1. **EXECUTIVE / ADMINISTRATIVE / MANAGERIAL**
   01. Managers / Administrators; Head Coach
   02. School Administrators-having direct responsibility for education/research units

2. **PROFESSIONAL - FACULTY**
   01. Tenured or Tenure-tracked
   02. Ranked but not Tenure-tracked
   03. Other (Unranked/Not Tenure-tracked)
   04. UM Extension - Community Development
   05. UM Extension - Agriculture
   06. UM Extension - Home Economics
   07. UM Extension - Business & Industry
   08. UM Extension - Youth
   09. UM Extension - Academic Program Managers
   10. UM Extension - Education Assistance

3. **PROFESSIONAL - NON-FACULTY**
   01. Fiscal Managers, Administrative Support Staff; Consultant; Lawyers
   02. Archivists / Librarians & Museum Curators
   03. Computer Specialists / Systems Analysts
   04. Engineers / Architects / Interior Designers
   05. Registered Nurses / Dieticians / Therapists / Pharmacists / Physiologists / Athletic Trainers
   06. Personnel and Labor Relations Workers
   07. Physicians, Dentists and Related Practitioners
   08. Public Relations / Publicity Writers / Professional Sales / Development
   09. Life & Physical Scientists / Science Professionals / Research Workers
   10. Writers / Artists & Entertainers
   11. Vocational & Educational Counselors / Chaplains / Psychologists / Educators / Admission Recruiters / Financial Aid Advisors / Coach / Test Assessment Professionals
   12. Health Technologists & Technicians (exempt)
   13. Social Workers

4. **CLERICAL**
   01. Clerical Supervisor
   02. Clerical Miscellaneous
   03. Clerical - Secretaries / Stenographers / Typists

5. **TECHNICAL & PARAPROFESSIONAL**
   01. Animal Caretakers (Except Farm)
   02. Writers / Artists & Entertainers
   03. Operators - Computer & Peripheral Equipment
   04. Engineering & Science Technicians
   05. Health Technologists & Technicians (non-exempt)
   06. Research Workers Unspecified
   07. Technicians Unspecified
Records Coding
EEO Categories & Subgroups

6. **SKILLED CRAFT**
   01. Construction
   02. Mechanical & Repair
   03. Other
   04. Supervisor

7. **SERVICE**
   01. Labor (Non-Farm) / Material Handlers / Groundskeepers
   02. Personal / Health / Drivers / Mail Handlers & Other
   03. Protective Service
   04. Cleaning & Food Service / Equipment Attendants
   05. Farm Workers

First line supervisors are coded to the senior most subordinate title and EEO code - unless the group provides a "supervisory" sub-code. However, should the qualifications of the supervisory job be significantly higher and cause a corresponding higher salary, the title will be coded to the qualifications (e.g. A highly experienced, licensed Electrical Engineer supervising Research Technicians, a Landscape Architect (degreed) supervising Groundskeepers, a Chemist supervising stores clerks).