

**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

**Organizational Unit:** Academic Affairs

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2403	FT Faculty Unit-Addtl Emplmt	19	8	Male	12	6	1	1	4	0	0	0
				Female	7	5	0	0	0	1	0	1
2393	Visiting Faculty-Academic Year	4	2	Male	2	0	1	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0850	Broadcast Engineer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2388	Grnt Rltd Spc Fnd Inst Fac 12m	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7888	Laboratory Assistant I	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	43	33	Male	11	5	0	4	2	0	0	0
				Female	32	5	2	7	17	0	0	1
1038	Admin Analyst/Spclst 12 Mo	227	145	Male	48	23	2	8	14	1	0	0
				Female	179	59	16	25	74	1	1	3
2866	Accompanist II	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0810	Media Prod Spec 12 Mo	5	1	Male	4	3	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	29	18	Male	10	5	0	0	4	0	0	1
				Female	19	6	0	5	6	0	0	2
5681	Research Technician II	19	7	Male	9	5	0	0	4	0	0	0
				Female	10	7	1	1	1	0	0	0
7512	Glassblower	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	15	5	Male	4	2	0	0	2	0	0	0
				Female	11	8	1	1	1	0	0	0

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1617	Instructional Support Tech II	10	7	Male	4	2	1	0	1	0	0	0
				Female	6	1	0	0	5	0	0	0
1577	Instructional Support Asst I	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	7	5	Male	2	1	0	1	0	0	0	0
				Female	5	1	1	0	2	0	0	1
5683	Research Technician I	31	19	Male	7	3	0	3	1	0	0	0
				Female	24	9	1	9	4	0	0	1
3086	SSP IV	14	8	Male	5	3	1	0	1	0	0	0
				Female	9	3	0	3	3	0	0	0
1615	Instructional Support Tech I	4	4	Male	1	0	0	0	0	0	0	1
				Female	3	0	0	1	2	0	0	0
1578	Instructional Support Asst II	7	3	Male	4	4	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
3079	SSP I	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
7014	Equip Tech II, Splcized Equip	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5787	Assoc, Acad & Instit Studies 3	14	5	Male	7	5	0	1	1	0	0	0
				Female	7	4	0	1	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
0420	Info Tech Consultant 12 Mo	40	19	Male	26	10	1	3	11	0	1	0
				Female	14	11	0	2	1	0	0	0
5680	Research Technician III	7	3	Male	2	0	1	1	0	0	0	0
				Female	5	4	0	1	0	0	0	0

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7012	Equip Tech II, Electro-Mechnl	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7024	Equip Tech III, Splized Equip	7	3	Male	7	4	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2886	Library Services Spec I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1506	Storekeeper I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2887	Library Services Spec II	8	5	Male	4	2	0	2	0	0	0	0
				Female	4	1	0	0	3	0	0	0
1579	Instructional Support Asst III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2888	Library Services Spec III	7	3	Male	3	2	0	0	1	0	0	0
				Female	4	2	0	1	1	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2630	Credential Analyst II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	11	10	Male	3	0	1	1	1	0	0	0
				Female	8	1	1	3	3	0	0	0
1619	Instructional Support Tech III	13	4	Male	8	6	1	0	1	0	0	0
				Female	5	3	1	0	1	0	0	0
1740	Accounting Technician III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
2889	Library Services Spec IV	5	2	Male	2	1	0	0	1	0	0	0
				Female	3	2	0	1	0	0	0	0

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5784	Assoc, Acad & Instit Studies I	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
5182	Extended Ed Specialist II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7021	Equip Tech III, Mechanical	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
7013	Equip Tech II, Electronic	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	12	4	Male	4	3	0	0	1	0	0	0
				Female	8	5	0	1	2	0	0	0
3312	ADMINISTRATOR II	15	9	Male	7	4	0	0	3	0	0	0
				Female	8	2	1	0	4	0	1	0
6970	Diving Safety Officer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	20	5	Male	6	4	1	1	0	0	0	0
				Female	14	11	0	3	0	0	0	0
3300	ADMINISTRATOR IV	14	6	Male	6	3	1	0	2	0	0	0
				Female	8	5	0	0	2	1	0	0
0820	Graphic Designer 12 Mo	6	2	Male	4	2	0	1	1	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	Lecturer AY	1,017	391	Male	431	276	24	45	76	4	1	5
				Female	586	350	48	67	99	6	4	12
2359	Lecturer 12 Mo	24	9	Male	10	7	1	1	1	0	0	0
				Female	14	8	0	2	4	0	0	0
2920	Librarian 12 Mo	17	3	Male	7	7	0	0	0	0	0	0
				Female	10	7	0	1	2	0	0	0

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2919	Librarian 10 Mo	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
0840	Performing Arts Tech 12 Mo	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
0410	Operating Sys Analyst 12 Mo	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	Analyst/Programmer 12 Mo	5	1	Male	4	3	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
0430	Network Analyst 12 Mo	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2399	Instr Fac AY	92	37	Male	48	32	3	3	6	1	2	1
				Female	44	23	2	4	14	1	0	0
2481	Dept Chair 12 Mo	59	21	Male	20	13	1	1	5	0	0	0
				Female	39	25	3	1	9	1	0	0
2360	Instr Fac AY	614	270	Male	280	170	14	17	74	3	0	2
				Female	334	174	13	27	107	5	0	8
2482	Dept Chair AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2361	Instr Fac 12 Mo	9	3	Male	4	2	0	1	1	0	0	0
				Female	5	4	0	0	0	0	0	1
<b>Grand Total #</b>		<b>2,505</b>	<b>1,102</b>	<b>Male #</b>	<b>1,046</b>	<b>637</b>	<b>57</b>	<b>101</b>	<b>227</b>	<b>9</b>	<b>4</b>	<b>11</b>
<b>Grand Total %</b>			<b>44.0</b>	<b>Male %</b>	<b>41.8</b>	<b>25.4</b>	<b>2.3</b>	<b>4.0</b>	<b>9.1</b>	<b>0.4</b>	<b>0.2</b>	<b>0.4</b>
				<b>Female #</b>	<b>1,459</b>	<b>766</b>	<b>91</b>	<b>173</b>	<b>377</b>	<b>16</b>	<b>6</b>	<b>30</b>
				<b>Female%</b>	<b>58.2</b>	<b>30.6</b>	<b>3.6</b>	<b>6.9</b>	<b>15.0</b>	<b>0.6</b>	<b>0.2</b>	<b>1.2</b>

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Organizational Unit: Administration & Finance

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		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	0	0	0	1
1038	Admin Analyst/Spclst 12 Mo	98	86	Male	32	6	2	7	17	0	0	0
				Female	66	6	3	13	42	0	0	2
2010	Custodian	147	147	Male	48	0	2	13	33	0	0	0
				Female	99	0	0	24	74	1	0	0
6223	Laborer	26	25	Male	26	1	2	10	13	0	0	0
				Female	0	0	0	0	0	0	0	0
0731	Groundswoker	5	4	Male	5	1	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	Lead Custodian	11	11	Male	5	0	1	1	3	0	0	0
				Female	6	0	0	4	2	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
1035	Admin Support Coord 12 Mo	12	11	Male	5	0	0	0	4	0	0	1
				Female	7	1	2	2	1	1	0	0
1741	Accounting Technician II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	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
0748	Tree Trimmer II	3	2	Male	3	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4791	Buyer I	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
0726	Lead Groundswoker	6	5	Male	6	1	0	4	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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0420	Info Tech Consultant 12 Mo	25	17	Male	20	6	2	2	10	0	0	0
				Female	5	2	0	1	1	0	1	0
1762	Accountant I	7	6	Male	3	1	0	1	1	0	0	0
				Female	4	0	0	1	3	0	0	0
1100	Payroll Technician I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5287	Budget Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
6536	Cert Electrician Aprntce	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo	10	8	Male	4	0	0	2	2	0	0	0
				Female	6	2	0	1	3	0	0	0
6251	Facilities Worker II	3	3	Male	2	0	0	0	2	0	0	0
				Female	1	0	1	0	0	0	0	0
4792	Buyer II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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	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	8	4	Male	8	4	0	4	0	0	0	0
				Female	0	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	0
6940	Facilities Maintenance Mech	7	7	Male	7	0	0	4	3	0	0	0
				Female	0	0	0	0	0	0	0	0

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3318	ADMINISTRATOR I	14	10	Male	9	3	2	1	3	0	0	0
				Female	5	1	3	1	0	0	0	
6270	Auto/Equipment Mechanic	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
6533	Electrician	5	5	Male	5	0	1	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
6702	Building Service Engineer	4	4	Male	4	0	1	2	1	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	2	1	Male	2	1	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	
6707	Lead Building Service Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	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 Cntrl Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6548	Lead Plumber	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
4556	Accountant III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	

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6474	Sprvsng Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	Sprvsng Painter	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5284	Sr Budget Analyst	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	ADMINISTRATOR II	26	16	Male	13	7	3	0	3	0	0	0
				Female	13	3	0	2	8	0	0	0
6265	Facilities Project Supv	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6547	Sprvsng Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6700	Sprvsng Building Svc Engrn	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6534	Sprvsng Electrician	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5787	Assoc, Acad & Instit Studies 3	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3306	ADMINISTRATOR III	14	7	Male	5	3	0	1	1	0	0	0
				Female	9	4	1	1	3	0	0	0
3300	ADMINISTRATOR IV	6	2	Male	6	4	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
0400	Analyst/Programmer 12 Mo	24	22	Male	21	2	2	1	16	0	0	0
				Female	3	0	0	0	3	0	0	0

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0440	Equip Systems Specialist 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
0410	Operating Sys Analyst 12 Mo	9	6	Male	7	3	1	0	3	0	0	0
				Female	2	0	0	0	2	0	0	0
0430	Network Analyst 12 Mo	8	3	Male	7	4	0	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1173	Cnfdntl Tech Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		<b>536</b>	<b>450</b>	<b>Male #</b>	<b>289</b>	<b>65</b>	<b>23</b>	<b>68</b>	<b>132</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>84.0</b>	<b>Male %</b>	<b>53.9</b>	<b>12.1</b>	<b>4.3</b>	<b>12.7</b>	<b>24.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.2</b>
				<b>Female #</b>	<b>247</b>	<b>21</b>	<b>11</b>	<b>50</b>	<b>159</b>	<b>2</b>	<b>1</b>	<b>3</b>
				<b>Female%</b>	<b>46.1</b>	<b>3.9</b>	<b>2.1</b>	<b>9.3</b>	<b>29.7</b>	<b>0.4</b>	<b>0.2</b>	<b>0.6</b>

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**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

**Organizational Unit:** Office of the President

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2383	Coaching Assistant 10 Mo	11	6	Male	8	3	2	2	1	0	0	0	
				Female	3	2	1	0	0	0	0		
2377	Coach 10 Mo	5	2	Male	2	1	0	1	0	0	0	0	
				Female	3	2	0	0	0	0	0	1	
2977	President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1513	Athletic Equipment Attendant 2	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 Mo	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	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	
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	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	4	1	Male	1	0	0	0	1	0	0	0	
				Female	3	3	0	0	0	0	0	0	
0800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1176	Cnfdntl Admin Support 12 Mo	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	

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**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019  
 Plan Date: 01/01/2020

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	<b>Grand Total #</b>	33	16	<b>Male #</b>	14	4	2	4	4	0	0	0
	<b>Grand Total %</b>		48.5	<b>Male %</b>	42.4	12.1	6.1	12.1	12.1	0.0	0.0	0.0
				<b>Female #</b>	19	13	1	1	3	0	0	1
				<b>Female%</b>	57.6	39.4	3.0	3.0	9.1	0.0	0.0	3.0

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**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019  
Plan Date: 01/01/2020

**Organizational Unit:** Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3073	SSP Academic Related II AY	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3075	SSP Academic Related III AY	4	4	Male	0	0	0	0	0	0	0	
				Female	4	0	0	2	2	0	0	
3070	SSP Academic Related I 12 Mo	3	0	Male	1	1	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
3072	SSP Academic Related II 12 Mo	4	2	Male	1	1	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	
8350	Police Officer	7	3	Male	7	4	0	0	3	0	0	
				Female	0	0	0	0	0	0	0	
7930	Per Diem Non-Exempt - Healthcare	11	7	Male	0	0	0	0	0	0	0	
				Female	11	4	0	0	6	0	0	1
8365	Corporal	4	3	Male	4	1	0	0	3	0	0	
				Female	0	0	0	0	0	0	0	
8354	Sergeant	4	0	Male	3	3	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
8820	Community Service Spec 12 Mo	27	26	Male	18	1	2	6	9	0	0	
				Female	9	0	0	6	3	0	0	
8800	Police Dispatcher 12 Mo	4	3	Male	3	1	0	0	2	0	0	
				Female	1	0	0	0	1	0	0	
9687	Head Resident II	12	10	Male	1	0	1	0	0	0	0	
				Female	11	2	4	2	3	0	0	
1032	Admin Support Assistant 12 Mo	4	4	Male	1	0	0	1	0	0	0	
				Female	3	0	0	0	3	0	0	
1038	Admin Analyst/Spclst 12 Mo	41	29	Male	9	3	2	0	4	0	0	
				Female	32	9	1	5	14	0	0	3

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**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

**Organizational Unit:** Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	8	5	Male	4	1	1	0	2	0	0	0
				Female	4	2	0	1	1	0	0	0
8148	Medical Assistant	7	5	Male	2	1	0	0	1	0	0	0
				Female	5	1	0	1	3	0	0	0
1140	Health Information Tech	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
3082	SSP II	47	37	Male	18	4	5	4	5	0	0	0
				Female	29	6	4	5	13	0	1	0
3084	SSP III	29	21	Male	11	4	2	3	2	0	0	0
				Female	18	4	5	2	6	0	0	1
8147	Health Educator	6	4	Male	1	0	0	0	1	0	0	0
				Female	5	2	0	1	2	0	0	0
3318	ADMINISTRATOR I	16	9	Male	5	1	1	2	1	0	0	0
				Female	11	6	0	2	3	0	0	0
8157	Registered Nurse III	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
0420	Info Tech Consultant 12 Mo	8	5	Male	5	2	0	0	3	0	0	0
				Female	3	1	0	1	1	0	0	0
3086	SSP IV	9	7	Male	4	2	0	1	1	0	0	0
				Female	5	0	0	2	3	0	0	0
3312	ADMINISTRATOR II	15	10	Male	8	2	1	2	1	1	1	0
				Female	7	3	0	2	2	0	0	0
3306	ADMINISTRATOR III	17	11	Male	9	3	1	2	3	0	0	0
				Female	8	3	3	2	0	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	0

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**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019  
 Plan Date: 01/01/2020

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7750	Physician-Specialty Services	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7992	Pharmacist I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	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	0
3300	ADMINISTRATOR IV	6	4	Male	5	2	2	0	1	0	0	0
				Female	1	0	0	0	1	0	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	0
1170	Cnfdntl Office Support 12 Mo	3	2	Male	1	0	1	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	0	0	1	0
1176	Cnfdntl Admin Support 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	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	0
8185	Athletic Trainer II 12 Mo	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
5783	Assoc, Acad & Instit Studies 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
<b>Grand Total #</b>		<b>323</b>	<b>229</b>	<b>Male #</b>	<b>126</b>	<b>38</b>	<b>20</b>	<b>21</b>	<b>44</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>Grand Total %</b>			<b>70.9</b>	<b>Male %</b>	<b>39.0</b>	<b>11.8</b>	<b>6.2</b>	<b>6.5</b>	<b>13.6</b>	<b>0.6</b>	<b>0.3</b>	<b>0.0</b>
				<b>Female #</b>	<b>197</b>	<b>56</b>	<b>18</b>	<b>36</b>	<b>79</b>	<b>1</b>	<b>2</b>	<b>5</b>
				<b>Female%</b>	<b>61.0</b>	<b>17.3</b>	<b>5.6</b>	<b>11.1</b>	<b>24.5</b>	<b>0.3</b>	<b>0.6</b>	<b>1.5</b>

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**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019  
 Plan Date: 01/01/2020

Organizational Unit: University Advancement

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	11	7	Male	0	0	0	0	0	0	0	0
				Female	11	4	1	0	5	1	0	0
3318	ADMINISTRATOR I	8	4	Male	1	1	0	0	0	0	0	
				Female	7	3	0	1	2	0	0	1
3312	ADMINISTRATOR II	14	3	Male	6	5	0	1	0	0	0	
				Female	8	6	0	0	2	0	0	0
3306	ADMINISTRATOR III	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	4	1	Male	0	0	0	0	0	0	0	
				Female	4	3	1	0	0	0	0	0
1035	Admin Support Coord 12 Mo	4	3	Male	2	1	0	0	1	0	0	
				Female	2	0	0	1	1	0	0	0
0420	Info Tech Consultant 12 Mo	2	2	Male	2	0	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	0
0820	Graphic Designer 12 Mo	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0
0800	Pub Affairs/Comm Spec 12 Mo	4	2	Male	4	2	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>49</b>	<b>23</b>	<b>Male #</b>	<b>17</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>46.9</b>	<b>Male %</b>	<b>34.7</b>	<b>20.4</b>	<b>0.0</b>	<b>4.1</b>	<b>10.2</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>32</b>	<b>16</b>	<b>2</b>	<b>2</b>	<b>10</b>	<b>1</b>	<b>0</b>	
				<b>Female%</b>	<b>65.3</b>	<b>32.7</b>	<b>4.1</b>	<b>4.1</b>	<b>20.4</b>	<b>2.0</b>	<b>2.0</b>	

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**Affirmative Action Plan**  
**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

**Organizational Unit:** University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1740	Accounting Technician III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Splst 12 Mo	14	7	Male	6	3	1	0	2	0	0	0
				Female	8	4	0	0	4	0	0	0
1762	Accountant I	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0
4555	Accountant II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4556	Accountant III	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	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	0
5783	Assoc, Acad & Instit Studies 2	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	ADMINISTRATOR I	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	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	0
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
0400	Analyst/Programmer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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**2020 Affirmative Action Plan**  
**Workforce Analysis**

Snapshot Date: 10/31/2019  
 Plan Date: 01/01/2020

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	<b>Grand Total #</b>	36	21	<b>Male #</b>	17	9	2	1	5	0	0	0
	<b>Grand Total %</b>		58.3	<b>Male %</b>	47.2	25.0	5.6	2.8	13.9	0.0	0.0	0.0
				<b>Female #</b>	19	6	1	3	9	0	0	0
				<b>Female%</b>	52.8	16.7	2.8	8.3	25.0	0.0	0.0	0.0

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