

Ethnic and Gender Diversity at WHOI – A Status Report

(Prepared by the WHOI Diversity Committee)

Introduction:

This status report has been prepared by WHOI's Diversity Committee to assess the present state of WHOI's gender and ethnic diversity, an easily quantifiable subset of diversity categories. We feel such a status report is needed to gauge the success of current and future initiatives aimed at making WHOI a more diverse workplace. Building and retaining a diverse employee workforce is essential for maintaining and advancing the leadership role WHOI has assumed in many areas of marine science, engineering, education and public outreach. Diversity is therefore rightfully listed in the Mission Statement as one of the goals and key values of the Institution. We therefore view this status report as a first step towards developing a Strategic Plan for increasing diversity at WHOI.

Data:

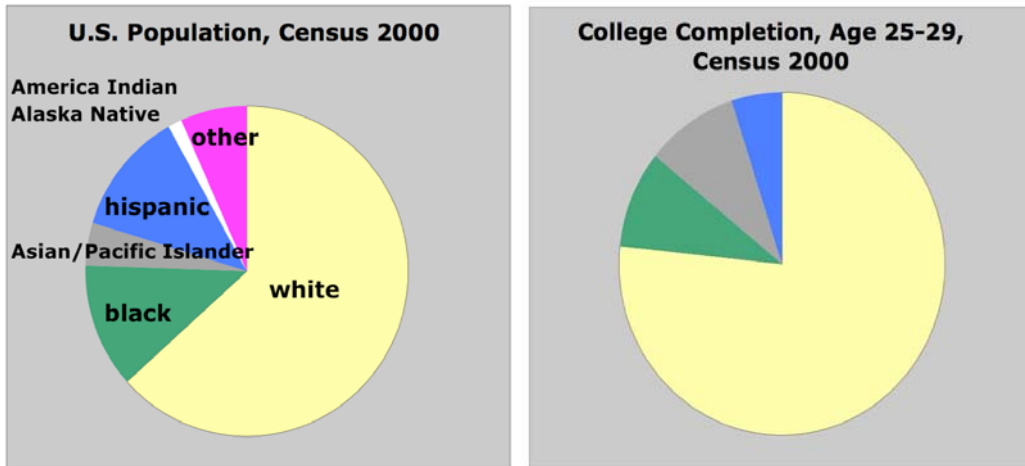
This report analyses data from internal (Human Resources, Academic Programs Office, Tom Nemmers – pie charts with white background) and external (e.g., U. S. Census 2000, U. S. Commission on Ocean Policy – pie charts with gray background) sources. The raw data used are listed in Appendix 1. Groups are shown from the top in clock-wise order as “white”, “black”, “Asian/Pacific Islander”, “Hispanic”, “American Indian/Alaskan Native” and “other”. The color-coding of various ethnic and gender groups is as follows: American Indian/Alaska Natives – white, Hispanic – blue, Asian/Pacific Islander – gray, Black – green, White – yellow. The lighter shade of each color shows “male” (m), while the darker shade depicts “female” (f). The respective sample size of each group is shown in round brackets in pie chart titles.

WHOI's Human Resources Office, the Academic Programs Office and Tom Nemmers provided the WHOI data. The HR data are based on voluntary self-identification of new employees and reflect a workforce analysis conducted on April 20, 2007 (courtesy of Emily Beaton). Not included in this workforce analysis are students and postdoctoral scholars in the various Academic Programs, scientists on leave, and scientists emeriti. The WHOI Academic Programs Office provided statistics on the diversity of the various academic programs. In addition, Tom Nemmers made available data on the gender and ethnic diversity of WHOI's Board of Trustees and Corporation. We emphasize that current Government regulations mandate that if a WHOI employee fails to answer the “gender/ethnicity” question he/she be automatically listed as a white male. “White males” may therefore be overrepresented in the data. The Government-mandated self-identification process used by WHOI also does not allow ethnic identification as “other” than “white”, “black”, “Asian/Pacific Islander”, “Hispanic” or “American Indian/Alaskan Native”. Multiple listings are discouraged. We emphasize that this practice differs from the U. S. Census 2000 that allowed multiple ethnic identifications and identification as “other”. Multiple listings accounted for 2.4% in the U.S. Census 2000 data.

The Diversity Committee also compiled data on the ethnic diversity of the entire U.S. population (U. S. Census 2000; U. S. Census Bureau, 2001), Massachusetts, Barnstable County, certain ocean-related research and educational groups in the U. S., as well as a few ocean-related Organizations, such as the National Marine Educators Association (NMEA). These additional statistics help put the current ethnic diversity of WHOI in a regional and national context.

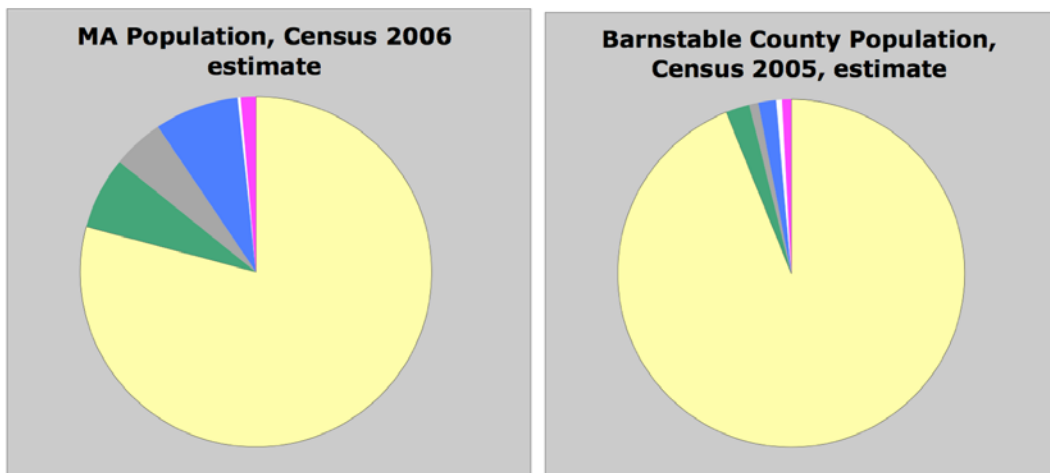
Ethnic Diversity of the U. S. Population:

In 2000, 63.2% of the **U. S. population** identified itself as “white” (yellow pie section), 12.3% “black” (green pie section), 4.2% “Asian/Pacific Islander” (gray pie section), 12.3% “Hispanic” (blue pie section), 1.4% “American Indian/Alaskan Native” (white pie section) and 6.6% of “other” (purple pie section) ethnic identity (left chart below). **College completion rates of the 25-29 year age group** were 76.8% for self-identified “white, 9% “black”, 9.4% “Asian/Pacific Islander, and 4.9% “Hispanic” (right chart below). We use the ethnic diversity of the entire U. S. population and the fraction of the population that completed college between ages 25-29 as two external benchmarks, although we realize that Massachusetts, and Cape Cod in particular, are ethnically less diverse than the U. S. average (see below).



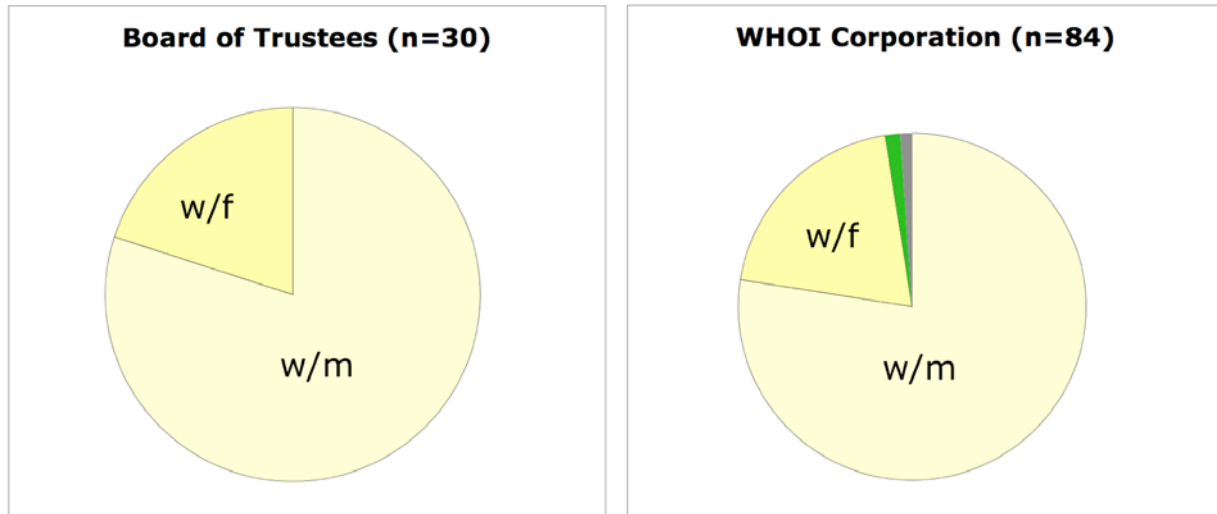
Ethnic Diversity in Massachusetts and Barnstable County:

The ethnic diversity of **Massachusetts** (left chart below) and **Barnstable County** (right chart below) is significantly different from that of the entire U.S. population. The ethnic diversity of pupils enrolled in Falmouth Schools in 2006-07 (not shown, see data from the MA Department of Education in the Appendix) is in between the MA and Barnstable population diversity. We note that the data for Massachusetts and Barnstable County are estimates for 2006 and 2005, respectively, while the data for the U. S. are the Census 2000 data.



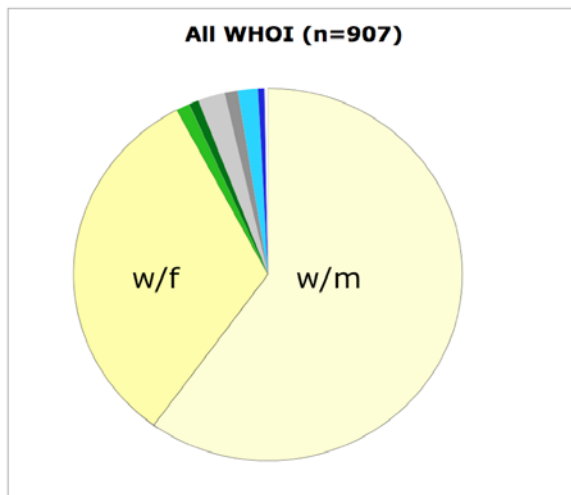
Ethnic Diversity at WHOI:

Data on the ethnic and gender diversity of the **WHOI Board of Trustees** (left pie chart) and the **Corporation** (right pie chart) are shown below (ex officio and honorary members are not included). The Board of Trustees (n=30) is ethnically monolithic (white, 20% female, 80% male), whereas the Corporation (n=84) is ethnically slightly more diverse (right pie chart).



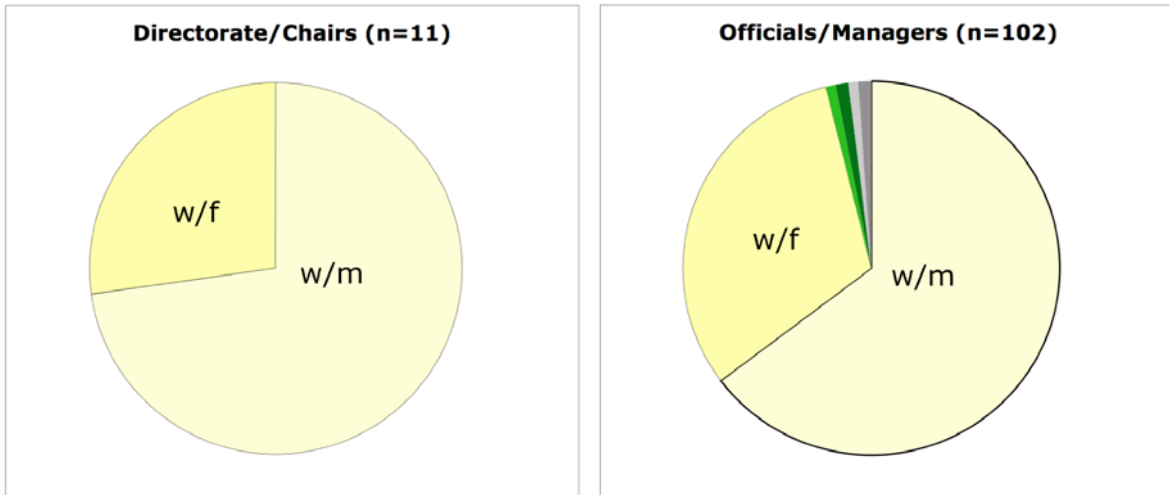
Of **all employees** (n=907) whose data were used in the April 20, 2007 Workforce Analysis (right chart), 92.3% self-identified as “white” (59.9% male, 32.4% female), 1.9% “black” (1% male, 0.9% female), 3.3% “Asian/Pacific Islander” (2.1% male, 1.2% female), 2.2% “Hispanic” (1.8% male, 0.4% female), and 0.3% “American Indian/Alaskan Native” (0.1% male, 0.2% female). The workforce analysis allows more detailed analysis of various employee subgroups. As some of these subgroups are rather small the effect of single individuals on the statistics can be significant. A future version of this status report that will include a historical

perspective of gender and ethnic diversity will have to take this “small number effect” into consideration.

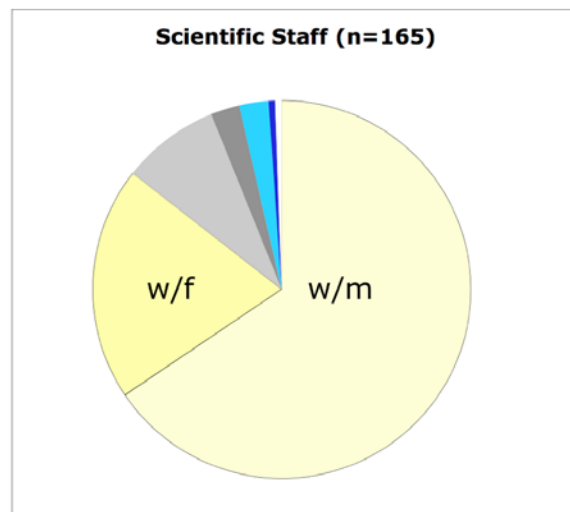


The ethnic and gender composition of the “**Directorate and Department Chairs**” (n=11, left chart below) is 73% “white male” and 27% “white female”. In the subgroup of “**Officials/Managers**” (n=102, right chart below) 96.1% self-identified as “white” (64.7% male, 31.4% female), 2% “black (1% each male and female), 1% “Asian/Pacific Islander” (entirely

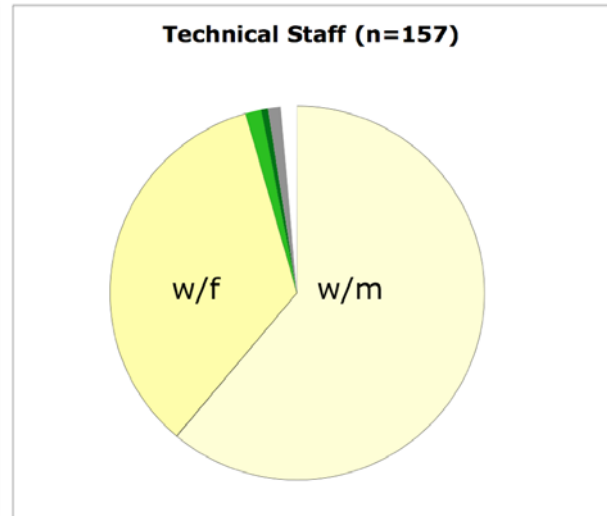
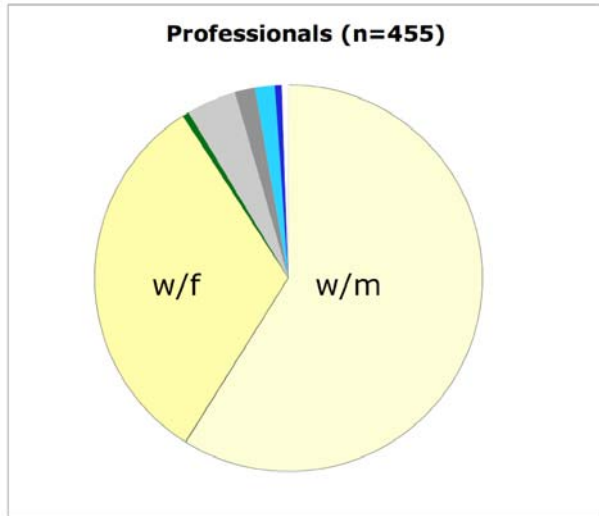
female), and 1% “Hispanic” (entirely male). We consider these two subgroups representative for the ethnic and gender diversity of the WHOI leadership.



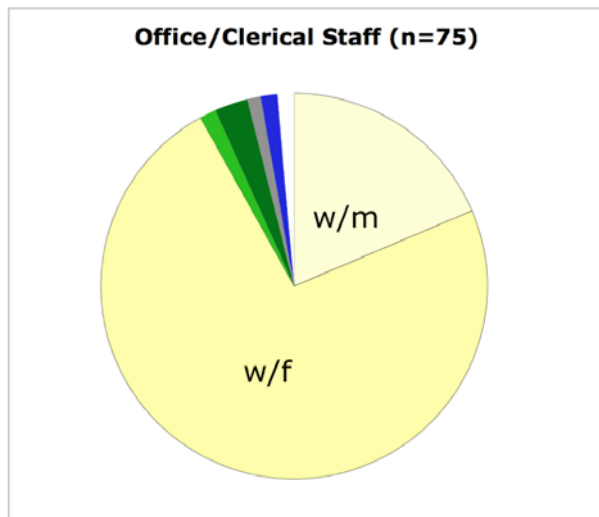
The **Scientific Staff** (chart on the right), a subgroup of the “Professionals” (see below), is one of the more diverse subgroups of the WHOI workforce: 85.5% self-identified as “white” (65.5% male, 20% female), none as “black”, 10.9% as “Asian/Pacific Islander” (8.5% male, 2.4% female), 3% as “Hispanic” (2.4% male, 0.6% female) and 0.6% as “American Indian/Alaskan Native” (all male). 23% of the Scientific Staff is female.



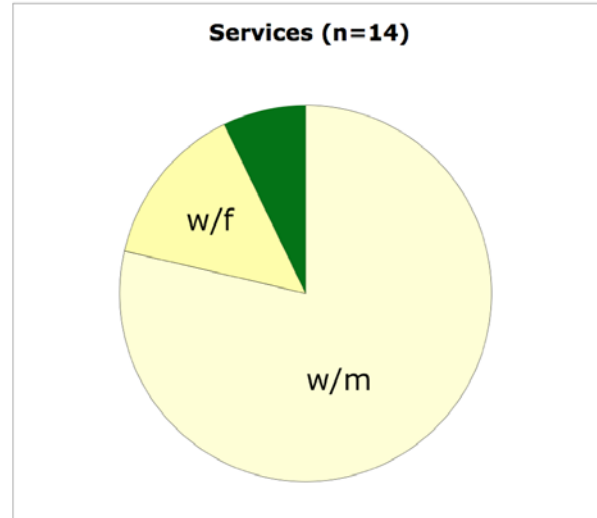
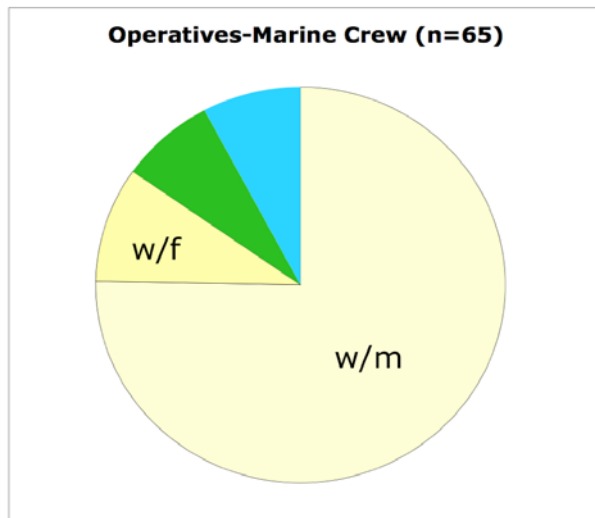
Of the 455 “**Professionals**” (left chart below) 90.8% self-identified as “white” (58.9% male, 31.9% female), 0.7% “black” (all female), 5.7% “Asian/Pacific Islander” (4.2% male, 1.5% female), 2.4% “Hispanic” (1.8% male, 0.7% female), and 0.4% “American Indian/Alaskan Native” (0.2% each male and female). This category includes members of the Scientific Staff plus Postdoctoral Investigators (workforce groups 21-25, see Appendix for details), the Technical Staff (group 26) and the Administrative and Other Staff (groups 27 and 28). Of the 157 members of the “**Technical Staff**” (right chart below) 95.5% self-identified as “white” (61.1% male, 34.4% female), 1.9% as “black” (1.3% male, 0.6% female), 1.3% as “Asian/Pacific Islander” (all female) and 1.3% as “Hispanic” (all male).



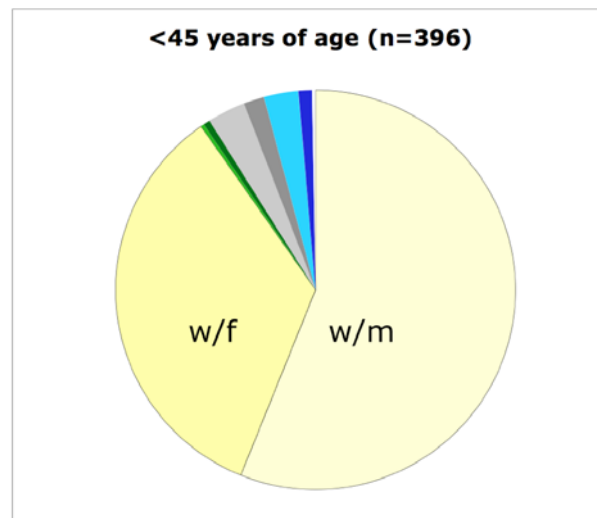
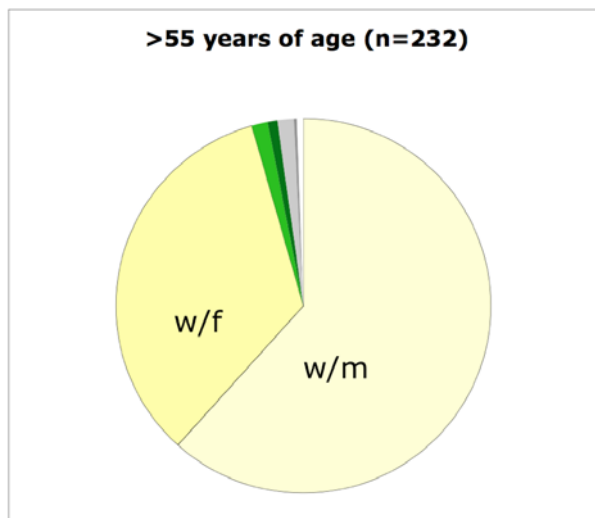
The “**Office and Clerical Staff**” professionals (n=75, left chart below) self-identified as 92% “white” (18.7% male, 73.3% female), 4% “black” (1.3% male, 2.7% female), 1.3% each as “Asian/Pacific Islander”, “Hispanic” and “American Indian/Alaskan Native” (all female). The most monolithic group among the various WHOI employee subgroups with respect to gender and ethnicity are employees in “**Skilled Trades & Crafts**” (n=39, right chart below); this group self-identified entirely as “white” male.



Of the 65 members of the “**Operatives (Marine Crew)**” (left chart below) 84.6% self-identified as “white” (75% male, 9% female), and 7.7% each as “black” and “Hispanic” (all male). Of the 14 “**Services**” Professionals (right chart below) 93% have self-identified as “white” (79% male, 14% female) and 7% as “black” (all female).

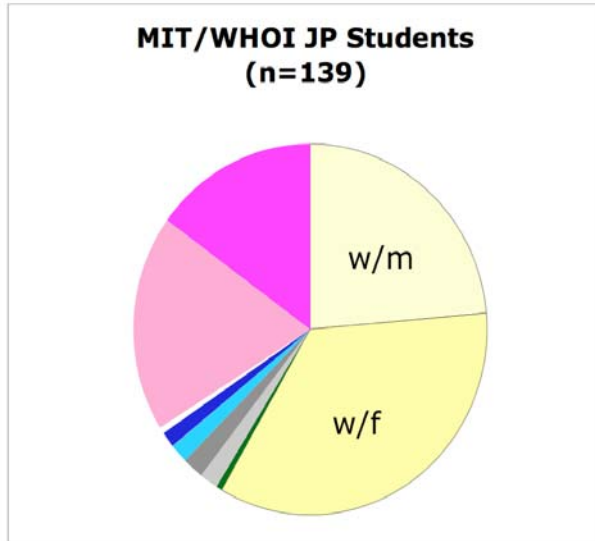


In an attempt to gauge progress towards making WHOI a more diverse workplace we evaluated data on employees **older than 55 years** of age (n=232, left chart below) and compared them with data on employees **younger than 46 years** of age (n=396, right chart below). While changes in gender diversity are small (35.3% vs. 37.6% female, respectively), representation of minority groups is significantly larger among the younger workforce (9.8% vs. 4.3%, respectively).



WHOI Academic Programs:

The Academic Programs Office provided statistical data on the gender and ethnic diversity of MIT/WHOI Joint Program Students (n=139), Postdoctoral Scholars and Fellows (n=51), and Geodynamic Fluid Dynamics Scholars (n=10) enrolled for the summer of 2007. In addition to current data the Academic Programs Office also provided data for past years. The most detailed statistics are kept for the **MIT/WHOI Joint Program Students**, shown in the chart below. Of the 139 JP students enrolled for the summer 2007, 54% of are female, 46% male.

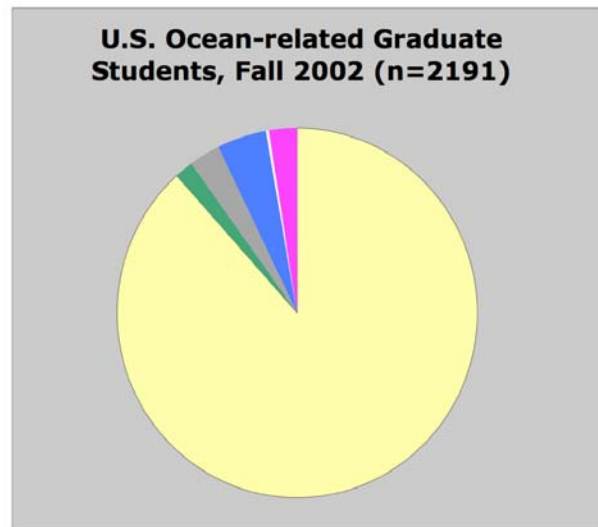
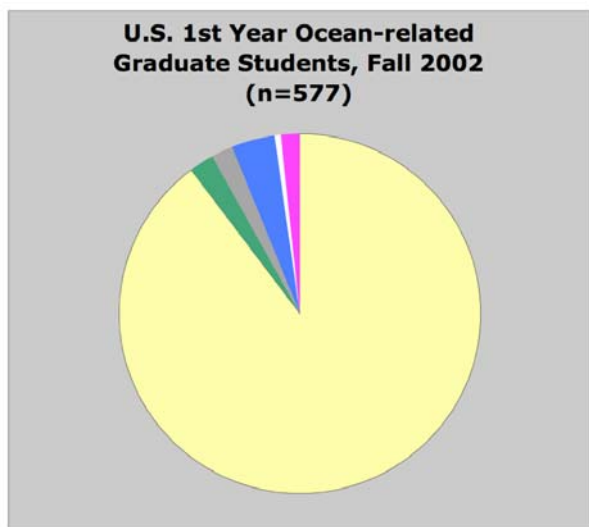


The large pie sections of “other” male (light pink) and female (dark pink) JP students correspond to 7 “unknown” and 14 “foreign nationals” female students as well as 1 “other”, 6 “unknown” and 19 “foreign nationals” male students, respectively.

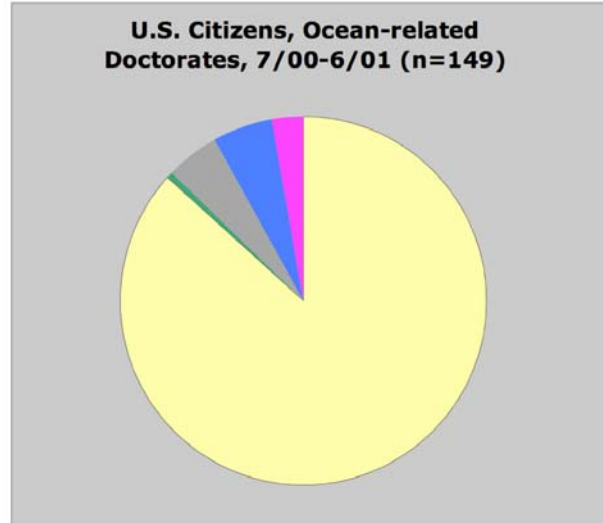
Of the 51 **Postdoctoral Scholars and Fellows** in residence 41% are female, 59% male. 55% of the Scholars and Fellows are U. S. Citizens, 7% of which are minorities. 45% are foreign nationals from Australia, Belgium, Brazil, Canada, Czech Republic, France, Germany, India, Italy, Republic of Korea, P.R. China, Spain and Sweden.

70% of the 10 **Geophysical Fluid Dynamics Fellows** are male. One is a U. S. Citizen, nine are foreign nationals from Australia, Canada, Croatia, Slovenia, France, Germany, Mexico, The Netherlands and the United Kingdom. We do not show pie charts for the ethnic diversity of the Postdoctoral Scholars and Fellows, and GFD Fellows because such data is either not available or incomplete.

The ethnic diversity of WHOI’s Academic Programs can be compared to the ethnic diversity of **U. S. citizens enrolled in ocean-related graduate programs** for the first time during Fall 2002 (U.S. Commission on Ocean Policy, Appendix 1 to the Final Report; note that this data does not include foreign nationals living in the U. S.) Of the 577 students in 49 programs, 89.6% are “white”, 2.3% “black”, 2.1% “Asian/Pacific Islander”, 3.8% “Hispanic”, 0.5% “American Indian/Alaskan Native” and 1.7% “other” (left chart below). Of the 2191 **U. S. citizens in residence enrolled in one of 48 ocean-related graduate programs** during Fall 2002 (right chart below), 88.4% self-identified as “white”, 1.6% as “black”, 2.7% as “Asian/Pacific Islander”, 4.5% as “Hispanic”, 0.4% as “American Indian/Alaskan Native” and 2.4% as “other”.



Of the 149 **doctorates awarded to U. S. citizens** by one of 32 graduate programs active in ocean-related research between July 2000 and June 2001 (chart on the right), 86.6% identified as “white”, 0.7% as “black”, 4.7% as “Asian/Pacific Islander”, 5.4% as “Hispanic”, none as “American Indian/Alaskan Native” and 2.7% as “other” (purple pie chart section).

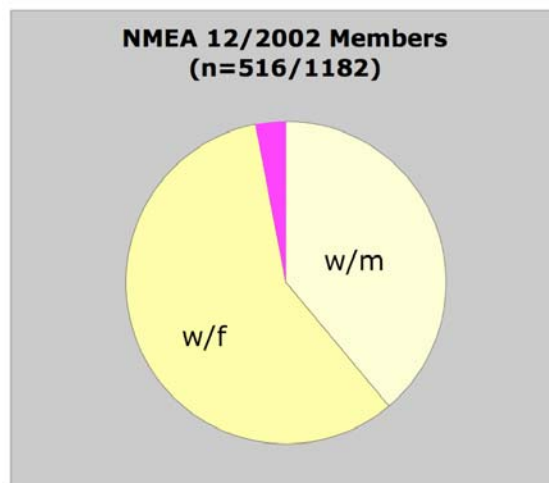


Conclusions:

WHOI’s workforce is noticeably less diverse than the U. S. population and less diverse than the fraction of the population that completed college between ages 25 and 29 in the academic year 2000/2001. However, ethnic diversity at WHOI is similar to that of Barnstable County and to pupils enrolled in Falmouth Schools. The top leadership of the Institution (Board of trustees, Directorate and Department Chairs) is ethnically monolithic, as are certain subgroups of the WHOI workforce (Skilled Trades & Crafts). The Scientific Staff, Marine Crew and – noticeably – the students, scholars and fellows enrolled in WHOI’s Academic Programs are among the most diverse subgroups. The fact that employees younger than 46 years are ethnically more diverse than the workforce older than 56 years indicates that WHOI is slowly becoming a more diverse workplace.

That WHOI is one of many organizations facing the challenge of increasing diversity of its workforce is illustrated by the gender and ethnic diversity of the **National Marine Educators Association – NMEA**, an organization we could find data for (U.S. Commission on Ocean Research, Appendix 1 to the Final Report).

Of 1182 NMEA members 516 participated in a survey conducted in December 2002. This survey revealed that only 16 of the participating members consider themselves “non-white” (3.1%; purple pie section). 38.8% of NMEA members are “white male” (w/m) and 58.1% “white female” (w/f, see graph on the right).



Attempts to gather data on ethnicity for the membership of the American Geophysical Union (AGU) and its Ocean Sciences Section were unsuccessful because AGU's bylaws do not permit collecting such data of its membership. AGU only keeps data on the gender. In 2007, 6546 AGU members selected Ocean Sciences as their primary interest. Of those members 68% are male, 19% female, and 13% declined to indicate their gender. This data does not include AGU members with secondary interests in Ocean Sciences.

We did not try to obtain statistical data on gender and ethnicity of the workforce of other major Oceanographic Institutions (e.g., University of Hawaii, SOEST, University of Washington, Rosenstiel School of Ocean and Atmospheric Sciences, Scripps Institute of Oceanography).

Acknowledgements:

We thank Emily Beaton (HR) for the WHOI Workforce analysis, WHOI's Academic Programs Office for making statistical data on the gender and ethnic diversity of students, postdoctoral scholars and fellows available to us, and Tom Nemmers for providing data on the diversity of the WHOI Board of Trustees and Corporation. Tracey Kirkbride, the AGU Membership Coordinator, provided data on the gender composition of AGU members with primary interest in Ocean Sciences.

Appendices:

- 1 – Raw statistical data used in this report.
- 2 – WHOI HR key to employment groups.

Age Group	Total Employees	Total		White		Black		Asian/Pacific Islander		Hispanic		American Indian/Alaskan Native		Other		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Accounting Positions	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	
66+		0	6	0	6	0	0	0	0	0	0	0	0	0	0	
56-65		0	11	0	11	0	0	0	0	0	0	0	0	0	0	
46-55		0	15	0	13	0	1	0	1	0	0	0	0	0	0	
36-45		0	9	0	8	0	0	0	0	0	1	0	0	0	0	
26-35		0	7	0	6	0	0	0	0	0	0	0	1	0	0	
Staff Support	48	0	48	0	44	0	1	0	1	0	1	0	1	0	0	
66+		1	3	1	2	0	1	0	0	0	0	0	0	0	0	
56-65		3	3	3	3	0	0	0	0	0	0	0	0	0	0	
46-55		5	3	4	3	1	0	0	0	0	0	0	0	0	0	
36-45		3	2	3	2	0	0	0	0	0	0	0	0	0	0	
26-35		1	0	1	0	0	0	0	0	0	0	0	0	0	0	
<or=25		2	0	2	0	0	0	0	0	0	0	0	0	0	0	
Other Clerical Staff	26	15	11	14	10	1	1	0	0	0	0	0	0	0	0	
SKILLED TRADES & CRAFTS																
66+		11	0	11	0	0	0	0	0	0	0	0	0	0	0	
56-65		17	0	17	0	0	0	0	0	0	0	0	0	0	0	
46-55		7	0	7	0	0	0	0	0	0	0	0	0	0	0	
36-45		4	0	4	0	0	0	0	0	0	0	0	0	0	0	
<or=25		2	0	2	0	0	0	0	0	0	0	0	0	0	0	
Skilled Trades	39	39	0	39	0	0	0	0	0	0	0	0	0	0	0	
OPERATIVES																
66+		1	0	1	0	0	0	0	0	0	0	0	0	0	0	
56-65		15	4	13	4	2	0	0	0	0	0	0	0	0	0	
46-55		17	0	13	0	2	0	0	0	2	0	0	0	0	0	
36-45		7	2	5	2	0	0	0	0	2	0	0	0	0	0	
26-35		10	0	8	0	1	0	0	0	1	0	0	0	0	0	
<or=25		9	0	9	0	0	0	0	0	0	0	0	0	0	0	
Marine Crew	65	59	6	49	6	5	0	0	0	5	0	0	0	0	0	
SERVICES																
66+		1	1	1	0	0	1	0	0	0	0	0	0	0	0	
56-65		5	0	5	0	0	0	0	0	0	0	0	0	0	0	
46-55		3	2	3	2	0	0	0	0	0	0	0	0	0	0	
36-45		2	0	2	0	0	0	0	0	0	0	0	0	0	0	
Services	14	11	3	11	2	0	1	0	0	0	0	0	0	0	0	
WHOI ACADEMIC PROGRAMS																
MIT/WHOI JP Students 2006-07	139	64	75	33	48	0	1	2	3	2	2	1	0	26	21	
Postdoctoral Scholars & Fellows 2007	51	30	21													
GDF Scholars 2007	10	7	3													
Summer Student Fellows 2007																
WHOI BORAD OF TRUSTEES/CORPORATION MEMBERS																
WHOI Trustees	30	24	6	24	6											
WHOI Corporation	84	66	18	65	17	1	0	0	1	0	0	0	0			
COMPLEMENTARY DATA																
National Marine Educators Association (NMEA, 12/2002)	516															16
2007 AGU Membership, primary Ocean Sciences	6546.0	4464	1239													843
U.S. citizens enrolled in ocean-related graduate programs for the first time during Fall 2002	577			517		13		12		22		3		10		
U.S. citizens in residence in ocean-related graduate programs during Fall 2002	2191			1936		35		60		99		8		53		
U.S. citizens earning doctorates awarded 7/00-6/01	149			129		1		7		8		0		4		
U.S. Diversity, Census 2000 (%)	106			67		13		4.5		13		1.5		7		
Massachusetts, 2006 Census estimate, n=6,437,193 (%)	101.5			80.3		6.9		4.8		7.9		0.3		1.3		
Barnstable County, 2005 Census estimate, n=224,816 (%)	100.2			94.1		2.1		0.9		1.7		0.5		0.9		
Falmouth School District, enrollment 2006 07, n=4027 (%)				88.3		3.7		1.6		2.9		1.1		2.4		

OFFICIALS & MANAGERS

Group 01=Directorate/Chairs
 ACTING DIRECTOR OF RESEARCH
 ACTING PRESIDENT & DIRECTOR
 DEPARTMENT CHAIR
 VP ACADEMIC PROGRAMS AND DEAN
 VP FOR EXTERNAL RELATIONS
 VP FOR FINANCE & ADMIN AND CFO
 VP FOR MARINE FACILITIES & OPS

Group 02=Managers
 ACCOUNTS RECEIVABLE MANAGER
 ASSISTANT CONTROLLER
 ASSISTANT DIRECTOR OF CIS
 ASSISTANT FACILITIES MANAGER
 BENEFITS MANAGER
 CIS DIRECTOR
 CONTROLLER
 DEPARTMENT ADMINISTRATOR
 DIR GOVERNMENT RELATIONS
 DIR OF FOUNDATION RELATIONS
 DIR SHORE OPS & TECH TRANSFER
 DIR SPEC COMMUNICA. PROJECTS
 DIRECTOR OF BOARD RELATIONS
 DIRECTOR OF COMMUNICATIONS
 DIRECTOR OF FACILITIES
 DIRECTOR OF HUMAN RESOURCES
 DIRECTOR OF MAJOR GIFTS
 DIRECTOR OF PRINCIPAL GIFTS
 DISTRIBUTION MANAGER
 EMPLOYMENT SRV MGR/EEO OFFICER
 ENVIRON/HEALTH & SAFETY MGR
 EXEC ASST TO PRES & DIR
 EXEC ASST TO VP F&A/CFO
 EXEC ASST TO VP OF AP/DEAN
 EXEC ASST. TO DIR. OF RESEARCH
 EXHIBIT CENTER MANAGER
 LIBRARY DIRECTOR
 MANAGER OF GRANTS & CONTRACTS
 MARINE ENGINEER
 MARINE OPERATIONS COORDINATOR
 MARINE RESOURCE COORDINATOR
 MGR BUDGET/GENERAL ACCOUNTING
 MGR PUBLIC INFO & INTERNAL COM
 MIS MANAGER
 NETWORK GROUP LEADER
 PAYROLL MANAGER
 PORT ENGINEER
 PROCUREMENT MANAGER
 REGISTRAR/GRAD/UNGRAD PGRM ADM
 SHIP OPERATIONS MANAGER

Group 03=Licensed Marine Officers
 CHIEF ENGINEER
 CHIEF MATE
 COMMUNICA OFFICER
 CORPSMAN
 CRV MASTER
 CRV MATE
 FIRST ASST. ENGR.
 MARINE ELECT ENGR
 MASTER
 SECOND ASST. ENGR
 SECOND MATE
 THIRD ASST. ENGR.
 THIRD MATE

PROFESSIONALS

Group 21=Senior Scientists
 SENIOR SCIENTIST

Group 22=Associate w/Tenure
 ASSOCIATE W/TENURE

Group 23=Associate w/o Tenure
 ASSOCIATE SCIENTIST

Group 24=Assistant Scientists
 ASSISTANT SCIENTIST

Group 25=Other Scientific Staff
 POSTDOC INVESTIGATOR

Group 26=Technical Staff
 DEEP SUBMERGENCE VEHICLE PILOT
 DSV CHIEF PILOT
 DSV EXPEDITION LEADER
 ENGINEER I
 ENGINEER II
 INFO SYS ASSOC III-SYSTEMS LIB
 INFO SYS ASSOC II-LIB ARCHIVES
 INFO SYS ASSOC II-LIB COMPUTER
 INFO SYS ASSOC II-LIB MGR
 INFO SYSTEMS ASSOCIATE II
 INFO SYSTEMS ASSOCIATE III
 INFORMATION SYSTEM SPECIALIST
 PRINCIPAL ENGINEER
 RESEARCH ASSOCIATE I
 RESEARCH ASSOCIATE II
 RESEARCH ASSOCIATE III
 RESEARCH ENGINEER
 RESEARCH SPECIALIST
 SENIOR ENGINEER
 SENIOR RESEARCH SPECIALIST
 SR INFORMATION SYS SPECIALIST

Group 27=Administrative Staff
 ACCOUNTANT III
 ADM. OFFICE OF VP FOR F&A
 ADMINISTRATIVE ASSOCIATE I
 ADMINISTRATIVE ASSOCIATE II
 ASSISTANT DISTRIBUTION MANAGER
 ASSOCIATE REGISTRAR
 BENEFITS SPECIALIST
 BUSINESS ANALYST
 CENTER ADMINISTRATOR I
 CENTER ADMINISTRATOR II
 COSEE PROGRAM COORDINATOR
 CURRICULUM COORDINATOR
 DEVELOPMENT OFFICER
 DIR OF PLAN GIVING&ANNUAL FUND
 DIVING SAFETY OFFICER
 EMPLOYMENT SERVICES SPECIALIST
 EX ASST TO VP MARINE FAC & OPS
 FACILITIES ENGINEER
 FOREIGN NATIONAL ADVISOR
 GRANTS ADMINISTRATOR II
 HR GENERALIST
 INVEST OFFICER & MGR TREAS OPS
 MANAGER OF GRAPHIC SERVICES
 MANAGING EDITOR
 MARINE ELECTRONICS SHOP SUPV
 MARINE OPERATIONS ADMIN.
 MARINE PERSONNEL COORDINATOR
 MARINE PROCUREMENT REP
 NT ADMINISTRATOR/DEVELOPER
 NT DEVELOPER/DBA
 PROCUREMENT REPRESENTATIVE II
 PROCUREMENT SYSTEMS COORDINATOR
 PROPERTY ADMINISTRATOR
 RETIREMENT BENEFITS ADMIN.
 SCIENCE WRITER & EDITOR
 SEA GRANT COMMUNICATOR
 SECURITY OFFICER
 SENIOR ACCOUNTANT II
 SENIOR GRANTS ADMINISTRATOR
 SR.DEV OFF MAJOR GIFTS
 SUBMERSIBLE OPS. COORDINATOR

Group 28=Other Staff
 ACCOUNTANT II
 PROCUREMENT REP 2-TRAVEL COORD
 SP ASST FOR STRATEGIC PLANNING

TECHNICIANS

Group 31=Sr. Dept. Asst. I
 SENIOR RESEARCH ASSISTANT I
 SENIOR RESEARCH ASSISTANT II
 SR ENGINEERING ASSISTANT I
 SR INFORMATION SYSTEMS ASST I
 SR INFORMATION SYSTEMS ASST II

Group 32=Department Asst. III
 ENGINEERING ASSISTANT III
 INFORMATION SYSTEMS ASST III
 RESEARCH ASSISTANT III

Group 33=Department Asst. II
 ENGINEERING ASSISTANT II
 INFORMATION SYSTEMS ASST II
 RESEARCH ASSISTANT II

Group 34=Department Asst. I
 ENGINEERING ASSISTANT I
 INFORMATION SYSTEM ASST I
 RESEARCH ASSISTANT I

Group 35=Lab Assistants
 LABORATORY ASSISTANT I
 LABORATORY ASSISTANT II

Group 36=Other Asst. Technicians
 AUDIOVISUAL TECHNICIAN
 GRAPHIC DESIGNER
 ILLUSTRATOR
 MULTI MEDIA TECHNICIAN
 P/T HELPER
 REPRODUCTION SUPERVISOR
 SR PHOTOGRAPHER

OFFICE & CLERICAL

Group 41=Accounting Positions
 SR.PAYROLL PRACTITIONER

Group 42=Staff Support
 ADMINISTRATIVE ASSISTANT I
 ADMINISTRATIVE ASSISTANT II
 SR. ADMINISTRATIVE ASSISTANT I
 SR.ADMINISTRATIVE ASSISTANT II
 STAFF ASSISTANT III

Group 43=Other Clerical Staff
 DIST SUPERVISOR (WAREHOUSE)
 DISTRIBUTION ASSISTANT
 DISTRIBUTION SUPER-SERVICES
 DISTRIBUTION SUPERVISOR-MAIL
 EXHIBIT CENTER ASSISTANT
 FACILITIES PROCUREMENT REP
 INTL & DOM SHIPPING COORD
 PROCUREMENT REPRESENTATIVE I
 PROPERTY OFFICER
 SR STOCKROOM SERVICES REP
 SR.DIST ASST (BLDG SVCS)

SR.TELECOM/OPER/DISPACH/RECEP.
 STOCKROOM SUPERVISOR
 TELECOM OPR/DISPACH/RECEPT.
 TELECOMMUNICATIONS COORDINATOR

SKILLED TRADES & CRAFTS

Group 51=Skilled Trades
 ASSISTANT PLANT MECHANIC
 ASSISTANT PLANT SUPERVISOR
 ASST MECHANICAL SHOP SUPERVISOR
 CARPENTER SHOP SUPERVISOR
 ELECTRICAL SHOP SUPERVISOR
 EXPERIMENTAL MACHINIST
 LEAD MACHINIST
 LEAD MECHANIC
 LEAD WELDER
 MACHINIST
 MECHANIC
 MECHANICAL SHOP SUPERVISOR
 PAINTER
 PLANT SUPERVISOR
 SENIOR CARPENTER
 SENIOR ELECTRICIAN
 SENIOR MACHINIST
 SENIOR PLANT MECHANIC
 SHOP SERVICES ASSISTANT
 VEHICLE MECHANIC
 WELDER

OPERATIVES

Group 61=Marine Crew
 ABLE BODY SEAMAN
 BOATSWAIN
 COOK
 CRV CREW MEMBER
 ELECTRONICS TECH
 JUNIOR ENGINEER
 MESS ATTENDANT
 OILER
 ORDINARY SEAMAN
 STEWARD
 WIPER

SERVICES

Group 71=Services
 HOUSEKEEPER II
 NIGHT SERVICES SUPERVISOR
 SECURITY GUARD
 SENIOR SECURITY GUARD