

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	15	6	Male	8	5	1	1	1	0	0	0
				Female	7	4	1	1	0	1	0	0
2393	VISITING FACULTY - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2387	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7888	LABORATORY ASSISTANT 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	48	35	Male	11	6	0	4	1	0	0	0
				Female	37	7	3	11	16	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	7	4	Male	2	1	0	1	0	0	0	0
				Female	5	2	1	1	0	0	0	1
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	230	148	Male	51	26	1	8	16	0	0	0
				Female	179	56	11	30	74	2	1	5
0420	INFORMATION TECHNOLOGY CONSULTANT -12	43	19	Male	28	13	1	2	11	0	1	0
				Female	15	11	0	1	3	0	0	0
2866	ACCOMPANIST II	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	14	5	Male	3	1	0	0	2	0	0	0
				Female	11	8	0	0	3	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	28	14	Male	11	7	0	1	3	0	0	0
				Female	17	7	0	4	4	0	0	2
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	13	4	Male	9	7	1	0	1	0	0	0
				Female	4	2	1	0	1	0	0	0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7512	GLASSBLOWER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5683	RESEARCH TECHNICIAN I	29	13	Male	12	7	0	4	1	0	0	0
				Female	17	9	0	7	1	0	0	0
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5681	RESEARCH TECHNICIAN II	16	6	Male	6	4	0	0	2	0	0	0
				Female	10	6	1	2	1	0	0	0
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	9	7	Male	3	1	1	0	1	0	0	0
				Female	6	1	0	0	5	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	12	9	Male	3	0	1	0	2	0	0	0
				Female	9	3	0	3	3	0	0	0
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	6	3	Male	5	2	0	1	2	0	0	0
				Female	1	1	0	0	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	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

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5680	RESEARCH TECHNICIAN III	8	2	Male	3	1	1	1	0	0	0	0
				Female	5	5	0	0	0	0	0	
7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2886	LIBRARY SERVICES SPECIALIST I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
2887	LIBRARY SERVICES SPECIALIST II	8	5	Male	4	2	0	2	0	0	0	
				Female	4	1	0	0	3	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	14	9	Male	5	2	1	0	2	0	0	
				Female	9	3	0	3	3	0	0	
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
2888	LIBRARY SERVICES SPECIALIST III	7	3	Male	3	2	0	0	1	0	0	
				Female	4	2	0	1	1	0	0	
2630	CREDENTIAL ANALYST II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
1741	ACCOUNTING TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
1740	ACCOUNTING TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
2889	LIBRARY SERVICES SPECIALIST IV	5	2	Male	2	1	0	0	1	0	0	
				Female	3	2	0	1	0	0	0	
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	6	3	Male	6	3	0	3	0	0	0	
				Female	0	0	0	0	0	0	0	

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5182	EXTENDED EDUCATION SPECIALIST II	5	3	Male	1	0	0	0	1	0	0	0
				Female	4	2	0	1	1	0	0	
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	
7021	EQUIPMENT TECHNICIAN III, MECHANICAL	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	
3312	ADMINISTRATOR II	15	8	Male	7	5	0	0	2	0	0	0
				Female	8	2	0	0	5	0	1	
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	12	5	Male	7	5	0	1	1	0	0	0
				Female	5	2	0	1	2	0	0	
3306	ADMINISTRATOR III	19	5	Male	5	3	1	1	0	0	0	0
				Female	14	11	0	3	0	0	0	
3300	ADMINISTRATOR IV	14	6	Male	6	3	0	0	3	0	0	0
				Female	8	5	0	0	2	1	0	
0860	VISUAL RESOURCE SPECIALIST -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	953	356	Male	400	252	18	54	71	1	1	3
				Female	553	345	42	42	97	8	4	15
2359	LECTURER - 12 MONTH	23	9	Male	7	6	0	0	1	0	0	0
				Female	16	8	1	4	3	0	0	
2920	LIBRARIAN - 12 MONTH	21	4	Male	9	9	0	0	0	0	0	0
				Female	12	8	1	0	3	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0840	PERFORMING ARTS TECHNICIAN -12 MONTH	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
2919	LIBRARIAN - 10 MONTH	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
0400	ANALYST/PROGRAMMER -12	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
0430	NETWORK ANALYST -12	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	607	263	Male	279	167	14	18	74	4	0	2
				Female	328	177	14	27	97	4	0	9
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	92	35	Male	49	34	3	3	7	1	0	1
				Female	43	23	2	3	14	1	0	0
2481	DEPARTMENT CHAIR - 12 MONTH	57	22	Male	23	13	2	3	5	0	0	0
				Female	34	22	3	3	5	1	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
2361	INSTRUCTIONAL FACULTY - 12 MONTH	10	3	Male	4	2	0	1	1	0	0	0
				Female	6	5	0	0	0	0	0	1
Grand Total #		2,421	1,044	Male #	1,009	616	48	112	219	6	2	6
Grand Total %			43.1	Male %	41.7	25.4	2.0	4.6	9.0	0.2	0.1	0.2
				Female #	1,412	761	83	153	358	18	6	33
				Female%	58.3	31.4	3.4	6.3	14.8	0.7	0.2	1.4

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4790	BUYER TRAINEE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	92	75	Male	29	8	2	6	13	0	0	0
				Female	63	9	3	15	34	0	0	2
2010	CUSTODIAN	152	152	Male	56	0	4	11	41	0	0	0
				Female	96	0	0	24	70	2	0	0
6223	LABORER	28	27	Male	28	1	2	13	12	0	0	0
				Female	0	0	0	0	0	0	0	0
1100	PAYROLL TECHNICIAN I	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2015	LEAD CUSTODIAN	12	12	Male	6	0	1	2	3	0	0	0
				Female	6	0	0	4	2	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
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	13	12	Male	5	1	0	1	3	0	0	0
				Female	8	0	2	3	3	0	0	0
1508	WAREHOUSE WORKER	6	5	Male	5	1	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
0731	GROUNDWORKER	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	3	3	Male	1	0	0	0	0	0	0	1
				Female	2	0	0	0	2	0	0	0
0735	IRRIGATION SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0745	GARDENING SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0748	TREE TRIMMER II	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	
6536	CERTIFIED ELECTRICIAN APPRENTICE	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4791	BUYER I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0726	LEAD GROUNDSWORKER	6	5	Male	6	1	0	4	1	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	0	1	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	21	16	Male	16	4	2	2	8	0	0	0
				Female	5	1	0	1	2	0	1	0
5287	BUDGET ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1762	ACCOUNTANT I	8	7	Male	3	1	0	0	2	0	0	0
				Female	5	0	0	1	4	0	0	0
4792	BUYER II	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
6251	FACILITIES WORKER II	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
1102	PAYROLL TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6476	CARPENTER	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6526	PAINTER	9	4	Male	9	5	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6940	FACILITIES MAINTENANCE MECHANIC	8	8	Male	8	0	0	5	3	0	0	0
				Female	0	0	0	0	0	0	0	
6642	LOCKSMITH	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
4555	ACCOUNTANT II	6	6	Male	3	0	0	0	3	0	0	0
				Female	3	0	0	0	3	0	0	
3318	ADMINISTRATOR I	10	7	Male	5	1	1	1	2	0	0	0
				Female	5	2	1	1	1	0	0	
6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
6533	ELECTRICIAN	5	4	Male	5	1	1	3	0	0	0	0
				Female	0	0	0	0	0	0	0	
6702	BUILDING SERVICE ENGINEER	5	2	Male	5	3	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6549	PLUMBER	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	
6643	LEAD LOCKSMITH	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
4794	BUYER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
6532	LEAD ELECTRICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6644	SUPERVISING LOCKSMITH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6260	FACILITIES CONTROL SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6548	LEAD PLUMBER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6474	SUPERVISING CARPENTER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	SUPERVISING PAINTER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	26	15	Male	14	7	2	2	3	0	0	0
				Female	12	4	1	1	6	0	0	0
5284	SENIOR BUDGET ANALYST	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6547	SUPERVISING PLUMBER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6700	SUPERVISING BUILDING SERVICE ENGINEER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6534	SUPERVISING ELECTRICIAN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	15	7	Male	8	6	1	0	1	0	0	0
				Female	7	2	1	1	2	1	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	ADMINISTRATOR IV	5	2	Male	3	2	0	0	1	0	0	0
				Female	2	1	1	0	0	0	0	0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	7	6	Male	2	0	0	1	1	0	0	0
				Female	5	1	2	0	2	0	0	
0400	ANALYST/PROGRAMMER -12	26	24	Male	22	2	2	1	17	0	0	0
				Female	4	0	0	0	4	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	10	7	Male	8	3	1	0	4	0	0	0
				Female	2	0	0	0	2	0	0	0
0430	NETWORK ANALYST -12	8	3	Male	7	4	0	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		536	443	Male #	295	70	23	67	134	0	0	1
Grand Total %			82.6	Male %	55.0	13.1	4.3	12.5	25.0	0.0	0.0	0.2
				Female #	241	23	13	51	148	3	1	2
				Female%	45.0	4.3	2.4	9.5	27.6	0.6	0.2	0.4

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2380	COACHING SPECIALIST - 10 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2383	COACHING ASSISTANT - 10 MONTH	10	5	Male	7	3	2	1	1	0	0	0
				Female	3	2	0	0	1	0	0	0
2377	COACH - 10 MONTH	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	0	0	0	1
2977	PRESIDENT	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8185	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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	1	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	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
3300	ADMINISTRATOR IV	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
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	4	1	Male	1	0	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		33	16	Male #	16	6	2	3	5	0	0	0
Grand Total %			48.5	Male %	48.5	18.2	6.1	9.1	15.2	0.0	0.0	0.0
				Female #	17	11	0	2	3	0	0	1
				Female%	51.5	33.3	0.0	6.1	9.1	0.0	0.0	3.0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	8	4	Male	2	2	0	0	0	0	0	0
				Female	6	2	0	1	3	0	0	0
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8350	POLICE OFFICER	7	5	Male	7	2	0	0	5	0	0	0
				Female	0	0	0	0	0	0	0	0
8365	CORPORAL	4	1	Male	4	3	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7930	PER DIEM NON-EXEMPT - HEALTHCARE	12	9	Male	1	0	0	0	1	0	0	0
				Female	11	3	0	1	7	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
8354	SERGEANT	5	2	Male	4	2	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	32	29	Male	22	3	2	8	9	0	0	0
				Female	10	0	0	5	5	0	0	0
9687	HEAD RESIDENT II	17	13	Male	4	0	2	0	0	0	0	2
				Female	13	4	5	1	1	0	0	2
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	40	26	Male	9	5	0	0	4	0	0	0
				Female	31	9	1	5	14	0	0	2
8148	MEDICAL ASSISTANT	7	5	Male	2	1	0	0	1	0	0	0
				Female	5	1	0	2	2	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	8	6	Male	3	0	1	0	2	0	0	0
				Female	5	2	1	1	1	0	0	0
1140	HEALTH INFORMATION TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
0820	GRAPHIC DESIGNER -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	40	32	Male	16	3	3	5	5	0	0	0
				Female	24	5	3	2	13	0	1	0
3084	STUDENT SERVICES PROFESSIONAL III	25	19	Male	10	4	2	2	2	0	0	0
				Female	15	2	4	2	6	0	0	1
8147	HEALTH EDUCATOR	6	3	Male	1	0	0	0	1	0	0	0
				Female	5	3	0	0	2	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	14	11	Male	5	2	0	2	1	0	0	0
				Female	9	1	1	2	5	0	0	0
3318	ADMINISTRATOR I	13	6	Male	4	2	1	1	0	0	0	0
				Female	9	5	0	1	3	0	0	0
8157	REGISTERED NURSE III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	8	5	Male	5	2	0	0	3	0	0	0
				Female	3	1	0	1	1	0	0	0
3312	ADMINISTRATOR II	13	10	Male	5	0	1	1	2	1	0	0
				Female	8	3	0	2	2	1	0	0

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3306	ADMINISTRATOR III	13	7	Male	9	4	3	1	0	0	1	0	
				Female	4	2	1	1	0	0	0		
8166	NURSE PRACTITIONER	5	2	Male	0	0	0	0	0	0	0	0	
				Female	5	3	0	1	1	0	0		
7750	PHYSICIAN - SPECIALTY SERVICES	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
3300	ADMINISTRATOR IV	7	6	Male	4	1	0	1	2	0	0	0	
				Female	3	0	1	0	2	0	0		
7992	PHARMACIST I	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
7993	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
7737	PHYSICIAN - PRIMARY CARE	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	0	2	0	0		
8800	POLICE DISPATCHER -12 MONTH	4	2	Male	2	1	0	0	1	0	0	0	
				Female	2	1	0	0	1	0	0		
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	2	2	Male	1	0	1	0	0	0	0	0	
				Female	1	0	0	0	1	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	1		
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
8137	CLINICAL ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	0	3	0	0		
8185	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0		

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

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

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
Grand Total #		317	226	Male #	126	40	17	22	42	2	1	2
Grand Total %			71.3	Male %	39.7	12.6	5.4	6.9	13.2	0.6	0.3	0.6
				Female #	191	51	18	30	83	2	2	5
				Female%	60.3	16.1	5.7	9.5	26.2	0.6	0.6	1.6

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	15	9	Male	1	1	0	0	0	0	0	0
				Female	14	5	1	3	5	0	0	
3318	ADMINISTRATOR I	6	1	Male	1	1	0	0	0	0	0	
				Female	5	4	0	1	0	0	0	
3312	ADMINISTRATOR II	16	6	Male	8	5	0	3	0	0	0	
				Female	8	5	0	0	3	0	0	
3306	ADMINISTRATOR III	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	0	1	
3300	ADMINISTRATOR IV	4	2	Male	2	1	0	1	0	0	0	
				Female	2	1	1	0	0	0	0	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	5	2	Male	4	2	0	0	2	0	0	
				Female	1	1	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
0420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	2	0	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		52	24	Male #	19	11	0	4	4	0	0	
Grand Total %			46.2	Male %	36.5	21.2	0.0	7.7	7.7	0.0	0.0	
				Female #	33	17	2	4	9	0	1	
				Female%	63.5	32.7	3.8	7.7	17.3	0.0	1.9	

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1740	ACCOUNTING TECHNICIAN III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	
1741	ACCOUNTING TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	12	7	Male	5	1	1	0	3	0	0	0
				Female	7	4	0	0	3	0	0	
1762	ACCOUNTANT I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
4555	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
4556	ACCOUNTANT III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
1148	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	
3312	ADMINISTRATOR II	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
3306	ADMINISTRATOR III	4	1	Male	2	1	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	
3300	ADMINISTRATOR IV	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	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	

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

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Affirmative Action Plan
2018 Affirmative Action Plan
Workforce Analysis

Snapshot Date: 10/31/2018

Plan Date: 07/01/2018

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	35	20	Male #	16	7	2	1	6	0	0	0
	Grand Total %		57.1	Male %	45.7	20.0	5.7	2.9	17.1	0.0	0.0	0.0
				Female #	19	8	1	2	8	0	0	0
				Female%	54.3	22.9	2.9	5.7	22.9	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.
 (-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.