

TABLE 3:
AVAILABILITY ANALYSIS

Availability Analysis

UM Missoula
01/25/2007

Job Group: 100 Administrators

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	58.50	21.04	11.48	5.72	2.38	0.87	100.00	58.50	21.04	11.48	5.72	2.38	0.87
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								58.50	21.04	11.48	5.72	2.38	0.87

Availability Analysis

UM Missoula
01/25/2007

Job Group: 200 Faculty

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.26	20.04	5.74	4.48	8.11	0.80	100.00	46.26	20.04	5.74	4.48	8.11	0.80
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								46.26	20.04	5.74	4.48	8.11	0.80

Availability Analysis

UM Missoula
01/25/2007

Job Group: 220 Adjunct/Lecturer

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.56	9.37	0.31	2.63	2.71	2.63	100.00	47.56	9.37	0.31	2.63	2.71	2.63
	Source of Data: Census 2000 Special EEO File Missoula, MT												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								47.56	9.37	0.31	2.63	2.71	2.63

Availability Analysis

UM Missoula
01/25/2007

Job Group: 300 Professional Staff

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.91	23.33	8.27	6.65	6.65	0.85	100.00	53.91	23.33	8.27	6.65	6.65	0.85
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								53.91	23.33	8.27	6.65	6.65	0.85

Availability Analysis

UM Missoula
01/25/2007

Job Group: 320 Coaches

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.97	18.02	7.61	5.73	2.98	0.82	100.00	31.97	18.02	7.61	5.73	2.98	0.82
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								31.97	18.02	7.61	5.73	2.98	0.82

Availability Analysis

UM Missoula
01/25/2007

Job Group: 400 Technical

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	66.38	8.59	0.03	1.11	1.12	5.96	100.00	66.38	8.59	0.03	1.11	1.12	5.96
	Source of Data: Census 2000 Special EEO File Missoula, MT												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								66.38	8.59	0.03	1.11	1.12	5.96

Availability Analysis

UM Missoula
01/25/2007

Job Group: 500 Administrative/Clerical

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	87.92	4.19	0.26	2.66	0.37	0.38	100.00	87.92	4.19	0.26	2.66	0.37	0.38
	Source of Data: Census 2000 Special EEO File Missoula, MT												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								87.92	4.19	0.26	2.66	0.37	0.38

Availability Analysis

UM Missoula
01/25/2007

Job Group: 600 Craft

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	17.05	4.64	0.18	1.23	0.32	2.04	100.00	17.05	4.64	0.18	1.23	0.32	2.04
	Source of Data: Census 2000 Special EEO File Missoula, MT												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								17.05	4.64	0.18	1.23	0.32	2.04

Availability Analysis

UM Missoula
01/25/2007

Job Group: 700 Service/Other

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.43	7.81	0.00	3.53	0.27	3.59	100.00	31.43	7.81	0.00	3.53	0.27	3.59
	Source of Data: Census 2000 Special EEO File Missoula, MT												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								31.43	7.81	0.00	3.53	0.27	3.59

Availability Analysis

UM Missoula
01/25/2007

Job Group: 800 Graduate Assistants

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	78.95	0.00	0.00	0.00	0.00	0.00	100.00	78.95	0.00	0.00	0.00	0.00	0.00
	Source of Data: Census 2000 Special EEO File Missoula, MT												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								78.95	0.00	0.00	0.00	0.00	0.00

Availability Analysis

UM Missoula
01/25/2007

Job Group: 900 Postdocs

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.85	20.01	8.77	5.86	3.75	0.87	100.00	60.85	20.01	8.77	5.86	3.75	0.87
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00													
Job Group Final Availabilities (%)								60.85	20.01	8.77	5.86	3.75	0.87

Availability Analysis

UM Missoula
01/25/2007

Job Group: E02 Contract Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.05	20.14	7.61	5.34	5.57	0.81	100.00	53.05	20.14	7.61	5.34	5.57	0.81
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								53.05	20.14	7.61	5.34	5.57	0.81

Availability Analysis

UM Missoula
01/25/2007

Job Group: F02 Contract Professional Research

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	54.90	20.98	8.01	5.61	5.70	0.90	100.00	54.90	20.98	8.01	5.61	5.70	0.90
	Source of Data: Census 2000 Special EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								54.90	20.98	8.01	5.61	5.70	0.90