

Affirmative Action Plan
2017
Workforce Analysis

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Organizational Unit: Academic Affairs

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	11	2	Male	5	4	0	0	1	0	0	0	
				Female	6	5	0	0	0	0	0	1	
2393	VISITING FACULTY - ACADEMIC YEAR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0850	BROADCAST ENGINEER -12 MONTH	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2387	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - AY	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
7888	LABORATORY ASSISTANT I	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	15	10	Male	6	4	0	2	0	0	0	0	
				Female	9	1	1	2	3	0	1	1	
7879	LABORATORY ASSISTANT II	3	2	Male	2	0	0	0	2	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	50	35	Male	9	4	0	3	2	0	0	0	
				Female	41	11	2	8	20	0	0	0	
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	217	134	Male	46	23	1	9	13	0	0	0	
				Female	171	60	10	25	70	2	1	3	
2866	ACCOMPANIST II	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	28	19	Male	9	4	1	0	4	0	0	0	
				Female	19	5	1	3	8	0	0	2	
1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	12	3	Male	8	6	1	0	1	0	0	0	
				Female	4	3	1	0	0	0	0	0	

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1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	11	7	Male	5	3	1	0	1	0	0	0
				Female	6	1	0	0	5	0	0	0
7512	GLASSBLOWER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1577	INSTRUCTIONAL SUPPORT ASSISTANT I	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5683	RESEARCH TECHNICIAN I	47	21	Male	22	11	0	7	2	0	0	2
				Female	25	15	1	6	2	0	0	1
1578	INSTRUCTIONAL SUPPORT ASSISTANT II	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	19	8	Male	5	3	0	0	2	0	0	0
				Female	14	8	0	0	5	0	1	0
3082	STUDENT SERVICES PROFESSIONAL II	19	12	Male	8	3	2	1	2	0	0	0
				Female	11	4	0	2	5	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	4	2	Male	3	1	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
5681	RESEARCH TECHNICIAN II	18	8	Male	5	2	0	0	3	0	0	0
				Female	13	8	0	4	1	0	0	0
7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	3	1	Male	3	2	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2889	LIBRARY SERVICES SPECIALIST IV	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	0	1	2	0	0	0

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0420	INFORMATION TECHNOLOGY CONSULTANT -12	38	16	Male	26	12	1	2	10	0	1	0
				Female	12	10	0	0	2	0	0	
5680	RESEARCH TECHNICIAN III	7	1	Male	2	1	0	1	0	0	0	0
				Female	5	5	0	0	0	0	0	
7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2886	LIBRARY SERVICES SPECIALIST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
1506	STOREKEEPER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	
2887	LIBRARY SERVICES SPECIALIST II	8	5	Male	4	2	0	1	1	0	0	0
				Female	4	1	0	0	3	0	0	
1579	INSTRUCTIONAL SUPPORT ASSISTANT III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
6223	LABORER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2888	LIBRARY SERVICES SPECIALIST III	6	3	Male	3	2	0	0	1	0	0	0
				Female	3	1	0	1	1	0	0	
2630	CREDENTIAL ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
1741	ACCOUNTING TECHNICIAN II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	

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1740	ACCOUNTING TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
5182	EXTENDED EDUCATION SPECIALIST II	5	2	Male	2	0	1	0	1	0	0	0
				Female	3	3	0	0	0	0	0	
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
5181	EXTENDED EDUCATION SPECIALIST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	7	3	Male	7	4	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	
7011	EQUIPMENT TECHNICIAN II, MECHANICAL	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
6951	PIANO TECHNICIAN II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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	
2572	SPACE AND FACILITIES UTILIZATION SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	
7021	EQUIPMENT TECHNICIAN III, MECHANICAL	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3086	STUDENT SERVICES PROFESSIONAL IV	7	3	Male	2	1	0	0	1	0	0	0
				Female	5	3	0	0	2	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	
6265	FACILITIES PROJECT SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	

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3318	ADMINISTRATOR I	6	2	Male	1	1	0	0	0	0	0	0
				Female	5	3	0	1	1	0	0	
3312	ADMINISTRATOR II	14	5	Male	8	6	0	0	2	0	0	0
				Female	6	3	1	0	1	0	1	0
5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	12	5	Male	6	4	1	0	1	0	0	0
				Female	6	3	0	1	2	0	0	0
3306	ADMINISTRATOR III	20	6	Male	6	3	1	1	1	0	0	0
				Female	14	11	0	1	2	0	0	0
3300	ADMINISTRATOR IV	14	6	Male	7	4	1	0	2	0	0	0
				Female	7	4	1	0	1	1	0	0
0860	VISUAL RESOURCE SPECIALIST -12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR	908	327	Male	382	251	18	44	65	1	1	2
				Female	526	330	44	42	92	5	6	7
2359	LECTURER - 12 MONTH	23	8	Male	6	5	0	0	1	0	0	0
				Female	17	10	1	4	2	0	0	0
2920	LIBRARIAN - 12 MONTH	21	5	Male	9	9	0	0	0	0	0	0
				Female	12	7	1	1	3	0	0	0
2919	LIBRARIAN - 10 MONTH	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
0840	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
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0
0820	GRAPHIC DESIGNER -12 MONTH	5	1	Male	3	2	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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0400	ANALYST/PROGRAMMER -12	7	1	Male	5	4	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	
0410	OPERATING SYSTEMS ANALYST -12	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
0430	NETWORK ANALYST -12	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	598	252	Male	290	176	16	19	72	5	0	2
				Female	308	170	15	26	88	3	0	6
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	94	35	Male	47	33	3	3	6	1	0	1
				Female	47	26	2	4	14	1	0	0
0800	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	
2481	DEPARTMENT CHAIR - 12 MONTH	58	28	Male	27	15	2	2	8	0	0	0
				Female	31	15	4	4	7	1	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH	8	2	Male	4	2	0	1	1	0	0	0
				Female	4	4	0	0	0	0	0	
Grand Total #		2,390	1,010	Male #	1,015	628	52	106	213	7	2	7
Grand Total %			42.3	Male %	42.5	26.3	2.2	4.4	8.9	0.3	0.1	0.3
				Female #	1,375	752	86	141	351	14	10	21
				Female%	57.5	31.5	3.6	5.9	14.7	0.6	0.4	0.9

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4790	BUYER TRAINEE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	86	69	Male	28	8	1	6	12	0	0	1
				Female	58	9	3	14	30	0	0	2
9687	HEAD RESIDENT II	18	16	Male	10	0	4	4	0	0	0	2
				Female	8	2	2	2	0	0	0	2
2010	CUSTODIAN	128	128	Male	49	0	0	11	37	0	0	1
				Female	79	0	0	22	55	2	0	0
6223	LABORER	33	32	Male	33	1	2	15	15	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	LEAD CUSTODIAN	13	13	Male	7	0	1	4	2	0	0	0
				Female	6	0	1	3	2	0	0	0
0731	GROUNDWORKER	5	3	Male	4	2	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	11	10	Male	6	1	0	1	4	0	0	0
				Female	5	0	1	2	2	0	0	0
1508	WAREHOUSE WORKER	6	5	Male	5	1	0	1	3	0	0	0
				Female	1	0	0	0	1	0	0	0
6536	CERTIFIED ELECTRICIAN APPRENTICE	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0735	IRRIGATION SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1733	ACCOUNTING CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1741	ACCOUNTING TECHNICIAN II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0

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1100	PAYROLL TECHNICIAN I	3	3	Male	2	0	0	2	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
0745	GARDENING SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
1740	ACCOUNTING TECHNICIAN III	2	2	Male	1	0	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
0748	TREE TRIMMER II	2	1	Male	2	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
4791	BUYER I	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
0726	LEAD GROUNDWORKER	6	5	Male	6	1	0	4	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	4	3	Male	2	0	0	1	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	24	19	Male	17	4	2	1	10	0	0	0	0
				Female	7	1	0	1	4	0	1	0	0
5287	BUDGET ANALYST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
1762	ACCOUNTANT I	7	5	Male	3	1	0	0	2	0	0	0	0
				Female	4	1	0	1	2	0	0	0	0
6251	FACILITIES WORKER II	2	1	Male	2	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	11	8	Male	3	1	0	1	1	0	0	0	0
				Female	8	2	1	1	4	0	0	0	0
4792	BUYER II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0

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1102	PAYROLL TECHNICIAN III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3318	ADMINISTRATOR I	7	4	Male	3	2	0	1	0	0	0	0
				Female	4	1	0	2	1	0	0	
6476	CARPENTER	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
6526	PAINTER	9	4	Male	9	5	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
6940	FACILITIES MAINTENANCE MECHANIC	8	8	Male	8	0	0	5	3	0	0	0
				Female	0	0	0	0	0	0	0	
6642	LOCKSMITH	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
4555	ACCOUNTANT II	5	5	Male	1	0	0	0	1	0	0	0
				Female	4	0	0	0	4	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	
6533	ELECTRICIAN	7	4	Male	7	3	1	3	0	0	0	0
				Female	0	0	0	0	0	0	0	
6702	BUILDING SERVICE ENGINEER	5	2	Male	5	3	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
6549	PLUMBER	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	
6643	LEAD LOCKSMITH	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	

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5284	SENIOR BUDGET ANALYST	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
4794	BUYER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
6699	AIR CONDITIONING/REFRIGERATION MECHANIC	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6260	FACILITIES CONTROL SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6548	LEAD PLUMBER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6474	SUPERVISING CARPENTER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6524	SUPERVISING PAINTER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	ADMINISTRATOR II	28	15	Male	16	9	2	1	4	0	0	0
				Female	12	4	1	1	6	0	0	0
6547	SUPERVISING PLUMBER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6265	FACILITIES PROJECT SUPERVISOR	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6700	SUPERVISING BUILDING SERVICE ENGINEER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6534	SUPERVISING ELECTRICIAN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
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

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**Affirmative Action Plan
2017
Workforce Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Organizational Unit: Administration & Finance

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	ADMINISTRATOR III	15	7	Male	9	6	1	0	2	0	0	0
				Female	6	2	0	1	2	1	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
3300	ADMINISTRATOR IV	4	1	Male	2	1	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
0400	ANALYST/PROGRAMMER -12	24	22	Male	20	2	1	1	16	0	0	0
				Female	4	0	0	0	4	0	0	0
0440	EQUIPMENT SYSTEMS SPECIALIST -12	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0410	OPERATING SYSTEMS ANALYST -12	9	7	Male	7	2	1	0	4	0	0	0
				Female	2	0	0	0	2	0	0	0
0430	NETWORK ANALYST -12	7	2	Male	6	4	0	0	2	0	0	0
				Female	1	1	0	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
Grand Total #		536	436	Male #	303	73	20	75	131	0	0	4
Grand Total %			81.3	Male %	56.5	13.6	3.7	14.0	24.4	0.0	0.0	0.7
				Female #	233	27	11	54	133	3	1	4
				Female%	43.5	5.0	2.1	10.1	24.8	0.6	0.2	0.7

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Affirmative Action Plan
2017
Workforce Analysis

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2380	COACHING SPECIALIST - 10 MONTH	4	2	Male	4	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
2383	COACHING ASSISTANT - 10 MONTH	6	2	Male	3	2	0	1	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
2384	COACHING ASSISTANT - ACADEMIC YEAR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2377	COACH - 10 MONTH	4	1	Male	2	1	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2977	PRESIDENT	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	5	1	Male	1	0	0	0	1	0	0	0	
				Female	4	4	0	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	
8185	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3084	STUDENT SERVICES PROFESSIONAL III	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	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	
3300	ADMINISTRATOR IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	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	0	0	1	0	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	2	1	Male	1	0	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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Affirmative Action Plan

2017

Workforce Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Organizational Unit: Office of the President

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
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	
Grand Total #		32	14	Male #	13	5	2	2	4	0	0	0
Grand Total %			43.8	Male %	40.6	15.6	6.3	6.3	12.5	0.0	0.0	0.0
				Female #	19	13	0	3	2	0	1	0
				Female%	59.4	40.6	0.0	9.4	6.3	0.0	3.1	0.0

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Affirmative Action Plan
2017
Workforce Analysis

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8350	POLICE OFFICER	12	7	Male	12	5	0	2	5	0	0	0
				Female	0	0	0	0	0	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7930	PER DIEM NON-EXEMPT - HEALTHCARE	7	5	Male	0	0	0	0	0	0	0	0
				Female	7	2	0	1	4	0	0	0
8365	CORPORAL	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
8354	SERGEANT	6	2	Male	4	2	0	1	1	0	0	0
				Female	2	2	0	0	0	0	0	0
8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	22	19	Male	18	3	2	8	5	0	0	0
				Female	4	0	0	1	3	0	0	0
8800	POLICE DISPATCHER -12 MONTH	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	4	4	Male	2	0	1	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	27	18	Male	4	1	0	1	2	0	0	0
				Female	23	8	0	3	11	0	0	1

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**Affirmative Action Plan
2017
Workforce Analysis**

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	10	8	Male	2	0	0	0	2	0	0	0
				Female	8	2	1	2	3	0	0	0
8148	MEDICAL ASSISTANT	7	6	Male	2	1	0	0	1	0	0	0
				Female	5	0	0	3	2	0	0	0
1140	HEALTH INFORMATION TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
3084	STUDENT SERVICES PROFESSIONAL III	26	22	Male	8	3	0	2	3	0	0	0
				Female	18	1	3	4	9	1	0	0
0820	GRAPHIC DESIGNER -12 MONTH	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	STUDENT SERVICES PROFESSIONAL II	41	30	Male	16	5	2	3	5	1	0	0
				Female	25	6	2	5	12	0	0	0
5210	HEALTH SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3086	STUDENT SERVICES PROFESSIONAL IV	12	9	Male	4	2	0	2	0	0	0	0
				Female	8	1	1	2	4	0	0	0
8147	HEALTH EDUCATOR	6	2	Male	1	0	0	0	1	0	0	0
				Female	5	4	0	0	1	0	0	0
0420	INFORMATION TECHNOLOGY CONSULTANT -12	9	6	Male	7	3	0	0	4	0	0	0
				Female	2	0	0	1	1	0	0	0
3318	ADMINISTRATOR I	9	4	Male	2	1	0	1	0	0	0	0
				Female	7	4	0	0	3	0	0	0
3312	ADMINISTRATOR II	13	11	Male	8	1	2	2	2	0	1	0
				Female	5	1	1	1	2	0	0	0
3306	ADMINISTRATOR III	12	6	Male	6	4	2	0	0	0	0	0
				Female	6	2	3	1	0	0	0	0

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Affirmative Action Plan
2017
Workforce Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8166	NURSE PRACTITIONER	4	1	Male	0	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0	0
7992	PHARMACIST I	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3300	ADMINISTRATOR IV	7	5	Male	4	1	0	1	2	0	0	0	0
				Female	3	1	0	0	2	0	0	0	0
7993	PHARMACIST II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
7737	PHYSICIAN	5	3	Male	1	1	0	0	0	0	0	0	0
				Female	4	1	0	1	2	0	0	0	0
1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	3	3	Male	2	0	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
3079	STUDENT SERVICES PROFESSIONAL I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
8137	CLINICAL ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0	0
8157	REGISTERED NURSE III	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
8185	ATHLETIC TRAINER II - 12 MONTH	1	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0

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Affirmative Action Plan

2017

Workforce Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Organizational Unit: Stdnt Affrs & Enroll Mgmt

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	276	193	Male #	113	38	12	25	35	2	1	0
	Grand Total %		69.9	Male %	40.9	13.8	4.3	9.1	12.7	0.7	0.4	0.0
				Female #	163	45	12	30	73	2	0	1
				Female%	59.1	16.3	4.3	10.9	26.4	0.7	0.0	0.4

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**Affirmative Action Plan
2017
Workforce Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

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	17	9	Male	2	2	0	0	0	0	0	0
				Female	15	6	1	3	5	0	0	
3318	ADMINISTRATOR I	4	1	Male	1	1	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	
3312	ADMINISTRATOR II	17	7	Male	11	7	0	3	1	0	0	
				Female	6	3	1	0	2	0	0	
3306	ADMINISTRATOR III	3	2	Male	0	0	0	0	0	0	0	
				Female	3	1	1	0	0	0	1	
3300	ADMINISTRATOR IV	3	1	Male	2	1	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	
1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	3	1	Male	3	2	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	
0420	INFORMATION TECHNOLOGY CONSULTANT -12	2	2	Male	2	0	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	
0820	GRAPHIC DESIGNER -12 MONTH	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		52	24	Male #	22	14	0	4	4	0	0	
Grand Total %			46.2	Male %	42.3	26.9	0.0	7.7	7.7	0.0	0.0	
				Female #	30	14	3	4	8	0	1	
				Female%	57.7	26.9	5.8	7.7	15.4	0.0	1.9	

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Affirmative Action Plan
2017
Workforce Analysis

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Organizational Unit: University Enterprises

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1740	ACCOUNTING TECHNICIAN III	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0
1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
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
1741	ACCOUNTING TECHNICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1762	ACCOUNTANT I	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	10	7	Male	5	1	1	0	3	0	0	0
				Female	5	2	0	0	3	0	0	0
2572	SPACE AND FACILITIES UTILIZATION SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4556	ACCOUNTANT III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1148	PRESIDENTIAL AIDE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
5783	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
3318	ADMINISTRATOR I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	ADMINISTRATOR II	4	1	Male	1	0	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3306	ADMINISTRATOR III	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0

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Affirmative Action Plan

2017

Workforce Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Organizational Unit: University Enterprises

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
0400	ANALYST/PROGRAMMER -12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		37	21	Male #	16	8	2	1	5	0	0	0
Grand Total %			56.8	Male %	43.2	21.6	5.4	2.7	13.5	0.0	0.0	0.0
				Female #	21	8	1	2	10	0	0	0
				Female%	56.8	21.6	2.7	5.4	27.0	0.0	0.0	0.0

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Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: B2 - CRAFTS AND TRADES

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
13	1 - 1	6476	CARPENTER	3	3	0	1	2	0	0	1	0	0	0	
13	1 - 1	6533	ELECTRICIAN	7	7	0	4	3	1	3	0	0	0	0	
13	1 - 1	6643	LEAD LOCKSMITH	2	2	0	1	1	0	1	0	0	0	0	
13	1 - 1	6548	LEAD PLUMBER	1	1	0	1	0	0	1	0	0	0	0	
13	1 - 1	6642	LOCKSMITH	2	2	0	1	1	1	0	0	0	0	0	
13	1 - 1	6526	Painter	9	9	0	4	5	0	4	0	0	0	0	
13	1 - 1	6549	PLUMBER	3	3	0	2	1	0	1	1	0	0	0	
13	1 - 1	6474	SUPERVISING CARPENTER	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6534	SUPERVISING ELECTRICIAN	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	6524	SUPERVISING PAINTER	2	2	0	0	2	0	0	0	0	0	0	
13	1 - 1	6547	SUPERVISING PLUMBER	1	1	0	0	1	0	0	0	0	0	0	
Total (#)				32	32	0	15	17	2	10	3	0	0	0	
Total (%)					100.0	0.0	46.9	53.1	6.3	31.3	9.4	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: B4 - MAINTENANCE AND OPERATIONS

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
13	1 - 1	0745	GARDENING SPECIALIST	1	0	1	1	0	1	0	0	0	0	0	
10	1 - 1	0731	GROUNDWORKER	5	4	1	3	2	0	3	0	0	0	0	
13	1 - 1	0735	IRRIGATION SPECIALIST	1	1	0	1	0	0	1	0	0	0	0	
14	1 - 1	6223	LABORER	34	34	0	32	2	2	15	15	0	0	0	
10	1 - 1	0726	LEAD GROUNDWORKER	6	6	0	5	1	0	4	1	0	0	0	
10	1 - 1	0748	TREE TRIMMER II	2	2	0	1	1	0	1	0	0	0	0	
Total (#)				49	47	2	43	6	3	24	16	0	0	0	
Total (%)					95.9	4.1	87.8	12.2	6.1	49.0	32.7	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: B5 - CRAFTS AND TRADES

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
13	1 - 1	6699	AIR CONDITIONING/REFRIGERATION MECHANIC	1	1	0	1	0	0	1	0	0	0	0	
14	1 - 1	6702	BUILDING SERVICE ENGINEER	5	5	0	2	3	1	1	0	0	0	0	
13	1 - 1	6260	FACILITIES CONTROL SPECIALIST	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	6940	FACILITIES MAINTENANCE MECHANIC	9	9	0	9	0	0	6	3	0	0	0	
13	1 - 1	6265	FACILITIES PROJECT SUPERVISOR	3	2	1	0	3	0	0	0	0	0	0	
13	1 - 1	6251	FACILITIES WORKER II	3	3	0	2	1	0	0	2	0	0	0	
14	1 - 1	6700	SUPERVISING BUILDING SERVICE ENGINEER	1	1	0	0	1	0	0	0	0	0	0	
Total (#)				23	22	1	14	9	1	8	5	0	0	0	
Total (%)					95.7	4.3	60.9	39.1	4.3	34.8	21.7	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: B6 - CRAFTS AND TRADES

EEO

Total														
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Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1 - 1	6270	AUTOMOTIVE/EQUIPMENT MECHANIC	1	1	0	1	0	0	0	1	0	0	0
13	1 - 1	6536	CERTIFIED ELECTRICIAN APPRENTICE	1	1	0	0	1	0	0	0	0	0	0
Total (#)				2	2	0	1	1	0	0	1	0	0	0
Total (%)					100.0	0.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: C1 - CLERICAL LEVEL II

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 2	1035	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH	74	17	57	55	19	4	16	35	0	0	0
Total (#)				74	17	57	55	19	4	16	35	0	0	0
Total (%)					23.0	77.0	74.3	25.7	5.4	21.6	47.3	0.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: C3 - CLERICAL LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 2	1032	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH	25	9	16	18	7	2	6	8	0	1	1	
12	2 - 3	1170	CONFIDENTIAL OFFICE SUPPORT -12 MONTH	5	2	3	5	0	3	0	1	0	1	0	
Total (#)				30	11	19	23	7	5	6	9	0	2	1	
Total (%)					36.7	63.3	76.7	23.3	16.7	20.0	30.0	0.0	6.7	3.3	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: C4 - CLERICAL LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 1	1100	PAYROLL TECHNICIAN I	3	2	1	3	0	0	2	1	0	0	0	
12	1 - 1	1102	PAYROLL TECHNICIAN III	1	1	0	1	0	0	0	1	0	0	0	
Total (#)				4	3	1	4	0	0	2	2	0	0	0	
Total (%)					75.0	25.0	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.

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: C6 - HEALTH CARE

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
9	1 - 6	1140	HEALTH INFORMATION TECHNICIAN	2	0	2	2	0	1	0	1	0	0	0
Total (#)				2	0	2	2	0	1	0	1	0	0	0
Total (%)					0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: E1 - MAINTENANCE AND OPERATIONS

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	1 - 1	2010	CUSTODIAN	128	49	79	128	0	0	33	92	2	0	1
10	1 - 1	2015	LEAD CUSTODIAN	13	7	6	13	0	2	7	4	0	0	0
Total (#)				141	56	85	141	0	2	40	96	2	0	1
Total (%)					39.7	60.3	100.0	0.0	1.4	28.4	68.1	1.4	0.0	0.7

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: E2 - ADMINISTRATOR II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 2	8820	COMMUNITY SERVICE SPECIALIST -12 MONTH	22	18	4	19	3	2	9	8	0	0	0	
10	0 - 0	8365	CORPORAL	4	4	0	2	2	0	2	0	0	0	0	
10	0 - 0	8350	POLICE OFFICER	12	12	0	7	5	0	2	5	0	0	0	
10	0 - 0	8354	SERGEANT	6	4	2	2	4	0	1	1	0	0	0	
Total (#)				44	38	6	30	14	2	14	14	0	0	0	
Total (%)					86.4	13.6	68.2	31.8	4.5	31.8	31.8	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: E3 - PUBLIC SAFETY

EEO

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

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: F2 - 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 - 3	0430	NETWORK ANALYST -12	11	9	2	3	8	0	1	2	0	0	0
3	2 - 3	0410	OPERATING SYSTEMS ANALYST -12	13	11	2	9	4	1	0	8	0	0	0
Total (#)				24	20	4	12	12	1	1	10	0	0	0
Total (%)					83.3	16.7	50.0	50.0	4.2	4.2	41.7	0.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total										
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	2 - 3	0400	ANALYST/PROGRAMMER -12	32	26	6	23	9	1	2	20	0	0	0
3	1 - 3	0420	INFORMATION TECHNOLOGY CONSULTANT -12	73	52	21	43	30	3	5	33	0	2	0
Total (#)				105	78	27	66	39	4	7	53	0	2	0
Total (%)					74.3	25.7	62.9	37.1	3.8	6.7	50.5	0.0	1.9	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
13	1 - 2	0440	EQUIPMENT SYSTEMS SPECIALIST -12	2	2	0	1	1	1	0	0	0	0	0
2	1 - 1	2572	SPACE AND FACILITIES UTILIZATION SPECIALIST	2	1	1	1	1	0	0	0	1	0	0
Total (#)				4	3	1	2	2	1	0	0	1	0	0
Total (%)					75.0	25.0	50.0	50.0	25.0	0.0	0.0	25.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: G1 - EXECUTIVE

EEO

Total

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

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H1 - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 4	1038	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH	362	86	276	238	124	17	61	150	2	1	7	
2	1 - 3	1176	CONFIDENTIAL ADMINISTRATIVE SUPPORT -12 MONTH	18	3	15	14	4	1	4	9	0	0	0	
4	1 - 1	5181	EXTENDED EDUCATION SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
4	1 - 1	5182	EXTENDED EDUCATION SPECIALIST II	5	2	3	2	3	1	0	1	0	0	0	
12	1 - 1	1148	PRESIDENTIAL AIDE	1	0	1	1	0	0	1	0	0	0	0	
Total (#)				387	91	296	256	131	19	66	161	2	1	7	
Total (%)					23.5	76.5	66.1	33.9	4.9	17.1	41.6	0.5	0.3	1.8	

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

**Affirmative Action Plan
2017
Job Group Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 1	5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	3	0	3	1	2	1	0	0	0	0	0	
2	1 - 8	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	22	7	15	11	11	0	0	9	1	1	0	
2	1 - 1	5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	13	6	7	6	7	1	1	4	0	0	0	
3	1 - 6	5683	RESEARCH TECHNICIAN I	47	22	25	21	26	1	13	4	0	0	3	
3	1 - 1	5681	RESEARCH TECHNICIAN II	18	5	13	8	10	0	4	4	0	0	0	
3	1 - 1	5680	RESEARCH TECHNICIAN III	7	2	5	1	6	0	1	0	0	0	0	
Total (#)				110	42	68	48	62	3	19	21	1	1	3	
Total (%)					38.2	61.8	43.6	56.4	2.7	17.3	19.1	0.9	0.9	2.7	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H3 - ADM. SUPPORT LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 1	1762	ACCOUNTANT I	10	4	6	7	3	0	1	6	0	0	0	
2	1 - 1	4555	ACCOUNTANT II	5	1	4	5	0	0	0	5	0	0	0	
2	1 - 1	4556	ACCOUNTANT III	1	1	0	1	0	0	0	1	0	0	0	
12	1 - 1	1733	ACCOUNTING CLERK	1	0	1	1	0	0	1	0	0	0	0	
12	1 - 1	1741	ACCOUNTING TECHNICIAN II	5	1	4	4	1	0	0	4	0	0	0	
12	1 - 1	1740	ACCOUNTING TECHNICIAN III	6	2	4	6	0	0	1	5	0	0	0	
Total (#)				28	9	19	24	4	0	3	21	0	0	0	
Total (%)					32.1	67.9	85.7	14.3	0.0	10.7	75.0	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	1 - 1	5287	BUDGET ANALYST	1	0	1	1	0	0	0	1	0	0	0
2	1 - 1	5284	SENIOR BUDGET ANALYST	3	1	2	3	0	0	0	3	0	0	0
Total (#)				4	1	3	4	0	0	0	4	0	0	0
Total (%)					25.0	75.0	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.

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4	2 - 3	0800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST -12 MONTH	6	5	1	2	4	0	0	2	0	0	0
Total (#)				6	5	1	2	4	0	0	2	0	0	0
Total (%)					83.3	16.7	33.3	66.7	0.0	0.0	33.3	0.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H7 - ADM. SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
2	1 - 1	4791	BUYER I	1	1	0	1	0	0	0	1	0	0	0	
2	1 - 1	4792	BUYER II	1	0	1	1	0	0	0	1	0	0	0	
2	1 - 1	4794	BUYER III	1	0	1	1	0	0	0	1	0	0	0	
2	0 - 0	4790	BUYER TRAINEE	1	0	1	1	0	0	0	1	0	0	0	
10	1 - 1	9687	HEAD RESIDENT II	18	10	8	16	2	6	6	0	0	0	4	
Total (#)				22	11	11	20	2	6	6	4	0	0	4	
Total (%)					50.0	50.0	90.9	9.1	27.3	27.3	18.2	0.0	0.0	18.2	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H8 - CLERICAL LEVEL I

EEO

Total

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

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

**Affirmative Action Plan
2017
Job Group Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: I1 - HEALTH CARE

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 6	8147	HEALTH EDUCATOR	6	1	5	2	4	0	0	2	0	0	0	
9	1 - 6	8166	NURSE PRACTITIONER	4	0	4	1	3	0	1	0	0	0	0	
9	0 - 0	7930	PER DIEM NON-EXEMPT - HEALTHCARE	7	0	7	5	2	0	1	4	0	0	0	
9	1 - 1	7992	PHARMACIST I	1	1	0	1	0	0	0	1	0	0	0	
9	1 - 1	7993	PHARMACIST II	1	0	1	1	0	0	0	1	0	0	0	
9	1 - 8	7737	PHYSICIAN	5	1	4	3	2	0	1	2	0	0	0	
9	6 - 6	8157	REGISTERED NURSE III	2	0	2	0	2	0	0	0	0	0	0	
Total (#)				26	3	23	13	13	0	3	10	0	0	0	
Total (%)					11.5	88.5	50.0	50.0	0.0	11.5	38.5	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: I2 - HEALTH CARE

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
10	6 - 6	8137	CLINICAL ASSISTANT	3	0	3	3	0	0	0	3	0	0	0
10	1 - 6	8148	MEDICAL ASSISTANT	7	2	5	6	1	0	3	3	0	0	0
Total (#)				10	2	8	9	1	0	3	6	0	0	0
Total (%)					20.0	80.0	90.0	10.0	0.0	30.0	60.0	0.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: I4 - ADM. SUPPORT LEVEL II

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
12	1 - 1	5210	HEALTH SERVICES ASSISTANT	1	0	1	1	0	0	0	1	0	0	0
Total (#)				1	0	1	1	0	0	0	1	0	0	0
Total (%)					0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: J1 - FACULTY

EEO

Total

Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	4 - 5	2481	DEPARTMENT CHAIR - 12 MONTH	58	27	31	28	30	6	6	15	1	0	0
			Total (#)	58	27	31	28	30	6	6	15	1	0	0
			Total (%)		46.6	53.4	48.3	51.7	10.3	10.3	25.9	1.7	0.0	0.0

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

**Affirmative Action Plan
2017
Job Group Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: J2 - FACULTY

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
5	0 - 0	2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	11	5	6	2	9	0	0	1	0	0	1	
5	0 - 0	2388	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - 12MO	2	1	1	0	2	0	0	0	0	0	0	
5	0 - 0	2387	GRANT-RELATED/SPECIALY FUNDED INSTRUCTIONAL FACULTY - AY	1	0	1	0	1	0	0	0	0	0	0	
5	5 - 5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	8	4	4	2	6	0	1	1	0	0	0	
5	3 - 5	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	598	290	308	252	346	31	45	160	8	0	8	
5	3 - 5	2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	94	47	47	35	59	5	7	20	2	0	1	
5	2 - 5	2359	LECTURER - 12 MONTH	23	6	17	8	15	1	4	3	0	0	0	
5	2 - 5	2358	LECTURER - ACADEMIC YEAR	908	382	526	327	581	62	86	157	6	7	9	
5	0 - 0	2393	VISITING FACULTY - ACADEMIC YEAR	1	1	0	0	1	0	0	0	0	0	0	
Total (#)				1,646	736	910	626	1,020	99	143	342	16	7	19	
Total (%)					44.7	55.3	38.0	62.0	6.0	8.7	20.8	1.0	0.4	1.2	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
7	2 - 4	2919	LIBRARIAN - 10 MONTH	3	0	3	0	3	0	0	0	0	0	0	
7	2 - 5	2920	LIBRARIAN - 12 MONTH	21	9	12	5	16	1	1	3	0	0	0	
Total (#)				24	9	15	5	19	1	1	3	0	0	0	
Total (%)					37.5	62.5	20.8	79.2	4.2	4.2	12.5	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 1	2886	LIBRARY SERVICES SPECIALIST I	1	0	1	1	0	0	0	1	0	0	0	
4	1 - 1	2887	LIBRARY SERVICES SPECIALIST II	8	4	4	5	3	0	1	4	0	0	0	
4	1 - 1	2888	LIBRARY SERVICES SPECIALIST III	6	3	3	3	3	0	1	2	0	0	0	
4	1 - 1	2889	LIBRARY SERVICES SPECIALIST IV	5	1	4	3	2	0	1	2	0	0	0	
Total (#)				20	8	12	12	8	0	3	9	0	0	0	
Total (%)					40.0	60.0	60.0	40.0	0.0	15.0	45.0	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: O1 - STUDENT SERVICES-LEVEL I

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
12	1 - 1	2630	CREDENTIAL ANALYST II	1	0	1	1	0	0	1	0	0	0	0	
4	1 - 2	3079	STUDENT SERVICES PROFESSIONAL I	6	1	5	4	2	0	2	2	0	0	0	
3	1 - 1	3082	STUDENT SERVICES PROFESSIONAL II	64	26	38	45	19	6	12	26	1	0	0	
3	1 - 1	3084	STUDENT SERVICES PROFESSIONAL III	57	18	39	43	14	6	10	24	1	0	2	
3	1 - 1	3086	STUDENT SERVICES PROFESSIONAL IV	19	6	13	12	7	1	4	7	0	0	0	
3	0 - 0	3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH	5	1	4	2	3	0	1	1	0	0	0	
3	0 - 0	3071	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I-AY	1	1	0	1	0	1	0	0	0	0	0	
3	0 - 0	3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH	1	0	1	1	0	0	1	0	0	0	0	
3	0 - 0	3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH	2	0	2	2	0	0	1	1	0	0	0	
3	0 - 0	3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	0	1	1	0	0	0	1	0	0	0	
Total (#)				157	53	104	112	45	14	32	62	2	0	2	
Total (%)					33.8	66.2	71.3	28.7	8.9	20.4	39.5	1.3	0.0	1.3	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
9	1 - 6	8185	ATHLETIC TRAINER II - 12 MONTH	2	1	1	2	0	0	1	0	1	0	0	
4	0 - 0	2377	COACH - 10 MONTH	4	2	2	1	3	0	1	0	0	0	0	
4	0 - 0	2383	COACHING ASSISTANT - 10 MONTH	6	3	3	2	4	0	1	1	0	0	0	
4	0 - 0	2384	COACHING ASSISTANT - ACADEMIC YEAR	1	0	1	0	1	0	0	0	0	0	0	
4	0 - 0	2380	COACHING SPECIALIST - 10 MONTH	4	4	0	2	2	2	0	0	0	0	0	
Total (#)				17	10	7	7	10	2	3	1	1	0	0	
Total (%)					58.8	41.2	41.2	58.8	11.8	17.6	5.9	5.9	0.0	0.0	

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

Affirmative Action Plan
2017
Job Group Analysis

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: P1 - ADM. SUPPORT LEVEL II

				Total											
EEO Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 1	2866	ACCOMPANIST II	2	1	1	0	2	0	0	0	0	0	0	
10	1 - 1	1513	ATHLETIC EQUIPMENT ATTENDANT II	1	1	0	1	0	0	0	1	0	0	0	
4	0 - 0	0850	BROADCAST ENGINEER -12 MONTH	1	0	1	0	1	0	0	0	0	0	0	
13	1 - 1	7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	1	1	0	0	1	0	0	0	0	0	0	
13	1 - 1	7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	3	3	0	1	2	1	0	0	0	0	0	
13	1 - 1	7011	EQUIPMENT TECHNICIAN II, MECHANICAL	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	1	1	0	1	0	0	1	0	0	0	0	
13	1 - 1	7021	EQUIPMENT TECHNICIAN III, MECHANICAL	1	1	0	1	0	0	0	1	0	0	0	
13	1 - 1	7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	7	7	0	3	4	0	3	0	0	0	0	
3	1 - 1	7512	GLASSBLOWER	1	1	0	0	1	0	0	0	0	0	0	
4	1 - 3	0820	GRAPHIC DESIGNER -12 MONTH	8	5	3	1	7	0	1	0	0	0	0	
4	1 - 1	1577	INSTRUCTIONAL SUPPORT ASSISTANT I	2	2	0	1	1	1	0	0	0	0	0	
4	1 - 1	1578	INSTRUCTIONAL SUPPORT ASSISTANT II	3	3	0	0	3	0	0	0	0	0	0	
4	1 - 1	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	2	1	1	0	2	0	0	0	0	0	0	
4	1 - 1	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	2	0	2	2	0	0	0	2	0	0	0	
4	1 - 1	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	11	5	6	7	4	1	0	6	0	0	0	
4	1 - 1	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	12	8	4	3	9	2	0	1	0	0	0	
3	1 - 1	7888	LABORATORY ASSISTANT I	1	0	1	0	1	0	0	0	0	0	0	
3	1 - 1	7879	LABORATORY ASSISTANT II	3	2	1	2	1	0	0	2	0	0	0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: P1 - ADM. SUPPORT LEVEL II

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
4	1 - 3	0810	MEDIA PRODUCTION SPECIALIST -12 MONTH	4	3	1	2	2	0	1	1	0	0	0	
4	2 - 3	0840	PERFORMING ARTS TECHNICIAN -12 MONTH	2	1	1	0	2	0	0	0	0	0	0	
13	1 - 1	6951	PIANO TECHNICIAN II	1	0	1	0	1	0	0	0	0	0	0	
12	2 - 2	0860	VISUAL RESOURCE SPECIALIST -12 MONTH	2	0	2	2	0	0	2	0	0	0	0	
Total (#)				72	47	25	28	44	5	8	15	0	0	0	
Total (%)					65.3	34.7	38.9	61.1	6.9	11.1	20.8	0.0	0.0	0.0	

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

Affirmative Action Plan

2017

Job Group Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: R1 - ADMINISTRATOR I

EEO

				Total											
Cat	Pay Grade	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
1	1 - 2	3318	ADMINISTRATOR I	28	8	20	13	15	0	7	6	0	0	0	
1	1 - 6	3312	ADMINISTRATOR II	76	44	32	39	37	9	8	20	0	2	0	
1	1 - 6	3306	ADMINISTRATOR III	55	23	32	22	33	9	4	7	1	1	0	
1	1 - 1	3300	ADMINISTRATOR IV	30	16	14	13	17	2	2	8	1	0	0	
Total (#)				189	91	98	87	102	20	21	41	2	3	0	
Total (%)					48.1	51.9	46.0	54.0	10.6	11.1	21.7	1.1	1.6	0.0	

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

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: B2 - 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+			
External Factors																									
Local	96.6	3.4	63.7	36.3	3.2	26.8	30.2	0.3	2.0	1.2	20.00	19.3	0.7	12.7	7.3	0.6	5.4	6.0	0.1	0.4	0.2	Bay Area			
Reasonable	95.8	4.2	34.6	65.4	6.4	24.4	1.5	0.7	0.1	1.4	20.00	19.2	0.8	6.9	13.1	1.3	4.9	0.3	0.1	0.0	0.3	National			
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis			
Reasonable	97.5	2.5	59.8	40.2	3.7	35.2	16.2	0.8	1.2	2.7	20.00	19.5	0.5	12.0	8.0	0.7	7.0	3.2	0.2	0.2	0.5	Employee Zipcode Analysis			
Internal Factors																									
Feeders	100.0	0.0	46.9	53.1	6.3	31.3	9.4	0.0	0.0	0.0	30.00	30.0	0.0	14.1	15.9	1.9	9.4	2.8	0.0	0.0	0.0	Feeders			
Final Availability (%)												100.00	88.0	2.0	45.7	44.3	4.5	26.7	12.4	0.3	0.7	1.1			

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: B4 - 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+		
External Factors																								
Local	86.4	13.6	72.1	27.9	11.3	29.5	26.5	0.5	0.8	3.6	20.00	17.3	2.7	14.4	5.6	2.3	5.9	5.3	0.1	0.2	0.7	Bay Area		
Reasonable	85.2	14.8	44.8	55.2	14.2	26.1	2.0	0.8	0.2	1.5	20.00	17.0	3.0	9.0	11.0	2.8	5.2	0.4	0.2	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	86.0	14.0	72.7	27.3	9.5	41.7	17.1	0.4	1.1	2.9	20.00	17.2	2.8	14.5	5.5	1.9	8.3	3.4	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	95.9	4.1	87.8	12.2	6.1	49.0	32.7	0.0	0.0	0.0	30.00	28.8	1.2	26.3	3.7	1.8	14.7	9.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	80.3	9.7	64.3	25.7	8.8	34.2	18.9	0.3	0.4	1.6		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: B5 - 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+		
External Factors																								
Local	80.7	19.3	72.4	27.6	11.7	13.5	20.9	0.2	26.1	0.0	20.00	16.1	3.9	14.5	5.5	2.3	2.7	4.2	0.0	5.2	0.0	Bay Area		
Reasonable	91.1	8.9	23.8	76.2	7.6	10.6	3.6	0.4	0.2	1.4	20.00	18.2	1.8	4.8	15.2	1.5	2.1	0.7	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	87.6	12.4	53.6	46.4	7.6	17.9	15.4	0.1	11.5	1.1	20.00	17.5	2.5	10.7	9.3	1.5	3.6	3.1	0.0	2.3	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	95.7	4.3	60.9	39.1	4.3	34.8	21.7	0.0	0.0	0.0	30.00	28.7	1.3	18.3	11.7	1.3	10.4	6.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	80.6	9.4	48.2	41.8	6.7	18.8	14.5	0.1	7.6	0.5		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: B6 - 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+		
External Factors																								
Local	96.0	4.0	75.3	24.7	0.3	19.9	48.7	0.5	4.5	1.4	20.00	19.2	0.8	15.1	4.9	0.1	4.0	9.7	0.1	0.9	0.3	Bay Area		
Reasonable	98.2	1.8	28.6	71.4	7.2	16.7	2.6	0.6	0.2	1.3	20.00	19.6	0.4	5.7	14.3	1.4	3.3	0.5	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	96.9	3.1	63.9	36.1	2.7	26.3	29.4	0.3	2.9	2.3	20.00	19.4	0.6	12.8	7.2	0.5	5.3	5.9	0.1	0.6	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	100.0	0.0	50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	30.00	30.0	0.0	15.0	15.0	0.0	0.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	88.2	1.8	48.6	41.4	2.1	12.6	31.1	0.3	1.5	1.0		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: C1 - 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+		
External Factors																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	20.00	3.3	16.7	10.3	9.7	1.4	2.6	5.4	0.1	0.2	0.7	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	20.00	0.8	19.2	4.7	15.3	1.8	2.0	0.5	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	10.2	89.8	47.2	52.8	6.9	15.2	21.0	0.3	0.8	3.1	20.00	2.0	18.0	9.4	10.6	1.4	3.0	4.2	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	23.0	77.0	74.3	25.7	5.4	21.6	47.3	0.0	0.0	0.0	30.00	6.9	23.1	22.3	7.7	1.6	6.5	14.2	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	13.1	76.9	46.8	43.2	6.2	14.1	24.3	0.2	0.3	1.6		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: C3 - 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+		
External Factors																								
Local	16.5	83.5	51.7	48.3	7.1	13.1	27.0	0.3	0.8	3.4	20.00	3.3	16.7	10.3	9.7	1.4	2.6	5.4	0.1	0.2	0.7	Bay Area		
Reasonable	4.1	95.9	23.6	76.4	9.0	10.0	2.5	0.6	0.1	1.3	20.00	0.8	19.2	4.7	15.3	1.8	2.0	0.5	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	10.2	89.8	47.2	52.8	6.9	15.2	21.0	0.3	0.8	3.1	20.00	2.0	18.0	9.4	10.6	1.4	3.0	4.2	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	31.6	68.4	83.1	16.9	3.2	22.7	54.8	1.0	0.1	1.3	30.00	9.5	20.5	24.9	5.1	0.9	6.8	16.5	0.3	0.0	0.4	Feeders		
Final Availability (%)												100.00	15.6	74.4	49.4	40.6	5.6	14.5	26.6	0.5	0.4	1.9		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: C4 - 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+		
External Factors																								
Local	40.0	60.0	65.5	34.5	0.0	23.6	41.8	0.0	0.0	0.0	20.00	8.0	12.0	13.1	6.9	0.0	4.7	8.4	0.0	0.0	0.0	Bay Area		
Reasonable	10.1	89.9	27.7	72.3	11.2	11.0	3.5	0.6	0.1	1.4	20.00	2.0	18.0	5.5	14.5	2.2	2.2	0.7	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	25.0	75.0	62.7	37.3	7.1	18.2	36.4	0.0	0.0	1.0	20.00	5.0	15.0	12.5	7.5	1.4	3.6	7.3	0.0	0.0	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	75.0	25.0	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	30.00	22.5	7.5	30.0	0.0	0.0	15.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	37.5	52.5	61.2	28.8	3.7	25.6	31.3	0.1	0.0	0.5		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: C6 - 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+		
External Factors																								
Local	21.7	78.3	73.9	26.1	37.0	0.0	37.0	0.0	0.0	0.0	20.00	4.3	15.7	14.8	5.2	7.4	0.0	7.4	0.0	0.0	0.0	Bay Area		
Reasonable	10.4	89.6	38.1	61.9	17.4	12.8	5.0	1.5	0.1	1.2	20.00	2.1	17.9	7.6	12.4	3.5	2.6	1.0	0.3	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	22.1	77.9	68.8	31.2	18.9	6.2	39.6	0.1	2.5	1.5	20.00	4.4	15.6	13.8	6.2	3.8	1.2	7.9	0.0	0.5	0.3	Employee Zipcode Analysis		
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	15.0	0.0	15.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	10.8	79.2	66.2	23.8	29.7	3.8	31.3	0.3	0.5	0.5		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: E1 - 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+		
External Factors																								
Local	85.6	14.4	51.9	48.1	0.0	3.8	28.8	0.0	19.2	0.0	20.00	17.1	2.9	10.4	9.6	0.0	0.8	5.8	0.0	3.8	0.0	Bay Area		
Reasonable	93.5	6.5	27.7	72.3	5.2	19.9	0.8	0.4	0.2	1.1	20.00	18.7	1.3	5.5	14.5	1.0	4.0	0.2	0.1	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	87.0	13.0	52.6	47.4	0.7	25.9	17.3	0.0	8.6	0.1	20.00	17.4	2.6	10.5	9.5	0.1	5.2	3.5	0.0	1.7	0.0	Employee Zipcode Analysis		
Internal Factors																								
Feeders	39.7	60.3	100.0	0.0	1.4	28.4	68.1	1.4	0.0	0.7	30.00	11.9	18.1	30.0	0.0	0.4	8.5	20.4	0.4	0.0	0.2	Feeders		
Final Availability (%)												100.00	65.1	24.9	56.4	33.6	1.6	18.4	29.8	0.5	5.6	0.5		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: E2 - ADMINISTRATOR 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+		
External Factors																								
Local	53.2	46.8	59.8	40.2	8.2	10.3	36.6	0.0	0.0	4.8	20.00	10.6	9.4	12.0	8.0	1.6	2.1	7.3	0.0	0.0	1.0	Bay Area		
Reasonable	53.8	46.2	37.3	62.7	18.4	13.7	2.5	1.0	0.2	1.6	20.00	10.8	9.2	7.5	12.5	3.7	2.7	0.5	0.2	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	51.3	48.7	56.9	43.1	10.9	16.5	25.2	0.1	0.4	3.7	20.00	10.3	9.7	11.4	8.6	2.2	3.3	5.0	0.0	0.1	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	86.4	13.6	68.2	31.8	4.5	31.8	31.8	0.0	0.0	0.0	30.00	25.9	4.1	20.5	9.5	1.4	9.5	9.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	57.6	32.4	51.2	38.8	8.9	17.7	22.4	0.2	0.1	2.0		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: E3 - 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+		
External Factors																								
Local	55.4	44.6	50.6	49.4	0.0	26.6	7.5	0.0	13.5	3.0	20.00	11.1	8.9	10.1	9.9	0.0	5.3	1.5	0.0	2.7	0.6	Bay Area		
Reasonable	43.6	56.4	28.3	71.7	12.3	12.1	1.5	0.8	0.2	1.6	20.00	8.7	11.3	5.7	14.3	2.5	2.4	0.3	0.2	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	48.8	51.2	51.4	48.6	5.2	26.2	11.0	0.3	6.6	2.0	20.00	9.8	10.2	10.3	9.7	1.0	5.2	2.2	0.1	1.3	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	31.1	68.9	29.3	70.7	0.5	3.2	25.7	0.0	0.0	0.0	30.00	9.3	20.7	8.8	21.2	0.1	1.0	7.7	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	38.9	51.1	34.9	55.1	3.6	13.9	11.7	0.2	4.1	1.3		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: F2 - 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+		
External Factors																								
Local	67.1	32.9	44.5	55.5	1.1	3.9	37.4	0.0	0.2	1.8	20.00	13.4	6.6	8.9	11.1	0.2	0.8	7.5	0.0	0.0	0.4	Bay Area		
Reasonable	75.8	24.2	30.8	69.2	8.5	5.5	14.6	0.3	0.1	1.8	20.00	15.2	4.8	6.2	13.8	1.7	1.1	2.9	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	70.4	29.6	50.5	49.5	2.6	7.3	38.0	0.0	0.5	2.0	20.00	14.1	5.9	10.1	9.9	0.5	1.5	7.6	0.0	0.1	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	83.3	16.7	50.0	50.0	4.2	4.2	41.7	0.0	0.0	0.0	30.00	25.0	5.0	15.0	15.0	1.2	1.2	12.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	67.7	22.3	40.1	49.9	3.7	4.6	30.5	0.1	0.2	1.1		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: F3 - 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+		
External Factors																								
Local	80.2	19.8	37.0	63.0	3.5	4.7	24.0	0.0	0.7	4.1	20.00	16.0	4.0	7.4	12.6	0.7	0.9	4.8	0.0	0.1	0.8	Bay Area		
Reasonable	72.1	27.9	28.9	71.1	9.0	7.1	10.7	0.3	0.1	1.7	20.00	14.4	5.6	5.8	14.2	1.8	1.4	2.1	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	77.6	22.4	43.0	57.0	4.5	6.7	27.4	0.3	0.6	3.5	20.00	15.5	4.5	8.6	11.4	0.9	1.3	5.5	0.1	0.1	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	47.6	52.4	56.4	43.6	5.4	13.0	36.5	0.2	0.5	0.8	30.00	14.3	15.7	16.9	13.1	1.6	3.9	10.9	0.1	0.2	0.3	Feeders		
Final Availability (%)												100.00	60.3	29.7	38.7	51.3	5.0	7.6	23.4	0.2	0.4	2.1		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: F4 - 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+		
External Factors																								
Local	66.2	33.8	62.6	37.4	4.7	10.6	44.5	0.0	0.0	2.7	20.00	13.2	6.8	12.5	7.5	0.9	2.1	8.9	0.0	0.0	0.5	Bay Area		
Reasonable	62.5	37.5	30.7	69.3	11.4	10.1	6.9	0.5	0.1	1.8	20.00	12.5	7.5	6.1	13.9	2.3	2.0	1.4	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	65.4	34.6	56.7	43.3	5.5	12.8	35.6	0.1	0.3	2.4	20.00	13.1	6.9	11.3	8.7	1.1	2.6	7.1	0.0	0.1	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	75.0	25.0	50.0	50.0	25.0	0.0	0.0	25.0	0.0	0.0	30.00	22.5	7.5	15.0	15.0	7.5	0.0	0.0	7.5	0.0	0.0	Feeders		
Final Availability (%)												100.00	61.3	28.7	45.0	45.0	11.8	6.7	17.4	7.6	0.1	1.4		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: G1 - 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+		
External Factors																								
Local	77.7	22.3	20.2	79.8	1.5	2.6	14.2	1.2	0.0	0.7	20.00	15.5	4.5	4.0	16.0	0.3	0.5	2.8	0.2	0.0	0.1	Bay Area		
Reasonable	77.8	22.2	13.6	86.4	3.3	4.5	4.4	0.4	0.0	0.9	20.00	15.6	4.4	2.7	17.3	0.7	0.9	0.9	0.1	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	78.0	22.0	22.0	78.0	2.8	3.1	14.2	0.7	0.0	1.2	20.00	15.6	4.4	4.4	15.6	0.6	0.6	2.8	0.1	0.0	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	80.9	19.1	91.5	8.5	1.2	4.3	85.4	0.1	0.1	0.5	30.00	24.3	5.7	27.5	2.5	0.4	1.3	25.6	0.0	0.0	0.1	Feeders		
Final Availability (%)												100.00	71.0	19.0	38.6	51.4	1.9	3.3	32.2	0.5	0.0	0.7		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H1 - 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+		
External Factors																								
Local	36.5	63.5	55.4	44.6	3.1	4.6	44.5	0.0	0.0	3.2	20.00	7.3	12.7	11.1	8.9	0.6	0.9	8.9	0.0	0.0	0.6	Bay Area		
Reasonable	37.3	62.7	31.4	68.6	12.0	9.9	7.1	0.5	0.1	1.8	20.00	7.5	12.5	6.3	13.7	2.4	2.0	1.4	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	36.8	63.2	54.0	46.0	5.4	8.9	37.1	0.0	0.1	2.4	20.00	7.4	12.6	10.8	9.2	1.1	1.8	7.4	0.0	0.0	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	25.3	74.7	70.6	29.4	6.8	19.1	41.9	0.3	1.1	1.4	30.00	7.6	22.4	21.2	8.8	2.1	5.7	12.6	0.1	0.3	0.4	Feeders		
Final Availability (%)												100.00	29.7	60.3	49.3	40.7	6.2	10.4	30.3	0.2	0.4	1.9		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H2 - 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+		
External Factors																								
Local	37.5	62.5	51.7	48.3	1.6	7.6	39.6	0.0	0.0	2.9	20.00	7.5	12.5	10.3	9.7	0.3	1.5	7.9	0.0	0.0	0.6	Bay Area		
Reasonable	44.4	55.6	30.9	69.1	10.1	9.3	8.6	0.8	0.2	1.9	20.00	8.9	11.1	6.2	13.8	2.0	1.9	1.7	0.2	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	40.1	59.9	50.6	49.4	3.8	9.9	33.3	0.3	0.1	3.2	20.00	8.0	12.0	10.1	9.9	0.8	2.0	6.7	0.1	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	38.2	61.8	43.6	56.4	2.7	17.3	19.1	0.9	0.9	2.7	30.00	11.5	18.5	13.1	16.9	0.8	5.2	5.7	0.3	0.3	0.8	Feeders		
Final Availability (%)												100.00	35.9	54.1	39.7	50.3	3.9	10.5	22.0	0.5	0.3	2.4		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H3 - 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+		
External Factors																								
Local	35.7	64.3	56.0	44.0	3.4	9.0	40.4	1.0	0.5	1.8	20.00	7.1	12.9	11.2	8.8	0.7	1.8	8.1	0.2	0.1	0.4	Bay Area		
Reasonable	27.8	72.2	25.3	74.7	8.0	7.8	7.8	0.4	0.1	1.2	20.00	5.6	14.4	5.1	14.9	1.6	1.6	1.6	0.1	0.0	0.2	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	29.8	70.2	54.0	46.0	4.6	9.9	36.2	0.5	0.7	2.1	20.00	6.0	14.0	10.8	9.2	0.9	2.0	7.2	0.1	0.1	0.4	Employee Zipcode Analysis		
Internal Factors																								
Feeders	32.1	67.9	85.7	14.3	0.0	10.7	75.0	0.0	0.0	0.0	30.00	9.6	20.4	25.7	4.3	0.0	3.2	22.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	28.3	61.7	52.8	37.2	3.2	8.5	39.4	0.4	0.3	1.0		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H4 - 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+		
External Factors																								
Local	31.3	68.8	56.3	43.8	18.8	18.8	18.8	0.0	0.0	0.0	20.00	6.3	13.8	11.3	8.8	3.8	3.8	3.8	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	36.7	63.3	32.8	67.2	15.8	7.0	7.1	0.4	0.2	2.2	20.00	7.3	12.7	6.6	13.4	3.2	1.4	1.4	0.1	0.0	0.4	0.4	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis	
Reasonable	28.8	71.2	60.6	39.4	9.9	11.6	33.9	0.0	0.0	5.1	20.00	5.8	14.2	12.1	7.9	2.0	2.3	6.8	0.0	0.0	1.0	1.0	Employee Zipcode Analysis	
Internal Factors																								
Feeders	25.0	75.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	7.5	22.5	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)												100.00	26.9	63.1	59.9	30.1	8.9	7.5	42.0	0.1	0.0	1.5		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: H6 - 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+		
External Factors																								
Local	31.7	68.3	28.3	71.7	0.0	7.5	16.3	0.0	0.0	4.6	20.00	6.3	13.7	5.7	14.3	0.0	1.5	3.3	0.0	0.0	0.9	Bay Area		
Reasonable	35.9	64.1	19.9	80.1	7.7	7.0	3.4	0.4	0.1	1.3	20.00	7.2	12.8	4.0	16.0	1.5	1.4	0.7	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	34.0	66.0	34.0	66.0	8.3	7.2	15.1	0.0	0.0	3.4	20.00	6.8	13.2	6.8	13.2	1.7	1.4	3.0	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	83.3	16.7	33.3	66.7	0.0	0.0	33.3	0.0	0.0	0.0	30.00	25.0	5.0	10.0	20.0	0.0	0.0	10.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	45.3	44.7	26.5	63.5	3.2	4.3	17.0	0.1	0.0	1.9		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H7 - 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+		
External Factors																								
Local	27.9	72.1	55.0	45.0	15.1	11.9	28.0	0.0	0.0	0.0	20.00	5.6	14.4	11.0	9.0	3.0	2.4	5.6	0.0	0.0	0.0	0.0	Bay Area	
Reasonable	38.3	61.7	35.5	64.5	22.0	6.3	3.4	1.3	0.1	2.4	20.00	7.7	12.3	7.1	12.9	4.4	1.3	0.7	0.3	0.0	0.5	0.5	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis	
Reasonable	28.1	71.9	48.2	51.8	10.6	16.8	17.8	0.3	0.3	2.5	20.00	5.6	14.4	9.6	10.4	2.1	3.4	3.6	0.1	0.1	0.5	0.5	Employee Zipcode Analysis	
Internal Factors																								
Feeders	44.7	55.3	86.0	14.0	22.8	25.2	22.9	0.1	0.1	14.9	30.00	13.4	16.6	25.8	4.2	6.8	7.6	6.9	0.0	0.0	4.5	4.5	Feeders	
Final Availability (%)												100.00	32.3	57.7	53.5	36.5	16.4	14.6	16.7	0.3	0.1	5.4		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: H8 - 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+		
External Factors																								
Local	85.3	14.7	81.2	18.8	10.7	28.9	36.1	0.7	0.9	3.8	20.00	17.1	2.9	16.2	3.8	2.1	5.8	7.2	0.1	0.2	0.8	Bay Area		
Reasonable	79.3	20.7	41.5	58.5	16.9	19.4	2.6	0.8	0.3	1.6	20.00	15.9	4.1	8.3	11.7	3.4	3.9	0.5	0.2	0.1	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	82.2	17.8	74.5	25.5	10.1	36.0	23.4	0.5	1.2	3.2	20.00	16.4	3.6	14.9	5.1	2.0	7.2	4.7	0.1	0.2	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	85.7	14.3	85.7	14.3	0.0	28.6	57.1	0.0	0.0	0.0	30.00	25.7	4.3	25.7	4.3	0.0	8.6	17.1	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	75.1	14.9	65.2	24.8	7.5	25.4	29.6	0.4	0.5	1.7		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: I1 - 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+		
External Factors																								
Local	28.4	71.6	49.1	50.9	3.3	12.4	28.6	0.0	0.1	4.7	20.00	5.7	14.3	9.8	10.2	0.7	2.5	5.7	0.0	0.0	0.9	Bay Area		
Reasonable	25.5	74.5	27.4	72.6	10.6	6.2	8.9	0.4	0.1	1.3	20.00	5.1	14.9	5.5	14.5	2.1	1.2	1.8	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	26.5	73.5	48.0	52.0	4.8	10.4	28.9	0.1	0.2	3.6	20.00	5.3	14.7	9.6	10.4	1.0	2.1	5.8	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	11.5	88.5	50.0	50.0	0.0	11.5	38.5	0.0	0.0	0.0	30.00	3.5	26.5	15.0	15.0	0.0	3.5	11.5	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	19.5	70.5	39.9	50.1	3.7	9.2	24.8	0.1	0.1	1.9		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: I2 - 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+		
External Factors																								
Local	9.8	90.2	74.8	25.2	11.7	33.8	24.6	1.8	0.5	2.5	20.00	2.0	18.0	15.0	5.0	2.3	6.8	4.9	0.4	0.1	0.5	Bay Area		
Reasonable	6.1	93.9	43.3	56.7	13.6	23.2	4.1	0.5	0.3	1.6	20.00	1.2	18.8	8.7	11.3	2.7	4.6	0.8	0.1	0.1	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	7.3	92.7	72.7	27.3	8.7	36.0	22.9	1.1	1.8	2.3	20.00	1.5	18.5	14.5	5.5	1.7	7.2	4.6	0.2	0.4	0.5	Employee Zipcode Analysis		
Internal Factors																								
Feeders	20.0	80.0	90.0	10.0	0.0	30.0	60.0	0.0	0.0	0.0	30.00	6.0	24.0	27.0	3.0	0.0	9.0	18.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	10.6	79.4	65.2	24.8	6.8	27.6	28.3	0.7	0.5	1.3		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: I4 - 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+		
External Factors																								
Local	43.7	56.3	96.4	3.6	6.4	7.7	75.8	0.0	3.9	2.6	20.00	8.7	11.3	19.3	0.7	1.3	1.5	15.2	0.0	0.8	0.5	Bay Area		
Reasonable	41.4	58.6	43.7	56.3	17.7	13.9	8.7	0.6	0.1	2.6	20.00	8.3	11.7	8.7	11.3	3.5	2.8	1.7	0.1	0.0	0.5	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	54.7	45.3	80.7	19.3	7.0	14.4	51.6	0.6	1.7	5.4	20.00	10.9	9.1	16.1	3.9	1.4	2.9	10.3	0.1	0.3	1.1	Employee Zipcode Analysis		
Internal Factors																								
Feeders	0.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	30.00	0.0	30.0	30.0	0.0	0.0	0.0	30.0	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	28.0	62.0	74.2	15.8	6.2	7.2	57.2	0.2	1.1	2.1		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: J1 - 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+		
External Factors																								
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	20.00	10.2	9.8	6.6	13.4	0.5	1.8	3.8	0.0	0.0	0.5	Bay Area		
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	20.00	10.4	9.6	5.0	15.0	1.2	1.1	2.3	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	50.9	49.1	33.4	66.6	3.5	7.9	18.8	0.1	0.2	3.0	20.00	10.2	9.8	6.7	13.3	0.7	1.6	3.8	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	46.6	53.4	48.3	51.7	10.3	10.3	25.9	1.7	0.0	0.0	30.00	14.0	16.0	14.5	15.5	3.1	3.1	7.8	0.5	0.0	0.0	Feeders		
Final Availability (%)												100.00	44.7	45.3	32.8	57.2	5.5	7.5	17.7	0.6	0.1	1.4		

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: J2 - 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+		
External Factors																								
Local	51.0	49.0	33.0	67.0	2.5	8.8	19.2	0.0	0.2	2.3	20.00		10.2	9.8	6.6	13.4	0.5	1.8	3.8	0.0	0.0	0.5	Bay Area	
Reasonable	52.0	48.0	25.2	74.8	6.1	5.4	11.7	0.3	0.1	1.7	20.00		10.4	9.6	5.0	15.0	1.2	1.1	2.3	0.1	0.0	0.3	National	
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis	
Reasonable	50.9	49.1	33.4	66.6	3.5	7.9	18.8	0.1	0.2	3.0	20.00		10.2	9.8	6.7	13.3	0.7	1.6	3.8	0.0	0.0	0.6	Employee Zipcode Analysis	
Internal Factors																								
Feeders	44.7	55.3	38.0	62.0	6.0	8.7	20.8	1.0	0.4	1.2	30.00		13.4	16.6	11.4	18.6	1.8	2.6	6.2	0.3	0.1	0.3	Feeders	
Final Availability (%)												100.00	44.2	45.8	29.7	60.3	4.2	7.0	16.2	0.4	0.2	1.8		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: M1 - 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+		
External Factors																								
Local	42.0	58.0	35.6	64.4	4.9	15.4	14.7	0.0	0.0	0.6	20.00	8.4	11.6	7.1	12.9	1.0	3.1	2.9	0.0	0.0	0.1	Bay Area		
Reasonable	16.4	83.6	15.7	84.3	5.7	4.4	3.8	0.4	0.0	1.4	20.00	3.3	16.7	3.1	16.9	1.1	0.9	0.8	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	26.5	73.5	29.2	70.8	3.5	10.8	13.4	0.3	0.0	1.1	20.00	5.3	14.7	5.8	14.2	0.7	2.2	2.7	0.1	0.0	0.2	Employee Zipcode Analysis		
Internal Factors																								
Feeders	37.5	62.5	20.8	79.2	4.2	4.2	12.5	0.0	0.0	0.0	30.00	11.2	18.8	6.2	23.7	1.2	1.2	3.8	0.0	0.0	0.0	Feeders		
Final Availability (%)												100.00	28.2	61.8	22.3	67.7	4.1	7.4	10.1	0.2	0.0	0.6		

Affirmative Action Plan
2017
Availability Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: M2 - 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+		
External Factors																								
Local	43.1	56.9	70.7	29.3	3.4	5.2	53.4	0.0	0.0	8.6	20.00	8.6	11.4	14.1	5.9	0.7	1.0	10.7	0.0	0.0	1.7	Bay Area		
Reasonable	23.9	76.1	26.5	73.5	9.1	8.7	6.0	0.6	0.2	2.0	20.00	4.8	15.2	5.3	14.7	1.8	1.7	1.2	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	36.5	63.5	57.9	42.1	3.4	15.1	32.8	0.0	0.2	6.5	20.00	7.3	12.7	11.6	8.4	0.7	3.0	6.6	0.0	0.0	1.3	Employee Zipcode Analysis		
Internal Factors																								
Feeders	40.0	60.0	60.0	40.0	0.0	15.0	45.0	0.0	0.0	0.0	30.00	12.0	18.0	18.0	12.0	0.0	4.5	13.5	0.0	0.0	0.0	Feeders		
Final Availability (%)											100.00	32.7	57.3	49.0	41.0	3.2	10.3	31.9	0.1	0.1	3.4			

**Affirmative Action Plan
2017
Availability Analysis**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: O1 - 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+		
External Factors																								
Local	34.9	65.1	51.7	48.3	7.3	19.7	20.4	0.0	0.1	4.1	20.00	7.0	13.0	10.3	9.7	1.5	3.9	4.1	0.0	0.0	0.8	Bay Area		
Reasonable	31.0	69.0	33.7	66.3	19.2	9.2	2.5	0.8	0.2	1.8	20.00	6.2	13.8	6.7	13.3	3.8	1.8	0.5	0.2	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	32.0	68.0	49.0	51.0	10.8	19.3	15.2	0.1	0.2	3.3	20.00	6.4	13.6	9.8	10.2	2.2	3.9	3.0	0.0	0.0	0.7	Employee Zipcode Analysis		
Internal Factors																								
Feeders	30.1	69.9	70.3	29.7	7.6	19.7	40.8	1.0	0.1	1.3	30.00	9.0	21.0	21.1	8.9	2.3	5.9	12.2	0.3	0.0	0.4	Feeders		
Final Availability (%)												100.00	28.6	61.4	48.0	42.0	9.7	15.5	19.9	0.5	0.1	2.2		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: O2 - 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+		
External Factors																								
Local	59.0	41.0	39.2	60.8	9.0	6.3	21.3	0.0	0.0	2.5	20.00	11.8	8.2	7.8	12.2	1.8	1.3	4.3	0.0	0.0	0.5	Bay Area		
Reasonable	64.4	35.6	22.4	77.6	9.1	7.7	2.8	0.5	0.1	2.2	20.00	12.9	7.1	4.5	15.5	1.8	1.5	0.6	0.1	0.0	0.4	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	57.3	42.7	37.9	62.1	6.8	12.7	14.3	0.2	0.1	3.8	20.00	11.5	8.5	7.6	12.4	1.4	2.5	2.9	0.0	0.0	0.8	Employee Zipcode Analysis		
Internal Factors																								
Feeders	58.8	41.2	41.2	58.8	11.8	17.6	5.9	5.9	0.0	0.0	30.00	17.6	12.4	12.4	17.6	3.5	5.3	1.8	1.8	0.0	0.0	Feeders		
Final Availability (%)												100.00	53.8	36.2	32.3	57.7	8.5	10.6	9.5	1.9	0.1	1.7		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: P1 - 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+		
External Factors																								
Local	30.1	69.9	68.0	32.0	9.6	31.0	24.0	0.5	0.3	2.5	20.00	6.0	14.0	13.6	6.4	1.9	6.2	4.8	0.1	0.1	0.5	Bay Area		
Reasonable	40.4	59.6	35.4	64.6	10.5	18.1	4.6	0.7	0.2	1.5	20.00	8.1	11.9	7.1	12.9	2.1	3.6	0.9	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	37.1	62.9	60.4	39.6	7.0	29.9	19.5	0.3	0.7	3.0	20.00	7.4	12.6	12.1	7.9	1.4	6.0	3.9	0.1	0.1	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	58.2	41.8	45.4	54.6	7.7	12.6	23.8	0.1	0.7	0.5	30.00	17.5	12.5	13.6	16.4	2.3	3.8	7.1	0.0	0.2	0.2	Feeders		
Final Availability (%)												100.00	39.0	51.0	46.4	43.6	7.7	19.6	16.8	0.3	0.4	1.6		

Affirmative Action Plan

2017

Availability Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Job Group: R1 - 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+		
External Factors																								
Local	57.1	42.9	28.6	71.4	0.9	5.9	19.1	0.0	0.0	2.7	20.00	11.4	8.6	5.7	14.3	0.2	1.2	3.8	0.0	0.0	0.5	Bay Area		
Reasonable	70.8	29.2	19.0	81.0	5.9	7.3	4.0	0.4	0.1	1.3	20.00	14.2	5.8	3.8	16.2	1.2	1.5	0.8	0.1	0.0	0.3	National		
Reasonable	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Applicants Zip Code Analysis		
Reasonable	62.3	37.7	32.2	67.8	2.3	8.6	18.0	0.1	0.2	3.0	20.00	12.5	7.5	6.4	13.6	0.5	1.7	3.6	0.0	0.0	0.6	Employee Zipcode Analysis		
Internal Factors																								
Feeders	45.8	54.2	62.3	37.7	9.2	12.8	34.2	3.6	1.4	1.1	30.00	13.7	16.3	18.7	11.3	2.8	3.8	10.3	1.1	0.4	0.3	Feeders		
Final Availability (%)												100.00	51.8	38.2	34.7	55.3	4.6	8.2	18.5	1.2	0.5	1.7		

Affirmative Action Plan
2017
ZIP Code Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Francisco, California	1,437	43.28	49.23
San Mateo, California	682	20.54	23.36
Alameda, California	552	16.63	18.91
Contra Costa, California	248	7.47	8.50
Total:	2,919	87.92	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Marin, California	135	4.07	0.00
Santa Clara, California	94	2.83	0.00
Sonoma, California	47	1.42	0.00
Solano, California	25	0.75	0.00
San Joaquin, California	12	0.36	0.00
Los Angeles, California	12	0.36	0.00
Santa Cruz, California	9	0.27	0.00
Sacramento, California	8	0.24	0.00
Napa, California	7	0.21	0.00
Stanislaus, California	6	0.18	0.00
Orange, California	4	0.12	0.00
El Dorado, California	3	0.09	0.00
Multnomah, Oregon	2	0.06	0.00
Merced, California	2	0.06	0.00
San Diego, California	2	0.06	0.00
Placer, California	2	0.06	0.00
Maricopa, Arizona	2	0.06	0.00

Affirmative Action Plan
2017
ZIP Code Analysis

Snapshot Date: 10/31/2017

Plan Date: 07/01/2017

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Yolo, California	2	0.06	0.00
Jackson, Missouri	2	0.06	0.00
Mendocino, California	1	0.03	0.00
Arapahoe, Colorado	1	0.03	0.00
Montgomery, Pennsylvania	1	0.03	0.00
Madera, California	1	0.03	0.00
San Luis Obispo, California	1	0.03	0.00
Ventura, California	1	0.03	0.00
Kennebec, Maine	1	0.03	0.00
Washoe, Nevada	1	0.03	0.00
Pima+Santa Cruz, Arizona	1	0.03	0.00
Union, New Jersey	1	0.03	0.00
Monterey, California	1	0.03	0.00
Boulder, Colorado	1	0.03	0.00
Middlesex, Massachusetts	1	0.03	0.00
Monroe, New York	1	0.03	0.00
Nevada, California	1	0.03	0.00
Shasta, California	1	0.03	0.00
New York (county), New York	1	0.03	0.00
Riverside, California	1	0.03	0.00
San Bernardino, California	1	0.03	0.00
Tulare, California	1	0.03	0.00
Essex, New Jersey	1	0.03	0.00
Colusa+Lake, California	1	0.03	0.00
Bernalillo, New Mexico	1	0.03	0.00

Affirmative Action Plan
2017
ZIP Code Analysis

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Jefferson, Colorado	1	0.03	0.00
Marquette, Michigan	1	0.03	0.00
Total:	401	12.08	0.00
Included and Excluded Total:		3,320	100.00

**Affirmative Action Plan
2017
Workforce Analysis Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Organizational Unit	Total				Male								Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+	
Academic Affairs	2,390	1,015	1,375	1,010	628	52	106	213	7	2	7	752	86	141	351	14	10	21	
Administration & Finance	536	303	233	436	73	20	75	131	0	0	4	27	11	54	133	3	1	4	
Office of the President	32	13	19	14	5	2	2	4	0	0	0	13	0	3	2	0	1	0	
Stdnt Affrs & Enroll Mgmt	276	113	163	193	38	12	25	35	2	1	0	45	12	30	73	2	0	1	
University Advancement	52	22	30	24	14	0	4	4	0	0	0	14	3	4	8	0	1	0	
University Enterprises	37	16	21	21	8	2	1	5	0	0	0	8	1	2	10	0	0	0	
Total (#)	3,323	1,482	1,841	1,698	766	88	213	392	9	3	11	859	113	234	577	19	13	26	
Total (%)		44.6	55.4	51.1	23.1	2.6	6.4	11.8	0.3	0.1	0.3	25.9	3.4	7.0	17.4	0.6	0.4	0.8	

Affirmative Action Plan
2017
Job Group Analysis Summary

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
B2 - CRAFTS AND TRADES	32	32	0	15	17	2	10	3	0	0	0
B4 - MAINTENANCE AND OPERATIONS	49	47	2	43	6	3	24	16	0	0	0
B5 - CRAFTS AND TRADES	23	22	1	14	9	1	8	5	0	0	0
B6 - CRAFTS AND TRADES	2	2	0	1	1	0	0	1	0	0	0
C1 - CLERICAL LEVEL II	74	17	57	55	19	4	16	35	0	0	0
C3 - CLERICAL LEVEL I	30	11	19	23	7	5	6	9	0	2	1
C4 - CLERICAL LEVEL I	4	3	1	4	0	0	2	2	0	0	0
C6 - HEALTH CARE	2	0	2	2	0	1	0	1	0	0	0
E1 - MAINTENANCE AND OPERATIONS	141	56	85	141	0	2	40	96	2	0	1
E2 - ADMINISTRATOR II	44	38	6	30	14	2	14	14	0	0	0
E3 - PUBLIC SAFETY	4	1	3	1	3	0	0	1	0	0	0
F2 - RESRCH & DATA SUPPORT LEVEL II	24	20	4	12	12	1	1	10	0	0	0
F3 - RESRCH & DATA SUPPORT LEVEL I	105	78	27	66	39	4	7	53	0	2	0
F4 - TECHNICAL SUPPORT LEVEL I	4	3	1	2	2	1	0	0	1	0	0
G1 - EXECUTIVE	1	1	0	1	0	0	0	1	0	0	0
H1 - ADMINISTRATOR I	387	91	296	256	131	19	66	161	2	1	7
H2 - RESRCH & DATA SUPPORT LEVEL I	110	42	68	48	62	3	19	21	1	1	3
H3 - ADM. SUPPORT LEVEL I	28	9	19	24	4	0	3	21	0	0	0
H4 - RESRCH & DATA SUPPORT LEVEL I	4	1	3	4	0	0	0	4	0	0	0
H6 - RESRCH & DATA SUPPORT LEVEL I	6	5	1	2	4	0	0	2	0	0	0
H7 - ADM. SUPPORT LEVEL II	22	11	11	20	2	6	6	4	0	0	4
H8 - CLERICAL LEVEL I	7	6	1	6	1	0	2	4	0	0	0

Affirmative Action Plan
2017
Job Group Analysis Summary

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
I1 - HEALTH CARE	26	3	23	13	13	0	3	10	0	0	0
I2 - HEALTH CARE	10	2	8	9	1	0	3	6	0	0	0
I4 - ADM. SUPPORT LEVEL II	1	0	1	1	0	0	0	1	0	0	0
J1 - FACULTY	58	27	31	28	30	6	6	15	1	0	0
J2 - FACULTY	1,646	736	910	626	1,020	99	143	342	16	7	19
M1 - LIBRARIAN INSTRUCTNAL SUPPORT	24	9	15	5	19	1	1	3	0	0	0
M2 - RESRCH & DATA SUPPORT LEVEL I	20	8	12	12	8	0	3	9	0	0	0
O1 - STUDENT SERVICES-LEVEL I	157	53	104	112	45	14	32	62	2	0	2
O2 - ATHLETIC INSTRUCTIONAL SUPPORT	17	10	7	7	10	2	3	1	1	0	0
P1 - ADM. SUPPORT LEVEL II	72	47	25	28	44	5	8	15	0	0	0
R1 - ADMINISTRATOR I	189	91	98	87	102	20	21	41	2	3	0
Total (#)	3,323	1,482	1,841	1,698	1,625	201	447	969	28	16	37
Total (%)		44.6	55.4	51.1	48.9	6.0	13.5	29.2	0.8	0.5	1.1

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: B2 - CRAFTS AND TRADES

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	10	2	15	27	1	0	1	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	4	0	4	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	57	4	13	74									
Total	67	6	28	101	5	0	5	0	0	0	2	0	2
Total Minority	0	0	0	0	4	0	4	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: B4 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	7	0	25	32	3	0	3	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	2	1	3	0	0	0	1	0	1
Asian	0	0	0	0	3	0	3	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0	0
Unknown (Race)	75	11	11	97									
Total	82	11	36	129	10	1	11	0	0	0	2	1	3
Total Minority	0	0	0	0	7	1	8	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	0	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	0	1	0	0	0
Total Minority	0	0	0	1	0	1	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: B5 - CRAFTS AND TRADES

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	18	0	23	41	1	0	1	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	1	0	1
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	81	3	17	101									
Total	99	3	40	142	3	0	3	0	0	0	4	0	4
Total Minority	0	0	0	0	2	0	2	0	0	0	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	1	2
Total Minority	0	0	0	0	0	0	1	0	1

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: B6 - CRAFTS AND TRADES

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	0	4	8	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	37	1	3	41									
Total	41	1	7	49	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: C1 - CLERICAL LEVEL II

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	31	48	52	131	3	5	8	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	2	2
Hispanic	0	0	0	0	3	5	8	0	0	0	0	1	1
Asian	0	0	0	0	2	6	8	0	0	0	1	3	4
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	190	308	27	525									
Total	221	356	79	656	8	17	25	0	0	0	1	6	7
Total Minority	0	0	0	0	5	12	17	0	0	0	1	6	7

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	2	2	0	1	1	0	0	0
Asian	0	3	3	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	7	7	0	1	1	1	0	1
Total Minority	0	5	5	0	1	1	1	0	1

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: C3 - CLERICAL LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	25	11	33	69	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	3	4	0	0	0	0	0	0
Asian	0	0	0	0	0	4	4	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	61	139	6	206									
Total	86	150	39	275	2	9	11	0	0	0	0	3	3
Total Minority	0	0	0	0	2	9	11	0	0	0	0	2	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	1	1	2	0	0	0
Afr. Amer.	1	0	1	0	0	0	0	1	1
Hispanic	0	1	1	0	0	0	0	0	0
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	4	5	1	1	2	0	1	1
Total Minority	1	2	3	0	0	0	0	1	1

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: C4 - CLERICAL LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	9	5	19	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	13	27	5	45									
Total	18	36	10	64	0	1	1	0	0	0	0	0	0
Total Minority	0	0	0	0	0	1	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: C6 - HEALTH CARE

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: E1 - MAINTENANCE AND OPERATIONS

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	9	18	58	85	1	0	1	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	3	6	9	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	59	71	18	148									
Total	68	89	76	233	5	6	11	0	0	0	1	1	2
Total Minority	0	0	0	0	4	6	10	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: E2 - ADMINISTRATOR II

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	7	2	13	22	2	0	2	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	2	0	2
Hispanic	0	0	0	0	2	0	2	0	0	0	0	0	0
Asian	0	0	0	0	7	0	7	0	0	0	4	0	4
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	69	19	8	96									
Total	76	21	21	118	11	0	11	0	0	0	8	0	8
Total Minority	0	0	0	0	9	0	9	0	0	0	6	0	6

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	1	0	1
Total Minority	0	1	1	0	0	0	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: E3 - PUBLIC SAFETY

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	7	3	5	15	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	39	32	8	79									
Total	46	35	13	94	0	1	1	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	0	0	0
Total Minority	0	0	0	0	1	1	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: F2 - RESRCH & DATA SUPPORT LEVEL II

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	0	6	12	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	27	4	3	34									
Total	33	4	9	46	2	0	2	0	0	0	0	0	0
Total Minority	0	0	0	0	1	0	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: F3 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	27	22	58	107	5	3	8	0	0	0	4	2	6
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	1	1	2
Asian	0	0	0	0	3	1	4	0	0	0	0	3	3
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	298	140	44	482									
Total	325	162	102	589	9	4	13	0	0	0	5	6	11
Total Minority	0	0	0	0	4	1	5	0	0	0	1	4	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	1	1	1	1	2	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	1	2	3	1	1	2
Total Minority	0	1	1	1	1	2	1	1	2

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: F4 - TECHNICAL SUPPORT LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	8	8	16	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	34	7	47									
Total	6	42	15	63	1	0	1	0	0	0	0	0	0
Total Minority	0	0	0	0	1	0	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	0	0
Total Minority	0	1	1	0	0	0	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: G1 - EXECUTIVE

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: H1 - ADMINISTRATOR I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	122	136	209	467	3	13	16	1	1	2	8	10	18
Afr. Amer.	0	0	0	0	1	1	2	0	0	0	1	3	4
Hispanic	0	0	0	0	4	14	18	0	0	0	3	6	9
Asian	0	0	0	0	3	14	17	0	0	0	3	11	14
Nat. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	1	1
Two or More	0	0	0	0	0	2	2	0	0	0	0	0	0
Unknown (Race)	615	745	95	1455									
Total	737	881	304	1922	11	45	56	1	1	2	15	31	46
Total Minority	0	0	0	0	8	32	40	0	0	0	7	21	28

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	2	4	0	2	2	2	2	4
Afr. Amer.	0	0	0	0	0	0	0	2	2
Hispanic	1	1	2	0	2	2	3	3	6
Asian	1	2	3	0	4	4	4	8	12
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	2	2
Total	4	5	9	0	8	8	9	17	26
Total Minority	2	3	5	0	6	6	7	15	22

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: H2 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	1	8	12	9	22	31	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	1	1
Hispanic	0	0	0	0	5	5	10	0	0	0	0	0	0
Asian	0	0	0	0	3	6	9	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	2	2	4	0	0	0	0	0	0
Unknown (Race)	30	38	6	74									
Total	33	39	14	86	19	36	55	0	0	0	2	2	4
Total Minority	0	0	0	0	10	14	24	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	1	1
Total Minority	0	1	1	0	0	0	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: H3 - ADM. SUPPORT LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	6	7	14	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	4	4	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	16	35	4	55									
Total	17	41	11	69	0	5	5	0	0	0	1	1	2
Total Minority	0	0	0	0	0	5	5	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	1	1	0	0	0	2	0	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	3	1	4
Total Minority	0	1	1	0	0	0	2	1	3

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: H4 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H6 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	8	28	40	2	2	4	0	0	0	3	1	4
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	2	0	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	118	95	12	225									
Total	122	103	40	265	4	3	7	0	0	0	3	1	4
Total Minority	0	0	0	0	2	1	3	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: H7 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	2	6	9	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	4	3	7	0	0	0	0	1	1
Hispanic	0	0	0	0	4	2	6	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	2	2	4	0	0	0	0	0	0
Unknown (Race)	32	32	2	66									
Total	33	34	8	75	10	10	20	0	0	0	0	1	1
Total Minority	0	0	0	0	10	8	18	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	1	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	0	1	1
Total Minority	0	0	0	0	1	1	0	1	1

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: H8 - CLERICAL LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: I1 - HEALTH CARE

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	20	49	75	0	1	1	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	3	3
Asian	0	0	0	0	1	2	3	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	72	310	25	407									
Total	78	330	74	482	1	3	4	0	0	0	3	4	7
Total Minority	0	0	0	0	1	2	3	0	0	0	1	4	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: I2 - HEALTH CARE

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	0	1	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	13	2	15									
Total	1	13	2	16	0	1	1	0	0	0	0	0	0
Total Minority	0	0	0	0	0	1	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: I4 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: J1 - FACULTY

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	3	5	4	5	9	0	0	0
Afr. Amer.	0	0	0	0	1	1	2	1	0	1	0	0	0
Hispanic	0	0	0	0	2	1	3	2	0	2	0	0	0
Asian	0	0	0	0	0	1	1	1	1	2	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	5	6	11	8	6	14	0	0	0
Total Minority	0	0	0	0	3	3	6	4	1	5	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	2	0	2
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: J2 - FACULTY

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	81	118	199	2	5	7	13	18	31
Afr. Amer.	0	0	0	0	12	18	30	0	0	0	2	2	4
Hispanic	0	0	0	0	13	27	40	0	1	1	5	1	6
Asian	0	0	0	0	34	45	79	1	1	2	4	4	8
Nat. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	5	5	0	0	0	0	0	0
Two or More	0	0	0	0	1	8	9	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	141	222	363	3	7	10	24	25	49
Total Minority	0	0	0	0	60	104	164	1	2	3	11	7	18

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	9	11	20
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	1	1	2
Asian	0	0	0	0	0	0	2	6	8
Nat. Amer.	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	1	1	2
Total	0	0	0	0	0	0	15	19	34
Total Minority	0	0	0	0	0	0	6	8	14

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: M1 - LIBRARIAN INSTRUCTNAL SUPPORT

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	1	1	2	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: M2 - RESRCH & DATA SUPPORT LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	7	7	18	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	30	33	3	66									
Total	34	40	10	84	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	2	0	2
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: O1 - STUDENT SERVICES-LEVEL I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	62	100	124	286	4	13	17	0	0	0	3	5	8
Afr. Amer.	0	0	0	0	2	1	3	0	0	0	0	2	2
Hispanic	0	0	0	0	4	6	10	1	0	1	2	4	6
Asian	0	0	0	0	3	8	11	0	0	0	2	4	6
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	522	752	73	1347									
Total	584	852	197	1633	13	29	42	1	0	1	7	15	22
Total Minority	0	0	0	0	9	16	25	1	0	1	4	10	14

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	1	1	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	1	2	3
Asian	0	0	0	1	0	1	0	3	3
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	1	1	2	2	6	8
Total Minority	0	0	0	1	0	1	1	6	7

**Affirmative Action Plan
2017
Personnel Transactions Summary**

Snapshot Date: 10/31/2017
Plan Date: 07/01/2017

Job Group: O2 - ATHLETIC INSTRUCTIONAL SUPPORT

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	5	4	9	0	0	0	2	1	3
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	1	0	1
Asian	0	0	0	0	0	2	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	7	6	13	0	0	0	3	1	4
Total Minority	0	0	0	0	2	2	4	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: P1 - ADM. SUPPORT LEVEL II

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	15	10	31	56	5	6	11	0	0	0	4	0	4
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	4	1	5	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	1	0	1
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	124	63	16	203									
Total	139	73	47	259	10	7	17	0	0	0	6	2	8
Total Minority	0	0	0	0	5	1	6	0	0	0	2	2	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	1	1	2
Afr. Amer.	0	0	0	1	0	1	0	0	0
Hispanic	0	0	0	0	0	0	0	2	2
Asian	1	0	1	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	2	0	2	1	4	5
Total Minority	1	0	1	1	0	1	0	3	3

Affirmative Action Plan
2017
Personnel Transactions Summary

Snapshot Date: 10/31/2017
 Plan Date: 07/01/2017

Job Group: R1 - ADMINISTRATOR I

Transaction Dates: 01/01/2017 To 12/31/2017

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	67	73	157	297	4	9	13	0	2	2	5	7	12
Afr. Amer.	0	0	0	0	1	0	1	0	0	0	1	1	2
Hispanic	0	0	0	0	4	0	4	0	0	0	2	3	5
Asian	0	0	0	0	3	2	5	1	0	1	4	3	7
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	560	532	85	1177									
Total	627	605	242	1474	12	12	24	1	2	3	12	14	26
Total Minority	0	0	0	0	8	3	11	1	0	1	7	7	14

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	2	1	3	6	1	7
Afr. Amer.	0	0	0	0	0	0	1	2	3
Hispanic	0	0	0	0	1	1	1	1	2
Asian	0	0	0	0	4	4	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	1	1
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	2	6	8	8	6	14
Total Minority	0	0	0	0	5	5	2	5	7