Affirmative Action Plan

2019

Job Group Analysis

Job Group: 2A - HEALTH CARE

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	0 - 0	7930	Per Diem Non-Exempt - Healthcare	11	0	11	7	4	0	0	6	0	0	1
			Total (#)	11	0	11	7	4	0	0	6	0	0	1
			Total (%)		0.0	100.0	63.6	36.4	0.0	0.0	54.5	0.0	0.0	9.1

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: B2 - CRAFTS AND TRADES

EEO Cat	Pay Grade	Job Code	Job Title	Total 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	Cert Electrician Aprntce	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	6533	Electrician	5	5	0	5	0	1	4	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	2	2	0	1	1	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	8	8	0	4	4	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	Sprvsng Carpenter	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	6534	Sprvsng Electrician	1	1	0	1	0	0	0	1	0	0	0
13	1 - 1	6524	Sprvsng Painter	2	2	0	0	2	0	0	0	0	0	0
13	1 - 1	6547	Sprvsng Plumber	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	6644	Supervising Locksmith	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	32	32	0	16	16	2	11	3	0	0	0
			Total (%)		100.0	0.0	50.0	50.0	6.3	34.4	9.4	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: B4 - MAINTENANCE AND OPERATIONS

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1 - 1	0731	Groundsworker	5	5	0	4	1	0	4	0	0	0	0
10	1 - 1	0735	Irrigation Specialist	1	1	0	1	0	0	1	0	0	0	0
14	1 - 1	6223	Laborer	26	26	0	25	1	2	10	13	0	0	0
10	1 - 1	0726	Lead Groundsworker	6	6	0	5	1	0	4	1	0	0	0
10	1 - 1	0748	Tree Trimmer II	3	3	0	2	1	1	1	0	0	0	0
			Total (#)	41	41	0	37	4	3	20	14	0	0	0
			Total (%)		100.0	0.0	90.2	9.8	7.3	48.8	34.1	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: B5 - CRAFTS AND TRADES

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
14	1 - 1	6702	Building Service Engineer	4	4	0	4	0	1	2	1	0	0	0
13	1 - 1	6260	Facilities Cntrl Specialist	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	6940	Facilities Maintenance Mech	7	7	0	7	0	0	4	3	0	0	0
13	1 - 1	6265	Facilities Project Supv	3	2	1	0	3	0	0	0	0	0	0
13	1 - 1	6251	Facilities Worker II	3	2	1	3	0	1	0	2	0	0	0
14	1 - 1	6707	Lead Building Service Engineer	1	1	0	0	1	0	0	0	0	0	0
14	1 - 1	6700	Sprvsng Building Svc Engnr	1	1	0	0	1	0	0	0	0	0	0
			Total (#)	20	18	2	14	6	2	6	6	0	0	0
			Total (%)		90.0	10.0	70.0	30.0	10.0	30.0	30.0	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan

2019
Job Group Analysis

Job Group: B6 - CRAFTS AND TRADES

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
							Total							
13	1 - 1	6270	Auto/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.

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: C1 - CLERICAL LEVEL I

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 2	1035	Admin Support Coord 12 Mo	67	22	45	52	15	5	15	29	1	0	2
			Total (#)	67	22	45	52	15	5	15	29	1	0	2
			Total (%)		32.8	67.2	77.6	22.4	7.5	22.4	43.3	1.5	0.0	3.0

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: C3 - ADM. SUPPORT LEVEL II

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
12	1 - 2	1032	Admin Support Assistant 12 Mo	12	3	9	10	2	1	3	5	0	0	1
12	2 - 3	1170	Cnfdntl Office Support 12 Mo	4	1	3	3	1	2	0	1	0	0	0
			Total (#)	16	4	12	13	3	3	3	6	0	0	1
			Total (%)		25.0	75.0	81.3	18.8	18.8	18.8	37.5	0.0	0.0	6.3

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: C4 - CLERICAL LEVEL I

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 1	1100	Payroll Technician I	2	1	1	2	0	0	1	1	0	0	0
			Total (#)	2	1	1	2	0	0	1	1	0	0	0
			Total (%)		50.0	50.0	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.

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: C6 - HEALTH CARE

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	1 - 6	1140	Health Information Tech	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.

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: E1 - MAINTENANCE AND OPERATIONS

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1 - 1	2010	Custodian	147	48	99	147	0	2	37	107	1	0	0
10	1 - 1	2015	Lead Custodian	11	5	6	11	0	1	5	5	0	0	0
			Total (#)	158	53	105	158	0	3	42	112	1	0	0
			Total (%)		33.5	66.5	100.0	0.0	1.9	26.6	70.9	0.6	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: E2 - ADMINISTRATOR II

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
4	1 - 2	8820	Community Service Spec 12 Mo	27	18	9	26	1	2	12	12	0	0	0
10	0 - 0	8365	Corporal	4	4	0	3	1	0	0	3	0	0	0
10	0 - 0	8350	Police Officer	7	7	0	3	4	0	0	3	0	0	0
10	0 - 0	8354	Sergeant	4	3	1	0	4	0	0	0	0	0	0
			Total (#)	42	32	10	32	10	2	12	18	0	0	0
			Total (%)		76.2	23.8	76.2	23.8	4.8	28.6	42.9	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: E3 - PUBLIC SAFETY

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
12	1 - 2	8800	Police Dispatcher 12 Mo	4	3	1	3	1	0	0	3	0	0	0
			Total (#)	4	3	1	3	1	0	0	3	0	0	0
			Total (%)		75.0	25.0	75.0	25.0	0.0	0.0	75.0	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

EEO Cat	Pay Grade	Job Code	Job Title		Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	3 - 3	1173	Cnfdntl Tech Support 12 Mo		1	0	1	1	0	0	0	1	0	0	0
3	2 - 3	0430	Network Analyst 12 Mo		11	9	2	4	7	0	1	3	0	0	0
3	2 - 3	0410	Operating Sys Analyst 12 Mo		13	11	2	8	5	1	0	7	0	0	0
				Total (#)	25	20	5	13	12	1	1	11	0	0	0
				Total (%)		80.0	20.0	52.0	48.0	4.0	4.0	44.0	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

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 Mo	30	26	4	23	7	2	1	20	0	0	0
3	1 - 3	0420	Info Tech Consultant 12 Mo	75	53	22	43	32	3	9	29	0	2	0
			Total (#)	105	79	26	66	39	5	10	49	0	2	0
			Total (%)		75.2	24.8	62.9	37.1	4.8	9.5	46.7	0.0	1.9	0.0

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

EEO Cat	Pay Grade	Job Code	Job Title		Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	2 - 2	0440	Equip Systems Specialist 12 Mo	1	1	0	1	0	1	0	0	0	0	0
			Total (#)	1	1	0	1	0	1	0	0	0	0	0
			Total (%)		100.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: G1 - EXECUTIVE

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

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: H1 - ADMINISTRATOR I

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 4	1038	Admin Analyst/Spclst 12 Mo	395	96	299	275	120	28	58	177	3	1	8
2	1 - 3	1176	Cnfdntl Admin Support 12 Mo	18	5	13	14	4	0	5	9	0	0	0
4	1 - 1	5182	Extended Ed Specialist II	1	0	1	1	0	0	0	1	0	0	0
12	1 - 1	1148	Presidential Aide	1	0	1	1	0	0	1	0	0	0	0
			Total (#)	415	101	314	291	124	28	64	187	3	1	8
			Total (%)		24.3	75.7	70.1	29.9	6.7	15.4	45.1	0.7	0.2	1.9

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: H2 - 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+
2	1 - 8	5783	Assoc, Acad & Instit Studies 2	18	6	12	8	10	1	1	5	1	0	0
2	1 - 1	5787	Assoc, Acad & Instit Studies 3	15	7	8	6	9	0	2	4	0	0	0
2	1 - 1	5784	Assoc, Acad & Instit Studies I	4	1	3	1	3	0	0	1	0	0	0
3	1 - 1	5683	Research Technician I	31	7	24	19	12	1	12	5	0	0	1
3	1 - 6	5681	Research Technician II	19	9	10	7	12	1	1	5	0	0	0
3	1 - 1	5680	Research Technician III	7	2	5	3	4	1	2	0	0	0	0
			Total (#)	94	32	62	44	50	4	18	20	1	0	1
			Total (%)		34.0	66.0	46.8	53.2	4.3	19.1	21.3	1.1	0.0	1.1

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: H3 - ADM. SUPPORT LEVEL I

EEO 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	3	6	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	3	1	2	3	0	0	0	3	0	0	0
12	1 - 1	1741	Accounting Technician II	3	0	3	3	0	0	0	3	0	0	0
12	1 - 1	1740	Accounting Technician III	2	1	1	2	0	0	0	2	0	0	0
			Total (#)	25	8	17	24	1	0	3	21	0	0	0
			Total (%)		32.0	68.0	96.0	4.0	0.0	12.0	84.0	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: H4 - 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+
2	1 - 1	5287	Budget Analyst	1	0	1	1	0	0	0	1	0	0	0
2	1 - 1	5284	Sr 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.

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

EEO Cat	Pay Grade	Job Code	Job Title		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
									Total						
4	1 - 3	0800	Pub Affairs/Comm Spec 12 Mo		9	6	3	4	5	0	0	3	0	1	0
				Total (#)	9	6	3	4	5	0	0	3	0	1	0
				Total (%)		66.7	33.3	44.4	55.6	0.0	0.0	33.3	0.0	11.1	0.0

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

San Francisco State University

Affirmative Action Plan

2019
Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: H7 - ADM. SUPPORT LEVEL II

EEO Cat	Pay Grade	Job Code	Job Title		Total									
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 1	4791	Buyer I	2	1	1	2	0	0	0	2	0	0	0
2	1 - 1	4792	Buyer II	1	0	1	1	0	0	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	0	0	0	1
			Total (#)	5	1	4	5	0	0	0	4	0	0	1
			Total (%)		20.0	80.0	100.0	0.0	0.0	0.0	80.0	0.0	0.0	20.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: H8 - MAINTENANCE AND OPERATIONS

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
12	1 - 1	1506	Storekeeper I	1	1	0	0	1	0	0	0	0	0	0
14	1 - 1	1508	Warehouse Worker	6	5	1	5	1	0	1	4	0	0	0
			Total (#)	7	6	1	5	2	0	1	4	0	0	0
			Total (%)		85.7	14.3	71.4	28.6	0.0	14.3	57.1	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: I1 - HEALTH CARE

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1 - 8	8147	Health Educator	6	1	5	4	2	0	1	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	4	0	4	2	2	0	0	2	0	0	0
			Total (#)	21	3	18	12	9	0	2	10	0	0	0
			Total (%)		14.3	85.7	57.1	42.9	0.0	9.5	47.6	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: I2 - HEALTH CARE

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				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	1	4	0	0	0
			Total (#)	10	2	8	8	2	0	1	7	0	0	0
			Total (%)		20.0	80.0	80.0	20.0	0.0	10.0	70.0	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Job Group: J1 - FACULTY

EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
								Total						
5	3 - 5	2481	Dept Chair 12 Mo	59	20	39	21	38	4	2	14	1	0	0
5	4 - 4	2482	Dept Chair AY	1	0	1	1	0	0	0	1	0	0	0
			Total (#)	60	20	40	22	38	4	2	15	1	0	0
			Total (%)		33.3	66.7	36.7	63.3	6.7	3.3	25.0	1.7	0.0	0.0

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

San Francisco State University

Affirmative Action Plan
2019
Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: J2 - FACULTY

EEO Cat	Pay Grade	Job Code	Job Title	Total EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	0 - 0	2403	FT Faculty Unit-Addtl Emplymt	19	12	7	8	11	1	1	4	1	0	1
5	0 - 0	2388	Grnt Rltd Spc Fnd Inst Fac 12m	2	1	1	0	2	0	0	0	0	0	0
5	5 - 5	2361	Instr Fac 12 Mo	9	4	5	3	6	0	1	1	0	0	1
5	3 - 5	2360	Instr Fac AY	614	280	334	270	344	27	44	181	8	0	10
5	3 - 5	2399	Instr Fac AY	92	48	44	37	55	5	7	20	2	2	1
5	2 - 5	2359	Lecturer 12 Mo	24	10	14	9	15	1	3	5	0	0	0
5	2 - 5	2358	Lecturer AY	1,017	431	586	391	626	72	112	175	10	5	17
5	0 - 0	2393	Visiting Faculty-Academic Year	4	2	2	2	2	1	1	0	0	0	0
			Total (#)	1,781	788	993	720	1,061	107	169	386	21	7	30
			Total (%)		44.2	55.8	40.4	59.6	6.0	9.5	21.7	1.2	0.4	1.7

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	2 - 4	2919	Librarian 10 Mo	4	1	3	0	4	0	0	0	0	0	0
7	2 - 5	2920	Librarian 12 Mo	17	7	10	3	14	0	1	2	0	0	0
			Total (#)	21	8	13	3	18	0	1	2	0	0	0
			Total (%)		38.1	61.9	14.3	85.7	0.0	4.8	9.5	0.0	0.0	0.0

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: M2 - 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+
8	1 - 1	2886	Library Services Spec I	1	0	1	1	0	0	0	1	0	0	0
8	1 - 1	2887	Library Services Spec II	8	4	4	5	3	0	2	3	0	0	0
8	1 - 1	2888	Library Services Spec III	7	3	4	3	4	0	1	2	0	0	0
8	1 - 1	2889	Library Services Spec 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

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San Francisco State University

Affirmative Action Plan
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Job Group Analysis

Job Group: O1 - ADM. SUPPORT LEVEL II

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				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	12	1	11	10	2	5	2	3	0	0	0
3	0 - 0	3070	SSP Academic Related I 12 Mo	3	1	2	0	3	0	0	0	0	0	0
8	0 - 0	3072	SSP Academic Related II 12 Mo	4	1	3	2	2	0	1	1	0	0	0
8	0 - 0	3073	SSP Academic Related II AY	1	1	0	1	0	1	0	0	0	0	0
8	0 - 0	3075	SSP Academic Related III AY	4	0	4	4	0	0	2	2	0	0	0
4	1 - 2	3079	SSP I	5	1	4	2	3	0	1	1	0	0	0
3	1 - 1	3082	SSP II	58	21	37	47	11	11	13	22	0	1	0
3	1 - 1	3084	SSP III	59	21	38	40	19	7	10	19	0	0	4
4	1 - 1	3086	SSP IV	23	9	14	15	8	1	6	8	0	0	0
			Total (#)	170	56	114	122	48	25	36	56	0	1	4
			Total (%)		32.9	67.1	71.8	28.2	14.7	21.2	32.9	0.0	0.6	2.4

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

San Francisco State University

Affirmative Action Plan

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Job Group Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

EEO 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 Mo	3	1	2	1	2	0	0	0	1	0	0
4	0 - 0	2377	Coach 10 Mo	5	2	3	2	3	0	1	0	0	0	1
4	0 - 0	2383	Coaching Assistant 10 Mo	11	8	3	6	5	3	2	1	0	0	0
			Total (#)	19	11	8	9	10	3	3	1	1	0	1
			Total (%)		57.9	42.1	47.4	52.6	15.8	15.8	5.3	5.3	0.0	5.3

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

San Francisco State University

Affirmative Action Plan

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Job Group Analysis

Job Group: P1 - ADM. SUPPORT LEVEL II

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				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 2	1	1	0	1	0	0	0	1	0	0	0
4	0 - 0	0850	Broadcast Engineer 12 Mo	1	1	0	0	1	0	0	0	0	0	0
10	1 - 1	6970	Diving Safety Officer	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	7012	Equip Tech II, Electro-Mechnl	1	1	0	0	1	0	0	0	0	0	0
13	1 - 1	7013	Equip Tech II, Electronic	1	1	0	1	0	0	0	0	0	0	1
13	1 - 1	7014	Equip Tech II, Spclized Equip	2	2	0	2	0	0	1	1	0	0	0
13	1 - 1	7021	Equip Tech III, Mechanical	2	2	0	2	0	0	0	2	0	0	0
13	1 - 1	7024	Equip Tech III, Spclized Equip	7	7	0	3	4	0	3	0	0	0	0
3	1 - 1	7512	Glassblower	1	1	0	0	1	0	0	0	0	0	0
4	2 - 3	0820	Graphic Designer 12 Mo	7	5	2	2	5	0	1	1	0	0	0
4	1 - 1	1577	Instructional Support Asst I	2	2	0	1	1	1	0	0	0	0	0
4	1 - 1	1578	Instructional Support Asst II	7	4	3	3	4	0	3	0	0	0	0
4	1 - 1	1579	Instructional Support Asst III	2	0	2	0	2	0	0	0	0	0	0
4	1 - 1	1615	Instructional Support Tech I	4	1	3	4	0	0	1	2	0	0	1
4	1 - 1	1617	Instructional Support Tech II	10	4	6	7	3	1	0	6	0	0	0
4	1 - 1	1619	Instructional Support Tech III	13	8	5	4	9	2	0	2	0	0	0
3	1 - 1	7888	Laboratory Assistant I	2	1	1	1	1	0	1	0	0	0	0
4	1 - 2	0810	Media Prod Spec 12 Mo	5	4	1	1	4	0	0	1	0	0	0
4	2 - 3	0840	Performing Arts Tech 12 Mo	3	2	1	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
			Total (#)	76	51	25	33	43	5	10	16	0	0	2
			Total (%)		67.1	32.9	43.4	56.6	6.6	13.2	21.1	0.0	0.0	2.6

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

San Francisco State University

Affirmative Action Plan

2019

Job Group Analysis

Job Group: R1 - ADMINISTRATOR I

EEO Cat	Pay Grade	Job Code	Job Title	Total										
				EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1 - 1	3318	ADMINISTRATOR I	54	21	33	28	26	6	9	12	0	0	1
1	1 - 6	3312	ADMINISTRATOR II	73	37	36	40	33	6	7	24	1	2	0
1	1 - 6	3306	ADMINISTRATOR III	56	23	33	26	30	6	11	9	0	0	0
1	1 - 2	3300	ADMINISTRATOR IV	34	19	15	14	20	6	0	7	1	0	0
			Total (#)	217	100	117	108	109	24	27	52	2	2	1
			Total (%)		46.1	53.9	49.8	50.2	11.1	12.4	24.0	0.9	0.9	0.5

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

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