

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
<b>100 University Executives</b>	Associate Legal Counsel	\$28.84	1	1	0
	Vice Provost	\$47.59 ... \$74.71	5	1	0
	Vice President	\$48.25 ... \$67.76	4	0	0
	Legal Counsel	\$51.02	1	1	0
	Senior Vice Provost	\$62.26	1	0	0
	Provost/Vice President	\$71.38	1	0	0
	President	\$91.85	1	0	0
<b>100 University Executives Total</b>			14	3 21.4%	0 0.0%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
<b>120 Other Administrators</b>	Associate Dean	\$21.05 ... \$56.13	10	5	0
	Compliance Director	\$23.32 ... \$50.00	11	9	1
	Administrative Director	\$36.33 ... \$54.30	7	5	0
	Executive Director	\$43.69 ... \$57.97	4	1	0
	Asst Vice Provost	\$43.99	1	0	0
	Dean/Director	\$47.59 ... \$63.31	2	1	0
	Dean	\$50.48 ... \$65.86	7	2	1
	Asst to Provost	\$65.15	1	0	0
<b>120 Other Administrators Total</b>			43	23 53.5%	2 4.7%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
200 Faculty	Acting Chair & County Agent	\$22.23	1	0	0
	Agronomist	\$35.38	1	0	0
	Assistant Professor	\$25.24 ... \$60.82	131	53	1
	Assistant Research Professor	\$18.07 ... \$40.85	19	8	0
	Associate Professor	\$23.16 ... \$81.49	160	44	7
	Associate Research Professor	\$15.38 ... \$60.47	7	3	0
	Chair & Agent	\$17.51	1	1	0
	County Agent	\$21.31	1	0	0
	Department Head	\$30.27 ... \$65.85	33	5	1
	ES/AES Head	\$33.40 ... \$42.72	4	1	0
	Extension Agent	\$11.69 ... \$30.80	85	47	0
	Extension Faculty	\$20.77 ... \$31.90	4	1	0
	Extension Specialist	\$14.00 ... \$47.80	17	7	0
	Faculty Director	\$43.42 ... \$70.51	2	1	0
	Instructor	\$30.70	1	1	0
	Library Faculty	\$20.19 ... \$36.47	13	7	0
	Professor	\$17.42 ... \$98.42	134	27	4
	Professor Emeritus	\$44.94 ... \$67.90	5	0	1
	Reference Librarian	\$19.97 ... \$21.30	2	1	0
	Research Faculty	\$13.22 ... \$57.69	6	2	1
	Research Professor	\$28.84 ... \$74.60	9	0	0
	Superintendent	\$33.48 ... \$42.96	5	0	0
	Univ Spon Res Appt Assoc Prof	\$52.65 ... \$67.46	5	1	0
	Univ Spon Res Appt Professor	\$64.00 ... \$87.94	3	0	0
Visiting Assistant Professor	\$25.10 ... \$30.76	3	0	0	
Visiting Associate Professor	\$29.71 ... \$39.06	2	0	0	
<b>200 Faculty Total</b>			654	210 32.1%	15 2.3%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
<b>220 Adjunct Faculty</b>	Adjunct Instructor	\$12.21 ... \$57.68	287	166	3
	Adjunct Librarian	\$12.52 ... \$21.59	3	3	0
	Adjunct Faculty	\$16.02 ... \$38.46	3	1	0
	Adjunct Assistant Professor	\$23.71 ... \$42.70	40	31	1
	Adjunct Professor	\$29.38 ... \$77.93	9	0	0
<b>220 Adjunct Faculty Total</b>			342	201 58.8%	4 1.2%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
300 Professionals	Health Professional	\$8.26 ... \$37.57	5	4	1
	Health Specialist	\$8.26 ... \$52.36	19	6	0
	Program Coordinator	\$10.65 ... \$46.26	82	60	3
	Admissions Rep I	\$11.03 ... \$11.77	4	2	0
	Program Manager	\$11.37 ... \$44.81	22	15	0
	Finance Professional	\$11.40 ... \$29.80	8	6	0
	Manager	\$11.94 ... \$31.10	4	2	0
	Student Support Specialist	\$12.00 ... \$30.00	23	20	2
	Communications Specialist	\$12.93 ... \$30.75	26	18	0
	Athletic Professional	\$13.22 ... \$22.69	3	1	0
	Program Coord II	\$13.39 ... \$22.49	18	15	0
	Events/Promo Coord II	\$13.76 ... \$14.13	2	1	0
	Academic Advisor	\$13.94 ... \$19.23	3	2	0
	Admin Assoc IV	\$14.05 ... \$22.35	3	3	0
	Media/Info Spec	\$14.12 ... \$21.16	5	5	0
	Accounting Assoc IV	\$14.32 ... \$20.39	11	10	0
	Communications Professional	\$14.42 ... \$30.75	9	7	0
	Project Director	\$14.42	1	1	0
	Net Sys/Comm Analyst I	\$14.70	1	0	0
	Financial Aid Spec II	\$14.81 ... \$19.35	3	2	0
	Marketing Specialist	\$14.87 ... \$43.18	11	8	0
	Data Technician	\$14.99	1	0	0
	Counselor	\$15.00 ... \$32.83	4	4	0
	HR Specialist	\$15.38 ... \$35.11	9	9	2
	Budget Analyst	\$15.39 ... \$19.72	2	1	0
	Research/Lab Mgr	\$15.54	1	0	0
	Curator	\$15.62 ... \$24.03	2	2	0
	Clinical Resource Nurse	\$15.66 ... \$250.47	10	10	1
	Director	\$15.73 ... \$68.67	83	41	6
	Administrative Manager	\$15.75 ... \$31.71	7	7	0
	Computer Sftwr Eng/Appl I	\$15.92 ... \$22.57	7	1	0
	Compliance Spec	\$15.83	1	1	0
	Graphic Designer II	\$15.85	1	1	0
	Extension Specialist	\$15.97	1	1	0
	Lab Animal Technologist	\$16.15	1	1	0
	Occup Safety/Health Spec	\$16.23 ... \$18.26	2	1	0
	Computer Sys Analyst I	\$16.52 ... \$24.96	8	8	1
	Assistant Director	\$16.65 ... \$24.34	6	5	0
	Educ Administrator, Preschool	\$16.77	1	1	0
	CADD Tech	\$16.78	1	0	0
	Assistant to the Dean	\$16.81	1	1	0
	Budget/Fiscal Officer	\$16.82 ... \$30.33	14	11	2
	Data/Research Analyst	\$17.08 ... \$19.00	2	1	0
	Financial Manager	\$17.45 ... \$20.42	4	3	0
	Registered Nurse	\$17.75 ... \$19.43	3	3	0
Editor II	\$17.76 ... \$20.34	2	1	0	
Academic Advisor I	\$17.76	1	1	0	
Auditor II	\$17.93 ... \$18.12	2	2	0	
Personnel Officer	\$17.94 ... \$22.25	4	4	0	

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
300 Professionals	Nutritionist	\$18.02	1	1	0
	Net Sys/Comm Analyst II	\$18.05 ... \$25.91	5	2	0
	Net/Comp Sys Administrator II	\$18.17 ... \$25.43	14	3	0
	Communications Officer	\$19.06 ... \$23.52	4	0	1
	Admissions Rep II	\$19.36	1	1	0
	Public Educ Spec	\$19.43 ... \$20.70	2	0	0
	Groundskeeper Mgr	\$19.43	1	0	0
	Computer Spec II	\$19.46 ... \$24.74	7	4	0
	Human Resources Professional	\$19.61 ... \$29.71	4	4	0
	HR Manager	\$19.92	1	1	0
	Interim Asst Director	\$20.19	1	1	0
	Computer Sys Analyst II	\$20.63 ... \$25.77	6	2	0
	IT Manager	\$20.75 ... \$38.62	19	6	0
	Budget/Fiscal Manager	\$20.83 ... \$36.05	13	9	0
	Project Specialist	\$20.85	1	1	0
	Mail Svcs Mgr	\$20.91	1	1	0
	Computer Sftwr Eng/Appl II	\$21.15 ... \$27.55	9	1	0
	Facilities Project Mgr I	\$21.65 ... \$22.39	4	1	0
	Facilities Professional	\$22.30 ... \$38.62	6	0	0
	Estimator	\$22.41	1	0	0
	Net/Comp Sys Administrator I	\$22.55 ... \$24.18	2	1	0
	Data Systems Mgr	\$22.89 ... \$24.91	2	0	0
	Associate Director	\$23.02	1	0	0
	Media Mgr	\$23.07	1	0	0
	Net/Comp Sys Administrator III	\$23.16 ... \$29.34	5	3	0
	Attorney II	\$25.20	1	1	0
	Instructional Technology Spec	\$26.44	1	1	0
	Computer Sys Analyst III	\$26.62 ... \$29.24	5	0	0
	Engineer/Facilities Specialist	\$26.90	1	0	0
	Academic Coordinator	\$27.16	1	1	0
	Assistant Dean	\$28.37 ... \$32.79	2	2	0
	Mid-Level Provider	\$28.46 ... \$29.29	4	4	0
	Net Sys/Comm Analyst III	\$29.17 ... \$29.17	2	0	0
	Administrative Director	\$29.34 ... \$48.26	5	0	0
	Architect II	\$30.28	1	0	0
	Mechanical Engineer	\$31.30	1	0	0
Software Engineer	\$33.22	1	0	0	
Producer/Director	\$34.61	1	0	0	
Pharmacist	\$37.57	1	1	0	
Interim Director	\$38.25	1	0	0	
Counselor/Psychologist	\$59.70	1	0	0	
<b>300 Professionals Total</b>			585	361 61.7%	19 3.2%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
320 Coaches	Assistant Coach	\$11.38 ... \$32.73	25	7	6
	Head Coach	\$11.77 ... \$57.67	12	4	1
<b>320 Coaches Total</b>			37	11 29.7%	7 18.9%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
400 Technical	Research Asst II	\$8.80 ... \$19.15	34	17	0
	Research Asst I	\$8.82 ... \$13.46	12	8	0
	Communication Sys Oper	\$9.38 ... \$14.60	9	6	1
	Graphic Design Tech	\$9.60 ... \$15.11	4	2	0
	Museum Tech	\$9.60 ... \$15.93	4	3	0
	Collections Tech I	\$9.82 ... \$11.59	2	2	0
	Accounting Assoc I	\$9.87 ... \$13.23	2	2	0
	Accounting Assoc II	\$10.07 ... \$16.48	24	23	1
	Computer/Technical Support	\$10.12 ... \$14.57	4	2	0
	Library Tech I	\$10.30 ... \$14.05	17	13	0
	Clinic Aide	\$10.51	1	1	0
	Broadcast Operations Spec	\$10.70 ... \$10.70	2	1	0
	Payroll/Bene Tech III	\$11.12 ... \$12.04	2	1	0
	Payroll/Bene Tech II	\$11.18 ... \$11.76	2	2	0
	Admissions Evaluator I	\$11.52 ... \$15.25	5	5	1
	Equip/Supply Tech II	\$11.57 ... \$13.07	2	0	0
	Accounting Assoc III	\$11.57 ... \$17.95	31	26	0
	Admissions Evaluator II	\$11.57	1	1	0
	Equip/Facility Mgr	\$11.62 ... \$16.65	4	1	0
	Graphic Designer I	\$11.70 ... \$15.90	6	5	0
	Groundskeeper II	\$11.77 ... \$14.94	4	1	0
	Benefits Assoc II	\$11.80 ... \$13.30	3	3	0
	Lab Animal Tech II	\$11.87 ... \$19.51	2	2	0
	Research Asst III	\$12.00 ... \$21.06	21	14	0
	Purchasing/Supply Assoc II	\$12.05 ... \$18.77	4	3	1
	Farm Mechanic	\$12.29 ... \$16.32	5	0	0
	Residence Hall Supv	\$12.44 ... \$13.17	5	4	0
	Computer Supp Spec I	\$12.48 ... \$25.95	11	4	0
	Stage/Production Coord I	\$12.57 ... \$14.36	3	0	0
	Dental Asst	\$12.60 ... \$13.67	2	2	0
	Technical Writer	\$12.81 ... \$18.26	3	3	0
	Media/Info Coord	\$12.98 ... \$19.68	2	2	0
	Broadcast Tech	\$13.03	1	1	0
	Lab Tech (non-Research)	\$13.12	1	1	0
	Occup Safety/Health Tech	\$13.30 ... \$15.86	2	0	0
	Medical Asst	\$13.36	1	1	0
	Collections Tech II	\$13.52 ... \$14.71	3	3	0
	Lab Animal Technologist	\$13.55 ... \$16.48	4	4	0
	Editor I	\$13.86	1	1	0
	Equip Oper II	\$13.86	1	0	0
	Employment Svcs Coord I	\$13.95 ... \$13.95	2	2	0
	Library Tech II	\$14.01 ... \$16.48	2	1	0
	Copy Services Supv	\$14.10	1	0	1
	Groundskeeper III	\$14.14 ... \$14.90	3	0	0
	Computer Spec I	\$14.27 ... \$15.60	4	4	0
	Telecomm Equip Tech	\$14.82 ... \$15.70	2	0	0
	Photographer	\$15.03 ... \$15.09	2	0	0
	Benefits Assoc I	\$15.16	1	1	0
	Computer Supp Spec II	\$15.67 ... \$24.17	13	1	0

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
400 Technical	Electronic Equip Tech I	\$15.76 ... \$19.25	2	0	0
	Computer Sftwr Eng/Appl I	\$16.92	1	1	0
	Electronic Equip Tech II	\$17.81 ... \$21.11	6	0	0
	Ranch Foreman	\$17.88 ... \$18.48	2	0	0
	Museum Collections Spec	\$17.94	1	1	0
	Radiological Tech	\$19.21	1	1	0
	Sign Language Interpreter II	\$19.68	1	1	0
	Clinical Lab Spec I	\$19.91 ... \$28.74	3	3	0
	Computer Supp Spec III	\$25.20	1	0	0
<b>400 Technical Total</b>			295	186 63.1%	5 1.7%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
500 Clerical/Administrative	Admin Assoc I	\$8.25 ... \$12.77	27	23	0
	Library Clerk	\$8.82 ... \$11.36	6	6	0
	Admin Assoc II	\$8.82 ... \$16.87	115	113	5
	Program Asst	\$10.08 ... \$16.75	60	57	4
	Program Coord I	\$11.03 ... \$17.89	20	19	1
	Admin Assoc III	\$11.03 ... \$19.40	78	76	0
	Personnel Assoc I	\$11.34 ... \$13.61	3	3	0
	Other Employee, Profess Hourly	\$12.50 ... \$60.00	32	15	1
	Events/Promo Coord I	\$13.05	1	0	0
	Paralegal	\$20.30	1	1	0
	Admin Assoc Mgr	\$20.60	1	1	0
<b>500 Clerical/Administrative Total</b>			344	314 91.3%	11 3.2%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
600 Crafts	Equip Oper II	\$13.87 ... \$17.75	2	0	0
	Equipment Operator/Machinist	\$14.05 ... \$19.16	2	0	0
	Skilled Crafts Worker	\$16.21 ... \$24.02	22	0	0
	Refrigeration Tech Apprentice	\$17.96	1	0	0
	Stationary Engineer	\$18.79 ... \$18.79	4	0	0
	Repair Maintenance Engineer	\$18.98 ... \$18.98	3	0	0
	Repair Maintenance Technician	\$18.98	1	0	0
	Maintenance Carpenter	\$19.08 ... \$20.42	15	1	0
	Painter, Foreman	\$19.24	1	0	0
	Maintenance Engineer II	\$19.41 ... \$19.41	2	0	1
<b>600 Crafts Total</b>			53	1 1.9%	1 1.9%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority	
700 Services/Other	Security Guard I	\$8.25 ... \$12.30	2	1	0	
	Culinary Associate I	\$8.82 ... \$12.87	44	29	5	
	Custodian I	\$8.82 ... \$13.83	93	26	4	
	Cashier I	\$8.82	1	1	0	
	Duplic Svcs Wrkr	\$8.85 ... \$11.98	3	3	0	
	Mail Clerk/Carrier II	\$9.07 ... \$10.82	2	1	1	
	Mail Clerk/Carrier I	\$9.32 ... \$10.30	2	1	0	
	Teacher, Preschool	\$9.37 ... \$16.54	6	6	0	
	Mail Svcs Supv	\$9.39 ... \$13.32	3	2	0	
	Baker I	\$9.69 ... \$11.57	4	1	0	
	Culinary Svcs Supv I	\$9.80 ... \$10.62	2	0	0	
	Parking Enforce Officer I	\$9.86 ... \$12.52	3	0	0	
	Warehouse Worker	\$10.17 ... \$14.21	2	0	0	
	Livestock Res Tech	\$10.24 ... \$15.41	11	1	0	
	Cashier II	\$10.30 ... \$11.69	8	8	0	
	Cook II	\$10.37 ... \$13.83	10	6	0	
	Culinary Svcs Supv II	\$10.46 ... \$19.92	19	14	0	
	Culinary Associate II	\$10.56 ... \$10.63	2	1	0	
	Baker II	\$10.62 ... \$14.29	2	1	0	
	Storekeeper	\$10.85 ... \$12.37	2	2	0	
	Teacher's Aide	\$11.04	1	1	0	
	Mail Clerk/Carrier III	\$11.17	1	0	0	
	Duplic Press Oper	\$12.88	1	0	0	
	Maintenance Wrkr I	\$12.91 ... \$13.03	2	0	0	
	Culinary Srvcs Asst Mgr	\$13.06 ... \$14.28	2	1	0	
	Maintenance Wrkr II	\$13.57 ... \$14.37	2	0	0	
	Parking Enforce Officer II	\$14.43	1	0	0	
	Culinary Svcs Mgr I	\$14.46 ... \$18.98	10	4	0	
	Security Guard II	\$14.62	1	1	0	
	Custodial Supv I	\$15.00 ... \$19.19	5	1	0	
	Maintenance Supv I	\$15.60 ... \$16.74	2	0	0	
	Warehouse Foreman	\$16.20 ... \$18.82	3	0	0	
	Police Patrol Officer	\$16.51 ... \$18.03	6	2	0	
	Duplic Svcs Supv	\$15.62	1	1	0	
	Maintenance Supv II	\$18.84 ... \$26.12	5	0	0	
	Police Sergeant	\$20.64 ... \$21.79	4	1	0	
	Custodial Supv III	\$21.63	1	0	0	
	Police Captain	\$26.41	1	1	0	
	<b>700 Services/Other Total</b>			270	117 43.3%	10 3.7%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

<b>Job Group</b>	<b>Job Title</b>	<b>Wage Range</b>	<b>Total</b>	<b>Female</b>	<b>Minority</b>
<b>Postdoc</b>	Postdoctoral Researcher	\$13.45 ... \$32.05	34	13	1
	Postdoctoral Scholar	\$15.86 ... \$23.87	4	0	0
<b>Postdoc Total</b>			38	13 34.2%	1 2.6%

**Table 2B: Position Group Analysis Detail**

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
<b>Research Contract Professional</b>	Research Professional	\$3.41 ... \$40.72	182	112	11
	Program Coordinator	\$11.53	1	1	0
	Research Associate	\$12.01 ... \$28.85	18	10	0
	Research Asst III	\$12.98	1	0	0
	Research Engineer/Scientist	\$14.80 ... \$50.85	34	8	1
	CADD Tech	\$16.78	1	1	0
	Research Scientist	\$18.36 ... \$79.32	10	3	2
	Research/Lab Mgr	\$21.16	1	1	0
	Clinical Lab Spec II	\$25.83	1	1	0
	Research Engineer/Specialist	\$42.29 ... \$42.29	3	0	0
<b>Research Contract Professional Total</b>			252	137 54.4%	14 5.6%

## Table 2B: Position Group Analysis Detail

MSU Bozeman

Job Group	Job Title	Wage Range	Total	Female	Minority
Facility Total			2927	1577 53.9%	89 3.0%