

Affirmative Action Plan
2020 Affirmative Action Plan
Job Group Analysis Summary

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

| Job Group | Total | | | | | | | | | | |
|-------------------------------------|-------|-----|-----|-----|-----|----|----|-----|----|----|----|
| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ |
| 2A - HEALTH CARE | 11 | 0 | 11 | 7 | 4 | 0 | 0 | 6 | 0 | 0 | 1 |
| B2 - CRAFTS AND TRADES | 32 | 32 | 0 | 16 | 16 | 2 | 11 | 3 | 0 | 0 | 0 |
| B4 - MAINTENANCE AND OPERATIONS | 41 | 41 | 0 | 37 | 4 | 3 | 20 | 14 | 0 | 0 | 0 |
| B5 - CRAFTS AND TRADES | 20 | 18 | 2 | 14 | 6 | 2 | 6 | 6 | 0 | 0 | 0 |
| B6 - CRAFTS AND TRADES | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| C1 - CLERICAL LEVEL I | 67 | 22 | 45 | 52 | 15 | 5 | 15 | 29 | 1 | 0 | 2 |
| C3 - ADM. SUPPORT LEVEL II | 16 | 4 | 12 | 13 | 3 | 3 | 3 | 6 | 0 | 0 | 1 |
| C4 - CLERICAL LEVEL I | 2 | 1 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| C6 - HEALTH CARE | 2 | 0 | 2 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| E1 - MAINTENANCE AND OPERATIONS | 158 | 53 | 105 | 158 | 0 | 3 | 42 | 112 | 1 | 0 | 0 |
| E2 - ADMINISTRATOR II | 42 | 32 | 10 | 32 | 10 | 2 | 12 | 18 | 0 | 0 | 0 |
| E3 - PUBLIC SAFETY | 4 | 3 | 1 | 3 | 1 | 0 | 0 | 3 | 0 | 0 | 0 |
| F2 - RESRCH & DATA SUPPORT LEVEL II | 25 | 20 | 5 | 13 | 12 | 1 | 1 | 11 | 0 | 0 | 0 |
| F3 - RESRCH & DATA SUPPORT LEVEL I | 105 | 79 | 26 | 66 | 39 | 5 | 10 | 49 | 0 | 2 | 0 |
| F4 - TECHNICAL SUPPORT LEVEL I | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| G1 - EXECUTIVE | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| H1 - ADMINISTRATOR I | 415 | 101 | 314 | 291 | 124 | 28 | 64 | 187 | 3 | 1 | 8 |
| H2 - RESRCH & DATA SUPPORT LEVEL I | 94 | 32 | 62 | 44 | 50 | 4 | 18 | 20 | 1 | 0 | 1 |
| H3 - ADM. SUPPORT LEVEL I | 25 | 8 | 17 | 24 | 1 | 0 | 3 | 21 | 0 | 0 | 0 |
| H4 - RESRCH & DATA SUPPORT LEVEL I | 3 | 0 | 3 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 |
| H6 - RESRCH & DATA SUPPORT LEVEL I | 9 | 6 | 3 | 4 | 5 | 0 | 0 | 3 | 0 | 1 | 0 |
| H7 - ADM. SUPPORT LEVEL II | 5 | 1 | 4 | 5 | 0 | 0 | 0 | 4 | 0 | 0 | 1 |

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|-------------------------------------|--------------|--------------|--------------|--------------|--------------|------------|-------------|--------------|------------|------------|------------|
| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ |
| H8 - MAINTENANCE AND OPERATIONS | 7 | 6 | 1 | 5 | 2 | 0 | 1 | 4 | 0 | 0 | 0 |
| I1 - HEALTH CARE | 21 | 3 | 18 | 12 | 9 | 0 | 2 | 10 | 0 | 0 | 0 |
| I2 - HEALTH CARE | 10 | 2 | 8 | 8 | 2 | 0 | 1 | 7 | 0 | 0 | 0 |
| J1 - FACULTY | 60 | 20 | 40 | 22 | 38 | 4 | 2 | 15 | 1 | 0 | 0 |
| J2 - FACULTY | 1,781 | 788 | 993 | 720 | 1,061 | 107 | 169 | 386 | 21 | 7 | 30 |
| M1 - LIBRARIAN INSTRUCTNAL SUPPORT | 21 | 8 | 13 | 3 | 18 | 0 | 1 | 2 | 0 | 0 | 0 |
| M2 - RESRCH & DATA SUPPORT LEVEL I | 21 | 9 | 12 | 11 | 10 | 0 | 4 | 7 | 0 | 0 | 0 |
| O1 - ADM. SUPPORT LEVEL II | 170 | 56 | 114 | 122 | 48 | 25 | 36 | 56 | 0 | 1 | 4 |
| O2 - ATHLETIC INSTRUCTIONAL SUPPORT | 19 | 11 | 8 | 9 | 10 | 3 | 3 | 1 | 1 | 0 | 1 |
| P1 - ADM. SUPPORT LEVEL II | 76 | 51 | 25 | 33 | 43 | 5 | 10 | 16 | 0 | 0 | 2 |
| R1 - ADMINISTRATOR I | 217 | 100 | 117 | 108 | 109 | 24 | 27 | 52 | 2 | 2 | 1 |
| Total (#) | 3,482 | 1,509 | 1,973 | 1,841 | 1,641 | 228 | 462 | 1,054 | 31 | 14 | 52 |
| Total (%) | | 43.3 | 56.7 | 52.9 | 47.1 | 6.5 | 13.3 | 30.3 | 0.9 | 0.4 | 1.5 |