EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

HUMBOLDT STATE UNIVERSITY
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Arcata, CA 95521
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July 1, 2019 – June 30, 2020

Dun's #: 627928856
EIN (tax) #: 94-6001347

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 period,

- AAP implementation period: July 1, 2019 through June 30, 2020
- Transaction period: July 1, 2018 through June 30, 2019

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 <u>are</u> the Affirmative Action Plan.

HUMBOLDT STATE UNIVERSITY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

JULY 1, 2019 – JUNE 30, 2020

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, 2019.

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, 2019.

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, 2019 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 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 recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

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 person is responsible, through the Associate Vice President for Human Resources, for adherence to Humboldt State University's policy of equal employment opportunity and affirmative action. 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

David Montoya, Associate Vice President for Human Resources, serves as the campus Human Resources Officer and ensures compliance with all relevant policies and procedures. The Associate Vice President for Human Resources' responsibilities include, but are not limited to, the following:

1. Ensure that Humboldt State University adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment 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. Review the qualifications of all employees to ensure equitable opportunity, 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, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.

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, Scott Kasper 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.

2. Review, report on, 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 remedial action and evaluate the degree to 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 affirmative action policy.

    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 affirmative action 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. 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 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 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 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

JULY 1, 2019 – JULY 30, 2020

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 opportunity 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). 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, demotion or transfer, 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 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 physical and mental limitations of individuals with disabilities and to disabled veterans.

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

(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 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: July 1, 2019 – June 30, 2020

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 eRecuit (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.

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 5.9% 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 5.9% 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: 07/01/2019

Workforce Analysis

Organizational Unit: Acad Affairs Provost Vp

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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 #	**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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Academic Personnel Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	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**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**75.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Academic Programs

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
1038	Admin Analyst Spclst 12 Mo	3	0	**Male**	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3084	SSP III	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 #	**6**	**1**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**16.7**	**Male %**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**0**	**0**	**1**	**0**	**0**
				Female%	**83.3**	**66.7**	**0.0**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Accounting

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1740	Accounting Technician III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1730	Accounting Technician I	4	2	**Male**	2	1	1	0	0	0	0	0
				Female	2	1	0	1	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
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 #	**9**	**3**	**Male #**	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**22.2**	**11.1**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**5**	**0**	**2**	**0**	**0**	**0**	**0**
				Female%	**77.8**	**55.6**	**0.0**	**22.2**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Accounts Payable

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1730	Accounting Technician I	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1741	Accounting Technician II	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	0	1	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
	Grand Total #	**6**	**2**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**3**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**83.3**	**50.0**	**0.0**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Admin Finance Vp

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	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 #	**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: Admissions

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	3	0	**Male**	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3079	SSP I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	5	2	**Male**	2	0	0	1	0	1	0	0
				Female	3	3	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP 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	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**12**	**3**	**Male #**	**4**	**1**	**0**	**1**	**1**	**1**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**33.3**	**8.3**	**0.0**	**8.3**	**8.3**	**8.3**	**0.0**	**0.0**
				Female #	**8**	**8**	**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: Advising Center

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	7	3	**Male**	2	1	0	1	0	0	0	0
				Female	5	3	0	1	1	0	0	0
3081	SSP II 10 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP 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 #	**11**	**3**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**27.3**	**Male %**	**18.2**	**9.1**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**7**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**81.8**	**63.6**	**0.0**	**9.1**	**9.1**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Annual Giving

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0800	Pub Affairs Comm Spec 12 Mo	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: Anthropology

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	6	0	**Male**	2	2	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2360	Instr Fac AY	5	1	**Male**	0	0	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
	Grand Total #	**11**	**1**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**9.1**	**Male %**	**18.2**	**18.2**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**8**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**81.8**	**72.7**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Application Development

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
0421	Info Tech Consultant 11 12	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	Analyst Programmer 12 Mo	3	0	**Male**	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**0**	**Male #**	**5**	**5**	**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: Art

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	7	0	**Male**	3	3	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
1030	Admin Support Assistant 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	11	1	**Male**	3	3	0	0	0	0	0	0
				Female	8	7	0	1	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**21**	**1**	**Male #**	**6**	**6**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**4.8**	**Male %**	**28.6**	**28.6**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**15**	**14**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**71.4**	**66.7**	**0.0**	**4.8**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Arts Hum And Soc Sci Dean

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1037	Admin Analyst Spclst 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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**	1	0	0	1	0	0	0	0
				Female	0	0	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 #	**6**	**1**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**16.7**	**Male %**	**16.7**	**0.0**	**0.0**	**16.7**	**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: Athletics Admin

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1615	Instructional Support Tech I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0800	Pub Affairs Comm Spec 12 Mo	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
2379	Coaching Specialist 12 Mo	2	0	**Male**	2	2	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 #	**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: Athletics Bskbl Men

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2376	Coach 12 Mo	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: Athletics Bskbl Wmn

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2380	Coaching Specialist 10 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
2376	Coach 12 Mo	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**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Athletics Rowing Wmn

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2378	Coach AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2377	Coach 10 Mo	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: Athletics Soccer Men

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2376	Coach 12 Mo	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: Athletics Soccer Wmn

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2383	Coaching Assistant 10 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2376	Coach 12 Mo	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: Athletics Softball

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2383	Coaching Assistant 10 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2377	Coach 10 Mo	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: Athletics Track Fld

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2377	Coach 10 Mo	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: Athletics Volleyball

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2377	Coach 10 Mo	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: Athletics Xcountry

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2377	Coach 10 Mo	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: Avp Marketing Communications

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	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: Biological Sciences

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	10	0	**Male**	1	1	0	0	0	0	0	0
				Female	9	9	0	0	0	0	0	0
1578	Instructional Support Asst II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617	Instructional Support Tech II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1033	Admin Support Coord 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619	Instructional Support Tech III	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	21	4	**Male**	16	13	0	0	3	0	0	0
				Female	5	4	0	1	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**38**	**4**	**Male #**	**19**	**16**	**0**	**0**	**3**	**0**	**0**	**0**
	Grand Total %		**10.5**	**Male %**	**50.0**	**42.1**	**0.0**	**0.0**	**7.9**	**0.0**	**0.0**	**0.0**
				Female #	**19**	**18**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**47.4**	**0.0**	**2.6**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Business

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	7	2	**Male**	4	3	0	1	0	0	0	0
				Female	3	2	0	0	0	0	1	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	8	3	**Male**	3	2	0	0	1	0	0	0
				Female	5	3	0	0	2	0	0	0
2482	Dept Chair AY	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**17**	**6**	**Male #**	**8**	**5**	**0**	**1**	**2**	**0**	**0**	**0**
	Grand Total %		**35.3**	**Male %**	**47.1**	**29.4**	**0.0**	**5.9**	**11.8**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**6**	**0**	**0**	**2**	**0**	**1**	**0**
				Female%	**52.9**	**35.3**	**0.0**	**0.0**	**11.8**	**0.0**	**5.9**	**0.0**

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Workforce Analysis

Organizational Unit: Career Development Center

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3081	SSP II 10 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
	Grand Total #	**3**	**1**	**Male #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**66.7**	**0.0**	**33.3**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Centers Fr Academic Excellence

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
3082	SSP II	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	1	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
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 #	**4**	**4**	**Male #**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**100.0**	**Male %**	**25.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**0**	**1**	**0**	**0**	**2**	**0**	**0**
				Female%	**75.0**	**0.0**	**25.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Chemistry

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1615	Instructional Support Tech I	1	1	**Male**	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	8	0	**Male**	6	6	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1617	Instructional Support Tech II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	8	0	**Male**	4	4	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
	Grand Total #	**19**	**1**	**Male #**	**12**	**11**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**5.3**	**Male %**	**63.2**	**57.9**	**5.3**	**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: Child Development

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	6	1	**Male**	1	1	0	0	0	0	0	0
				Female	5	4	0	0	0	1	0	0
1034	Admin Support Coord 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 Asst II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
2360	Instr Fac AY	3	3	**Male**	0	0	0	0	0	0	0	0
				Female	3	0	0	0	2	1	0	0
	Grand Total #	**12**	**5**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**41.7**	**Male %**	**8.3**	**8.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**11**	**6**	**0**	**0**	**2**	**3**	**0**	**0**
				Female%	**91.7**	**50.0**	**0.0**	**0.0**	**16.7**	**25.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Children S Center Campus

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3078	SSP I 10 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079	SSP I	4	2	**Male**	2	1	0	1	0	0	0	0
				Female	2	1	1	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP 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: Cio Office

Job Code	JobTitle	Total EMP	Total MIN		Total 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: Circulation Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	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: Cnr+S College Wide

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
7022	Equip Tech III Electro Mechnl	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: Communication

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	7	0	**Male**	5	5	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	3	0	**Male**	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**10**	**0**	**Male #**	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**70.0**	**70.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**30.0**	**30.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Computer Science

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	5	2	**Male**	3	2	1	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
	Grand Total #	**6**	**2**	**Male #**	**4**	**3**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**66.7**	**50.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
				Female%	**33.3**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Constituent Engagement

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0800	Pub Affairs Comm Spec 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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: Contracts And Procurement

Job Code	JobTitle	Total EMP	Total MIN		Total 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
4794	Buyer 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	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: Counseling Psych Svcs

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1030	Admin Support Assistant 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1033	Admin Support Coord 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3071	SSP Academic Related I AY	7	1	**Male**	3	2	1	0	0	0	0	0
				Female	4	4	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 #	**11**	**1**	**Male #**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**9.1**	**Male %**	**27.3**	**18.2**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**8**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**72.7**	**72.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Cps College Wide

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Creative Services

Job Code	JobTitle	Total EMP	Total MIN		Total 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 Mo	3	0	**Male**	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0810	Media Prod Spec 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	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
	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: Critical Race Gender Sexuality

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	Instr Fac AY	4	2	**Male**	0	0	0	0	0	0	0	0
				Female	4	2	1	1	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**	**1**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**50.0**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Ctr For Teaching Learning

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	4	0	**Male**	0	0	0	0	0	0	0	0
				Female	4	4	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 #	**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: Dean Of Students

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP 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
	Grand Total #	**3**	**2**	**Male #**	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**66.7**	**0.0**	**0.0**	**0.0**	**66.7**	**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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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Diversity Inclusion

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
1038	Admin Analyst Spclst 12 Mo	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**

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Workforce Analysis

Organizational Unit: Early Outreach Programs

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3086	SSP 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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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Economics

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	3	1	**Male**	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**40.0**	**20.0**	**0.0**	**20.0**	**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: Education

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	30	3	**Male**	8	8	0	0	0	0	0	0
				Female	22	19	0	0	1	2	0	0
3082	SSP II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1031	Admin Support Assistant 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	6	3	**Male**	3	2	0	0	1	0	0	0
				Female	3	1	0	1	0	1	0	0
2482	Dept Chair AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**40**	**6**	**Male #**	**13**	**12**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**15.0**	**Male %**	**32.5**	**30.0**	**0.0**	**0.0**	**2.5**	**0.0**	**0.0**	**0.0**
				Female #	**27**	**22**	**0**	**1**	**1**	**3**	**0**	**0**
				Female%	**67.5**	**55.0**	**0.0**	**2.5**	**2.5**	**7.5**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Educational Opp Progr

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3084	SSP 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: Engineering

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1617	Instructional Support Tech II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1033	Admin Support Coord 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	5	0	**Male**	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	7	0	**Male**	3	3	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2361	Instr Fac 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**16**	**0**	**Male #**	**8**	**8**	**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 #	**8**	**8**	**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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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: English

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	11	0	**Male**	0	0	0	0	0	0	0	0
				Female	11	11	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	7	0	**Male**	2	2	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**20**	**0**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**10.0**	**10.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**18**	**18**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**90.0**	**90.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

Humboldt State University

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Workforce Analysis

Organizational Unit: Enterprise Client Technology

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0420	Info Tech Consultant 12 Mo	6	1	**Male**	6	5	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0440	Equip Systems Specialist 12 Mo	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 #	**8**	**1**	**Male #**	**8**	**7**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**12.5**	**Male %**	**100.0**	**87.5**	**0.0**	**12.5**	**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: Enterprise Data Management

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0400	Analyst Programmer 12 Mo	5	1	**Male**	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**5**	**1**	**Male #**	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**100.0**	**80.0**	**0.0**	**20.0**	**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: Environmental Science Mangmt

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	9	2	**Male**	5	4	0	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
1033	Admin Support Coord 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	8	1	**Male**	4	3	1	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
	Grand Total #	**18**	**3**	**Male #**	**9**	**7**	**1**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**16.7**	**Male %**	**50.0**	**38.9**	**5.6**	**5.6**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**8**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**44.4**	**0.0**	**5.6**	**0.0**	**0.0**	**0.0**	**0.0**

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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Environmental Studies

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2360	Instr Fac AY	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: Ext Ed General Admin

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1032	Admin Support Assistant 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3079	SSP I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP 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 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5182	Extended Ed Specialist II	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	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
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 #	**11**	**1**	**Male #**	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**9.1**	**Male %**	**36.4**	**27.3**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**63.6**	**63.6**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fac Mgt Administration

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	3	0	**Male**	1	1	0	0	0	0	0	0
				Female	2	2	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 #	**4**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**75.0**	**75.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fac Mgt Auto Shop Motor Pool

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6852	Lead Auto Equip 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: Fac Mgt Construction Mgt

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	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: Fac Mgt Custodial

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2010	Custodian	23	6	**Male**	19	14	2	1	1	1	0	0
				Female	4	3	0	1	0	0	0	0
2015	Lead Custodian	3	0	**Male**	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	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
	Grand Total #	**27**	**6**	**Male #**	**22**	**17**	**2**	**1**	**1**	**1**	**0**	**0**
	Grand Total %		**22.2**	**Male %**	**81.5**	**63.0**	**7.4**	**3.7**	**3.7**	**3.7**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**18.5**	**14.8**	**0.0**	**3.7**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fac Mgt Distribution

		Total			Total							
Job Code	**JobTitle**	**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: Fac Mgt Engineers

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6702	Building Service Engineer	4	0	**Male**	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	Facilities Project Supv	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 #**	**5**	**5**	**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: Fac Mgt Grounds

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
0731	Groundsworker	2	1	**Male**	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0745	Gardening Specialist	4	0	**Male**	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6363	Light Auto Equipment Operator	2	1	**Male**	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0726	Lead Groundsworker	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**9**	**2**	**Male #**	**9**	**7**	**0**	**1**	**1**	**0**	**0**	**0**
	Grand Total %		**22.2**	**Male %**	**100.0**	**77.8**	**0.0**	**11.1**	**11.1**	**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: Fac Mgt Plan And Design

		Total			Total							
Job Code	**JobTitle**	**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
3306	Administrator III	1	1	**Male**	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**0.0**	**0.0**	**0.0**	**0.0**	**50.0**	**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: Fac Mgt Support Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1506	Storekeeper I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**0**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**75.0**	**75.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fac Mgt Sustainability

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1038	Admin Analyst Spclst 12 Mo	3	1	**Male**	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	1	1	**Male**	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**2**	**Male #**	**2**	**1**	**0**	**0**	**0**	**1**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**50.0**	**25.0**	**0.0**	**0.0**	**0.0**	**25.0**	**0.0**	**0.0**
				Female #	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**50.0**	**25.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fac Mgt Trades

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
6251	Facilities Worker II	2	1	**Male**	2	1	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
6476	Carpenter	3	0	**Male**	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6526	Painter	4	0	**Male**	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	Facilities Maintenance Mech	7	0	**Male**	7	7	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
6643	Lead Locksmith	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	Facilities Project Supv	2	0	**Male**	2	2	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 #	**23**	**1**	**Male #**	**23**	**22**	**0**	**0**	**0**	**1**	**0**	**0**
	Grand Total %		**4.3**	**Male %**	**100.0**	**95.7**	**0.0**	**0.0**	**0.0**	**4.3**	**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: Financial Aid Office

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084	SSP III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3079	SSP I	2	2	**Male**	1	0	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	2	1	**Male**	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2635	Stdnt Pers Tech Financial Aids	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	4	1	**Male**	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3086	SSP 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 #	**12**	**5**	**Male #**	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**41.7**	**Male %**	**25.0**	**8.3**	**0.0**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**9**	**6**	**1**	**2**	**0**	**0**	**0**	**0**
				Female%	**75.0**	**50.0**	**8.3**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Fisheries Biology

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
2360	Instr Fac AY	5	3	**Male**	5	2	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**7**	**4**	**Male #**	**6**	**3**	**0**	**3**	**0**	**0**	**0**	**0**
	Grand Total %		**57.1**	**Male %**	**85.7**	**42.9**	**0.0**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
				Female%	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Forestry Wildland Resources

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	11	2	**Male**	9	7	0	0	1	1	0	0
				Female	2	2	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	8	0	**Male**	6	6	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7011	Equip Tech II Mechanical	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**22**	**2**	**Male #**	**17**	**15**	**0**	**0**	**1**	**1**	**0**	**0**
	Grand Total %		**9.1**	**Male %**	**77.3**	**68.2**	**0.0**	**0.0**	**4.5**	**4.5**	**0.0**	**0.0**
				Female #	**5**	**5**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**22.7**	**22.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Geography

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	6	2	**Male**	3	1	0	2	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2360	Instr Fac AY	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 #**	**4**	**2**	**0**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**28.6**	**Male %**	**57.1**	**28.6**	**0.0**	**28.6**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**42.9**	**42.9**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Geology

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1033	Admin Support Coord 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617	Instructional Support Tech II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	5	0	**Male**	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	**8**	**0**	**Male #**	**4**	**4**	**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 #	**4**	**4**	**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: Health Education

Job Code	JobTitle	Total EMP	Total MIN		Total 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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Workforce Analysis

Organizational Unit: History

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	5	0	**Male**	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360	Instr Fac AY	5	0	**Male**	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	**11**	**1**	**Male #**	**6**	**6**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**9.1**	**Male %**	**54.5**	**54.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**45.5**	**36.4**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Hsg Conferencing

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	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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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Hsg Housing Wide

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	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
0420	Info Tech Consultant 12 Mo	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: Hsg Program Support

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	5	3	**Male**	0	0	0	0	0	0	0	0
				Female	5	2	3	0	0	0	0	0
3084	SSP III	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3086	SSP IV	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	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
	Grand Total #	**8**	**6**	**Male #**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**75.0**	**Male %**	**12.5**	**0.0**	**0.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**2**	**5**	**0**	**0**	**0**	**0**	**0**
				Female%	**87.5**	**25.0**	**62.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Human Resources

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	3	0	**Male**	2	2	0	0	0	0	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
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 #	**11**	**3**	**Male #**	**5**	**3**	**0**	**1**	**0**	**1**	**0**	**0**
	Grand Total %		**27.3**	**Male %**	**45.5**	**27.3**	**0.0**	**9.1**	**0.0**	**9.1**	**0.0**	**0.0**
				Female #	**6**	**5**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**54.5**	**45.5**	**0.0**	**9.1**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Ind Nat Res Sci Engr Pr

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
3079	SSP I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP 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: Indian Teacher Ed Pers Pr

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3081	SSP II 10 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
3082	SSP II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
3086	SSP 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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Workforce Analysis

Organizational Unit: Information Security

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0410	Operating Sys Analyst 12 Mo	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: Institutional Effectiveness

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
5680	Research Technician III	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
5683	Research Technician I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	Analyst Programmer 12 Mo	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc Acad Instit Studies 2	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
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**	**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: International Students

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	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: Its Administrative Support

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	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	Admin Analyst Spclst 12 Mo	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: Its Project Office

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
0420	Info Tech Consultant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	3	0	**Male**	1	1	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 #	**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: Job Location Development

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP 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: Journalism Mass Comm

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	4	1	**Male**	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2360	Instr Fac AY	4	1	**Male**	1	0	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
	Grand Total #	**8**	**2**	**Male #**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**37.5**	**25.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**62.5**	**50.0**	**0.0**	**12.5**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Khsu Fm Public Radio

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
0850	Broadcast Engineer 12 Mo	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 #	**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: Kinesiology Recreation Admin

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	16	2	**Male**	5	3	0	0	1	1	0	0
				Female	11	11	0	0	0	0	0	0
1036	Admin Analyst Spclst 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
1034	Admin Support Coord 11 12	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
2360	Instr Fac AY	9	2	**Male**	2	0	0	1	1	0	0	0
				Female	7	7	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**30**	**6**	**Male #**	**9**	**4**	**0**	**2**	**2**	**1**	**0**	**0**
	Grand Total %		**20.0**	**Male %**	**30.0**	**13.3**	**0.0**	**6.7**	**6.7**	**3.3**	**0.0**	**0.0**
				Female #	**21**	**20**	**0**	**0**	**0**	**1**	**0**	**0**
				Female%	**70.0**	**66.7**	**0.0**	**0.0**	**0.0**	**3.3**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Learning Center

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	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: Liberal Studies Elementry Ed

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP 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: Library Dean

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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: Library Instr Research Srvcs

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2920	Librarian 12 Mo	5	1	**Male**	4	3	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2919	Librarian 10 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**7**	**2**	**Male #**	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**28.6**	**Male %**	**57.1**	**42.9**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**42.9**	**28.6**	**0.0**	**0.0**	**14.3**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Library Technical Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2920	Librarian 12 Mo	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: Marine Facilities

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
7014	Equip Tech II Spclized Equip	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7004	Equip Tech I Spclized Equip	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2361	Instr Fac 12 Mo	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 #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**75.0**	**75.0**	**0.0**	**0.0**	**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: Marine Vessel

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	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 #	**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: Mathematics

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	11	2	**Male**	5	5	0	0	0	0	0	0
				Female	6	4	0	1	1	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	9	1	**Male**	9	8	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**22**	**3**	**Male #**	**14**	**13**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**13.6**	**Male %**	**63.6**	**59.1**	**0.0**	**0.0**	**4.5**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**6**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**36.4**	**27.3**	**0.0**	**4.5**	**4.5**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Multicultural Center

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP 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: Music

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	8	0	**Male**	4	4	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
1030	Admin Support Assistant 10 12	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1579	Instructional Support Asst III	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1034	Admin Support Coord 11 12	1	1	**Male**	1	0	0	1	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
2360	Instr Fac AY	6	0	**Male**	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	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
	Grand Total #	**20**	**1**	**Male #**	**13**	**12**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**5.0**	**Male %**	**65.0**	**60.0**	**0.0**	**5.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**35.0**	**35.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Nat American Studies

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1030	Admin 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 AY	2	1	**Male**	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
2360	Instr Fac AY	3	3	**Male**	1	0	0	0	0	1	0	0
				Female	2	0	0	0	0	2	0	0
	Grand Total #	**6**	**4**	**Male #**	**2**	**1**	**0**	**0**	**0**	**1**	**0**	**0**
	Grand Total %		**66.7**	**Male %**	**33.3**	**16.7**	**0.0**	**0.0**	**0.0**	**16.7**	**0.0**	**0.0**
				Female #	**4**	**1**	**0**	**0**	**0**	**3**	**0**	**0**
				Female%	**66.7**	**16.7**	**0.0**	**0.0**	**0.0**	**50.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Natural Res Ancill Supp

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1619	Instructional Support Tech 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: Natural Res Sci Dean

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1034	Admin Support Coord 11 12	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	2	1	**Male**	1	0	0	1	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 #	**5**	**2**	**Male #**	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**40.0**	**Male %**	**60.0**	**40.0**	**0.0**	**20.0**	**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: Network Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0430	Network Analyst 12 Mo	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: News Information

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0800	Pub Affairs Comm Spec 12 Mo	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: Oceanography

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	2	0	**Male**	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**4**	**0**	**Male #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**75.0**	**75.0**	**0.0**	**0.0**	**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: Orientation Preview Program

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP 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: Parking

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
8810	Parking Officer 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8811	Parking Officer 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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: Payroll

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1100	Payroll Technician I	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1101	Payroll Technician II	3	1	**Male**	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
1102	Payroll Technician III	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 #	**6**	**2**	**Male #**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**3**	**0**	**1**	**0**	**1**	**0**	**0**
				Female%	**83.3**	**50.0**	**0.0**	**16.7**	**0.0**	**16.7**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Philanthropic Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	2	0	**Male**	2	2	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: Philanthropy

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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 #	**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: Philosophy

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	5	0	**Male**	4	4	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	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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Organizational Unit: Physics Astronomy

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	4	0	**Male**	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1617	Instructional Support Tech II	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	4	0	**Male**	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**10**	**1**	**Male #**	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**10.0**	**Male %**	**70.0**	**70.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**3**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**30.0**	**20.0**	**0.0**	**10.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Planned Giving Major Gifts

Job Code	JobTitle	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	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: Politics

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	3	0	**Male**	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1030	Admin Support Assistant 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	5	1	**Male**	3	3	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
	Grand Total #	**9**	**1**	**Male #**	**5**	**5**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**11.1**	**Male %**	**55.6**	**55.6**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**3**	**0**	**0**	**1**	**0**	**0**	**0**
				Female%	**44.4**	**33.3**	**0.0**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: President S Office

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	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
3312	Administrator II	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	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 #	**5**	**3**	**Male #**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**60.0**	**Male %**	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**2**	**1**	**0**	**1**	**0**	**0**	**0**
				Female%	**80.0**	**40.0**	**20.0**	**0.0**	**20.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Print Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0830	Desktop Pub Graph Spec 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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: Professional Studies Dean

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	2	0	**Male**	1	1	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 #**	**2**	**2**	**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 #	**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: Psychology

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	10	1	**Male**	3	3	0	0	0	0	0	0
				Female	7	6	0	0	1	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	11	5	**Male**	5	5	0	0	0	0	0	0
				Female	6	1	0	4	1	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**23**	**6**	**Male #**	**8**	**8**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**26.1**	**Male %**	**34.8**	**34.8**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**15**	**9**	**0**	**4**	**2**	**0**	**0**	**0**
				Female%	**65.2**	**39.1**	**0.0**	**17.4**	**8.7**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Recreation Wellness Center

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3081	SSP II 10 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP 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 #**	**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: Registrar

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	3	0	**Male**	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3079	SSP I	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3082	SSP II	4	1	**Male**	1	1	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
3084	SSP III	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**12**	**2**	**Male #**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**16.7**	**Male %**	**16.7**	**16.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**10**	**8**	**0**	**0**	**1**	**1**	**0**	**0**
				Female%	**83.3**	**66.7**	**0.0**	**0.0**	**8.3**	**8.3**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Religious Studies

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**4**	**0**	**Male #**	**2**	**2**	**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 #	**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: Research Sponsored Programs

		Total		Total								
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1038	Admin Analyst Spclst 12 Mo	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**	**0**
	Grand Total %		**0.0**	**Male %**	**25.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**6**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**75.0**	**75.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Risk Mgmt Safety Services

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1038	Admin Analyst Spclst 12 Mo	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 #	**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: Service Learning Center

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	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: Social Work

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	14	5	**Male**	1	0	0	0	0	1	0	0
				Female	13	9	1	1	0	2	0	0
1035	Admin Support Coord 12 Mo	2	2	**Male**	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	2	0	0
1034	Admin Support Coord 11 12	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360	Instr Fac AY	6	0	**Male**	1	1	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
3086	SSP IV	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**24**	**8**	**Male #**	**2**	**1**	**0**	**0**	**0**	**1**	**0**	**0**
	Grand Total %		**33.3**	**Male %**	**8.3**	**4.2**	**0.0**	**0.0**	**0.0**	**4.2**	**0.0**	**0.0**
				Female #	**22**	**15**	**1**	**1**	**1**	**4**	**0**	**0**
				Female%	**91.7**	**62.5**	**4.2**	**4.2**	**4.2**	**16.7**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Sociology

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	4	2	**Male**	0	0	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
2360	Instr Fac AY	6	1	**Male**	3	3	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**11**	**3**	**Male #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**27.3**	**Male %**	**27.3**	**27.3**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**8**	**5**	**1**	**1**	**1**	**0**	**0**	**0**
				Female%	**72.7**	**45.5**	**9.1**	**9.1**	**9.1**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Special Collections

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2920	Librarian 12 Mo	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: Student Affairs Vp Office

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	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: Student Clubs Activities

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP 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 #**	**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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Student Disability Res Ctr

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	2	1	**Male**	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3081	SSP II 10 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	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 #**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**4**	**3**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**100.0**	**75.0**	**0.0**	**25.0**	**0.0**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Student Engagement Leadership

		Total			Total							
Job Code	**JobTitle**	**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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Student Financial Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1730	Accounting Technician I	3	1	**Male**	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1741	Accounting Technician II	4	0	**Male**	0	0	0	0	0	0	0	0
				Female	4	4	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
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 #	**9**	**1**	**Male #**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**11.1**	**Male %**	**22.2**	**11.1**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
				Female%	**77.8**	**77.8**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Student Medical Services

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1030	Admin Support Assistant 10 12	3	0	**Male**	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7996	Radiologic Technologist II	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 Mo	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
0400	Analyst Programmer 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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
7927	Clinical Lab Scientist I	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7926	Clinical Lab Scientist II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	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**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8166	Nurse Practitioner	3	2	**Male**	0	0	0	0	0	0	0	0
				Female	3	1	0	0	1	1	0	0

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Workforce Analysis

Organizational Unit: Student Medical Services

Job Code	JobTitle		Total			Total							
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
		Grand Total #	19	2	Male #	4	4	0	0	0	0	0	0
		Grand Total %		10.5	Male %	21.1	21.1	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	15	13	0	0	1	1	0	0
					Female%	78.9	68.4	0.0	0.0	5.3	5.3	0.0	0.0

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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Student Success Avp

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	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**	**0**	**0**	**0**	**1**	**0**	**0**
				Female%	**100.0**	**0.0**	**0.0**	**0.0**	**0.0**	**100.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: System Administration

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0410	Operating Sys Analyst 12 Mo	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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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Telecommunications Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0430	Network Analyst 12 Mo	2	0	**Male**	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	Analyst Programmer 12 Mo	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 #**	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**0.0**	**Male %**	**75.0**	**75.0**	**0.0**	**0.0**	**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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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Testing Center

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	**Male**	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Theatre Film And Dance

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
2358	Lecturer AY	10	2	**Male**	2	2	0	0	0	0	0	0
				Female	8	6	0	1	1	0	0	0
1030	Admin Support Assistant 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7023	Equip Tech III Electronic	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0840	Performing Arts Tech 12 Mo	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0842	Performing Arts Tech 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	5	0	**Male**	2	2	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**20**	**3**	**Male #**	**6**	**5**	**0**	**1**	**0**	**0**	**0**	**0**
	Grand Total %		**15.0**	**Male %**	**30.0**	**25.0**	**0.0**	**5.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**14**	**12**	**0**	**1**	**1**	**0**	**0**	**0**
				Female%	**70.0**	**60.0**	**0.0**	**5.0**	**5.0**	**0.0**	**0.0**	**0.0**

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Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Title Ix

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
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 #	**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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Univ Advancement Vice Pres

		Total			Total							
Job Code	**JobTitle**	**EMP**	**MIN**		**EMP**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1035	Admin Support Coord 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst Spclst 12 Mo	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 #	**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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Univ Ctr Stu Union Ctr Arts

Job Code	JobTitle	Total EMP	Total MIN		Total 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
3306	Administrator III	1	1	**Male**	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
	Grand Total #	**2**	**1**	**Male #**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	Grand Total %		**50.0**	**Male %**	**100.0**	**50.0**	**0.0**	**0.0**	**50.0**	**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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: University Budget

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	1	1	**Male**	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5284	Sr Budget Analyst	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**	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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: University Police

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	2	0	**Male**	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8800	Police Dispatcher 12 Mo	5	1	**Male**	2	2	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
8350	Police Officer	4	1	**Male**	4	3	0	0	1	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**	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
	Grand Total #	**16**	**4**	**Male #**	**9**	**6**	**1**	**0**	**1**	**1**	**0**	**0**
	Grand Total %		**25.0**	**Male %**	**56.3**	**37.5**	**6.3**	**0.0**	**6.3**	**6.3**	**0.0**	**0.0**
				Female #	**7**	**6**	**0**	**1**	**0**	**0**	**0**	**0**
				Female%	**43.8**	**37.5**	**0.0**	**6.3**	**0.0**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: University Senate

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1033	Admin Support Coord 10 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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Upd Live Scan

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst Spclst 12 Mo	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**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: User Support Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
0421	Info Tech Consultant 11 12	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	11	3	**Male**	7	7	0	0	0	0	0	0
				Female	4	1	0	1	2	0	0	0
0810	Media Prod Spec 12 Mo	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	**13**	**3**	**Male #**	**8**	**8**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**23.1**	**Male %**	**61.5**	**61.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**2**	**0**	**1**	**2**	**0**	**0**	**0**
				Female%	**38.5**	**15.4**	**0.0**	**7.7**	**15.4**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis

Organizational Unit: Vet Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
3084	SSP 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: Wildlife Management

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	4	2	**Male**	1	1	0	0	0	0	0	0
				Female	3	1	1	0	0	0	1	0
1617	Instructional Support Tech II	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	7	0	**Male**	5	5	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
	Grand Total #	**13**	**2**	**Male #**	**7**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
	Grand Total %		**15.4**	**Male %**	**53.8**	**53.8**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**6**	**4**	**1**	**0**	**0**	**0**	**1**	**0**
				Female%	**46.2**	**30.8**	**7.7**	**0.0**	**0.0**	**0.0**	**7.7**	**0.0**

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Workforce Analysis

Organizational Unit: World Languages Cultures

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	6	5	**Male**	3	1	0	2	0	0	0	0
				Female	3	0	0	1	2	0	0	0
1034	Admin Support Coord 11 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	Dept Chair AY	1	0	**Male**	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	2	2	**Male**	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
	Grand Total #	**10**	**7**	**Male #**	**5**	**2**	**1**	**2**	**0**	**0**	**0**	**0**
	Grand Total %		**70.0**	**Male %**	**50.0**	**20.0**	**10.0**	**20.0**	**0.0**	**0.0**	**0.0**	**0.0**
				Female #	**5**	**1**	**0**	**2**	**2**	**0**	**0**	**0**
				Female%	**50.0**	**10.0**	**0.0**	**20.0**	**20.0**	**0.0**	**0.0**	**0.0**

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Workforce Analysis

Organizational Unit: Youth Educational Services

Job Code	JobTitle	Total EMP	Total MIN		Total EMP	W	AA	H	A	NA	PI	2+
1033	Admin Support Coord 10 12	1	0	**Male**	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP 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 #**	**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 Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Acad Affairs Provost Vp	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
Academic Personnel Services	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Academic Programs	6	1	5	1	1	0	0	0	0	0	0	4	0	0	0	1	0	0
Accounting	9	2	7	3	1	1	0	0	0	0	0	5	0	2	0	0	0	0
Accounts Payable	6	1	5	2	1	0	0	0	0	0	0	3	0	1	1	0	0	0
Admin Finance Vp	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Admissions	12	4	8	3	1	0	1	1	1	0	0	8	0	0	0	0	0	0
Advising Center	11	2	9	3	1	0	1	0	0	0	0	7	0	1	1	0	0	0
Annual Giving	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Anthropology	11	2	9	1	2	0	0	0	0	0	0	8	0	1	0	0	0	0
Application Development	5	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Art	21	6	15	1	6	0	0	0	0	0	0	14	0	1	0	0	0	0
Arts Hum And Soc Sci Dean	6	1	5	1	0	0	1	0	0	0	0	5	0	0	0	0	0	0
Athletics Admin	9	5	4	0	5	0	0	0	0	0	0	4	0	0	0	0	0	0
Athletics Bskbl Men	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletics Bskbl Wmn	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Athletics Rowing Wmn	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Athletics Soccer Men	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletics Soccer Wmn	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Athletics Softball	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Athletics Track Fld	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Athletics Volleyball	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Athletics Xcountry	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Avp Marketing Communications	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Biological Sciences	38	19	19	4	16	0	0	3	0	0	0	18	0	1	0	0	0	0
Business	17	8	9	6	5	0	1	2	0	0	0	6	0	0	2	0	1	0
Career Development Center	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Centers Fr Academic Excellence	4	1	3	4	0	0	1	0	0	0	0	0	1	0	0	2	0	0
Chemistry	19	12	7	1	11	1	0	0	0	0	0	7	0	0	0	0	0	0
Child Development	12	1	11	5	1	0	0	0	0	0	0	6	0	0	2	3	0	0
Children S Center Campus	8	2	6	3	1	0	1	0	0	0	0	4	1	1	0	0	0	0
Cio Office	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Circulation Services	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Cnr+S College Wide	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Communication	10	7	3	0	7	0	0	0	0	0	0	3	0	0	0	0	0	0
Computer Science	6	4	2	2	3	1	0	0	0	0	0	1	1	0	0	0	0	0
Constituent Engagement	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Contracts And Procurement	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Counseling Psych Svcs	11	3	8	1	2	1	0	0	0	0	0	8	0	0	0	0	0	0
Cps College Wide	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Creative Services	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
Critical Race Gender Sexuality	4	0	4	2	0	0	0	0	0	0	0	2	1	1	0	0	0	0

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Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Ctr For Teaching Learning	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
Dean Of Students	3	2	1	2	0	0	0	2	0	0	0	1	0	0	0	0	0	0
Diversity Inclusion	3	0	3	2	0	0	0	0	0	0	0	1	1	0	0	1	0	0
Early Outreach Programs	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Economics	5	2	3	1	1	0	1	0	0	0	0	3	0	0	0	0	0	0
Education	40	13	27	6	12	0	0	1	0	0	0	22	0	1	1	3	0	0
Educational Opp Progr	5	1	4	4	0	0	1	0	0	0	0	1	1	1	1	0	0	0
Engineering	16	8	8	0	8	0	0	0	0	0	0	8	0	0	0	0	0	0
English	20	2	18	0	2	0	0	0	0	0	0	18	0	0	0	0	0	0
Enterprise Client Technology	8	8	0	1	7	0	1	0	0	0	0	0	0	0	0	0	0	0
Enterprise Data Management	5	5	0	1	4	0	1	0	0	0	0	0	0	0	0	0	0	0
Environmental Science Mangmt	18	9	9	3	7	1	1	0	0	0	0	8	0	1	0	0	0	0
Environmental Studies	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Ext Ed General Admin	11	4	7	1	3	0	1	0	0	0	0	7	0	0	0	0	0	0
Fac Mgt Administration	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Fac Mgt Auto Shop Motor Pool	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Fac Mgt Construction Mgt	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Fac Mgt Custodial	27	22	5	6	17	2	1	1	1	0	0	4	0	1	0	0	0	0
Fac Mgt Distribution	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Fac Mgt Engineers	5	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Fac Mgt Grounds	9	9	0	2	7	0	1	1	0	0	0	0	0	0	0	0	0	0

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Workforce Analysis Summary

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Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Fac Mgt Plan And Design	2	1	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0
Fac Mgt Support Services	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Fac Mgt Sustainability	4	2	2	2	1	0	0	0	1	0	0	1	0	1	0	0	0	0
Fac Mgt Trades	23	23	0	1	22	0	0	0	1	0	0	0	0	0	0	0	0	0
Financial Aid Office	12	3	9	5	1	0	2	0	0	0	0	6	1	2	0	0	0	0
Fisheries Biology	7	6	1	4	3	0	3	0	0	0	0	0	0	0	0	1	0	0
Forestry Wildland Resources	22	17	5	2	15	0	0	1	1	0	0	5	0	0	0	0	0	0
Geography	7	4	3	2	2	0	2	0	0	0	0	3	0	0	0	0	0	0
Geology	8	4	4	0	4	0	0	0	0	0	0	4	0	0	0	0	0	0
Health Education	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
History	11	6	5	1	6	0	0	0	0	0	0	4	0	1	0	0	0	0
Hsg Conferencing	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Hsg Housing Wide	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0
Hsg Program Support	8	1	7	6	0	0	0	1	0	0	0	2	5	0	0	0	0	0
Human Resources	11	5	6	3	3	0	1	0	1	0	0	5	0	1	0	0	0	0
Ind Nat Res Sci Engr Pr	3	1	2	2	0	0	0	0	1	0	0	1	0	1	0	0	0	0
Indian Teacher Ed Pers Pr	3	0	3	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
Information Security	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Institutional Effectiveness	8	5	3	1	5	0	0	0	0	0	0	2	1	0	0	0	0	0
International Students	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Its Administrative Support	3	0	3	3	0	0	0	0	0	0	0	0	1	1	0	1	0	0

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	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Its Project Office	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0
Job Location Development	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Journalism Mass Comm	8	3	5	2	2	1	0	0	0	0	0	4	0	1	0	0	0	0
Khsu Fm Public Radio	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Kinesiology Recreation Admin	30	9	21	6	4	0	2	2	1	0	0	20	0	0	0	1	0	0
Learning Center	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
Liberal Studies Elementry Ed	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Library Dean	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
Library Instr Research Srvcs	7	4	3	2	3	0	1	0	0	0	0	2	0	0	1	0	0	0
Library Technical Services	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Marine Facilities	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Marine Vessel	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Mathematics	22	14	8	3	13	0	0	1	0	0	0	6	0	1	1	0	0	0
Multicultural Center	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Music	20	13	7	1	12	0	1	0	0	0	0	7	0	0	0	0	0	0
Nat American Studies	6	2	4	4	1	0	0	0	1	0	0	1	0	0	0	3	0	0
Natural Res Ancill Supp	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Natural Res Sci Dean	5	3	2	2	2	0	1	0	0	0	0	1	1	0	0	0	0	0
Network Services	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
News Information	2	1	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Oceanography	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0

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	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Orientation Preview Program	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Parking	3	1	2	1	0	0	1	0	0	0	0	2	0	0	0	0	0	0
Payroll	6	1	5	2	1	0	0	0	0	0	0	3	0	1	0	1	0	0
Philanthropic Services	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Philanthropy	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Philosophy	7	5	2	0	5	0	0	0	0	0	0	2	0	0	0	0	0	0
Physics Astronomy	10	7	3	1	7	0	0	0	0	0	0	2	0	1	0	0	0	0
Planned Giving Major Gifts	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Politics	9	5	4	1	5	0	0	0	0	0	0	3	0	0	1	0	0	0
President S Office	5	1	4	3	0	1	0	0	0	0	0	2	1	0	1	0	0	0
Print Services	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Professional Studies Dean	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Psychology	23	8	15	6	8	0	0	0	0	0	0	9	0	4	2	0	0	0
Recreation Wellness Center	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Registrar	12	2	10	2	2	0	0	0	0	0	0	8	0	0	1	1	0	0
Religious Studies	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Research Sponsored Programs	8	2	6	0	2	0	0	0	0	0	0	6	0	0	0	0	0	0
Risk Mgmt Safety Services	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Service Learning Center	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Social Work	24	2	22	8	1	0	0	0	1	0	0	15	1	1	1	4	0	0
Sociology	11	3	8	3	3	0	0	0	0	0	0	5	1	1	1	0	0	0

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	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Special Collections	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Student Affairs Vp Office	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Student Clubs Activities	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Student Disability Res Ctr	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Student Engagement Leadership	1	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Student Financial Services	9	2	7	1	1	0	1	0	0	0	0	7	0	0	0	0	0	0
Student Medical Services	19	4	15	2	4	0	0	0	0	0	0	13	0	0	1	1	0	0
Student Success Avp	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
System Administration	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Telecommunications Services	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Testing Center	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Theatre Film And Dance	20	6	14	3	5	0	1	0	0	0	0	12	0	1	1	0	0	0
Title Ix	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Univ Advancement Vice Pres	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
Univ Ctr Stu Union Ctr Arts	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
University Budget	3	1	2	1	0	0	1	0	0	0	0	2	0	0	0	0	0	0
University Police	16	9	7	4	6	1	0	1	1	0	0	6	0	1	0	0	0	0
University Senate	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Upd Live Scan	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
User Support Services	13	8	5	3	8	0	0	0	0	0	0	2	0	1	2	0	0	0
Vet Services	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Workforce Analysis Summary

	Total				Male							Female						
Organizational Unit	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
Wildlife Management	13	7	6	2	7	0	0	0	0	0	0	4	1	0	0	0	1	0
World Languages Cultures	10	5	5	7	2	1	2	0	0	0	0	1	0	2	2	0	0	0
Youth Educational Services	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Total (#)	**1,020**	**444**	**576**	**193**	**367**	**13**	**34**	**18**	**12**	**0**	**0**	**460**	**21**	**42**	**24**	**27**	**2**	**0**
Total (%)		**43.5**	**56.5**	**18.9**	**36.0**	**1.3**	**3.3**	**1.8**	**1.2**	**0.0**	**0.0**	**45.1**	**2.1**	**4.1**	**2.4**	**2.6**	**0.2**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 1A - Management Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
1	3318	Administrator I	15	6	9	11	4
1	3312	Administrator II	23	12	11	17	6
1	3306	Administrator III	16	9	7	12	4
1	3300	Administrator IV	10	7	3	9	1
1	2977	President	1	1	0	0	1
		Total (#)	**65**	**35**	**30**	**49**	**16**
		Total (%)		**53.8**	**46.2**	**75.4**	**24.6**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 2A - Lecturer Ay

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2358	Lecturer AY	235	91	144	199	36
		Total (#)	**235**	**91**	**144**	**199**	**36**
		Total (%)		**38.7**	**61.3**	**84.7**	**15.3**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 2B - Instr Fac Ay

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2360	Instr Fac AY	209	109	100	170	39
		Total (#)	**209**	**109**	**100**	**170**	**39**
		Total (%)		**52.2**	**47.8**	**81.3**	**18.7**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 2C - Faculty - Other

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
5	2482	Dept Chair AY	16	8	8	15	1
5	2361	Instr Fac 12 Mo	2	2	0	2	0
		Total (#)	**18**	**10**	**8**	**17**	**1**
		Total (%)		**55.6**	**44.4**	**94.4**	**5.6**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 3A - Business and Financial Operations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
2	1762	Accountant I	2	0	2	1	1
2	4555	Accountant II	2	0	2	2	0
2	1036	Admin Analyst Spclst 10 12	1	0	1	1	0
2	1037	Admin Analyst Spclst 11 12	1	0	1	1	0
2	1038	Admin Analyst Spclst 12 Mo	66	20	46	59	7
2	5783	Assoc Acad Instit Studies 2	1	1	0	1	0
2	4791	Buyer I	1	0	1	0	1
2	4792	Buyer II	2	1	1	2	0
2	4794	Buyer III	1	0	1	1	0
2	1176	Cnfdntl Admin Support 12 Mo	5	0	5	3	2
2	5284	Sr Budget Analyst	1	0	1	1	0
		Total (#)	**83**	**22**	**61**	**72**	**11**
		Total (%)		**26.5**	**73.5**	**86.7**	**13.3**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	2866	Accompanist II	1	1	0	1	0
4	0850	Broadcast Engineer 12 Mo	1	1	0	1	0
4	2377	Coach 10 Mo	5	1	4	3	2
4	2376	Coach 12 Mo	4	3	1	4	0
4	2378	Coach AY	1	1	0	1	0
4	2383	Coaching Assistant 10 Mo	2	0	2	2	0
4	2380	Coaching Specialist 10 Mo	1	0	1	0	1
4	2379	Coaching Specialist 12 Mo	2	2	0	2	0
4	0822	Graphic Designer 10 12	1	0	1	1	0
4	0820	Graphic Designer 12 Mo	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	0810	Media Prod Spec 12 Mo	2	0	2	2	0
4	0842	Performing Arts Tech 10 12	1	0	1	1	0
4	0840	Performing Arts Tech 12 Mo	1	1	0	1	0
4	0800	Pub Affairs Comm Spec 12 Mo	5	2	3	4	1
		Total (#)	**34**	**14**	**20**	**30**	**4**
		Total (%)		**41.2**	**58.8**	**88.2**	**11.8**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 3C - Ssp

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
4	3079	SSP I	11	3	8	6	5
4	3078	SSP I 10 Mo	1	0	1	1	0
4	3082	SSP II	49	11	38	30	19
4	3081	SSP II 10 Mo	5	1	4	4	1
4	3084	SSP III	10	2	8	6	4
4	3086	SSP IV	8	1	7	5	3
		Total (#)	**84**	**18**	**66**	**52**	**32**
		Total (%)		**21.4**	**78.6**	**61.9**	**38.1**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
3	0400	Analyst Programmer 12 Mo	12	12	0	11	1
3	0421	Info Tech Consultant 11 12	2	2	0	2	0
3	0420	Info Tech Consultant 12 Mo	26	16	10	21	5
3	0430	Network Analyst 12 Mo	4	4	0	4	0
3	0410	Operating Sys Analyst 12 Mo	4	4	0	4	0
3	5683	Research Technician I	1	1	0	1	0
3	5680	Research Technician III	2	0	2	1	1
3	3071	SSP Academic Related I AY	7	3	4	6	1
		Total (#)	**58**	**42**	**16**	**50**	**8**
		Total (%)		**72.4**	**27.6**	**86.2**	**13.8**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 3E - Healthcare Practitioners and Technical

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
9	7927	Clinical Lab Scientist I	1	0	1	1	0
9	7926	Clinical Lab Scientist II	1	0	1	1	0
9	8166	Nurse Practitioner	3	0	3	1	2
9	7737	Physician Primary Care	4	2	2	4	0
9	7996	Radiologic Technologist II	1	0	1	1	0
9	8151	Registered Nurse I	1	0	1	1	0
9	8150	Registered Nurse I 10 Mo	1	0	1	1	0
9	8154	Registered Nurse II	1	0	1	1	0
		Total (#)	**13**	**2**	**11**	**11**	**2**
		Total (%)		**15.4**	**84.6**	**84.6**	**15.4**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
7	2919	Librarian 10 Mo	1	0	1	1	0
7	2920	Librarian 12 Mo	8	5	3	7	1
		Total (#)	**9**	**5**	**4**	**8**	**1**
		Total (%)		**55.6**	**44.4**	**88.9**	**11.1**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 3G - Other Education Services

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
8	5182	Extended Ed Specialist II	2	0	2	2	0
8	1578	Instructional Support Asst II	3	0	3	2	1
8	1579	Instructional Support Asst III	1	1	0	1	0
8	1615	Instructional Support Tech I	2	2	0	1	1
8	1617	Instructional Support Tech II	6	3	3	6	0
8	1619	Instructional Support Tech III	3	2	1	3	0
		Total (#)	**17**	**8**	**9**	**15**	**2**
		Total (%)		**47.1**	**52.9**	**88.2**	**11.8**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 4A - Admin Support Assistant

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1030	Admin Support Assistant 10 12	9	1	8	9	0
12	1031	Admin Support Assistant 11 12	1	0	1	1	0
12	1032	Admin Support Assistant 12 Mo	13	2	11	11	2
		Total (#)	**23**	**3**	**20**	**21**	**2**
		Total (%)		**13.0**	**87.0**	**91.3**	**8.7**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 4B - Admin Support Coordinator

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1033	Admin Support Coord 10 12	7	0	7	7	0
12	1034	Admin Support Coord 11 12	19	1	18	14	5
12	1035	Admin Support Coord 12 Mo	28	0	28	17	11
		Total (#)	**54**	**1**	**53**	**38**	**16**
		Total (%)		**1.9**	**98.1**	**70.4**	**29.6**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 4C - Administrative Support - Other

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
12	1730	Accounting Technician I	9	4	5	6	3
12	1741	Accounting Technician II	7	1	6	6	1
12	1740	Accounting Technician III	2	0	2	1	1
12	1170	Cnfdntl Office Support 12 Mo	4	0	4	4	0
12	0830	Desktop Pub Graph Spec 12 Mo	1	1	0	1	0
12	1100	Payroll Technician I	1	1	0	1	0
12	1101	Payroll Technician II	3	0	3	2	1
12	1102	Payroll Technician III	1	0	1	0	1
12	8800	Police Dispatcher 12 Mo	5	2	3	4	1
12	1148	Presidential Aide	1	0	1	1	0
12	2635	Stdnt Pers Tech Financial Aids	1	0	1	1	0
12	1506	Storekeeper I	1	1	0	1	0
		Total (#)	**36**	**10**	**26**	**28**	**8**
		Total (%)		**27.8**	**72.2**	**77.8**	**22.2**

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Snapshot Date: 07/01/2019

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
14	6702	Building Service Engineer	4	4	0	4	0
14	6363	Light Auto Equipment Operator	2	2	0	1	1
14	1508	Warehouse Worker	2	1	1	2	0
		Total (#)	**8**	**7**	**1**	**7**	**1**
		Total (%)		**87.5**	**12.5**	**87.5**	**12.5**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis

Job Group: 5B - Service Occupations

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
10	2010	Custodian	23	19	4	17	6
10	6970	Diving Safety Officer	1	1	0	0	1
10	0731	Groundsworker	2	2	0	1	1
10	2015	Lead Custodian	3	2	1	3	0
10	0726	Lead Groundsworker	1	1	0	1	0
10	8811	Parking Officer 11 12	1	0	1	1	0
10	8810	Parking Officer 12 Mo	1	1	0	0	1
10	8350	Police Officer	4	4	0	3	1
10	8354	Sergeant	3	2	1	1	2
		Total (#)	**39**	**32**	**7**	**27**	**12**
		Total (%)		**82.1**	**17.9**	**69.2**	**30.8**

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Snapshot Date: 07/01/2019

Job Group Analysis

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

EEO Cat	Job Code	Job Title	Total EMP	Total MALE	Total FEMALE	Total WHITE	Total MIN
13	6476	Carpenter	3	3	0	3	0
13	6533	Electrician	2	2	0	2	0
13	0440	Equip Systems Specialist 12 Mo	1	1	0	1	0
13	7004	Equip Tech I Spclized Equip	1	1	0	1	0
13	7011	Equip Tech II Mechanical	1	1	0	1	0
13	7014	Equip Tech II Spclized Equip	1	1	0	1	0
13	7022	Equip Tech III Electro Mechnl	1	1	0	1	0
13	7023	Equip Tech III Electronic	1	1	0	0	1
13	6940	Facilities Maintenance Mech	7	7	0	7	0
13	6265	Facilities Project Supv	3	3	0	3	0
13	6251	Facilities Worker II	2	2	0	1	1
13	0745	Gardening Specialist	4	4	0	4	0
13	6852	Lead Auto Equip Mechanic	1	1	0	1	0
13	6643	Lead Locksmith	1	1	0	1	0
13	6526	Painter	4	4	0	4	0
13	6951	Piano Technician II	1	1	0	1	0
13	6549	Plumber	1	1	0	1	0
		Total (#)	**35**	**35**	**0**	**33**	**2**
		Total (%)		**100.0**	**0.0**	**94.3**	**5.7**

Humboldt State University

Snapshot Date: 07/01/2019

Job Group Analysis Summary

		Total									
Job Group	**EMP**	**M**	**F**	**MIN**	**W**	**AA**	**H**	**A**	**NA**	**PI**	**2+**
1A - Management Occupations	65	35	30	16	49	7	3	3	3	0	0
2A - Lecturer Ay	235	91	144	36	199	2	14	9	9	2	0
2B - Instr Fac Ay	209	109	100	39	170	7	14	13	5	0	0
2C - Faculty - Other	18	10	8	1	17	0	0	1	0	0	0
3A - Business and Financial Operations	83	22	61	11	72	1	8	2	0	0	0
3B - Community, Social Service, Legal, Design, Entertainment,	34	14	20	4	30	2	1	1	0	0	0
3C - Ssp	84	18	66	32	52	7	12	5	8	0	0
3D - Computer, Engineering, and Science	58	42	16	8	50	2	4	2	0	0	0
3E - Healthcare Practitioners and Technical	13	2	11	2	11	0	0	1	1	0	0
3F - Librarians, Curators, and Archivists	9	5	4	1	8	0	1	0	0	0	0
3G - Other Education Services	17	8	9	2	15	1	0	0	1	0	0
4A - Admin Support Assistant	23	3	20	2	21	0	2	0	0	0	0
4B - Admin Support Coordinator	54	1	53	16	38	1	6	1	8	0	0
4C - Administrative Support - Other	36	10	26	8	28	1	5	1	1	0	0
5A - Production, Transportation, and Material Moving	8	7	1	1	7	0	1	0	0	0	0
5B - Service Occupations	39	32	7	12	27	3	4	3	2	0	0
5C - Natural Resources, Construction, and Maintenance	35	35	0	2	33	0	1	0	1	0	0
Total (#)	**1,020**	**444**	**576**	**193**	**827**	**34**	**76**	**42**	**39**	**2**	**0**
Total (%)		**43.5**	**56.5**	**18.9**	**81.1**	**3.3**	**7.5**	**4.1**	**3.8**	**0.2**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Del Norte+Humboldt+Trinity, California	990	97.06	100.00
Total:	**990**	**97.06**	**100.00**

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Alameda, California	3	0.29	0.00
El Dorado, California	3	0.29	0.00
San Diego, California	3	0.29	0.00
Los Angeles, California	2	0.20	0.00
Sonoma, California	2	0.20	0.00
Contra Costa, California	2	0.20	0.00
Clackamas, Oregon	1	0.10	0.00
San Luis Obispo, California	1	0.10	0.00
Pima+Santa Cruz, Arizona	1	0.10	0.00
Columbia+Washington, Oregon	1	0.10	0.00
Milwaukee, Wisconsin	1	0.10	0.00
Tulare, California	1	0.10	0.00
King, Washington	1	0.10	0.00
Yakima, Washington	1	0.10	0.00
Johnson, Kansas	1	0.10	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.10	0.00
Alpine and Nearby Counties, California	1	0.10	0.00
Santa Clara, California	1	0.10	0.00
Glenn+Tehama, California	1	0.10	0.00
Stanislaus, California	1	0.10	0.00

Humboldt State University

Snapshot Date: 07/01/2019

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Multnomah, Oregon	1	0.10	0.00
Total:	**30**	**2.94**	**0.00**
Included and Excluded Total:	**1,020**	**100.00**	**100.00**

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 1A - Management Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	81.4	9.0	5.00	4.1	0.5	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	63.8	25.1	85.00	54.2	21.3	National
Internal Factors						
Feeders	47.9	24.7	10.00	4.8	2.5	Feeders
	Final Availability (%)		**100.00**	**63.1**	**24.2**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 2A - Lecturer Ay

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	58.7	19.3	80.00	47.0	15.4	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	48.0	25.2	19.00	9.1	4.8	National
Internal Factors						
Feeders	78.6	38.1	1.00	0.8	0.4	Feeders
	Final Availability (%)		**100.00**	**56.9**	**20.6**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 2B - Instr Fac Ay

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	58.7	19.3	2.00	1.2	0.4	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	48.0	25.2	96.00	46.1	24.2	National
Internal Factors						
Feeders	61.3	15.3	2.00	1.2	0.3	Feeders
	Final Availability (%)		**100.00**	**48.5**	**24.9**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 2C - Faculty - Other

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Reasonable	48.0	25.2	5.00	2.4	1.3	National
Internal Factors						
Feeders	47.8	18.7	95.00	45.5	17.7	Feeders
	Final Availability (%)		**100.00**	**47.9**	**19.0**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 3A - Business and Financial Operations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	75.4	22.4	50.00	37.7	11.2	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	64.0	30.3	40.00	25.6	12.1	National
Internal Factors						
Feeders	85.2	25.9	10.00	8.5	2.6	Feeders
	Final Availability (%)		**100.00**	**71.8**	**25.9**	

Humboldt State University

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Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	41.9	5.3	50.00	20.9	2.7	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	45.2	24.3	40.00	18.1	9.7	National
Internal Factors						
Feeders	58.8	11.8	10.00	5.9	1.2	Feeders
	Final Availability (%)		**100.00**	**44.9**	**13.6**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 3C - Ssp

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	68.9	28.3	79.00	54.5	22.4	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	69.0	35.0	20.00	13.8	7.0	National
Internal Factors						
Feeders	79.0	37.9	1.00	0.8	0.4	Feeders
	Final Availability (%)		**100.00**	**69.1**	**29.8**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	19.9	10.5	50.00	10.0	5.3	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	31.6	31.2	40.00	12.7	12.5	National
Internal Factors						
Feeders	27.6	13.8	10.00	2.8	1.4	Feeders
	Final Availability (%)		**100.00**	**25.4**	**19.1**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 3E - Healthcare Practitioners and Technical

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	63.1	10.6	79.00	49.8	8.4	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	63.8	25.5	20.00	12.8	5.1	National
Internal Factors						
Feeders	84.6	15.4	1.00	0.8	0.2	Feeders
	Final Availability (%)		**100.00**	**63.4**	**13.7**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	80.0	0.0	50.00	40.0	0.0	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	83.6	15.7	40.00	33.4	6.3	National
Internal Factors						
Feeders	44.4	11.1	10.00	4.4	1.1	Feeders
	Final Availability (%)		**100.00**	**77.9**	**7.4**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 3G - Other Education Services

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	11.8	0.0	79.00	9.3	0.0	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	72.0	26.4	20.00	14.4	5.3	National
Internal Factors						
Feeders	52.9	11.8	1.00	0.5	0.1	Feeders
	Final Availability (%)		**100.00**	**24.2**	**5.4**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 4A - Admin Support Assistant

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	94.4	12.1	98.00	92.5	11.8	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	95.9	23.6	1.00	1.0	0.2	National
Internal Factors						
Feeders	87.0	8.7	1.00	0.9	0.1	Feeders
	Final Availability (%)		**100.00**	**94.3**	**12.1**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 4B - Admin Support Coordinator

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	94.4	12.1	39.00	36.8	4.7	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	95.9	23.6	1.00	1.0	0.2	National
Internal Factors						
Feeders	92.6	19.2	60.00	55.5	11.5	Feeders
	Final Availability (%)		**100.00**	**93.3**	**16.4**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 4C - Administrative Support - Other

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	75.4	7.3	39.00	29.4	2.9	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	76.7	25.5	1.00	0.8	0.3	National
Internal Factors						
Feeders	76.3	21.6	60.00	45.8	13.0	Feeders
	Final Availability (%)		**100.00**	**75.9**	**16.1**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	25.8	26.6	88.00	22.7	23.4	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	8.3	34.1	2.00	0.2	0.7	National
Internal Factors						
Feeders	0.0	5.7	10.00	0.0	0.6	Feeders
	Final Availability (%)		**100.00**	**22.9**	**24.7**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

Job Group: 5B - Service Occupations

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	23.6	20.0	93.00	21.9	18.6	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	25.3	45.7	2.00	0.5	0.9	National
Internal Factors						
Feeders	17.9	30.8	5.00	0.9	1.5	Feeders
	Final Availability (%)		**100.00**	**23.3**	**21.0**	

Humboldt State University

Snapshot Date: 07/01/2019

Availability Analysis

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

FACTOR	Raw (%) FEMALE	Raw (%) MINORITY	FACTOR WEIGHT	Weighted (%) FEMALE	Weighted (%) MINORITY	SOURCE
External Factors						
Local	4.1	23.0	98.00	4.0	22.5	Del Norte+Humboldt+Trinity, CA 100.00 %
Reasonable	4.4	31.7	1.00	0.0	0.3	National
Internal Factors						
Feeders	0.0	5.7	1.00	0.0	0.1	Feeders
	Final Availability (%)		**100.00**	**4.0**	**22.9**	

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

Job Group: 1A - Management 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	1A - Management Occup	94.00	46.2	24.6	75.4	10.8	4.6	4.6	4.6	0.0	0.0	43.4	23.1	70.9	10.1	4.3	4.3	4.3	0.0	0.0
HSU	3A - Business and Finan	3.00	73.5	13.3	86.7	1.2	9.6	2.4	0.0	0.0	0.0	2.2	0.4	2.6	0.0	0.3	0.1	0.0	0.0	0.0
HSU	3C - Ssp	3.00	78.6	38.1	61.9	8.3	14.3	6.0	9.5	0.0	0.0	2.4	1.1	1.9	0.2	0.4	0.2	0.3	0.0	0.0
	Total:	**100.00**										**47.9**	**24.7**	**75.3**	**10.4**	**5.1**	**4.6**	**4.6**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

Job Group: 2A - Lecturer 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	3C - Ssp	100.00	78.6	38.1	61.9	8.3	14.3	6.0	9.5	0.0	0.0	78.6	38.1	61.9	8.3	14.3	6.0	9.5	0.0	0.0
	Total:	**100.00**										**78.6**	**38.1**	**61.9**	**8.3**	**14.3**	**6.0**	**9.5**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

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	61.3	15.3	84.7	0.9	6.0	3.8	3.8	0.9	0.0	61.3	15.3	84.7	0.9	6.0	3.8	3.8	0.9	0.0
	Total:	**100.00**										**61.3**	**15.3**	**84.7**	**0.9**	**6.0**	**3.8**	**3.8**	**0.9**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

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	47.8	18.7	81.3	3.3	6.7	6.2	2.4	0.0	0.0	47.8	18.7	81.3	3.3	6.7	6.2	2.4	0.0	0.0
	Total:	**100.00**										**47.8**	**18.7**	**81.3**	**3.3**	**6.7**	**6.2**	**2.4**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

Job Group: 3A - Business and Financial Operations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	4B - Admin Support Coor	50.00	98.1	29.6	70.4	1.9	11.1	1.9	14.8	0.0	0.0	49.1	14.8	35.2	0.9	5.6	0.9	7.4	0.0	0.0
HSU	4C - Administrative Supp	50.00	72.2	22.2	77.8	2.8	13.9	2.8	2.8	0.0	0.0	36.1	11.1	38.9	1.4	6.9	1.4	1.4	0.0	0.0
	Total:	**100.00**										**85.2**	**25.9**	**74.1**	**2.3**	**12.5**	**2.3**	**8.8**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

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

		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	100.00	58.8	11.8	88.2	5.9	2.9	2.9	0.0	0.0	0.0	58.8	11.8	88.2	5.9	2.9	2.9	0.0	0.0	0.0
	Total:	**100.00**										**58.8**	**11.8**	**88.2**	**5.9**	**2.9**	**2.9**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU
Job Group: 3C - Ssp

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	3C - Ssp	98.00	78.6	38.1	61.9	8.3	14.3	6.0	9.5	0.0	0.0	77.0	37.3	60.7	8.2	14.0	5.8	9.3	0.0	0.0
HSU	4B - Admin Support Coor	2.00	98.1	29.6	70.4	1.9	11.1	1.9	14.8	0.0	0.0	2.0	0.6	1.4	0.0	0.2	0.0	0.3	0.0	0.0
	Total:	**100.00**										**79.0**	**37.9**	**62.1**	**8.2**	**14.2**	**5.9**	**9.6**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

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

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	3D - Computer, Enginee	100.00	27.6	13.8	86.2	3.4	6.9	3.4	0.0	0.0	0.0	27.6	13.8	86.2	3.4	6.9	3.4	0.0	0.0	0.0
	Total:	**100.00**										**27.6**	**13.8**	**86.2**	**3.4**	**6.9**	**3.4**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

Job Group: 3E - Healthcare Practitioners and Technical

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	3E - Healthcare Practition	100.00	84.6	15.4	84.6	0.0	0.0	7.7	7.7	0.0	0.0	84.6	15.4	84.6	0.0	0.0	7.7	7.7	0.0	0.0
	Total:	**100.00**										**84.6**	**15.4**	**84.6**	**0.0**	**0.0**	**7.7**	**7.7**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

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

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	3F - Librarians, Curators	100.00	44.4	11.1	88.9	0.0	11.1	0.0	0.0	0.0	0.0	44.4	11.1	88.9	0.0	11.1	0.0	0.0	0.0	0.0
	Total:	**100.00**										**44.4**	**11.1**	**88.9**	**0.0**	**11.1**	**0.0**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

Job Group: 3G - Other Education Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	3G - Other Education Ser	100.00	52.9	11.8	88.2	5.9	0.0	0.0	5.9	0.0	0.0	52.9	11.8	88.2	5.9	0.0	0.0	5.9	0.0	0.0
	Total:	**100.00**										**52.9**	**11.8**	**88.2**	**5.9**	**0.0**	**0.0**	**5.9**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

Job Group: 4A - Admin Support Assistant

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	87.0	8.7	91.3	0.0	8.7	0.0	0.0	0.0	0.0	87.0	8.7	91.3	0.0	8.7	0.0	0.0	0.0	0.0
	Total:	**100.00**										**87.0**	**8.7**	**91.3**	**0.0**	**8.7**	**0.0**	**0.0**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

Job Group: 4B - Admin Support Coordinator

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	50.00	87.0	8.7	91.3	0.0	8.7	0.0	0.0	0.0	0.0	43.5	4.3	45.7	0.0	4.3	0.0	0.0	0.0	0.0
HSU	4B - Admin Support Coor	50.00	98.1	29.6	70.4	1.9	11.1	1.9	14.8	0.0	0.0	49.1	14.8	35.2	0.9	5.6	0.9	7.4	0.0	0.0
	Total:	**100.00**										**92.6**	**19.2**	**80.8**	**0.9**	**9.9**	**0.9**	**7.4**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

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	10.00	87.0	8.7	91.3	0.0	8.7	0.0	0.0	0.0	0.0	8.7	0.9	9.1	0.0	0.9	0.0	0.0	0.0	0.0
HSU	4B - Admin Support Coor	10.00	98.1	29.6	70.4	1.9	11.1	1.9	14.8	0.0	0.0	9.8	3.0	7.0	0.2	1.1	0.2	1.5	0.0	0.0
HSU	4C - Administrative Supp	80.00	72.2	22.2	77.8	2.8	13.9	2.8	2.8	0.0	0.0	57.8	17.8	62.2	2.2	11.1	2.2	2.2	0.0	0.0
	Total:	**100.00**										**76.3**	**21.6**	**78.4**	**2.4**	**13.1**	**2.4**	**3.7**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

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	5C - Natural Resources,	100.00	0.0	5.7	94.3	0.0	2.9	0.0	2.9	0.0	0.0	0.0	5.7	94.3	0.0	2.9	0.0	2.9	0.0	0.0
	Total:	**100.00**										**0.0**	**5.7**	**94.3**	**0.0**	**2.9**	**0.0**	**2.9**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

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	5B - Service Occupations	100.00	17.9	30.8	69.2	7.7	10.3	7.7	5.1	0.0	0.0	17.9	30.8	69.2	7.7	10.3	7.7	5.1	0.0	0.0
	Total:	**100.00**										**17.9**	**30.8**	**69.2**	**7.7**	**10.3**	**7.7**	**5.1**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Internal Availability

AAP: HSU

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

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	5.7	94.3	0.0	2.9	0.0	2.9	0.0	0.0	0.0	5.7	94.3	0.0	2.9	0.0	2.9	0.0	0.0
	Total:	**100.00**										**0.0**	**5.7**	**94.3**	**0.0**	**2.9**	**0.0**	**2.9**	**0.0**	**0.0**

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - Management Occupations

Test: Whole Person

Total Employees: 65

	Total	
	FEMALE	**MINORITY**
Employees (#)	30	16
Employees (%)	46.2	24.6
Availability (%) Goal	63.1	24.2
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	10	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - Lecturer Ay

Test: Whole Person

Total Employees: 235

	Total	
	FEMALE	**MINORITY**
Employees (#)	144	36
Employees (%)	61.3	15.3
Availability (%) Goal	56.9	20.6
Test: Whole Person	NO	YES
Addt'l Needed to Eliminate Problem Area (#)	0	12

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2B - Instr Fac Ay

Test: Whole Person

Total Employees: 209

	Total	
	FEMALE	**MINORITY**
Employees (#)	100	39
Employees (%)	47.8	18.7
Availability (%) Goal	48.5	24.9
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	1	13

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2C - Faculty - Other

Test: Whole Person

Total Employees: 18

	Total	
	FEMALE	**MINORITY**
Employees (#)	8	1
Employees (%)	44.4	5.6
Availability (%) Goal	47.9	19.0
Test: Whole Person	NO	YES
Addt'l Needed to Eliminate Problem Area (#)	0	2

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3A - Business and Financial Operations

Test: Whole Person

Total Employees: 83

	Total	
	FEMALE	**MINORITY**
Employees (#)	61	11
Employees (%)	73.5	13.3
Availability (%) Goal	71.8	25.9
Test: Whole Person	NO	YES
Addt'l Needed to Eliminate Problem Area (#)	0	10

Humboldt State University

Snapshot Date: 07/01/2019

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: 34

	Total	
	FEMALE	**MINORITY**
Employees (#)	20	4
Employees (%)	58.8	11.8
Availability (%) Goal	44.9	13.6
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3C - Ssp

Test: Whole Person

Total Employees: 84

	Total	
	FEMALE	**MINORITY**
Employees (#)	66	32
Employees (%)	78.6	38.1
Availability (%) Goal	69.1	29.8
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 58

	Total	
	FEMALE	**MINORITY**
Employees (#)	16	8
Employees (%)	27.6	13.8
Availability (%) Goal	25.4	19.1
Test: Whole Person	NO	YES
Addt'l Needed to Eliminate Problem Area (#)	0	3

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3E - Healthcare Practitioners and Technical

Test: Whole Person

Total Employees: 13

	Total	
	FEMALE	**MINORITY**
Employees (#)	11	2
Employees (%)	84.6	15.4
Availability (%) Goal	63.4	13.7
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 9

	Total	
	FEMALE	**MINORITY**
Employees (#)	4	1
Employees (%)	44.4	11.1
Availability (%) Goal	77.9	7.4
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	3	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3G - Other Education Services

Test: Whole Person

Total Employees: 17

	Total	
	FEMALE	**MINORITY**
Employees (#)	9	2
Employees (%)	52.9	11.8
Availability (%) Goal	24.2	5.4
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Admin Support Assistant

Test: Whole Person

Total Employees: 23

	Total	
	FEMALE	**MINORITY**
Employees (#)	20	2
Employees (%)	87.0	8.7
Availability (%) Goal	94.3	12.1
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	1	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4B - Admin Support Coordinator

Test: Whole Person

Total Employees: 54

	Total	
	FEMALE	**MINORITY**
Employees (#)	53	16
Employees (%)	98.1	29.6
Availability (%) Goal	93.3	16.4
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4C - Administrative Support - Other

Test: Whole Person

Total Employees: 36

	Total	
	FEMALE	**MINORITY**
Employees (#)	26	8
Employees (%)	72.2	22.2
Availability (%) Goal	75.9	16.1
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	1	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 8

	Total	
	FEMALE	**MINORITY**
Employees (#)	1	1
Employees (%)	12.5	12.5
Availability (%) Goal	22.9	24.7
Test: Whole Person	NO	NO
Addt'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5B - Service Occupations

Test: Whole Person

Total Employees: 39

	Total	
	FEMALE	**MINORITY**
Employees (#)	7	12
Employees (%)	17.9	30.8
Availability (%) Goal	23.3	21.0
Test: Whole Person	YES	NO
Addt'l Needed to Eliminate Problem Area (#)	2	0

Humboldt State University

Snapshot Date: 07/01/2019

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 35

	Total	
	FEMALE	**MINORITY**
Employees (#)	0	2
Employees (%)	0.0	5.7
Availability (%) Goal	4.0	22.9
Test: Whole Person	YES	YES
Addt'l Needed to Eliminate Problem Area (#)	1	6

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

Job Group: 1A - Management Occupations

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	141	64	3	208	2	3	5	0	0	0	6	7	13
Afr. Amer.	32	15	1	48	1	0	1	0	0	0	0	1	1
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	23	8	0	31	2	0	2	0	0	0	1	0	1
Nat. Amer.	0	2	0	2	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	9	2	0	11	0	0	0	0	0	0	0	0	0
Unknown (Race)	23	10	24	57									
Total	228	101	28	357	6	4	10	0	0	0	7	8	15
Total Minority	64	27	1	92	4	1	5	0	0	0	1	1	2

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	1	1	3	1	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	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	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	3	2	5
Total Minority	0	0	0	0	0	0	0	1	1

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

Job Group: 2A - Lecturer Ay

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	65	111	1	177	127	220	347	0	0	0	56	72	128
Afr. Amer.	3	5	0	8	0	7	7	0	0	0	0	3	3
Hispanic	4	5	0	9	20	11	31	0	0	0	6	4	10
Asian	6	9	0	15	12	10	22	0	0	0	1	5	6
Nat. Amer.	0	5	0	5	8	14	22	0	0	0	5	5	10
NHOPI	0	0	0	0	0	6	6	0	0	0	0	2	2
Two or More	6	3	0	9	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	4	6	16									
Total	90	142	7	239	167	268	435	0	0	0	68	91	159
Total Minority	19	27	0	46	40	48	88	0	0	0	12	19	31

	Promotions From			*Promotions Into*			*Promotions Within*		
	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: 07/01/2019

Personnel Transactions Summary

Job Group: 2B - Instr Fac Ay

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	410	282	11	703	4	3	7	0	0	0	13	5	18
Afr. Amer.	24	12	1	37	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	3	3
Asian	182	104	9	295	0	0	0	0	0	0	1	1	2
Nat. Amer.	6	24	0	30	1	0	1	0	0	0	2	0	2
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	15	19	2	36	0	0	0	0	0	0	0	0	0
Unknown (Race)	58	49	66	173									
Total	695	490	89	1274	5	4	9	0	0	0	16	9	25
Total Minority	227	159	12	398	1	1	2	0	0	0	3	4	7

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	0	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	0	0	1	1	2
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

Job Group: 2C - Faculty - Other

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	5	4	0	9	15	14	29	0	0	0	5	5	10
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	3	3	6	0	0	0	3	0	3
Asian	1	0	0	1	1	0	1	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	2	2	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)	2	1	0	3									
Total	10	5	0	15	19	19	38	0	0	0	9	5	14
Total Minority	3	0	0	3	4	5	9	0	0	0	4	0	4

	Promotions From			*Promotions Into*			*Promotions Within*		
	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: 07/01/2019

Personnel Transactions Summary

Job Group: 3A - Business and Financial Operations

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	45	58	2	105	4	8	12	0	0	0	4	4	8
Afr. Amer.	3	2	0	5	0	0	0	0	0	0	0	2	2
Hispanic	0	0	0	0	1	0	1	0	0	0	0	1	1
Asian	4	2	0	6	0	1	1	0	0	0	0	0	0
Nat. Amer.	1	6	0	7	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	7	3	0	10	0	0	0	0	0	0	0	0	0
Unknown (Race)	11	5	8	24									
Total	72	76	10	158	5	9	14	0	0	0	4	7	11
Total Minority	16	13	0	29	1	1	2	0	0	0	0	3	3

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	2	2	0	1	1	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	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	2	2	0	2	2	0	0	0
Total Minority	0	0	0	0	1	1	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

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

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	8	15	1	24	11	18	29	0	0	0	8	6	14
Afr. Amer.	0	0	0	0	2	1	3	0	0	0	2	1	3
Hispanic	0	0	0	0	1	2	3	0	0	0	1	0	1
Asian	0	0	0	0	0	2	2	0	0	0	0	2	2
Nat. Amer.	0	2	0	2	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	2	0	2
Two or More	2	4	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	4	2	6									
Total	10	25	3	38	14	24	38	0	0	0	13	9	22
Total Minority	2	6	0	8	3	6	9	0	0	0	5	3	8

	Promotions From			*Promotions Into*			*Promotions Within*		
	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: 07/01/2019

Personnel Transactions Summary

Job Group: 3C - Ssp

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	78	134	6	218	1	10	11	0	0	0	1	8	9
Afr. Amer.	19	38	2	59	0	7	7	0	0	0	0	3	3
Hispanic	0	0	0	0	6	3	9	0	0	0	2	0	2
Asian	8	10	0	18	0	2	2	0	0	0	0	0	0
Nat. Amer.	5	10	0	15	0	2	2	0	0	0	1	2	3
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	13	22	0	35	0	0	0	0	0	0	0	0	0
Unknown (Race)	14	37	18	69									
Total	137	251	26	414	7	24	31	0	0	0	4	13	17
Total Minority	45	80	2	127	6	14	20	0	0	0	3	5	8

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	2	2
Asian	0	0	0	0	0	0	1	0	1
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	2	3
Total Minority	0	0	0	0	0	0	1	2	3

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

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

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	29	9	0	38	6	8	14	0	0	0	5	6	11
Afr. Amer.	2	2	0	4	1	0	1	0	0	0	0	1	1
Hispanic	0	0	0	0	1	0	1	0	0	0	4	0	4
Asian	10	8	0	18	0	0	0	0	0	0	1	2	3
Nat. Amer.	1	0	0	1	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	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	1	2	8									
Total	47	21	2	70	8	8	16	0	0	0	10	9	19
Total Minority	13	11	0	24	2	0	2	0	0	0	5	3	8

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	1	0	1	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	1	0	1	0	2	2
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

Job Group: 3E - Healthcare Practitioners and Technical

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	3	15	0	18	0	1	1	0	0	0	0	0	0
Afr. Amer.	2	0	0	2	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	2	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	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	3	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	1	2									
Total	6	21	1	28	0	1	1	0	0	0	0	0	0
Total Minority	3	5	0	8	0	0	0	0	0	0	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	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: 07/01/2019

Personnel Transactions Summary

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

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	20	36	1	57	3	2	5	0	0	0	1	1	2
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	1	0	1
Asian	4	1	0	5	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	1	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	2	8	0	10	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	7	7	18									
Total	33	53	8	94	4	2	6	0	0	0	2	1	3
Total Minority	9	10	0	19	1	0	1	0	0	0	1	0	1

	Promotions From			*Promotions Into*			*Promotions Within*		
	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: 07/01/2019

Personnel Transactions Summary

Job Group: 3G - Other Education Services

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	18	22	1	41	2	1	3	0	0	0	1	2	3
Afr. Amer.	0	1	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	0	2	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	2	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	0	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	2	1	6									
Total	21	30	2	53	2	1	3	0	0	0	1	2	3
Total Minority	0	6	0	6	0	0	0	0	0	0	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	0	0	0	0	0	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	0	0	0	2	2
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

Job Group: 4A - Admin Support Assistant

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	31	102	4	137	0	12	12	0	0	0	0	8	8
Afr. Amer.	4	3	0	7	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	3	3	0	1	1	0	2	2
Asian	3	4	0	7	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	3	0	4	0	2	2	0	0	0	0	2	2
NHOPI	2	0	0	2	0	0	0	0	0	0	0	0	0
Two or More	6	22	0	28	0	0	0	0	0	0	0	0	0
Unknown (Race)	7	23	6	36									
Total	54	157	10	221	0	17	17	0	1	1	1	12	13
Total Minority	16	32	0	48	0	5	5	0	1	1	1	4	5

	Promotions From			*Promotions Into*			*Promotions Within*		
	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	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	0	0
Total	0	1	1	0	0	0	0	0	0
Total Minority	0	1	1	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

Job Group: 4B - Admin Support Coordinator

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	18	81	1	100	0	6	6	0	0	0	0	5	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	1	2	0	3	0	0	0	0	0	0	0	0	0
Nat. Amer.	3	5	2	10	0	5	5	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	9	0	11	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	17	4	27									
Total	31	114	7	152	0	11	11	0	0	0	0	5	5
Total Minority	7	16	2	25	0	5	5	0	0	0	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	1	1	2	0	0	0	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	2	1	3	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	2	1	3	0	2	2
Total Minority	0	0	0	2	1	3	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

Job Group: 4C - Administrative Support - Other

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	45	77	1	123	5	7	12	0	0	0	2	5	7
Afr. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	3	3	0	0	0	0	1	1
Asian	4	7	0	11	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	3	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	11	0	13	0	0	0	0	0	0	0	0	0
Unknown (Race)	7	9	6	22									
Total	60	108	7	175	5	10	15	0	0	0	2	6	8
Total Minority	8	22	0	30	0	3	3	0	0	0	0	1	1

	Promotions From			*Promotions Into*			*Promotions Within*		
	Males	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	0	1	1	0	1	1	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	1	3	0	0	0	1	1	2
Asian	0	0	0	0	0	0	0	1	1
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	2	4	0	1	1	2	2	4
Total Minority	2	1	3	0	0	0	1	2	3

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

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

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	12	0	0	12	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	1	0	1
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)	6	0	3	9									
Total	20	0	3	23	0	0	0	0	0	0	1	0	1
Total Minority	2	0	0	2	0	0	0	0	0	0	1	0	1

	Promotions From			*Promotions Into*			*Promotions Within*		
	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: 07/01/2019

Personnel Transactions Summary

Job Group: 5B - Service Occupations

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	48	2	0	50	3	0	3	0	0	0	1	1	2
Afr. Amer.	5	0	0	5	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	4	1	5	0	1	1	0	0	0
Asian	6	2	1	9	3	0	3	0	0	0	0	0	0
Nat. Amer.	1	0	1	2	0	0	0	0	0	0	1	0	1
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	3	2	0	5	0	0	0	0	0	0	0	0	0
Unknown (Race)	10	9	4	23									
Total	74	15	6	95	10	1	11	0	1	1	2	1	3
Total Minority	16	4	2	22	7	1	8	0	1	1	1	0	1

	Promotions From			*Promotions Into*			*Promotions Within*		
	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	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	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 07/01/2019

Personnel Transactions Summary

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

Transaction Dates: 07/01/2018 To 06/30/2019

	Applicants				*Hires*			*Terminations (I)*			*Terminations (V)*		
	Males	**Females**	**UNKNOWN (GENDER)**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**	**Males**	**Females**	**TOTAL RACE**
White	50	0	0	50	10	0	10	0	0	0	7	0	7
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	0	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	5	0	1	6	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	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	9	0	0	9									
Total	70	0	1	71	10	0	10	0	0	0	7	0	7
Total Minority	11	0	1	12	0	0	0	0	0	0	0	0	0

	Promotions From			*Promotions Into*			*Promotions Within*		
	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

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 07/01/2019

Category	7/1/18	7/1/19
Job Openings	547	708
Jobs Filled	540	696
Applicants for all jobs	5,259	3,495
Applicants who self-identified as Protected Veterans	83	42
Applicants Hired	499	665
Protected Veterans Hired	3	2
Hiring Benchmark**	6.4	5.9
Overall protected veterans hired (%)	0.6	0.3

* 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: 07/01/2019

Category	7/1/18			7/1/19		
Job Openings	547			708		
Jobs Filled	540			696		
Applicants for all jobs	5,259			3,495		
Applicants who self-identified as individual(s) with Disability	253			216		
Applicants Hired	499			665		
Individual(s) with Disability Hired	6			13		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.6			2.6		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
1A - Management Occupations	69	3	4.3	65	3	4.6
2A - Lecturer Ay	231	7	3.0	235	6	2.6
2B - Instr Fac Ay	209	3	1.4	209	4	1.9
2C - Faculty - Other	33	1	3.0	18	0	0.0
3A - Business and Financial Operations	89	2	2.2	83	2	2.4
3B - Community, Social Service, Legal, Design, Entertainment, Sports, and Media	36	0	0.0	34	0	0.0
3C - Ssp	85	4	4.7	84	4	4.8
3D - Computer, Engineering, and Science	60	2	3.3	58	2	3.4
3E - Healthcare Practitioners and Technical	12	0	0.0	13	0	0.0
3F - Librarians, Curators, and Archivists	8	N/A	N/A	9	N/A	N/A
3G - Other Education Services	18	0	0.0	17	0	0.0
4A - Admin Support Assistant	27	2	7.4	23	2	8.7

* 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: 07/01/2019

Category	7/1/18			7/1/19		
Job Openings	547			708		
Jobs Filled	540			696		
Applicants for all jobs	5,259			3,495		
Applicants who self-identified as individual(s) with Disability	253			216		
Applicants Hired	499			665		
Individual(s) with Disability Hired	6			13		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.6			2.6		
Job Group	**EE #**	**EE IWD #**	**EE IWD %**	**EE #**	**EE IWD #**	**EE IWD %**
4B - Admin Support Coordinator	53	0	0.0	54	1	1.9
4C - Administrative Support - Other	38	1	2.6	36	1	2.8
5A - Production, Transportation, and Material Moving	10	1	10.0	8	N/A	N/A
5B - Service Occupations	40	1	2.5	39	1	2.6
5C - Natural Resources, Construction, and Maintenance	36	0	0.0	35	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.