

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: B2 - CRAFTS AND TRADES

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	13	1 - 1	6476	CARPENTER	3	3	0	1	2	0	0	1	0	0	0
	13	1 - 1	6536	CERTIFIED ELECTRICIAN APPRENTICE	1	1	0	0	1	0	0	0	0	0	0
	13	1 - 1	6533	ELECTRICIAN	5	5	0	4	1	1	3	0	0	0	0
	13	1 - 1	6532	LEAD ELECTRICIAN	1	1	0	0	1	0	0	0	0	0	0
	13	1 - 1	6643	LEAD LOCKSMITH	1	1	0	1	0	0	1	0	0	0	0
	13	1 - 1	6548	LEAD PLUMBER	1	1	0	1	0	0	1	0	0	0	0
	13	1 - 1	6642	LOCKSMITH	2	2	0	1	1	1	0	0	0	0	0
	13	1 - 1	6526	PAINTER	9	9	0	4	5	0	4	0	0	0	0
	13	1 - 1	6549	PLUMBER	3	3	0	2	1	0	1	1	0	0	0
	13	1 - 1	6474	SUPERVISING CARPENTER	1	1	0	0	1	0	0	0	0	0	0
	13	1 - 1	6534	SUPERVISING ELECTRICIAN	1	1	0	1	0	0	0	1	0	0	0
	13	1 - 1	6644	SUPERVISING LOCKSMITH	1	1	0	0	1	0	0	0	0	0	0
	13	1 - 1	6524	SUPERVISING PAINTER	2	2	0	0	2	0	0	0	0	0	0
	13	1 - 1	6547	SUPERVISING PLUMBER	1	1	0	0	1	0	0	0	0	0	0
Total (#)					32	32	0	15	17	2	10	3	0	0	0
Total (%)						100.0	0.0	46.9	53.1	6.3	31.3	9.4	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: B4 - MAINTENANCE AND OPERATIONS

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
13	1 - 1	0745	GARDENING SPECIALIST	1	0	1	1	0	1	0	0	0	0	0	
10	1 - 1	0731	GROUNDWORKER	3	3	0	2	1	0	2	0	0	0	0	
13	1 - 1	0735	IRRIGATION SPECIALIST	1	1	0	1	0	0	1	0	0	0	0	
14	1 - 1	6223	LABORER	28	28	0	27	1	2	13	12	0	0	0	
10	1 - 1	0726	LEAD GROUNDWORKER	6	6	0	5	1	0	4	1	0	0	0	
10	1 - 1	0748	TREE TRIMMER II	3	3	0	2	1	0	1	1	0	0	0	
Total (#)				42	41	1	38	4	3	21	14	0	0	0	
Total (%)					97.6	2.4	90.5	9.5	7.1	50.0	33.3	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: B5 - CRAFTS AND TRADES

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
14	1 - 1	6702	BUILDING SERVICE ENGINEER	5	5	0	2	3	1	1	0	0	0	0
13	1 - 1	6260	FACILITIES CONTROL SPECIALIST	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	6940	FACILITIES MAINTENANCE MECHANIC	8	8	0	8	0	0	5	3	0	0	0
13	1 - 1	6265	FACILITIES PROJECT SUPERVISOR	3	2	1	0	3	0	0	0	0	0	0
13	1 - 1	6251	FACILITIES WORKER II	4	4	0	2	2	0	0	2	0	0	0
14	1 - 1	6700	SUPERVISING BUILDING SERVICE ENGINEER	1	1	0	0	1	0	0	0	0	0	0
Total (#)				22	21	1	12	10	1	6	5	0	0	0
Total (%)					95.5	4.5	54.5	45.5	4.5	27.3	22.7	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: B6 - CRAFTS AND TRADES

EEO

Total													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1 - 1	6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0	0	0	1	0	0	0
Total (#)				1	1	0	1	0	0	0	1	0	0	0
Total (%)					100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: C1 - CLERICAL LEVEL II

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 2	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	71	19	52	54	17	7	20	27	0	0	0
Total (#)				71	19	52	54	17	7	20	27	0	0	0
Total (%)					26.8	73.2	76.1	23.9	9.9	28.2	38.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: C3 - CLERICAL LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 2	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	10	2	8	6	4	1	2	2	0	0	1	
12	2 - 3	1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	3	1	2	3	0	2	0	1	0	0	0	
Total (#)				13	3	10	9	4	3	2	3	0	0	1	
Total (%)					23.1	76.9	69.2	30.8	23.1	15.4	23.1	0.0	0.0	7.7	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: C4 - CLERICAL LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 1	1100	PAYROLL TECHNICIAN I	3	2	1	3	0	0	2	1	0	0	0
12	1 - 1	1102	PAYROLL TECHNICIAN III	1	1	0	1	0	0	0	1	0	0	0
Total (#)				4	3	1	4	0	0	2	2	0	0	0
Total (%)					75.0	25.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: C6 - HEALTH CARE

EEO

Total													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	1 - 6	1140	HEALTH INFORMATION TECHNICIAN	2	0	2	2	0	1	0	1	0	0	0
Total (#)				2	0	2	2	0	1	0	1	0	0	0
Total (%)					0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: E1 - MAINTENANCE AND OPERATIONS

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
10	1 - 1	2010	CUSTODIAN	152	56	96	152	0	4	35	111	2	0	0	
10	1 - 1	2015	LEAD CUSTODIAN	12	6	6	12	0	1	6	5	0	0	0	
Total (#)				164	62	102	164	0	5	41	116	2	0	0	
Total (%)					37.8	62.2	100.0	0.0	3.0	25.0	70.7	1.2	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: E2 - ADMINISTRATOR II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 2	8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	32	22	10	29	3	2	13	14	0	0	0	
10	0 - 0	8365	CORPORAL	4	4	0	1	3	0	0	1	0	0	0	
10	0 - 0	8350	POLICE OFFICER	7	7	0	5	2	0	0	5	0	0	0	
10	0 - 0	8354	SERGEANT	5	4	1	2	3	0	1	1	0	0	0	
Total (#)				48	37	11	37	11	2	14	21	0	0	0	
Total (%)					77.1	22.9	77.1	22.9	4.2	29.2	43.8	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: E3 - PUBLIC SAFETY

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	2 - 2	8800	POLICE DISPATCHER -12 MONTH	4	2	2	2	2	0	0	2	0	0	0
Total (#)				4	2	2	2	2	0	0	2	0	0	0
Total (%)					50.0	50.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	2 - 2	1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	0	1	1	0	0	0	1	0	0	0	
3	2 - 3	0430	NETWORK ANALYST -12	12	10	2	4	8	0	1	3	0	0	0	
3	2 - 3	0410	OPERATING SYSTEMS ANALYST -12	14	12	2	9	5	1	0	8	0	0	0	
Total (#)				27	22	5	14	13	1	1	12	0	0	0	
Total (%)					81.5	18.5	51.9	48.1	3.7	3.7	44.4	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

EEO

Cat	Pay Grade	Job Code	Job Title	Total											
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	2 - 3	0400	ANALYST/PROGRAMMER -12	32	26	6	24	8	2	1	21	0	0	0	
3	1 - 3	0420	INFORMATION TECHNOLOGY CONSULTANT -12	74	51	23	42	32	3	7	30	0	2	0	
Total (#)				106	77	29	66	40	5	8	51	0	2	0	
Total (%)					72.6	27.4	62.3	37.7	4.7	7.5	48.1	0.0	1.9	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1 - 2	0440	EQUIPMENT SYSTEMS SPECIALIST -12	2	2	0	1	1	1	0	0	0	0	0
Total (#)				2	2	0	1	1	1	0	0	0	0	0
Total (%)					100.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: G1 - EXECUTIVE

EEO

Total													
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	0-0	2977	PRESIDENT	1	1	0	1	0	0	0	1	0	0	0
Total (#)				1	1	0	1	0	0	0	1	0	0	0
Total (%)					100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H1 - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 4	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	393	96	297	266	127	20	67	167	2	1	9	
2	1 - 3	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	15	3	12	13	2	2	4	7	0	0	0	
4	1 - 1	5182	EXTENDED EDUCATION SPECIALIST II	5	1	4	3	2	0	1	2	0	0	0	
12	1 - 1	1148	PRESIDENTIAL AIDE	1	0	1	1	0	0	1	0	0	0	0	
Total (#)				414	100	314	283	131	22	73	176	2	1	9	
Total (%)					24.2	75.8	68.4	31.6	5.3	17.6	42.5	0.5	0.2	2.2	

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

**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 1	5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	3	0	3	2	1	1	0	1	0	0	0	
2	1 - 8	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	17	5	12	8	9	0	0	7	1	0	0	
2	1 - 1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	13	7	6	6	7	0	2	4	0	0	0	
3	1 - 1	5683	RESEARCH TECHNICIAN I	29	12	17	13	16	0	11	2	0	0	0	
3	1 - 6	5681	RESEARCH TECHNICIAN II	16	6	10	6	10	1	2	3	0	0	0	
3	1 - 1	5680	RESEARCH TECHNICIAN III	8	3	5	2	6	1	1	0	0	0	0	
Total (#)				86	33	53	37	49	3	16	17	1	0	0	
Total (%)					38.4	61.6	43.0	57.0	3.5	18.6	19.8	1.2	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H3 - ADM. SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 1	1762	ACCOUNTANT I	10	3	7	9	1	0	1	8	0	0	0
2	1 - 1	4555	ACCOUNTANT II	7	3	4	7	0	0	0	7	0	0	0
2	1 - 1	4556	ACCOUNTANT III	1	1	0	1	0	0	0	1	0	0	0
12	1 - 1	1741	ACCOUNTING TECHNICIAN II	5	1	4	4	1	0	0	3	0	0	1
12	1 - 1	1740	ACCOUNTING TECHNICIAN III	4	1	3	4	0	0	1	3	0	0	0
Total (#)				27	9	18	25	2	0	2	22	0	0	1
Total (%)					33.3	66.7	92.6	7.4	0.0	7.4	81.5	0.0	0.0	3.7

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 1	5287	BUDGET ANALYST	1	0	1	1	0	0	0	1	0	0	0
2	1 - 1	5284	SENIOR BUDGET ANALYST	2	0	2	2	0	0	0	2	0	0	0
Total (#)				3	0	3	3	0	0	0	3	0	0	0
Total (%)					0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 3	0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	11	6	5	6	5	1	0	4	0	1	0	
Total (#)				11	6	5	6	5	1	0	4	0	1	0	
Total (%)					54.5	45.5	54.5	45.5	9.1	0.0	36.4	0.0	9.1	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H7 - ADM. SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 1	4791	BUYER I	1	1	0	1	0	0	0	1	0	0	0	
2	1 - 1	4792	BUYER II	2	1	1	2	0	1	0	1	0	0	0	
2	1 - 1	4794	BUYER III	1	0	1	1	0	0	0	1	0	0	0	
2	0 - 0	4790	BUYER TRAINEE	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				5	2	3	5	0	1	0	4	0	0	0	
Total (%)					40.0	60.0	100.0	0.0	20.0	0.0	80.0	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: H8 - CLERICAL LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
14	1 - 1	1508	WAREHOUSE WORKER	6	5	1	5	1	0	1	4	0	0	0
Total (#)				6	5	1	5	1	0	1	4	0	0	0
Total (%)					83.3	16.7	83.3	16.7	0.0	16.7	66.7	0.0	0.0	0.0

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

**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: I1 - HEALTH CARE

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 6	8147	HEALTH EDUCATOR	6	1	5	3	3	0	0	3	0	0	0	
9	1 - 1	8166	NURSE PRACTITIONER	5	0	5	2	3	0	1	1	0	0	0	
9	1 - 1	7992	PHARMACIST I	1	1	0	1	0	0	0	1	0	0	0	
9	1 - 1	7993	PHARMACIST II	1	0	1	1	0	0	0	1	0	0	0	
9	1 - 8	7737	PHYSICIAN - PRIMARY CARE	3	0	3	2	1	0	0	2	0	0	0	
9	1 - 1	7750	PHYSICIAN - SPECIALTY SERVICES	1	1	0	0	1	0	0	0	0	0	0	
9	1 - 6	8157	REGISTERED NURSE III	2	0	2	1	1	0	0	1	0	0	0	
Total (#)				19	3	16	10	9	0	1	9	0	0	0	
Total (%)					15.8	84.2	52.6	47.4	0.0	5.3	47.4	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: I2 - HEALTH CARE

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
10	6 - 6	8137	CLINICAL ASSISTANT	3	0	3	3	0	0	0	3	0	0	0	
10	1 - 6	8148	MEDICAL ASSISTANT	7	2	5	5	2	0	2	3	0	0	0	
9	0 - 0	7930	PER DIEM NON-EXEMPT - HEALTHCARE	12	1	11	9	3	0	1	8	0	0	0	
Total (#)				22	3	19	17	5	0	3	14	0	0	0	
Total (%)					13.6	86.4	77.3	22.7	0.0	13.6	63.6	0.0	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: J1 - FACULTY

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	4 - 5	2481	DEPARTMENT CHAIR - 12 MONTH	57	23	34	22	35	5	6	10	1	0	0	
5	4 - 4	2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				58	23	35	23	35	5	6	11	1	0	0	
Total (%)					39.7	60.3	39.7	60.3	8.6	10.3	19.0	1.7	0.0	0.0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: J2 - FACULTY

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	0 - 0	2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	16	8	8	7	9	2	2	2	1	0	0	
5	0 - 0	2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	2	1	1	0	2	0	0	0	0	0	0	
5	0 - 0	2387	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - AY	1	0	1	0	1	0	0	0	0	0	0	
5	5 - 5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	10	4	6	3	7	0	1	1	0	0	1	
5	3 - 5	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	607	279	328	263	344	28	45	171	8	0	11	
5	3 - 5	2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	92	49	43	35	57	5	6	21	2	0	1	
5	2 - 5	2359	LECTURER - 12 MONTH	23	7	16	9	14	1	4	4	0	0	0	
5	2 - 5	2358	LECTURER - ACADEMIC YEAR	953	400	553	356	597	60	96	168	9	5	18	
5	0 - 0	2393	VISITING FACULTY - ACADEMIC YEAR	1	0	1	0	1	0	0	0	0	0	0	
Total (#)				1,705	748	957	673	1,032	96	154	367	20	5	31	
Total (%)					43.9	56.1	39.5	60.5	5.6	9.0	21.5	1.2	0.3	1.8	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

EEO

Total														
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	2 - 4	2919	LIBRARIAN - 10 MONTH	3	0	3	0	3	0	0	0	0	0	0
7	2 - 5	2920	LIBRARIAN - 12 MONTH	21	9	12	4	17	1	0	3	0	0	0
Total (#)				24	9	15	4	20	1	0	3	0	0	0
Total (%)					37.5	62.5	16.7	83.3	4.2	0.0	12.5	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 1	2886	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
4	1 - 1	2887	LIBRARY SERVICES SPECIALIST II	8	4	4	5	3	0	2	3	0	0	0	
4	1 - 1	2888	LIBRARY SERVICES SPECIALIST III	7	3	4	3	4	0	1	2	0	0	0	
4	1 - 1	2889	LIBRARY SERVICES SPECIALIST IV	5	2	3	2	3	0	1	1	0	0	0	
Total (#)				21	9	12	11	10	0	4	7	0	0	0	
Total (%)					42.9	57.1	52.4	47.6	0.0	19.0	33.3	0.0	0.0	0.0	

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

**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: O1 - STUDENT SERVICES-LEVEL I

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 1	2630	CREDENTIAL ANALYST II	1	0	1	1	0	0	1	0	0	0	0	
10	1 - 1	9687	HEAD RESIDENT II	17	4	13	13	4	7	1	1	0	0	4	
3	1 - 2	3079	STUDENT SERVICES PROFESSIONAL I	5	1	4	3	2	0	2	1	0	0	0	
3	1 - 1	3082	STUDENT SERVICES PROFESSIONAL II	52	19	33	41	11	7	10	23	0	1	0	
3	1 - 6	3084	STUDENT SERVICES PROFESSIONAL III	54	21	33	34	20	6	9	16	0	0	3	
3	1 - 1	3086	STUDENT SERVICES PROFESSIONAL IV	28	10	18	20	8	2	7	11	0	0	0	
3	0 - 0	3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	8	2	6	4	4	0	1	3	0	0	0	
3	0 - 0	3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	1	0	1	0	1	0	0	0	0	0	
3	0 - 0	3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	1	1	0	0	1	0	0	0	0	0	0	
3	0 - 0	3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	2	0	2	2	0	0	1	1	0	0	0	
3	0 - 0	3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				170	59	111	120	50	23	32	57	0	1	7	
Total (%)					34.7	65.3	70.6	29.4	13.5	18.8	33.5	0.0	0.6	4.1	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
9	1 - 6	8185	ATHLETIC TRAINER II - 12 MONTH	2	1	1	2	0	0	1	0	1	0	0	
4	0 - 0	2377	COACH - 10 MONTH	4	2	2	2	2	0	1	0	0	0	1	
4	0 - 0	2383	COACHING ASSISTANT - 10 MONTH	10	7	3	5	5	2	1	2	0	0	0	
4	0 - 0	2380	COACHING SPECIALIST - 10 MONTH	2	2	0	0	2	0	0	0	0	0	0	
Total (#)				18	12	6	9	9	2	3	2	1	0	1	
Total (%)					66.7	33.3	50.0	50.0	11.1	16.7	11.1	5.6	0.0	5.6	

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

**Affirmative Action Plan
2018
Job Group Analysis**

Snapshot Date: 10/31/2018
Plan Date: 07/01/2018

Job Group: P1 - ADM. SUPPORT LEVEL II

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 1	2866	ACCOMPANIST II	3	2	1	1	2	1	0	0	0	0	0	
10	1 - 1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	2	2	0	2	0	0	1	1	0	0	0	
13	1 - 1	7021	EQUIPMENT TECHNICIAN III, MECHANICAL	2	2	0	2	0	0	0	2	0	0	0	
13	1 - 1	7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	6	6	0	3	3	0	3	0	0	0	0	
3	1 - 1	7512	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0	
4	1 - 3	0820	GRAPHIC DESIGNER -12 MONTH	8	5	3	1	7	0	1	0	0	0	0	
4	1 - 1	1577	INSTRUCTIONAL SUPPORT ASSISTANT I	2	2	0	1	1	1	0	0	0	0	0	
4	1 - 1	1578	INSTRUCTIONAL SUPPORT ASSISTANT II	3	3	0	0	3	0	0	0	0	0	0	
4	1 - 1	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	1	0	1	0	0	0	0	0	0	
4	1 - 1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	0	2	2	0	0	0	2	0	0	0	
4	1 - 1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	9	3	6	7	2	1	0	6	0	0	0	
4	1 - 1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	13	9	4	4	9	2	0	2	0	0	0	
3	1 - 1	7888	LABORATORY ASSISTANT I	1	1	0	0	1	0	0	0	0	0	0	
4	1 - 3	0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	6	5	1	3	3	0	1	2	0	0	0	
4	2 - 3	0840	PERFORMING ARTS TECHNICIAN -12 MONTH	3	1	2	0	3	0	0	0	0	0	0	
13	1 - 1	6951	PIANO TECHNICIAN II	1	1	0	0	1	0	0	0	0	0	0	

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: P1 - ADM. SUPPORT LEVEL II

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	2 - 2	0860	VISUAL RESOURCE SPECIALIST -12 MONTH	2	2	0	0	2	0	0	0	0	0	0
Total (#)				67	47	20	27	40	5	6	16	0	0	0
Total (%)					70.1	29.9	40.3	59.7	7.5	9.0	23.9	0.0	0.0	0.0

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

Affirmative Action Plan

2018

Job Group Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Job Group: R1 - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
1	1 - 2	3318	ADMINISTRATOR I	38	13	25	17	21	3	7	7	0	0	0	
1	1 - 6	3312	ADMINISTRATOR II	73	36	37	40	33	5	9	23	2	1	0	
1	1 - 6	3306	ADMINISTRATOR III	54	24	30	21	33	7	7	4	1	2	0	
1	1 - 1	3300	ADMINISTRATOR IV	34	17	17	17	17	4	2	10	1	0	0	
Total (#)				199	90	109	95	104	19	25	44	4	3	0	
Total (%)					45.2	54.8	47.7	52.3	9.5	12.6	22.1	2.0	1.5	0.0	

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