

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

HUMBOLDT STATE UNIVERSITY

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Arcata, CA 95521
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PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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HUMBOLDT STATE UNIVERSITY AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

Humboldt State University is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974, Section 4212. Because Humboldt State University has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAP's) for minorities and women, for protected veterans, and for individuals with disabilities for our organization. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment of the University from future contracts and subcontracts.

Affirmative action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Affirmative action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to the development of a satisfactory affirmative action plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis reveals a numeric disparity between incumbency and availability (and/or hiring rates for veterans), an adequate AAP details specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. For protected veterans and individuals with disabilities, such steps will include a thorough review of the University's outreach efforts to determine the effectiveness of such efforts in closing the hiring and/or utilization gaps. It is toward this end that the following AAP of Humboldt State University was developed.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

Humboldt State University's AAP for minorities and women (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

Humboldt State University has developed separately an affirmative action plan for protected veterans and individuals with disabilities (Part II) prepared in accordance with the Rehabilitation Act of 1973, Section 503, as amended and Title 41, Code of Federal Regulations, Part 60-741 (Affirmative Action Program for Individuals with Disabilities), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 4212, as amended, and Title 41 Code of Federal Regulations, Part 60-300 (Affirmative Action Program for protected veterans).

Under [Section 503](#), a business with a federal contract of more than \$15,000 is required to treat qualified individuals with disabilities without discrimination on the basis of their physical or mental disability in all employment practices, and to take affirmative action to employ and advance in employment individuals with disabilities. If the company has at least 50 employees and a single contract of \$50,000 or more, then it must also develop a Section 503 AAP, as described in [41 CFR 60-741, Subpart C](#). Section 503 applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

Under [VEVRAA](#), a business with a federal contract of \$150,000 or more is required to treat qualified individuals without discrimination based on their status as a protected veteran in all employment practices, and to take affirmative action to employ and advance in employment protected veterans. If the company has at least 50 employees and a single contract of \$150,000 or more, then it must also develop a VEVRAA AAP, as described in [41 CFR 60-300, Subpart C](#). VEVRAA applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

COVERED GROUPS UNDER AFFIRMATIVE ACTION LAWS AND REGULATIONS

Coverage under affirmative action laws and regulations applies to:

Women and minorities recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives.

Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.

Recently separated veterans: any veteran currently within three-years of discharge or release from active duty.

Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

An individual with a disability: 1) a person who has a physical or mental impairment that limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

PROGRAM TERMINOLOGY

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this AAP, are terms Humboldt State University is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although Humboldt State University will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the University agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government regulations to be based on certain statistical comparisons. Geographic areas and sources of statistics used herein for these comparisons were used in compliance with Government regulations, as interpreted by Government representatives. The use of certain geographic areas and sources of statistics does not indicate Humboldt State University's agreement that the geographic areas are appropriate in all instances of use or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this AAP. Such statistics and geographic areas will be used, however, in total good faith with respect to this AAP.

The grouping of job titles into a given job group does not suggest that Humboldt State University believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

This AAP is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC'S GUIDELINES

Although Humboldt State University does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this AAP in accordance with and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This AAP is designed to cover the following reporting dates:

- Employee (snapshot) data: 10/31/2021
- Transaction period: July 1, 2020 through October 31, 2021
- AAP implementation period: November 1, 2021 through October 31, 2022

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP has been designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of Humboldt State University's workforce in proportion to their representation in the qualified relevant labor market.

The AAP, therefore, is a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, Humboldt State University is subject to and must address a variety of State and Federal laws and guidelines dealing with equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. In addition, relevant court decisions, which are often useful in interpreting, but sometimes conflicting with these requirements and guidelines, must be taken into account when developing and implementing the AAP. Furthermore, in determining Humboldt State University's current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the AAP, however, all have one common purpose—to allow us to properly identify three key concepts:

1. Where we stand now,
2. Where we must go,
3. How best to get there.

These three concepts are the Affirmative Action Plan.

HUMBOLDT STATE UNIVERSITY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

JULY 1, 2021 – JUNE 30, 2022

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

Humboldt State University conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated July 1, 2021.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, Humboldt State University identified the total number of employees, the number of male and female employees, the total number of minority employees, the male and female minority employees, the total number of employees who are White, Black, Hispanic, Asian, American Indian or Alaskan Native employees, Native Hawaiian or Pacific Islander, and Two or More races, and the male and female employees within each of these race/ethnic groups.

Lines of Progression

Developed in conjunction with the workforce analysis is information on Humboldt State University's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments which employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis/Lines of Progression* for the results per organizational unit.

CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

Although the workforce analysis was conducted individually for every job title, after it was completed, job titles were grouped for the comparison of incumbency to availability and for setting goals. There were several reasons for grouping jobs.

Many job titles are so similar in content that handling them individually in the AAP is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. Ideally, if a job group is identified as containing a problem area, it should be large enough that a goal of a least one whole person can be established. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

It may not be possible for a smaller contractor's job groups to meet the guideline of not crossing Integrated Postsecondary Education Data System (IPEDS) categories. While there are usually two or more job groups within each IPEDS category, for smaller contractors some or all of their job groups may correspond to IPEDS categories.

Humboldt State University did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS

41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: IPEDS reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of July 1, 2020.

See the ***Job Group Analysis*** for the listing of the job titles and the associated race and gender headcounts per job group.

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Humboldt State University for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if Humboldt State University's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas or areas of deficiency, and establish goals to correct the problems.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2006-2010 American Community Survey (ACS) Census of Population data .
 - A. Local labor area: Please see zip code analysis for the local labor areas
 - B. Reasonable labor area: National
2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within Humboldt State University. See the *Internal Availability Analysis* for more detail.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.¹

See the *Availability Analysis* for the availability breakdown for each job group.

¹ In most cases, the final availability report (and most other technical reports in this AAP) only includes data/information for females and minorities in the aggregate.

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY

41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, Humboldt State University compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of July 1, 2021 and that group's final availability.

See the *Comparison of Incumbency to Availability* for the results per job group.

CHAPTER 6: PLACEMENT GOALS

41 C.F.R. § 60-2.16

Humboldt State University has established an annual percentage placement goal through outreach efforts and application access whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or minorities, as appropriate for that job group. These goals take into account the availability of basically qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that Humboldt State University hire a specified number of minorities or women.

A goal is a guidepost against which Humboldt State University, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Humboldt State University's workforce. By setting realistic goals, Humboldt State University should be able to meet the goals, assuming we conduct effective equal opportunity recruitment outreach and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants. These efforts also explicitly include all internal recruitment efforts and promotional opportunities for current Humboldt State University employees regardless of classification or position.

See the ***Placement Goals*** report for each job group and the ***Goals Progress Report*** for progress made since the previous AAP.

CHAPTER 7: DESIGNATION OF RESPONSIBILITY

41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, Humboldt State University has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, the Associate Vice President for Human Resources, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President, Dr. Tom Jackson, Jr. This President is responsible for adherence to Humboldt State University's policy of equal employment opportunity for employment and promotional opportunities. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Humboldt State University's AAP. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Humboldt State University's AAP.

Associate Vice President for Human Resources

The Associate Vice President for Human Resources serves as the campus Chief Human Resources Officer and ensures compliance with all relevant policies and procedures. The Associate Vice President for Human Resources' responsibilities include, the following:

1. Ensure that Humboldt State University adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment and promotional opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with Humboldt State University's stated policy.
3. Participate in periodic discussions with management, supervision, and other employed personnel to ensure AAP and equal employment opportunity policies are being followed.
4. Ensure the review the qualifications of all employees is done equitably, based on job-related employment practices, is given to all for transfers and promotions.

5. Conduct periodic reviews of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination and non-preferential treatment.
6. Ensure that all new employees receive an orientation to Humboldt State University's equal employment opportunity policy and are informed with regard to the AAP and its objectives.
7. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
8. Ensure that recruitment advertising is placed in publications which target under represented populations, as applicable.
9. Review all staff and management job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
10. Assess adequacy of candidate pools for all faculty, staff and management recruitments.
11. Assist in disseminating information about the equal employment opportunity program of the University.
12. Ensure that the appropriate search committee is appointed and instructed to carry out the search process, including interviewing in a nondiscriminatory manner.
13. Review faculty vacancy announcements to ensure they are free of discriminatory language and artificial barriers.
14. Ensure that copies of all faculty vacancy announcements are published as appropriate to attract a diverse pool of qualified candidates.
15. Assess hiring determinations for compliance with collective bargaining agreements and serve as a resource to the recruitment/hiring process.

Employee Relations and Compliance Manager

As the Employee Relations and Compliance Manager is responsible for ensuring the directives of the President and Associate Vice President for Human Resources are implemented. The Employee Relations and Compliance Manager's duties include, but are not limited to, the following:

1. Provide direction as necessary to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments for recruitment and promotional opportunities.
2. Review, complete reporting, and update Humboldt State University's AAP at least on an annual basis in accordance with stated policy.
3. Develop and implement reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for which goals and objectives have been achieved.
4. Conduct periodic reviews to ensure all required posters and those advertising Humboldt State University's equal employment opportunity policies and AAP are displayed and that Humboldt State University's equal employment opportunity and AAP policies are being thoroughly communicated.
5. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

Managers and Supervisors

In their direct day-to-day contact with Humboldt State University's employees, managers and supervisors have assumed certain responsibilities to help the University ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to, the following:

1. Adhere to Humboldt State University's equal employment opportunity and AAP.
 - A. Support and assist the Associate Vice President for Human Resources and the Employee Relations and Compliance Manager in developing, maintaining, and successfully implementing the AAP.
 - B. Ensure a workplace free of harassment for employees including those placed through affirmative action efforts.
2. Ensure that all interviews, offers of employment and/or wage commitments are consistent with Humboldt State University's policy.
3. Assist in identifying problem areas and provide needed information for establishing and meeting department EEO goals and objectives.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS

41 C.F.R. § 60-2.17(b)

Terminology

The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms Humboldt State University is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although Humboldt State University will use the terms in good faith in connection with its AAP, such use does not necessarily signify the University agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term “goal” is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).

In addition to comparing incumbency to availability within job groups, Humboldt State University has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). Humboldt State University will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this AAP.

Goals are established within each of the job groups at no less than the current availability data for the job group.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of minority and female distribution within each organizational unit was accomplished by a thorough investigation of the *Workforce analysis*.

An analysis of minority and female utilization within each job group was accomplished by a thorough investigation of the *Comparison of Incumbency to Availability* reports.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Applicant flow, hires, promotions, and terminations were analyzed by job group. An analysis of selection disparities in personnel activity between men/women and whites/minorities was accomplished by a thorough examination of transaction data. See the *Summary of Personnel Transactions Report* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the salaries for men v. women, and whites v. minorities in each job title.

CHAPTER 9: ACTION-ORIENTED PROGRAMS

41 C.F.R. § 60-2.17(c)

Humboldt State University tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the AAP year. The Associate Vice President for Human Resources, with the help of appropriate personnel, will assist in ensuring that the following are implemented.

1. Inform senior administration of Humboldt State University of needed procedural changes in EEO and Affirmative Action practices including hiring and promotional opportunities. The material should include a review of the current year's data in order to keep senior administrators informed of the University's compliance status.
2. With staff from Academic Personnel Services and Human Resources, continue to develop best practice recruitment processes for faculty and staff in conjunction with the development of an electronic recruitment system. This will include an analysis of campus and departmental recruitment and search practices.
3. Continue to work with departments on developing recruitment and promotional strategies to diversify applicant pools to include effective advertising, interviewing, and search committee practices. Provide examples of good practices and strategies for effective hiring outcomes.
4. Continue to develop, provide training about disability accommodation issues and heighten awareness across the campus.
5. Work with campus Accessible Technology Institute steering committee and working groups in ensuring compliance with legal requirements for accessibility for web-based materials.
6. Develop position descriptions that accurately reflect position functions and contain academic experience and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from the appearance of bias with regard to age, race, religion, national origin, disability or veteran status.
7. Humboldt State University provides workshops on diversity and unconscious bias in the hiring process and appoints "Equity Advocates" for all faculty hiring committees. In order to serve as a hiring authority or search committee member, any employee must complete a two-hour interactive workshop addressing diversity, inclusion, and unconscious bias. Emphasis is on those stages of the hiring process undertaken by search committee members, including reviewing files, interviewing candidates, and conducting reference checks.

8. Humboldt State University supports diversity and inclusion initiatives across campus including the following: annual events that bring workshops, speakers and other events to campus to raise awareness and support dialogue surrounding issues of diversity such as the Campus Dialogue on Race, the Q-Fest, International Education Week, Social Justice Summit, Diversity Program Funding grants, introductory modules on diversity and inclusion for new employee orientation for staff, administrators and faculty, and Safe Space workshops to support LGBT students.
9. With respect to student support, Humboldt State University has launched the Cultural Centers for Academic Excellence to create and sustain an inclusive learning environment, and to unite broad campus support for the academic excellence of all of our students. CCAA is committed to ensuring that all students have a voice, feel welcomed, and are able to pursue higher education in a way that respects the diversity of their culture, values, and life experience. CCAA encompasses the Multicultural Center, African-American Center, Latina/o Center, Indians in the Natural Resources, Sciences & Engineering Program (INRSEP), Indian Tribal & Educational Personnel Program (ITEPP), among other programs. The University provides support to students with disabilities through the Student Disability Resource Center (SDRC). The University also offers multiple campus clubs and mentorship programs for students.
10. Humboldt State University publishes an annual report series – Dissecting Diversity at HSU - to track HSU's progress in achieving goals related to diversity, equity and inclusion for students, staff and faculty. This report is widely circulated to the campus community in order to maintain our focus on diversity as a core institutional value.

CHAPTER 10: INTERNAL AUDIT AND REPORTING

41 C.F.R. § 60-2.17(d)

Inherent in the AAP is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the AAP itself. Periodic reports from supervisors, department managers, the Associate Vice President for Human Resources, and other relevant persons are required.

The objective of all record keeping systems to be implemented is to assess the results of past actions, trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the Plan as a whole. In addition, a further objective is to identify the proper corrective actions to be made to all components.

In order to fully achieve the objectives of such a record keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff, through reallocation of resources, through modifications to plans and the record keeping system itself, through appropriate recognition of personal achievements as well as punitive actions for discriminatory acts. For any identified deficiencies, appropriate corrective action will be identified and implemented.

The records that are maintained are the basis for updating the affirmative action plan, including revising the availability data and establishing annual numerical goals, and are used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

The Humboldt State University auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Associate Vice President for Human Resources:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Reviews results with management; and
3. Advises management of program effectiveness and submit recommendations to improve unsatisfactory performance.

HUMBOLDT STATE UNIVERSITY

**PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND
INDIVIDUALS WITH DISABILITIES**

FOR

NOVEMBER 1, 2021 – OCTOBER 21, 2022

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of Humboldt State University and my personal commitment that equal employment and promotional opportunities be provided in the employment and advancement for all persons regardless of race, religious creed, color, national orientation, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status at all levels of employment, including the executive level. Humboldt State University does not and will not discriminate against or grant preferential treatment to any applicant or employee on the basis of their protected status, as listed above, to any position for which the applicant or employee is qualified in accordance with the California Constitution, Article 1, Section 31 (a) which states "The State shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting." In addition, Humboldt State University is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and individuals with disabilities. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, promotion, demotion, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity and qualifications to perform a particular job and the feasibility of any necessary job accommodation. Humboldt State University will make every effort to provide reasonable accommodations to any disabled individuals and veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, discrimination or preferential treatment because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an equal opportunity employer in this community to provide job opportunities to all persons regardless of race, religious creed, color, national orientation, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. Humboldt State University's EEO policy and affirmative action obligations have my full support as President.

Accordingly, it is my commitment that Humboldt State University will continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in University-sponsored activities were extended to all employees and applicants.

Humboldt State University is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Humboldt State University's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Humboldt State University's legal duty to furnish the information.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact Human Resources. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with Human Resources.

(Signature)

Dr. Tom Jackson, Jr.
President

Plan Effective Date: November 1, 2021 – October 21, 2022

CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of the University's examination and selection methods to identify barriers to employment, training, and promotion.

- 1) Humboldt State University will review its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job will be made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration will be given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
- 2) The University ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified. This includes partnerships and coordination of events with local veteran's groups such as the Humboldt State University Student Veterans Association and the Not Forgotten Foundation.
- 3) The University ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
- 4) The University provides reasonable accommodations, unless such accommodations will cause undue hardship to the University, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
- 5) The University ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation. This includes the completed implementation of the eRecruit (Interfolio) online application system, redesign of the HR website for ease of navigation and the availability of kiosk for job applicants to utilize with assistance as needed.

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS
41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known protected veterans and employees and applicants with qualified disabilities, reviews are periodically made of the University's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The University's physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)

CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS

41 C.F.R §§ 60-300.44(d); 60-741.44(d)

Humboldt State University will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the University's electronic and/or online application systems. The University ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. Humboldt State University will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

Employees may also contact the following at any time to formally request an accommodation:

Name: Scott Kasper
Title: Employee Relations and Compliance Manager
Phone: 707-826-3626
Email: Scott.Kasper@humboldt.edu

CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

Humboldt State University has developed and implemented a set of procedures to ensure that its employees with disabilities are not harassed due to those conditions. A copy of the sexual harassment policy, which includes a section prohibiting harassment of individuals with disabilities is distributed to new employees and is available to existing employees. (See Executive Order 1096.)

CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT

41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the University's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Associate Vice President for Human Resources, or as appropriately delegated:

- 1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
- 2) Disseminate information concerning employment opportunities to publications that primarily reach protected veterans and individuals with disabilities.
- 3) Inform all recruiting sources, in writing and orally, of the University's affirmative action policy for protected veterans and individuals with disabilities.
- 4) List with the State Employment Development Department, Department of Rehabilitation, the National Veterans Foundation, North Coast Veterans Resource Center and the Northwest Committee for Employment of People with Disabilities (NCEPD); all suitable job openings.
- 5) Send written notification of the University's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-4212 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
- 6) Conduct briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the University's selection process, and recruiting literature, as applicable. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.
- 7) Participate in "job fairs" as part of our outreach efforts in the Humboldt County community as well as on-campus job fairs with current students.
- 8) Humboldt State University will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

CHAPTER G: INTERNAL DISSEMINATION OF POLICY
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

In order to gain positive support and understanding for the affirmative action program for disabled veterans, other veterans, and individuals with disabilities Humboldt State University will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Associate Vice President of Human Resources. The California State University's Systemwide Policy Prohibiting Discrimination, Harassment and Retaliation – Executive Order 1096 and the related procedures are designed to foster support and understanding from Humboldt State University's executive management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid Humboldt State University in meeting its obligations.

1. Post the California State University Systemwide Policy Prohibiting Discrimination, Harassment and Retaliation, which includes protection from harassment on the basis of disability, on the University's website. See Executive Order 1096.
2. Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues to address and remedy bias in the recruitment and selection process. Educate search committee chairs and members of search committees to ensure they understand and are committed to effective implementation of the policy.
3. Discuss the policy thoroughly in both employee orientation and management training programs.
4. Post the policy on University bulletin boards.
5. When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

Humboldt State University has developed and currently implements an audit and reporting system that addresses the following:

- 1) Measures the effectiveness of Humboldt State University's overall affirmative action program and whether the University is in compliance with specific obligations.
- 2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the Associate Vice President for Human Resources.
- 3) Measures the degree to which Humboldt State University's objectives are being met.
- 4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding University sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION

41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, Humboldt State University has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, Associate Vice President for Human Resources, Employee Relations and Compliance Manager, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The President provides senior management support for the University's AAP, and posts a memo annually to reaffirm the University's commitment to affirmative action and equal employment opportunity. Additional responsibilities of the President include, but are not limited to:

- 1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the University's AAP. Ensuring that these personnel are identified in writing by name and job title.
- 2) Ensuring that designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
- 3) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Humboldt State University's AAP.

Associate Vice President for Human Resources

The Associate Vice President for Human Resources is responsible for overall supervision of the AAP and ensures all department managers, and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Associate Vice President for Human Resources's effective work performance. Responsibilities include, but are not limited to, the following:

- 1) Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the University's compliance status.
- 2) Maintaining University-wide management support and cooperation for the University's AAP which includes forming the HR committee for Increasing Staff Diversity and enhancing collaboration with the Office of Diversity, Equity, and Inclusion.
- 3) Collaborating with Senior Management on EEO and AAP issues.

- 4) Assisting line management in arriving at solutions to EEO/AA problems.
- 5) Reviewing results of audit and reporting systems to assess the effectiveness of the University's AAP programs and to direct corrective actions where necessary.
- 6) Ensuring that the AAP is updated annually.
- 7) Providing guidance to managers and supervisors in taking appropriate actions to ensure that employees do not experience harassment in any way, through one-on-one contact, training, and disciplinary action.
- 8) Providing guidance and direction to the Employee Relations and Compliance Manager.
- 9) Ensuring that relevant staff are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
- 10) Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 11) Conducting periodic reviews of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.
- 12) Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
- 13) Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.
- 14) Ensuring the University's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).
- 15) Responsible for ensuring overall the University's compliance with the AAP.

Employee Relations and Compliance Manager

The Employee Relations and Compliance Manager is responsible for ensuring that the directives of the President and the Associate Vice President for Human Resources are implemented. Duties

include, but are not limited to, the following:

- 1) Providing direction to the University's employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.
- 2) Advising management in the modification and development of the University's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
- 3) Identifying problem areas and establishing procedures, goals and objectives to solve these problems as appropriate.
- 4) Assisting in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities, when appropriate.
- 5) Humboldt State University conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. Humboldt State University also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the University's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.
- 6) Developing policy statements, affirmative action programs, internal and external communication techniques.
- 7) Assisting line management in arriving at solutions to problems.
- 8) Serving as the liaison between Humboldt State University and enforcement agencies.
- 9) Keeping management informed of the latest developments in the equal employment opportunity area.
- 10) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.
- 11) Working closely with the Associate Vice President for Human Resources and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
- 12) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

Managers and Supervisors

In their direct day-to-day contact with University employees, managers and supervisors have assumed certain responsibilities to help Humboldt State University ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

- 1) Adhering to the University's equal employment opportunity policy.
- 2) Supporting and assisting the Associate Vice President for Human Resources and Employee Relations and Compliance Manager in developing, maintaining, and successfully implementing the AAP.
- 3) Completing progress reports regarding the status of affirmative action programs.
- 4) Taking action to prevent harassment of all employees.
- 5) Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
- 6) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the University's policy.
- 7) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives, and consistent with the applicable collective bargaining agreement, where relevant.
- 8) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 9) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

Humboldt State University trains employees involved with the recruitment, selection, promotion, disciplinary actions, training, and related processes regarding individuals with disabilities or protected veterans to ensure commitment to the University's stated affirmative action goals.

CHAPTER K: DATA COLLECTION ANALYSIS

41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

Humboldt State University has adopted the current national percentage of veterans in the civilian labor force of 5.6% as its hiring benchmark for protected veterans. Humboldt State University will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.6% hiring benchmark is applied to each job group within Humboldt State University.

Humboldt State University also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. Humboldt State University will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied to each job group within Humboldt State University.

Goals and/or benchmarks do not require that Humboldt State University hire, promote, train, and/or retain a specified number of individuals with disabilities and/or protected veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met, but are good faith efforts to make the AAP meaningful and effective. A goal is a guidepost against which Humboldt State University, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Humboldt State University's workforce.

Humboldt State University has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. Humboldt State University will continue to monitor and update these studies periodically during each AAP year. In each case where the hiring benchmark for protected veterans and/or the utilization goal for individuals with disabilities are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Chapter F (External Dissemination of Policy and Outreach and Positive Recruitment) and measures described in Chapter H (Internal Audit and Reporting) of this AAP.

See the *Hiring Benchmark and Utilization Goals Analyses*.

CHAPTER L: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of Humboldt State University that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

Humboldt State University is also committed to abiding with the Pay Transparency Nondiscrimination Provisions. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Humboldt State University's legal duty to furnish the information.

Humboldt State University

Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D10001 PRESIDENT'S OFFICE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
1148	PRESIDENTIAL AIDE	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	0	
2977	PRESIDENT	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	3	Male #	1	0	1	0	0	0	0	0	
Grand Total %			50.0	Male %	16.7	0.0	16.7	0.0	0.0	0.0	0.0	0.0	
				Female #	5	3	1	0	1	0	0	0	
				Female%	83.3	50.0	16.7	0.0	16.7	0.0	0.0	0.0	

Humboldt State University

Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D10002 PHILANTHROPY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3312	ADMINISTRATOR II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

Humboldt State University

Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D10003 UNIV ADVANCEMENT-VICE PRES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	1	0	0	0	0	0
				Female%	75.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0

Humboldt State University

Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D10006 NEWS & INFORMATION

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D10009 DIVERSITY & INCLUSION

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	1	0	0	1	0	0
				Female%	100.0	33.3	33.3	0.0	0.0	33.3	0.0	0.0

Humboldt State University

Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D10011 UNIVERSITY BUDGET

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5284	SENIOR BUDGET ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			33.3	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D10012 PRINT SERVICES

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0830	DESKTOP PUBLISHING/GRAPHIC SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D10015 CONSTITUENT ENGAGEMENT

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D10018 CREATIVE SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0822	GRAPHIC DESIGNER -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20001 ACAD AFFAIRS - PROVOST & VP

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20003 ACADEMIC PERSONNEL SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #			4	0	Male #	1	1	0	0	0	0	0	
Grand Total %				0.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	
					Female #	3	3	0	0	0	0	0	
					Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20004 INST RES ANALYTICS REPORTING

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
5683	RESEARCH TECHNICIAN I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5680	RESEARCH TECHNICIAN III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	2	1	0	0	0	0	0	1
Grand Total %			33.3	Male %	66.7	33.3	0.0	0.0	0.0	0.0	0.0	33.3
				Female #	1	1	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20008 UNIVERSITY SENATE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	0	0	0	0	1	
				Female%	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	

Humboldt State University

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Workforce Analysis

Organizational Unit: D20010 RESEARCH & SPONSORED PROGRAMS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	7	0	Male	2	2	0	0	0	0	0	0	
				Female	5	5	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #			8	0	Male #	2	2	0	0	0	0	0	
Grand Total %				0.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	
					Female #	6	6	0	0	0	0	0	
					Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20012 ACADEMIC PROGRAMS

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20014 GENERAL STUDIES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0	
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20015 ADVISING CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		10	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	10	6	0	3	0	0	0	1
				Female%	100.0	60.0	0.0	30.0	0.0	0.0	0.0	10.0

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Workforce Analysis

Organizational Unit: D20016 ENROLLMT MGMT AVP OFFICE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20017 ADMISSIONS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
3079	STUDENT SERVICES PROFESSIONAL I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	8	4	Male	3	0	0	2	0	1	0	0
				Female	5	4	0	1	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		14	6	Male #	5	1	0	2	1	1	0	0
Grand Total %			42.9	Male %	35.7	7.1	0.0	14.3	7.1	7.1	0.0	0.0
				Female #	9	7	0	1	0	0	0	1
				Female%	64.3	50.0	0.0	7.1	0.0	0.0	0.0	7.1

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Workforce Analysis

Organizational Unit: D20018 REGISTRAR

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
3079	STUDENT SERVICES PROFESSIONAL I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	0	1	0	0	1	
3082	STUDENT SERVICES PROFESSIONAL II	4	2	Male	1	0	0	0	0	0	0	1	
				Female	3	2	0	0	0	1	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		11	4	Male #	2	1	0	0	0	0	0	1	
Grand Total %			36.4	Male %	18.2	9.1	0.0	0.0	0.0	0.0	0.0	9.1	
				Female #	9	6	0	0	1	1	0	1	
				Female%	81.8	54.5	0.0	0.0	9.1	9.1	0.0	9.1	

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Workforce Analysis

Organizational Unit: D20019 FINANCIAL AID OFFICE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	2	Male	2	0	0	2	0	0	0	0	
				Female	1	1	0	0	0	0	0		
2635	STUDENT PERSONNEL TECHNICIAN, FINANCIAL AIDS	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
3082	STUDENT SERVICES PROFESSIONAL II	4	2	Male	1	1	0	0	0	0	0	0	
				Female	3	1	0	1	0	0	0	1	
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		11	5	Male #	3	1	0	2	0	0	0	0	
Grand Total %			45.5	Male %	27.3	9.1	0.0	18.2	0.0	0.0	0.0	0.0	
				Female #	8	5	0	2	0	0	0	1	
				Female%	72.7	45.5	0.0	18.2	0.0	0.0	0.0	9.1	

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Workforce Analysis

Organizational Unit: D20020 EARLY OUTREACH PROGRAMS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20022 ARTS, HUM AND SOC SCI- DEAN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1037	ADMINISTRATIVE ANALYST/SPECIALIST -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			50.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20023 ART

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	9	1	Male	2	1	0	0	0	0	0	1
				Female	7	7	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	8	1	Male	3	3	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		22	4	Male #	5	4	0	0	0	0	0	1
Grand Total %			18.2	Male %	22.7	18.2	0.0	0.0	0.0	0.0	0.0	4.5
				Female #	17	14	0	1	0	0	0	2
				Female%	77.3	63.6	0.0	4.5	0.0	0.0	0.0	9.1

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Workforce Analysis

Organizational Unit: D20024 ENGLISH

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	11	1	Male	1	0	0	1	0	0	0	0	
				Female	10	10	0	0	0	0	0	0	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	2	Male	0	0	0	0	0	0	0	0	
				Female	5	3	0	1	0	0	0	1	
Grand Total #		18	3	Male #	2	1	0	1	0	0	0	0	
Grand Total %			16.7	Male %	11.1	5.6	0.0	5.6	0.0	0.0	0.0	0.0	
				Female #	16	14	0	1	0	0	0	1	
				Female%	88.9	77.8	0.0	5.6	0.0	0.0	0.0	5.6	

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Workforce Analysis

Organizational Unit: D20025 WORLD LANGUAGES & CULTURES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	5	3	Male	2	1	0	1	0	0	0	0	
				Female	3	1	0	1	0	0	0	1	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	1	Male	2	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	4	Male #	4	2	1	1	0	0	0	0	
Grand Total %			57.1	Male %	57.1	28.6	14.3	14.3	0.0	0.0	0.0	0.0	
				Female #	3	1	0	1	0	0	0	1	
				Female%	42.9	14.3	0.0	14.3	0.0	0.0	0.0	14.3	

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Organizational Unit: D20026 JOURNALISM - MASS COMM

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	3	1	Male	2	2	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	1	Male	1	0	1	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		7	2	Male #	3	2	1	0	0	0	0	0	
Grand Total %			28.6	Male %	42.9	28.6	14.3	0.0	0.0	0.0	0.0	0.0	
				Female #	4	3	0	1	0	0	0	0	
				Female%	57.1	42.9	0.0	14.3	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20027 MUSIC

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2866	ACCOMPANIST II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	10	0	Male	6	6	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	
6951	PIANO TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	0	Male	3	3	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		19	0	Male #	12	12	0	0	0	0	0	0	
Grand Total %			0.0	Male %	63.2	63.2	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	7	7	0	0	0	0	0	0	
				Female%	36.8	36.8	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20028 PHILOSOPHY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	0	Male	2	2	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	0	Male #	4	4	0	0	0	0	0	0	
Grand Total %			0.0	Male %	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20029 RELIGIOUS STUDIES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20030 COMMUNICATION

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		9	0	Male #	5	5	0	0	0	0	0	0
Grand Total %			0.0	Male %	55.6	55.6	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	44.4	44.4	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20031 THEATRE, FILM AND DANCE

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7023	EQUIPMENT TECHNICIAN III, ELECTRONIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	9	1	Male	2	2	0	0	0	0	0	0
				Female	7	6	0	1	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		14	2	Male #	5	4	0	1	0	0	0	0
Grand Total %			14.3	Male %	35.7	28.6	0.0	7.1	0.0	0.0	0.0	0.0
				Female #	9	8	0	1	0	0	0	0
				Female%	64.3	57.1	0.0	7.1	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20032 CRITICAL RACE GENDER SEXUALITY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	1	Male	2	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
Grand Total #		3	2	Male #	2	1	1	0	0	0	0	0	
Grand Total %			66.7	Male %	66.7	33.3	33.3	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	1	0	0	0	0	0	
				Female%	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0	

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Organizational Unit: D20033 GEOGRAPHY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		5	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	4	0	0	0	0	0	0	
				Female%	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20034 HISTORY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	0	Male	3	3	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
Grand Total #		7	0	Male #	5	5	0	0	0	0	0	0	
Grand Total %			0.0	Male %	71.4	71.4	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	28.6	28.6	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20035 POLITICS

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
Grand Total #		8	1	Male #	3	3	0	0	0	0	0	0
Grand Total %			12.5	Male %	37.5	37.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	4	0	0	1	0	0	0
				Female%	62.5	50.0	0.0	0.0	12.5	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20036 SOCIOLOGY

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	3	1	Male	2	2	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	5	2	Male	0	0	0	0	0	0	0	0	
				Female	5	3	0	1	1	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	6	2	Male	2	1	0	0	0	0	0	1	
				Female	4	3	1	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		16	6	Male #	5	4	0	0	0	0	0	1	
Grand Total %			37.5	Male %	31.3	25.0	0.0	0.0	0.0	0.0	0.0	6.3	
				Female #	11	6	1	3	1	0	0	0	
				Female%	68.8	37.5	6.3	18.8	6.3	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20037 ANTHROPOLOGY

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	1
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
Grand Total #		9	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			22.2	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	7	0	1	0	0	0	1
				Female%	100.0	77.8	0.0	11.1	0.0	0.0	0.0	11.1

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Workforce Analysis

Organizational Unit: D20038 SOCIAL WORK

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2358	LECTURER - ACADEMIC YEAR	13	4	Male	2	0	0	1	0	1	0	0	
				Female	11	9	0	0	0	2	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		20	6	Male #	3	1	0	1	0	1	0	0	
Grand Total %			30.0	Male %	15.0	5.0	0.0	5.0	0.0	5.0	0.0	0.0	
				Female #	17	13	0	0	1	3	0	0	
				Female%	85.0	65.0	0.0	0.0	5.0	15.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20039 NAT AMERICAN STUDIES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	4	4	Male	1	0	0	0	0	1	0	0
				Female	3	0	0	0	0	2	0	1
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	0	3	0	0
Grand Total #		7	7	Male #	1	0	0	0	0	1	0	0
Grand Total %			100.0	Male %	14.3	0.0	0.0	0.0	0.0	14.3	0.0	0.0
				Female #	6	0	0	0	0	5	0	1
				Female%	85.7	0.0	0.0	0.0	0.0	71.4	0.0	14.3

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Workforce Analysis

Organizational Unit: D20040 NATURAL RES & SCI - DEAN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		4	1	Male #	3	2	0	1	0	0	0	0	
Grand Total %			25.0	Male %	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20041 CNR+S COLLEGE WIDE

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
7022	EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20042 BIOLOGICAL SCIENCES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2355	GRADUATE ASSISTANT	9	1	Male	4	4	0	0	0	0	0	0	
				Female	5	4	0	1	0	0	0	0	
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	26	6	Male	5	4	0	0	1	0	0	0	
				Female	21	16	1	1	1	0	0	2	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	14	3	Male	2	2	0	0	0	0	0	0	
				Female	12	9	0	1	1	0	0	1	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	16	2	Male	11	10	0	0	1	0	0	0	
				Female	5	4	0	1	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		72	12	Male #	23	21	0	0	2	0	0	0	
Grand Total %			16.7	Male %	31.9	29.2	0.0	0.0	2.8	0.0	0.0	0.0	
				Female #	49	39	1	4	2	0	0	3	
				Female%	68.1	54.2	1.4	5.6	2.8	0.0	0.0	4.2	

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Workforce Analysis

Organizational Unit: D20043 CHEMISTRY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	7	1	Male	6	6	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	8	0	Male	5	5	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		17	1	Male #	11	11	0	0	0	0	0	0	
Grand Total %			5.9	Male %	64.7	64.7	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	5	0	1	0	0	0	0	
				Female%	35.3	29.4	0.0	5.9	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20044 COMPUTER SCIENCE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	0	0
Grand Total #		5	1	Male #	3	3	0	0	0	0	0	0	
Grand Total %			20.0	Male %	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	1	0	0	0	0	0	
				Female%	40.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20045 ENGINEERING

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	6	1	Male	5	4	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	1	Male	2	1	1	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2361	INSTRUCTIONAL FACULTY - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		16	2	Male #	10	8	1	0	1	0	0	0	
Grand Total %			12.5	Male %	62.5	50.0	6.3	0.0	6.3	0.0	0.0	0.0	
				Female #	6	6	0	0	0	0	0	0	
				Female%	37.5	37.5	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20046 FISHERIES BIOLOGY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2355	GRADUATE ASSISTANT	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	0	0	0	1
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	3	Male	5	2	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	6	Male #	8	4	0	4	0	0	0	0
Grand Total %			50.0	Male %	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	4	2	0	1	0	0	0	1
				Female%	33.3	16.7	0.0	8.3	0.0	0.0	0.0	8.3

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Workforce Analysis

Organizational Unit: D20047 FORESTRY & WILDLAND RESOURCES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	7	2	Male	5	3	0	0	1	1	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		17	2	Male #	12	10	0	0	1	1	0	0
Grand Total %			11.8	Male %	70.6	58.8	0.0	0.0	5.9	5.9	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	29.4	29.4	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20048 GEOLOGY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	0	Male	2	2	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #			8	0	Male #	3	3	0	0	0	0	0	
Grand Total %				0.0	Male %	37.5	37.5	0.0	0.0	0.0	0.0	0.0	
					Female #	5	5	0	0	0	0	0	
					Female%	62.5	62.5	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20049 MATHEMATICS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	6	1	Male	3	3	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	11	1	Male	9	8	0	0	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		19	2	Male #	13	12	0	0	1	0	0	0	
Grand Total %			10.5	Male %	68.4	63.2	0.0	0.0	5.3	0.0	0.0	0.0	
				Female #	6	5	0	1	0	0	0	0	
				Female%	31.6	26.3	0.0	5.3	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20051 NATURAL RES ANCILL SUPP

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20052 NURSING

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		4	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	4	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20053 OCEANOGRAPHY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20054 PHYSICS & ASTRONOMY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #			9	1	Male #	6	6	0	0	0	0	0
Grand Total %				11.1	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0
					Female #	3	2	0	1	0	0	0
					Female%	33.3	22.2	0.0	11.1	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20056 ENVIRONMENTAL SCIENCE MANGMT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	7	2	Male	4	3	0	1	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	0	Male	2	2	0	0	0	0	0	0	
				Female	5	5	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		18	2	Male #	8	7	0	1	0	0	0	0	
Grand Total %			11.1	Male %	44.4	38.9	0.0	5.6	0.0	0.0	0.0	0.0	
				Female #	10	9	0	1	0	0	0	0	
				Female%	55.6	50.0	0.0	5.6	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20057 WILDLIFE MANAGEMENT

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2355	GRADUATE ASSISTANT	6	3	Male	0	0	0	0	0	0	0	0
				Female	6	3	0	2	0	1	0	0
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		17	3	Male #	7	7	0	0	0	0	0	0
Grand Total %			17.6	Male %	41.2	41.2	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	10	7	0	2	0	1	0	0
				Female%	58.8	41.2	0.0	11.8	0.0	5.9	0.0	0.0

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Workforce Analysis

Organizational Unit: D20058 IND NAT RES, SCI&ENGR PR

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	2	Male #	1	0	0	0	0	1	0	0
Grand Total %			66.7	Male %	33.3	0.0	0.0	0.0	0.0	33.3	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20060 PSYCHOLOGY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2355	GRADUATE ASSISTANT	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	8	1	Male	2	1	0	0	0	0	0	1
				Female	6	6	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	12	5	Male	5	5	0	0	0	0	0	0
				Female	7	2	0	4	1	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		25	8	Male #	9	7	0	1	0	0	0	1
Grand Total %			32.0	Male %	36.0	28.0	0.0	4.0	0.0	0.0	0.0	4.0
				Female #	16	10	0	5	1	0	0	0
				Female%	64.0	40.0	0.0	20.0	4.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20061 PROFESSIONAL STUDIES- DEAN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		6	3	Male #	2	1	0	1	0	0	0	0	
Grand Total %			50.0	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	4	2	0	1	1	0	0	0	
				Female%	66.7	33.3	0.0	16.7	16.7	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20062 BUSINESS

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	5	1	Male	2	1	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	3	Male	4	2	0	0	2	0	0	0
				Female	3	2	0	0	1	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		13	5	Male #	6	3	0	1	2	0	0	0
Grand Total %			38.5	Male %	46.2	23.1	0.0	7.7	15.4	0.0	0.0	0.0
				Female #	7	5	0	0	2	0	0	0
				Female%	53.8	38.5	0.0	0.0	15.4	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20063 CHILD DEVELOPMENT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	1	0	0	
2358	LECTURER - ACADEMIC YEAR	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	0	2	2	0	0	
Grand Total #			11	5	Male #	1	1	0	0	0	0	0	
Grand Total %				45.5	Male %	9.1	9.1	0.0	0.0	0.0	0.0	0.0	
					Female #	10	5	0	0	2	3	0	
					Female%	90.9	45.5	0.0	0.0	18.2	27.3	0.0	

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Workforce Analysis

Organizational Unit: D20064 KINESIOLOGY & RECREATION ADMIN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
2358	LECTURER - ACADEMIC YEAR	14	1	Male	4	3	0	0	0	1	0	0
				Female	10	10	0	0	0	0	0	0
1036	ADMINISTRATIVE ANALYST/SPECIALIST -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6970	DIVING SAFETY OFFICER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	11	1	Male	6	5	0	0	1	0	0	0
				Female	5	5	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		34	6	Male #	13	9	0	2	1	1	0	0
Grand Total %			17.6	Male %	38.2	26.5	0.0	5.9	2.9	2.9	0.0	0.0
				Female #	21	19	0	1	0	1	0	0
				Female%	61.8	55.9	0.0	2.9	0.0	2.9	0.0	0.0

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Workforce Analysis

Organizational Unit: D20065 ECONOMICS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	1	Male	2	1	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	1	Male #	2	1	0	1	0	0	0	0	
Grand Total %			25.0	Male %	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20066 INDIAN TEACHER - ED PERS PR

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	0	0	3	0	0
				Female%	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0

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Organizational Unit: D20069 LIBERAL STUDIES ELEMENTARY ED

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	1	0	0	0	0	
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20070 EDUCATION

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3079	STUDENT SERVICES PROFESSIONAL I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	36	6	Male	8	7	0	1	0	0	0	0	
				Female	28	23	0	0	1	1	0	3	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	3	Male	3	1	0	0	2	0	0	0	
				Female	2	1	0	1	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
Grand Total #		45	10	Male #	13	10	0	1	2	0	0	0	
Grand Total %			22.2	Male %	28.9	22.2	0.0	2.2	4.4	0.0	0.0	0.0	
				Female #	32	25	0	1	1	2	0	3	
				Female%	71.1	55.6	0.0	2.2	2.2	4.4	0.0	6.7	

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Workforce Analysis

Organizational Unit: D20073 CIO OFFICE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20075 USER SUPPORT SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0420	INFORMATION TECHNOLOGY CONSULTANT -12	11	2	Male	7	7	0	0	0	0	0	0	
				Female	4	2	0	1	1	0	0	0	
0421	INFORMATION TECHNOLOGY CONSULTANT -11/12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		14	2	Male #	10	10	0	0	0	0	0	0	
Grand Total %			14.3	Male %	71.4	71.4	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	1	1	0	0	0	
				Female%	28.6	14.3	0.0	7.1	7.1	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20076 APPLICATION DEVELOPMENT

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0400	ANALYST/PROGRAMMER -12	7	1	Male	7	6	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	1	Male #	7	6	0	1	0	0	0	0
Grand Total %			14.3	Male %	100.0	85.7	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20077 SYSTEM ADMINISTRATION

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0410	OPERATING SYSTEMS ANALYST -12	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0411	OPERATING SYSTEMS ANALYST -11/12	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		3	1	Male #	3	2	0	0	1	0	0	0	
Grand Total %			33.3	Male %	100.0	66.7	0.0	0.0	33.3	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20078 ENTERPRISE - CLIENT TECHNOLOGY

				Total		Total							
Job Code	Job Title	EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
0420	INFORMATION TECHNOLOGY CONSULTANT -12	5	1	Male	5	4	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		6	1	Male #	6	5	0	1	0	0	0	0	0
Grand Total %			16.7	Male %	100.0	83.3	0.0	16.7	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20079 INFORMATION SECURITY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0410	OPERATING SYSTEMS ANALYST -12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20081 NETWORK SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0430	NETWORK ANALYST -12	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0850	BROADCAST ENGINEER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		3	0	Male #	3	3	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20082 TELECOMMUNICATIONS SERVICES

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0430	NETWORK ANALYST -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20083 CTR FOR TEACHING & LEARNING

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0811	MEDIA PRODUCTION SPECIALIST -11/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		5	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20085 LIBRARY DEAN

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20086 MARINE FACILITIES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Organizational Unit: D20087 MARINE VESSEL

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Organizational Unit: D20089 EXT ED - GENERAL ADMIN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5182	EXTENDED EDUCATION SPECIALIST II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		10	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			20.0	Male %	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	7	0	1	1	0	0	0
				Female%	90.0	70.0	0.0	10.0	10.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20108 ACCREDITATION

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	ADMINISTRATOR II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	1	0	0	0	0	0
				Female%	66.7	33.3	33.3	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20130 CENTERS FR ACADEMIC EXCELLENCE

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	0	0	0	0	2	0	
				Female%	100.0	0.0	0.0	0.0	0.0	100.0	0.0	

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Workforce Analysis

Organizational Unit: D20160 ENVIRONMENTAL STUDIES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
Grand Total #		3	2	Male #	1	0	0	1	0	0	0	0	
Grand Total %			66.7	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0	
				Female #	2	1	0	0	1	0	0	0	
				Female%	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20173 ITS ADMINISTRATIVE SUPPORT

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
4791	BUYER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	1	1	0	1	0	0
				Female%	100.0	0.0	33.3	33.3	0.0	33.3	0.0	0.0

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Workforce Analysis

Organizational Unit: D20174 INSTRUCT FACILITIES TECHNOLOGY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20176 ENTERPRISE DATA MANAGEMENT

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0400	ANALYST/PROGRAMMER -12	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	3	3	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D20180 CIRCULATION SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2888	LIBRARY SERVICES SPECIALIST III	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	1	0	0	
2887	LIBRARY SERVICES SPECIALIST II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2889	LIBRARY SERVICES SPECIALIST IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	0	0	0	1	0	0	
				Female%	75.0	50.0	0.0	0.0	0.0	25.0	0.0	0.0	

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Organizational Unit: D20182 LIBRARY TECHNICAL SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2889	LIBRARY SERVICES SPECIALIST IV	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	0	
2920	LIBRARIAN - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	1	0	0	0	0	0	
				Female%	75.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D20183 SPECIAL COLLECTIONS

				Total		Total							
Job Code	Job Title	EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
2888	LIBRARY SERVICES SPECIALIST III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2920	LIBRARIAN - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Organizational Unit: D20184 LIBRARY INSTR & RESEARCH SRVCS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2920	LIBRARIAN - 12 MONTH	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2919	LIBRARIAN - 10 MONTH	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	2	Male #	2	1	0	1	0	0	0	0	
Grand Total %			33.3	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	4	3	0	0	1	0	0	0	
				Female%	66.7	50.0	0.0	0.0	16.7	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30001 ADMIN - FINANCE VP

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	0	
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30002 ACCOUNTING

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1762	ACCOUNTANT I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4555	ACCOUNTANT II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1740	ACCOUNTING TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318	ADMINISTRATOR I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		8	3	Male #	2	1	0	1	0	0	0	0
Grand Total %			37.5	Male %	25.0	12.5	0.0	12.5	0.0	0.0	0.0	0.0
				Female #	6	4	0	1	1	0	0	0
				Female%	75.0	50.0	0.0	12.5	12.5	0.0	0.0	0.0

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Organizational Unit: D30003 ACCOUNTS PAYABLE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1730	ACCOUNTING TECHNICIAN I	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1741	ACCOUNTING TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		4	2	Male #	1	0	1	0	0	0	0	0	
Grand Total %			50.0	Male %	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	0	1	0	0	0	0	
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30006 STUDENT FINANCIAL SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1741	ACCOUNTING TECHNICIAN II	5	1	Male	0	0	0	0	0	0	0	0	
				Female	5	4	0	1	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1740	ACCOUNTING TECHNICIAN III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
4555	ACCOUNTANT II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		9	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			11.1	Male %	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	8	7	0	1	0	0	0	0	
				Female%	88.9	77.8	0.0	11.1	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30007 PAYROLL

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1100	PAYROLL TECHNICIAN I	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	1	
1101	PAYROLL TECHNICIAN II	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		5	2	Male #	1	1	0	0	0	0	0	0	
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	1	0	0	0	1	
				Female%	80.0	40.0	0.0	20.0	0.0	0.0	0.0	20.0	

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Workforce Analysis

Organizational Unit: D30010 HUMAN RESOURCES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	2	Male #	3	2	0	1	0	0	0	0
Grand Total %			28.6	Male %	42.9	28.6	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	57.1	42.9	0.0	14.3	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D30011 FAC MGT - ADMINISTRATION

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3300	ADMINISTRATOR IV	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	0	0	0	1	0	0	
Grand Total %			100.0	Male %	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30012 RISK MGMT & SAFETY SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	1	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30013 FAC MGT - SUPPORT SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1506	STOREKEEPER I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		6	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	5	0	0	0	0	0	0	
				Female%	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30014 FAC MGT - CUSTODIAL

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	23	5	Male	21	17	1	1	1	0	0	1	
				Female	2	1	0	1	0	0	0	0	
6223	LABORER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
2015	LEAD CUSTODIAN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		27	5	Male #	24	20	1	1	1	0	0	1	
Grand Total %			18.5	Male %	88.9	74.1	3.7	3.7	3.7	0.0	0.0	3.7	
				Female #	3	2	0	1	0	0	0	0	
				Female%	11.1	7.4	0.0	3.7	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30015 FAC MGT - GROUNDS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0731	GROUNDWORKER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0745	GARDENING SPECIALIST	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6363	LIGHT AUTOMOTIVE EQUIPMENT OPERATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0726	LEAD GROUNDWORKER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	1	Male #	5	4	0	1	0	0	0	0
Grand Total %			16.7	Male %	83.3	66.7	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D30016 FAC MGT - TRADES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6251	FACILITIES WORKER II	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
6476	CARPENTER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6526	PAINTER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	ELECTRICIAN	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6549	PLUMBER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6643	LEAD LOCKSMITH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		15	1	Male #	15	14	0	0	0	1	0	0
Grand Total %			6.7	Male %	100.0	93.3	0.0	0.0	0.0	6.7	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D30017 FAC MGT - ENGINEERS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6702	BUILDING SERVICE ENGINEER	6	1	Male	6	5	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6265	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	1	Male #	7	6	0	1	0	0	0	0	
Grand Total %			14.3	Male %	100.0	85.7	0.0	14.3	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30019 FAC MGT - AUTO SHOP MOTOR POOL

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6852	LEAD AUTOMOTIVE/EQUIPMENT MECHANIC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D30020 CONTRACTS AND PROCUREMENT

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
4792	BUYER II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30021 FAC MGT - DISTRIBUTION

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1508	WAREHOUSE WORKER	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D30022 ITS PROJECT OFFICE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0421	INFORMATION TECHNOLOGY CONSULTANT -11/12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	0	1
Grand Total #		4	1	Male #	2	2	0	0	0	0	0	0	
Grand Total %			25.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	0	0	0	0	1	
				Female%	50.0	25.0	0.0	0.0	0.0	0.0	0.0	25.0	

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Workforce Analysis

Organizational Unit: D30027 FAC MGT - SUSTAINABILITY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D30028 FAC MGT - CONSTRUCTION MGT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3318	ADMINISTRATOR I	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D30035 FAC MGT - PLAN AND DESIGN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #			3	0	Male #	0	0	0	0	0	0	0	
Grand Total %				0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
					Female #	3	3	0	0	0	0	0	
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40001 STUDENT AFFAIRS-VP OFFICE

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	ADMINISTRATOR IV	1	1	Male	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	1	0	0	0	0	
Grand Total %			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40005 CAREER DEVELOPMENT CENTER

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	0	0	0	1
				Female%	100.0	33.3	0.0	33.3	0.0	0.0	0.0	33.3

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Workforce Analysis

Organizational Unit: D40006 JOB LOCATION & DEVELOPMENT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40007 COUNSELING & PSYCH SVCS

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	5	2	Male	4	3	1	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3319	ADMINISTRATOR I - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		10	2	Male #	4	3	1	0	0	0	0	0
Grand Total %			20.0	Male %	40.0	30.0	10.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	5	0	0	0	0	0	1
				Female%	60.0	50.0	0.0	0.0	0.0	0.0	0.0	10.0

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Workforce Analysis

Organizational Unit: D40008 ATHLETICS-ADMIN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2379	COACHING SPECIALIST - 12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		8	1	Male #	5	5	0	0	0	0	0	0
Grand Total %			12.5	Male %	62.5	62.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	1	0	0	0	0	0
				Female%	37.5	25.0	12.5	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40010 ATHLETICS-VOLLEYBALL

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2376	COACH - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	0	0	1	0	0	0	0	
Grand Total %			50.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40011 ATHLETICS-XCOUNTRY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2376	COACH - 12 MONTH	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40012 ATHLETICS-SOCCER MEN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2376	COACH - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	1	Male #	2	1	0	1	0	0	0	0	
Grand Total %			50.0	Male %	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D40013 ATHLETICS-SOCCER WMN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2376	COACH - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40014 ATHLETICS-BSKBL-MEN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2376	COACH - 12 MONTH	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40015 ATHLETICS-BSKBL WMN

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2376	COACH - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	0	0	1	0	0	0	0	
Grand Total %			50.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40016 ATHLETICS-TRACK&FLD

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2376	COACH - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40017 ATHLETICS-ROWING-WMN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2377	COACH - 10 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2376	COACH - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		3	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40018 ATHLETICS-SOFTBALL

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2376	COACH - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	1	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40019 UNIVERSITY POLICE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
8800	POLICE DISPATCHER -12 MONTH	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
8350	POLICE OFFICER	4	2	Male	4	2	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
8354	SERGEANT	3	2	Male	2	0	1	0	0	1	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		15	5	Male #	9	4	2	0	2	1	0	0	
Grand Total %			33.3	Male %	60.0	26.7	13.3	0.0	13.3	6.7	0.0	0.0	
				Female #	6	6	0	0	0	0	0	0	
				Female%	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40020 STUDENT CLUBS & ACTIVITIES

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40022 YOUTH EDUCATIONAL SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40023 SERVICE LEARNING CENTER

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40024 STUDENT MEDICAL SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	1
8148	MEDICAL ASSISTANT	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7922	PHLEBOTOMIST/CLINICAL LABORATORY ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8150	REGISTERED NURSE I - 10 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8151	REGISTERED NURSE I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7996	RADIOLOGIC TECHNOLOGIST II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7927	CLINICAL LABORATORY SCIENTIST I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8154	REGISTERED NURSE II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7926	CLINICAL LABORATORY SCIENTIST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8161	PHYSICIAN ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: D40024 STUDENT MEDICAL SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
8166	NURSE PRACTITIONER	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	0	1	1	0	0	
7993	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
7737	PHYSICIAN - PRIMARY CARE	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		27	4	Male #	4	4	0	0	0	0	0	0	
Grand Total %			14.8	Male %	14.8	14.8	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	23	19	0	0	2	1	0	1	
				Female%	85.2	70.4	0.0	0.0	7.4	3.7	0.0	3.7	

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Workforce Analysis

Organizational Unit: D40027 STUDENT DISABILITY RES CTR

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	1	0	0	0	1
				Female%	100.0	50.0	0.0	25.0	0.0	0.0	0.0	25.0

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Workforce Analysis

Organizational Unit: D40028 EDUCATIONAL OPP PROGR

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		5	4	Male #	1	0	0	1	0	0	0	0	
Grand Total %			80.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	
				Female #	4	1	1	1	1	0	0	0	
				Female%	80.0	20.0	20.0	20.0	20.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40030 CHILDREN'S CENTER - CAMPUS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3078	STUDENT SERVICES PROFESSIONAL I - 10 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		8	3	Male #	2	1	0	1	0	0	0	0
Grand Total %			37.5	Male %	25.0	12.5	0.0	12.5	0.0	0.0	0.0	0.0
				Female #	6	4	1	1	0	0	0	0
				Female%	75.0	50.0	12.5	12.5	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40031 TESTING CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	2	Male	1	0	0	0	0	0	0	1
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	0	0	0	0	1
Grand Total %			100.0	Male %	50.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40032 MULTICULTURAL CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40036 HSG PROGRAM SUPPORT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	3	1	Male	2	1	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	0
Grand Total #		6	4	Male #	3	1	0	1	1	0	0	0	
Grand Total %			66.7	Male %	50.0	16.7	0.0	16.7	16.7	0.0	0.0	0.0	
				Female #	3	1	2	0	0	0	0	0	
				Female%	50.0	16.7	33.3	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40041 HSG CONFERENCING

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40043 HSG HOUSING WIDE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1741	ACCOUNTING TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	0
4792	BUYER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		5	3	Male #	1	0	0	1	0	0	0	0	
Grand Total %			60.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	2	0	0	0	0	
				Female%	80.0	40.0	0.0	40.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40056 PARKING

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40060 LEARNING CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	1	0	0	0	1
				Female%	100.0	60.0	0.0	20.0	0.0	0.0	0.0	20.0

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Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D40061 STUDENT ACTIVITIES CENTER

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40066 STUDENT AFFAIRS-DIVISON WIDE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3318	ADMINISTRATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40067 HEALTH EDUCATION

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
8145	HEALTH EDUCATION ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8147	HEALTH EDUCATOR	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		3	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Snapshot Date: 10/31/2021

Workforce Analysis

Organizational Unit: D40070 VET SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40072 DEAN OF STUDENTS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		4	3	Male #	2	0	0	0	2	0	0	0
Grand Total %			75.0	Male %	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	2	1	1	0	0	0	0	0
				Female%	50.0	25.0	25.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40073 TITLE IX

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	1	Male #	1	0	1	0	0	0	0	0	
Grand Total %			50.0	Male %	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40074 AFRICAN AMERICAN CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40075 LATINX CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40078 CENTER ACTIVITIES

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis

Organizational Unit: D40079 CENTER ARTS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Workforce Analysis

Organizational Unit: D40081 CONFERENCES & EVENT SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D10001 PRESIDENT'S OFFICE	6	1	5	3	0	1	0	0	0	0	0	3	1	0	1	0	0	0
D10002 PHILANTHROPY	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
D10003 UNIV ADVANCEMENT-VICE PRES	4	1	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0
D10006 NEWS & INFORMATION	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
D10009 DIVERSITY & INCLUSION	3	0	3	2	0	0	0	0	0	0	0	1	1	0	0	1	0	0
D10011 UNIVERSITY BUDGET	3	1	2	1	0	0	1	0	0	0	0	2	0	0	0	0	0	0
D10012 PRINT SERVICES	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
D10015 CONSTITUENT ENGAGEMENT	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
D10018 CREATIVE SERVICES	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
D20001 ACAD AFFAIRS - PROVOST & VP	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
D20003 ACADEMIC PERSONNEL SERVICES	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
D20004 INST RES ANALYTICS REPORTING	3	2	1	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0
D20008 UNIVERSITY SENATE	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
D20010 RESEARCH & SPONSORED PROGRAMS	8	2	6	0	2	0	0	0	0	0	0	6	0	0	0	0	0	0
D20012 ACADEMIC PROGRAMS	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
D20014 GENERAL STUDIES	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D20015 ADVISING CENTER	10	0	10	4	0	0	0	0	0	0	0	6	0	3	0	0	0	1
D20016 ENROLLMT MGMT AVP OFFICE	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
D20017 ADMISSIONS	14	5	9	6	1	0	2	1	1	0	0	7	0	1	0	0	0	1
D20018 REGISTRAR	11	2	9	4	1	0	0	0	0	0	1	6	0	0	1	1	0	1
D20019 FINANCIAL AID OFFICE	11	3	8	5	1	0	2	0	0	0	0	5	0	2	0	0	0	1

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D20020 EARLY OUTREACH PROGRAMS	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
D20022 ARTS, HUM AND SOC SCI- DEAN	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
D20023 ART	22	5	17	4	4	0	0	0	0	0	1	14	0	1	0	0	0	2
D20024 ENGLISH	18	2	16	3	1	0	1	0	0	0	0	14	0	1	0	0	0	1
D20025 WORLD LANGUAGES & CULTURES	7	4	3	4	2	1	1	0	0	0	0	1	0	1	0	0	0	1
D20026 JOURNALISM - MASS COMM	7	3	4	2	2	1	0	0	0	0	0	3	0	1	0	0	0	0
D20027 MUSIC	19	12	7	0	12	0	0	0	0	0	0	7	0	0	0	0	0	0
D20028 PHILOSOPHY	5	4	1	0	4	0	0	0	0	0	0	1	0	0	0	0	0	0
D20029 RELIGIOUS STUDIES	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
D20030 COMMUNICATION	9	5	4	0	5	0	0	0	0	0	0	4	0	0	0	0	0	0
D20031 THEATRE, FILM AND DANCE	14	5	9	2	4	0	1	0	0	0	0	8	0	1	0	0	0	0
D20032 CRITICAL RACE GENDER SEXUALITY	3	2	1	2	1	1	0	0	0	0	0	0	1	0	0	0	0	0
D20033 GEOGRAPHY	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0
D20034 HISTORY	7	5	2	0	5	0	0	0	0	0	0	2	0	0	0	0	0	0
D20035 POLITICS	8	3	5	1	3	0	0	0	0	0	0	4	0	0	1	0	0	0
D20036 SOCIOLOGY	16	5	11	6	4	0	0	0	0	0	1	6	1	3	1	0	0	0
D20037 ANTHROPOLOGY	9	0	9	2	0	0	0	0	0	0	0	7	0	1	0	0	0	1
D20038 SOCIAL WORK	20	3	17	6	1	0	1	0	1	0	0	13	0	0	1	3	0	0
D20039 NAT AMERICAN STUDIES	7	1	6	7	0	0	0	0	1	0	0	0	0	0	0	5	0	1
D20040 NATURAL RES & SCI - DEAN	4	3	1	1	2	0	1	0	0	0	0	1	0	0	0	0	0	0
D20041 CNR+S COLLEGE WIDE	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D20042 BIOLOGICAL SCIENCES	72	23	49	12	21	0	0	2	0	0	0	39	1	4	2	0	0	3
D20043 CHEMISTRY	17	11	6	1	11	0	0	0	0	0	0	5	0	1	0	0	0	0
D20044 COMPUTER SCIENCE	5	3	2	1	3	0	0	0	0	0	0	1	1	0	0	0	0	0
D20045 ENGINEERING	16	10	6	2	8	1	0	1	0	0	0	6	0	0	0	0	0	0
D20046 FISHERIES BIOLOGY	12	8	4	6	4	0	4	0	0	0	0	2	0	1	0	0	0	1
D20047 FORESTRY & WILDLAND RESOURCES	17	12	5	2	10	0	0	1	1	0	0	5	0	0	0	0	0	0
D20048 GEOLOGY	8	3	5	0	3	0	0	0	0	0	0	5	0	0	0	0	0	0
D20049 MATHEMATICS	19	13	6	2	12	0	0	1	0	0	0	5	0	1	0	0	0	0
D20051 NATURAL RES ANCILL SUPP	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D20052 NURSING	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
D20053 OCEANOGRAPHY	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
D20054 PHYSICS & ASTRONOMY	9	6	3	1	6	0	0	0	0	0	0	2	0	1	0	0	0	0
D20056 ENVIRONMENTAL SCIENCE MANGMT	18	8	10	2	7	0	1	0	0	0	0	9	0	1	0	0	0	0
D20057 WILDLIFE MANAGEMENT	17	7	10	3	7	0	0	0	0	0	0	7	0	2	0	1	0	0
D20058 IND NAT RES, SCI&ENGR PR	3	1	2	2	0	0	0	0	1	0	0	1	0	1	0	0	0	0
D20060 PSYCHOLOGY	25	9	16	8	7	0	1	0	0	0	1	10	0	5	1	0	0	0
D20061 PROFESSIONAL STUDIES- DEAN	6	2	4	3	1	0	1	0	0	0	0	2	0	1	1	0	0	0
D20062 BUSINESS	13	6	7	5	3	0	1	2	0	0	0	5	0	0	2	0	0	0
D20063 CHILD DEVELOPMENT	11	1	10	5	1	0	0	0	0	0	0	5	0	0	2	3	0	0
D20064 KINESIOLOGY & RECREATION ADMIN	34	13	21	6	9	0	2	1	1	0	0	19	0	1	0	1	0	0
D20065 ECONOMICS	4	2	2	1	1	0	1	0	0	0	0	2	0	0	0	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D20066 INDIAN TEACHER - ED PERS PR	3	0	3	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
D20069 LIBERAL STUDIES ELEMENTRY ED	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
D20070 EDUCATION	45	13	32	10	10	0	1	2	0	0	0	25	0	1	1	2	0	3
D20073 CIO OFFICE	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
D20075 USER SUPPORT SERVICES	14	10	4	2	10	0	0	0	0	0	0	2	0	1	1	0	0	0
D20076 APPLICATION DEVELOPMENT	7	7	0	1	6	0	1	0	0	0	0	0	0	0	0	0	0	0
D20077 SYSTEM ADMINISTRATION	3	3	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
D20078 ENTERPRISE - CLIENT TECHNOLOGY	6	6	0	1	5	0	1	0	0	0	0	0	0	0	0	0	0	0
D20079 INFORMATION SECURITY	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
D20081 NETWORK SERVICES	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
D20082 TELECOMMUNICATIONS SERVICES	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
D20083 CTR FOR TEACHING & LEARNING	5	2	3	0	2	0	0	0	0	0	0	3	0	0	0	0	0	0
D20085 LIBRARY DEAN	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
D20086 MARINE FACILITIES	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D20087 MARINE VESSEL	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D20089 EXT ED - GENERAL ADMIN	10	1	9	2	1	0	0	0	0	0	0	7	0	1	1	0	0	0
D20108 ACCREDITATION	3	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
D20130 CENTERS FR ACADEMIC EXCELLENCE	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
D20160 ENVIRONMENTAL STUDIES	3	1	2	2	0	0	1	0	0	0	0	1	0	0	1	0	0	0
D20173 ITS ADMINISTRATIVE SUPPORT	3	0	3	3	0	0	0	0	0	0	0	0	1	1	0	1	0	0
D20174 INSTRUCT FACILITIES TECHNOLOGY	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D20176 ENTERPRISE DATA MANAGEMENT	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
D20180 CIRCULATION SERVICES	4	1	3	1	1	0	0	0	0	0	0	2	0	0	0	1	0	0
D20182 LIBRARY TECHNICAL SERVICES	4	1	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0
D20183 SPECIAL COLLECTIONS	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
D20184 LIBRARY INSTR & RESEARCH SRVCS	6	2	4	2	1	0	1	0	0	0	0	3	0	0	1	0	0	0
D30001 ADMIN - FINANCE VP	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
D30002 ACCOUNTING	8	2	6	3	1	0	1	0	0	0	0	4	0	1	1	0	0	0
D30003 ACCOUNTS PAYABLE	4	1	3	2	0	1	0	0	0	0	0	2	0	1	0	0	0	0
D30006 STUDENT FINANCIAL SERVICES	9	1	8	1	1	0	0	0	0	0	0	7	0	1	0	0	0	0
D30007 PAYROLL	5	1	4	2	1	0	0	0	0	0	0	2	0	1	0	0	0	1
D30010 HUMAN RESOURCES	7	3	4	2	2	0	1	0	0	0	0	3	0	1	0	0	0	0
D30011 FAC MGT - ADMINISTRATION	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
D30012 RISK MGMT & SAFETY SERVICES	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
D30013 FAC MGT - SUPPORT SERVICES	6	1	5	0	1	0	0	0	0	0	0	5	0	0	0	0	0	0
D30014 FAC MGT - CUSTODIAL	27	24	3	5	20	1	1	1	0	0	1	2	0	1	0	0	0	0
D30015 FAC MGT - GROUNDS	6	5	1	1	4	0	1	0	0	0	0	1	0	0	0	0	0	0
D30016 FAC MGT - TRADES	15	15	0	1	14	0	0	0	1	0	0	0	0	0	0	0	0	0
D30017 FAC MGT - ENGINEERS	7	7	0	1	6	0	1	0	0	0	0	0	0	0	0	0	0	0
D30019 FAC MGT - AUTO SHOP MOTOR POOL	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D30020 CONTRACTS AND PROCUREMENT	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
D30021 FAC MGT - DISTRIBUTION	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D30022 ITS PROJECT OFFICE	4	2	2	1	2	0	0	0	0	0	0	1	0	0	0	0	0	1
D30027 FAC MGT - SUSTAINABILITY	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
D30028 FAC MGT - CONSTRUCTION MGT	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
D30035 FAC MGT - PLAN AND DESIGN	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
D40001 STUDENT AFFAIRS-VP OFFICE	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
D40005 CAREER DEVELOPMENT CENTER	3	0	3	2	0	0	0	0	0	0	0	1	0	1	0	0	0	1
D40006 JOB LOCATION & DEVELOPMENT	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
D40007 COUNSELING & PSYCH SVCS	10	4	6	2	3	1	0	0	0	0	0	5	0	0	0	0	0	1
D40008 ATHLETICS-ADMIN	8	5	3	1	5	0	0	0	0	0	0	2	1	0	0	0	0	0
D40010 ATHLETICS-VOLLEYBALL	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
D40011 ATHLETICS-XCOUNTRY	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
D40012 ATHLETICS-SOCCER MEN	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
D40013 ATHLETICS-SOCCER WMN	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
D40014 ATHLETICS-BSKBL-MEN	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
D40015 ATHLETICS-BSKBL WMN	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
D40016 ATHLETICS-TRACK&FLD	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
D40017 ATHLETICS-ROWING-WMN	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
D40018 ATHLETICS-SOFTBALL	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
D40019 UNIVERSITY POLICE	15	9	6	5	4	2	0	2	1	0	0	6	0	0	0	0	0	0
D40020 STUDENT CLUBS & ACTIVITIES	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
D40022 YOUTH EDUCATIONAL SERVICES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D40023 SERVICE LEARNING CENTER	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
D40024 STUDENT MEDICAL SERVICES	27	4	23	4	4	0	0	0	0	0	0	19	0	0	2	1	0	1
D40027 STUDENT DISABILITY RES CTR	4	0	4	2	0	0	0	0	0	0	0	2	0	1	0	0	0	1
D40028 EDUCATIONAL OPP PROGR	5	1	4	4	0	0	1	0	0	0	0	1	1	1	1	0	0	0
D40030 CHILDREN'S CENTER - CAMPUS	8	2	6	3	1	0	1	0	0	0	0	4	1	1	0	0	0	0
D40031 TESTING CENTER	2	1	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0	0
D40032 MULTICULTURAL CENTER	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D40036 HSG PROGRAM SUPPORT	6	3	3	4	1	0	1	1	0	0	0	1	2	0	0	0	0	0
D40041 HSG CONFERENCING	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
D40043 HSG HOUSING WIDE	5	1	4	3	0	0	1	0	0	0	0	2	0	2	0	0	0	0
D40056 PARKING	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
D40060 LEARNING CENTER	5	0	5	2	0	0	0	0	0	0	0	3	0	1	0	0	0	1
D40061 STUDENT ACTIVITIES CENTER	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
D40066 STUDENT AFFAIRS-DIVISON WIDE	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
D40067 HEALTH EDUCATION	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
D40070 VET SERVICES	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D40072 DEAN OF STUDENTS	4	2	2	3	0	0	0	2	0	0	0	1	1	0	0	0	0	0
D40073 TITLE IX	2	1	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0
D40074 AFRICAN AMERICAN CENTER	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
D40075 LATINX CENTER	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
D40078 CENTER ACTIVITIES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
D40079 CENTER ARTS	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
D40081 CONFERENCES & EVENT SERVICES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Total (#)	1,003	414	589	240	323	15	42	18	9	0	7	440	17	59	23	25	0	25
Total (%)		41.3	58.7	23.9	32.2	1.5	4.2	1.8	0.9	0.0	0.7	43.9	1.7	5.9	2.3	2.5	0.0	2.5

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 1A - Management Occupations

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	3318	ADMINISTRATOR I	10	5	5	7	3
1	3319	ADMINISTRATOR I - ACADEMIC YEAR	1	0	1	1	0
1	3312	ADMINISTRATOR II	28	12	16	22	6
1	3306	ADMINISTRATOR III	15	6	9	9	6
1	3300	ADMINISTRATOR IV	15	9	6	9	6
1	2977	PRESIDENT	1	1	0	0	1
Total (#)			70	33	37	48	22
Total (%)				47.1	52.9	68.6	31.4

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 2A - Lecturer Ay

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2358	LECTURER - ACADEMIC YEAR	223	81	142	181	42
Total (#)			223	81	142	181	42
Total (%)				36.3	63.7	81.2	18.8

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 2B - Instr Fac Ay

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	188	93	95	149	39
Total (#)			188	93	95	149	39
Total (%)				49.5	50.5	79.3	20.7

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 2C - Faculty - Other

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	2481	DEPARTMENT CHAIR - 12 MONTH	1	1	0	1	0
5	2482	DEPARTMENT CHAIR - ACADEMIC YEAR	16	8	8	14	2
5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	2	2	0	2	0
Total (#)			19	11	8	17	2
Total (%)				57.9	42.1	89.5	10.5

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 3A - Business and Financial Operations

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	1762	ACCOUNTANT I	2	0	2	1	1
2	4555	ACCOUNTANT II	2	0	2	2	0
2	1036	ADMINISTRATIVE ANALYST/SPECIALIST -10/12	1	0	1	1	0
2	1037	ADMINISTRATIVE ANALYST/SPECIALIST -11/12	1	0	1	1	0
2	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	61	16	45	49	12
2	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	1	0	1
2	4791	BUYER I	1	0	1	0	1
2	4792	BUYER II	2	1	1	2	0
2	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	7	0	7	4	3
2	5284	SENIOR BUDGET ANALYST	1	0	1	1	0
Total (#)			79	17	62	61	18
Total (%)				21.5	78.5	77.2	22.8

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 3B - Community, Social Service, Legal, Design, Entertainment, Sports, and Medi

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	2866	ACCOMPANIST II	1	1	0	1	0
4	0850	BROADCAST ENGINEER -12 MONTH	1	1	0	1	0
4	2377	COACH - 10 MONTH	1	1	0	1	0
4	2376	COACH - 12 MONTH	9	5	4	6	3
4	2382	COACHING ASSISTANT - 12 MONTH	6	3	3	3	3
4	2379	COACHING SPECIALIST - 12 MONTH	2	2	0	2	0
4	0822	GRAPHIC DESIGNER -10/12	1	0	1	1	0
4	0820	GRAPHIC DESIGNER -12 MONTH	4	2	2	4	0
4	8145	HEALTH EDUCATION ASSISTANT	1	0	1	1	0
4	8147	HEALTH EDUCATOR	2	0	2	2	0
4	0811	MEDIA PRODUCTION SPECIALIST -11/12	1	0	1	1	0
4	0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	0	1	1	0
4	0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	2	1	2	1
Total (#)			33	17	16	26	7
Total (%)				51.5	48.5	78.8	21.2

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 3C - Student Services Professionals

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	3079	STUDENT SERVICES PROFESSIONAL I	8	0	8	4	4
4	3078	STUDENT SERVICES PROFESSIONAL I - 10 MONTH	1	0	1	1	0
4	3082	STUDENT SERVICES PROFESSIONAL II	45	14	31	23	22
4	3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	4	0	4	2	2
4	3084	STUDENT SERVICES PROFESSIONAL III	11	3	8	7	4
4	3086	STUDENT SERVICES PROFESSIONAL IV	9	1	8	5	4
			Total (#)	78	18	60	42
			Total (%)		23.1	76.9	53.8
						46.2	

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 3D - Computer, Engineering, and Science

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
3	0400	ANALYST/PROGRAMMER -12	12	12	0	11	1
3	0421	INFORMATION TECHNOLOGY CONSULTANT -11/12	2	2	0	2	0
3	0420	INFORMATION TECHNOLOGY CONSULTANT -12	21	13	8	17	4
3	0430	NETWORK ANALYST -12	3	3	0	3	0
3	0411	OPERATING SYSTEMS ANALYST -11/12	1	1	0	0	1
3	0410	OPERATING SYSTEMS ANALYST -12	3	3	0	3	0
3	5683	RESEARCH TECHNICIAN I	1	1	0	1	0
3	5680	RESEARCH TECHNICIAN III	1	0	1	1	0
3	3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	5	4	1	3	2
3	3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	2	0	2	2	0
Total (#)			51	39	12	43	8
Total (%)				76.5	23.5	84.3	15.7

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 3E - Healthcare Practitioners and Technical

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
9	7927	CLINICAL LABORATORY SCIENTIST I	1	0	1	1	0
9	7926	CLINICAL LABORATORY SCIENTIST II	1	0	1	1	0
9	8166	NURSE PRACTITIONER	3	0	3	1	2
9	7993	PHARMACIST II	1	0	1	0	1
9	7922	PHLEBOTOMIST/CLINICAL LABORATORY ASSISTANT	1	0	1	1	0
9	7737	PHYSICIAN - PRIMARY CARE	4	2	2	4	0
9	8161	PHYSICIAN ASSISTANT	1	0	1	1	0
9	7996	RADIOLOGIC TECHNOLOGIST II	1	1	0	1	0
9	8151	REGISTERED NURSE I	1	0	1	1	0
9	8150	REGISTERED NURSE I - 10 MONTH	1	0	1	1	0
9	8154	REGISTERED NURSE II	1	0	1	1	0
Total (#)			16	3	13	13	3
Total (%)				18.8	81.3	81.3	18.8

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 3F - Librarians, Curators, and Archivists

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
7	2919	LIBRARIAN - 10 MONTH	2	1	1	1	1
7	2920	LIBRARIAN - 12 MONTH	5	1	4	5	0
7	2887	LIBRARY SERVICES SPECIALIST II	1	1	0	1	0
7	2888	LIBRARY SERVICES SPECIALIST III	3	0	3	2	1
7	2889	LIBRARY SERVICES SPECIALIST IV	3	0	3	2	1
Total (#)			14	3	11	11	3
Total (%)				21.4	78.6	78.6	21.4

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 3G - Other Education Services

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	5182	EXTENDED EDUCATION SPECIALIST II	2	0	2	1	1
8	2355	GRADUATE ASSISTANT	23	7	16	15	8
8	1578	INSTRUCTIONAL SUPPORT ASSISTANT II	3	0	3	2	1
8	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	1	0	1	0
8	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	1	1	2	0
8	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	7	3	4	7	0
8	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	2	1	1	2	0
8	2354	TEACHING ASSOCIATE - ACADEMIC YEAR	40	13	27	30	10
Total (#)			80	26	54	60	20
Total (%)				32.5	67.5	75.0	25.0

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 4A - Admin Support Assistant

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	7	0	7	5	2
12	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	6	1	5	4	2
			Total (#)	13	1	12	9
			Total (%)		7.7	92.3	69.2
						30.8	

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 4B - Admin Support Coordinator

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	7	0	7	5	2
12	1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	13	1	12	9	4
12	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	25	3	22	15	10
Total (#)			45	4	41	29	16
Total (%)				8.9	91.1	64.4	35.6

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 4C - Administrative Support - Other

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	1730	ACCOUNTING TECHNICIAN I	1	1	0	0	1
12	1741	ACCOUNTING TECHNICIAN II	7	0	7	4	3
12	1740	ACCOUNTING TECHNICIAN III	2	0	2	1	1
12	1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	0	1	1	0
12	0830	DESKTOP PUBLISHING/GRAPHIC SPECIALIST -12 MONTH	1	1	0	1	0
12	1100	PAYROLL TECHNICIAN I	2	0	2	1	1
12	1101	PAYROLL TECHNICIAN II	2	1	1	2	0
12	8800	POLICE DISPATCHER -12 MONTH	4	1	3	4	0
12	1148	PRESIDENTIAL AIDE	1	0	1	1	0
12	1506	STOREKEEPER I	1	1	0	1	0
12	2635	STUDENT PERSONNEL TECHNICIAN, FINANCIAL AIDS	1	0	1	1	0
Total (#)			23	5	18	17	6
Total (%)				21.7	78.3	73.9	26.1

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 5A - Production, Transportation, and Material Moving

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	6702	BUILDING SERVICE ENGINEER	6	6	0	5	1
14	6223	LABORER	1	1	0	1	0
14	6363	LIGHT AUTOMOTIVE EQUIPMENT OPERATOR	1	1	0	0	1
14	1508	WAREHOUSE WORKER	2	1	1	2	0
Total (#)			10	9	1	8	2
Total (%)				90.0	10.0	80.0	20.0

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 5B - Service Occupations

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	2010	CUSTODIAN	23	21	2	18	5
10	6970	DIVING SAFETY OFFICER	1	1	0	0	1
10	0731	GROUNDWORKER	1	0	1	1	0
10	2015	LEAD CUSTODIAN	1	1	0	1	0
10	0726	LEAD GROUNDWORKER	1	1	0	1	0
10	8148	MEDICAL ASSISTANT	3	0	3	3	0
10	8350	POLICE OFFICER	4	4	0	2	2
10	8354	SERGEANT	3	2	1	1	2
Total (#)			37	30	7	27	10
Total (%)				81.1	18.9	73.0	27.0

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis

Job Group: 5C - Natural Resources, Construction, and Maintenance

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
13	6476	CARPENTER	2	2	0	2	0
13	6533	ELECTRICIAN	2	2	0	2	0
13	0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	0	1	0
13	7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	0	1	0
13	7022	EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL	1	1	0	1	0
13	7023	EQUIPMENT TECHNICIAN III, ELECTRONIC	1	1	0	0	1
13	6940	FACILITIES MAINTENANCE MECHANIC	4	4	0	4	0
13	6265	FACILITIES PROJECT SUPERVISOR	3	3	0	3	0
13	6251	FACILITIES WORKER II	1	1	0	0	1
13	0745	GARDENING SPECIALIST	3	3	0	3	0
13	6852	LEAD AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0
13	6643	LEAD LOCKSMITH	1	1	0	1	0
13	6526	PAINTER	1	1	0	1	0
13	6951	PIANO TECHNICIAN II	1	1	0	1	0
13	6549	PLUMBER	1	1	0	1	0
Total (#)			24	24	0	22	2
Total (%)				100.0	0.0	91.7	8.3

Humboldt State University

Snapshot Date: 10/31/2021

Job Group Analysis Summary

Total											
Job Group	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1A - Management Occupations	70	33	37	22	48	11	6	3	1	0	1
2A - Lecturer Ay	223	81	142	42	181	1	18	5	9	0	9
2B - Instr Fac Ay	188	93	95	39	149	6	13	13	5	0	2
2C - Faculty - Other	19	11	8	2	17	0	0	1	1	0	0
3A - Business and Financial Operations	79	17	62	18	61	2	11	2	0	0	3
3B - Community, Social Service, Legal, Design, Entertainment,	33	17	16	7	26	2	4	1	0	0	0
3C - Student Services Professionals	78	18	60	36	42	4	15	4	7	0	6
3D - Computer, Engineering, and Science	51	39	12	8	43	1	4	2	0	0	1
3E - Healthcare Practitioners and Technical	16	3	13	3	13	0	0	2	1	0	0
3F - Librarians, Curators, and Archivists	14	3	11	3	11	1	1	0	1	0	0
3G - Other Education Services	80	26	54	20	60	1	11	3	2	0	3
4A - Admin Support Assistant	13	1	12	4	9	0	1	0	0	0	3
4B - Admin Support Coordinator	45	4	41	16	29	0	8	1	5	0	2
4C - Administrative Support - Other	23	5	18	6	17	1	3	1	0	0	1
5A - Production, Transportation, and Material Moving	10	9	1	2	8	0	2	0	0	0	0
5B - Service Occupations	37	30	7	10	27	2	3	3	1	0	1
5C - Natural Resources, Construction, and Maintenance	24	24	0	2	22	0	1	0	1	0	0
Total (#)	1,003	414	589	240	763	32	101	41	34	0	32
Total (%)		41.3	58.7	23.9	76.1	3.2	10.1	4.1	3.4	0.0	3.2

Humboldt State University

Snapshot Date: 10/31/2021

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Del Norte+Humboldt+Trinity, California	928	92.99	100.00
Total:	928	92.99	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Sonoma, California	8	0.80	0.00
Los Angeles, California	7	0.70	0.00
Alameda, California	4	0.40	0.00
Sacramento, California	4	0.40	0.00
El Dorado, California	3	0.30	0.00
San Diego, California	2	0.20	0.00
Santa Barbara, California	2	0.20	0.00
San Luis Obispo, California	2	0.20	0.00
Contra Costa, California	2	0.20	0.00
Marin, California	2	0.20	0.00
Multnomah, Oregon	2	0.20	0.00
Lane, Oregon	2	0.20	0.00
Barnstable+Dukes+Nantucket, Massachusetts	1	0.10	0.00
Cumberland, Maine	1	0.10	0.00
Lincoln+Sagadahoc, Maine	1	0.10	0.00
Hamilton, Ohio	1	0.10	0.00
Macomb, Michigan	1	0.10	0.00
Washtenaw, Michigan	1	0.10	0.00
Outagamie, Wisconsin	1	0.10	0.00
Wyandotte, Kansas	1	0.10	0.00

Humboldt State University

Snapshot Date: 10/31/2021

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Bexar+Wilson, Texas	1	0.10	0.00
Lubbock, Texas	1	0.10	0.00
Bannock+Bear Lake+Caribou+Franklin, Idaho	1	0.10	0.00
Bonneville, Idaho	1	0.10	0.00
Ada, Idaho	1	0.10	0.00
Los Alamos+Santa Fe, New Mexico	1	0.10	0.00
Clark+Nye, Nevada	1	0.10	0.00
Riverside, California	1	0.10	0.00
Orange, California	1	0.10	0.00
Ventura, California	1	0.10	0.00
Tulare, California	1	0.10	0.00
Fresno, California	1	0.10	0.00
Stanislaus, California	1	0.10	0.00
Mendocino, California	1	0.10	0.00
Yolo, California	1	0.10	0.00
Clackamas, Oregon	1	0.10	0.00
Columbia+Washington, Oregon	1	0.10	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.10	0.00
Jackson, Oregon	1	0.10	0.00
Whatcom, Washington	1	0.10	0.00
Island, Washington	1	0.10	0.00
Prince George's, Maryland	1	0.10	0.00
Total:	70	7.01	0.00
Included and Excluded Total:	998	100.00	100.00

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 1A - Management Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	80.8	9.2	5.00	4.0	0.5	Del Norte+Humboldt+Trinity, CA
Reasonable	63.2	24.9	85.00	53.7	21.2	National
<u>Internal Factors</u>						
Feeders	69.8	23.2	10.00	7.0	2.3	Feeders
Final Availability (%)			100.00	64.7	24.0	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 2A - Lecturer Ay

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	58.7	19.3	85.00	49.9	16.4	Del Norte+Humboldt+Trinity, CA
Reasonable	48.0	25.2	10.00	4.8	2.5	National
<u>Internal Factors</u>						
Feeders	70.9	34.6	5.00	3.5	1.7	Feeders
Final Availability (%)			100.00	58.3	20.7	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 2B - Instr Fac Ay

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
NORC Data	45.7	24.2	85.00	38.8	20.6	Earned Doctorates - 100.00%
Local	58.7	19.3	5.00	2.9	1.0	Del Norte+Humboldt+Trinity, CA
<u>Internal Factors</u>						
Feeders	63.7	18.8	10.00	6.4	1.9	Feeders
Final Availability (%)			100.00	48.1	23.4	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 2C - Faculty - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
NORC Data	45.7	24.2	5.00	2.3	1.2	Earned Doctorates - 100.00%
<u>Internal Factors</u>						
Feeders	50.5	20.7	95.00	48.0	19.7	Feeders
Final Availability (%)			100.00	50.3	20.9	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 3A - Business and Financial Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	75.0	23.4	50.00	37.5	11.7	Del Norte+Humboldt+Trinity, CA
Reasonable	61.7	30.8	40.00	24.7	12.3	National
<u>Internal Factors</u>						
Feeders	79.1	32.3	10.00	7.9	3.2	Feeders
Final Availability (%)			100.00	70.1	27.3	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 3B - Community, Social Service, Legal, Design, Entertainment, Sports, and Media

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	48.2	8.6	50.00	24.1	4.3	Del Norte+Humboldt+Trinity, CA
Reasonable	41.2	23.7	50.00	20.6	11.9	National
Final Availability (%)			100.00	44.7	16.2	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 3C - Student Services Professionals

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.9	28.4	70.00	43.3	19.9	Del Norte+Humboldt+Trinity, CA
Reasonable	68.7	34.8	20.00	13.7	7.0	National
<u>Internal Factors</u>						
Feeders	87.2	30.8	10.00	8.7	3.1	Feeders
Final Availability (%)			100.00	65.8	29.9	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 3D - Computer, Engineering, and Science

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	20.5	11.5	60.00	12.3	6.9	Del Norte+Humboldt+Trinity, CA
Reasonable	32.3	31.2	30.00	9.7	9.4	National
<u>Internal Factors</u>						
Feeders	84.8	29.2	10.00	8.5	2.9	Feeders
Final Availability (%)			100.00	30.5	19.2	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 3E - Healthcare Practitioners and Technical

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	67.3	8.2	80.00	53.9	6.5	Del Norte+Humboldt+Trinity, CA
Reasonable	69.2	27.1	20.00	13.8	5.4	National
Final Availability (%)			100.00	67.7	11.9	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 3F - Librarians, Curators, and Archivists

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	90.0	20.8	50.00	45.0	10.4	Del Norte+Humboldt+Trinity, CA
Reasonable	79.8	21.1	20.00	16.0	4.2	National
Reasonable	73.6	37.6	20.00	14.7	7.5	El Dorado, CA; Sacramento, CA
<u>Internal Factors</u>						
Feeders	54.9	23.4	10.00	5.5	2.3	Feeders
Final Availability (%)			100.00	81.2	24.5	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 3G - Other Education Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	28.4	6.2	55.00	15.6	3.4	Del Norte+Humboldt+Trinity, CA
Reasonable	69.4	26.9	10.00	6.9	2.7	National
Reasonable	66.3	23.2	25.00	16.6	5.8	El Dorado, CA; Sacramento, CA
<u>Internal Factors</u>						
Feeders	70.3	32.5	10.00	7.0	3.2	Feeders
Final Availability (%)			100.00	46.2	15.2	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 4A - Admin Support Assistant

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	94.4	12.1	65.00	61.4	7.8	Del Norte+Humboldt+Trinity, CA
Reasonable	94.6	24.0	35.00	33.1	8.4	El Dorado, CA; Sacramento, CA
Final Availability (%)			100.00	94.5	16.3	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 4B - Admin Support Coordinator

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	94.4	12.1	60.00	56.6	7.2	Del Norte+Humboldt+Trinity, CA
Reasonable	94.6	24.0	30.00	28.4	7.2	El Dorado, CA; Sacramento, CA
<u>Internal Factors</u>						
Feeders	89.5	29.8	10.00	8.9	3.0	Feeders
Final Availability (%)			100.00	94.0	17.4	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 4C - Administrative Support - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	78.9	6.9	60.00	47.3	4.1	Del Norte+Humboldt+Trinity, CA
Reasonable	81.2	23.9	30.00	24.3	7.2	El Dorado, CA; Sacramento, CA
<u>Internal Factors</u>						
Feeders	92.3	30.8	10.00	9.2	3.1	Feeders
Final Availability (%)			100.00	80.9	14.4	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 5A - Production, Transportation, and Material Moving

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	8.8	10.2	90.00	8.0	9.2	Del Norte+Humboldt+Trinity, CA
<u>Internal Factors</u>						
Feeders	9.5	17.7	10.00	0.9	1.8	Feeders
Final Availability (%)			100.00	8.9	10.9	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 5B - Service Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	31.8	20.4	95.00	30.2	19.4	Del Norte+Humboldt+Trinity, CA
<u>Internal Factors</u>						
Feeders	0.0	8.3	5.00	0.0	0.4	Feeders
Final Availability (%)			100.00	30.2	19.8	

Humboldt State University

Snapshot Date: 10/31/2021

Availability Analysis

Job Group: 5C - Natural Resources, Construction, and Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	6.3	20.8	90.00	5.7	18.8	Del Norte+Humboldt+Trinity, CA
<u>Internal Factors</u>						
Feeders	14.5	23.5	10.00	1.4	2.4	Feeders
Final Availability (%)			100.00	7.1	21.1	

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU
Job Group: 1A - Management Occupations

		Wght (%)	Raw (%)										Weighted (%)									
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	3A - Business and Finan	75.00	78.5	22.8	77.2	2.5	13.9	2.5	0.0	0.0	3.8	58.9	17.1	57.9	1.9	10.4	1.9	0.0	0.0	2.8		
HSU	3D - Computer, Enginee	5.00	23.5	15.7	84.3	2.0	7.8	3.9	0.0	0.0	2.0	1.2	0.8	4.2	0.1	0.4	0.2	0.0	0.0	0.1		
HSU	4C - Administrative Supp	10.00	78.3	26.1	73.9	4.3	13.0	4.3	0.0	0.0	4.3	7.8	2.6	7.4	0.4	1.3	0.4	0.0	0.0	0.4		
HSU	5B - Service Occupations	10.00	18.9	27.0	73.0	5.4	8.1	8.1	2.7	0.0	2.7	1.9	2.7	7.3	0.5	0.8	0.8	0.3	0.0	0.3		
Total:		100.00	69.8										23.2	76.8	3.0	13.0	3.3	0.3	0.0	3.7		

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU

Job Group: 2A - Lecturer Ay

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	3A - Business and Finan	16.67	78.5	22.8	77.2	2.5	13.9	2.5	0.0	0.0	3.8	13.1	3.8	12.9	0.4	2.3	0.4	0.0	0.0	0.6		
HSU	3B - Community, Social S	16.67	48.5	21.2	78.8	6.1	12.1	3.0	0.0	0.0	0.0	8.1	3.5	13.1	1.0	2.0	0.5	0.0	0.0	0.0		
HSU	3C - Student Services Pr	50.00	76.9	46.2	53.8	5.1	19.2	5.1	9.0	0.0	7.7	38.5	23.1	26.9	2.6	9.6	2.6	4.5	0.0	3.8		
HSU	3G - Other Education Ser	16.66	67.5	25.0	75.0	1.3	13.8	3.8	2.5	0.0	3.8	11.2	4.2	12.5	0.2	2.3	0.6	0.4	0.0	0.6		
Total:		100.00	70.9										34.6	65.4	4.2	16.2	4.1	4.9	0.0	5.1		

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU
Job Group: 2B - Instr Fac Ay

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	2A - Lecturer Ay	100.00	63.7	18.8	81.2	0.4	8.1	2.2	4.0	0.0	4.0	63.7	18.8	81.2	0.4	8.1	2.2	4.0	0.0	4.0		
Total:		100.00	63.7										18.8	81.2	0.4	8.1	2.2	4.0	0.0	4.0		

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU

Job Group: 2C - Faculty - Other

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	2B - Instr Fac Ay	100.00	50.5	20.7	79.3	3.2	6.9	6.9	2.7	0.0	1.1	50.5	20.7	79.3	3.2	6.9	6.9	2.7	0.0	1.1
Total:		100.00										50.5	20.7	79.3	3.2	6.9	6.9	2.7	0.0	1.1

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU

Job Group: 3A - Business and Financial Operations

		Wght (%)	Raw (%)										Weighted (%)									
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	3C - Student Services Pr	15.00	76.9	46.2	53.8	5.1	19.2	5.1	9.0	0.0	7.7	11.5	6.9	8.1	0.8	2.9	0.8	1.3	0.0	1.2		
HSU	3D - Computer, Enginee	10.00	23.5	15.7	84.3	2.0	7.8	3.9	0.0	0.0	2.0	2.4	1.6	8.4	0.2	0.8	0.4	0.0	0.0	0.2		
HSU	4A - Admin Support Assis	10.00	92.3	30.8	69.2	0.0	7.7	0.0	0.0	0.0	23.1	9.2	3.1	6.9	0.0	0.8	0.0	0.0	0.0	2.3		
HSU	4B - Admin Support Coor	40.00	91.1	35.6	64.4	0.0	17.8	2.2	11.1	0.0	4.4	36.4	14.2	25.8	0.0	7.1	0.9	4.4	0.0	1.8		
HSU	4C - Administrative Supp	25.00	78.3	26.1	73.9	4.3	13.0	4.3	0.0	0.0	4.3	19.6	6.5	18.5	1.1	3.3	1.1	0.0	0.0	1.1		
Total:		100.00											79.1	32.3	67.7	2.1	14.8	3.1	5.8	0.0	6.5	

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU
Job Group: 3C - Student Services Professionals

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	4A - Admin Support Assis	33.34	92.3	30.8	69.2	0.0	7.7	0.0	0.0	0.0	23.1	30.8	10.3	23.1	0.0	2.6	0.0	0.0	0.0	7.7		
HSU	4B - Admin Support Coor	33.33	91.1	35.6	64.4	0.0	17.8	2.2	11.1	0.0	4.4	30.4	11.9	21.5	0.0	5.9	0.7	3.7	0.0	1.5		
HSU	4C - Administrative Supp	33.33	78.3	26.1	73.9	4.3	13.0	4.3	0.0	0.0	4.3	26.1	8.7	24.6	1.4	4.3	1.4	0.0	0.0	1.4		
Total:		100.00	87.2										30.8	69.2	1.4	12.8	2.2	3.7	0.0	10.6		

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU

Job Group: 3D - Computer, Engineering, and Science

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	3A - Business and Finan	50.00	78.5	22.8	77.2	2.5	13.9	2.5	0.0	0.0	3.8	39.2	11.4	38.6	1.3	7.0	1.3	0.0	0.0	1.9
HSU	4B - Admin Support Coor	50.00	91.1	35.6	64.4	0.0	17.8	2.2	11.1	0.0	4.4	45.6	17.8	32.2	0.0	8.9	1.1	5.6	0.0	2.2
Total:		100.00	84.8									29.2	70.8	1.3	15.9	2.4	5.6	0.0	4.1	

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU

Job Group: 3F - Librarians, Curators, and Archivists

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	3B - Community, Social S	85.00	48.5	21.2	78.8	6.1	12.1	3.0	0.0	0.0	0.0	41.2	18.0	67.0	5.2	10.3	2.6	0.0	0.0	0.0		
HSU	4B - Admin Support Coor	15.00	91.1	35.6	64.4	0.0	17.8	2.2	11.1	0.0	4.4	13.7	5.3	9.7	0.0	2.7	0.3	1.7	0.0	0.7		
Total:		100.00	54.9										23.4	76.6	5.2	13.0	2.9	1.7	0.0	0.7		

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU
Job Group: 3G - Other Education Services

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	2A - Lecturer Ay	50.00	63.7	18.8	81.2	0.4	8.1	2.2	4.0	0.0	4.0	31.8	9.4	40.6	0.2	4.0	1.1	2.0	0.0	2.0		
HSU	3C - Student Services Pr	50.00	76.9	46.2	53.8	5.1	19.2	5.1	9.0	0.0	7.7	38.5	23.1	26.9	2.6	9.6	2.6	4.5	0.0	3.8		
Total:		100.00	70.3										32.5	67.5	2.8	13.7	3.7	6.5	0.0	5.9		

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU
Job Group: 4B - Admin Support Coordinator

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	4A - Admin Support Assis	80.00	92.3	30.8	69.2	0.0	7.7	0.0	0.0	0.0	23.1	73.8	24.6	55.4	0.0	6.2	0.0	0.0	0.0	18.5
HSU	4C - Administrative Supp	20.00	78.3	26.1	73.9	4.3	13.0	4.3	0.0	0.0	4.3	15.7	5.2	14.8	0.9	2.6	0.9	0.0	0.0	0.9
Total:		100.00	89.5									29.8	70.2	0.9	8.8	0.9	0.0	0.0	19.3	

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU
Job Group: 4C - Administrative Support - Other

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	4A - Admin Support Assis	100.00	92.3	30.8	69.2	0.0	7.7	0.0	0.0	0.0	23.1	92.3	30.8	69.2	0.0	7.7	0.0	0.0	0.0	23.1
Total:		100.00	92.3									30.8	69.2	0.0	7.7	0.0	0.0	0.0	23.1	

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU

Job Group: 5A - Production, Transportation, and Material Moving

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	5B - Service Occupations	50.00	18.9	27.0	73.0	5.4	8.1	8.1	2.7	0.0	2.7	9.5	13.5	36.5	2.7	4.1	4.1	1.4	0.0	1.4
HSU	5C - Natural Resources,	50.00	0.0	8.3	91.7	0.0	4.2	0.0	4.2	0.0	0.0	0.0	4.2	45.8	0.0	2.1	0.0	2.1	0.0	0.0
Total:		100.00										9.5	17.7	82.3	2.7	6.1	4.1	3.4	0.0	1.4

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU
Job Group: 5B - Service Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	5C - Natural Resources,	100.00	0.0	8.3	91.7	0.0	4.2	0.0	4.2	0.0	0.0	0.0	8.3	91.7	0.0	4.2	0.0	4.2	0.0	0.0
Total:		100.00										0.0	8.3	91.7	0.0	4.2	0.0	4.2	0.0	0.0

Humboldt State University

Snapshot Date: 10/31/2021

Internal Availability

AAP: HSU

Job Group: 5C - Natural Resources, Construction, and Maintenance

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	5A - Production, Transpo	50.00	10.0	20.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0	5.0	10.0	40.0	0.0	10.0	0.0	0.0	0.0	0.0
HSU	5B - Service Occupations	50.00	18.9	27.0	73.0	5.4	8.1	8.1	2.7	0.0	2.7	9.5	13.5	36.5	2.7	4.1	4.1	1.4	0.0	1.4
Total:		100.00	14.5									23.5	76.5	2.7	14.1	4.1	1.4	0.0	1.4	

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - Management Occupations

Test: Whole Person

Total Employees: 70

Total		
	FEMALE	MINORITY
Employees (#)	37	22
Employees (%)	52.9	31.4
Availability (%) Goal	64.7	24.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	8	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - Lecturer Ay

Test: Whole Person

Total Employees: 223

Total		
	FEMALE	MINORITY
Employees (#)	142	42
Employees (%)	63.7	18.8
Availability (%) Goal	58.3	20.7
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	4

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2B - Instr Fac Ay

Test: Whole Person

Total Employees: 188

Total		
	FEMALE	MINORITY
Employees (#)	95	39
Employees (%)	50.5	20.7
Availability (%) Goal	48.1	23.4
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	4

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2C - Faculty - Other

Test: Whole Person

Total Employees: 19

	Total	
	FEMALE	MINORITY
Employees (#)	8	2
Employees (%)	42.1	10.5
Availability (%) Goal	50.3	20.9
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	1	1

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3A - Business and Financial Operations

Test: Whole Person

Total Employees: 79

Total		
	FEMALE	MINORITY
Employees (#)	62	18
Employees (%)	78.5	22.8
Availability (%) Goal	70.1	27.3
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	3

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3B - Community, Social Service, Legal, Design, Entertainment, Sports, and Media

Test: Whole Person

Total Employees: 33

Total		
	FEMALE	MINORITY
Employees (#)	16	7
Employees (%)	48.5	21.2
Availability (%) Goal	44.7	16.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3C - Student Services Professionals

Test: Whole Person

Total Employees: 78

Total		
	FEMALE	MINORITY
Employees (#)	60	36
Employees (%)	76.9	46.2
Availability (%) Goal	65.8	29.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3D - Computer, Engineering, and Science

Test: Whole Person

Total Employees: 51

Total		
	FEMALE	MINORITY
Employees (#)	12	8
Employees (%)	23.5	15.7
Availability (%) Goal	30.5	19.2
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	3	1

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3E - Healthcare Practitioners and Technical

Test: Whole Person

Total Employees: 16

Total		
	FEMALE	MINORITY
Employees (#)	13	3
Employees (%)	81.3	18.8
Availability (%) Goal	67.7	11.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3F - Librarians, Curators, and Archivists

Test: Whole Person

Total Employees: 14

Total		
	FEMALE	MINORITY
Employees (#)	11	3
Employees (%)	78.6	21.4
Availability (%) Goal	81.2	24.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3G - Other Education Services

Test: Whole Person

Total Employees: 80

Total		
	FEMALE	MINORITY
Employees (#)	54	20
Employees (%)	67.5	25.0
Availability (%) Goal	46.2	15.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Admin Support Assistant

Test: Whole Person

Total Employees: 13

Total		
	FEMALE	MINORITY
Employees (#)	12	4
Employees (%)	92.3	30.8
Availability (%) Goal	94.5	16.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4B - Admin Support Coordinator

Test: Whole Person

Total Employees: 45

Total		
	FEMALE	MINORITY
Employees (#)	41	16
Employees (%)	91.1	35.6
Availability (%) Goal	94.0	17.4
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4C - Administrative Support - Other

Test: Whole Person

Total Employees: 23

Total		
	FEMALE	MINORITY
Employees (#)	18	6
Employees (%)	78.3	26.1
Availability (%) Goal	80.9	14.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5A - Production, Transportation, and Material Moving

Test: Whole Person

Total Employees: 10

Total		
	FEMALE	MINORITY
Employees (#)	1	2
Employees (%)	10.0	20.0
Availability (%) Goal	8.9	10.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5B - Service Occupations

Test: Whole Person

Total Employees: 37

Total		
	FEMALE	MINORITY
Employees (#)	7	10
Employees (%)	18.9	27.0
Availability (%) Goal	30.2	19.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	4	0

Humboldt State University

Snapshot Date: 10/31/2021

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5C - Natural Resources, Construction, and Maintenance

Test: Whole Person

Total Employees: 24

Total		
	FEMALE	MINORITY
Employees (#)	0	2
Employees (%)	0.0	8.3
Availability (%) Goal	7.1	21.1
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	1	3

Humboldt State University

Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
1A - Management Occupations	72	Females Minority	39 21	54.2% 29.2%	63.6%	20	9 8	45.0% 40.0%	NO
2B - Instr Fac Ay	194	Females Minority	96 42	49.5% 21.6%	24.4%	0	0 0	0.0% 0.0%	NO
2C - Faculty - Other	43	Females Minority	21 8	48.8% 18.6%	21.8%	8	4 2	50.0% 25.0%	YES
3A - Business and Financial Operations	90	Females Minority	67 20	74.4% 22.2%	26.2%	9	9 2	100.0% 22.2%	NO
4A - Admin Support Assistant	24	Females Minority	18 9	75.0% 37.5%	88.3%	4	4 1	100.0% 25.0%	YES
4C - Administrative Support - Other	36	Females Minority	24 10	66.7% 27.8%	70.1%	5	4 1	80.0% 20.0%	YES
5A - Production, Transportation, and Material Moving	15	Females Minority	4 1	26.7% 6.7%	19.8%	2	0 2	0.0% 100.0%	YES
5C - Natural Resources, Construction, and Maintenance	34	Females Minority	1 2	2.9% 5.9%	14.7%	0	0 0	0.0% 0.0%	NO

* Placements consist of hires and promotions into the target job group from 07/01/2020 to 10/31/2021

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 1A - Management Occupations

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	63	27	0	90	4	3	7	0	0	0	7	9	16
Afr. Amer.	12	4	0	16	2	1	3	0	0	0	0	1	1
Hispanic	0	0	0	0	0	1	1	1	0	1	0	0	0
Asian	10	1	0	11	0	0	0	1	0	1	0	0	0
Nat. Amer.	11	3	0	14	0	0	0	0	0	0	2	0	2
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	4	5	0	9	0	0	0	0	0	0	0	0	0
Unknown (Race)	10	6	11	27									
Total	110	46	11	167	6	5	11	2	0	2	9	10	19
Total Minority	37	13	0	50	2	2	4	2	0	2	2	1	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	3	2	5	1	4	5
Afr. Amer.	0	0	0	0	0	0	1	3	4
Hispanic	0	0	0	0	2	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	2	0	2	0	0	0
Total	0	0	0	5	4	9	3	7	10
Total Minority	0	0	0	2	2	4	2	3	5

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 2A - Lecturer Ay

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	86	125	0	211	10	16	26	33	43	76	1	4	5
Afr. Amer.	10	12	0	22	1	0	1	4	2	6	0	0	0
Hispanic	0	0	0	0	3	0	3	0	4	4	1	0	1
Asian	19	9	0	28	1	1	2	0	3	3	0	0	0
Nat. Amer.	1	3	0	4	1	1	2	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	1	0	1	0	1	1
Two or More	9	10	1	20	0	1	1	2	1	3	0	0	0
Unknown (Race)	20	21	51	92									
Total	145	180	52	377	16	19	35	40	53	93	2	5	7
Total Minority	39	34	1	74	6	3	9	7	10	17	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 2B - Instr Fac Ay

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	85	55	0	140	0	0	0	3	2	5	7	3	10
Afr. Amer.	9	5	0	14	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	0	0	0	0	1	1	1	1	2
Asian	35	13	1	49	0	0	0	2	0	2	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	1	0	1	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	3	0	5	0	0	0	0	0	0	0	0	0
Unknown (Race)	15	12	6	33									
Total	147	88	7	242	0	0	0	6	3	9	8	4	12
Total Minority	47	21	1	69	0	0	0	3	1	4	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	5	2	7
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	1	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	6	3	9
Total Minority	0	0	0	0	0	0	1	1	2

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 2C - Faculty - Other

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	1	0	3	3	3	6	3	1	4	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
Total	3	1	0	4	4	4	8	3	1	4	0	0	0
Total Minority	0	0	0	0	1	1	2	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 3A - Business and Financial Operations

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	16	36	0	52	0	4	4	0	0	0	3	12	15
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	2	2	0	1	1
Asian	0	2	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	7	0	9	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	1	1
Unknown (Race)	3	11	1	15									
Total	25	56	1	82	0	5	5	0	2	2	3	14	17
Total Minority	6	9	0	15	0	1	1	0	2	2	0	2	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	2	4	0	3	3	1	4	5
Afr. Amer.	0	0	0	0	1	1	0	0	0
Hispanic	0	2	2	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	2	0	2	0	0	0	0	0	0
Total	4	4	8	0	4	4	1	5	6
Total Minority	2	2	4	0	1	1	0	1	1

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 3B - Community, Social Service, Legal, Design, Entertainment, Sports, and Media

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	14	0	25	2	2	4	2	1	3	1	3	4
Afr. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	2	0	2	1	1	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	1	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	4	0	7									
Total	18	19	0	37	4	2	6	3	2	5	1	3	4
Total Minority	4	1	0	5	2	0	2	1	1	2	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 3C - Student Services Professionals

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	26	48	0	74	2	1	3	0	0	0	1	5	6
Afr. Amer.	5	2	0	7	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	1	0	1	0	0	0	1	1	2
Asian	2	0	1	3	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	4	5	0	9	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	16	3	24									
Total	42	71	4	117	3	1	4	0	0	0	2	7	9
Total Minority	11	7	1	19	1	0	1	0	0	0	1	2	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	4	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	2	2
Total	0	2	2	0	0	0	0	6	6
Total Minority	0	1	1	0	0	0	0	2	2

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 3D - Computer, Engineering, and Science

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	20	2	0	22	1	2	3	0	1	1	3	2	5
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	2	2	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	2	3	11									
Total	32	6	3	41	1	2	3	0	1	1	3	2	5
Total Minority	6	2	0	8	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	1	4	5
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	1	2	0	0	0	1	4	5
Total Minority	0	1	1	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 3E - Healthcare Practitioners and Technical

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	8	0	10	0	1	1	0	0	0	0	1	1
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	1	3	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	0	1									
Total	5	14	0	19	0	1	1	0	0	0	0	1	1
Total Minority	3	5	0	8	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 3F - Librarians, Curators, and Archivists

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	8	0	13	0	2	2	2	0	2	1	2	3
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	1	0	1
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	2	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	1	0	2	0	0	0	0	1	1	0	1	1
Unknown (Race)	0	6	1	7									
Total	8	17	1	26	0	2	2	2	1	3	2	3	5
Total Minority	3	3	0	6	0	0	0	0	1	1	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	2	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	2	0	2	2
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 3G - Other Education Services

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	23	43	0	66	15	30	45	29	30	59	1	2	3
Afr. Amer.	2	4	0	6	0	1	1	1	0	1	0	0	0
Hispanic	0	0	0	0	4	12	16	1	6	7	0	0	0
Asian	3	2	0	5	1	0	1	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	3	6	0	9	0	3	3	0	1	1	0	0	0
Unknown (Race)	5	17	5	27									
Total	36	72	5	113	20	46	66	31	38	69	1	2	3
Total Minority	8	12	0	20	5	16	21	2	8	10	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	1	0	1
Total Minority	0	0	0	0	1	1	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 4A - Admin Support Assistant

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	14	29	0	43	0	3	3	0	2	2	2	2	4
Afr. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	1	0	1
Asian	0	1	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	2	1	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	4	0	5	0	1	1	0	0	0	0	0	0
Unknown (Race)	2	7	2	11									
Total	20	44	3	67	0	4	4	0	2	2	3	2	5
Total Minority	4	8	1	13	0	1	1	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	2	2	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	0	0	0	0	0	0
Total Minority	0	2	2	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 4B - Admin Support Coordinator

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	44	0	55	0	3	3	0	2	2	0	10	10
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	2	2	0	0	0	0	2	2
Asian	1	4	0	5	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	7	0	8	0	0	0	0	0	0	0	2	2
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	0	5	0	5	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	6	3	11									
Total	15	68	3	86	0	5	5	0	2	2	0	14	14
Total Minority	2	18	0	20	0	2	2	0	0	0	0	4	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	0	0	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	2	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	0	2	2	0	2	2
Total Minority	0	0	0	0	2	2	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 4C - Administrative Support - Other

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	10	18	0	28	1	2	3	0	0	0	4	3	7
Afr. Amer.	3	2	0	5	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	1	1	2
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	2	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	4	6	3	13									
Total	20	28	3	51	1	3	4	0	0	0	5	4	9
Total Minority	6	4	0	10	0	1	1	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	1	1	2
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 5A - Production, Transportation, and Material Moving

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	1	0	4	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
Total	6	1	0	7	0	0	0	0	0	0	0	0	0
Total Minority	2	0	0	2	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	2	0	2	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	2	0	2	0	0	0
Total Minority	0	0	0	2	0	2	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 5B - Service Occupations

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	46	17	0	63	8	2	10	0	0	0	6	2	8
Afr. Amer.	4	0	0	4	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	2	0	2
Asian	3	1	0	4	1	0	1	0	0	0	1	0	1
Nat. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	5	1	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	2	3	11									
Total	68	21	3	92	10	2	12	0	0	0	9	2	11
Total Minority	16	2	0	18	2	0	2	0	0	0	3	0	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2021

Personnel Transactions Summary

Job Group: 5C - Natural Resources, Construction, and Maintenance

Transaction Dates: 07/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	1	0	6	0	0	0	0	0	0	5	0	5
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	0	0	5									
Total	14	2	0	16	0	0	0	0	0	0	5	0	5
Total Minority	4	1	0	5	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	0	2	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	0	0	0	0	0	0
Total Minority	2	0	2	0	0	0	0	0	0

Humboldt State University
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 10/31/2021

Category	10/31/21
Job Openings	247
Jobs Filled	231
Applicants for all jobs	1,544
Applicants who self-identified as Protected Veterans	35
Applicants Hired	166
Protected Veterans Hired	3
Hiring Benchmark**	5.6
Overall protected veterans hired (%)	1.8

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

Humboldt State University

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2021

Category	10/31/21		
Job Openings	247		
Jobs Filled	231		
Applicants for all jobs	1,544		
Applicants who self-identified as individual(s) with Disability	0		
Applicants Hired	166		
Individual(s) with Disability Hired	3		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	3.1		
Job Group	EE #	EE IWD #	EE IWD %
1A - Management Occupations	70	3	4.3
2A - Lecturer Ay	223	8	3.6
2B - Instr Fac Ay	188	2	1.1
2C - Faculty - Other	19	0	0.0
3A - Business and Financial Operations	79	3	3.8
3B - Community, Social Service, Legal, Design, Entertainment, Sports, and Media	33	0	0.0
3C - Student Services Professionals	78	8	10.3
3D - Computer, Engineering, and Science	51	2	3.9
3E - Healthcare Practitioners and Technical	16	0	0.0
3F - Librarians, Curators, and Archivists	14	0	0.0
3G - Other Education Services	80	0	0.0
4A - Admin Support Assistant	13	2	15.4

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

Humboldt State University
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2021

Category	10/31/21		
Job Openings	247		
Jobs Filled	231		
Applicants for all jobs	1,544		
Applicants who self-identified as individual(s) with Disability	0		
Applicants Hired	166		
Individual(s) with Disability Hired	3		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	3.1		
Job Group	EE #	EE IWD #	EE IWD %
4B - Admin Support Coordinator	45	1	2.2
4C - Administrative Support - Other	23	0	0.0
5A - Production, Transportation, and Material Moving	10	2	20.0
5B - Service Occupations	37	0	0.0
5C - Natural Resources, Construction, and Maintenance	24	0	0.0

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.