

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**CAL POLY HUMBOLDT
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November 1, 2022 – October 31, 2023

**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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CAL POLY HUMBOLDT AAP

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CALIFORNIA STATE POLYTECHNIC UNIVERSITY, HUMBOLDT

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

November 1, 2022 - October 31, 2023

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: DESIGNATION OF RESPONSIBILITY

41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, California State Polytechnic University, Humboldt (CAL POLY HUMBOLDT) has designated the following personnel for designing and ensuring the effective implementation of the university's Affirmative Action Programs.

President

The primary responsibility and accountability for implementing the AAP rests with the university President. The President is responsible for adherence to CAL POLY HUMBOLDT's policy of equal employment opportunity for employment and promotional opportunities. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring CAL POLY HUMBOLDT'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 equal employment opportunity programs through CAL POLY HUMBOLDT's AAP.

Associate Vice President for Human Resources and Chief Human Resources Officer

The Associate Vice President for Human Resources (AVP HR) serves as the campus Chief Human Resources Officer (CHRO) and ensures compliance with all relevant policies and procedures. The AVP HR CHRO's responsibilities include the following:

1. Ensure that CAL POLY HUMBOLDT adheres to the stated policy of equal employment opportunity and monitor the application of equal employment and promotional opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with CAL POLY HUMBOLDT's stated policy.
3. Participate in periodic discussions with management, supervision, and other employed personnel to ensure AAP and equal employment opportunity policies are being followed.

4. Ensure the review of the qualifications of all employees is done equitably, based on job-related employment practices, and is given to all for transfers and promotions.
5. Conduct periodic reviews of 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination and non-preferential treatment.
6. Ensure that all new employees receive an orientation to CAL POLY HUMBOLDT'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 underrepresented populations, as applicable.
9. Review all staff and management vacancy announcements and 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.

Director of Employee and Labor Relations

The Director of Employee and Labor Relations is responsible to ensure the directives of the President and AVP HR CHRO are implemented. The Director of Employee and Labor Relations' duties include, but are not limited to, the following:

1. Provide direction as necessary to carry out all actions required to meet the university's equal employment opportunity and affirmative action commitments for recruitment and promotional opportunities.
2. Review, complete reporting, and update CAL POLY HUMBOLDT's AAP at least on an annual basis in accordance with stated policy.
3. Develop and implement reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for which goals and objectives have been achieved.
4. Conduct periodic reviews to ensure all required posters and those advertising CAL POLY HUMBOLDT's equal employment opportunity policies and AAP are displayed and the CAL POLY HUMBOLDT'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 CAL POLY HUMBOLDT'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 CAL POLY HUMBOLDT's equal employment opportunity and AAP.
 - a. Support and assist the AVP HR CHRO and the Director of Employee and Labor Relations 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 CAL POLY HUMBOLDT's policy.
3. Assist in identifying problem areas and provide needed information for establishing and meeting department EEO goals and objectives.

CHAPTER 2: IDENTIFICATION OF PROBLEM AREAS

41 C.F.R. § 60-2.17(b)

CAL POLY HUMBOLDT performs in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity might exist. At a minimum, CAL POLY HUMBOLDT evaluates:

Terminology

The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms CAL POLY HUMBOLDT 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 CAL POLY HUMBOLDT 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 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, CAL POLY HUMBOLDT has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). CAL POLY HUMBOLDT 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 3: ACTION-ORIENTED PROGRAMS

41 C.F.R. § 60-2.17(c)

CAL POLY HUMBOLDT tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program (AOPs):

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. AVP HR CHRO, with the help of appropriate personnel, will assist in ensuring that the following are implemented:

1. Inform senior administration of CAL POLY HUMBOLDT of needed procedural changes in EEO and Affirmative Action practices including hiring and promotional opportunities. The material should include a review of the current year's data to keep senior administrators informed of the university's compliance status.
2. With staff from Faculty Affairs and Human Resources, continue to develop best practice recruitment processes for faculty and staff in conjunction with the development of an electronic recruitment system. This will include an analysis of campus and departmental recruitment and search practices.
3. Continue to work with departments on developing recruitment and promotional strategies to diversify applicant pools to include effective advertising, interviewing, and search committee practices. Provide examples of good practices and strategies for effective hiring outcomes.
4. Continue to develop, provide training about disability accommodation issues, and heighten awareness across the campus.
5. Work with campus Accessible Technology Institute steering committee and working groups in ensuring compliance with legal requirements for accessibility for web-based materials.
6. Develop position descriptions that accurately reflect position functions and contain academic experience and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from the appearance of bias with regard to age, race, religion, national origin, disability, or veteran status.
7. Provide training on diversity and unconscious bias in the hiring process

8. Appoint “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. The goal of the program is to bring awareness of implicit bias and to develop tools to counteract one’s implicit bias during the recruitment process resulting in more equitable consideration of diverse candidates.
9. Support diversity and inclusion initiatives across campus including 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.
10. With respect to student support, continue 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 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.
11. Continue a Faculty Candidate Pool Demographic Review Protocol. All secondary tenure-track faculty candidate pools are assessed for equitable representation by the Campus Diversity Officer. The candidate pool is assessed according to the most recent National Center Education Statistics data, the National Survey for Earned Doctorates, and Cornell university’s Integrated Postsecondary Education Data System (IPEDS) Faculty Pipeline: PhD Production by Program, Race, and Gender.
12. Continue a Faculty Equity Advocate Program. All Faculty candidate search committees must include a non-voting Equity Advocate member. An Equity Advocate is a volunteer faculty or staff member who serves on a department’s search committee to be a presence and resource that encourages equitable consideration of all candidates across identity markers. The Equity Advocate adds a layer of awareness and consistency to the search and deliberative process that allows the search committee to focus on content expertise while minimizing the cognitive and structural impact of implicit bias. Equity Advocates for staff search committees are available upon request. We have developed a FEA Handbook.

13. Continue a Faculty Cluster Hire Initiative. Faculty cluster hiring is a widespread practice in higher education that involves hiring faculty into multiple departments or colleges focusing on interdisciplinary research topics, or “clusters”. The goal of the cluster hiring program is to increase faculty diversity and address other aspects of institutional excellence, teaching and learning, and community engagement.
14. Continue Candidate Diversity Statements. An official Cal Poly Humboldt Diversity Statement is included in Vacancy Announcements and is read as follows: “Cal Poly Humboldt is a Hispanic-Serving Institution that strives to foster an inclusive and equitable community to support our students of diverse backgrounds. We are committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff of the highest quality committed to working in a multicultural and multiracial community that reflects the diversity of the state.”
15. Continue to require a Candidate Diversity Statement from all Faculty candidates. Each candidate must include their own diversity statement as part of their application process. The submission requirement reads as follows: “Diversity Statement, include your understanding of the barriers facing Black, Indigenous, and other people of Color (BIPOC) in higher education and your past and/or future contributions to inclusive student success, including equitable access and outcomes through teaching and professional or public service. Applicants are encouraged to highlight any contributions they have made towards the inclusivity of students from the LGBTIQ+ community.”

CHAPTER 4: INTERNAL AUDIT AND REPORTING

41 C.F.R. § 60-2.17(d)

The CAL POLY HUMBOLDT's auditing and reporting system periodically measures the effectiveness of its total affirmative action program.

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 AVP HR CHRO, 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 CAL POLY HUMBOLDT auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The AVP HR CHRO add:

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. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Reviews report results with appropriate levels of management; and
4. Advises top management of program effectiveness and submit recommendations for improvement.

CAL POLY HUMBOLDT

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

FOR

NOVEMBER 1, 2022 - OCTOBER 31, 2023

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

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, 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, religion, color, national origin, sex, age, sexual orientation, gender identity and status as a protected veteran or an individual with disability. CAL POLY HUMBOLDT's EEO policy and affirmative action obligations have my full support as President.

The AVP HR CHRO has been delegated as the person in charge of overseeing the annual preparation and implementation of the Affirmative Action Program. CAL POLY HUMBOLDT will also 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.

The CAL POLY HUMBOLDT 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. The CAL POLY HUMBOLDT'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 the CAL POLY HUMBOLDT's legal duty to furnish the information.

It is also CAL POLY HUMBOLDT's policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. Also, CAL POLY HUMBOLDT will safeguard the fair and equitable treatment of protected veteran spouses and family members regarding all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran.

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

(Signature)

Dr. Tom Jackson, Jr.
President
Cal Poly Humboldt

Plan Effective Date: November 1, 2022 – October 21, 2023

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. CAL POLY HUMBOLDT periodically conducts a review of 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. To determine whether an individual is qualified for a particular job, a close examination of the content of the job is 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 is 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 CAL POLY HUMBOLDT Student Veterans Association.
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 CHRS 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 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)

CAL POLY HUMBOLDT 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. CAL POLY HUMBOLDT will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: (a) the employee is having significant difficulty with job performance, and (b) it is reasonable to conclude that the problem is related to the known disability.

Employees may notify their direct supervisor or contact the HR department at any time to formally request an accommodation.

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

CAL POLY HUMBOLDT 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 CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Nondiscrimination Policy)).

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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 AVP HR CHRO, or as appropriately delegated:

1. Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
2. Disseminate information concerning employment opportunities to publications that primarily reach protected veterans and individuals with disabilities.
3. Inform all recruiting sources, in writing and orally, of the university's affirmative action policy for protected veterans and individuals with disabilities.
4. List suitable job openings with agencies and organizations such as the State Employment Development Department, Department of Rehabilitation, the National Veterans Foundation, North Coast Veterans Resource Center, and/or and the Northwest Committee for Employment of People with Disabilities (NCEPD).
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. CAL POLY HUMBOLDT 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)

To gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities CAL POLY HUMBOLDT will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the AVP HR CHRO. The following policies and procedures are designed to foster support and understanding from CAL POLY HUMBOLDT's executive staff, management, supervisors, and other employees to encourage all employees to take the necessary actions to aid CAL POLY HUMBOLDT in meeting its obligations.

1. Post the California State University (CSU) Systemwide Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Nondiscrimination Policy).
2. Educate employees involved in recruiting, selection, promotion, and related employment processes to recognize and remedy bias in the recruitment and selection process.
3. Educate search committee chairs and members to ensure they understand and are committed to effective implementation of the policy.
4. Discuss the affirmative action plan with affected hiring managers.
5. Post the policy on university bulletin boards.
6. 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)

CAL POLY HUMBOLDT has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of CAL POLY HUMBOLDT'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 AVP HR CHRO.
3. Measures the degree to which CAL POLY HUMBOLDT'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, CAL POLY HUMBOLDT has designated the AVP HR CHRO with overall responsibility of preparing and implementing the organization's annual affirmative action programs in accordance with the OFCCP's regulations.

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 CAL POLY HUMBOLDT's AAP.

Associate Vice President for Human Resources and Chief Human Resources Officer

The AVP HR CHRO has 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 one basis for evaluating the AVP HR CHRO'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.

Director of Employee and Labor Relations

The Director of Employee and Labor Relations is responsible for ensuring that the directives of the President and the AVP HR CHRO 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. CAL POLY HUMBOLDT conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. CAL POLY HUMBOLDT 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 CAL POLY HUMBOLDT 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 AVP HR CHRO 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 the university's employees, managers and supervisors have assumed certain responsibilities to help CAL POLY HUMBOLDT ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

1. Aggressively adhering to the university's equal employment opportunity policy.
2. Supporting and assisting the AVP HR CHRO and Director of Employee Relations and Labor Relations 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 employees placed through affirmative action efforts.
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.
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)

CAL POLY HUMBOLDT trains all employees involved with the recruitment, selection, promotion, disciplinary actions, training, and related processes of 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)

CAL POLY HUMBOLDT has adopted the current national percentage of veterans in the civilian labor force of 5.5% as its hiring benchmark for protected veterans. CAL POLY HUMBOLDT will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.5% hiring benchmark is applied to each job group within CAL POLY HUMBOLDT.

CAL POLY HUMBOLDT also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. CAL POLY HUMBOLDT 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 CAL POLY HUMBOLDT.

CAL POLY HUMBOLDT has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. CAL POLY HUMBOLDT 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.

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

It is the policy of CAL POLY HUMBOLDT 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.

CAL POLY HUMBOLDT 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 CAL POLY HUMBOLDT's legal duty to furnish the information.

Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ACAD AFFAIRS - PROVOST & VP

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ACADEMIC PERSONNEL SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	ADMINISTRATOR IV	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 #	1	1	0	0	0	0	0	0
Grand Total %			20.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	1	0	0	0	0	0
				Female%	80.0	60.0	20.0	0.0	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ACADEMIC PROGRAMS

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ACCOUNTING

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1762	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1740	ACCOUNTING TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4555	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4556	Accountant 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 #		5	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			80.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	1	0	2	1	0	0	1
				Female%	100.0	20.0	0.0	40.0	20.0	0.0	0.0	20.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ACCOUNTS PAYABLE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1730	ACCOUNTING TECHNICIAN I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	2	Male #	2	1	1	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	16.7	16.7	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	66.7	50.0	0.0	16.7	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ACCREDITATION

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ADMIN - FINANCE VP

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		2	2	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 #	2	0	1	1	0	0	0	0
				Female%	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ADMISSIONS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	7	5	Male	3	0	0	2	0	1	0	0
				Female	4	2	0	1	0	0	0	1
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
3318	ADMINISTRATOR I	2	1	Male	1	0	1	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 #		15	9	Male #	6	1	1	2	1	1	0	0
Grand Total %			60.0	Male %	40.0	6.7	6.7	13.3	6.7	6.7	0.0	0.0
				Female #	9	5	0	2	0	0	0	2
				Female%	60.0	33.3	0.0	13.3	0.0	0.0	0.0	13.3

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ADVISING CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3082	STUDENT SERVICES PROFESSIONAL II	5	2	Male	1	0	0	1	0	0	0	0
				Female	4	3	1	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		10	3	Male #	2	1	0	1	0	0	0	0
Grand Total %			30.0	Male %	20.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0
				Female #	8	6	1	0	0	0	0	1
				Female%	80.0	60.0	10.0	0.0	0.0	0.0	0.0	10.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: AFRICAN AMERICAN CENTER

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ANTHROPOLOGY

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
Grand Total #		8	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			25.0	Male %	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	7	5	0	1	0	0	0	1
				Female%	87.5	62.5	0.0	12.5	0.0	0.0	0.0	12.5

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: APPLICATION DEVELOPMENT

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ART

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	10	1	Male	3	2	0	0	0	0	0	1
				Female	7	7	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2393	VISITING FACULTY - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	8	1	Male	3	3	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		23	5	Male #	6	5	0	0	0	0	0	1
Grand Total %			21.7	Male %	26.1	21.7	0.0	0.0	0.0	0.0	0.0	4.3
				Female #	17	13	0	2	0	0	0	2
				Female%	73.9	56.5	0.0	8.7	0.0	0.0	0.0	8.7

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ARTS, HUM AND SOC SCI- DEAN

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #			2	0	Male #	1	1	0	0	0	0	0	
Grand Total %				0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
					Female #	1	1	0	0	0	0	0	
					Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-ADMIN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8180	Athletic Trainer I 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 TECHNICIAN I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2379	COACHING SPECIALIST - 12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	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 #	6	6	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 #	3	3	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-BSKBL WMN

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-BSKBL-MEN

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-ROWING-WMN

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-SOCCER MEN

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

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-SOCCER WMN

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-SOFTBALL

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-TRACK&FLD

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH	3	1	Male	2	1	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2376	COACH - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	1	Male #	2	1	0	1	0	0	0	0	
Grand Total %			25.0	Male %	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ATHLETICS-XCOUNTRY

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: BIOLOGICAL SCIENCES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2355	GRADUATE ASSISTANT	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	27	7	Male	6	4	0	0	2	0	0	0	
				Female	21	16	1	3	0	0	0	1	
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	12	0	Male	4	4	0	0	0	0	0	0	
				Female	8	8	0	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	15	2	Male	10	9	0	0	1	0	0	0	
				Female	5	4	0	1	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		66	10	Male #	24	20	0	1	3	0	0	0	
Grand Total %			15.2	Male %	36.4	30.3	0.0	1.5	4.5	0.0	0.0	0.0	
				Female #	42	36	1	4	0	0	0	1	
				Female%	63.6	54.5	1.5	6.1	0.0	0.0	0.0	1.5	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: BUSINESS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
2358	LECTURER - ACADEMIC YEAR	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	3	Male	4	2	0	0	2	0	0	0
				Female	3	2	0	0	1	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		13	6	Male #	6	3	0	1	2	0	0	0
Grand Total %			46.2	Male %	46.2	23.1	0.0	7.7	15.4	0.0	0.0	0.0
				Female #	7	4	0	0	2	1	0	0
				Female%	53.8	30.8	0.0	0.0	15.4	7.7	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CAREER DEVELOPMENT CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CENTER ACTIVITIES

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	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 #		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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CENTER ARTS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3318	ADMINISTRATOR I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	3	Male #	2	0	1	1	0	0	0	0
Grand Total %			100.0	Male %	66.7	0.0	33.3	33.3	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	0	0	0	1
				Female%	33.3	0.0	0.0	0.0	0.0	0.0	0.0	33.3

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CENTERS FR ACADEMIC EXCELLENCE

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CHEMISTRY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	6	1	Male	5	5	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	0	Male	4	4	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		15	1	Male #	10	10	0	0	0	0	0	0
Grand Total %			6.7	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	4	0	1	0	0	0	0
				Female%	33.3	26.7	0.0	6.7	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CHILD DEVELOPMENT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	1	0	0	
2358	LECTURER - ACADEMIC YEAR	6	2	Male	2	1	0	0	0	1	0	0	
				Female	4	3	0	0	0	1	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	0	2	2	0	0	
Grand Total #		13	7	Male #	2	1	0	0	0	1	0	0	
Grand Total %			53.8	Male %	15.4	7.7	0.0	0.0	0.0	7.7	0.0	0.0	
				Female #	11	5	0	0	2	4	0	0	
				Female%	84.6	38.5	0.0	0.0	15.4	30.8	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CHILDREN'S CENTER - CAMPUS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	3	Male #	2	1	0	1	0	0	0	0
Grand Total %			42.9	Male %	28.6	14.3	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	5	3	0	1	1	0	0	0
				Female%	71.4	42.9	0.0	14.3	14.3	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CIO OFFICE

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CIRCULATION SERVICES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CNR+S COLLEGE WIDE

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: COMMUNICATION

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: COMPUTER SCIENCE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	1	0	0	0	0	0	
Grand Total #		6	1	Male #	3	3	0	0	0	0	0	0	
Grand Total %			16.7	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	1	0	0	0	0	0	
				Female%	50.0	33.3	16.7	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CONFERENCES & EVENT SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CONSTITUENT ENGAGEMENT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	0	1
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	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	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	0	0	1	
				Female%	83.3	50.0	0.0	16.7	0.0	0.0	0.0	16.7	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CONTRACTS AND PROCUREMENT

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: COUNSELING & PSYCH SVCS

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3319	ADMINISTRATOR I - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			14.3	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	5	0	1	0	0	0	0
				Female%	85.7	71.4	0.0	14.3	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CREATIVE SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0820	GRAPHIC DESIGNER -12 MONTH	3	0	Male	2	2	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CRITICAL RACE GENDER SEXUALITY

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2358	LECTURER - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	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 #	1	1	0	0	0	0	0	0
Grand Total %			66.7	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	1	0	0	0	0	1
				Female%	66.7	0.0	33.3	0.0	0.0	0.0	0.0	33.3

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: CTR FOR TEACHING & LEARNING

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: DEAN OF STUDENTS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	2	Male #	1	0	0	0	1	0	0	0
Grand Total %			40.0	Male %	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	4	3	0	0	0	0	0	1
				Female%	80.0	60.0	0.0	0.0	0.0	0.0	0.0	20.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: DIVERSITY & INCLUSION

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #			2	1	Male #	1	0	0	1	0	0	0	
Grand Total %				50.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	
					Female #	1	1	0	0	0	0	0	
					Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: EARLY OUTREACH PROGRAMS

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ECONOMICS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	1	Male	2	1	0	1	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: EDUCATION

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	46	8	Male	9	8	0	1	0	0	0	0
				Female	37	30	0	2	1	1	0	3
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	6	3	Male	3	1	0	0	2	0	0	0
				Female	3	2	0	1	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
Grand Total #		57	12	Male #	14	11	0	1	2	0	0	0
Grand Total %			21.1	Male %	24.6	19.3	0.0	1.8	3.5	0.0	0.0	0.0
				Female #	43	34	0	3	1	2	0	3
				Female%	75.4	59.6	0.0	5.3	1.8	3.5	0.0	5.3

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: EDUCATIONAL OPP PROGR

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	ADMINISTRATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	5	Male #	1	0	0	1	0	0	0	0
Grand Total %			83.3	Male %	16.7	0.0	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	5	1	1	2	1	0	0	0
				Female%	83.3	16.7	16.7	33.3	16.7	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ENGINEERING

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	7	2	Male	3	3	0	0	0	0	0	0
				Female	4	2	0	1	0	1	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	2	Male	2	1	1	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		19	4	Male #	7	6	1	0	0	0	0	0
Grand Total %			21.1	Male %	36.8	31.6	5.3	0.0	0.0	0.0	0.0	0.0
				Female #	12	9	0	2	0	1	0	0
				Female%	63.2	47.4	0.0	10.5	0.0	5.3	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ENGLISH

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	11	1	Male	1	0	0	1	0	0	0	0
				Female	10	10	0	0	0	0	0	0
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	1	1	0	0	0	1
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		20	5	Male #	1	0	0	1	0	0	0	0
Grand Total %			25.0	Male %	5.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0
				Female #	19	15	1	2	0	0	0	1
				Female%	95.0	75.0	5.0	10.0	0.0	0.0	0.0	5.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ENROLLMT MGMT AVP OFFICE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ENTERPRISE - CLIENT TECHNOLOGY

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0420	INFORMATION TECHNOLOGY CONSULTANT -12	5	1	Male	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0411	OPERATING SYSTEMS ANALYST -11/12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
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 #		7	2	Male #	7	5	0	1	1	0	0	0
Grand Total %			28.6	Male %	100.0	71.4	0.0	14.3	14.3	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ENTERPRISE DATA MANAGEMENT

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ENVIRONMENTAL SCIENCE MANGMT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	7	2	Male	3	2	0	1	0	0	0	0	
				Female	4	3	0	1	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	8	1	Male	4	3	1	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		19	3	Male #	8	6	1	1	0	0	0	0	
Grand Total %			15.8	Male %	42.1	31.6	5.3	5.3	0.0	0.0	0.0	0.0	
				Female #	11	10	0	1	0	0	0	0	
				Female%	57.9	52.6	0.0	5.3	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ENVIRONMENTAL STUDIES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
Grand Total #		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	0	1	0	0	0	
				Female%	100.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: EXT ED - GENERAL ADMIN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5182	EXTENDED EDUCATION SPECIALIST II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		10	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			20.0	Male %	10.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	7	0	1	1	0	0	0
				Female%	90.0	70.0	0.0	10.0	10.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - ADMINISTRATION

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - AUTO SHOP MOTOR POOL

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - CONSTRUCTION MGT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	4	1	Male	3	2	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	1	Male #	4	3	0	0	1	0	0	0	
Grand Total %			20.0	Male %	80.0	60.0	0.0	0.0	20.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - CUSTODIAL

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	28	11	Male	23	16	1	3	1	0	0	2	
				Female	5	1	0	4	0	0	0	0	
2015	LEAD CUSTODIAN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		31	11	Male #	25	18	1	3	1	0	0	2	
Grand Total %			35.5	Male %	80.6	58.1	3.2	9.7	3.2	0.0	0.0	6.5	
				Female #	6	2	0	4	0	0	0	0	
				Female%	19.4	6.5	0.0	12.9	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - DISTRIBUTION

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
6223	LABORER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1508	WAREHOUSE WORKER	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	
Grand Total %				0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
					Female #	1	1	0	0	0	0	0	
					Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - ENGINEERS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6702	BUILDING SERVICE ENGINEER	5	0	Male	5	5	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6265	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	0	Male #	6	6	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - GROUNDS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0731	GROUNDWORKER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
0745	GARDENING SPECIALIST	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0726	LEAD GROUNDWORKER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6366	Heavy Equip Opr/Bus Drvr-Pool	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		5	1	Male #	4	3	0	1	0	0	0	0	
Grand Total %			20.0	Male %	80.0	60.0	0.0	20.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - PLAN AND DESIGN

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	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	
Grand Total %				0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
					Female #	4	4	0	0	0	0	0	
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - SUPPORT SERVICES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - SUSTAINABILITY

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FAC MGT - TRADES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6476	CARPENTER	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6526	PAINTER	3	0	Male	3	3	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6940	FACILITIES MAINTENANCE MECHANIC	5	1	Male	5	4	0	0	0	1	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	
6533	ELECTRICIAN	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6265	FACILITIES PROJECT SUPERVISOR	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
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 #		16	1	Male #	16	15	0	0	0	1	0	0	
Grand Total %			6.3	Male %	100.0	93.8	0.0	0.0	0.0	6.3	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FILM

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	1	1	0	0	0	0	0	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FINANCIAL AID OFFICE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	2	Male	2	0	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		11	6	Male #	3	1	0	2	0	0	0	0
Grand Total %			54.5	Male %	27.3	9.1	0.0	18.2	0.0	0.0	0.0	0.0
				Female #	8	4	0	2	2	0	0	0
				Female%	72.7	36.4	0.0	18.2	18.2	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FISHERIES BIOLOGY

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2355	GRADUATE ASSISTANT	7	2	Male	3	3	0	0	0	0	0	0	
				Female	4	2	0	1	0	0	0	1	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	3	Male	5	2	0	3	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		14	5	Male #	9	6	0	3	0	0	0	0	
Grand Total %			35.7	Male %	64.3	42.9	0.0	21.4	0.0	0.0	0.0	0.0	
				Female #	5	3	0	1	0	0	0	1	
				Female%	35.7	21.4	0.0	7.1	0.0	0.0	0.0	7.1	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: FORESTRY & WILDLAND RESOURCES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	6	1	Male	5	4	0	0	0	1	0	0	
				Female	1	1	0	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	6	0	Male	4	4	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2361	INSTRUCTIONAL FACULTY - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		16	1	Male #	12	11	0	0	0	1	0	0	
Grand Total %			6.3	Male %	75.0	68.8	0.0	0.0	0.0	6.3	0.0	0.0	
				Female #	4	4	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: GENERAL STUDIES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: GEOGRAPHY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	5	2	Male	1	0	0	1	0	0	0	0	
				Female	4	3	1	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	2	Male #	2	1	0	1	0	0	0	0	
Grand Total %			33.3	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	4	3	1	0	0	0	0	0	
				Female%	66.7	50.0	16.7	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: GEOLOGY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
Grand Total #		7	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	28.6	28.6	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	71.4	71.4	0.0	0.0	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: HEALTH EDUCATION

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
8145	HEALTH EDUCATION ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8147	HEALTH EDUCATOR	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: HISTORY

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
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	0	1	0	0	0	0
				Female%	37.5	25.0	0.0	12.5	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: HSG CONFERENCING

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: HSG HOUSING WIDE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1740	ACCOUNTING TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	0
4792	BUYER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		6	3	Male #	1	0	0	1	0	0	0	0	
Grand Total %			50.0	Male %	16.7	0.0	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	5	3	0	2	0	0	0	0	
				Female%	83.3	50.0	0.0	33.3	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: HSG PROGRAM SUPPORT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3082	STUDENT SERVICES PROFESSIONAL II	3	1	Male	2	1	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3318	ADMINISTRATOR I	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
Grand Total #		5	3	Male #	3	1	0	1	1	0	0	0	
Grand Total %			60.0	Male %	60.0	20.0	0.0	20.0	20.0	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: HUMAN RESOURCES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	1	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
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		10	3	Male #	2	1	0	1	0	0	0	0
Grand Total %			30.0	Male %	20.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0
				Female #	8	6	0	1	1	0	0	0
				Female%	80.0	60.0	0.0	10.0	10.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: IND NAT RES, SCI&ENGR PR

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	2	1	Male	2	1	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 #		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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: INDIAN TEACHER - ED PERS PR

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
3084	STUDENT SERVICES PROFESSIONAL III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	2	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: INFORMATION SECURITY

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: INST RES ANALYTICS REPORTING

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
5683	RESEARCH TECHNICIAN I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
5680	RESEARCH TECHNICIAN III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		3	1	Male #	2	1	0	0	0	0	0	1	
Grand Total %			33.3	Male %	66.7	33.3	0.0	0.0	0.0	0.0	0.0	33.3	
				Female #	1	1	0	0	0	0	0	0	
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ITS ADMINISTRATIVE SUPPORT

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: ITS PROJECT OFFICE

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: JOURNALISM - MASS COMM

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	3	1	Male	2	2	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	1	Male	1	0	1	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		6	2	Male #	3	2	1	0	0	0	0	0	
Grand Total %			33.3	Male %	50.0	33.3	16.7	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	0	1	0	0	0	0	
				Female%	50.0	33.3	0.0	16.7	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: KINESIOLOGY & RECREATION ADMIN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	5	4	Male	2	0	0	1	0	1	0	0
				Female	3	1	0	1	1	0	0	0
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
2358	LECTURER - ACADEMIC YEAR	14	3	Male	5	2	0	1	0	1	0	1
				Female	9	9	0	0	0	0	0	0
1036	ADMINISTRATIVE ANALYST/SPECIALIST -10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6970	DIVING SAFETY OFFICER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	10	1	Male	5	4	0	0	1	0	0	0
				Female	5	5	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		34	10	Male #	13	6	0	3	1	2	0	1
Grand Total %			29.4	Male %	38.2	17.6	0.0	8.8	2.9	5.9	0.0	2.9
				Female #	21	18	0	1	1	1	0	0
				Female%	61.8	52.9	0.0	2.9	2.9	2.9	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: LATINX CENTER

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		2	2	Male #	1	0	0	1	0	0	0	0	
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: LEARNING CENTER

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	1	0	0	0	1
				Female%	100.0	50.0	0.0	25.0	0.0	0.0	0.0	25.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: LIBRARY DEAN

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: LIBRARY INSTR & RESEARCH SRVCS

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2920	LIBRARIAN - 12 MONTH	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2919	LIBRARIAN - 10 MONTH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	3	Male #	2	1	0	1	0	0	0	0
Grand Total %			42.9	Male %	28.6	14.3	0.0	14.3	0.0	0.0	0.0	0.0
				Female #	5	3	0	1	1	0	0	0
				Female%	71.4	42.9	0.0	14.3	14.3	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: LIBRARY TECHNICAL SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2920	LIBRARIAN - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2889	LIBRARY SERVICES SPECIALIST IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	1	0	0	0	0	0	
				Female%	66.7	33.3	33.3	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: MARINE FACILITIES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: MARINE VESSEL

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: MATHEMATICS

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	8	1	Male	4	4	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	9	1	Male	8	7	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		18	2	Male #	13	12	0	0	1	0	0	0
Grand Total %			11.1	Male %	72.2	66.7	0.0	0.0	5.6	0.0	0.0	0.0
				Female #	5	4	0	1	0	0	0	0
				Female%	27.8	22.2	0.0	5.6	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: MULTICULTURAL CENTER

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: MUSIC

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2866	ACCOMPANIST II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	12	0	Male	7	7	0	0	0	0	0	0	
				Female	5	5	0	0	0	0	0	0	
6951	PIANO TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	0	Male	3	3	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		21	0	Male #	13	13	0	0	0	0	0	0	
Grand Total %			0.0	Male %	61.9	61.9	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	8	8	0	0	0	0	0	0	
				Female%	38.1	38.1	0.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: NAT AMERICAN STUDIES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	5	4	Male	2	1	0	0	0	1	0	0
				Female	3	0	0	1	0	2	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	0	3	0	0
Grand Total #		8	7	Male #	2	1	0	0	0	1	0	0
Grand Total %			87.5	Male %	25.0	12.5	0.0	0.0	0.0	12.5	0.0	0.0
				Female #	6	0	0	1	0	5	0	0
				Female%	75.0	0.0	0.0	12.5	0.0	62.5	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: NATURAL RES & SCI - DEAN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	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	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	2	Male #	2	1	0	1	0	0	0	0
Grand Total %			33.3	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	66.7	50.0	0.0	16.7	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: NATURAL RES ANCILL SUPP

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: NETWORK SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
0430	NETWORK ANALYST -12	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	
Grand Total %				0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	
					Female #	1	1	0	0	0	0	0	
					Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: NEWS & INFORMATION

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: NURSING

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: OCEANOGRAPHY

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PARKING

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PAYROLL

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1100	PAYROLL TECHNICIAN I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1101	PAYROLL TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1102	Payroll Technician III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PHILANTHROPY

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
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	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	
Grand Total %				0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
					Female #	3	3	0	0	0	0	0	
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PHILOSOPHY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	0	Male	2	2	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PHYSICS & ASTRONOMY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #			9	2	Male #	6	6	0	0	0	0	0
Grand Total %				22.2	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0
					Female #	3	1	0	2	0	0	0
					Female%	33.3	11.1	0.0	22.2	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: POLITICS

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PRESIDENT'S OFFICE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
1148	PRESIDENTIAL AIDE	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	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
2977	PRESIDENT	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	3	Male #	2	1	1	0	0	0	0	0
Grand Total %			50.0	Male %	33.3	16.7	16.7	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	0	1	1	0	0
				Female%	66.7	33.3	0.0	0.0	16.7	16.7	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PRINT SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1481	REPROGRAPHICS SPECIALIST II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0830	DESKTOP PUBLISHING/GRAPHIC SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PROFESSIONAL STUDIES- DEAN

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: PSYCHOLOGY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2355	GRADUATE ASSISTANT	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	11	1	Male	1	1	0	0	0	0	0	0
				Female	10	9	0	0	0	0	0	1
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	10	2	Male	6	6	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
Grand Total #		27	5	Male #	8	8	0	0	0	0	0	0
Grand Total %			18.5	Male %	29.6	29.6	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	19	14	0	4	0	0	0	1
				Female%	70.4	51.9	0.0	14.8	0.0	0.0	0.0	3.7

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: REGISTRAR

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	3	2	Male	1	0	0	0	0	0	0	1	
				Female	2	1	0	0	0	0	0	1	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		10	3	Male #	2	1	0	0	0	0	0	1	
Grand Total %			30.0	Male %	20.0	10.0	0.0	0.0	0.0	0.0	0.0	10.0	
				Female #	8	6	0	0	0	1	0	1	
				Female%	80.0	60.0	0.0	0.0	0.0	10.0	0.0	10.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: RELIGIOUS STUDIES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: RESEARCH & SPONSORED PROGRAMS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	9	3	Male	3	2	0	0	1	0	0	0	
				Female	6	4	0	1	1	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 #		10	3	Male #	3	2	0	0	1	0	0	0	
Grand Total %			30.0	Male %	30.0	20.0	0.0	0.0	10.0	0.0	0.0	0.0	
				Female #	7	5	0	1	1	0	0	0	
				Female%	70.0	50.0	0.0	10.0	10.0	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: RETENTION THRU ACAD MENTORING

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: RISK MGMT & SAFETY SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: SERVICE LEARNING CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	STUDENT SERVICES PROFESSIONAL II	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: SOCIAL WORK

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR	14	5	Male	1	0	0	1	0	0	0	0	
				Female	13	9	1	1	0	2	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	5	0	Male	1	1	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	
Grand Total #		21	6	Male #	2	1	0	1	0	0	0	0	
Grand Total %			28.6	Male %	9.5	4.8	0.0	4.8	0.0	0.0	0.0	0.0	
				Female #	19	14	1	1	1	2	0	0	
				Female%	90.5	66.7	4.8	4.8	4.8	9.5	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: SOCIOLOGY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	4	2	Male	0	0	0	0	0	0	0	0	
				Female	4	2	0	1	1	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	1	Male	2	1	0	0	0	0	0	1	
				Female	5	5	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		16	5	Male #	4	3	0	0	0	0	0	1	
Grand Total %			31.3	Male %	25.0	18.8	0.0	0.0	0.0	0.0	0.0	6.3	
				Female #	12	8	0	3	1	0	0	0	
				Female%	75.0	50.0	0.0	18.8	6.3	0.0	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: SPECIAL COLLECTIONS

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT ACTIVITIES CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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 #		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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT CLUBS & ACTIVITIES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT DISABILITY RES CTR

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	1	0	0	0	1
				Female%	100.0	60.0	0.0	20.0	0.0	0.0	0.0	20.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT ENGAGEMENT-LEADERSHIP

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT FINANCIAL SERVICES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT MEDICAL SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8148	MEDICAL ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7922	PHLEBOTOMIST/CLINICAL LABORATORY ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8150	REGISTERED NURSE I - 10 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8154	REGISTERED NURSE II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7996	RADIOLOGIC TECHNOLOGIST II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7927	CLINICAL LABORATORY SCIENTIST I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7926	CLINICAL LABORATORY SCIENTIST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8161	PHYSICIAN ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8166	NURSE PRACTITIONER	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	1	1	0	0
7993	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT MEDICAL SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7737	PHYSICIAN - PRIMARY CARE	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	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 #		22	4	Male #	3	3	0	0	0	0	0	0
Grand Total %			18.2	Male %	13.6	13.6	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	19	15	0	0	3	1	0	0
				Female%	86.4	68.2	0.0	0.0	13.6	4.5	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: STUDENT RECREATION CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: SYSTEM ADMINISTRATION

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
0410	OPERATING SYSTEMS ANALYST -12	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: TELECOMMUNICATIONS SERVICES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: TESTING CENTER

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: THEATRE, FILM AND DANCE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7023	EQUIPMENT TECHNICIAN III, ELECTRONIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	8	2	Male	1	1	0	0	0	0	0	0
				Female	7	5	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		12	3	Male #	3	2	0	1	0	0	0	0
Grand Total %			25.0	Male %	25.0	16.7	0.0	8.3	0.0	0.0	0.0	0.0
				Female #	9	7	0	2	0	0	0	0
				Female%	75.0	58.3	0.0	16.7	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: TITLE IX

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	ADMINISTRATOR I	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	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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: UNIV ADVANCEMENT-VICE PRES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: UNIVERSITY BUDGET

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: UNIVERSITY POLICE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8800	POLICE DISPATCHER -12 MONTH	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
8820	Community Service Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8350	POLICE OFFICER	3	1	Male	2	1	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
8354	SERGEANT	2	1	Male	1	0	0	0	0	1	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	2	Male #	4	2	0	0	0	1	0	1
Grand Total %			16.7	Male %	33.3	16.7	0.0	0.0	0.0	8.3	0.0	8.3
				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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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: UNIVERSITY SENATE

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: USER SUPPORT SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
0420	INFORMATION TECHNOLOGY CONSULTANT -12	11	2	Male	8	7	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
0421	INFORMATION TECHNOLOGY CONSULTANT -11/12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		15	2	Male #	11	10	0	1	0	0	0	0
Grand Total %			13.3	Male %	73.3	66.7	0.0	6.7	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	26.7	20.0	0.0	6.7	0.0	0.0	0.0	0.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: VET SERVICES

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

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: WILDLIFE MANAGEMENT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2355	GRADUATE ASSISTANT	8	4	Male	3	2	0	1	0	0	0	0	
				Female	5	2	0	2	0	1	0	0	
2354	TEACHING ASSOCIATE - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	3	0	Male	3	3	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	7	0	Male	5	5	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		21	4	Male #	12	11	0	1	0	0	0	0	
Grand Total %			19.0	Male %	57.1	52.4	0.0	4.8	0.0	0.0	0.0	0.0	
				Female #	9	6	0	2	0	1	0	0	
				Female%	42.9	28.6	0.0	9.5	0.0	4.8	0.0	0.0	

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: WORLD LANGUAGES & CULTURES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	LECTURER - ACADEMIC YEAR	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	1	0	0	0	1
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		8	4	Male #	4	2	1	1	0	0	0	0
Grand Total %			50.0	Male %	50.0	25.0	12.5	12.5	0.0	0.0	0.0	0.0
				Female #	4	2	0	1	0	0	0	1
				Female%	50.0	25.0	0.0	12.5	0.0	0.0	0.0	12.5

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis

Organizational Unit: YOUTH EDUCATIONAL SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		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	0	0	0	0	1
				Female%	100.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0

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Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
ACAD AFFAIRS - PROVOST & VP	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
ACADEMIC PERSONNEL SERVICES	5	1	4	1	1	0	0	0	0	0	0	3	1	0	0	0	0	0
ACADEMIC PROGRAMS	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
ACCOUNTING	5	0	5	4	0	0	0	0	0	0	0	1	0	2	1	0	0	1
ACCOUNTS PAYABLE	6	2	4	2	1	1	0	0	0	0	0	3	0	1	0	0	0	0
ACCREDITATION	3	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
ADMIN - FINANCE VP	2	0	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0
ADMISSIONS	15	6	9	9	1	1	2	1	1	0	0	5	0	2	0	0	0	2
ADVISING CENTER	10	2	8	3	1	0	1	0	0	0	0	6	1	0	0	0	0	1
AFRICAN AMERICAN CENTER	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ANTHROPOLOGY	8	1	7	2	1	0	0	0	0	0	0	5	0	1	0	0	0	1
APPLICATION DEVELOPMENT	7	7	0	1	6	0	1	0	0	0	0	0	0	0	0	0	0	0
ART	23	6	17	5	5	0	0	0	0	0	1	13	0	2	0	0	0	2
ARTS, HUM AND SOC SCI- DEAN	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
ATHLETICS-ADMIN	9	6	3	0	6	0	0	0	0	0	0	3	0	0	0	0	0	0
ATHLETICS-BSKBL WMN	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
ATHLETICS-BSKBL-MEN	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ATHLETICS-ROWING-WMN	3	2	1	0	2	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	3	2	1	0	2	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

Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
ATHLETICS-TRACK&FLD	4	2	2	1	1	0	1	0	0	0	0	2	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
BIOLOGICAL SCIENCES	66	24	42	10	20	0	1	3	0	0	0	36	1	4	0	0	0	1
BUSINESS	13	6	7	6	3	0	1	2	0	0	0	4	0	0	2	1	0	0
CAREER DEVELOPMENT CENTER	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
CENTER ACTIVITIES	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
CENTER ARTS	3	2	1	3	0	1	1	0	0	0	0	0	0	0	0	0	0	1
CENTERS FR ACADEMIC EXCELLENCE	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
CHEMISTRY	15	10	5	1	10	0	0	0	0	0	0	4	0	1	0	0	0	0
CHILD DEVELOPMENT	13	2	11	7	1	0	0	0	1	0	0	5	0	0	2	4	0	0
CHILDREN'S CENTER - CAMPUS	7	2	5	3	1	0	1	0	0	0	0	3	0	1	1	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	4	1	3	2	1	0	0	0	0	0	0	1	0	0	1	1	0	0
CNR+S COLLEGE WIDE	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
COMMUNICATION	7	4	3	0	4	0	0	0	0	0	0	3	0	0	0	0	0	0
COMPUTER SCIENCE	6	3	3	1	3	0	0	0	0	0	0	2	1	0	0	0	0	0
CONFERENCES & EVENT SERVICES	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
CONSTITUENT ENGAGEMENT	6	1	5	2	1	0	0	0	0	0	0	3	0	1	0	0	0	1
CONTRACTS AND PROCUREMENT	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
COUNSELING & PSYCH SVCS	7	1	6	1	1	0	0	0	0	0	0	5	0	1	0	0	0	0
CREATIVE SERVICES	5	2	3	0	2	0	0	0	0	0	0	3	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
CRITICAL RACE GENDER SEXUALITY	3	1	2	2	1	0	0	0	0	0	0	0	1	0	0	0	0	1
CTR FOR TEACHING & LEARNING	5	2	3	0	2	0	0	0	0	0	0	3	0	0	0	0	0	0
DEAN OF STUDENTS	5	1	4	2	0	0	0	1	0	0	0	3	0	0	0	0	0	1
DIVERSITY & INCLUSION	2	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	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	57	14	43	12	11	0	1	2	0	0	0	34	0	3	1	2	0	3
EDUCATIONAL OPP PROGR	6	1	5	5	0	0	1	0	0	0	0	1	1	2	1	0	0	0
ENGINEERING	19	7	12	4	6	1	0	0	0	0	0	9	0	2	0	1	0	0
ENGLISH	20	1	19	5	0	0	1	0	0	0	0	15	1	2	0	0	0	1
ENROLLMT MGMT AVP OFFICE	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
ENTERPRISE - CLIENT TECHNOLOGY	7	7	0	2	5	0	1	1	0	0	0	0	0	0	0	0	0	0
ENTERPRISE DATA MANAGEMENT	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL SCIENCE MANGMT	19	8	11	3	6	1	1	0	0	0	0	10	0	1	0	0	0	0
ENVIRONMENTAL STUDIES	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
EXT ED - GENERAL ADMIN	10	1	9	2	1	0	0	0	0	0	0	7	0	1	1	0	0	0
FAC MGT - ADMINISTRATION	1	1	0	1	0	0	0	0	1	0	0	0	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	5	4	1	1	3	0	0	1	0	0	0	1	0	0	0	0	0	0
FAC MGT - CUSTODIAL	31	25	6	11	18	1	3	1	0	0	2	2	0	4	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

Humboldt State University

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Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
FAC MGT - ENGINEERS	6	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0
FAC MGT - GROUNDS	5	4	1	1	3	0	1	0	0	0	0	1	0	0	0	0	0	0
FAC MGT - PLAN AND DESIGN	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
FAC MGT - SUPPORT SERVICES	6	1	5	0	1	0	0	0	0	0	0	5	0	0	0	0	0	0
FAC MGT - SUSTAINABILITY	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
FAC MGT - TRADES	16	16	0	1	15	0	0	0	1	0	0	0	0	0	0	0	0	0
FILM	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
FINANCIAL AID OFFICE	11	3	8	6	1	0	2	0	0	0	0	4	0	2	2	0	0	0
FISHERIES BIOLOGY	14	9	5	5	6	0	3	0	0	0	0	3	0	1	0	0	0	1
FORESTRY & WILDLAND RESOURCES	16	12	4	1	11	0	0	0	1	0	0	4	0	0	0	0	0	0
GENERAL STUDIES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
GEOGRAPHY	6	2	4	2	1	0	1	0	0	0	0	3	1	0	0	0	0	0
GEOLOGY	7	2	5	0	2	0	0	0	0	0	0	5	0	0	0	0	0	0
HEALTH EDUCATION	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
HISTORY	8	5	3	1	5	0	0	0	0	0	0	2	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	6	1	5	3	0	0	1	0	0	0	0	3	0	2	0	0	0	0
HSG PROGRAM SUPPORT	5	3	2	3	1	0	1	1	0	0	0	1	1	0	0	0	0	0
HUMAN RESOURCES	10	2	8	3	1	0	1	0	0	0	0	6	0	1	1	0	0	0
IND NAT RES, SCI&ENGR PR	4	2	2	2	1	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

Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
INFORMATION SECURITY	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
INST RES ANALYTICS REPORTING	3	2	1	1	1	0	0	0	0	0	1	1	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
ITS PROJECT OFFICE	4	2	2	1	2	0	0	0	0	0	0	1	0	0	0	0	0	1
JOURNALISM - MASS COMM	6	3	3	2	2	1	0	0	0	0	0	2	0	1	0	0	0	0
KINESIOLOGY & RECREATION ADMIN	34	13	21	10	6	0	3	1	2	0	1	18	0	1	1	1	0	0
LATINX CENTER	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
LEARNING CENTER	4	0	4	2	0	0	0	0	0	0	0	2	0	1	0	0	0	1
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	2	5	3	1	0	1	0	0	0	0	3	0	1	1	0	0	0
LIBRARY TECHNICAL SERVICES	3	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
MARINE FACILITIES	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MARINE VESSEL	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MATHEMATICS	18	13	5	2	12	0	0	1	0	0	0	4	0	1	0	0	0	0
MULTICULTURAL CENTER	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
MUSIC	21	13	8	0	13	0	0	0	0	0	0	8	0	0	0	0	0	0
NAT AMERICAN STUDIES	8	2	6	7	1	0	0	0	1	0	0	0	0	1	0	5	0	0
NATURAL RES & SCI - DEAN	6	2	4	2	1	0	1	0	0	0	0	3	0	1	0	0	0	0
NATURAL RES ANCILL SUPP	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
NETWORK SERVICES	3	2	1	0	2	0	0	0	0	0	0	1	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

Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
NURSING	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
OCEANOGRAPHY	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
PARKING	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
PAYROLL	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
PHILANTHROPY	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
PHILOSOPHY	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
PHYSICS & ASTRONOMY	9	6	3	2	6	0	0	0	0	0	0	1	0	2	0	0	0	0
POLITICS	8	3	5	1	3	0	0	0	0	0	0	4	0	0	1	0	0	0
PRESIDENT'S OFFICE	6	2	4	3	1	1	0	0	0	0	0	2	0	0	1	1	0	0
PRINT SERVICES	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL STUDIES- DEAN	4	2	2	2	1	0	1	0	0	0	0	1	0	0	1	0	0	0
PSYCHOLOGY	27	8	19	5	8	0	0	0	0	0	0	14	0	4	0	0	0	1
REGISTRAR	10	2	8	3	1	0	0	0	0	0	1	6	0	0	0	1	0	1
RELIGIOUS STUDIES	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
RESEARCH & SPONSORED PROGRAMS	10	3	7	3	2	0	0	1	0	0	0	5	0	1	1	0	0	0
RETENTION THRU ACAD MENTORING	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
RISK MGMT & SAFETY SERVICES	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
SERVICE LEARNING CENTER	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
SOCIAL WORK	21	2	19	6	1	0	1	0	0	0	0	14	1	1	1	2	0	0
SOCIOLOGY	16	4	12	5	3	0	0	0	0	0	1	8	0	3	1	0	0	0
SPECIAL COLLECTIONS	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
STUDENT ACTIVITIES CENTER	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
STUDENT CLUBS & ACTIVITIES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
STUDENT DISABILITY RES CTR	5	0	5	2	0	0	0	0	0	0	0	3	0	1	0	0	0	1
STUDENT ENGAGEMENT-LEADERSHIP	1	0	1	0	0	0	0	0	0	0	0	1	0	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	22	3	19	4	3	0	0	0	0	0	0	15	0	0	3	1	0	0
STUDENT RECREATION CENTER	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SYSTEM ADMINISTRATION	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TELECOMMUNICATIONS SERVICES	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
TESTING CENTER	2	1	1	2	0	0	0	0	0	0	1	0	0	1	0	0	0	0
THEATRE, FILM AND DANCE	12	3	9	3	2	0	1	0	0	0	0	7	0	2	0	0	0	0
TITLE IX	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
UNIV ADVANCEMENT-VICE PRES	4	1	3	1	1	0	0	0	0	0	0	2	1	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	12	4	8	2	2	0	0	0	1	0	1	8	0	0	0	0	0	0
UNIVERSITY SENATE	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
USER SUPPORT SERVICES	15	11	4	2	10	0	1	0	0	0	0	3	0	1	0	0	0	0
VET SERVICES	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WILDLIFE MANAGEMENT	21	12	9	4	11	0	1	0	0	0	0	6	0	2	0	1	0	0
WORLD LANGUAGES & CULTURES	8	4	4	4	2	1	1	0	0	0	0	2	0	1	0	0	0	1
YOUTH EDUCATIONAL SERVICES	2	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1

Humboldt State University

Snapshot Date: 10/31/2022

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Total (#)	1,036	414	622	263	321	12	46	16	10	0	9	452	15	78	26	26	0	25
Total (%)		40.0	60.0	25.4	31.0	1.2	4.4	1.5	1.0	0.0	0.9	43.6	1.4	7.5	2.5	2.5	0.0	2.4

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 1A - Management Occupations

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3318	ADMINISTRATOR I	20	9	11	14	6
1	3319	ADMINISTRATOR I - ACADEMIC YEAR	1	0	1	1	0
1	3312	ADMINISTRATOR II	27	10	17	23	4
1	3306	ADMINISTRATOR III	17	7	10	12	5
1	3300	ADMINISTRATOR IV	13	7	6	9	4
1	2977	PRESIDENT	1	1	0	0	1
Total (#)			79	34	45	59	20
Total (%)				43.0	57.0	74.7	25.3

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 2A - Lecturer Ay

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2358	LECTURER - ACADEMIC YEAR	236	80	156	191	45
Total (#)			236	80	156	191	45
Total (%)				33.9	66.1	80.9	19.1

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 2B - Instr Fac Ay

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	186	93	93	148	38
Total (#)			186	93	93	148	38
Total (%)				50.0	50.0	79.6	20.4

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 2C - Faculty - Other

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	2481	DEPARTMENT CHAIR - 12 MONTH	1	1	0	1	0
5	2482	DEPARTMENT CHAIR - ACADEMIC YEAR	17	6	11	13	4
5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	2	2	0	2	0
5	2393	VISITING FACULTY - ACADEMIC YEAR	1	0	1	0	1
Total (#)			21	9	12	16	5
Total (%)				42.9	57.1	76.2	23.8

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 3A - Business and Financial Operations

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	1762	ACCOUNTANT I	1	0	1	0	1
2	4555	ACCOUNTANT II	2	0	2	1	1
2	4556	Accountant III	1	0	1	0	1
2	1036	ADMINISTRATIVE ANALYST/SPECIALIST -10/12	1	0	1	1	0
2	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	73	19	54	55	18
2	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	1	0	1
2	4791	BUYER I	1	0	1	0	1
2	4792	BUYER II	2	1	1	2	0
2	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	11	0	11	8	3
2	5284	SENIOR BUDGET ANALYST	1	0	1	1	0
Total (#)			94	20	74	68	26
Total (%)				21.3	78.7	72.3	27.7

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

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

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2866	ACCOMPANIST II	1	1	0	1	0
4	2377	COACH - 10 MONTH	1	1	0	1	0
4	2376	COACH - 12 MONTH	8	5	3	5	3
4	2382	COACHING ASSISTANT - 12 MONTH	8	4	4	6	2
4	2379	COACHING SPECIALIST - 12 MONTH	2	2	0	2	0
4	8820	Community Service Spec 12 Mo	1	0	1	1	0
4	0820	GRAPHIC DESIGNER -12 MONTH	4	2	2	4	0
4	8145	HEALTH EDUCATION ASSISTANT	1	0	1	1	0
4	8147	HEALTH EDUCATOR	1	0	1	1	0
4	0811	MEDIA PRODUCTION SPECIALIST -11/12	1	0	1	1	0
4	0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	0	1	1	0
4	0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	5	2	3	2	3
Total (#)			34	17	17	26	8
Total (%)				50.0	50.0	76.5	23.5

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 3C - Student Services Professionals

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	3079	STUDENT SERVICES PROFESSIONAL I	11	0	11	4	7
4	3082	STUDENT SERVICES PROFESSIONAL II	41	15	26	20	21
4	3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	2	0	2	1	1
4	3084	STUDENT SERVICES PROFESSIONAL III	12	4	8	3	9
4	3086	STUDENT SERVICES PROFESSIONAL IV	9	0	9	7	2
Total (#)			75	19	56	35	40
Total (%)				25.3	74.7	46.7	53.3

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

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

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
3	0400	ANALYST/PROGRAMMER -12	12	12	0	11	1
3	0421	INFORMATION TECHNOLOGY CONSULTANT -11/12	2	2	0	2	0
3	0420	INFORMATION TECHNOLOGY CONSULTANT -12	20	14	6	16	4
3	0430	NETWORK ANALYST -12	3	3	0	3	0
3	0411	OPERATING SYSTEMS ANALYST -11/12	1	1	0	0	1
3	0410	OPERATING SYSTEMS ANALYST -12	3	3	0	3	0
3	5683	RESEARCH TECHNICIAN I	1	1	0	1	0
3	5680	RESEARCH TECHNICIAN III	1	0	1	1	0
3	3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	2	0	2	1	1
3	3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	2	1	1	2	0
Total (#)			47	37	10	40	7
Total (%)				78.7	21.3	85.1	14.9

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 3E - Healthcare Practitioners and Technical

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
9	8180	Athletic Trainer I 12 Mo	1	0	1	1	0
9	7927	CLINICAL LABORATORY SCIENTIST I	1	0	1	1	0
9	7926	CLINICAL LABORATORY SCIENTIST II	1	0	1	1	0
9	8166	NURSE PRACTITIONER	3	0	3	1	2
9	7993	PHARMACIST II	1	0	1	0	1
9	7922	PHLEBOTOMIST/CLINICAL LABORATORY ASSISTANT	1	0	1	1	0
9	7737	PHYSICIAN - PRIMARY CARE	4	1	3	3	1
9	8161	PHYSICIAN ASSISTANT	1	0	1	1	0
9	7996	RADIOLOGIC TECHNOLOGIST II	1	1	0	1	0
9	8150	REGISTERED NURSE I - 10 MONTH	1	0	1	1	0
9	8154	REGISTERED NURSE II	2	0	2	2	0
Total (#)			17	2	15	13	4
Total (%)				11.8	88.2	76.5	23.5

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

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

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
7	2919	LIBRARIAN - 10 MONTH	1	1	0	0	1
7	2920	LIBRARIAN - 12 MONTH	7	1	6	6	1
7	2887	LIBRARY SERVICES SPECIALIST II	1	1	0	1	0
7	2888	LIBRARY SERVICES SPECIALIST III	3	0	3	1	2
7	2889	LIBRARY SERVICES SPECIALIST IV	2	0	2	1	1
Total (#)			14	3	11	9	5
Total (%)				21.4	78.6	64.3	35.7

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 3G - Other Education Services

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	5182	EXTENDED EDUCATION SPECIALIST II	2	0	2	1	1
8	2355	GRADUATE ASSISTANT	20	9	11	13	7
8	1578	INSTRUCTIONAL SUPPORT ASSISTANT II	4	0	4	3	1
8	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	1	0	1	0
8	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	3	2	1	3	0
8	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	7	3	4	7	0
8	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	3	1	2	3	0
8	2354	TEACHING ASSOCIATE - ACADEMIC YEAR	42	11	31	30	12
Total (#)			82	27	55	61	21
Total (%)				32.9	67.1	74.4	25.6

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 4A - Admin Support Assistant

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	4	0	4	3	1
12	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	7	1	6	5	2
			Total (#)	11	1	10	8
			Total (%)		9.1	90.9	72.7
							27.3

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 4B - Admin Support Coordinator

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1033	ADMINISTRATIVE SUPPORT COORDINATOR -10/12	3	0	3	3	0
12	1034	ADMINISTRATIVE SUPPORT COORDINATOR -11/12	10	0	10	7	3
12	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	34	5	29	18	16
Total (#)			47	5	42	28	19
Total (%)				10.6	89.4	59.6	40.4

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 4C - Administrative Support - Other

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	1730	ACCOUNTING TECHNICIAN I	1	1	0	0	1
12	1741	ACCOUNTING TECHNICIAN II	8	2	6	6	2
12	1740	ACCOUNTING TECHNICIAN III	2	0	2	0	2
12	0830	DESKTOP PUBLISHING/GRAPHIC SPECIALIST -12 MONTH	1	1	0	1	0
12	1100	PAYROLL TECHNICIAN I	1	0	1	1	0
12	1101	PAYROLL TECHNICIAN II	1	1	0	1	0
12	1102	Payroll Technician III	1	0	1	1	0
12	8800	POLICE DISPATCHER -12 MONTH	4	0	4	4	0
12	1148	PRESIDENTIAL AIDE	1	0	1	1	0
12	1481	REPROGRAPHICS SPECIALIST II	1	1	0	1	0
12	1506	STOREKEEPER I	1	1	0	1	0
Total (#)			22	7	15	17	5
Total (%)				31.8	68.2	77.3	22.7

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

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

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	6702	BUILDING SERVICE ENGINEER	5	5	0	5	0
14	6366	Heavy Equip Opr/Bus Drvr-Pool	1	1	0	0	1
14	6223	LABORER	1	0	1	1	0
14	1508	WAREHOUSE WORKER	1	1	0	1	0
			Total (#)	8	7	1	7
			Total (%)		87.5	12.5	87.5

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

Job Group: 5B - Service Occupations

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	2010	CUSTODIAN	28	23	5	17	11
10	6970	DIVING SAFETY OFFICER	1	1	0	0	1
10	0731	GROUNDWORKER	1	0	1	1	0
10	2015	LEAD CUSTODIAN	1	1	0	1	0
10	0726	LEAD GROUNDWORKER	1	1	0	1	0
10	8148	MEDICAL ASSISTANT	1	0	1	1	0
10	8350	POLICE OFFICER	3	2	1	2	1
10	8354	SERGEANT	2	1	1	1	1
Total (#)			38	29	9	24	14
Total (%)				76.3	23.7	63.2	36.8

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis

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

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
13	6476	CARPENTER	2	2	0	2	0
13	6533	ELECTRICIAN	2	2	0	2	0
13	0440	EQUIPMENT SYSTEMS SPECIALIST -12	2	1	1	2	0
13	7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	0	1	0
13	7022	EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL	1	1	0	1	0
13	7023	EQUIPMENT TECHNICIAN III, ELECTRONIC	1	1	0	0	1
13	6940	FACILITIES MAINTENANCE MECHANIC	5	5	0	4	1
13	6265	FACILITIES PROJECT SUPERVISOR	3	3	0	3	0
13	0745	GARDENING SPECIALIST	2	2	0	2	0
13	6852	LEAD AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0
13	6526	PAINTER	3	3	0	3	0
13	6951	PIANO TECHNICIAN II	1	1	0	1	0
13	6549	PLUMBER	1	1	0	1	0
Total (#)			25	24	1	23	2
Total (%)				96.0	4.0	92.0	8.0

(+) indicates this job title contains employees who are included from another facility.

Humboldt State University

Snapshot Date: 10/31/2022

Job Group Analysis Summary

Total											
Job Group	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1A - Management Occupations	79	34	45	20	59	6	7	4	2	0	1
2A - Lecturer Ay	236	80	156	45	191	2	22	2	11	0	8
2B - Instr Fac Ay	186	93	93	38	148	7	12	12	5	0	2
2C - Faculty - Other	21	9	12	5	16	0	3	1	1	0	0
3A - Business and Financial Operations	94	20	74	26	68	2	14	5	0	0	5
3B - Community, Social Service, Legal, Design, Entertainment,	34	17	17	8	26	2	4	1	0	0	1
3C - Student Services Professionals	75	19	56	40	35	3	18	5	7	0	7
3D - Computer, Engineering, and Science	47	37	10	7	40	0	6	1	0	0	0
3E - Healthcare Practitioners and Technical	17	2	15	4	13	0	0	3	1	0	0
3F - Librarians, Curators, and Archivists	14	3	11	5	9	1	2	1	1	0	0
3G - Other Education Services	82	27	55	21	61	1	11	4	3	0	2
4A - Admin Support Assistant	11	1	10	3	8	0	1	0	0	0	2
4B - Admin Support Coordinator	47	5	42	19	28	1	11	1	3	0	3
4C - Administrative Support - Other	22	7	15	5	17	1	3	1	0	0	0
5A - Production, Transportation, and Material Moving	8	7	1	1	7	0	1	0	0	0	0
5B - Service Occupations	38	29	9	14	24	1	8	1	1	0	3
5C - Natural Resources, Construction, and Maintenance	25	24	1	2	23	0	1	0	1	0	0
Total (#)	1,036	414	622	263	773	27	124	42	36	0	34
Total (%)		40.0	60.0	25.4	74.6	2.6	12.0	4.1	3.5	0.0	3.3

Humboldt State University

Snapshot Date: 10/31/2022

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Humboldt, California	981	94.78	100.00
Total:	981	94.78	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Los Angeles, California	5	0.48	0.00
Sonoma, California	4	0.39	0.00
Alameda, California	3	0.29	0.00
Del Norte+Modoc+Siskiyou, California	3	0.29	0.00
San Diego, California	2	0.19	0.00
Orange, California	2	0.19	0.00
Contra Costa, California	2	0.19	0.00
Sacramento, California	2	0.19	0.00
El Dorado, California	2	0.19	0.00
Multnomah, Oregon	2	0.19	0.00
Barnstable+Dukes+Nantucket, Massachusetts	1	0.10	0.00
Cumberland+Sagadahoc, Maine	1	0.10	0.00
Onondaga, New York	1	0.10	0.00
Washtenaw, Michigan	1	0.10	0.00
Outagamie, Wisconsin	1	0.10	0.00
Bexar, Texas	1	0.10	0.00
Bonneville+Butte+Jefferson, Idaho	1	0.10	0.00
Ada, Idaho	1	0.10	0.00
Salt Lake, Utah	1	0.10	0.00
Riverside, California	1	0.10	0.00

Humboldt State University

Snapshot Date: 10/31/2022

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Bernardino, California	1	0.10	0.00
Ventura, California	1	0.10	0.00
Kern, California	1	0.10	0.00
Fresno, California	1	0.10	0.00
Napa, California	1	0.10	0.00
Marin, California	1	0.10	0.00
Merced, California	1	0.10	0.00
Stanislaus, California	1	0.10	0.00
Mendocino, California	1	0.10	0.00
Placer, California	1	0.10	0.00
Yolo, California	1	0.10	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.10	0.00
Lane, Oregon	1	0.10	0.00
Coos+Curry, Oregon	1	0.10	0.00
Island, Washington	1	0.10	0.00
Thurston, Washington	1	0.10	0.00
Asotin+Columbia+Garfield+Whitman, Washington	1	0.10	0.00
Total:	54	5.22	0.00
Included and Excluded Total:	1,035	100.00	100.00

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 1A - Management Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	71.3	8.0	5.00	3.6	0.4	See Zip Code Analysis
Reasonable	64.3	28.7	85.00	54.6	24.4	National
<u>Internal Factors</u>						
Feeders	69.3	27.4	10.00	6.9	2.7	Feeders
Final Availability (%)			100.00	65.1	27.6	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 2A - Lecturer Ay

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	43.3	19.7	85.00	36.8	16.7	See Zip Code Analysis
Reasonable	49.7	29.0	10.00	5.0	2.9	National
<u>Internal Factors</u>						
Feeders	70.0	39.5	5.00	3.5	2.0	Feeders
Final Availability (%)			100.00	45.2	21.6	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 2B - Instr Fac Ay

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
NORC Data	45.7	24.2	85.00	38.8	20.6	Earned Doctorates - 100.00%
Local	43.3	19.7	5.00	2.2	1.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	66.1	19.1	10.00	6.6	1.9	Feeders
Final Availability (%)			100.00	47.6	23.4	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 2C - Faculty - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
NORC Data	45.7	24.2	10.00	4.6	2.4	Earned Doctorates - 100.00%
<u>Internal Factors</u>						
Feeders	50.0	20.4	90.00	45.0	18.4	Feeders
Final Availability (%)			100.00	49.6	20.8	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 3A - Business and Financial Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	96.5	16.1	50.00	48.2	8.0	See Zip Code Analysis
Reasonable	54.0	34.2	40.00	21.6	13.7	National
<u>Internal Factors</u>						
Feeders	75.2	34.1	10.00	7.5	3.4	Feeders
Final Availability (%)			100.00	77.4	25.1	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	54.3	16.4	50.00	27.2	8.2	See Zip Code Analysis
Reasonable	44.6	29.2	50.00	22.3	14.6	National
Final Availability (%)			100.00	49.5	22.8	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 3C - Student Services Professionals

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	72.2	25.5	70.00	50.5	17.9	See Zip Code Analysis
Reasonable	77.2	39.7	20.00	15.4	7.9	National
<u>Internal Factors</u>						
Feeders	82.8	30.1	10.00	8.3	3.0	Feeders
Final Availability (%)			100.00	74.3	28.8	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	34.0	16.8	60.00	20.4	10.1	See Zip Code Analysis
Reasonable	30.2	36.8	30.00	9.1	11.0	National
<u>Internal Factors</u>						
Feeders	84.0	34.0	10.00	8.4	3.4	Feeders
Final Availability (%)			100.00	37.9	24.5	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 3E - Healthcare Practitioners and Technical

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	64.3	12.8	80.00	51.4	10.3	See Zip Code Analysis
Reasonable	68.2	31.6	20.00	13.6	6.3	National
Final Availability (%)			100.00	65.1	16.6	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	73.1	11.5	50.00	36.5	5.8	See Zip Code Analysis
Reasonable	85.4	14.4	20.00	17.1	2.9	El Dorado+Sacramento, CA
Reasonable	77.0	21.4	20.00	15.4	4.3	National
<u>Internal Factors</u>						
Feeders	55.9	26.1	10.00	5.6	2.6	Feeders
Final Availability (%)			100.00	74.6	15.5	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 3G - Other Education Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	74.1	18.4	55.00	40.7	10.1	See Zip Code Analysis
Reasonable	67.2	31.1	25.00	16.8	7.8	El Dorado+Sacramento, CA
Reasonable	63.0	32.1	10.00	6.3	3.2	National
<u>Internal Factors</u>						
Feeders	70.4	36.2	10.00	7.0	3.6	Feeders
Final Availability (%)			100.00	70.9	24.7	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 4A - Admin Support Assistant

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	94.9	34.1	65.00	61.7	22.2	See Zip Code Analysis
Reasonable	94.4	27.2	35.00	33.1	9.5	National
Final Availability (%)			100.00	94.7	31.7	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 4B - Admin Support Coordinator

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	94.9	34.1	60.00	56.9	20.5	See Zip Code Analysis
Reasonable	94.4	27.2	30.00	28.3	8.1	National
<u>Internal Factors</u>						
Feeders	86.4	26.4	10.00	8.6	2.6	Feeders
Final Availability (%)			100.00	93.9	31.3	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 4C - Administrative Support - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	80.2	17.8	60.00	48.1	10.7	See Zip Code Analysis
Reasonable	75.2	31.7	30.00	22.6	9.5	National
<u>Internal Factors</u>						
Feeders	90.9	27.3	10.00	9.1	2.7	Feeders
Final Availability (%)			100.00	79.8	22.9	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	4.0	31.1	90.00	3.6	28.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	13.8	22.4	10.00	1.4	2.2	Feeders
Final Availability (%)			100.00	5.0	30.2	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

Job Group: 5B - Service Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	41.0	32.5	90.00	36.9	29.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	4.0	8.0	10.00	0.4	0.8	Feeders
Final Availability (%)			100.00	37.3	30.1	

Humboldt State University

Snapshot Date: 10/31/2022

Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	3.4	28.3	90.00	3.0	25.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	18.1	24.7	10.00	1.8	2.5	Feeders
Final Availability (%)			100.00	4.9	27.9	

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU
Job Group: 1A - Management Occupations

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	3A - Business and Finan	75.00	78.7	27.7	72.3	2.1	14.9	5.3	0.0	0.0	5.3	59.0	20.7	54.3	1.6	11.2	4.0	0.0	0.0	4.0		
HSU	3D - Computer, Enginee	5.00	21.3	14.9	85.1	0.0	12.8	2.1	0.0	0.0	0.0	1.1	0.7	4.3	0.0	0.6	0.1	0.0	0.0	0.0		
HSU	4C - Administrative Supp	10.00	68.2	22.7	77.3	4.5	13.6	4.5	0.0	0.0	0.0	6.8	2.3	7.7	0.5	1.4	0.5	0.0	0.0	0.0		
HSU	5B - Service Occupations	10.00	23.7	36.8	63.2	2.6	21.1	2.6	2.6	0.0	7.9	2.4	3.7	6.3	0.3	2.1	0.3	0.3	0.0	0.8		
Total:		100.00	69.3										27.4	72.6	2.3	15.3	4.8	0.3	0.0	4.8		

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU

Job Group: 2A - Lecturer Ay

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	3A - Business and Finan	16.67	78.7	27.7	72.3	2.1	14.9	5.3	0.0	0.0	5.3	13.1	4.6	12.1	0.4	2.5	0.9	0.0	0.0	0.9		
HSU	3B - Community, Social S	16.67	50.0	23.5	76.5	5.9	11.8	2.9	0.0	0.0	2.9	8.3	3.9	12.7	1.0	2.0	0.5	0.0	0.0	0.5		
HSU	3C - Student Services Pr	50.00	74.7	53.3	46.7	4.0	24.0	6.7	9.3	0.0	9.3	37.3	26.7	23.3	2.0	12.0	3.3	4.7	0.0	4.7		
HSU	3G - Other Education Ser	16.66	67.1	25.6	74.4	1.2	13.4	4.9	3.7	0.0	2.4	11.2	4.3	12.4	0.2	2.2	0.8	0.6	0.0	0.4		
Total:		100.00	70.0										39.5	60.5	3.5	18.7	5.5	5.3	0.0	6.5		

Humboldt State University

Snapshot Date: 10/31/2022

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	66.1	19.1	80.9	0.8	9.3	0.8	4.7	0.0	3.4	66.1	19.1	80.9	0.8	9.3	0.8	4.7	0.0	3.4
Total:		100.00	66.1									19.1	80.9	0.8	9.3	0.8	4.7	0.0	3.4	

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU

Job Group: 2C - Faculty - Other

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	2B - Instr Fac Ay	100.00	50.0	20.4	79.6	3.8	6.5	6.5	2.7	0.0	1.1	50.0	20.4	79.6	3.8	6.5	6.5	2.7	0.0	1.1
Total:		100.00										50.0	20.4	79.6	3.8	6.5	6.5	2.7	0.0	1.1

Humboldt State University

Snapshot Date: 10/31/2022

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	3C - Student Services Pr	15.00	74.7	53.3	46.7	4.0	24.0	6.7	9.3	0.0	9.3	11.2	8.0	7.0	0.6	3.6	1.0	1.4	0.0	1.4		
HSU	3D - Computer, Enginee	10.00	21.3	14.9	85.1	0.0	12.8	2.1	0.0	0.0	0.0	2.1	1.5	8.5	0.0	1.3	0.2	0.0	0.0	0.0		
HSU	4A - Admin Support Assis	10.00	90.9	27.3	72.7	0.0	9.1	0.0	0.0	0.0	18.2	9.1	2.7	7.3	0.0	0.9	0.0	0.0	0.0	1.8		
HSU	4B - Admin Support Coor	40.00	89.4	40.4	59.6	2.1	23.4	2.1	6.4	0.0	6.4	35.7	16.2	23.8	0.9	9.4	0.9	2.6	0.0	2.6		
HSU	4C - Administrative Supp	25.00	68.2	22.7	77.3	4.5	13.6	4.5	0.0	0.0	0.0	17.0	5.7	19.3	1.1	3.4	1.1	0.0	0.0	0.0		
Total:		100.00											75.2	34.1	65.9	2.6	18.6	3.2	4.0	0.0	5.8	

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

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

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	4A - Admin Support Assis	33.34	90.9	27.3	72.7	0.0	9.1	0.0	0.0	0.0	18.2	30.3	9.1	24.2	0.0	3.0	0.0	0.0	0.0	6.1		
HSU	4B - Admin Support Coor	33.33	89.4	40.4	59.6	2.1	23.4	2.1	6.4	0.0	6.4	29.8	13.5	19.9	0.7	7.8	0.7	2.1	0.0	2.1		
HSU	4C - Administrative Supp	33.33	68.2	22.7	77.3	4.5	13.6	4.5	0.0	0.0	0.0	22.7	7.6	25.8	1.5	4.5	1.5	0.0	0.0	0.0		
Total:		100.00	82.8										30.1	69.9	2.2	15.4	2.2	2.1	0.0	8.2		

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU

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

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	3A - Business and Finan	50.00	78.7	27.7	72.3	2.1	14.9	5.3	0.0	0.0	5.3	39.4	13.8	36.2	1.1	7.4	2.7	0.0	0.0	2.7
HSU	4B - Admin Support Coor	50.00	89.4	40.4	59.6	2.1	23.4	2.1	6.4	0.0	6.4	44.7	20.2	29.8	1.1	11.7	1.1	3.2	0.0	3.2
Total:		100.00	84.0									34.0	66.0	2.1	19.1	3.7	3.2	0.0	5.9	

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU

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

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	3B - Community, Social S	85.00	50.0	23.5	76.5	5.9	11.8	2.9	0.0	0.0	2.9	42.5	20.0	65.0	5.0	10.0	2.5	0.0	0.0	2.5		
HSU	4B - Admin Support Coor	15.00	89.4	40.4	59.6	2.1	23.4	2.1	6.4	0.0	6.4	13.4	6.1	8.9	0.3	3.5	0.3	1.0	0.0	1.0		
Total:		100.00	55.9										26.1	73.9	5.3	13.5	2.8	1.0	0.0	3.5		

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

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

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	2A - Lecturer Ay	50.00	66.1	19.1	80.9	0.8	9.3	0.8	4.7	0.0	3.4	33.1	9.5	40.5	0.4	4.7	0.4	2.3	0.0	1.7		
HSU	3C - Student Services Pr	50.00	74.7	53.3	46.7	4.0	24.0	6.7	9.3	0.0	9.3	37.3	26.7	23.3	2.0	12.0	3.3	4.7	0.0	4.7		
Total:		100.00	70.4										36.2	63.8	2.4	16.7	3.8	7.0	0.0	6.4		

Humboldt State University

Snapshot Date: 10/31/2022

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	80.00	90.9	27.3	72.7	0.0	9.1	0.0	0.0	0.0	18.2	72.7	21.8	58.2	0.0	7.3	0.0	0.0	0.0	14.5
HSU	4C - Administrative Supp	20.00	68.2	22.7	77.3	4.5	13.6	4.5	0.0	0.0	0.0	13.6	4.5	15.5	0.9	2.7	0.9	0.0	0.0	0.0
Total:		100.00										86.4	26.4	73.6	0.9	10.0	0.9	0.0	0.0	14.5

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

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

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	4A - Admin Support Assis	100.00	90.9	27.3	72.7	0.0	9.1	0.0	0.0	0.0	18.2	90.9	27.3	72.7	0.0	9.1	0.0	0.0	0.0	18.2
Total:		100.00										90.9	27.3	72.7	0.0	9.1	0.0	0.0	0.0	18.2

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU

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

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	5B - Service Occupations	50.00	23.7	36.8	63.2	2.6	21.1	2.6	2.6	0.0	7.9	11.8	18.4	31.6	1.3	10.5	1.3	1.3	0.0	3.9
HSU	5C - Natural Resources,	50.00	4.0	8.0	92.0	0.0	4.0	0.0	4.0	0.0	0.0	2.0	4.0	46.0	0.0	2.0	0.0	2.0	0.0	0.0
Total:		100.00	13.8									22.4	77.6	1.3	12.5	1.3	3.3	0.0	3.9	

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU
Job Group: 5B - Service Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
HSU	5C - Natural Resources,	100.00	4.0	8.0	92.0	0.0	4.0	0.0	4.0	0.0	0.0	4.0	8.0	92.0	0.0	4.0	0.0	4.0	0.0	0.0
Total:		100.00										4.0	8.0	92.0	0.0	4.0	0.0	4.0	0.0	0.0

Humboldt State University

Snapshot Date: 10/31/2022

Internal Availability

AAP: HSU

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

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
HSU	5A - Production, Transpo	50.00	12.5	12.5	87.5	0.0	12.5	0.0	0.0	0.0	0.0	6.3	6.3	43.8	0.0	6.3	0.0	0.0	0.0	0.0		
HSU	5B - Service Occupations	50.00	23.7	36.8	63.2	2.6	21.1	2.6	2.6	0.0	7.9	11.8	18.4	31.6	1.3	10.5	1.3	1.3	0.0	3.9		
Total:		100.00	18.1										24.7	75.3	1.3	16.8	1.3	1.3	0.0	3.9		

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - Management Occupations

Test: Whole Person

Total Employees: 79

Total		
	FEMALE	MINORITY
Employees (#)	45	20
Employees (%)	57.0	25.3
Availability (%) Goal	65.1	27.6
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	6	1

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - Lecturer Ay

Test: Whole Person

Total Employees: 236

Total		
	FEMALE	MINORITY
Employees (#)	156	45
Employees (%)	66.1	19.1
Availability (%) Goal	45.2	21.6
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	5

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2B - Instr Fac Ay

Test: Whole Person

Total Employees: 186

Total		
	FEMALE	MINORITY
Employees (#)	93	38
Employees (%)	50.0	20.4
Availability (%) Goal	47.6	23.4
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	5

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2C - Faculty - Other

Test: Whole Person

Total Employees: 21

Total		
	FEMALE	MINORITY
Employees (#)	12	5
Employees (%)	57.1	23.8
Availability (%) Goal	49.6	20.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3A - Business and Financial Operations

Test: Whole Person

Total Employees: 94

Total		
	FEMALE	MINORITY
Employees (#)	74	26
Employees (%)	78.7	27.7
Availability (%) Goal	77.4	25.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2022

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 (#)	17	8
Employees (%)	50.0	23.5
Availability (%) Goal	49.5	22.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3C - Student Services Professionals

Test: Whole Person

Total Employees: 75

Total		
	FEMALE	MINORITY
Employees (#)	56	40
Employees (%)	74.7	53.3
Availability (%) Goal	74.3	28.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 47

	Total	
	FEMALE	MINORITY
Employees (#)	10	7
Employees (%)	21.3	14.9
Availability (%) Goal	37.9	24.5
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	7	4

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3E - Healthcare Practitioners and Technical

Test: Whole Person

Total Employees: 17

Total		
	FEMALE	MINORITY
Employees (#)	15	4
Employees (%)	88.2	23.5
Availability (%) Goal	65.1	16.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 14

Total		
	FEMALE	MINORITY
Employees (#)	11	5
Employees (%)	78.6	35.7
Availability (%) Goal	74.6	15.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3G - Other Education Services

Test: Whole Person

Total Employees: 82

Total		
	FEMALE	MINORITY
Employees (#)	55	21
Employees (%)	67.1	25.6
Availability (%) Goal	70.9	24.7
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Admin Support Assistant

Test: Whole Person

Total Employees: 11

Total		
	FEMALE	MINORITY
Employees (#)	10	3
Employees (%)	90.9	27.3
Availability (%) Goal	94.7	31.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4B - Admin Support Coordinator

Test: Whole Person

Total Employees: 47

Total		
	FEMALE	MINORITY
Employees (#)	42	19
Employees (%)	89.4	40.4
Availability (%) Goal	93.9	31.3
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4C - Administrative Support - Other

Test: Whole Person

Total Employees: 22

Total		
	FEMALE	MINORITY
Employees (#)	15	5
Employees (%)	68.2	22.7
Availability (%) Goal	79.8	22.9
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

Humboldt State University

Snapshot Date: 10/31/2022

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	5.0	30.2
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5B - Service Occupations

Test: Whole Person

Total Employees: 38

Total		
	FEMALE	MINORITY
Employees (#)	9	14
Employees (%)	23.7	36.8
Availability (%) Goal	37.3	30.1
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	5	0

Humboldt State University

Snapshot Date: 10/31/2022

Comparison of Incumbency to Availability and Placement Goals

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

Test: Whole Person

Total Employees: 25

Total		
	FEMALE	MINORITY
Employees (#)	1	2
Employees (%)	4.0	8.0
Availability (%) Goal	4.9	27.9
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	4

Humboldt State University

Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
1A - Management Occupations	70	Females Minority	37 22	52.9% 31.4%	64.7%	20	14 4	70.0% 20.0%	YES
2A - Lecturer Ay	223	Females Minority	142 42	63.7% 18.8%	20.7%	44	36 12	81.8% 27.3%	YES
2B - Instr Fac Ay	188	Females Minority	95 39	50.5% 20.7%	23.4%	4	3 0	75.0% 0.0%	NO
2C - Faculty - Other	19	Females Minority	8 2	42.1% 10.5%	50.3% 20.9%	8	5 4	62.5% 50.0%	YES YES
3A - Business and Financial Operations	79	Females Minority	62 18	78.5% 22.8%	27.3%	13	13 5	100.0% 38.5%	YES
3D - Computer, Engineering, and Science	51	Females Minority	12 8	23.5% 15.7%	30.5% 19.2%	6	5 2	83.3% 33.3%	YES YES
4B - Admin Support Coordinator	45	Females Minority	41 16	91.1% 35.6%	94.0%	9	9 3	100.0% 33.3%	YES
5B - Service Occupations	37	Females Minority	7 10	18.9% 27.0%	30.2%	15	4 7	26.7% 46.7%	NO
5C - Natural Resources, Construction, and Maintenance	24	Females Minority	0 2	0.0% 8.3%	7.1% 21.1%	4	0 0	0.0% 0.0%	NO NO

* Placements consist of hires and promotions into the target job group from 11/01/2021 to 10/31/2022

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 1A - Management Occupations

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	37	29	1	67	4	2	6	1	0	1	4	4	8
Afr. Amer.	2	3	0	5	0	0	0	0	0	0	2	4	6
Hispanic	1	1	0	2	0	1	1	0	0	0	0	0	0
Asian	4	1	1	6	1	0	1	0	0	0	1	0	1
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	3	9	0	12	0	0	0	0	0	0	0	0	0
Unknown (Race)	7	3	9	19									
Total	55	47	11	113	5	3	8	1	0	1	7	8	15
Total Minority	11	15	1	27	1	1	2	0	0	0	3	4	7

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	9	10	1	4	5
Afr. Amer.	0	0	0	0	0	0	0	2	2
Hispanic	0	0	0	0	1	1	2	0	2
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	1	1	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	11	12	4	6	10
Total Minority	0	0	0	0	2	2	3	2	5

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 2A - Lecturer Ay

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	99	86	6	191	7	25	32	0	1	1	40	75	115
Afr. Amer.	11	8	0	19	0	1	1	0	0	0	1	2	3
Hispanic	16	11	4	31	1	6	7	0	0	0	2	5	7
Asian	19	5	1	25	0	0	0	0	0	0	2	1	3
Nat. Amer.	0	1	0	1	0	3	3	0	0	0	2	2	4
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	2	2	1	5	0	1	1	0	0	0	2	5	7
Unknown (Race)	13	17	16	46									
Total	160	131	28	319	8	36	44	0	1	1	49	90	139
Total Minority	48	28	6	82	1	11	12	0	0	0	9	15	24

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

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 2B - Instr Fac Ay

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	258	161	10	429	0	1	1	1	1	2	8	6	14
Afr. Amer.	36	14	5	55	0	0	0	0	0	0	0	0	0
Hispanic	11	19	3	33	0	0	0	0	0	0	0	0	0
Asian	182	90	5	277	0	0	0	0	1	1	0	1	1
Nat. Amer.	6	4	1	11	0	0	0	0	0	0	0	0	0
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	14	5	1	20	0	0	0	0	0	0	0	0	0
Unknown (Race)	47	23	33	103									
Total	554	317	58	929	0	1	1	1	2	3	8	7	15
Total Minority	249	133	15	397	0	0	0	0	1	1	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	1	2	3	3	6	9
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	2	0	2
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	1	2	3	6	7	13
Total Minority	0	0	0	0	0	0	3	1	4

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 2C - Faculty - Other

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	5	0	7	1	3	4	5	7	12	26	26	52
Afr. Amer.	1	0	0	1	1	0	1	0	0	0	0	1	1
Hispanic	0	0	0	0	0	2	2	0	0	0	0	4	4
Asian	0	2	0	2	1	0	1	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	1	1	0	3	3
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	1	0	1
Unknown (Race)	0	2	2	4									
Total	3	9	2	14	3	5	8	5	8	13	27	36	63
Total Minority	1	2	0	3	2	2	4	0	1	1	1	10	11

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	3	3	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	3	3	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 3A - Business and Financial Operations

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	68	132	2	202	0	6	6	0	0	0	0	8	8
Afr. Amer.	10	9	0	19	0	0	0	0	0	0	0	0	0
Hispanic	1	4	0	5	0	2	2	0	0	0	1	0	1
Asian	5	12	0	17	0	2	2	0	0	0	0	0	0
Nat. Amer.	1	5	0	6	0	0	0	0	0	0	0	0	0
NHOPI	1	1	1	3	0	0	0	0	0	0	0	0	0
Two or More	4	16	0	20	0	1	1	0	0	0	0	0	0
Unknown (Race)	15	14	19	48									
Total	105	193	22	320	0	11	11	0	0	0	1	8	9
Total Minority	22	47	1	70	0	5	5	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	2	2	2	8	10
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	3	3
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	1	0	1
Total	0	2	2	0	2	2	3	11	14
Total Minority	0	1	1	0	0	0	1	3	4

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

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

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	37	34	1	72	1	1	2	0	0	0	2	5	7
Afr. Amer.	4	1	0	5	0	0	0	0	0	0	0	0	0
Hispanic	2	2	0	4	0	0	0	0	0	0	3	0	3
Asian	5	4	0	9	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	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	2	5	1	8	0	1	1	0	0	0	0	0	0
Unknown (Race)	9	2	4	15									
Total	59	49	6	114	1	2	3	0	0	0	5	5	10
Total Minority	13	13	1	27	0	1	1	0	0	0	3	0	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	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	1	1	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 3C - Student Services Professionals

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	52	92	3	147	0	2	2	0	0	0	0	6	6
Afr. Amer.	12	23	1	36	0	0	0	0	0	0	0	1	1
Hispanic	13	25	1	39	2	3	5	0	0	0	0	3	3
Asian	4	15	0	19	0	3	3	0	0	0	0	1	1
Nat. Amer.	0	7	1	8	0	0	0	0	0	0	0	1	1
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	6	6	0	12	0	1	1	0	0	0	0	0	0
Unknown (Race)	17	30	14	61									
Total	105	198	20	323	2	9	11	0	0	0	0	12	12
Total Minority	36	76	3	115	2	7	9	0	0	0	0	6	6

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	4	5	0	0	0	1	6	7
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	1	1	0	1	1	0	2	2
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	1	0	2	2
Total	1	5	6	0	2	2	3	10	13
Total Minority	0	1	1	0	2	2	2	4	6

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

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

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	45	11	2	58	0	4	4	0	0	0	2	1	3
Afr. Amer.	1	2	0	3	0	0	0	0	0	0	1	0	1
Hispanic	8	2	0	10	1	1	2	0	1	1	0	1	1
Asian	8	2	0	10	0	0	0	0	0	0	0	1	1
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	1	1
Unknown (Race)	2	2	2	6									
Total	66	19	4	89	1	5	6	0	1	1	3	4	7
Total Minority	19	6	0	25	1	1	2	0	1	1	1	3	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	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	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	1	1	0	0	0	2	1	3
Total Minority	0	0	0	0	0	0	1	0	1

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 3E - Healthcare Practitioners and Technical

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	4	0	6	0	2	2	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	2	0	2									
Total	2	8	0	10	0	3	3	0	0	0	1	0	1
Total Minority	0	2	0	2	0	1	1	0	0	0	0	0	0

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

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

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

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	16	42	1	59	0	3	3	0	0	0	0	3	3
Afr. Amer.	2	2	0	4	0	0	0	0	0	0	0	0	0
Hispanic	1	4	0	5	0	1	1	0	0	0	0	0	0
Asian	1	1	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	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	1	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	5	3	9									
Total	22	57	4	83	0	4	4	0	0	0	0	3	3
Total Minority	5	10	0	15	0	1	1	0	0	0	0	0	0

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

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 3G - Other Education Services

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	30	60	7	97	14	21	35	0	0	0	14	28	42
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	6	11	1	18	4	6	10	0	0	0	2	4	6
Asian	0	1	0	1	1	1	2	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	1	0	1	0	0	0	0	2	2
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	1	1	2	0	0	0	1	2	3
Unknown (Race)	4	3	3	10									
Total	43	75	11	129	21	29	50	0	0	0	18	37	55
Total Minority	9	12	1	22	7	8	15	0	0	0	4	9	13

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	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: 10/31/2022

Personnel Transactions Summary

Job Group: 4A - Admin Support Assistant

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	23	1	28	0	2	2	0	0	0	0	2	2
Afr. Amer.	2	9	0	11	0	0	0	0	0	0	0	0	0
Hispanic	5	14	1	20	0	1	1	0	0	0	0	0	0
Asian	2	3	0	5	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	0	2	0	2	0	1	1	0	0	0	0	2	2
Unknown (Race)	1	2	0	3									
Total	14	53	2	69	0	4	4	0	0	0	0	4	4
Total Minority	9	28	1	38	0	2	2	0	0	0	0	2	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	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	1	1	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: 10/31/2022

Personnel Transactions Summary

Job Group: 4B - Admin Support Coordinator

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	26	79	1	106	0	6	6	0	0	0	0	6	6
Afr. Amer.	2	6	0	8	0	1	1	0	0	0	0	0	0
Hispanic	3	4	0	7	0	2	2	0	0	0	0	0	0
Asian	1	9	0	10	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	6	0	6	0	0	0	0	0	0	0	1	1
NHOPI	0	0	1	1	0	0	0	0	0	0	0	0	0
Two or More	0	7	0	7	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	16	3	24									
Total	37	127	5	169	0	9	9	0	0	0	0	7	7
Total Minority	6	32	1	39	0	3	3	0	0	0	0	1	1

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

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 4C - Administrative Support - Other

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	24	0	35	1	4	5	0	0	0	1	4	5
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	0	1	2	2	1	3	1	0	1	0	1	1
Asian	1	3	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	4	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	3	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	2	4	8									
Total	16	37	5	58	3	5	8	1	0	1	1	5	6
Total Minority	3	11	1	15	2	1	3	1	0	1	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	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	1	1	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

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

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	0	0	6	0	0	0	0	0	0	1	0	1
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	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	6	0	1	7	0	0	0	0	0	0	2	0	2
Total Minority	0	0	0	0	0	0	0	0	0	0	1	0	1

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

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

Job Group: 5B - Service Occupations

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	37	20	0	57	7	1	8	1	0	1	5	2	7
Afr. Amer.	7	5	0	12	0	0	0	0	0	0	1	0	1
Hispanic	1	4	0	5	2	3	5	0	0	0	1	0	1
Asian	3	3	0	6	0	0	0	0	0	0	2	0	2
Nat. Amer.	2	2	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	4	2	0	6	2	0	2	0	0	0	0	0	0
Unknown (Race)	11	7	3	21									
Total	65	44	3	112	11	4	15	1	0	1	9	2	11
Total Minority	17	17	0	34	4	3	7	0	0	0	4	0	4

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

Humboldt State University

Snapshot Date: 10/31/2022

Personnel Transactions Summary

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

Transaction Dates: 11/01/2021 To 10/31/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	30	0	0	30	4	0	4	1	0	1	4	0	4
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	1	0	5									
Total	40	1	0	41	4	0	4	1	0	1	4	0	4
Total Minority	6	0	0	6	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	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: 10/31/2022

Category	6/30/20	10/31/21	10/31/22
Job Openings	237	247	292
Jobs Filled	227	231	274
Applicants for all jobs	1,066	1,544	3,079
Applicants who self-identified as Protected Veterans	18	35	42
Applicants Hired	133	166	189
Protected Veterans Hired	1	3	2
Hiring Benchmark**	5.7	5.6	5.5
Overall protected veterans hired (%)	0.8	1.8	1.1

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

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

Humboldt State University

Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2022

Category	6/30/20			10/31/21			10/31/22		
Job Openings	237			247			292		
Jobs Filled	227			231			274		
Applicants for all jobs	1,066			1,544			3,079		
Applicants who self-identified as individual(s) with Disability	60			0			174		
Applicants Hired	133			166			189		
Individual(s) with Disability Hired	7			3			7		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.2			3.1			4.1		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
1A - Management Occupations	72	2	2.8	70	3	4.3	79	3	3.8
2A - Lecturer Ay	268	5	1.9	223	8	3.6	236	9	3.8
2B - Instr Fac Ay	194	2	1.0	188	2	1.1	186	5	2.7
2C - Faculty - Other	43	3	7.0	19	0	0.0	21	0	0.0
3A - Business and Financial Operations	90	2	2.2	79	3	3.8	94	6	6.4
3B - Community, Social Service, Legal, Design, Entertainment, Sports, and Media	41	0	0.0	33	0	0.0	34	0	0.0
3C - Student Services Professionals	86	4	4.7	78	8	10.3	75	7	9.3
3D - Computer, Engineering, and Science	59	2	3.4	51	2	3.9	47	4	8.5
3E - Healthcare Practitioners and Technical	17	0	0.0	16	0	0.0	17	0	0.0
3F - Librarians, Curators, and Archivists	18	0	0.0	14	0	0.0	14	0	0.0
3G - Other Education Services	78	0	0.0	80	0	0.0	82	1	1.2
4A - Admin Support Assistant	24	2	8.3	13	2	15.4	11	3	27.3

* 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.

** Current utilization goal as established by the OFCCP.

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

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

Current Snapshot Date: 10/31/2022

Category	6/30/20			10/31/21			10/31/22		
Job Openings	237			247			292		
Jobs Filled	227			231			274		
Applicants for all jobs	1,066			1,544			3,079		
Applicants who self-identified as individual(s) with Disability	60			0			174		
Applicants Hired	133			166			189		
Individual(s) with Disability Hired	7			3			7		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.2			3.1			4.1		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
4B - Admin Support Coordinator	58	1	1.7	45	1	2.2	47	1	2.1
4C - Administrative Support - Other	36	1	2.8	23	0	0.0	22	0	0.0
5A - Production, Transportation, and Material Moving	15	1	6.7	10	2	20.0	8	N/A	N/A
5B - Service Occupations	41	1	2.4	37	0	0.0	38	1	2.6
5C - Natural Resources, Construction, and Maintenance	34	0	0.0	24	0	0.0	25	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.