

# Northern Arizona University

Flagstaff, AZ

2006 Annual Affirmative Action Plan

## Job Group Table

Job Code & Title		Job Group
40030	Academic Advising Coordinator	328
40010	Academic Advisor	321
40011	Academic Advisor	321
40020	Academic Advisor, Senior	321
87230	Academic Computing Team Lead	321
70550	Accountant	319
70551	Accountant	319
70540	Accountant, Associate	319
70541	Accountant, Associate	319
70560	Accountant, Senior	319
70520	Accounting Assistant, Senior	440
70570	Accounting Manager	319
70530	Accounting Specialist	319
70581	Accounts Payable Coordinator	319
87235	Administration Systems Team Lead	321
70300	Administrative Assistant	420
70010	Administrative Associate	410
70011	Administrative Associate	410
89071	Administrative Director	120
87205	Administrative Systems Lead	321
83096	Admissions Counselor	315
83080	Advisor	315
89087	Affirmative Action/EEO Specialist Senior	321
89043	Affrmtive Actn/EEO Speclst	321
30150	Animal Care Manager	321
30140	Animal Care Supervisor	500
87193	App Sys Anlyst Programmer, Ld	322
71709	App Systems Analyst, Associate	321
87160	Application Systems Analyst / Program Supervisor	321
87031	Application Systems Analyst/Programmer Senior	322
71711	Applications Syst Analyst	322

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
71710 Applications Systems Analyst	322
71730 Applications Systems Analyst, Principal	322
71720 Applications Systems Analyst, Senior	322
85000 Area Coordinator	328
75615 ASA/Prg Int - Special Assgn	322
83215 Assessment Specialist	315
75600 Assist Dir- Special Assignment	120
88079 Assistant Athletic Trainer	327
89059 Assistant Bursar	120
94059268 Assistant Clinical Professor	268
94059269 Assistant Clinical Professor	269
94059271 Assistant Clinical Professor	271
94059217 Assistant Clinical Professor	271
89115 Assistant Comptroller	319
89085 Assistant Dean	140
98079 Assistant Dean	140
89094 Assistant Director	120
82078 Assistant Football Coach	327
82087 Assistant Football Coach	327
87108 Assistant General Manager	130
87000 Assistant Manager	130
82079 Assistant Men's Basketball Coach	327
94099205 Assistant Professor	205
94099214 Assistant Professor	214
94099217 Assistant Professor	217
94099224 Assistant Professor	224
94099230 Assistant Professor	230
94099235 Assistant Professor	235
94099236 Assistant Professor	236
94099237 Assistant Professor	237
94099244 Assistant Professor	244
94099245 Assistant Professor	245
94099246 Assistant Professor	246
94099247 Assistant Professor	247
94099249 Assistant Professor	249

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
94099250 Assistant Professor	250
94099253 Assistant Professor	253
94099255 Assistant Professor	255
94099259 Assistant Professor	259
94099261 Assistant Professor	261
94099262 Assistant Professor	262
94099263 Assistant Professor	263
94099264 Assistant Professor	264
94099268 Assistant Professor	268
94099269 Assistant Professor	269
94099271 Assistant Professor	271
94049236 Assistant Professor, Research	236
94049244 Assistant Professor, Research	244
94049247 Assistant Professor, Research	247
88015 Assistant Program Director	321
82068 Assistant Soccer Coach	327
88026 Assistant Sports Information Director	327
89083 Assistant to the Dean	130
89041 Assistant to the Director	321
89077 Assistant to the Provost	321
82076 Assistant Track Coach	327
89979 Assistant Vice President	110
82073 Assistant Volleyball Coach	327
82074 Assistant Women's Basketball Coach	327
82067 Assistant Women's Swim Coach	327
88013 Assistive Technology Specialist	322
88080 Associate Athletic Trainer	327
89125 Associate Budget Director	120
89112 Associate Bursar	120
95069205 Associate Clinical Professor	205
95069271 Associate Clinical Professor	271
89086 Associate Dean	140
98089 Associate Dean	140
89096 Associate Director	120
89780 Associate Director	130

# Job Title Checklist - Job Title Order

Job Code & Title		Job Group
95099205	Associate Professor	205
95099214	Associate Professor	214
95099217	Associate Professor	217
95099224	Associate Professor	224
95099230	Associate Professor	230
95099235	Associate Professor	235
95099236	Associate Professor	236
95099237	Associate Professor	237
95099244	Associate Professor	244
95099245	Associate Professor	245
95099247	Associate Professor	247
95099249	Associate Professor	249
95099250	Associate Professor	250
95099253	Associate Professor	253
95099255	Associate Professor	255
95099259	Associate Professor	259
95099261	Associate Professor	261
95099262	Associate Professor	262
95099263	Associate Professor	263
95099264	Associate Professor	264
95099268	Associate Professor	268
95099271	Associate Professor	271
95049244	Associate Professor, Research	244
99085	Associate Provost	110
89036	Associate Registrar	120
81900	Associate University Librarian	330
89989	Associate Vice President	110
88077	Athletic Equipment Coordinator	327
40560	Athletic Facilities Maintenance Supervisor	700
97019	Athletic Trainer	327
51310	Automotive Body Worker	600
51360	Automotive Service Assistant Supervisor	600
51340	Automotive/Farm Mechanic	600
96297205	Bilby Endowed Chair	205
88071	Biosafety Officer	321

# Job Title Checklist - Job Title Order

Job Code & Title		Job Group
60510	Broadcast Engineer	500
60515	Broadcast Engineer, Senior	500
60550	Broadcast Operations Technician	500
89048	Budget and Policy Analyst	319
89114	Bursar	120
85500	Business Development Coordinator	328
85505	Business Development Director	130
70040	Business Manager	319
70050	Business Manager, Senior	319
87156	Business Process Team Lead	321
87017	Business Systems Analyst	322
71220	Buyer	319
71221	Buyer	319
71210	Buyer, Associate	319
71230	Buyer, Senior	319
40060	Career Service Specialist	330
50810	Carpenter	600
50840	Carpentry Supervisor	600
70640	Cashier, Senior	440
98069217	Chair	217
98069224	Chair	224
98069230	Chair	230
98069235	Chair	235
98069236	Chair	236
98069237	Chair	237
98069244	Chair	244
98069245	Chair	245
98069246	Chair	246
98069249	Chair	249
98069250	Chair	250
98069255	Chair	255
98069259	Chair	259
98069261	Chair	261
98069262	Chair	262
98069263	Chair	263

# Job Title Checklist - Job Title Order

Job Code & Title		Job Group
98069264	Chair	264
98069268	Chair	268
85201	Chef	700
50210	Chemical Applicator	700
89991	Chief Information Technology Officer	120
88070	Chief of Medical Staff	330
93069217	Clinical Instructor	217
93069268	Clinical Instructor	268
96069205	Clinical Professor	205
96069217	Clinical Professor	217
70670	Collections Specialist	440
71770	Computer Communications Specialist	322
71790	Computer Data Base Specialist	322
71800	Computer Data Base Specialist, Senior	322
88550	Computer Database Administrator	500
71890	Computer Operator	500
71910	Computer Operator Supervisor	500
71900	Computer Operator, Senior	500
71940	Computer Production Control Specialist, Senior	500
81089	Coordinator	328
88072	Coordinator	328
88057	Coordinator	328
83207	Costume Shop Manager	321
83100	Counselor	315
83101	Counselor	315
40120	Credentials Evaluator, Senior	440
81091	Curator Of Visual Materials	330
81088	Curator, Manuscripts; Cline Library	330
50240	Custodial Area Supervisor	700
50220	Custodian	700
50214	Custodian - Regular Part Time Hourly	700
50231	Custodian, Sr.	700
72070	Data Input Operator	440
72090	Data Input Operator Supervisor	420
72080	Data Input Operator, Senior	440

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
87050 DBA and CMT Team Lead	321
89959 Dean	140
89949 Dean and University Librarian	140
98099 Dean of a School or College	140
89489 Dean of Students	140
89042 Deputy Director	120
30580 Design Coordinator	330
30600 Designer/Drafter	500
88490 Development Officer	321
81087 Digital Access Librarian	330
89099 Director	120
89789 Director	120
97049 Director	120
75640 Director - Special Assignment	120
97001217 Director, Walkup Distinguished Professor	217
83049 Disabled Student Services Specialist/Sign Language	330
87024 Distance Education Consultant	322
88027 Diving Coach	327
51400 Driver, Bus/Tram	700
83048 DSS Spec/Sign Lang Intrpt	330
96299244 E. Raymond and Ruth Reed Cowden Professor	244
60050 Editor	330
60040 Editor, Associate	330
60041 Editor, Associate	330
89030 Education Coordinator	328
50880 Electrical Supervisor	600
50850 Electrician	600
30630 Electronic Field Services Engineer	500
30640 Electronic Field Services Engineer, Senior	500
72135 End-user Computing Spec-Assoc	500
72131 End-User Computing Specialist, Intermediate	500
87025 End-User Computing Speclst Sr	322
51430 Equipment Mechanic	600
51410 Equipment Operator	700
60870 Events Coordinator	328

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
60871 Events Coordinator (NE)	328
60880 Events Coordinator, Senior	328
70070 Executive Assistant	321
89499 Executive Director	315
97059 Executive Director	120
97088 Executive Director	120
99092 Executive Vice President / Senior Associate	110
88050 Facilities Coordinator	330
97020 Faculty Athletic Representative	327
97039 Faculty Liaison	130
70910 Field Operations Supervisor	420
70720 Financial Aid Counselor	319
70710 Financial Aid Specialist	440
50450 Fire Equipment Technician Lead	500
50459 Fire Safety Systems Specialist	500
50471 Fire Safety Systems Supervisor/Fire Marshall	500
87098 Fiscal Operations Manager	130
51380 Fleet Manager	700
83009 Forensics Coordinator	315
96999235 Francis M McAllister Endowed Chair	235
50500 General Maintenance Assistant Supervisor	700
50480 General Maintenance Mechanic	700
50520 General Maintenance Services Supervisor	700
50510 General Maintenance Supervisor	700
87110 General Manager	321
86350 Geologic Materials Analyst	323
89073 Grant and Contract Administrator	130
89057 Grant Projects Evaluator	321
61160 Graphic Designer	500
61170 Graphic Designer, Senior	500
50310 Grounds Assistant Supervisor	700
50300 Grounds Crew Chief	700
50290 Groundskeeper, Lead	700
89570 Head Coach & Coordinator, Men's and Women's Track	327
89580 Head Coach, Men's Basketball	327

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
88096 Head Coach, Men's Tennis	327
89555 Head Coach, Swimming and Diving	327
89575 Head Coach, Women's Basketball	327
89530 Head Coach, Women's Golf Head Coach, Women's Golf/	327
88092 Head Coach, Women's Tennis	327
88094 Head Distance Coach	327
89590 Head Football Coach	327
81190 Head of Library Technology Services	330
81120 Head Of Reference Services	330
81110 Head Of Special Collections & Archives	330
82084 Head Soccer Coach	327
88090 Head Volleyball Coach	327
88018 Health Educator	330
20740 Health Educator, Assistant	315
88019 Health Educator, Senior	330
20770 Health/Safety Specialist	321
51420 Heavy Equipment Operator	700
87211 Help Desk Coordinator	328
72101 Help Desk Support Service Specialist	500
87002 Help Desk Support Services Specialist	322
87022 Help Desk Support Services Specialist, Senior	322
87210 Help Desk Team Lead	321
70421 Human Resource Specialist	321
83500 Human Resources Consultant	321
70430 Human Resources Specialist, Sr	321
50930 HVAC Controls Mechanic	600
50940 HVAC Controls Mechanic, Lead	600
50990 HVAC Supervisor	600
50960 HVAC/Refrigeration Mechanic	600
20795 Industrial Hygienist	500
87023 Information Center Specialist	322
72132 Information Center Specialist	500
87215 Information Center Team Lead	321
60251 Information Specialist	330
60260 Information Specialist Coordinator	330

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
72133 Information System Training Specialist	321
87035 Information Technology Systems Manager	130
20430 Instructional Aide	500
83205 Instructional Designer, Associate	315
40141 Instructional Spec, Sr	315
40140 Instructional Specialist, Senior	315
93099205 Instructor	205
93099217 Instructor	217
93099224 Instructor	224
93099230 Instructor	230
93099236 Instructor	236
93099237 Instructor	237
93099244 Instructor	244
93099245 Instructor	245
93099250 Instructor	250
93099253 Instructor	253
93099255 Instructor	255
93099261 Instructor	261
93099262 Instructor	262
93099263 Instructor	263
93099264 Instructor	264
93099269 Instructor	269
51010 Instrument Maker/Designer	600
70760 Insurance Officer	328
89090 Interim Assistant Director	120
81899 Interim Associate University Librarian	330
81098 Interim Coordinator	328
88056 Interim Coordinator	328
97048 Interim Director	120
89098 Interim Director	120
89495 Interim Executive Director	120
98200 Interim Executive Director	120
87101 Interim Manager	130
89998 Interim Vice President	110
89013 International Recruiter	315

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
88012 Intrm Hd Strength & Cond Coord	327
50340 Irrigation Repairer, Senior	600
40160 Job Location and Development Coordinator	328
86208 Knowledge Analyst Senior	328
30211 Laboratory Manager	323
83216 Lead Multimedia Tech Designer	321
92099205 Lecturer	205
92099214 Lecturer	214
92099217 Lecturer	217
92099230 Lecturer	230
92099236 Lecturer	236
92099237 Lecturer	237
92099244 Lecturer	244
92099246 Lecturer	246
92099250 Lecturer	250
92099253 Lecturer	253
92099263 Lecturer	263
92099264 Lecturer	264
89889 Legal Counsel	110
81093 Librarian	330
30440 Library Assistant	440
30450 Library Assistant, Senior	440
30460 Library Specialist	410
30461 Library Specialist	410
30465 Library Specialist, Senior	410
30470 Library Supervisor	410
30471 Library Supervisor	410
20100 Licensed Practical Nurse	330
51030 Locksmith	600
51040 Locksmith Supervisor	600
51035 Locksmith, Lead	600
71510 Mail Clerk	440
71520 Mail Clerk, Lead	440
71530 Mail Services Supervisor	321
70100 Management Analyst	321

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
70110 Management Analyst, Senior	321
86300 Management Research Analyst	321
87099 Manager	130
75610 Manager - Special Assignment	130
87080 Manager, Textbooks	130
60280 Marketing Specialist	321
51060 Mason	600
50600 Master Meter Operator	600
71371 Material Supply Storekpr	420
71310 Materials Handler	700
71320 Materials Handler, Lead	700
71341 Materials Handling Spvsr Sr NE	700
71330 Materials Handling Supervisor	700
71340 Materials Handling Supervisor, Senior	700
71370 Materials Supply Storekeeper	420
60371 Media Specialist	330
60380 Media Specialist, Senior	500
60320 Media Technician, Senior	500
20110 Medical Assistant	330
20155 Medical Laboratory Technician	500
20140 Medical Records Supervisor	410
20170 Medical Technologist, Chief	330
60290 Membership/Volunteer Specialist	321
50650 Moving Supervisor	700
83217 Multimedia Technical Designer	322
87185 Network Operation Center Team Lead	321
87202 Network Systems Engineer	322
87107 News Director	330
88008 Nurse Case Manager	330
88035 Nurse Practitioner	330
20200 Nurse, Senior	330
20201 Nurse, Senior	330
88005 Nursing Manager	330
88006 Occupational Therapist	321
70210 Office Assistant/Receptionist	440

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
70220 Office Assistant/Receptionist, Senior	440
72111 Office Automation Spec,Sr	500
72100 Office Automation Specialist	500
72120 Office Automation Specialist, Principal	500
72110 Office Automation Specialist, Senior	500
70230 Office Specialist	440
70240 Office Specialist, Senior	420
70250 Office Supervisor	410
70251 Office Supervisor	420
40171 Outreach Counselor	315
51080 Painter	600
51090 Painter, Lead	600
51110 Painting Supervisor	600
70921 Parking Appeals Officer	321
70800 Payroll Manager	319
70790 Payroll Specialist	319
70795 Payroll Specialist Senior	319
87220 PC Support Team Lead	321
87155 PeopleSoft Business Analyst	321
87550 PeopleSoft Programmer Analyst	322
72190 PeopleSoft Programmer Analyst Limited Experience	500
88007 Pharmacy Manager	330
20255 Pharmacy Technician	330
61305 Photographer, Principal	500
61310 Photography Laboratory Coordinator	500
88033 Physical Therapist	330
88049 Physician	330
88016 Physician Assistant	330
50700 Piano Technician	500
87295 Planning & Policy Analyst	321
51130 Plumber	600
51160 Plumbing Supervisor	600
70995 Police Aide	700
87125 Police Commander	510
71150 Police Dispatch Supervisor	410

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
71100      Police Officer	510
71110      Police Officer, Senior	510
71140      Police Radio Dispatcher	440
71120      Police Sergeant	510
87309      Policy and Funding Specialist	319
86198      Post Doctoral Fellow	323
86199      Post Doctoral Research Associate	323
60055      Pre-Press Specialist	330
99099      President of Northern Arizona University	110
60100      Printing and Reproduction Services Manager	600
60070      Printing and Reproduction Services Specialist	600
60080      Printing and Reproduction Services Supervisor	600
60120      Printing Equipment Operator, Senior	600
70131      Procedures Analyst	321
96099205      Professor	205
96099214      Professor	214
96099217      Professor	217
96099224      Professor	224
96099230      Professor	230
96099235      Professor	235
96099236      Professor	236
96099237      Professor	237
96099244      Professor	244
96099245      Professor	245
96099246      Professor	246
96099247      Professor	247
96099249      Professor	249
96099250      Professor	250
96099253      Professor	253
96099255      Professor	255
96099259      Professor	259
96099261      Professor	261
96099262      Professor	262
96099263      Professor	263
96099264      Professor	264

# Job Title Checklist - Job Title Order

Job Code & Title		Job Group
96099268	Professor	268
96099269	Professor	269
96099271	Professor	271
97007	Program Coordinator	330
70140	Program Coordinator	328
70141	Program Coordinator	328
70150	Program Coordinator, Senior	328
70151	Program Coordinator, Sr	328
88064	Program Director	120
88075	Program Liaison	328
87089	Program Manager	315
87096	Program Manager	315
87075	Project Associate	328
88053	Project Coordinator	328
88036	Project Coordinator	500
88060	Project Director	120
87081	Project Manager	130
87084	Project Manager, Senior	321
89101	Promotion/ Advertising Specialist	321
99095	Provost	110
87011	PS Configuration Mgmt Analyst	321
88009	Psychiatric Nurse Practitioner	330
88042	Psychologist	330
87104	Radio Announcer	321
87105	Radio Announcer/Producer	321
20299	Radiology Technologist- Reg PT	500
83025	Reading Specialist	315
96199217	Regents' Professor	217
96199236	Regents' Professor	236
96199244	Regents' Professor	244
96199247	Regents' Professor	247
96199249	Regents' Professor	249
96199255	Regents' Professor	255
96199261	Regents' Professor	261
96199262	Regents' Professor	262

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
96199264 Regents' Professor	264
96199268 Regents' Professor	268
86200 Research Associate	328
86207 Research Engineer	321
86197 Research Project Coordinator	328
30310 Research Specialist	323
30311 Research Specialist	323
30320 Research Specialist, Senior	323
30321 Research Specialist, Sr	323
30300 Research Technician	323
86206 Research Transportation Engineer I	321
30290 Research/Laboratory Assistant	500
40490 Residence Hall Director	315
82071 Restricted Assistant Coach	327
51170 Roofer	600
70820 Sales Assistant, Senior	440
70822 Sales Specialist	420
70290 Secretary, Administrative	440
89037 Senior Assistant	130
89012 Senior Budget Analyst	319
87170 Senior Database Administrator	321
89053 Senior Financial Auditor	319
92199205 Senior Lecturer	205
92199217 Senior Lecturer	217
92199230 Senior Lecturer	230
92199235 Senior Lecturer	235
92199237 Senior Lecturer	237
92199244 Senior Lecturer	244
92199245 Senior Lecturer	245
92199249 Senior Lecturer	249
92199250 Senior Lecturer	250
92199253 Senior Lecturer	253
87019 Senior Web Developer	322
87029 Software Systems Engineer, Senior	322
40455 Sous Chef	700

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
97038 Special Assistant to the President	236
88029 Speech/Language Pathologist	330
89056 Sponsored Projects Administrator	321
89102 Sr Assistant to the Provost/Special Assistant to t	130
89058 Sr Grant & Contract Administra	328
97080230 Sr. Associate to the President	230
50090 Stationary Engineer, Senior	600
71390 Stock/Inventory Assistant	440
40240 Student Recruitment/Retention Specialist	315
40250 Student Recruitment/Retention Specialist, Student	315
71410 Subsidiary Retail Store Coordinator	440
72130 Support Systems Analyst	500
72134 Support Systems Analyst	500
72140 Support Systems Analyst, Senior	500
71420 Surplus/Federal Excess Property Coordinator	420
40650 Swimming Pool Operations Specialist	600
87027 System Administrator-Intermediate	322
87036 System Integration Engineer Sr	322
87037 Systems Administration Team Ld	322
87026 Systems Administrator, Senior	322
72160 Systems Programmer	322
72180 Systems Programmer, Principal	322
72170 Systems Programmer, Senior	322
87245 Systems Programming & Support Team Lead	321
83160 Teacher	315
60920 Technical Director, Senior	330
61190 Technical Scientific Illustrator, Senior	500
88038 Technology Specialist II	500
87260 Telecomm Service Coord, Senior	321
87028 Telecommunications Supervisor	322
71635 Telecommunications Systems Supervisor	500
71620 Telecommunications Systems Technician	500
71660 Telephone Operations Supervisor	420
71640 Telephone Operator	440
71680 Telephone Services Coordinator, Senior	420

# Job Title Checklist - Job Title Order

Job Code & Title	Job Group
60720 Television Producer/Director	330
60760 Television Program Manager	330
70850 Teller, Senior	440
88034 Training Coordinator	328
89110 Tribal Liaison	328
82055 Underwriting Sales Associate	319
89860 University Auditor	319
89039 University Registrar	120
89999 Vice President	110
99087 Vice Provost	110
61330 Videographer	500
94089217 Visiting Assistant Professor	217
94089224 Visiting Assistant Professor	224
94089230 Visiting Assistant Professor	230
94089244 Visiting Assistant Professor	244
94089249 Visiting Assistant Professor	249
94089250 Visiting Assistant Professor	250
94089255 Visiting Assistant Professor	255
94089259 Visiting Assistant Professor	259
94089262 Visiting Assistant Professor	262
94089264 Visiting Assistant Professor	264
94089268 Visiting Assistant Professor	268
95089268 Visiting Associate Professor	268
93089244 Visiting Instructor	244
93089253 Visiting Instructor	253
93089264 Visiting Instructor	264
93089269 Visiting Instructor	269
96089224 Visiting Professor	224
96089230 Visiting Professor	230
86212 Wastewater Technical Specialist	323
72230 Web Applications Analyst, Senior	500
51230 Welder	600
30407 Wildlife Biologist, Senior	323



