

**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Organizational Unit: ACADEMIC AFFAIRS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0850	BROADCAST ENGINEER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	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	0
				Female	1	1	0	0	0	0	0	0	0
2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	3	0	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	49	29	Male	9	4	1	1	3	0	0	0	0
				Female	40	16	6	4	14	0	0	0	0
7888	LABORATORY ASSISTANT I	3	3	Male	1	0	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0	0
7879	LABORATORY ASSISTANT II	7	3	Male	2	0	0	0	1	0	1	0	0
				Female	5	4	0	0	1	0	0	0	0
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	5	3	Male	1	0	0	0	1	0	0	0	0
				Female	4	2	0	0	2	0	0	0	0
2906	LIBRARY ASSISTANT I	7	5	Male	3	2	0	1	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0	0
6223	LABORER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	9	3	Male	9	6	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	93	61	Male	20	7	4	3	6	0	0	0	0
				Female	73	25	7	10	28	1	1	1	
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	5	1	Male	5	4	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
5683	RESEARCH TECHNICIAN I	60	34	Male	25	9	2	4	8	0	0	2	0
				Female	35	17	1	4	11	0	2	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	200	91	Male	33	21	3	2	7	0	0	0	0
				Female	167	88	12	12	53	0	2	0	

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5681	RESEARCH TECHNICIAN II	10	6	Male	4	2	0	2	0	0	0	0	
				Female	6	2	0	2	2	0	0		
2907	LIBRARY ASSISTANT III	9	5	Male	5	4	0	1	0	0	0		
				Female	4	0	0	2	2	0	0		
6951	PIANO TECHNICIAN II	3	0	Male	2	2	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	9	6	Male	4	1	1	0	2	0	0		
				Female	5	2	0	0	3	0	0		
3082	STUDENT SERVICES PROFESSIONAL II	13	7	Male	5	2	0	0	3	0	0		
				Female	8	4	0	1	3	0	0		
0420	INFORMATION TECHNOLOGY CONSULTANT -12	52	21	Male	42	27	0	5	10	0	0		
				Female	10	4	0	1	5	0	0		
0820	GRAPHIC DESIGNER -12 MONTH	9	0	Male	1	1	0	0	0	0	0		
				Female	8	8	0	0	0	0	0		
3084	STUDENT SERVICES PROFESSIONAL III	29	20	Male	16	4	4	2	5	1	0		
				Female	13	5	0	4	4	0	0		
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	43	14	Male	11	8	0	2	1	0	0		
				Female	32	21	1	4	5	0	0		
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	10	3	Male	7	5	1	0	1	0	0		
				Female	3	2	1	0	0	0	0		
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	17	6	Male	5	2	1	0	2	0	0		
				Female	12	9	0	0	3	0	0		
2358	LECTURER - ACADEMIC YEAR	690	174	Male	282	218	8	23	30	2	0		
				Female	408	298	21	28	57	4	0		
7512	GLASSBLOWER	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	18	8	Male	2	2	0	0	0	0	0		
				Female	16	8	0	2	5	1	0		

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1578	INSTRUCTIONAL SUPPORT ASSISTANT II	6	2	Male	2	2	0	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0	
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	3	1	Male	3	2	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	10	5	Male	5	2	0	1	2	0	0	0	
				Female	5	3	0	0	2	0	0	0	
1733	ACCOUNTING CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
5182	EXTENDED EDUCATION SPECIALIST II	5	0	Male	2	2	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
5680	RESEARCH TECHNICIAN III	6	3	Male	3	1	0	1	1	0	0	0	
				Female	3	2	0	0	1	0	0	0	
2905	LIBRARY ASSISTANT II	10	6	Male	5	3	0	1	1	0	0	0	
				Female	5	1	0	1	3	0	0	0	
2628	CREDENTIAL ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
7004	EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
5151	PERSONNEL ASSISTANT	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	0	0	1	0	0	0	
5181	EXTENDED EDUCATION SPECIALIST I	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
7003	EQUIPMENT TECHNICIAN I, ELECTRONIC	2	1	Male	2	1	0	0	0	0	1	0	
				Female	0	0	0	0	0	0	0	0	
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
7011	EQUIPMENT TECHNICIAN II, MECHANICAL	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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6250	FACILITIES WORKER I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	9	4	Male	9	5	0	3	1	0	0	0
				Female	0	0	0	0	0	0	0	
7022	EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	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	0	1	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	0	2	2	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	7	2	Male	5	4	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	
7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
7976	SPEECH PATHOLOGIST	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
6940	FACILITIES MAINTENANCE MECHANIC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
7023	EQUIPMENT TECHNICIAN III, ELECTRONIC	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	10	2	Male	3	2	0	0	1	0	0	0
				Female	7	6	0	0	1	0	0	
3306	ADMINISTRATOR III	16	3	Male	6	5	1	0	0	0	0	0
				Female	10	8	1	1	0	0	0	
3300	ADMINISTRATOR IV	20	8	Male	11	6	1	2	2	0	0	0
				Female	9	6	0	1	1	1	0	
0400	ANALYST/PROGRAMMER -12	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	

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0430	NETWORK ANALYST -12	6	2	Male	5	3	0	1	1	0	0	0	
				Female	1	1	0	0	0	0	0		
2359	LECTURER - 12 MONTH	13	6	Male	4	3	0	0	1	0	0		
				Female	9	4	1	2	2	0	0		
2920	LIBRARIAN - 12 MONTH	17	5	Male	5	5	0	0	0	0	0		
				Female	12	7	1	1	3	0	0		
3079	STUDENT SERVICES PROFESSIONAL I	2	2	Male	1	0	0	1	0	0	0		
				Female	1	0	0	0	1	0	0		
0840	PERFORMING ARTS TECHNICIAN -12 MONTH	3	0	Male	2	2	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
0860	VISUAL RESOURCE SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	0	1	0	0		
0410	OPERATING SYSTEMS ANALYST -12	2	2	Male	2	0	1	0	1	0	0		
				Female	0	0	0	0	0	0	0		
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	624	236	Male	330	207	18	27	74	3	0		
				Female	294	181	18	25	65	3	0		
2481	DEPARTMENT CHAIR - 12 MONTH	59	22	Male	28	18	2	1	7	0	0		
				Female	31	19	3	5	4	0	0		
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	103	40	Male	52	36	2	4	8	1	0		
				Female	51	27	1	6	15	2	0		
2919	LIBRARIAN - 10 MONTH	4	0	Male	0	0	0	0	0	0	0		
				Female	4	4	0	0	0	0	0		
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
2361	INSTRUCTIONAL FACULTY - 12 MONTH	6	0	Male	3	3	0	0	0	0	0		
				Female	3	3	0	0	0	0	0		
2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	Male	1	0	0	0	1	0	0		
				Female	0	0	0	0	0	0	0		

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2321	RESIDENT DIRECTOR, INTERNATIONAL PROGRAMS - 12 MONTH	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
	Grand Total #	2,332	873	Male #	1,003	655	53	93	188	7	2	5
	Grand Total %		37.4	Male %	43.0	28.1	2.3	4.0	8.1	0.3	0.09	0.21
				Female #	1,329	804	74	121	309	12	5	4
				Female%	57.0	34.5	3.2	5.2	13.3	0.5	0.21	0.2

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Organizational Unit: ADMINISTRATION AND FINANCE

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		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	108	107	Male	41	1	1	10	29	0	0	0
				Female	67	0	1	23	43	0	0	0
6223	LABORER	26	26	Male	26	0	0	8	18	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	LEAD CUSTODIAN	14	13	Male	10	1	2	4	3	0	0	0
				Female	4	0	1	1	2	0	0	0
1741	ACCOUNTING TECHNICIAN II	5	3	Male	2	1	0	0	1	0	0	0
				Female	3	1	0	0	2	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	95	71	Male	39	10	4	6	19	0	0	0
				Female	56	14	0	12	30	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	6	3	Male	5	3	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
0400	ANALYST/PROGRAMMER -12	35	24	Male	23	7	1	1	14	0	0	0
				Female	12	4	0	0	8	0	0	0
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	3	2	Male	3	1	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	28	19	Male	4	3	0	1	0	0	0	0
				Female	24	6	5	5	8	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	1	0	1	0	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6476	CARPENTER	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6280	METAL WORKER I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0731	GROUNDWORKER	4	3	Male	4	1	0	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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1508	WAREHOUSE WORKER	7	5	Male	6	2	0	1	3	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0745	GARDENING SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0726	LEAD GROUNDSWORKER	11	9	Male	10	1	3	5	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
4791	BUYER I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
1100	PAYROLL TECHNICIAN I	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	1	2	0	0	0	
1740	ACCOUNTING TECHNICIAN III	7	6	Male	3	1	0	0	2	0	0	0	
				Female	4	0	0	1	3	0	0	0	
0420	INFORMATION TECHNOLOGY CONSULTANT -12	27	19	Male	18	5	2	1	10	0	0	0	
				Female	9	3	0	1	5	0	0	0	
0748	TREE TRIMMER II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	0	
1101	PAYROLL TECHNICIAN II	2	1	Male	1	0	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1502	SHIPPING AND RECEIVING ASSISTANT I	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1762	ACCOUNTANT I	12	10	Male	2	1	0	0	1	0	0	0	
				Female	10	1	0	0	9	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	5	3	Male	2	1	0	1	0	0	0	0	
				Female	3	1	2	0	0	0	0	0	

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6701	CERTIFIED BUILDING SERVICE ENGINEER APPRENTICE	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0		
3084	STUDENT SERVICES PROFESSIONAL III	4	3	Male	3	0	1	1	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
6251	FACILITIES WORKER II	2	1	Male	1	0	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
4555	ACCOUNTANT II	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	0	4	0	0	0	
1549	PROPERTY CLERK II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
5681	RESEARCH TECHNICIAN II	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1102	PAYROLL TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
6526	PAINTER	6	2	Male	6	4	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6940	FACILITIES MAINTENANCE MECHANIC	6	3	Male	6	3	0	2	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4792	BUYER II	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
6702	BUILDING SERVICE ENGINEER	6	3	Male	6	3	0	0	2	1	0	0	
				Female	0	0	0	0	0	0	0	0	
5680	RESEARCH TECHNICIAN III	2	2	Male	2	0	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6533	ELECTRICIAN	5	4	Male	5	1	1	2	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6549	PLUMBER	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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5284	ASSOCIATE BUDGET ANALYST	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	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	0	
3086	STUDENT SERVICES PROFESSIONAL IV	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
6643	LEAD LOCKSMITH	2	2	Male	2	0	1	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6532	LEAD ELECTRICIAN	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6475	LEAD CARPENTER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	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	0	
6524	SUPERVISING PAINTER	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
4795	BUYER III - LEAD	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
6642	LOCKSMITH	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	
6700	SUPERVISING BUILDING SERVICE ENGINEER	3	2	Male	3	1	1	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	31	13	Male	16	12	0	0	4	0	0	0	
				Female	15	6	4	1	4	0	0	0	

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**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Organizational Unit: ADMINISTRATION AND FINANCE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	ADMINISTRATOR III	13	6	Male	8	4	1	0	3	0	0	0
				Female	5	3	0	0	2	0	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	0	0	0	1
3300	ADMINISTRATOR IV	6	4	Male	3	1	0	0	2	0	0	0
				Female	3	1	1	0	1	0	0	0
0450	OPERATIONS SPECIALIST -12	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	10	7	Male	3	1	0	0	2	0	0	0
				Female	7	2	1	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
0430	NETWORK ANALYST -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	7	6	Male	5	1	0	0	4	0	0	0
				Female	2	0	0	0	2	0	0	0
1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		552	416	Male #	300	85	24	50	140	1	0	0
Grand Total %			75.4	Male %	54.3	15.4	4.3	9.1	25.4	0.2	0.00	0.00
				Female #	252	51	17	47	136	0	0	1
				Female%	45.7	9.2	3.1	8.5	24.6	0.0	0.00	0.2

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**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Organizational Unit: EXECUTIVE

Job Code	JobTitle	Total		Total										
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+			
2977	PRESIDENT	1	0	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0	0	0
1148	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0	0
Grand Total #		8	5	Male #	2	2	0	0	0	0	0	0	0	0
Grand Total %			62.5	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00
				Female #	6	1	0	2	3	0	0	0	0	0
				Female%	75.0	12.5	0.0	25.0	37.5	0.0	0.00	0.00	0.00	0.00

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**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Organizational Unit: STUDENT AFFAIRS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	4	2	Male	3	1	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2384	COACHING ASSISTANT - ACADEMIC YEAR	8	0	Male	4	4	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
8350	POLICE OFFICER	11	6	Male	10	5	0	3	1	0	1	0	
				Female	1	0	0	1	0	0	0	0	0
2378	COACH - ACADEMIC YEAR	6	2	Male	4	3	1	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	0
3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
8365	CORPORAL	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	0
8354	SERGEANT	7	3	Male	5	2	0	2	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
2377	COACH - 10 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
2375	HEAD COACH - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
2374	HEAD COACH - 10 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	7	3	Male	4	2	0	2	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	0

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**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Organizational Unit: STUDENT AFFAIRS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1513	ATHLETIC EQUIPMENT ATTENDANT II	2	1	Male	1	0	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0		
8157	REGISTERED NURSE III	5	1	Male	0	0	0	0	0	0	0	0	
				Female	5	4	0	0	1	0	0	0	
8156	REGISTERED NURSE III - 10 MONTH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	33	20	Male	8	5	0	0	3	0	0	0	
				Female	25	8	2	3	10	0	1	1	
7737	PHYSICIAN	9	5	Male	5	4	1	0	0	0	0	0	
				Female	4	0	0	1	3	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	22	16	Male	6	2	0	0	4	0	0	0	
				Female	16	4	3	0	9	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	20	13	Male	5	2	1	0	2	0	0	0	
				Female	15	5	2	1	7	0	0	0	
1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	6	4	Male	3	1	1	0	1	0	0	0	
				Female	3	1	1	1	0	0	0	0	
8810	PARKING OFFICER -12 MONTH	3	2	Male	3	1	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
8148	MEDICAL ASSISTANT	4	4	Male	2	0	0	0	2	0	0	0	
				Female	2	0	1	1	0	0	0	0	
8137	CLINICAL ASSISTANT	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	1	0	3	0	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	16	13	Male	7	2	1	3	0	1	0	0	
				Female	9	1	2	3	3	0	0	0	
8800	POLICE DISPATCHER -12 MONTH	6	2	Male	2	2	0	0	0	0	0	0	
				Female	4	2	0	0	2	0	0	0	

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**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Organizational Unit: STUDENT AFFAIRS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1140	HEALTH INFORMATION TECHNICIAN	5	3	Male	0	0	0	0	0	0	0	0	0
				Female	5	2	1	1	1	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	7	4	Male	4	1	0	0	3	0	0	0	0
				Female	3	2	0	0	1	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	48	35	Male	19	7	3	3	5	0	1	0	0
				Female	29	6	8	6	8	1	0	0	0
8185	ATHLETIC TRAINER II - 12 MONTH	2	1	Male	1	0	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0	0
5210	HEALTH SERVICES ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0	0
3312	ADMINISTRATOR II	12	6	Male	7	4	2	0	1	0	0	0	0
				Female	5	2	2	0	1	0	0	0	0
8166	NURSE PRACTITIONER	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
3306	ADMINISTRATOR III	8	2	Male	3	3	0	0	0	0	0	0	0
				Female	5	3	1	0	1	0	0	0	0
3300	ADMINISTRATOR IV	5	1	Male	3	3	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
7992	PHARMACIST I	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7993	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	2	2	Male	1	0	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0

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**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Organizational Unit: STUDENT AFFAIRS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	2	2	Male	2	0	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0400	ANALYST/PROGRAMMER -12	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	0	1	0	0	0	
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
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	
3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
8147	HEALTH EDUCATOR	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
Grand Total #		296	172	Male #	128	67	12	15	30	2	2	0	
Grand Total %			58.1	Male %	43.2	22.6	4.1	5.1	10.1	0.7	0.68	0.00	
				Female #	168	57	26	22	59	2	1	1	
				Female%	56.8	19.3	8.8	7.4	19.9	0.7	0.34	0.3	

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**San Francisco State University
Workforce Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

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	18	5	Male	6	6	0	0	0	0	0	0	0
				Female	12	7	1	1	2	0	1	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
3312	ADMINISTRATOR II	14	3	Male	5	4	0	1	0	0	0	0	
				Female	9	7	0	0	2	0	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3306	ADMINISTRATOR III	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
3300	ADMINISTRATOR IV	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -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	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
0420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		49	14	Male #	15	12	0	2	1	0	0	0	
Grand Total %			28.6	Male %	30.6	24.5	0.0	4.1	2.0	0.0	0.00	0.00	
				Female #	34	23	2	2	6	0	1	0	
				Female%	69.4	46.9	4.1	4.1	12.2	0.0	2.04	0.0	

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**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0A - EXECUTIVE

EEO

Total				
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Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	0	2977	PRESIDENT	1	1	0	1	0
Total (#)				1	1	0	1	0
Total (%)					100.0	0.0	100.00	0.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0B - ADMINISTRATOR IV

EEO

Total				
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Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	1	3300	ADMINISTRATOR IV	34	18	16	20	14
			Total (#)	34	18	16	20	14
			Total (%)		52.9	47.1	58.82	41.2

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0C - ADMINISTRATOR III

				Total					
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
1	1	3306	ADMINISTRATOR III	42	18	24	29	13	
				Total (#)	42	18	24	29	13
				Total (%)		42.9	57.1	69.05	31.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0D - ADMINISTRATOR II

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	1	3312	ADMINISTRATOR II	68	32	36	44	24
6	0	8354	SERGEANT	7	5	2	4	3
Total (#)				75	37	38	48	27
Total (%)					49.3	50.7	64.00	36.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0E - ADMINISTRATOR I

				Total					
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
6	1	1148	PRESIDENTIAL AIDE	1	0	1	0	1	
				Total (#)	1	0	1	0	1
				Total (%)		0.0	100.0	0.00	100.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 1A - PHYSICIANS

EEO

Total				
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Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1	7737	PHYSICIAN	9	5	4	4	5
Total (#)				9	5	4	4	5
Total (%)					55.6	44.4	44.44	55.6

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 2A - HEALTH CARE

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1	8185	ATHLETIC TRAINER II - 12 MONTH	2	1	1	1	1
3	1	8137	CLINICAL ASSISTANT	4	0	4	0	4
6	8	8147	HEALTH EDUCATOR	3	1	2	1	2
6	1	1140	HEALTH INFORMATION TECHNICIAN	5	0	5	2	3
3	1	8148	MEDICAL ASSISTANT	4	2	2	0	4
6	1	8166	NURSE PRACTITIONER	2	1	1	2	0
6	1	7992	PHARMACIST I	1	1	0	0	1
6	1	7993	PHARMACIST II	1	0	1	0	1
6	1	8157	REGISTERED NURSE III	5	0	5	4	1
6	1	8156	REGISTERED NURSE III - 10 MONTH	2	0	2	1	1
6	1	7976	SPEECH PATHOLOGIST	1	1	0	0	1
Total (#)				30	7	23	11	19
Total (%)					23.3	76.7	36.67	63.3

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 3A - FACULTY

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	3	2481	DEPARTMENT CHAIR - 12 MONTH	59	28	31	37	22
2	5	2482	DEPARTMENT CHAIR - ACADEMIC YEAR	1	1	0	0	1
2	0	2388	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL	3	1	2	3	0
2	0	2387	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL	1	0	1	1	0
2	5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	6	3	3	6	0
2	3	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	624	330	294	388	236
2	3	2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	103	52	51	63	40
2	2	2359	LECTURER - 12 MONTH	13	4	9	7	6
2	1	2358	LECTURER - ACADEMIC YEAR	690	282	408	516	174
2	5	2321	RESIDENT DIRECTOR, INTERNATIONAL PROGRAMS - 12	2	1	1	1	1
Total (#)				1,502	702	800	1,022	480
Total (%)					46.7	53.3	68.04	32.0

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

San Francisco State University
Job Group Analysis

Snapshot Date: 12/20/2011
 Plan Date: 01/01/2012

Job Group: 3B - ATHLETIC INSTRUCTIONAL SUPPORT

				Total				
EEO								
Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	0	2377	COACH - 10 MONTH	1	1	0	1	0
6	0	2378	COACH - ACADEMIC YEAR	6	4	2	4	2
6	0	2384	COACHING ASSISTANT - ACADEMIC YEAR	8	4	4	8	0
6	0	2374	HEAD COACH - 10 MONTH	1	1	0	1	0
6	0	2375	HEAD COACH - ACADEMIC YEAR	1	1	0	1	0
Total (#)				17	11	6	15	2
Total (%)					64.7	35.3	88.24	11.8

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 3C - LIBRARIAN INSTRUCTNAL SUPPORT

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	3	2919	LIBRARIAN - 10 MONTH	4	0	4	4	0
2	2	2920	LIBRARIAN - 12 MONTH	17	5	12	12	5
Total (#)				21	5	16	16	5
Total (%)					23.8	76.2	76.19	23.8

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 4A - STUDENT SERVICES-LEVEL I

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1	5181	EXTENDED EDUCATION SPECIALIST I	2	0	2	2	0
6	2	3079	STUDENT SERVICES PROFESSIONAL I	4	2	2	0	4
6	1	3082	STUDENT SERVICES PROFESSIONAL II	66	26	40	21	45
6	8	3081	STUDENT SERVICES PROFESSIONAL II - 10 MONTH	1	1	0	1	0
2	1	3084	STUDENT SERVICES PROFESSIONAL III	55	25	30	16	39
6	0	3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELAT	1	1	0	1	0
6	0	3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELAT	4	3	1	2	2
6	0	3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELAT	2	0	2	0	2
6	0	3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELAT	2	0	2	2	0
6	0	3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELAT	1	1	0	1	0
Total (#)				138	59	79	46	92
Total (%)					42.8	57.2	33.33	66.7

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 4B - STUDENT SERVICES-LEVEL II

EEO

				Total				
Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1	5182	EXTENDED EDUCATION SPECIALIST II	5	2	3	5	0
6	1	3086	STUDENT SERVICES PROFESSIONAL IV	25	13	12	10	15
Total (#)				30	15	15	15	15
Total (%)					50.0	50.0	50.00	50.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 4C - TECHNICAL SUPPORT

EEO

Total				
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Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	1	2628	CREDENTIAL ANALYST I	1	0	1	0	1
3	1	2630	CREDENTIAL ANALYST II	1	0	1	0	1
Total (#)				2	0	2	0	2
Total (%)					0.0	100.0	0.00	100.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 5A - MAINTENANCE AND OPERATIONS

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	1	2010	CUSTODIAN	108	41	67	1	107
8	1	0745	GARDENING SPECIALIST	1	1	0	1	0
8	1	0731	GROUNDWORKER	4	4	0	1	3
8	1	6223	LABORER	27	27	0	1	26
8	1	2015	LEAD CUSTODIAN	14	10	4	1	13
8	1	0726	LEAD GROUNDWORKER	11	10	1	2	9
8	1	0748	TREE TRIMMER II	1	1	0	0	1
8	1	1508	WAREHOUSE WORKER	7	6	1	2	5
Total (#)				173	100	73	9	164
Total (%)					57.8	42.2	5.20	94.8

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 6A - CRAFTS AND TRADES

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	1	6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	0	1
7	1	6702	BUILDING SERVICE ENGINEER	6	6	0	3	3
7	1	6476	CARPENTER	2	1	1	1	1
7	1	6701	CERTIFIED BUILDING SERVICE ENGINEER APPRENTICE	2	2	0	0	2
7	1	6533	ELECTRICIAN	5	5	0	1	4
7	1	6260	FACILITIES CONTROL SPECIALIST	1	1	0	1	0
7	1	6940	FACILITIES MAINTENANCE MECHANIC	7	7	0	4	3
7	1	6250	FACILITIES WORKER I	1	1	0	0	1
7	1	6251	FACILITIES WORKER II	2	1	1	1	1
7	1	6475	LEAD CARPENTER	1	1	0	1	0
7	1	6532	LEAD ELECTRICIAN	2	2	0	2	0
7	1	6643	LEAD LOCKSMITH	2	2	0	0	2
7	1	6642	LOCKSMITH	1	1	0	1	0
7	1	6280	METAL WORKER I	1	1	0	0	1
7	1	6526	PAINTER	6	6	0	4	2
7	1	6549	PLUMBER	2	2	0	1	1
7	1	6700	SUPERVISING BUILDING SERVICE ENGINEER	3	3	0	1	2
7	1	6534	SUPERVISING ELECTRICIAN	1	1	0	0	1
7	1	6524	SUPERVISING PAINTER	1	1	0	0	1
Total (#)				47	45	2	21	26
Total (%)					95.7	4.3	44.68	55.3

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7A - CLERICAL LEVEL I

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1	1733	ACCOUNTING CLERK	1	0	1	0	1
6	1	1030	ADMINISTRATIVE SUPPORT ASSISTANT -10/12	1	1	0	0	1
6	1	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	59	13	46	22	37
6	1	1100	PAYROLL TECHNICIAN I	3	0	3	0	3
6	1	1502	SHIPPING AND RECEIVING ASSISTANT I	1	1	0	0	1
Total (#)				65	15	50	22	43
Total (%)					23.1	76.9	33.85	66.2

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

San Francisco State University
Job Group Analysis

Snapshot Date: 12/20/2011
 Plan Date: 01/01/2012

Job Group: 7B - CLERICAL LEVEL II

				Total					
EEO									
Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
6	1	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	144	29	115	49	95	
6	1	1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	4	0	4	1	3	
6	1	1101	PAYROLL TECHNICIAN II	2	1	1	1	1	
6	1	1102	PAYROLL TECHNICIAN III	1	0	1	0	1	
6	1	1549	PROPERTY CLERK II	1	1	0	1	0	
				Total (#)	152	31	121	52	100
				Total (%)		20.4	79.6	34.21	65.8

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7C - ADM. SUPPORT LEVEL I

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	1	1741	ACCOUNTING TECHNICIAN II	5	2	3	2	3
3	1	2906	LIBRARY ASSISTANT I	7	3	4	2	5
Total (#)				12	5	7	4	8
Total (%)					41.7	58.3	33.33	66.7

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7D - ADM. SUPPORT LEVEL II

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	1	1740	ACCOUNTING TECHNICIAN III	7	3	4	1	6
3	1	4791	BUYER I	2	0	2	0	2
3	1	4792	BUYER II	2	1	1	2	0
3	1	4795	BUYER III - LEAD	1	0	1	1	0
3	1	5210	HEALTH SERVICES ASSISTANT	2	0	2	0	2
3	1	2905	LIBRARY ASSISTANT II	10	5	5	4	6
3	1	2907	LIBRARY ASSISTANT III	9	5	4	4	5
3	2	0860	VISUAL RESOURCE SPECIALIST -12 MONTH	1	0	1	0	1
Total (#)				34	14	20	12	22
Total (%)					41.2	58.8	35.29	64.7

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7E - SECURITY MAINTENANCE

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	1	8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	9	6	3	4	5
8	1	8810	PARKING OFFICER -12 MONTH	3	3	0	1	2
8	1	8800	POLICE DISPATCHER -12 MONTH	6	2	4	4	2
Total (#)				18	11	7	9	9
Total (%)					61.1	38.9	50.00	50.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 8A - PUBLIC SAFETY

				Total				
EEO Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	0	8365	CORPORAL	1	1	0	1	0
6	0	8350	POLICE OFFICER	11	10	1	5	6
Total (#)				12	11	1	6	6
Total (%)					91.7	8.3	50.00	50.0

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 9A - TECHNICAL SUPPORT LEVEL I

				Total					
EEO									
Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
3	1	1513	ATHLETIC EQUIPMENT ATTENDANT II	2	1	1	1	1	
3	1	0440	EQUIPMENT SYSTEMS SPECIALIST -12	10	10	0	6	4	
3	1	7003	EQUIPMENT TECHNICIAN I, ELECTRONIC	2	2	0	1	1	
3	1	7004	EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT	1	1	0	0	1	
3	1	7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	1	0	1	0	
3	1	7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	3	3	0	2	1	
3	1	7011	EQUIPMENT TECHNICIAN II, MECHANICAL	1	1	0	0	1	
3	1	7512	GLASSBLOWER	1	1	0	1	0	
3	1	0820	GRAPHIC DESIGNER -12 MONTH	12	2	10	12	0	
3	1	1577	INSTRUCTIONAL SUPPORT ASSISTANT I	8	4	4	3	5	
3	1	1578	INSTRUCTIONAL SUPPORT ASSISTANT II	7	3	4	5	2	
3	1	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	3	3	0	2	1	
3	1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	9	4	5	3	6	
3	1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	10	5	5	5	5	
3	1	7888	LABORATORY ASSISTANT I	3	1	2	0	3	
3	1	7879	LABORATORY ASSISTANT II	7	2	5	4	3	
3	1	0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	5	5	0	4	1	
3	2	0450	OPERATIONS SPECIALIST -12	2	2	0	1	1	
3	2	0840	PERFORMING ARTS TECHNICIAN -12 MONTH	3	2	1	3	0	
3	1	6951	PIANO TECHNICIAN II	3	2	1	3	0	
				Total (#)	93	55	38	57	36
				Total (%)		59.1	40.9	61.29	38.7

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

San Francisco State University
Job Group Analysis

Snapshot Date: 12/20/2011
 Plan Date: 01/01/2012

Job Group: 9B - TECHNICAL SUPPORT LEVEL II

EEO

Total				
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Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	1	7022	EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL	1	1	0	1	0
3	1	7023	EQUIPMENT TECHNICIAN III, ELECTRONIC	1	1	0	0	1
3	1	7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	9	9	0	5	4
3	1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	10	7	3	7	3
Total (#)				21	18	3	13	8
Total (%)					85.7	14.3	61.90	38.1

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 9C - RESRCH & DATA SUPPORT LEVEL I

				Total				
EEO								
Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1	1762	ACCOUNTANT I	12	2	10	2	10
6	1	4555	ACCOUNTANT II	4	0	4	0	4
6	1	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	346	86	260	159	187
6	1	0400	ANALYST/PROGRAMMER -12	42	27	15	16	26
6	1	0420	INFORMATION TECHNOLOGY CONSULTANT -12	87	65	22	42	45
6	1	5151	PERSONNEL ASSISTANT	2	1	1	0	2
6	2	0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MON	6	4	2	6	0
6	1	5683	RESEARCH TECHNICIAN I	60	25	35	26	34
6	1	5681	RESEARCH TECHNICIAN II	12	5	7	4	8
Total (#)				571	215	356	255	316
Total (%)					37.7	62.3	44.66	55.3

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

**San Francisco State University
Job Group Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 9D - RESRCH & DATA SUPPORT LEVEL II

				Total				
EEO								
Cat	Pay Grade	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1	5284	ASSOCIATE BUDGET ANALYST	3	1	2	1	2
6	1	5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	19	3	16	10	9
6	1	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	50	16	34	32	18
6	1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	19	5	14	11	8
6	0	0850	BROADCAST ENGINEER -12 MONTH	1	1	0	1	0
6	1	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	18	3	15	5	13
6	2	1173	CONFIDENTIAL TECHNICAL SUPPORT -12 MONTH	1	1	0	1	0
6	2	0430	NETWORK ANALYST -12	7	6	1	5	2
6	2	0410	OPERATING SYSTEMS ANALYST -12	11	9	2	1	10
6	1	5680	RESEARCH TECHNICIAN III	8	5	3	3	5
Total (#)				137	50	87	70	67
Total (%)					36.5	63.5	51.09	48.9

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

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0A - EXECUTIVE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	53.1	32.3	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0B - ADMINISTRATOR IV

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	53.2	32.3	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0C - ADMINISTRATOR III

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	53.2	32.2	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0D - ADMINISTRATOR II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	53.3	32.0	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 0E - ADMINISTRATOR I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	53.6	34.0	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 1A - PHYSICIANS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	69.2	61.5	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 2A - HEALTH CARE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	76.7	63.3	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 3A - FACULTY

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	53.3	32.0	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 3B - ATHLETIC INSTRUCTIONAL SUPPORT

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	53.1	31.7	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 3C - LIBRARIAN INSTRUCTNAL SUPPORT

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	76.2	23.8	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 4A - STUDENT SERVICES-LEVEL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	62.3	55.3	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 4B - STUDENT SERVICES-LEVEL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	62.9	55.4	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 4C - TECHNICAL SUPPORT

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	59.0	52.8	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 5A - MAINTENANCE AND OPERATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	34.5	83.6	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 6A - CRAFTS AND TRADES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	13.8	53.8	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7A - CLERICAL LEVEL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	65.3	56.5	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7B - CLERICAL LEVEL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	76.9	66.2	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7C - ADM. SUPPORT LEVEL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	61.1	54.1	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7D - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	61.1	54.1	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 7E - SECURITY MAINTENANCE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	38.9	50.0	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 8A - PUBLIC SAFETY

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	26.7	50.0	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 9A - TECHNICAL SUPPORT LEVEL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	61.2	53.6	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 9B - TECHNICAL SUPPORT LEVEL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	61.2	53.6	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 9C - RESRCH & DATA SUPPORT LEVEL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	64.8	56.8	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	

**San Francisco State University
Availability Analysis**

Snapshot Date: 12/20/2011
Plan Date: 01/01/2012

Job Group: 9D - RESRCH & DATA SUPPORT LEVEL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>Internal Factors</u>						
Feeders	62.3	55.3	0.00	0.0	0.0	Feeders
	Final Availability (%)		0.00	0.0	0.0	