

# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: ACAD AFFAIRS ADMINISTRATION

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
850	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
5683	RESEARCH TECHNICIAN I	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	7	6	Male	1	1	0	0	0	0	0	0	0
				Female	6	0	0	1	2	0	1	2	
3082	STUDENT SERVICES PROFESSIONAL II	6	5	Male	3	1	0	0	2	0	0	0	0
				Female	3	0	1	0	2	0	0	0	0
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	1	1	Male	1	0	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	7	4	Male	4	2	0	0	2	0	0	0	0
				Female	3	1	0	0	2	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	10	6	Male	6	3	0	1	2	0	0	0	0
				Female	4	1	0	1	1	0	0	0	1
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	3	3	Male	3	0	0	3	0	0	0	0	0
				Female	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
				Female	2	0	0	0	1	0	0	0	1

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: ACAD AFFAIRS ADMINISTRATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3086	STUDENT SERVICES PROFESSIONAL IV	6	4	Male	3	2	0	0	0	0	0	1
				Female	3	0	0	0	1	0	0	2
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	5	4	Male	3	0	0	0	1	0	0	2
				Female	2	1	0	0	1	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	ADMINISTRATOR II	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	ADMINISTRATOR III	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	ADMINISTRATOR IV	8	4	Male	3	1	0	0	2	0	0	0
				Female	5	3	0	1	0	1	0	0
820	GRAPHIC DESIGNER -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
810	MEDIA PRODUCTION SPECIALIST -12 MONTH	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
430	NETWORK ANALYST -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	17	10	Male	2	0	0	0	2	0	0	0
				Female	15	7	0	2	6	0	0	0
<b>Grand Total #</b>		<b>91</b>	<b>57</b>	<b>Male #</b>	<b>41</b>	<b>16</b>	<b>0</b>	<b>6</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>4</b>
<b>Grand Total %</b>			<b>62.6</b>	<b>Male %</b>	<b>45.1</b>	<b>17.6</b>	<b>0.0</b>	<b>6.6</b>	<b>15.4</b>	<b>0.0</b>	<b>1.10</b>	<b>4.40</b>
				<b>Female #</b>	<b>50</b>	<b>18</b>	<b>2</b>	<b>5</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>6</b>
				<b>Female%</b>	<b>54.9</b>	<b>19.8</b>	<b>2.2</b>	<b>5.5</b>	<b>18.7</b>	<b>1.1</b>	<b>1.10</b>	<b>6.6</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: ATHLETICS PROGRAM

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2384	COACHING ASSISTANT - ACADEMIC YEAR	10	3	Male	6	4	0	0	1	0	0	0	1
				Female	4	3	0	0	0	0	0	0	1
2378	COACH - ACADEMIC YEAR	7	3	Male	5	3	1	0	0	0	0	1	
				Female	2	1	0	0	1	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	
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	
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	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	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	
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
8185	ATHLETIC TRAINER II - 12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
8190	HEAD ATHLETIC TRAINER - 12 MONTH	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: ATHLETICS PROGRAM

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>32</b>	<b>12</b>	<b>Male #</b>	<b>23</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Grand Total %</b>			<b>37.5</b>	<b>Male %</b>	<b>71.9</b>	<b>43.8</b>	<b>3.1</b>	<b>0.0</b>	<b>12.5</b>	<b>0.0</b>	<b>0.00</b>	<b>12.50</b>
				<b>Female #</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>28.1</b>	<b>18.8</b>	<b>3.1</b>	<b>0.0</b>	<b>3.1</b>	<b>0.0</b>	<b>0.00</b>	<b>3.1</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: BUDGET ADMIN AND OPERATIONS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
5284	SENIOR BUDGET ANALYST	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	0	2	0	0	1
3312	ADMINISTRATOR II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>9</b>	<b>7</b>	<b>Male #</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>77.8</b>	<b>Male %</b>	<b>55.6</b>	<b>22.2</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>44.4</b>	<b>0.0</b>	<b>11.1</b>	<b>0.0</b>	<b>22.2</b>	<b>0.0</b>	<b>0.00</b>	<b>11.1</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: CAMPUS ASSET AND SPACE ADMIN

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	4	3	Male	4	1	2	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	2	1	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>11</b>	<b>6</b>	Male #	<b>9</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>54.5</b>	Male %	<b>81.8</b>	<b>36.4</b>	<b>36.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>9.09</b>
				Female #	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>18.2</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>9.1</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: CAPITAL PLANNING

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	ADMINISTRATOR II	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	9	4	Male	4	3	0	0	1	0	0	0
				Female	5	2	0	0	3	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>5</b>	<b>Male #</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>35.7</b>	<b>Male %</b>	<b>57.1</b>	<b>42.9</b>	<b>0.0</b>	<b>0.0</b>	<b>14.3</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>42.9</b>	<b>21.4</b>	<b>0.0</b>	<b>0.0</b>	<b>21.4</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: CENTERS AND INSTITUTES

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>	

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLL. OF LIBERAL&CREATIVE ARTS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2866	ACCOMPANIST II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	9	2	Male	7	6	0	0	1	0	0	0
				Female	2	1	0	0	1	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	19	11	Male	3	2	1	0	0	0	0	0
				Female	16	6	0	3	3	0	0	4
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6951	PIANO TECHNICIAN II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
810	MEDIA PRODUCTION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7002	EQUIPMENT TECHNICIAN I, ELECTRO-MECHANICAL	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7003	EQUIPMENT TECHNICIAN I, ELECTRONIC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLL. OF LIBERAL&CREATIVE ARTS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5680	RESEARCH TECHNICIAN III	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	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	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3306	ADMINISTRATOR III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	1	0	0	1
840	PERFORMING ARTS TECHNICIAN -12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	367	113	Male	162	108	4	11	14	0	1	24
				Female	205	146	7	5	18	1	1	27
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	33	16	Male	6	5	0	0	0	0	0	1
				Female	27	12	2	4	6	0	0	3
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	222	79	Male	116	71	6	12	16	2	0	9
				Female	106	72	5	4	18	0	0	7

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLL. OF LIBERAL&CREATIVE ARTS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	45	17	Male	21	14	0	1	5	0	0	1
				Female	24	14	0	2	5	1	0	2
2361	INSTRUCTIONAL FACULTY - 12 MONTH	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
<b>Grand Total #</b>		<b>729</b>	<b>247</b>	<b>Male #</b>	<b>332</b>	<b>220</b>	<b>12</b>	<b>24</b>	<b>37</b>	<b>2</b>	<b>1</b>	<b>36</b>
<b>Grand Total %</b>			<b>33.9</b>	<b>Male %</b>	<b>45.5</b>	<b>30.2</b>	<b>1.6</b>	<b>3.3</b>	<b>5.1</b>	<b>0.3</b>	<b>0.14</b>	<b>4.94</b>
				<b>Female #</b>	<b>397</b>	<b>262</b>	<b>15</b>	<b>18</b>	<b>54</b>	<b>2</b>	<b>1</b>	<b>45</b>
				<b>Female%</b>	<b>54.5</b>	<b>35.9</b>	<b>2.1</b>	<b>2.5</b>	<b>7.4</b>	<b>0.3</b>	<b>0.14</b>	<b>6.2</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF BUSINESS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	6	5	Male	1	0	0	0	1	0	0	0
				Female	5	1	0	0	4	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	4	3	Male	2	0	0	0	2	0	0	0
				Female	2	1	0	1	0	0	0	0
440	EQUIPMENT SYSTEMS SPECIALIST -12	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	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	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	1	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
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	49	14	Male	34	26	1	1	5	0	0	1
				Female	15	9	0	1	3	0	0	2
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	93	41	Male	58	32	1	0	24	0	0	1
				Female	35	20	0	0	14	0	0	1
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	9	5	Male	4	2	0	0	2	0	0	0
				Female	5	2	0	0	3	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF BUSINESS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	13	5	Male	10	8	0	0	2	0	0	0
				Female	3	0	0	0	2	0	0	1
2321	RESIDENT DIRECTOR, INTERNATIONAL PROGRAMS - 12 MONTH	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>186</b>	<b>80</b>	<b>Male #</b>	<b>116</b>	<b>72</b>	<b>2</b>	<b>1</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>Grand Total %</b>			<b>43.0</b>	<b>Male %</b>	<b>62.4</b>	<b>38.7</b>	<b>1.1</b>	<b>0.5</b>	<b>21.0</b>	<b>0.0</b>	<b>0.00</b>	<b>1.08</b>
				<b>Female #</b>	<b>70</b>	<b>34</b>	<b>1</b>	<b>2</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>4</b>
				<b>Female%</b>	<b>37.6</b>	<b>18.3</b>	<b>0.5</b>	<b>1.1</b>	<b>15.6</b>	<b>0.0</b>	<b>0.00</b>	<b>2.2</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF EDUCATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
2628	CREDENTIAL ANALYST I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0		
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	13	6	Male	1	0	0	0	1	0	0	
				Female	12	7	0	0	4	0	1	
420	INFORMATION TECHNOLOGY CONSULTANT -12	4	1	Male	4	3	0	1	0	0	0	
				Female	0	0	0	0	0	0		
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	0	0	1	0	
				Female	0	0	0	0	0	0		
2630	CREDENTIAL ANALYST II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0		
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0		
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0		
2358	LECTURER - ACADEMIC YEAR	84	32	Male	19	13	1	1	1	0	0	
				Female	65	39	4	8	11	0	0	

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF EDUCATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	48	26	Male	12	7	1	2	1	1	0	0
				Female	36	15	3	5	10	0	0	3
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>168</b>	<b>72</b>	<b>Male #</b>	<b>41</b>	<b>26</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>3</b>
<b>Grand Total %</b>			<b>42.9</b>	<b>Male %</b>	<b>24.4</b>	<b>15.5</b>	<b>1.2</b>	<b>3.0</b>	<b>1.8</b>	<b>1.2</b>	<b>0.00</b>	<b>1.79</b>
				<b>Female #</b>	<b>127</b>	<b>70</b>	<b>7</b>	<b>14</b>	<b>29</b>	<b>0</b>	<b>1</b>	<b>6</b>
				<b>Female%</b>	<b>75.6</b>	<b>41.7</b>	<b>4.2</b>	<b>8.3</b>	<b>17.3</b>	<b>0.0</b>	<b>0.60</b>	<b>3.6</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF ETHNIC STUDIES

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	6	6	Male	1	0	0	1	0	0	0	0	0
				Female	5	0	0	1	4	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	37	33	Male	15	2	5	5	1	0	0	2	
				Female	22	2	5	4	5	3	0	3	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	34	33	Male	16	0	5	4	7	0	0	0	
				Female	18	1	3	4	8	2	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	8	8	Male	4	0	1	1	0	1	0	1	
				Female	4	0	0	1	2	0	0	1	
<b>Grand Total #</b>		<b>92</b>	<b>86</b>	<b>Male #</b>	<b>38</b>	<b>2</b>	<b>12</b>	<b>11</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>4</b>	
<b>Grand Total %</b>			<b>93.5</b>	<b>Male %</b>	<b>41.3</b>	<b>2.2</b>	<b>13.0</b>	<b>12.0</b>	<b>8.7</b>	<b>1.1</b>	<b>0.00</b>	<b>4.35</b>	
				<b>Female #</b>	<b>54</b>	<b>4</b>	<b>9</b>	<b>11</b>	<b>21</b>	<b>5</b>	<b>0</b>	<b>4</b>	
				<b>Female%</b>	<b>58.7</b>	<b>4.3</b>	<b>9.8</b>	<b>12.0</b>	<b>22.8</b>	<b>5.4</b>	<b>0.00</b>	<b>4.3</b>	

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF EXTENDED LEARNING

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1733	ACCOUNTING CLERK	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	17	7	Male	5	4	0	0	1	0	0	0
				Female	12	6	4	0	1	0	0	1
3082	STUDENT SERVICES PROFESSIONAL II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
5182	EXTENDED EDUCATION SPECIALIST II	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	5	4	Male	2	0	0	1	1	0	0	0
				Female	3	1	0	0	2	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
5181	EXTENDED EDUCATION SPECIALIST I	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	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	0	0	1
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	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
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	1	0	0	0	1
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF EXTENDED LEARNING

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>46</b>	<b>19</b>	<b>Male #</b>	<b>12</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>41.3</b>	<b>Male %</b>	<b>26.1</b>	<b>15.2</b>	<b>0.0</b>	<b>4.3</b>	<b>6.5</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>34</b>	<b>20</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>4</b>
				<b>Female%</b>	<b>73.9</b>	<b>43.5</b>	<b>8.7</b>	<b>2.2</b>	<b>10.9</b>	<b>0.0</b>	<b>0.00</b>	<b>8.7</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF HEALTH & HUMAN SERV

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
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	
2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	6	5	Male	0	0	0	0	0	0	0	
				Female	6	1	1	1	2	0	0	1
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	2	1	Male	2	1	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	23	15	Male	2	0	0	0	1	0	0	1
				Female	21	8	1	2	8	0	1	1
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	1	0	0	0	1
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
3312	ADMINISTRATOR II	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	3	2	Male	0	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
3306	ADMINISTRATOR III	2	2	Male	1	0	0	0	1	0	0	
				Female	1	0	0	0	0	0	0	1

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF HEALTH & HUMAN SERV

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	ADMINISTRATOR IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	214	98	Male	63	34	2	8	8	1	0	10
				Female	151	82	9	11	33	1	0	15
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	89	36	Male	33	25	2	2	1	1	0	2
				Female	56	28	2	10	11	0	0	5
2359	LECTURER - 12 MONTH	10	0	Male	2	2	0	0	0	0	0	0
				Female	8	8	0	0	0	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	18	8	Male	6	4	0	1	0	0	0	1
				Female	12	6	0	1	3	1	0	1
2481	DEPARTMENT CHAIR - 12 MONTH	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
<b>Grand Total #</b>		<b>386</b>	<b>175</b>	<b>Male #</b>	<b>115</b>	<b>71</b>	<b>5</b>	<b>11</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>15</b>
<b>Grand Total %</b>			<b>45.3</b>	<b>Male %</b>	<b>29.8</b>	<b>18.4</b>	<b>1.3</b>	<b>2.8</b>	<b>2.8</b>	<b>0.5</b>	<b>0.00</b>	<b>3.89</b>
				<b>Female #</b>	<b>271</b>	<b>140</b>	<b>13</b>	<b>29</b>	<b>61</b>	<b>2</b>	<b>1</b>	<b>25</b>
				<b>Female%</b>	<b>70.2</b>	<b>36.3</b>	<b>3.4</b>	<b>7.5</b>	<b>15.8</b>	<b>0.5</b>	<b>0.26</b>	<b>6.5</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF SCIENCE AND ENGNRG

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
7879	LABORATORY ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
7512	GLASSBLOWER	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	
1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	4	3	Male	1	0	0	0	1	0	0	
				Female	3	1	0	0	2	0	0	
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	Male	1	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	27	12	Male	2	1	0	0	1	0	0	
				Female	25	14	1	0	10	0	0	
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	4	3	Male	1	0	0	0	1	0	0	
				Female	3	1	0	0	1	0	1	
5683	RESEARCH TECHNICIAN I	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	8	3	Male	5	3	1	0	1	0	0	
				Female	3	2	1	0	0	0	0	

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF SCIENCE AND ENGNRG

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5680	RESEARCH TECHNICIAN III	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	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
6250	FACILITIES WORKER I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	7	2	Male	7	5	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	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	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: COLLEGE OF SCIENCE AND ENGNRG

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
430	NETWORK ANALYST -12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR	136	44	Male	85	58	3	2	14	0	0	8
				Female	51	34	1	2	10	0	0	4
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	18	11	Male	9	4	1	0	1	0	0	3
				Female	9	3	1	2	3	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	137	51	Male	95	58	2	6	20	1	0	8
				Female	42	28	2	1	7	1	0	3
2359	LECTURER - 12 MONTH	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>383</b>	<b>147</b>	<b>Male #</b>	<b>233</b>	<b>147</b>	<b>7</b>	<b>13</b>	<b>44</b>	<b>1</b>	<b>0</b>	<b>21</b>
<b>Grand Total %</b>			<b>38.4</b>	<b>Male %</b>	<b>60.8</b>	<b>38.4</b>	<b>1.8</b>	<b>3.4</b>	<b>11.5</b>	<b>0.3</b>	<b>0.00</b>	<b>5.48</b>
				<b>Female #</b>	<b>150</b>	<b>89</b>	<b>7</b>	<b>6</b>	<b>39</b>	<b>1</b>	<b>0</b>	<b>8</b>
				<b>Female%</b>	<b>39.2</b>	<b>23.2</b>	<b>1.8</b>	<b>1.6</b>	<b>10.2</b>	<b>0.3</b>	<b>0.00</b>	<b>2.1</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: DEVELOPMENT OFFICE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	10	5	Male	1	1	0	0	0	0	0	0
				Female	9	4	1	1	1	0	0	
3312	ADMINISTRATOR II	9	4	Male	5	3	0	1	0	0	0	1
				Female	4	2	0	0	1	0	0	1
3306	ADMINISTRATOR III	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	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>22</b>	<b>10</b>	<b>Male #</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>45.5</b>	<b>Male %</b>	<b>40.9</b>	<b>27.3</b>	<b>0.0</b>	<b>4.5</b>	<b>4.5</b>	<b>0.0</b>	<b>0.00</b>	<b>4.55</b>
				<b>Female #</b>	<b>13</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>
				<b>Female%</b>	<b>59.1</b>	<b>27.3</b>	<b>4.5</b>	<b>4.5</b>	<b>9.1</b>	<b>0.0</b>	<b>0.00</b>	<b>13.6</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: DISABILITY PROGRAM & RES. CTR

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	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
420	INFORMATION TECHNOLOGY CONSULTANT -12	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	5	4	Male	2	1	0	0	0	0	0	1
				Female	3	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>6</b>	<b>Male #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>42.9</b>	<b>Male %</b>	<b>28.6</b>	<b>21.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>7.14</b>
				<b>Female #</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>
				<b>Female%</b>	<b>71.4</b>	<b>35.7</b>	<b>7.1</b>	<b>7.1</b>	<b>7.1</b>	<b>0.0</b>	<b>0.00</b>	<b>14.3</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: DIVISION OF INFORMATION TECHNO

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	6	5	Male	1	0	0	1	0	0	0	0
				Female	5	1	0	0	4	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	11	8	Male	4	1	1	1	1	0	0	0
				Female	7	2	0	1	3	0	0	1
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	8	4	Male	4	2	0	0	2	0	0	0
				Female	4	2	0	0	2	0	0	0
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
430	NETWORK ANALYST -12	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	29	22	Male	20	4	1	0	10	0	0	5
				Female	9	3	0	0	6	0	0	0
410	OPERATING SYSTEMS ANALYST -12	6	5	Male	5	1	0	0	4	0	0	0
				Female	1	0	0	0	1	0	0	0
<b>Grand Total #</b>		<b>67</b>	<b>49</b>	<b>Male #</b>	<b>38</b>	<b>10</b>	<b>2</b>	<b>2</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Grand Total %</b>			<b>73.1</b>	<b>Male %</b>	<b>56.7</b>	<b>14.9</b>	<b>3.0</b>	<b>3.0</b>	<b>28.4</b>	<b>0.0</b>	<b>0.00</b>	<b>7.46</b>
				<b>Female #</b>	<b>29</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>2</b>
				<b>Female%</b>	<b>43.3</b>	<b>11.9</b>	<b>0.0</b>	<b>1.5</b>	<b>26.9</b>	<b>0.0</b>	<b>0.00</b>	<b>3.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: ENROLLMENT MANAGEMENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	19	14	Male	6	3	0	0	3	0	0	0
				Female	13	2	0	1	7	0	1	2
3084	STUDENT SERVICES PROFESSIONAL III	16	14	Male	3	1	0	0	1	0	1	0
				Female	13	1	2	0	8	1	0	1
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	5	4	Male	2	0	1	0	0	0	0	1
				Female	3	1	1	0	1	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	9	9	Male	1	0	0	1	0	0	0	0
				Female	8	0	2	3	3	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	1	1	2	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	41	30	Male	15	6	2	2	5	0	0	0
				Female	26	5	7	5	8	0	0	1
3312	ADMINISTRATOR II	5	2	Male	4	2	1	1	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
3079	STUDENT SERVICES PROFESSIONAL I	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
410	OPERATING SYSTEMS ANALYST -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: ENROLLMENT MANAGEMENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	110	85	Male #	37	13	4	4	14	0	1	1
	Grand Total %		77.3	Male %	33.6	11.8	3.6	3.6	12.7	0.0	0.91	0.91
				Female #	73	12	13	10	32	1	1	4
				Female%	66.4	10.9	11.8	9.1	29.1	0.9	0.91	3.6

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: FACILITIES SERVICES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	76	75	Male	31	1	0	5	22	0	0	3
				Female	45	0	1	13	29	0	0	2
6223	LABORER	11	11	Male	11	0	0	3	7	0	0	1
				Female	0	0	0	0	0	0	0	0
6476	CARPENTER	4	3	Male	3	0	1	0	0	0	0	2
				Female	1	1	0	0	0	0	0	0
2015	LEAD CUSTODIAN	11	11	Male	8	0	2	4	2	0	0	0
				Female	3	0	1	0	2	0	0	0
726	LEAD GROUNDSWORKER	6	5	Male	6	1	0	4	1	0	0	0
				Female	0	0	0	0	0	0	0	0
748	TREE TRIMMER II	2	2	Male	2	0	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
743	GARDENER	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
6251	FACILITIES WORKER II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6641	CERTIFIED LOCKSMITH APPRENTICE	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
6526	PAINTER	4	3	Male	4	1	0	2	0	0	0	1
				Female	0	0	0	0	0	0	0	0
6702	BUILDING SERVICE ENGINEER	6	4	Male	6	2	0	1	1	1	0	1
				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
6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: FACILITIES SERVICES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6533	ELECTRICIAN	5	3	Male	5	2	1	1	1	0	0	0
				Female	0	0	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	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6699	AIR CONDITIONING/REFRIGERATION MECHANIC	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6260	FACILITIES CONTROL SPECIALIST	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6700	SUPERVISING BUILDING SERVICE ENGINEER	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	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
6534	SUPERVISING ELECTRICIAN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	4	1	Male	3	3	0	0	0	0	0	0
				Female	1	0	0	1	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	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	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	2	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: FACILITIES SERVICES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	10	8	Male	5	1	3	0	1	0	0	0
				Female	5	1	0	0	3	0	0	1
<b>Grand Total #</b>		<b>161</b>	<b>141</b>	<b>Male #</b>	<b>103</b>	<b>18</b>	<b>9</b>	<b>21</b>	<b>43</b>	<b>1</b>	<b>0</b>	<b>11</b>
<b>Grand Total %</b>			<b>87.6</b>	<b>Male %</b>	<b>64.0</b>	<b>11.2</b>	<b>5.6</b>	<b>13.0</b>	<b>26.7</b>	<b>0.6</b>	<b>0.00</b>	<b>6.83</b>
				<b>Female #</b>	<b>58</b>	<b>2</b>	<b>3</b>	<b>16</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>3</b>
				<b>Female%</b>	<b>36.0</b>	<b>1.2</b>	<b>1.9</b>	<b>9.9</b>	<b>21.1</b>	<b>0.0</b>	<b>0.00</b>	<b>1.9</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: FISCAL AFFAIRS

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
1508	WAREHOUSE WORKER	7	5	Male	6	2	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
1741	ACCOUNTING TECHNICIAN II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1740	ACCOUNTING TECHNICIAN III	8	7	Male	4	1	0	0	3	0	0	0
				Female	4	0	0	1	2	0	0	1
420	INFORMATION TECHNOLOGY CONSULTANT -12	4	4	Male	4	0	0	0	4	0	0	0
				Female	0	0	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
4792	BUYER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1762	ACCOUNTANT I	11	10	Male	2	1	0	0	1	0	0	0
				Female	9	0	0	0	9	0	0	0
4793	BUYER II - LEAD	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
4555	ACCOUNTANT II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
3312	ADMINISTRATOR II	10	8	Male	7	2	0	0	5	0	0	0
				Female	3	0	1	0	2	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: FISCAL AFFAIRS

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	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
400	ANALYST/PROGRAMMER -12	6	6	Male	5	0	1	0	4	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	39	31	Male	16	2	0	4	10	0	0	0
				Female	23	6	0	4	11	0	0	2
<b>Grand Total #</b>		<b>98</b>	<b>81</b>	<b>Male #</b>	<b>48</b>	<b>10</b>	<b>2</b>	<b>5</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>82.7</b>	<b>Male %</b>	<b>49.0</b>	<b>10.2</b>	<b>2.0</b>	<b>5.1</b>	<b>31.6</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>50</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>4</b>
				<b>Female%</b>	<b>51.0</b>	<b>7.1</b>	<b>1.0</b>	<b>6.1</b>	<b>32.7</b>	<b>0.0</b>	<b>0.00</b>	<b>4.1</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: GOVERNMENT RELATIONS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>0</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>66.7</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: HUMAN RESOURCE RISK AND SAFETY

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	0	1	0	0	1
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	8	8	Male	2	0	0	0	2	0	0	0
				Female	6	0	0	3	3	0	0	0
1101	PAYROLL TECHNICIAN II	7	6	Male	1	0	0	0	1	0	0	0
				Female	6	1	0	1	3	0	0	1
5681	RESEARCH TECHNICIAN II	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	11	9	Male	3	1	0	1	1	0	0	0
				Female	8	1	1	0	5	0	0	1
1102	PAYROLL TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5680	RESEARCH TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	0
3306	ADMINISTRATOR III	4	1	Male	4	3	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	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
420	INFORMATION TECHNOLOGY CONSULTANT -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	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: HUMAN RESOURCE RISK AND SAFETY

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	45	34	Male #	13	5	2	1	5	0	0	0
	Grand Total %		75.6	Male %	28.9	11.1	4.4	2.2	11.1	0.0	0.00	0.00
				Female #	32	6	4	5	14	0	0	3
				Female%	71.1	13.3	8.9	11.1	31.1	0.0	0.00	6.7

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: INTERNAL AUDIT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
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
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	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>4</b>	<b>2</b>	<b>Male #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>25.00</b>
				<b>Female #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>75.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: LIBRARY ADMINISTRATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	INFORMATION TECHNOLOGY CONSULTANT -12	6	4	Male	6	2	0	1	2	0	0	1
				Female	0	0	0	0	0	0	0	
2887	LIBRARY SERVICES SPECIALIST II	14	9	Male	6	3	0	2	1	0	0	0
				Female	8	2	0	0	6	0	0	0
440	EQUIPMENT SYSTEMS SPECIALIST -12	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2889	LIBRARY SERVICES SPECIALIST IV	4	3	Male	2	1	0	0	0	0	0	1
				Female	2	0	0	0	2	0	0	0
2886	LIBRARY SERVICES SPECIALIST I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
2888	LIBRARY SERVICES SPECIALIST III	7	3	Male	4	3	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	12	5	Male	5	4	0	0	1	0	0	0
				Female	7	3	0	1	2	0	0	1
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	0	0	1
400	ANALYST/PROGRAMMER -12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
820	GRAPHIC DESIGNER -12 MONTH	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: LIBRARY ADMINISTRATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
410	OPERATING SYSTEMS ANALYST -12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2920	LIBRARIAN - 12 MONTH	19	5	Male	7	7	0	0	0	0	0	0
				Female	12	7	1	1	2	0	0	1
2919	LIBRARIAN - 10 MONTH	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
<b>Grand Total #</b>		<b>77</b>	<b>38</b>	<b>Male #</b>	<b>37</b>	<b>21</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Grand Total %</b>			<b>49.4</b>	<b>Male %</b>	<b>48.1</b>	<b>27.3</b>	<b>2.6</b>	<b>6.5</b>	<b>7.8</b>	<b>0.0</b>	<b>0.00</b>	<b>3.90</b>
				<b>Female #</b>	<b>40</b>	<b>18</b>	<b>1</b>	<b>5</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>3</b>
				<b>Female%</b>	<b>51.9</b>	<b>23.4</b>	<b>1.3</b>	<b>6.5</b>	<b>16.9</b>	<b>0.0</b>	<b>0.00</b>	<b>3.9</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: OTHER ACADEMIC AFFAIRS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	26	22	Male	7	0	2	3	1	0	0	1
				Female	19	4	1	2	11	0	0	1
7879	LABORATORY ASSISTANT II	7	2	Male	3	2	0	1	0	0	0	0
				Female	4	3	0	0	0	0	0	1
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	20	13	Male	6	2	1	1	2	0	0	0
				Female	14	5	1	2	4	1	0	1
5683	RESEARCH TECHNICIAN I	67	34	Male	28	16	0	1	8	0	0	3
				Female	39	17	2	10	9	0	0	1
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5681	RESEARCH TECHNICIAN II	14	8	Male	6	3	0	1	1	0	0	1
				Female	8	3	0	3	2	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	14	6	Male	4	3	0	0	0	0	0	1
				Female	10	5	1	0	3	0	0	1
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	8	4	Male	2	2	0	0	0	0	0	0
				Female	6	2	0	0	4	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	7	1	Male	2	2	0	0	0	0	0	0
				Female	5	4	0	0	1	0	0	0
5680	RESEARCH TECHNICIAN III	5	2	Male	2	0	0	1	0	0	0	1
				Female	3	3	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

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: OTHER ACADEMIC AFFAIRS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
440	EQUIPMENT SYSTEMS SPECIALIST -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
820	GRAPHIC DESIGNER -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	56	32	Male	7	2	1	1	1	0	0	2
				Female	49	22	3	6	14	0	0	4
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>238</b>	<b>128</b>	<b>Male #</b>	<b>74</b>	<b>36</b>	<b>5</b>	<b>10</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>9</b>
<b>Grand Total %</b>			<b>53.8</b>	<b>Male %</b>	<b>31.1</b>	<b>15.1</b>	<b>2.1</b>	<b>4.2</b>	<b>5.9</b>	<b>0.0</b>	<b>0.00</b>	<b>3.78</b>
				<b>Female #</b>	<b>164</b>	<b>74</b>	<b>8</b>	<b>23</b>	<b>49</b>	<b>1</b>	<b>0</b>	<b>9</b>
				<b>Female%</b>	<b>68.9</b>	<b>31.1</b>	<b>3.4</b>	<b>9.7</b>	<b>20.6</b>	<b>0.4</b>	<b>0.00</b>	<b>3.8</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: PHYSICAL PLANNING & DEVELOPMEN

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	ADMINISTRATOR IV	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	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: PRESIDENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2977	PRESIDENT	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	
1148	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
3312	ADMINISTRATOR II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	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	
3300	ADMINISTRATOR IV	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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	0	0	1	0	0	
<b>Grand Total #</b>		<b>10</b>	<b>6</b>	<b>Male #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>60.0</b>	<b>Male %</b>	<b>40.0</b>	<b>30.0</b>	<b>0.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>60.0</b>	<b>10.0</b>	<b>0.0</b>	<b>20.0</b>	<b>30.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: PUBLIC AFFAIRS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>0</b>	<b>Male #</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>37.5</b>	<b>37.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>62.5</b>	<b>62.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: PUBLIC SAFETY

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8350	POLICE OFFICER	11	7	Male	10	4	0	3	1	0	1	1
				Female	1	0	0	1	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
8354	SERGEANT	8	4	Male	6	2	0	2	1	0	0	1
				Female	2	2	0	0	0	0	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	9	5	Male	6	3	0	2	1	0	0	0
				Female	3	1	0	1	1	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
8810	PARKING OFFICER -12 MONTH	4	4	Male	4	0	0	3	0	0	0	1
				Female	0	0	0	0	0	0	0	0
8800	POLICE DISPATCHER -12 MONTH	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	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
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	3	3	Male	3	0	1	0	1	0	0	1
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	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	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	7	6	Male	1	0	0	1	0	0	0	0
				Female	6	1	2	1	2	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: PUBLIC SAFETY

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	53	33	Male #	35	13	1	11	5	0	1	4
	Grand Total %		62.3	Male %	66.0	24.5	1.9	20.8	9.4	0.0	1.89	7.55
				Female #	18	7	2	4	4	0	0	1
				Female%	34.0	13.2	3.8	7.5	7.5	0.0	0.00	1.9

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: STUDENT AFFAIRS - AVP'S OFFICE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0		
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0		
3084	STUDENT SERVICES PROFESSIONAL III	2	2	Male	1	0	0	0	1	0	0	
				Female	1	0	0	0	1	0		
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0		
3312	ADMINISTRATOR II	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0		
3300	ADMINISTRATOR IV	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0		
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0		
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0		
<b>Grand Total #</b>		<b>13</b>	<b>6</b>	<b>Male #</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>46.2</b>	<b>Male %</b>	<b>61.5</b>	<b>38.5</b>	<b>7.7</b>	<b>7.7</b>	<b>7.7</b>	<b>0.0</b>	<b>0.00</b>	
				<b>Female #</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>38.5</b>	<b>15.4</b>	<b>0.0</b>	<b>7.7</b>	<b>15.4</b>	<b>0.0</b>	<b>0.00</b>	

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: STUDENT HEALTH SERVICE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	3	2	Male	2	0	2	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	3	1	Male	2	1	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	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	5	4	Male	2	0	0	0	2	0	0	0
				Female	3	1	0	0	2	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
8157	REGISTERED NURSE III	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7994	PHARMACY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
5210	HEALTH SERVICES ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: STUDENT HEALTH SERVICE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	ADMINISTRATOR III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	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	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	6	2	Male	0	0	0	0	0	0	0	0
				Female	6	4	0	0	1	0	0	1
8137	CLINICAL ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
8148	MEDICAL ASSISTANT	6	5	Male	2	1	0	0	1	0	0	0
				Female	4	0	0	1	1	0	0	2
1140	HEALTH INFORMATION TECHNICIAN	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	1	1	1	0	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	0
8166	NURSE PRACTITIONER	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	0	0	0	2
7737	PHYSICIAN	10	4	Male	4	4	0	0	0	0	0	0
				Female	6	2	0	1	3	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

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: STUDENT HEALTH SERVICE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8147	HEALTH EDUCATOR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
8156	REGISTERED NURSE III - 10 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		72	47	Male #	19	8	2	0	7	1	0	1
<b>Grand Total %</b>			65.3	Male %	26.4	11.1	2.8	0.0	9.7	1.4	0.00	1.39
				Female #	53	17	4	8	17	1	0	6
				Female%	73.6	23.6	5.6	11.1	23.6	1.4	0.00	8.3

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: UNDERGRADUATE STUDIES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	STUDENT SERVICES PROFESSIONAL III	12	8	Male	6	1	3	1	1	0	0	0
				Female	6	3	0	2	1	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	ADMINISTRATOR III	2	1	Male	1	0	1	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
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
2358	LECTURER - ACADEMIC YEAR	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
<b>Grand Total #</b>		<b>27</b>	<b>15</b>	<b>Male #</b>	<b>10</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>55.6</b>	<b>Male %</b>	<b>37.0</b>	<b>3.7</b>	<b>18.5</b>	<b>7.4</b>	<b>7.4</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>17</b>	<b>11</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>63.0</b>	<b>40.7</b>	<b>0.0</b>	<b>11.1</b>	<b>11.1</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

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	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	0	0	0	1	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	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	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>10</b>	<b>4</b>	<b>Male #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>40.0</b>	<b>Male %</b>	<b>40.0</b>	<b>30.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>
				<b>Female%</b>	<b>60.0</b>	<b>30.0</b>	<b>0.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>10.00</b>	<b>0.0</b>

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: UNIVERSITY PROPERTY MANAGEMENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	CUSTODIAN	12	12	Male	4	0	0	1	2	0	0	1
				Female	8	0	0	3	5	0	0	0
2015	LEAD CUSTODIAN	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
731	GROUNDWORKER	4	3	Male	4	1	0	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6223	LABORER	12	12	Male	12	0	1	4	6	0	0	1
				Female	0	0	0	0	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	9	8	Male	1	0	0	0	0	0	0	1
				Female	8	1	2	2	2	0	0	1
1741	ACCOUNTING TECHNICIAN II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	17	13	Male	7	2	2	0	3	0	0	0
				Female	10	2	0	2	6	0	0	0
726	LEAD GROUNDWORKER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	6	3	Male	3	1	0	1	0	0	0	1
				Female	3	2	1	0	0	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	5	4	Male	3	0	1	1	1	0	0	0
				Female	2	1	1	0	0	0	0	0
6940	FACILITIES MAINTENANCE MECHANIC	8	4	Male	7	3	1	1	1	0	0	1
				Female	1	1	0	0	0	0	0	0
6526	PAINTER	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6702	BUILDING SERVICE ENGINEER	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: UNIVERSITY PROPERTY MANAGEMENT

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6642	LOCKSMITH	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6533	ELECTRICIAN	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6524	SUPERVISING PAINTER	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6700	SUPERVISING BUILDING SERVICE ENGINEER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	5	2	Male	2	2	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0	0
3306	ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
400	ANALYST/PROGRAMMER -12	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
420	INFORMATION TECHNOLOGY CONSULTANT -12	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: UNIVERSITY PROPERTY MANAGEMENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	<b>Grand Total #</b>	99	69	Male #	63	22	5	12	19	0	0	5
	<b>Grand Total %</b>		69.7	Male %	63.6	22.2	5.1	12.1	19.2	0.0	0.00	5.05
				Female #	36	8	4	9	14	0	0	1
				Female%	36.4	8.1	4.0	9.1	14.1	0.0	0.00	1.0

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# San Francisco State University Affirmative Action Report

## San Francisco State University Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: VP STUDENT AFFAIRS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	3	1	Male	1	0	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3082	STUDENT SERVICES PROFESSIONAL II	3	1	Male	1	1	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	1
3086	STUDENT SERVICES PROFESSIONAL IV	1	1	Male	1	0	0	0	0	1	0	
				Female	0	0	0	0	0	0	0	
3312	ADMINISTRATOR II	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
<b>Grand Total #</b>		<b>11</b>	<b>5</b>	<b>Male #</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	
<b>Grand Total %</b>			<b>45.5</b>	<b>Male %</b>	<b>27.3</b>	<b>9.1</b>	<b>9.1</b>	<b>0.0</b>	<b>0.0</b>	<b>9.1</b>	<b>0.00</b>	
				<b>Female #</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	
				<b>Female%</b>	<b>72.7</b>	<b>45.5</b>	<b>9.1</b>	<b>0.0</b>	<b>9.1</b>	<b>0.0</b>	<b>9.1</b>	

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Workforce Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Organizational Unit: VP-ADMIN AND FINANCE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	ADMINISTRATOR II	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
<b>Grand Total #</b>		<b>5</b>	<b>1</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>20.0</b>	<b>Male %</b>	<b>20.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	
				<b>Female #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>80.0</b>	<b>60.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	

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# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 0A - EXECUTIVE

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	0	2977	PRESIDENT	1	1	0	1	0	0	0	1	0	0	0
<b>Total (#)</b>				1	1	0	1	0	0	0	1	0	0	0
<b>Total (%)</b>					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 Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 0B - ADMINISTRATOR IV

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	3300	ADMINISTRATOR IV	30	13	17	11	19	3	2	4	1	0	1
Total (#)				30	13	17	11	19	3	2	4	1	0	1
Total (%)					43.3	56.7	36.7	63.3	10.0	6.7	13.3	3.3	0.0	3.3

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 0C - ADMINISTRATOR III

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	3306	ADMINISTRATOR III	45	22	23	15	30	3	1	10	0	0	1
<b>Total (#)</b>				<b>45</b>	<b>22</b>	<b>23</b>	<b>15</b>	<b>30</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>48.9</b>	<b>51.1</b>	<b>33.3</b>	<b>66.7</b>	<b>6.7</b>	<b>2.2</b>	<b>22.2</b>	<b>0.0</b>	<b>0.0</b>	<b>2.2</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 0D - ADMINISTRATOR II

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	1	3312	ADMINISTRATOR II	62	34	28	26	36	5	4	13	0	0	4
3	0	8354	SERGEANT	8	6	2	4	4	0	2	1	0	0	1
<b>Total (#)</b>				70	40	30	30	40	5	6	14	0	0	5
<b>Total (%)</b>					57.1	42.9	42.9	57.1	7.1	8.6	20.0	0.0	0.0	7.1

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 0E - ADMINISTRATOR I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1	1148	PRESIDENTIAL AIDE	1	0	1	1	0	0	1	0	0	0	0
Total (#)				1	0	1	1	0	0	1	0	0	0	0
Total (%)					0.0	100.0	100.0	0.0	0.0	100.0	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 Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 1A - PHYSICIANS

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	1	7737	PHYSICIAN	10	4	6	4	6	0	1	3	0	0	0
<b>Total (#)</b>				<b>10</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>40.0</b>	<b>60.0</b>	<b>40.0</b>	<b>60.0</b>	<b>0.0</b>	<b>10.0</b>	<b>30.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 2A - HEALTH CARE

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	1	8185	ATHLETIC TRAINER II - 12 MONTH	2	1	1	1	1	0	0	0	1	0	0	
5	6	8137	CLINICAL ASSISTANT	3	0	3	3	0	0	0	3	0	0	0	
3	1	8190	HEAD ATHLETIC TRAINER - 12 MONTH	1	1	0	1	0	0	0	0	0	0	1	
3	8	8147	HEALTH EDUCATOR	2	0	2	2	0	0	1	1	0	0	0	
4	1	1140	HEALTH INFORMATION TECHNICIAN	4	0	4	3	1	1	1	1	0	0	0	
5	1	8148	MEDICAL ASSISTANT	6	2	4	5	1	0	1	2	0	0	2	
3	1	8166	NURSE PRACTITIONER	4	0	4	2	2	0	0	0	0	0	2	
3	1	7992	PHARMACIST I	1	1	0	1	0	0	0	1	0	0	0	
3	1	7993	PHARMACIST II	1	0	1	1	0	0	0	1	0	0	0	
5	1	7994	PHARMACY TECHNICIAN	1	0	1	1	0	0	0	0	0	0	1	
3	1	8157	REGISTERED NURSE III	4	0	4	1	3	0	0	1	0	0	0	
3	8	8156	REGISTERED NURSE III - 10 MONTH	1	0	1	1	0	0	1	0	0	0	0	
<b>Total (#)</b>				<b>30</b>	<b>5</b>	<b>25</b>	<b>22</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>6</b>	
<b>Total (%)</b>					<b>16.7</b>	<b>83.3</b>	<b>73.3</b>	<b>26.7</b>	<b>3.3</b>	<b>13.3</b>	<b>33.3</b>	<b>3.3</b>	<b>0.0</b>	<b>20.0</b>	

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



# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 3A - FACULTY

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	4	2481	DEPARTMENT CHAIR - 12 MONTH	10	7	3	3	7	0	0	2	0	0	1	
2	0	2388	GRANT-RELATED/SPECIALLY FUNDED	3	1	2	0	3	0	0	0	0	0	0	
2	0	2387	GRANT-RELATED/SPECIALLY FUNDED	1	0	1	0	1	0	0	0	0	0	0	
2	5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	3	1	2	0	3	0	0	0	0	0	0	
2	3	2360	INSTRUCTIONAL FACULTY - ACADEMIC	624	331	293	266	358	32	50	137	8	0	39	
2	3	2399	INSTRUCTIONAL FACULTY - ACADEMIC	105	51	54	49	56	3	9	23	3	0	11	
2	2	2359	LECTURER - 12 MONTH	12	4	8	0	12	0	0	0	0	0	0	
2	1	2358	LECTURER - ACADEMIC YEAR	890	378	512	334	556	42	59	123	6	2	102	
2	5	2321	RESIDENT DIRECTOR, INTERNATIONAL	1	0	1	1	0	0	0	1	0	0	0	
<b>Total (#)</b>				<b>1,649</b>	<b>773</b>	<b>876</b>	<b>653</b>	<b>996</b>	<b>77</b>	<b>118</b>	<b>286</b>	<b>17</b>	<b>2</b>	<b>153</b>	
<b>Total (%)</b>					<b>46.9</b>	<b>53.1</b>	<b>39.6</b>	<b>60.4</b>	<b>4.7</b>	<b>7.2</b>	<b>17.3</b>	<b>1.0</b>	<b>0.1</b>	<b>9.3</b>	

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 3B - ATHLETIC INSTRUCTIONAL SUPPORT

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	0	2377	COACH - 10 MONTH	1	1	0	0	1	0	0	0	0	0	0	
3	0	2378	COACH - ACADEMIC YEAR	7	5	2	3	4	1	0	1	0	0	1	
3	0	2384	COACHING ASSISTANT - ACADEMIC YE	10	6	4	3	7	0	0	1	0	0	2	
3	0	2374	HEAD COACH - 10 MONTH	1	1	0	0	1	0	0	0	0	0	0	
3	0	2375	HEAD COACH - ACADEMIC YEAR	1	1	0	0	1	0	0	0	0	0	0	
<b>Total (#)</b>				<b>20</b>	<b>14</b>	<b>6</b>	<b>6</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	
<b>Total (%)</b>					<b>70.0</b>	<b>30.0</b>	<b>30.0</b>	<b>70.0</b>	<b>5.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>15.0</b>	

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 3C - LIBRARIAN INSTRUCTNAL SUPPORT

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	3	2919	LIBRARIAN - 10 MONTH	3	0	3	0	3	0	0	0	0	0	0
3	2	2920	LIBRARIAN - 12 MONTH	19	7	12	5	14	1	1	2	0	0	1
<b>Total (#)</b>				22	7	15	5	17	1	1	2	0	0	1
<b>Total (%)</b>					31.8	68.2	22.7	77.3	4.5	4.5	9.1	0.0	0.0	4.5

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 4A - STUDENT SERVICES-LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	1	5181	EXTENDED EDUCATION SPECIALIST I	3	0	3	0	3	0	0	0	0	0	0	
3	2	3079	STUDENT SERVICES PROFESSIONAL I	4	2	2	4	0	0	1	3	0	0	0	
3	1	3082	STUDENT SERVICES PROFESSIONAL II	62	26	36	42	20	12	8	18	0	0	4	
3	1	3084	STUDENT SERVICES PROFESSIONAL II	56	24	32	42	14	8	6	23	2	1	2	
3	0	3070	STUDENT SERVICES PROFESSIONAL, A	3	2	1	1	2	0	0	0	0	0	1	
3	0	3071	STUDENT SERVICES PROFESSIONAL, A	3	2	1	2	1	2	0	0	0	0	0	
3	0	3072	STUDENT SERVICES PROFESSIONAL, A	3	0	3	3	0	0	2	1	0	0	0	
3	0	3073	STUDENT SERVICES PROFESSIONAL, A	1	0	1	0	1	0	0	0	0	0	0	
3	0	3075	STUDENT SERVICES PROFESSIONAL, A	2	1	1	0	2	0	0	0	0	0	0	

<b>Total (#)</b>	<b>137</b>	<b>57</b>	<b>80</b>	<b>94</b>	<b>43</b>	<b>22</b>	<b>17</b>	<b>45</b>	<b>2</b>	<b>1</b>	<b>7</b>
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<b>Total (%)</b>		<b>41.6</b>	<b>58.4</b>	<b>68.6</b>	<b>31.4</b>	<b>16.1</b>	<b>12.4</b>	<b>32.8</b>	<b>1.5</b>	<b>0.7</b>	<b>5.1</b>
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(+) indicates this job title contains employees who are included from another facility.

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 4B - STUDENT SERVICES-LEVEL II

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	1	5182	EXTENDED EDUCATION SPECIALIST II	5	1	4	1	4	0	0	0	0	0	1
3	1	3086	STUDENT SERVICES PROFESSIONAL IV	25	9	16	18	7	2	7	5	1	0	3
<b>Total (#)</b>				<b>30</b>	<b>10</b>	<b>20</b>	<b>19</b>	<b>11</b>	<b>2</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>4</b>
<b>Total (%)</b>					<b>33.3</b>	<b>66.7</b>	<b>63.3</b>	<b>36.7</b>	<b>6.7</b>	<b>23.3</b>	<b>16.7</b>	<b>3.3</b>	<b>0.0</b>	<b>13.3</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 4C - TECHNICAL SUPPORT

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	1	2628	CREDENTIAL ANALYST I	1	0	1	1	0	0	1	0	0	0	0
5	1	2630	CREDENTIAL ANALYST II	1	0	1	1	0	0	0	1	0	0	0
<b>Total (#)</b>				2	0	2	2	0	0	1	1	0	0	0
<b>Total (%)</b>					0.0	100.0	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 Report

## San Francisco State University Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 5A - MAINTENANCE AND OPERATIONS

				Total										
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	1	2010	CUSTODIAN	88	35	53	87	1	1	22	58	0	0	6
7	1	743	GARDENER	1	1	0	1	0	0	0	0	0	0	1
7	1	731	GROUNDWORKER	4	4	0	3	1	0	2	1	0	0	0
7	1	6223	LABORER	23	23	0	23	0	1	7	13	0	0	2
7	1	2015	LEAD CUSTODIAN	13	9	4	12	1	3	5	4	0	0	0
7	1	726	LEAD GROUNDWORKER	7	7	0	6	1	0	5	1	0	0	0
7	1	748	TREE TRIMMER II	2	2	0	2	0	0	1	0	0	0	1
7	1	1508	WAREHOUSE WORKER	7	6	1	5	2	0	1	4	0	0	0
<b>Total (#)</b>				<b>145</b>	<b>87</b>	<b>58</b>	<b>139</b>	<b>6</b>	<b>5</b>	<b>43</b>	<b>81</b>	<b>0</b>	<b>0</b>	<b>10</b>
<b>Total (%)</b>					<b>60.0</b>	<b>40.0</b>	<b>95.9</b>	<b>4.1</b>	<b>3.4</b>	<b>29.7</b>	<b>55.9</b>	<b>0.0</b>	<b>0.0</b>	<b>6.9</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 6A - CRAFTS AND TRADES

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
6	1	6699	AIR CONDITIONING/REFRIGERATION M	1	1	0	1	0	0	0	1	0	0	0	
6	1	6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0	0	0	1	0	0	0	
6	1	6702	BUILDING SERVICE ENGINEER	8	8	0	5	3	0	1	2	1	0	1	
6	1	6476	CARPENTER	4	3	1	3	1	1	0	0	0	0	2	
6	1	6641	CERTIFIED LOCKSMITH APPRENTICE	1	1	0	1	0	0	0	0	0	0	1	
6	1	6533	ELECTRICIAN	6	6	0	4	2	1	2	1	0	0	0	
6	1	6260	FACILITIES CONTROL SPECIALIST	2	2	0	0	2	0	0	0	0	0	0	
6	1	6940	FACILITIES MAINTENANCE MECHANIC	9	8	1	5	4	1	2	1	0	0	1	
6	1	6265	FACILITIES PROJECT SUPERVISOR	3	3	0	0	3	0	0	0	0	0	0	
6	1	6250	FACILITIES WORKER I	1	1	0	1	0	0	0	1	0	0	0	
6	1	6251	FACILITIES WORKER II	1	1	0	1	0	0	0	1	0	0	0	
6	1	6532	LEAD ELECTRICIAN	1	1	0	0	1	0	0	0	0	0	0	
6	1	6643	LEAD LOCKSMITH	2	2	0	2	0	1	0	1	0	0	0	
6	1	6642	LOCKSMITH	1	1	0	0	1	0	0	0	0	0	0	
6	1	6526	PAINTER	7	7	0	3	4	0	2	0	0	0	1	
6	1	6549	PLUMBER	2	2	0	1	1	0	0	1	0	0	0	
6	1	6700	SUPERVISING BUILDING SERVICE ENG	3	3	0	1	2	1	0	0	0	0	0	
6	1	6534	SUPERVISING ELECTRICIAN	1	1	0	1	0	0	0	1	0	0	0	
6	1	6524	SUPERVISING PAINTER	1	1	0	1	0	0	0	1	0	0	0	
<b>Total (#)</b>				<b>55</b>	<b>53</b>	<b>2</b>	<b>31</b>	<b>24</b>	<b>5</b>	<b>7</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>6</b>	
<b>Total (%)</b>					<b>96.4</b>	<b>3.6</b>	<b>56.4</b>	<b>43.6</b>	<b>9.1</b>	<b>12.7</b>	<b>21.8</b>	<b>1.8</b>	<b>0.0</b>	<b>10.9</b>	

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



# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 7A - CLERICAL LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	1	1733	ACCOUNTING CLERK	1	1	0	1	0	0	0	1	0	0	0
4	1	1030	ADMINISTRATIVE SUPPORT ASSISTANT	1	1	0	1	0	0	0	1	0	0	0
4	1	1032	ADMINISTRATIVE SUPPORT ASSISTANT	59	17	42	45	14	7	8	23	0	0	7
4	1	1502	SHIPPING AND RECEIVING ASSISTANT	1	1	0	1	0	1	0	0	0	0	0
<b>Total (#)</b>				<b>62</b>	<b>20</b>	<b>42</b>	<b>48</b>	<b>14</b>	<b>8</b>	<b>8</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>Total (%)</b>					<b>32.3</b>	<b>67.7</b>	<b>77.4</b>	<b>22.6</b>	<b>12.9</b>	<b>12.9</b>	<b>40.3</b>	<b>0.0</b>	<b>0.0</b>	<b>11.3</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7B - CLERICAL LEVEL II

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1	1035	ADMINISTRATIVE SUPPORT COORDINA	120	24	96	83	37	12	18	39	1	1	12	
4	2	1170	CONFIDENTIAL OFFICE SUPPORT -12 M	4	0	4	3	1	1	0	2	0	0	0	
4	1	1101	PAYROLL TECHNICIAN II	7	1	6	6	1	0	1	4	0	0	1	
4	1	1102	PAYROLL TECHNICIAN III	1	0	1	1	0	0	1	0	0	0	0	
4	1	1549	PROPERTY CLERK II	1	1	0	0	1	0	0	0	0	0	0	
<b>Total (#)</b>				<b>133</b>	<b>26</b>	<b>107</b>	<b>93</b>	<b>40</b>	<b>13</b>	<b>20</b>	<b>45</b>	<b>1</b>	<b>1</b>	<b>13</b>	
<b>Total (%)</b>					<b>19.5</b>	<b>80.5</b>	<b>69.9</b>	<b>30.1</b>	<b>9.8</b>	<b>15.0</b>	<b>33.8</b>	<b>0.8</b>	<b>0.8</b>	<b>9.8</b>	

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7C - ADM. SUPPORT LEVEL I

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	1	1741	ACCOUNTING TECHNICIAN II	3	2	1	2	1	0	0	2	0	0	0
<b>Total (#)</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>					<b>66.7</b>	<b>33.3</b>	<b>66.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7D - ADM. SUPPORT LEVEL II

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	1	1740	ACCOUNTING TECHNICIAN III	8	4	4	7	1	0	1	5	0	0	1	
5	1	4792	BUYER II	1	0	1	1	0	0	1	0	0	0	0	
5	1	4793	BUYER II - LEAD	1	0	1	1	0	0	0	1	0	0	0	
5	0	4790	BUYER TRAINEE	1	0	1	1	0	0	0	1	0	0	0	
5	1	5210	HEALTH SERVICES ASSISTANT	2	0	2	2	0	1	0	1	0	0	0	
<b>Total (#)</b>				<b>13</b>	<b>4</b>	<b>9</b>	<b>12</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	
<b>Total (%)</b>					<b>30.8</b>	<b>69.2</b>	<b>92.3</b>	<b>7.7</b>	<b>7.7</b>	<b>15.4</b>	<b>61.5</b>	<b>0.0</b>	<b>0.0</b>	<b>7.7</b>	

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7E - SECURITY MAINTENANCE

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	1	8820	COMMUNITY SERVICE SPECIALIST -12	9	6	3	5	4	0	3	2	0	0	0
7	1	8810	PARKING OFFICER -12 MONTH	4	4	0	4	0	0	3	0	0	0	1
7	1	8800	POLICE DISPATCHER -12 MONTH	4	2	2	0	4	0	0	0	0	0	0
<b>Total (#)</b>				17	12	5	9	8	0	6	2	0	0	1
<b>Total (%)</b>					70.6	29.4	52.9	47.1	0.0	35.3	11.8	0.0	0.0	5.9

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 8A - PUBLIC SAFETY

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	0	8365	CORPORAL	1	1	0	0	1	0	0	0	0	0	0
3	0	8350	POLICE OFFICER	11	10	1	7	4	0	4	1	0	1	1
<b>Total (#)</b>				<b>12</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Total (%)</b>					<b>91.7</b>	<b>8.3</b>	<b>58.3</b>	<b>41.7</b>	<b>0.0</b>	<b>33.3</b>	<b>8.3</b>	<b>0.0</b>	<b>8.3</b>	<b>8.3</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 9A - TECHNICAL SUPPORT LEVEL I

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	1	2866	ACCOMPANIST II	1	1	0	0	1	0	0	0	0	0	0	
5	1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0	
5	1	440	EQUIPMENT SYSTEMS SPECIALIST -12	6	6	0	3	3	2	1	0	0	0	0	
5	1	7002	EQUIPMENT TECHNICIAN I, ELECTRO-M	1	1	0	1	0	0	0	0	0	0	1	
5	1	7003	EQUIPMENT TECHNICIAN I, ELECTRON	1	1	0	0	1	0	0	0	0	0	0	
5	1	7013	EQUIPMENT TECHNICIAN II, ELECTRON	3	3	0	1	2	0	0	0	0	1	0	
5	1	7011	EQUIPMENT TECHNICIAN II, MECHANIC	1	1	0	1	0	0	0	1	0	0	0	
5	1	7014	EQUIPMENT TECHNICIAN II, SPECIALIZ	2	2	0	2	0	0	1	0	0	0	1	
5	1	7512	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0	
5	1	820	GRAPHIC DESIGNER -12 MONTH	9	4	5	1	8	0	0	0	0	0	1	
5	1	1577	INSTRUCTIONAL SUPPORT ASSISTANT	7	6	1	6	1	4	1	0	0	0	1	
5	1	1578	INSTRUCTIONAL SUPPORT ASSISTANT	5	2	3	2	3	0	1	1	0	0	0	
5	1	1579	INSTRUCTIONAL SUPPORT ASSISTANT	4	3	1	1	3	1	0	0	0	0	0	
5	1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN	4	2	2	4	0	1	0	3	0	0	0	
5	1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN	10	4	6	5	5	0	0	5	0	0	0	
5	1	7879	LABORATORY ASSISTANT II	8	3	5	3	5	0	1	1	0	0	1	
5	1	810	MEDIA PRODUCTION SPECIALIST -12 M	3	3	0	1	2	0	1	0	0	0	0	
5	2	840	PERFORMING ARTS TECHNICIAN -12 M	2	1	1	0	2	0	0	0	0	0	0	
5	1	6951	PIANO TECHNICIAN II	2	1	1	0	2	0	0	0	0	0	0	
<b>Total (#)</b>				<b>71</b>	<b>46</b>	<b>25</b>	<b>32</b>	<b>39</b>	<b>8</b>	<b>6</b>	<b>12</b>	<b>0</b>	<b>1</b>	<b>5</b>	
<b>Total (%)</b>					<b>64.8</b>	<b>35.2</b>	<b>45.1</b>	<b>54.9</b>	<b>11.3</b>	<b>8.5</b>	<b>16.9</b>	<b>0.0</b>	<b>1.4</b>	<b>7.0</b>	

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 9B - TECHNICAL SUPPORT LEVEL II

**EEO**

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	1	7024	EQUIPMENT TECHNICIAN III, SPECIALIZ	10	10	0	5	5	0	4	0	0	0	1
5	1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN	10	6	4	3	7	2	0	1	0	0	0
<b>Total (#)</b>				<b>20</b>	<b>16</b>	<b>4</b>	<b>8</b>	<b>12</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (%)</b>					<b>80.0</b>	<b>20.0</b>	<b>40.0</b>	<b>60.0</b>	<b>10.0</b>	<b>20.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.0</b>	<b>5.0</b>

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



# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

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

				Total											
EEO	Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	3	1	1762	ACCOUNTANT I	11	2	9	10	1	0	0	10	0	0	0
	3	1	4555	ACCOUNTANT II	3	0	3	3	0	0	0	3	0	0	0
	3	1	1038	ADMINISTRATIVE ANALYST/SPECIALIST	367	87	280	220	147	21	39	131	0	4	25
	3	1	420	INFORMATION TECHNOLOGY CONSULT	64	46	18	36	28	2	7	22	0	0	5
	3	1	2886	LIBRARY SERVICES SPECIALIST I	1	1	0	1	0	0	0	1	0	0	0
	3	1	2887	LIBRARY SERVICES SPECIALIST II	14	6	8	9	5	0	2	7	0	0	0
	3	1	2888	LIBRARY SERVICES SPECIALIST III	7	4	3	3	4	0	3	0	0	0	0
	3	1	2889	LIBRARY SERVICES SPECIALIST IV	4	2	2	3	1	0	0	2	0	0	1
	3	1	5151	PERSONNEL ASSISTANT	2	1	1	2	0	0	0	2	0	0	0
	3	2	800	PUBLIC AFFAIRS/COMMUNICATION SPE	6	5	1	0	6	0	0	0	0	0	0
	3	1	5683	RESEARCH TECHNICIAN I	69	29	40	36	33	2	11	18	0	0	5
	3	1	5681	RESEARCH TECHNICIAN II	15	6	9	9	6	0	4	4	0	0	1
<b>Total (#)</b>					<b>563</b>	<b>189</b>	<b>374</b>	<b>332</b>	<b>231</b>	<b>25</b>	<b>66</b>	<b>200</b>	<b>0</b>	<b>4</b>	<b>37</b>
<b>Total (%)</b>						<b>33.6</b>	<b>66.4</b>	<b>59.0</b>	<b>41.0</b>	<b>4.4</b>	<b>11.7</b>	<b>35.5</b>	<b>0.0</b>	<b>0.7</b>	<b>6.6</b>

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

# San Francisco State University Affirmative Action Report

## San Francisco State University

### Job Group Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

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

**EEO**

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
3	2	400	ANALYST/PROGRAMMER -12	42	30	12	31	11	2	0	24	0	0	5	
3	1	5784	ASSOCIATE, ACADEMIC AND INSTITUTI	13	3	10	8	5	1	0	7	0	0	0	
3	1	5783	ASSOCIATE, ACADEMIC AND INSTITUTI	35	12	23	18	17	1	2	9	1	0	5	
3	1	5787	ASSOCIATE, ACADEMIC AND INSTITUTI	15	5	10	7	8	1	0	6	0	0	0	
3	0	850	BROADCAST ENGINEER -12 MONTH	1	1	0	0	1	0	0	0	0	0	0	
3	1	1176	CONFIDENTIAL ADMINISTRATIVE SUPP	23	7	16	17	6	1	3	10	0	0	3	
3	2	1173	CONFIDENTIAL TECHNICAL SUPPORT -	1	1	0	0	1	0	0	0	0	0	0	
3	2	430	NETWORK ANALYST -12	4	3	1	1	3	0	0	1	0	0	0	
3	2	410	OPERATING SYSTEMS ANALYST -12	8	7	1	7	1	1	0	6	0	0	0	
3	1	5680	RESEARCH TECHNICIAN III	10	6	4	5	5	0	1	3	0	0	1	
3	1	5284	SENIOR BUDGET ANALYST	4	1	3	3	1	0	0	2	0	0	1	
<b>Total (#)</b>				<b>156</b>	<b>76</b>	<b>80</b>	<b>97</b>	<b>59</b>	<b>7</b>	<b>6</b>	<b>68</b>	<b>1</b>	<b>0</b>	<b>15</b>	
<b>Total (%)</b>					<b>48.7</b>	<b>51.3</b>	<b>62.2</b>	<b>37.8</b>	<b>4.5</b>	<b>3.8</b>	<b>43.6</b>	<b>0.6</b>	<b>0.0</b>	<b>9.6</b>	

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

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 0A - EXECUTIVE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	51.4	48.6	39.0	61.0	7.5	6.8	19.2	0.7	0.0	4.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>			

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 0B - ADMINISTRATOR IV

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	53.4	46.6	39.7	60.3	6.9	6.9	20.7	0.0	0.0	5.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 0C - ADMINISTRATOR III

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	56.3	43.7	43.7	56.3	7.0	9.9	19.7	0.0	0.0	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 0D - ADMINISTRATOR II

<b>Raw (%)</b>	Fctr	<b>Weighted (%)</b>
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FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<b>Internal Factors</b>																							
Feeders	33.6	66.4	59.0	41.0	4.4	11.7	35.5	0.0	0.7	6.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 0E - ADMINISTRATOR I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	45.2	54.8	44.2	55.8	6.0	8.2	19.9	1.0	0.2	8.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 1A - PHYSICIANS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	22.5	77.5	65.0	35.0	2.5	12.5	32.5	2.5	0.0	15.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	



# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 2A - HEALTH CARE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	16.7	83.3	73.3	26.7	3.3	13.3	33.3	3.3	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

Job Group: 3A - FACULTY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	46.9	53.1	39.6	60.4	4.7	7.2	17.3	1.0	0.1	9.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders	
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 3B - ATHLETIC INSTRUCTIONAL SUPPORT

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	70.0	30.0	30.0	70.0	5.0	0.0	10.0	0.0	0.0	15.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 3C - LIBRARIAN INSTRUCTNAL SUPPORT

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	31.8	68.2	22.7	77.3	4.5	4.5	9.1	0.0	0.0	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 4A - STUDENT SERVICES-LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	38.8	61.2	66.9	33.1	12.9	16.0	27.5	2.1	0.5	7.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>			

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 4B - STUDENT SERVICES-LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	41.6	58.4	68.6	31.4	16.1	12.4	32.8	1.5	0.7	5.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 4C - TECHNICAL SUPPORT

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	66.7	33.3	45.2	54.8	10.8	11.8	15.1	0.0	1.1	6.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 5A - MAINTENANCE AND OPERATIONS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	60.0	40.0	95.9	4.1	3.4	29.7	55.9	0.0	0.0	6.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>



# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 6A - CRAFTS AND TRADES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	96.4	3.6	56.4	43.6	9.1	12.7	21.8	1.8	0.0	10.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>			

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7A - CLERICAL LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	42.9	57.1	61.6	38.4	7.8	9.6	34.3	0.5	0.5	8.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7B - CLERICAL LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	23.8	76.2	72.4	27.6	10.8	14.3	36.0	0.5	0.5	10.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7C - ADM. SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	37.3	62.7	60.0	40.0	5.9	10.9	34.9	0.2	0.6	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7D - ADM. SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	30.8	69.2	92.3	7.7	7.7	15.4	61.5	0.0	0.0	7.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>			

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 7E - SECURITY MAINTENANCE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	79.3	20.7	55.2	44.8	0.0	34.5	10.3	0.0	3.4	6.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>			

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 8A - PUBLIC SAFETY

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	79.3	20.7	55.2	44.8	0.0	34.5	10.3	0.0	3.4	6.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 9A - TECHNICAL SUPPORT LEVEL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	40.1	59.9	58.5	41.5	5.2	10.3	35.2	0.1	0.6	7.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders		
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>			



# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

**Job Group:** 9B - TECHNICAL SUPPORT LEVEL II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	40.2	59.8	58.6	41.4	5.2	10.3	35.3	0.1	0.6	7.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	32.8	67.2	62.9	37.1	7.2	12.0	35.4	0.4	0.7	7.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

# San Francisco State University Affirmative Action Report

## San Francisco State University Availability Analysis

Snapshot Date: 10/31/2012

Plan Date: 07/01/2012

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

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<b>Internal Factors</b>																								
Feeders	42.9	57.1	61.8	38.2	5.8	7.4	39.7	0.5	0.3	8.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Feeders
<b>Final Availability (%)</b>											<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>