Group Total			31	5	16	14	1	1	0	0	15	12	3	0	0	0
<i>% of Total</i>				16.13	51.61	45.16	3.23	3.23	.00	.00	48.39	38.71	9.68	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 302 Business Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
BUSINESS & TAX ANALYST	FINANCE OFFICE	1,735	1	1	1		1									
DIRECTOR OF ALUMNI RELATIONS	UNIVERSITY ADVANCEMEN	1,976	1								1	1				
LEGAL ASST II/OFFICE MANAGER	GOVERNMENTAL	2,018	1		1	1										
INVESTMENT/GRANTS OFFICERS	INVESTMENT S	2,176	1		1	1										
DIRECTOR, AUXILIARY ENTERPRISES	AUXILIARY ENTERPRISES	2,199	1								1	1				
DIRECTOR, PURCHASING	PURCHASING	2,207	1		1	1										
ASST DIRECTOR OF DEVELOPMENT	UNIVERSITY ADVANCEMEN	2,358	1								1	1				
DIR-PTM & RACQUET & FITNESS CTR	RACQUET & FITNESS	2,422	1								1	1				
UNIVERSITY ARCHITECT	PHYSICAL PLANT -	2,478	1								1	1				
ENVIROMENTAL ENGINEER	PHYSICAL PLANT -	2,483	1								1	1				
DIRECTOR OF ACCOUNTING SVCS.	FINANCE OFFICE	2,485	1								1	1				
DIRECTOR, TELECOMMUNICATIONS	TELECOMMUNICATIONS	2,513	1								1	1				
DIRECTOR, DINING SERVICES ADMINISTRATION	DINING SERVICES	2,530	1		1	1										
PLANT ENGINEER	PHYSICAL PLANT -	2,541	1								1	1				
DIRECTOR, PUBLIC SAFETY	PUBLIC SAFETY	2,555	1								1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 302 Business Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
DIRECTOR OF LABOR RELATIONS	GOVERNMENTAL	2,648	1		1	1										
ASSISTANT GENERAL COUNSEL	GOVERNMENTAL	2,648	1								1	1				
DIR-EMP RELATIONS & AFF ACTION	AFFIRMATIVE ACTION	2,687	1		1	1										
DIR OF BUS OPERATIONS/STU SVCS	BUSINESS OPERATIONS	2,834	1								1	1				
DIRECTOR, UNIVERSITY ADVANCEMENT & MARKE	UNIVERSITY ADVANCEMEN	2,941	1		1	1										
DIRECTOR, HUMAN RESOURCES	HUMAN RESOURCES	3,029	1		1	1										
DEPUTY GENERAL COUNSEL	GOVERNMENTAL	3,165	1								1	1				
DIRECTOR-CORPORATE DEVELOPMENT	CORPORATE &	3,273	1								1	1				
DIRECTOR, BUDGETARY PLANNING AND ANALYSI	BUDGETARY PLANNING	3,579	1		1	1										
Job Group Total			24	1	10	9	1	0	0	0	14	14	0	0	0	0
% of Total				4.17	41.67	37.50	4.17	.00	.00	.00	58.33	58.33	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 303 Athletics Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
ASSISTANT COACH	ATHLETICS	848.65	1									1	1				
ASSISTANT VOLLEYBALL COACH	ATHLETICS	872.11	1									1	1				
ASST. MENS/WMNS TRACK/XC COACH	ATHLETICS	945.41	1		1	1											
ASST MEN'S BASKETBALL COACH	ATHLETICS	976.18	1									1	1				
HEAD MEN'S/WOMEN'S GOLF COACH	ATHLETICS	995.99	1									1	1				
ASSISTANT FOOTBALL COACH	ATHLETICS	1,036 - 1,387	3	1								3	2	1			
HEAD MENS TENNIS COACH	ATHLETICS	1,079	1									1	1				
HEAD TENNIS PRO/ASST MGR/COACH	ATHLETICS	1,128	1	1								1			1		
ASSISTANT HOCKEY COACH	ATHLETICS	1,139	1									1	1				
OFFENSIVE COORDINATOR-FB	ATHLETICS	1,168	1									1	1				
HEAD WOMENS SOCCER COACH	ATHLETICS	1,179	1		1	1											
HEAD SOFTBALL COACH	ATHLETICS	1,533	1		1	1											
HEAD VOLLEYBALL COACH	ATHLETICS	1,669	1		1	1											
HEAD MENS/WMNS TRACK/XC COACH	ATHLETICS	1,726	1									1	1				
HEAD BASKETBALL COACH	ATHLETICS	1,947 - 2,126	2		1	1						1	1				
ASSOCIATE HEAD HOCKEY COACH	ATHLETICS	2,038	1									1	1				
HEAD FOOTBALL COACH	ATHLETICS	2,210	1									1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 303 Athletics Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male								
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd			
HEAD HOCKEY COACH	ATHLETICS	2,949	1									1	1						
Job Group Total			21	2	5	5	0	0	0	0	16	14	1	1	0	0			
<i>% of Total</i>				9.52	23.81	23.81	.00	.00	.00	.00	76.19	66.67	4.76	4.76	.00	.00			

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 304 Public Safety Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
PUBLIC SAFETY OFFICER	PUBLIC SAFETY	17.91 - 19.04	8	1	1	1						7	6			1	
SHIFT COMM SUPER I	PUBLIC SAFETY	21.50 - 22.63	3		1	1						2	2				
DETECTIVE/SERGEANT	PUBLIC SAFETY	22.63	1									1	1				
Job Group Total			12	1	2	2	0	0	0	0	10	9	0	0	1	0	
<i>% of Total</i>				8.33	16.67	16.67	.00	.00	.00	.00	83.33	75.00	.00	.00	8.33	.00	

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 305 Health Services Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
PHARMACIST, HEALTH CENTER	HEALTH CENTER	2,493	1									1	1				
STAFF PHYSICIAN	HEALTH CENTER	3,050 - 3,336	2		1	1						1	1				
Job Group Total			3	0	1	1	0	0	0	0	0	2	2	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>33.33</i>	<i>33.33</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>66.67</i>	<i>66.67</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 306 Academic Affairs Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
INT.STUD.ADVISOR/IMMIG.SPECIALIST.	INTERNATIONAL	1,625	1		1	1										
COORDINATOR OF ARTICULATION	ADMISSIONS & RECORDS	1,893	1		1	1										
EXEC. DIRECTOR-CREDIT PROGRAMS	UNIVERSITY CENTER FOR	1,973	1		1	1										
ACADEMIC DEPARTMENT HEAD, FLITE SYSTEMS AND OPERAT	FLITE SYSTEMS	2,273	1		1	1										
ACADEMIC DEPARTMENT HEAD, EDUCATIONAL & CAREER COUNSEL	EDUCATIONAL	2,405	1		1	1										
DIRECTOR, INTERNATIONAL AFFAIRS	INTERNATIONAL	2,767	1								1	1				
DIR-NATIONAL EXT LEARNING PROG	UNIVERSITY CENTER FOR	2,834	1		1	1										
ACADEMIC DEPARTMENT HEAD, DEVELOPMENTAL PROGRAMS & SERVICES	DEVELOPMENTAL	2,904	1		1	1										
DIRECTOR, CHARTER SCHOOLS	CHARTER SCHOOLS	3,014	1								1	1				
DIRECTOR OF CLINICS	OPTOMETRY, MICHIGAN	3,029	1								1	1				
DIRECTOR, SCHOOL OF EDUCATION - TEACHER	SCHOOL OF EDUCATION -	3,101	1		1	1										
ACADEMIC DEPARTMENT HEAD, NURSING & DENTAL HYGIENE	NURSING & DENTAL	3,191	1		1	1										
ACADEMIC DEPARTMENT HEAD, HEALTH MANAGEMENT PROGRAM	HEALTH MANAGEMENT	3,260	1		1	1										
ACADEMIC DEPARTMENT HEAD, PHYSICAL SCIENCES	PHYSICAL SCIENCES	3,267	1								1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 306 Academic Affairs Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ACADEMIC DEPARTMENT HEAD, BIOLOGY BIOLOGY	BIOLOGY	3,286	1								1	1				
ACADEMIC DEPARTMENT HEAD, LANGUAGES AND LITERATURE	LANGUAGES AND LITERATURE	3,316	1		1	1										
DIRECTOR, CRIMINAL JUSTICE, SCHOOL OF	CRIMINAL JUSTICE,	3,353	1								1	1				
ACADEMIC DEPARTMENT HEAD, HUMANITIES	HUMANITIES	3,402	1								1	1				
ACADEMIC DEPARTMENT HEAD, SOCIAL SCIENCES	SOCIAL SCIENCES	3,444	1								1	1				
ACADEMIC DEPARTMENT HEAD, COMPUTER INFORMATION SYSTEMS	COMPUTER INFORMATION SYSTEMS	3,735	1								1	1				
ACADEMIC DEPARTMENT HEAD, ACCOUNTANCY - FINANCE -	ACCOUNTANCY - FINANCE -	3,931	1								1	1				
ACADEMIC DEPARTMENT HEAD, MANAGEMENT DEPARTMENT	MANAGEMENT DEPARTMENT	3,931	1								1	1				
ACADEMIC DEPARTMENT HEAD, MARKETING DEPARTMENT	MARKETING DEPARTMENT	4,128	1								1	1				
Job Group Total			23	0	11	11	0	0	0	0	12	12	0	0	0	0
<i>% of Total</i>				.00	47.83	47.83	.00	.00	.00	.00	52.17	52.17	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 307 Counseling Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
UNIVERSITY COUNSELOR	COUNSELING CENTER	1,800 - 2,034	3		2	2						1	1				
Job Group Total			3	0	2	2	0	0	0	0	1	1	0	0	0	0	0
<i>% of Total</i>				.00	66.67	66.67	.00	.00	.00	.00	33.33	33.33	.00	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 308 Support Para-Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
TOT'S PLACE - ASST TEACHER	TOT'S PLACE	555.73 - 589.58	3		3	3										
TOT'S PLACE - LEAD TEACHER	TOT'S PLACE	887.02 - 1,026	2		2	2										
ASST ATHL COMMUNICATIONS DIR	ATHLETICS	1,102	1								1	1				
LEGAL SECRETARY-CENTRAL OFFICE	GOVERNMENTAL	1,146	1		1	1										
STUDENT EMP & CAREER SVC COORD	STUDENT EMPLOYMENT	1,179	1		1	1										
LEGAL SEC-AFF ACT & LABOR REL	GOVERNMENTAL	1,179	1	1	1					1						
ASST MGR OF BUSINESS SERVICES	PHYSICAL PLANT -	1,204	1		1	1										
DEVELOPMENT SVCS ACCOUNTANT	UNIVERSITY ADVANCEMEN	1,221	1		1	1										
CERTIFICATION OFFICER	SCHOOL OF EDUCATION -	1,237	1		1	1										
ASST DIR OF ALUMNI RELATIONS	UNIVERSITY ADVANCEMEN	1,250	1		1	1										
STAFF ACCOUNTANT	Various	1,258 - 1,465	4		4	4										
GOVERNMENTAL RELATIONS ASST.	GOVERNMENTAL	1,297	1		1	1										
FINANCIAL AID PROGRAMS COORD	FINANCIAL AID	1,325	1		1	1										
LEGAL SECRETARY-LEGAL SUPPORT	GOVERNMENTAL	1,328	1		1	1										
ADMIN SECRETARY TO THE DEAN, UNIVERSITY COLLEGE	UNIVERSITY COLLEGE	1,378	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 308 Support Para-Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
BENEFITS SPECIALIST	HUMAN RESOURCES	1,387	1		1	1										
ADMIN SECRETARY TO THE DEAN, UNIVERSITY CENTER FOR	UNIVERSITY CENTER FOR	1,414	1		1	1										
LIBRARY ASSOCIATE	Various	1,419 - 1,532	3		2	2					1	1				
ASST. TO ASSO. VP FOR FINANCE	FINANCE OFFICE	1,430	1		1	1										
COORD OF RECORDS AND NCAA ADMISSIONS & RECORDS		1,435	1		1	1										
ADMIN SECRETARY TO THE DEAN, ARTS & SCIENCES, COLL	ARTS & SCIENCES,	1,436	1		1	1										
STUDENT LOAN COORDINATOR	FINANCIAL AID	1,490	1		1	1										
INFO. CENTER TRAINER	TELECOMMUNICATIONS	1,513	1		1	1										
ADMIN SECRETARY TO THE DEAN, ALLIED HEALTH SCIENCE	ALLIED HEALTH	1,520	1		1	1										
ADMIN SECRETARY TO THE DEAN, OPTOMETRY, MICHIGAN C	OPTOMETRY, MICHIGAN	1,538	1		1	1										
ADMIN SECRETARY TO THE DEAN, TECHNOLOGY, COLLEGE O	TECHNOLOGY	1,543	1		1	1										
SENIOR STAFF ACCOUNTANT	ACCOUNTING OFFICE	1,547	1		1	1										
OPERATIONS ANALYST	ACADEMIC AFFAIRS	1,563	1		1	1										
EXECUTIVE SECRETARY TO THE VP, GOVERNMENTAL RELATI	GOVERNMENTAL	1,571	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 308 Support Para-Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
RECORDING SECRETARY TO BOARD	PRESIDENT'S OFFICE	1,589	1		1	1										
FITNESS COORDINATOR	RACQUET & FITNESS	1,590	1		1	1										
ASSISTANT TO THE DIRECTOR	RESIDENTIAL LIFE	1,597	1		1	1										
BENEFITS & HRS COORDINATOR	HUMAN RESOURCES	1,598	1		1	1										
STUDENT FINANCIAL SVCS COORD	BUSINESS OPERATIONS	1,600	1		1	1										
COORDINATOR OF ENROLLMENT SVCS	ENROLLMENT SERVICES	1,620	1		1	1										
ADMIN SECRETARY TO THE DEAN, EDUCATION & HUMAN SER	EDUCATION & HUMAN	1,638	1		1	1										
SENIOR BUYER	PURCHASING	1,644	1		1	1										
ADMINISTRATIVE AIDE	FLITE CIRCULATION	1,722	1		1	1										
MARKETING SPECIALIST	UNIVERSITY CENTER FOR	1,737	1		1	1										
ADMIN SECRETARY TO THE DEAN, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	1,741	1		1	1										
ASSISTANT TO THE V.P., UNIVERSITY ADVANCEMENT & MA	UNIVERSITY ADVANCEMEN	1,750	1		1	1										
ADMIN SECRETARY TO THE DEAN, BUSINESS, COLLEGE OF	BUSINESS, COLLEGE OF	1,791	1		1	1										
EXECUTIVE SECRETARY TO THE VP, ADMINISTRATION & FI	ADMINISTRATI ON	1,838	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 308 Support Para-Professionals

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
STUD BILLING/RECEIVABLES COORD	BUSINESS OPERATIONS	1,860	1								1	1				
BUDGET ANALYST	BUDGETARY PLANNING	1,877	1		1	1										
EXECUTIVE SECRETARY TO THE VP, STUDENT AFFAIRS	STUDENT AFFAIRS	1,887	1		1	1										
OVERSIGHT COORDINATOR	CHARTER SCHOOLS	1,928	1		1	1										
SENIOR FIN. AID SPECIALIST	FINANCIAL AID	2,002	1								1	1				
EXECUTIVE SECRETARY TO THE VP, ACADEMIC AFFAIRS	ACADEMIC AFFAIRS	2,027	1		1	1										
EXEC. SECRETARY TO PRESIDENT	PRESIDENT'S OFFICE	2,086	1		1	1										
Job Group Total			59	1	54	53	1	0	0	0	5	5	0	0	0	0
<i>% of Total</i>				1.69	91.53	89.83	1.69	.00	.00	.00	8.47	8.47	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 401 Supervisors & Managers

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd	
DINING SERVICES ASS'T MANAGER	Various	982.82 - 1,298	7		3	3						4	4				
ASST DIRECTOR OF FACILITIES	UNIVERSITY RECREATION	1,174	1		1	1											
ATHLETIC EQUIPMENT FAC MGR	ATHLETICS	1,234	1									1	1				
CUSTODIAL SUPERVISOR-TEMPORARY	PHYSICAL PLANT -	15.46	1									1	1				
ASST. GREENS SUPERINTENDENT	GOLF COURSE	1,322	1									1	1				
OFFICE SUPERVISOR	PUBLIC SAFETY	1,322	1		1	1											
NEWS & COMMUNICATIONS COORD	UNIVERSITY ADVANCEMEN	1,352	1									1	1				
INTERIM HEAD GOLF PRO/MANAGER	GOLF COURSE	1,376	1									1	1				
COORD OF ADMISSIONS & RECORDS	ADMISSIONS & RECORDS	1,377	1		1	1											
ASST MGR-STUD EMP & CAREER SVC	STUDENT EMPLOYMENT	1,390	1		1	1											
INTERIM MANAGER, PHYSICAL PLANT - ADMINISTRATIV	PHYSICAL PLANT -	1,402	1		1	1											
CUSTODIAL SUPERVISOR	Various	1,410 - 1,450	3		1	1						2	2				
MANAGER, HVACR INSTITUTE	HVACR INSTITUTE	1,417	1									1	1				
DIRECTOR FSU-REGIONAL CENTER (+)	UNIVERSITY CENTER FOR	1,418 - 1,619	2		2	2											
STUDENT SERVICE CTR SUPERVISOR	BUSINESS OPERATIONS	1,450	1		1	1											

Continued...

(+) indicates this job contains employees who are included from another facility.

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 401 Supervisors & Managers

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
MANAGER OF TOT'S PLACE	TOT'S PLACE	1,458	1		1	1										
COORD. ANIMAL CARE FACILITY AND USE	ANIMAL CARE AND USE	1,470	1		1	1										
INTERIM CATERING MANAGER	CATERING / PUG /	1,473	1								1	1				
SUPERVISOR, COMPUTER OPERATOR, INFORMATION SERVICE	INFORMATION SERVICES/TE	1,541	1								1	1				
GROUNDS SUPERVISOR	PHYSICAL PLANT -	1,546	1								1	1				
COORDINATOR, ICET	INSTITUTE FOR	1,564	1								1	1				
ATHLETICS COMMUNICATIONS DIR	ATHLETICS	1,612	1								1	1				
DIN SVCS ASST MGR/COMP SUPPORT	DINING SERVICES	1,627	1								1	1				
CLINIC OPERATIONS SUPERVISOR	OPTOMETRY, MICHIGAN	1,636	1		1	1										
SUPERVISOR, ACADEMIC SUPPORT CENTER	ACADEMIC SUPPORT	1,641 - 1,861	2		2	2										
TEMPORARY SUPERVISOR, PHYSICAL PLANT - PLUMBING	PHYSICAL PLANT -	20.94	1								1	1				
COPY CENTER SUPERVISOR	COPY CENTER	1,697	1		1	1										
MGR OF RISK MGMT & INSURANCE	RISK MANAGEMEN	1,702	1		1	1										
MANAGER, INST RESEARCH & TESTING	INSTITUTIONA L	1,703	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 401 Supervisors & Managers

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
MGR-STUDENT EMP & CAREER SVCS	STUDENT EMPLOYMENT	1,718	1									1	1				
DINING SVCS. BUSINESS MANAGER	DINING SERVICES	1,761	1									1	1				
MANAGER/PLANT OPER'L SERVICES	PHYSICAL PLANT -	1,761	1									1	1				
BUYER & SCIENCE STORES SUPVSR	PURCHASING	1,762	1		1	1											
DINING SERVICES MANAGER	DINING CENTER -	1,778	1									1	1				
PAYROLL SUPERVISOR	PAYROLL OFFICE	1,778	1		1	1											
WILLIAMS AUDITORIUM MANAGER	WILLIAMS AUDITORIUM	1,812	1									1	1				
SUPV. CARPENTERS/LOCKSMITHS	PHYSICAL PLANT -	1,813	1									1	1				
SUPERVISOR, TELECOMMUNICATIONS	TELECOMMUNICATIONS	1,824	1		1	1											
SUPERVISOR OF PAINTING, PHYSICAL PLANT - PAINTING	PHYSICAL PLANT -	1,839	1	1								1		1			
MANAGER OF EMPLOYMENT	HUMAN RESOURCES	1,844	1									1	1				
GREENS SUPERINTENDENT	GOLF COURSE	1,850	1									1	1				
ASSOCIATE DIRECTOR, BUSINESS OPERATIONS	BUSINESS OPERATIONS	1,855	1									1	1				
PUBLICATIONS MANAGER	UNIVERSITY ADVANCEMEN	1,864	1		1	1											

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 401 Supervisors & Managers

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
SUPERVISOR OF NURSING, HEALTH CENTER	HEALTH CENTER	1,865	1		1	1										
MANAGER, ICE ARENA/SPORTS COMPLEX	ICE ARENA/SPOR	1,887	1									1	1			
COORD OF CUSTOMER SUPPORT	RESIDENTIAL NETWORK	1,900	1									1	1			
HVACR SUPERVISOR	PHYSICAL PLANT -	1,900	1									1	1			
SUPERVISOR ELECTRICAL, PHYSICAL PLANT - ELECTRICAL	PHYSICAL PLANT -	1,914	1									1	1			
ASSISTANT DIRECTOR, PHYSICAL PLANT - ADMINISTRATIV	PHYSICAL PLANT -	1,966	1									1	1			
WEB CONTENT MANAGER	UNIVERSITY ADVANCEMEN	1,996	1									1	1			
SUPERVISOR MEDIA PROD & PHOTO, FLITE MEDIA PRODUCT	FLITE MEDIA PRODUCTION	2,023	1									1	1			
ASST. DIR. FOR CASH OPERATIONS	DINING CENTER -	2,061	1									1	1			
INTRM ASST DIR-BOARD OPS/CATER	CATERING / PUG /	2,061	1									1	1			
MANAGER OF BUSINESS SERVICES	PHYSICAL PLANT -	2,074	1									1	1			
CONSORTIUM COMP RESOURCE MGR	Various	2,076 - 2,270	4		2	2						2	2			
SUP'T. OF CUSTODIAL SERVICES	PHYSICAL PLANT -	2,088	1									1	1			
COORD STUD TEACHING& EXP	FIELD SCHOOL OF EDUCATION -	2,103	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 401 Supervisors & Managers

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
COORD STUD TEACHING& FIELD SCHOOL OF EXP	EDUCATION -	2,103	1		1	1										
MANAGER OF TECHNICAL SERVICES	INSTITUTIONAL	2,118	1								1	1				
DIRECTOR, RANKIN STUDENT CENTER	RANKIN STUDENT	2,299	1								1	1				
SUPTNDT. GRDS., ROADS, & WALKS	PHYSICAL PLANT -	2,547	1								1	1				
ASSOCIATE DIRECTOR, CHARTER SCHOOLS	CHARTER SCHOOLS	2,555	1								1	1				
Job Group Total			74	1	28	28	0	0	0	0	46	45	1	0	0	0
<i>% of Total</i>				1.35	37.84	37.84	.00	.00	.00	.00	62.16	60.81	1.35	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 402 Hall Directors

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
HALL DIRECTOR	RESIDENCE HALL STAFF	969.08 - 1,140	10		4	4						6	6				
Job Group Total			10	0	4	4	0	0	0	0	6	6	0	0	0	0	
<i>% of Total</i>				.00	40.00	40.00	.00	.00	.00	.00	60.00	60.00	.00	.00	.00	.00	

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 501 Technicians - Nonunion

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
RESEARCH ANALYST	INSTITUTIONAL	1,044	1		1	1										
ACADEMIC COMPUTER LAB ASS'T, COMPUTER CONSORTIUM,	COMPUTER CONSORTIUM	1,169	1		1	1										
LEAD TAC COORDINATOR	TAC (TECHNOLOG	1,297	1								1	1				
GRAPHIC DESIGNER	FLITE MEDIA PRODUCTION	1,305	1		1	1										
COMPUTER TECHNICIAN	Various	1,309 - 1,830	12		4	4					8	8				
NETWORK TECHNICIAN	Various	1,336 - 1,766	8								8	8				
ENROLLMENT SERVICES TECHNICIAN	ENROLLMENT TECHNICAL	1,337	1		1	1										
APPLICATIONS SPECIALIST	UNIVERSITY ADVANCEMEN	1,352	1		1	1										
MULTI-MEDIA DEVELOPER	UNIVERSITY ADVANCEMEN	1,398	1								1	1				
INSTRUCTIONAL TECHNOLOGIST	CENTER FOR TEACHING,	1,412	1								1	1				
SCI. EQUIP. TECHN.	TELECOMMUNICATIONS	1,435 - 1,565	2								2	2				
APPLICATIONS DATABASE ANALYST	INFORMATION SERVICES/TE	1,458	1		1	1										
PHOTO SERVICES COORDINATOR	UNIVERSITY ADVANCEMEN	1,554	1								1	1				
VIDEO PRODUCER/DIRECTOR, FLITE MEDIA PRODUCTION	FLITE MEDIA PRODUCTION	1,603	1								1	1				
SENIOR RESEARCH ANALYST	INSTITUTIONAL	1,624	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 501 Technicians - Nonunion

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
PLASTICS/RUBBER PROGRAMS TECH.	PLASTICS & RUBBER	1,638	1									1	1				
AUTO/HVY EQUIP REPAIR	Various	1,641 - 1,651	2									2	2				
BLDG SYSTEMS ENERGY MGMT TECH	PHYSICAL PLANT -	1,643	1									1	1				
SENIOR GRAPHIC DESIGNER	UNIVERSITY ADVANCEMEN	1,665	1									1	1				
COMMUNICATIONS TECHNICIAN	TELECOMMU NICATIONS	1,676	1									1	1				
EQUIPMENT TECHNICIAN	EET & CNS DEPARTMENT	1,698	1									1	1				
MACHINE LAB TECHNICIAN	MANUFACTUR ING	1,705	1									1	1				
ENR SVCS INFO SYSTEMS ANALYST	ADMISSIONS & RECORDS	1,746	1									1	1				
PROJECT LEADER, INFORMATION SERVICES/TELECOMMU	INFORMATION SERVICES/TE	1,760 - 2,035	3	1	1						1	2	2				
INFORMATION SYSTEMS SPECIALIST	INFORMATION SERVICES/TE	1,766	1									1	1				
TELECOMM TECHNICIAN	TELECOMMU NICATIONS	1,766	2									2	2				
LOTUS NOTES ADMINISTRATOR/DEV.	INFORMATION SERVICES/TE	1,779	1									1	1				
HRIS COORDINATOR	HUMAN RESOURCES	1,821	1		1	1											
TECHNICAL SERVICES SPECIALIST, RESIDENTIAL NETWORK	RESIDENTIAL NETWORK	1,926	1									1	1				

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 501 Technicians - Nonunion

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
DISTRIBUTION COORD.	MEDIA DISTRIBUTION	2,037	1									1	1				
APPLICATIONS PROJECT MANAGER	INFORMATION SERVICES/TE	2,278 - 2,311	2		2	2											
Job Group Total			55	1	15	14	0	1	0	0	40	40	0	0	0	0	
<i>% of Total</i>				1.82	27.27	25.45	.00	1.82	.00	.00	72.73	72.73	.00	.00	.00	.00	

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 502 Technicians - Health Services

Job Title	Department	Wage Range	Total	Total Min	Female						Male							
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
ASSISTANT ATHL TRAINER	ATHLETICS	1,026 - 1,312	2									2	2					
CONTACT LENS/LOW VISION TECH	OPTOMETRY, MICHIGAN	1,033	1		1	1												
SUPERVISOR - STERILIZING ROOM, DENTAL HYGIENE	DENTAL HYGIENE	1,166	1		1	1												
LABORATORY TECHNICIAN, BIOLOGY	BIOLOGY	1,178	1									1	1					
LABORATORY TECHNICIAN, PHYSICAL SCIENCES	PHYSICAL SCIENCES	1,213	1		1	1												
MEDICAL RECORDS ASSISTANT	HEALTH CENTER	1,292	1		1	1												
LAB/CLINIC SUP MGR, OPTOMETRY, MICHIGAN COLLEGE OF	OPTOMETRY, MICHIGAN	1,302	1		1	1												
OPTICIAN/DISPENSARY COORD	OPTOMETRY, MICHIGAN	1,321	1		1	1												
NURSING CLINICAL LAB ASSISTANT	NURSING	1,442	1		1	1												
CLINICAL DENTAL HYGIENIST	DENTAL HYGIENE	1,500 - 1,595	3		3	3												
LAB TECHNOLOGIST, BIOLOGY	BIOLOGY	1,517	1									1	1					
CLINICAL SCI LAB TECHNOLOGIST	CLINICAL LAB SCIENCE	1,531	1		1	1												
OPTICIAN/OPHTHALMIC ASST	OPTOMETRY, MICHIGAN	1,769	1									1	1					
COORD. SPORTS MEDICINE	ATHLETICS	1,862	1									1	1					
CLINICAL LAB COORDINATOR	DENTAL HYGIENE	1,874	1		1	1												

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 502 Technicians - Health Services

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Job Group Total			18	0	12	12	0	0	0	0	6	6	0	0	0	0
<i>% of Total</i>				.00	66.67	66.67	.00	.00	.00	.00	33.33	33.33	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 503 Technicians - Union

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
WEB TECHNICAL SPECIALIST	INFORMATION SERVICES/TE	1,378	1		1	1										
EDUCATION MEDIA TECHNICIAN	MEDIA DISTRIBUTION	1,526	1		1	1										
CABLE TELEVISION TECHNICIAN	TELECOMMUNICATIONS	1,561	1	1							1			1		
AV ELECTRONIC MAINT TECH	MEDIA DISTRIBUTION	1,623	1								1	1				
TV PROD ELECT TECHNICIAN	TELECOMMUNICATIONS	1,778	1								1	1				
Job Group Total			5	1	2	2	0	0	0	0	3	2	0	1	0	0
<i>% of Total</i>				<i>20.00</i>	<i>40.00</i>	<i>40.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>60.00</i>	<i>40.00</i>	<i>.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 504 Nurses

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
NURSE (RN)	HEALTH CENTER	20.40	3		3	3											
Job Group Total			3	0	3	3	0	0	0	0	0	0	0	0	0	0	0
<i>% of Total</i>				.00	100.00	100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 601 Clerical - Administrative

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
CLERICAL ASSISTANT	DINING CENTER - THE	805.88	1		1	1										
COMMUNICATIONS CTR ASSISTANT	ADMISSIONS & RECORDS	837.94	1		1	1										
ADMINISTRATIVE ASSISTANT, PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	982.82 - 1,101	2		2	2										
CONSORTIUM ADMINISTRATIVE ASST	COMPUTER CONSORTIUM	1,042	1		1	1										
ADMIN SECRETARY TO ASSOC VP, UNIVERSITY ADVANCEMENT	UNIVERSITY ADVANCEMENT	1,101	1		1	1										
SECRETARY/RECEPTIONIST	HUMAN RESOURCES	1,152	1		1	1										
ADMIN ASSISTANT TO ASSOC VP, STUDENT AFFAIRS	STUDENT AFFAIRS	1,174	1		1	1										
ADMIN SECRETARY TO ASST VP, ACADEMIC AFFAIRS	ACADEMIC AFFAIRS	1,200	1		1	1										
ADMINISTRATIVE ASSISTANT, BUDGETARY PLANNING AND A	BUDGETARY PLANNING	1,214	1		1	1										
SECRETARY - OFFICE OF THE PRES	PRESIDENT'S OFFICE	1,224	1		1	1										
RECREATION ASSISTANT	UNIVERSITY RECREATION	1,232	1		1	1										
EMPLOYMENT ASSISTANT	HUMAN RESOURCES	1,248	1		1	1										
ADMIN SECRETARY TO ASST VP, ENROLLMENT SERVICES	ENROLLMENT SERVICES	1,269	1		1	1										
ADMIN SECRETARY TO ASSOC VP, ACADEMIC AFFAIRS	ACADEMIC AFFAIRS	1,367	1		1	1										

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 601 Clerical - Administrative

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
INFO. SRV. & TELECOM. ASST.	INFORMATION SERVICES/TE	1,396	1		1	1										
ADMINISTRATIVE ASSISTANT, EDUCATION & HUMAN SERVIC	EDUCATION & HUMAN	1,426	1		1	1										
AUXILIARY ENTERPRISES ASST	AUXILIARY ENTERPRISES	1,448	1		1	1										
ADMINISTRATIVE ASSISTANT, PROFESSIONAL GOLF MANAGE ^{AL}	PROFESSION	1,481	1		1	1										
ADMINISTRATIVE ASSISTANT, PROFESSIONAL TENNIS MANA ^{AL}	PROFESSION	1,523	1		1	1										
Job Group Total			20	0	20	20	0	0	0	0	0	0	0	0	0	0
<i>% of Total</i>				.00	100.00	100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 602 Clerical - Union

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
STUDENT SERVICE REP 1	Various	786.72 - 1,007	4		4	4										
CLERK TYPIST	Various	843.47 - 917.67	6		6	6										
CLINIC CLERK	Various	864.85 - 1,079	4		4	4										
SECRETARY LEVEL 2 (+)	Various	864.85 - 1,155	53	3	53	50	1		1	1						
LIS ASSISTANT 1	FLITE CIRCULATION	900.19	1		1	1										
LIS ASSISTANT 2	Various	935.27 - 972.67	4	1	4	3			1							
SECRETARY LEVEL 1	Various	935.27 - 991.37	4		4	4										
PROJECT ASSISTANT, HVACR INSTITUTE	HVACR INSTITUTE	944.96 - 1,017	2		1	1					1	1				
STUDENT SERVICE REP 2	Various	956.37 - 1,068	11		11	11										
ACCT CLERK LEVEL 1	PUBLIC SAFETY	963.32	1		1	1										
DISPATCHER	PUBLIC SAFETY	972.67	1		1	1										
SECRETARY LEVEL 3	Various	992.18 - 1,248	13		13	13										
INVENTORY CLERK	HVACR DEPARTMENT	992.44	1								1	1				
ACCT CLERK LEVEL 2	Various	1,007 - 1,089	10	1	10	9				1						
COPY CENTER OPERATOR	COPY CENTER	1,012 - 1,032	4		4	4										
LIS ASSISTANT 3	Various	1,058 - 1,089	6	1	6	5	1									
HEALTH ADMISSIONS CLERK	HEALTH CENTER	1,079	1		1	1										
ALUMNI RELATIONS ASSISTANT	UNIVERSITY ADVANCEMEN	1,081	1		1	1										

Continued...

(+) indicates this job contains employees who are included from another facility.

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 602 Clerical - Union

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
DEVELOPMENT SERVICES ASSISTANT	UNIVERSITY ADVANCEMEN	1,081	1		1	1										
STUDENT JUDICIAL SERV SPEC	STUDENT JUDICIAL	1,081	1		1	1										
STUDENT SERVICE REP 3	Various	1,081 - 1,225	12		12	12										
COMPUTER OPERATIONS ASSISTANT	INFORMATION SERVICES/TE	1,108	1		1	1										
HONORS PROGRAM ASSISTANT	HONORS PROGRAM	1,124	1		1	1										
PROJECT ASSISTANT, CORPORATE & PROFESSIONAL DEVEL	CORPORATE &	1,124	1		1	1										
ACAD SENATE/ARTS & LECT ASST	ACADEMIC SENATE	1,135	1		1	1										
ICE ARENA OPERATIONS ASSISTANT	ICE ARENA/SPOR	1,146	1		1	1										
PAYROLL CLERK, LEVEL 2	PAYROLL OFFICE	1,155 - 1,213	2		2	2										
PARKING VIOLATIONS SPECIALIST	PUBLIC SAFETY	1,157	1		1	1										
STUDENT ACTIVITIES ASSISTANT	STUDENT LEADERSHIP	1,157	1		1	1										
PURCHASING SPECIALIST	PURCHASING	1,169	1		1	1										
ACCT CLERK LEVEL 3	Various	1,178 - 1,225	9		9	9										
COMPUTER OPERATOR	INFORMATION SERVICES/TE	1,338 - 1,365	2		2	2										
LEAD PAYROLL CLERK	PAYROLL OFFICE	1,391	1		1	1										

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 602 Clerical - Union

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
Job Group Total			163	6	161	155	2	0	2	2	2	2	2	0	0	0	0
<i>% of Total</i>				3.68	98.77	95.09	1.23	.00	1.23	1.23	1.23	.00	.00	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 701 Skilled Trades - Union

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
VEHICLE MAINTENANCE WORKER	PHYSICAL PLANT -	13.79	1									1	1				
HVAC&R MECHANIC	PHYSICAL PLANT -	14.87 - 17.85	8	1								8	7	1			
APPRENTICE PAINTER	PHYSICAL PLANT -	16.51 - 16.95	2		1	1						1	1				
PAINTER	PHYSICAL PLANT -	16.67 - 17.85	5									5	5				
AUTO MECHANIC	PHYSICAL PLANT -	17.85	2									2	2				
CARPENTER	PHYSICAL PLANT -	17.85	10									10	10				
ELECTRICIAN	PHYSICAL PLANT -	17.85	6									6	6				
LOCKSMITH	PHYSICAL PLANT -	17.85	1									1	1				
LOCKSMITH/CARPENTER APPRENTICE	PHYSICAL PLANT -	17.85	1									1	1				
PLUMBER	PHYSICAL PLANT -	17.85	7									7	7				
POWER PLANT OPERATOR	PHYSICAL PLANT -	17.85	3									3	3				
ELEVATOR MECHANIC	PHYSICAL PLANT -	30.90	1									1	1				
Job Group Total			47	1	1	1	0	0	0	0		46	45	1	0	0	0
<i>% of Total</i>				2.13	2.13	2.13	.00	.00	.00	.00		97.87	95.74	2.13	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 801 Service - Union

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
FOOD SERVICE WORKER	Various	9.99 - 12.72	21	1	15	15						6	5	1		
CUSTODIAN	Various	10.76 - 12.89	91	4	42	41		1				49	46			3
TEMPORARY ASSIGNMENT, TOT'S PLACE	TOT'S PLACE	11.29	1		1	1										
DISHMACHINE OPERATOR	Various	12.46 - 12.89	4		4	4										
COOK I	Various	12.72	3		3	3										
FOOD COURT ATTENDANT	Various	12.72	3	1	3	2		1								
SALAD MAKER	Various	12.92	4		2	2						2	2			
GROUNDWORKER	PHYSICAL PLANT -	13.08	2									2	2			
BAKER	Various	13.50	2		2	2										
COOK II	Various	13.50	11		8	8						3	3			
CUST MAINT WORKER-POOL	PHYSICAL PLANT -	13.79	1									1	1			
BUS DRIVER	PHYSICAL PLANT -	13.98	1									1	1			
GROUNDWORKER OPERATOR	PHYSICAL PLANT -	14.58	8									8	8			
FOOD SERVICES STOCK COORDINATOR	Various	14.63	4		2	2						2	2			
MAIL COORDINATOR	PHYSICAL PLANT - MAIL	14.63	1		1	1										
MOVING COORDINATOR	PHYSICAL PLANT -	14.63	1									1	1			
RECEIVING COORDINATOR	PHYSICAL PLANT -	14.63	1									1	1			

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 801 Service - Union

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
SET-UP COORDINATOR, RANKIN STUDENT CENTER	RANKIN STUDENT	14.63	1									1	1				
STOCKROOM COORDINATOR	Various	14.63	2		1	1						1	1				
GROUPS WORKER SPECIALIST	PHYSICAL PLANT -	15.51 - 16.00	3									3	3				
Job Group Total			165	6	84	82	0	2	0	0	81	77	1	0	0	3	
<i>% of Total</i>				3.64	50.91	49.70	.00	1.21	.00	.00	49.09	46.67	.61	.00	.00	1.82	

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 901 Part-time Clinical Associate

Job Title	Department	Wage Range	Total	Total Min	Female						Male							
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd		
PART-TIME CLINICAL FACULTY, OPTOMETRY, OPTOMETRY, MICHIGAN CO	OPTOMETRY, MICHIGAN	28.00 - 53.00	19		4	4						15	15					
Job Group Total			19	0	4	4	0	0	0	0	0	15	15	0	0	0	0	0
<i>% of Total</i>				.00	21.05	21.05	.00	.00	.00	.00	.00	78.95	78.95	.00	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 902 Part-time Clerical

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PART-TIME CLERICAL (+)	Various	5.75 - 15.00	62	3	60	57	2	1			2	2				
Job Group Total			62	3	60	57	2	1	0	0	2	2	0	0	0	0
<i>% of Total</i>				4.84	96.77	91.94	3.23	1.61	.00	.00	3.23	3.23	.00	.00	.00	.00

(+) indicates this job contains employees who are included from another facility.

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 903 Part-time Technicians

Job Title	Department	Wage Range	Total	Total Min	Female						Male						
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd	
PART-TIME TECHNICIAN	Various	10.00 - 40.00	4		2	2						2	2				
Job Group Total			4	0	2	2	0	0	0	0	2	2	0	0	0	0	
<i>% of Total</i>				.00	50.00	50.00	.00	.00	.00	.00	50.00	50.00	.00	.00	.00	.00	

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 904 Part-time Support Para-Prof.

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PART-TIME ADMINISTRATIVE, ATHLETICS ATHLETICS	ATHLETICS	500.00 - 1,500	6		3	3						3	3			
PART-TIME PROFESSIONAL, TOT'S PLACE TOT'S PLACE	TOT'S PLACE	7.50 - 10.00	8		8	8										
PART-TIME ADMINISTRATIVE, ART GALLERY ART GALLERY	ART GALLERY	9.00	1									1	1			
PART-TIME ADMINISTRATIVE, ICE ARENA/SPORTS COMPLEX ICE ARENA/SPOR	ICE ARENA/SPOR	9.00	1		1	1										
PART-TIME ADMINISTRATIVE, COMPUTER CONSORTIUM, WES COMPUTER CONSORTIUM	COMPUTER CONSORTIUM	10.00	1									1	1			
PART-TIME PROFESSIONAL, ATHLETICS ATHLETICS	ATHLETICS	10.00	4		2	2						2	2			
PART-TIME ADMINISTRATIVE, UNIVERSITY ADVANCEMENT & UNIVERSITY ADVANCEMEN	UNIVERSITY ADVANCEMEN	11.12	1		1	1										
PART-TIME ADMINISTRATIVE, ADMISSIONS & RECORDS ADMISSIONS & RECORDS	ADMISSIONS & RECORDS	12.00	1		1	1										
PART-TIME ADMINISTRATIVE, DENTAL CLINIC DENTAL CLINIC	DENTAL CLINIC	12.50	1		1	1										
PART-TIME ADMINISTRATIVE, INSTITUTIONAL RESEARCH & INSTITUTIONAL RESEARCH &	INSTITUTIONAL	12.50	1		1	1										
PART-TIME PROFESSIONAL, INSTITUTIONAL INSTITUTIONAL	INSTITUTIONAL	12.50	1		1	1										
PART-TIME ADMINISTRATIVE, MATHEMATICS MATHEMATICS	MATHEMATICS	1,053	1									1	1			
PART-TIME ADMINISTRATIVE, BUSINESS, COLLEGE OF BUSINESS, COLLEGE OF	BUSINESS, COLLEGE OF	13.20	1	1	1					1						

Continued...

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 904 Part-time Support Para-Prof.

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PART-TIME ADMINISTRATIVE, UNIVERSITY CENTER FOR EX (+)	UNIVERSITY CENTER FOR	13.27	1		1	1										
PART-TIME ADMINISTRATIVE, OPTOMETRY, MICHIGAN COLL	OPTOMETRY, MICHIGAN	14.00	1		1	1										
PART-TIME PROFESSIONAL, INSTITUTE FOR CONSTRUCTION	INSTITUTE FOR	14.64 - 17.99	10		3	3					7	7				
PART-TIME PROFESSIONAL, INTERNATIONAL AFFAIRS	INTERNATION AL	15.00	1								1	1				
PART-TIME ADMINISTRATIVE, INFORMATION SERVICES/TEL	INFORMATION SERVICES/TE	15.00 - 19.00	2								2	2				
PART-TIME ADMINISTRATIVE, RESIDENTIAL NETWORK SUPP	RESIDENTIAL NETWORK	15.92	1								1	1				
PART-TIME PROFESSIONAL, EDUCATION & HUMAN SERVICES	EDUCATION & HUMAN	20.00 - 40.00	7								7	7				
PART-TIME PROFESSIONAL, MICHIGAN POLICE CORPS	MICHIGAN POLICE	20.00 - 40.00	6		2	2					4	4				
PART-TIME PROFESSIONAL, CORPORATE & PROFESSIONAL D	CORPORATE &	20.00 - 75.00	2		1	1					1	1				
PART-TIME PROFESSIONAL, COUNSELING CENTER	COUNSELING CENTER	22.00	1		1	1										
PART-TIME ADMINISTRATIVE, ACADEMIC AFFAIRS	ACADEMIC AFFAIRS	2,000	1		1	1										
PART-TIME PROFESSIONAL, HEALTH CENTER	HEALTH CENTER	26.00 - 35.00	2								2	2				
PART-TIME PROFESSIONAL, SCHOOL OF EDUCATION - TEAC	SCHOOL OF EDUCATION -	30.00	1		1	1										

Continued...

(+) indicates this job contains employees who are included from another facility.

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 904 Part-time Support Para-Prof.

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PART-TIME PROFESSIONAL, CHARTER SCHOOLS	CHARTER SCHOOLS	2,545	4								4	4				
PART-TIME PROFESSIONAL, ALLIED HEALTH SCIENCES, CO	ALLIED HEALTH	33.00	1		1	1										
PART-TIME ADMINISTRATIVE, MICHIGAN POLICE CORPS	MICHIGAN POLICE	40.00	1								1	1				
PART-TIME PROFESSIONAL, CRIMINAL JUSTICE, SCHOOL O	CRIMINAL JUSTICE,	40.00	2								2	2				
PART-TIME PROFESSIONAL, OPTOMETRY, MICHIGAN COLLEG	OPTOMETRY, MICHIGAN	75.00	1								1	1				
Job Group Total			73	1	32	31	0	0	1	0	41	41	0	0	0	0
<i>% of Total</i>				1.37	43.84	42.47	.00	.00	1.37	.00	56.16	56.16	.00	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 905 Part-time Service

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PART-TIME SERVICE	Various	5.75 - 12.04	65	5	48	45		2	1		17	15	2			
PART-TIME MAINTENANCE	GOLF COURSE	6.50 - 8.50	6								6	6				
FULL-TIME TEMPORARY HOURLY	Various	8.00	4	1	2	1		1			2	2				
Job Group Total			75	6	50	46	0	3	1	0	25	23	2	0	0	0
<i>% of Total</i>				8.00	66.67	61.33	.00	4.00	1.33	.00	33.33	30.67	2.67	.00	.00	.00

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 906 Temp. Administrative

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
STUDENT INVOLVEMENT COORD	STUDENT LEADERSHIP	801.53	1		1	1										
TEMPORARY ADMINISTRATIVE,	INVESTMENT S	866.53	1		1	1										
TEMPORARY ADMINISTRATIVE,	HUMAN RESOURCES	904.58	1		1	1										
TEMPORARY CLERICAL	INTERNATION AL	926.42 - 954.28	2		2	2										
PROGRAM COORDINATOR,	UNIVERSITY ADVANCEMEN MARK	954.20	1	1							1		1			
TEMPORARY ADMINISTRATIVE,	COMPUTER CONSORTIUM, BUS	981.22	1		1	1										
TEMPORARY ADMINISTRATIVE,	SCHOOL OF EDUCATION - TE	982.82	1		1	1										
TEMPORARY ADMINISTRATIVE,	ART GALLERY	1,001	1		1	1										
COMPUTER NIGHT OPERATOR	INFORMATION SERVICES/TE	1,145	1								1	1				
COORD. FSUS & UC REGISTRATION	DEVELOPMEN TAL	1,298	1		1	1										
INTERNSHIP COORDINATOR,	BUSINESS, COLLEGE OF	2,250	1		1	1										
SENIOR SYSTEMS PROGRAMMER	INFORMATION SERVICES/TE	2,555	1								1	1				

Job Group Analysis

Ferris2004
12/11/2003

Job Group: 906 Temp. Administrative

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
Job Group Total			13	1	10	10	0	0	0	0	3	2	1	0	0	0
<i>% of Total</i>				7.69	76.92	76.92	.00	.00	.00	.00	23.08	15.38	7.69	.00	.00	.00
Facility Total			1665	92	860	822	11	11	12	4	805	751	22	4	23	5
<i>% of Total</i>				5.53	51.65	49.37	.66	.66	.72	.24	48.35	45.11	1.32	.24	1.38	.30