

AFFIRMATIVE ACTION PROGRAM FOR MINORITIES & WOMEN

University of Colorado, Colorado Springs

Colorado Springs

January 1, 2018 through December 31, 2018

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

Workforce Analysis

40001

CHANCELLOR'S OFFICE

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2809		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT III	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2583		Total	1	Mal	0	0	0	0	0	0	0
WORKING PERA RETIREE - DAILY	4	Tot Min	1	Fem	1	0	0	0	1	0	0
2581		Total	2	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	4	Tot Min	0	Fem	2	2	0	0	0	0	0
2175		Total	1	Mal	1	1	0	0	0	0	0
PROFESSIONAL ASSISTANT TO	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2260		Total	1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES DIRECTOR	1	Tot Min	0	Fem	1	1	0	0	0	0	0
2218		Total	1	Mal	0	0	0	0	0	0	0
CHIEF OF STAFF	1	Tot Min	0	Fem	1	1	0	0	0	0	0
2209		Total	4	Mal	3	2	1	0	0	0	0
VICE CHANCELLOR	1	Tot Min	1	Fem	1	1	0	0	0	0	0
2208		Total	1	Mal	1	1	0	0	0	0	0
EXECUTIVE VICE CHANCELLOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2205		Total	1	Mal	1	0	0	1	0	0	0
CHANCELLOR	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 40001		Total	13	Mal	6	4	1	1	0	0	0
		Tot Min	3	Fem	7	6	0	0	1	0	0

40004

VCUA-UNIVERSITY RELATIONS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2285		Total	1	Mal	1	1	0	0	0	0	0
COMMUNICATION PROGRAM	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2286		Total	1	Mal	1	1	0	0	0	0	0
COMMUNICATION PRINCIPAL PR	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40004

VCUA-UNIVERSITY RELATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2217		Total 1	Mal	1	1	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40004		Total 3	Mal	3	3	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

40009

VCSS-INTERCOLLEGIATEATHLETICS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2583		Total 1	Mal	1	1	0	0	0	0	0
WORKING PERA RETIREE - DAILY 4		Tot Min 0	Fem	0	0	0	0	0	0	0
2582		Total 1	Mal	1	1	0	0	0	0	0
PROFESSIONAL TEMPORARY 4		Tot Min 0	Fem	0	0	0	0	0	0	0
2533		Total 4	Mal	2	1	0	0	0	0	1
ASST ATHLETIC TRAINER 3		Tot Min 1	Fem	2	2	0	0	0	0	0
2532		Total 1	Mal	0	0	0	0	0	0	0
HEAD ATHLETIC TRAINER 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2531		Total 2	Mal	1	0	0	0	0	0	1
ASST ATHLETIC COACH 3		Tot Min 1	Fem	1	1	0	0	0	0	0
2530		Total 13	Mal	8	7	0	0	1	0	0
HEAD ATHLETIC COACH 3		Tot Min 2	Fem	5	4	0	0	0	0	1
2528		Total 1	Mal	0	0	0	0	0	0	0
ATHLETICS PROFESSIONAL 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2526		Total 1	Mal	1	1	0	0	0	0	0
ATHLETICS PRINCIPAL PROF 3		Tot Min 0	Fem	0	0	0	0	0	0	0
2524		Total 1	Mal	1	1	0	0	0	0	0
ATHLETICS MANAGER 3		Tot Min 0	Fem	0	0	0	0	0	0	0
2521		Total 2	Mal	1	1	0	0	0	0	0
ATHLETICS ASSOC DIR 1		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40009		Total 27	Mal	16	13	0	0	1	0	2
		Tot Min 4	Fem	11	10	0	0	0	0	1

Workforce Analysis

40018

AA-PROVOST

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H1B4XX		Total 1	Mal	0	0	0	0	0	0	0
ADMINISTRATOR IV	4	Tot Min 0	Fem	1	1	0	0	0	0	0
G3A4XX		Total 2	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT III	4	Tot Min 1	Fem	2	1	0	0	1	0	0
2585		Total 1	Mal	0	0	0	0	0	0	0
WORKING ORP RETIREE	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2581		Total 2	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	4	Tot Min 0	Fem	2	2	0	0	0	0	0
2214		Total 5	Mal	3	3	0	0	0	0	0
DEAN	1	Tot Min 0	Fem	2	2	0	0	0	0	0
2217		Total 1	Mal	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
2210		Total 1	Mal	0	0	0	0	0	0	0
ASSOC VICE CHANCELLOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40018		Total 13	Mal	3	3	0	0	0	0	0
		Tot Min 1	Fem	10	9	0	0	1	0	0

40019

AA-GRADUATE SCHOOL

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2245		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PROGRAM	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2216		Total 1	Mal	0	0	0	0	0	0	0
ASST DEAN	1	Tot Min 1	Fem	1	0	0	0	0	0	1
Total for 40019		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 1	Fem	2	1	0	0	0	0	1

40020

AA-SPONSORED RESEARCH

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2488		Total 2	Mal	0	0	0	0	0	0	0
RESEARCH SERVICES	5	Tot Min 0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40020

AA-SPONSORED RESEARCH

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2483	Total	1	Mal	0	0	0	0	0	0	0
RESEARCH SERVICES PRGM DIR	Tot Min	0	Fem	1	1	0	0	0	0	0
2481	Total	1	Mal	1	1	0	0	0	0	0
RESEARCH SERVICES ASSOC	Tot Min	0	Fem	0	0	0	0	0	0	0
2217	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR	Tot Min	0	Fem	1	1	0	0	0	0	0
2210	Total	1	Mal	0	0	0	0	0	0	0
ASSOC VICE CHANCELLOR	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40020	Total	6	Mal	1	1	0	0	0	0	0
	Tot Min	0	Fem	5	5	0	0	0	0	0

40022

AA-ASSESSMENT

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2243	Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40022	Total	1	Mal	0	0	0	0	0	0	0
	Tot Min	0	Fem	1	1	0	0	0	0	0

40023

AA-EPIIC

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX	Total	1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	Tot Min	0	Fem	1	1	0	0	0	0	0
2285	Total	1	Mal	0	0	0	0	0	0	0
COMMUNICATION PROGRAM	Tot Min	1	Fem	1	0	0	0	0	0	1
1306-EPIIC	Total	1	Mal	1	1	0	0	0	0	0
RESEARCH ASSOCIATE-AA-EPIIC	Tot Min	0	Fem	0	0	0	0	0	0	0
1451-CHAIREPIIC	Total	2	Mal	2	2	0	0	0	0	0
ENDOWED CHAIR-AA-EPIIC	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40023	Total	5	Mal	3	3	0	0	0	0	0
	Tot Min	1	Fem	2	1	0	0	0	0	1

Workforce Analysis

40025

BUS-ADMINISTRATIVE OPERATIONS

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
H4R2XX		Total	1	Mal	0	0	0	0	0	0	0	0
PROGRAM ASSISTANT II	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2582		Total	1	Mal	0	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2467		Total	1	Mal	0	0	0	0	0	0	0	0
IT SENIOR PROF	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2465		Total	1	Mal	1	1	0	0	0	0	0	0
IT PRGM MGR	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2248		Total	3	Mal	0	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	0	Fem	3	3	0	0	0	0	0	0
2345		Total	2	Mal	0	0	0	0	0	0	0	0
EXTERNAL RELATIONS	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
2267		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES SENIOR	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2242		Total	1	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES ASST DIR	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2245		Total	2	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES PROGRAM	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2243		Total	4	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR	3	Tot Min	0	Fem	3	3	0	0	0	0	0	0
2386		Total	1	Mal	0	0	0	0	0	0	0	0
FINANCE/ACCTG PRINCIPAL	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2260		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES DIRECTOR	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
1452-BUSADMOP		Total	1	Mal	1	1	0	0	0	0	0	0
EMERITUS - PROFESSOR-BUS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1421-BUSADOP		Total	4	Mal	1	1	0	0	0	0	0	0
ASST INSTRUCTOR-BUS-	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
1419-BADOPS		Total	45	Mal	34	31	0	0	1	0	0	2
LECTURER-BUS-ADMINISTRATIVE	2	Tot Min	4	Fem	11	10	0	1	0	0	0	0
1104-BUSADOPS		Total	5	Mal	4	4	0	0	0	0	0	0
SENIOR INSTRUCTOR-BUS-	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

40025

BUS-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1105-BADOPS		Total 6	Mal	5	4	0	0	0	0	1
INSTRUCTOR-BUS-	2	Tot Min 1	Fem	1	1	0	0	0	0	0
2216		Total 1	Mal	0	0	0	0	0	0	0
ASST DEAN	1	Tot Min 0	Fem	1	1	0	0	0	0	0
1401-BUSADOPS		Total 1	Mal	1	0	0	1	0	0	0
VISITING PROFESSOR-BUS-	2	Tot Min 1	Fem	0	0	0	0	0	0	0
1102-BUADOP		Total 7	Mal	2	2	0	0	0	0	0
ASSOCIATE PROFESSOR-BUS-	2	Tot Min 2	Fem	5	3	0	2	0	0	0
1103-BUSADOP		Total 5	Mal	3	3	0	0	0	0	0
ASST PROFESSOR-BUS-	2	Tot Min 1	Fem	2	1	1	0	0	0	0
1101-BUSADOPS		Total 7	Mal	6	6	0	0	0	0	0
PROFESSOR-BUS-	2	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40025		Total 101	Mal	61	56	0	1	1	0	3
		Tot Min 10	Fem	40	35	1	3	1	0	0

40036

COE-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX		Total 1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2581		Total 1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2248		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2267		Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES SENIOR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2247		Total 2	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min 0	Fem	2	2	0	0	0	0	0
2243		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2386		Total 1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG PRINCIPAL	5	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40036

COE-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1452-COEADMIOP		Total	1	Mal	1	1	0	0	0	0	0
EMERITUS - PROFESSOR-COE-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1419-COEADMINOPS		Total	13	Mal	4	3	1	0	0	0	0
LECTURER-COE-	2	Tot Min	3	Fem	9	7	0	0	2	0	0
1309-COEADOPS		Total	1	Mal	0	0	0	0	0	0	0
SR PROFESSIONAL RESEARCH	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1104-BUSADOPS		Total	2	Mal	1	1	0	0	0	0	0
SENIOR INSTRUCTOR-BUS-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1103-COEADOPS		Total	1	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-COE-	2	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 40036		Total	26	Mal	6	5	1	0	0	0	0
		Tot Min	4	Fem	20	17	0	1	2	0	0

40037

COE-SPECIAL EDUCATION

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1419-COESPEEDU		Total	4	Mal	1	1	0	0	0	0	0
LECTURER-COE-SPECIAL	2	Tot Min	1	Fem	3	2	1	0	0	0	0
Total for 40037		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

40038

COE-COUNSELING&HUMAN SERVICES

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1419-COEHS		Total	8	Mal	4	4	0	0	0	0	0
LECTURER-COE-	2	Tot Min	1	Fem	4	3	0	0	1	0	0
1104-COECOUHUMSE		Total	1	Mal	1	1	0	0	0	0	0
SENIOR INSTRUCTOR-COE-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1102-COULHS		Total	2	Mal	1	1	0	0	0	0	0
ASSOCIATE PROFESSOR-COE-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1101-COECHS		Total	3	Mal	1	1	0	0	0	0	0
PROFESSOR-COE-	2	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

Total for 40038				Total	14	Mal	7	7	0	0	0	0	0	0
				Tot Min	1	Fem	7	6	0	0	0	1	0	0

40039 COE-CURRICULUM & INSTRUCTION

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
2585		Total	1	Mal	0	0	0	0	0	0	0
WORKING ORP RETIREE	4	Tot Min	1	Fem	1	0	1	0	0	0	0
1419-COI		Total	9	Mal	3	3	0	0	0	0	0
LECTURER-COE-CURRICULUM &	2	Tot Min	0	Fem	6	6	0	0	0	0	0
Total for 40039		Total	10	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	7	6	1	0	0	0	0

40040 COE-LEAD. RSCH. & FOUND

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
2488		Total	1	Mal	0	0	0	0	0	0	0
RESEARCH SERVICES	5	Tot Min	0	Fem	1	1	0	0	0	0	0
1419-COELRF		Total	10	Mal	7	7	0	0	0	0	0
LECTURER-COE-LEAD. RSCH. &	2	Tot Min	0	Fem	3	3	0	0	0	0	0
1105-COELRF		Total	3	Mal	1	1	0	0	0	0	0
INSTRUCTOR-COE-LEAD. RSCH.	2	Tot Min	0	Fem	2	2	0	0	0	0	0
1103-COELRF		Total	1	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-COE-LEAD.	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1102-COERLF		Total	1	Mal	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-COE-	2	Tot Min	1	Fem	1	0	0	0	0	0	1
1101-COELRF		Total	1	Mal	1	1	0	0	0	0	0
PROFESSOR-COE-LEAD. RSCH. &	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40040		Total	17	Mal	9	9	0	0	0	0	0
		Tot Min	1	Fem	8	7	0	0	0	0	1

40041 COE-TEACHING & LEARNING

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2248	Total	3	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40041

COE-TEACHING & LEARNING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2247		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2245		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PROGRAM	3	Tot Min 0	Fem	1	1	0	0	0	0	0
1453-COETL		Total 1	Mal	0	0	0	0	0	0	0
EMERITUS - ASSOCIATE	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1419-COETL		Total 7	Mal	0	0	0	0	0	0	0
LECTURER-COE-TEACHING &	2	Tot Min 2	Fem	7	5	1	0	1	0	0
1104-COETL		Total 5	Mal	1	1	0	0	0	0	0
SENIOR INSTRUCTOR-COE-	2	Tot Min 0	Fem	4	4	0	0	0	0	0
1105-COETL		Total 1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-COE-TEACHING &	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1103-COETL		Total 5	Mal	2	2	0	0	0	0	0
ASST PROFESSOR-COE-	2	Tot Min 1	Fem	3	2	0	1	0	0	0
1102-COETL		Total 3	Mal	1	1	0	0	0	0	0
ASSOCIATE PROFESSOR-COE-	2	Tot Min 0	Fem	2	2	0	0	0	0	0
1101-COETL		Total 1	Mal	1	1	0	0	0	0	0
PROFESSOR-COE-TEACHING &	2	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40041		Total 28	Mal	6	6	0	0	0	0	0
		Tot Min 3	Fem	22	19	1	1	1	0	0

40042

EAS-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX		Total 2	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min 1	Fem	2	1	0	0	1	0	0
H4M5XX		Total 1	Mal	0	0	0	0	0	0	0
TECHNICIAN V	5	Tot Min 0	Fem	1	1	0	0	0	0	0
G3A4XX		Total 1	Mal	1	0	1	0	0	0	0
ADMIN ASSISTANT III	4	Tot Min 1	Fem	0	0	0	0	0	0	0
2468		Total 1	Mal	1	1	0	0	0	0	0
IT PROFESSIONAL	5	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40042

EAS-ADMINISTRATIVE OPERATIONS

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2	
2467		Total	1	Mal	1	0	0	1	0	0	0	0
IT SENIOR PROF	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2268		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2247		Total	1	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2344		Total	1	Mal	0	0	0	0	0	0	0	0
EXTERNAL RELATIONS MANAGER 3		Tot Min	0	Fem	1	1	0	0	0	0	0	0
2246		Total	1	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES PRINCIPAL	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2386		Total	1	Mal	0	0	0	0	0	0	0	0
FINANCE/ACCTG PRINCIPAL	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1419-EASADOPS		Total	13	Mal	8	7	0	0	1	0	0	0
LECTURER-EAS-ADMINISTRATIVE 2		Tot Min	2	Fem	5	4	0	0	0	0	0	1
1105-EASAOPS		Total	1	Mal	0	0	0	0	0	0	0	0
INSTRUCTOR-EAS-	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2216		Total	1	Mal	1	1	0	0	0	0	0	0
ASST DEAN	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40042		Total	26	Mal	14	11	1	1	1	0	0	0
		Tot Min	5	Fem	12	10	0	0	1	0	0	1

40043

EAS-ELECTRICAL ENGINEERING

Job Code & Title				Grade & EEO Code		Total	W	B	A	H	I	P	2
1419-EASEENG		Total	4	Mal	4	4	0	0	0	0	0	0	0
LECTURER-EAS-ELECTRICAL		2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1105-EASELENG		Total	1	Mal	1	1	0	0	0	0	0	0	0
INSTRUCTOR-EAS-ELECTRICAL		2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1104-EASELENG		Total	1	Mal	1	1	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-EAS-		2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1103-EASELENG		Total	1	Mal	0	0	0	0	0	0	0	0	0
ASST PROFESSOR-EAS-		2	Tot Min	1	Fem	1	0	0	1	0	0	0	0

Workforce Analysis

40043

EAS-ELECTRICAL ENGINEERING

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1102-EASELENG		Total	1	Mal	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-EAS-	2	Tot Min	1	Fem	1	0	0	1	0	0	0
1101-EASELENG		Total	4	Mal	4	2	0	2	0	0	0
PROFESSOR-EAS-ELECTRICAL	2	Tot Min	2	Fem	0	0	0	0	0	0	0
Total for 40043		Total	12	Mal	10	8	0	2	0	0	0
		Tot Min	4	Fem	2	0	0	2	0	0	0

40045

EAS-COMPUTER SCIENCE

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
H4R1XX		Total	1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min	1	Fem	1	0	0	0	0	0	1
1453-EASCOMSCI		Total	1	Mal	1	1	0	0	0	0	0
EMERITUS - ASSOCIATE	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1452-EASSCOMSCI		Total	1	Mal	1	1	0	0	0	0	0
EMERITUS - PROFESSOR-EAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1419-EASCOMSCI		Total	5	Mal	3	3	0	0	0	0	0
LECTURER-EAS-COMPUTER	2	Tot Min	0	Fem	2	2	0	0	0	0	0
1309-EASCOMSCI		Total	1	Mal	1	0	0	1	0	0	0
SR PROFESSIONAL RESEARCH	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1303-EASCOMSCI		Total	1	Mal	1	1	0	0	0	0	0
ASST PROFESSOR-RESEARCH-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1310-LASCOMSCI		Total	1	Mal	1	1	0	0	0	0	0
PROFESSIONAL RESEARCH	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1105-EASCOMSCI		Total	1	Mal	1	1	0	0	0	0	0
INSTRUCTOR-EAS-COMPUTER	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1104-EASCOMSCI		Total	1	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-EAS-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1103-EASCSCI		Total	2	Mal	1	0	0	1	0	0	0
ASST PROFESSOR-EAS-	2	Tot Min	2	Fem	1	0	0	1	0	0	0
1102-EASCSCI		Total	3	Mal	2	2	0	0	0	0	0
ASSOCIATE PROFESSOR-EAS-	2	Tot Min	1	Fem	1	0	0	1	0	0	0

Workforce Analysis

40045

EAS-COMPUTER SCIENCE

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1101-EASCS		Total 4	Mal	4	2	0	2	0	0	0
PROFESSOR-EAS-COMPUTER	2	Tot Min 2	Fem	0	0	0	0	0	0	0
Total for 40045		Total 22	Mal	16	12	0	4	0	0	0
		Tot Min 7	Fem	6	3	0	2	0	0	1

40047

EAS-MECHANICAL ENGINEERING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2248		Total 1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min 0	Fem	0	0	0	0	0	0	0
1419-EASMECH		Total 5	Mal	4	4	0	0	0	0	0
LECTURER-EAS-MECHANICAL	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1105-EASMENG		Total 3	Mal	3	3	0	0	0	0	0
INSTRUCTOR-EAS-MECHANICAL	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1103-EASMENG		Total 2	Mal	2	1	0	1	0	0	0
ASST PROFESSOR-EAS-	2	Tot Min 1	Fem	0	0	0	0	0	0	0
1102-EASMEENG		Total 3	Mal	3	3	0	0	0	0	0
ASSOCIATE PROFESSOR-EAS-	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1101-EASELENG		Total 1	Mal	1	1	0	0	0	0	0
PROFESSOR-EAS-ELECTRICAL	2	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40047		Total 15	Mal	14	13	0	1	0	0	0
		Tot Min 1	Fem	1	1	0	0	0	0	0

40051

LAS-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
I9A2XX		Total 2	Mal	2	2	0	0	0	0	0
LABORATORY COORD II	5	Tot Min 0	Fem	0	0	0	0	0	0	0
I9A1TX		Total 2	Mal	2	1	0	0	1	0	0
LABORATORY COORD I	5	Tot Min 1	Fem	0	0	0	0	0	0	0
H4R1XX		Total 13	Mal	3	3	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min 4	Fem	10	6	0	1	3	0	0

Workforce Analysis

40051

LAS-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
G3A2TX		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT I	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2582		Total	1	Mal	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2581		Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2447		Total	1	Mal	0	0	0	0	0	0	0
HR SENIOR PROF	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2248		Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2343		Total	1	Mal	0	0	0	0	0	0	0
EXTERNAL RELATIONS PRGM DIR 3		Tot Min	0	Fem	1	1	0	0	0	0	0
2243		Total	1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR 3	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2386		Total	1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG PRINCIPAL	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2380		Total	1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG DIRECTOR	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1419-LASADOPS		Total	17	Mal	10	9	0	0	0	0	1
LECTURER-LAS-ADMINISTRATIVE 2		Tot Min	2	Fem	7	6	0	0	1	0	0
2215		Total	1	Mal	0	0	0	0	0	0	0
ASSOC DEAN	1	Tot Min	0	Fem	1	1	0	0	0	0	0
1101-LASADMIOPS		Total	1	Mal	1	1	0	0	0	0	0
PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40051		Total	45	Mal	19	17	0	0	1	0	1
		Tot Min	7	Fem	26	21	0	1	4	0	0

40054

LAS-ENGLISH

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1452-LASENG		Total	1	Mal	0	0	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40054

LAS-ENGLISH

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1419-LASENG	Total	1	Mal	0	0	0	0	0	0	0
LECTURER-LAS-ENGLISH	2	Tot Min	0	Fem	1	1	0	0	0	0
1105-LASENG	Total	16	Mal	7	5	0	0	2	0	0
INSTRUCTOR-LAS-ENGLISH	2	Tot Min	3	Fem	9	8	1	0	0	0
1104-LASENG	Total	20	Mal	5	4	0	0	0	0	1
SENIOR INSTRUCTOR-LAS-	2	Tot Min	2	Fem	15	14	0	0	1	0
1102-LASENG	Total	3	Mal	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	0	Fem	3	3	0	0	0	0
1103-LASENG	Total	3	Mal	2	1	0	1	0	0	0
ASST PROFESSOR-LAS-ENGLISH	2	Tot Min	1	Fem	1	1	0	0	0	0
1101-LASENG	Total	2	Mal	1	1	0	0	0	0	0
PROFESSOR-LAS-ENGLISH	2	Tot Min	0	Fem	1	1	0	0	0	0
Total for 40054	Total	46	Mal	15	11	0	1	2	0	1
	Tot Min	6	Fem	31	29	1	0	1	0	0

40055

LAS-LANGUAGE & CULTURES

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1455-LASLC	Total	1	Mal	0	0	0	0	0	0	0
EMERITUS - SENIOR	2	Tot Min	0	Fem	1	1	0	0	0	0
1419-LASLC	Total	10	Mal	3	3	0	0	0	0	0
LECTURER-LAS-LANGUAGE &	2	Tot Min	1	Fem	7	6	0	1	0	0
1105-LASLC	Total	1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-LANGUAGE &	2	Tot Min	0	Fem	1	1	0	0	0	0
1104-LASLC	Total	6	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	4	Fem	6	2	0	0	2	2
1102-LASLC	Total	3	Mal	2	0	0	0	1	0	1
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	2	Fem	1	1	0	0	0	0
1101-LASLC	Total	2	Mal	1	1	0	0	0	0	0
PROFESSOR-LAS-LANGUAGE &	2	Tot Min	0	Fem	1	1	0	0	0	0
Total for 40055	Total	23	Mal	6	4	0	0	1	0	1
	Tot Min	7	Fem	17	12	0	1	2	0	2

Workforce Analysis

40056

LAS-HUMANITIES

Job Code & Title				Grade & EEO Code		Total	W	B	A	H	I	P	2	
1419-LASHUM				Total	8	Mal	3	2	0	0	1	0	0	0
LECTURER-LAS-HUMANITIES				2	Tot Min	3	Fem	5	3	1	0	0	0	1
Total for 40056				Total	8	Mal	3	2	0	0	1	0	0	0
				Tot Min	3	Fem	5	3	1	0	0	0	0	1

40057

LAS-PHILOSOPHY

Job Code & Title				Grade & EEO Code		Total	W	B	A	H	I	P	2
1452-LASPHI		Total	1	Mal	1	1	0	0	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-		2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1419-LASPHI		Total	1	Mal	1	1	0	0	0	0	0	0	0
LECTURER-LAS-PHILOSOPHY		2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1105-LASPHI		Total	2	Mal	1	1	0	0	0	0	0	0	0
INSTRUCTOR-LAS-PHILOSOPHY		2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1104-LASPHI		Total	3	Mal	2	2	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-		2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1102-LASPHIP		Total	2	Mal	1	1	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-		2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1101-LASPHI		Total	4	Mal	2	2	0	0	0	0	0	0	0
PROFESSOR-LAS-PHILOSOPHY		2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
Total for 40057		Total	13	Mal	8	8	0	0	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0	0	0

40058

LAS-VISUAL & PERFORMING ARTS

Job Code & Title				Grade & EEO Code		Total	W	B	A	H	I	P	2
2248		Total	1	Mal	0	0	0	0	0	0	0	0	0
ACADEMIC SERVICES			3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40058		Total	1	Mal	0	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

Workforce Analysis

40059

LAS-MUSIC

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1419-LASMUS	Total 9	Mal	7	6	0	0	0	1	0	0
LECTURER-LAS-MUSIC 2	Tot Min 1	Fem	2	2	0	0	0	0	0	0
1105-LASMUS	Total 2	Mal	0	0	0	0	0	0	0	0
INSTRUCTOR-LAS-MUSIC 2	Tot Min 0	Fem	2	2	0	0	0	0	0	0
1103-LASMUS	Total 1	Mal	0	0	0	0	0	0	0	0
ASST PROFESSOR-LAS-MUSIC 2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
1102-LASMUS	Total 1	Mal	1	1	0	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS- 2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 40059	Total 13	Mal	8	7	0	0	0	1	0	0
	Tot Min 1	Fem	5	5	0	0	0	0	0	0

40060

VCSS-AUX-THEATREWORKS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2346	Total 1	Mal	0	0	0	0	0	0	0	0
EXTERNAL REL PRINCIPAL PROF 3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2344	Total 2	Mal	1	1	0	0	0	0	0	0
EXTERNAL RELATIONS MANAGER3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
Total for 40060	Total 3	Mal	1	1	0	0	0	0	0	0
	Tot Min 0	Fem	2	2	0	0	0	0	0	0

40061

VCSS-AUX-GALLERY OF CONTEMP AR

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2582	Total 1	Mal	0	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY 4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2240	Total 1	Mal	0	0	0	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR 1	Tot Min 0	Fem	1	1	0	0	0	0	0	0
Total for 40061	Total 2	Mal	0	0	0	0	0	0	0	0
	Tot Min 0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

40062

LAS-BIOLOGY

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
I9A1TX		Total	1	Mal	0	0	0	0	0	0	0
LABORATORY COORD I	5	Tot Min	1	Fem	1	0	0	0	1	0	0
2488		Total	1	Mal	0	0	0	0	0	0	0
RESEARCH SERVICES	5	Tot Min	0	Fem	1	1	0	0	0	0	0
1455-LASBIO		Total	1	Mal	0	0	0	0	0	0	0
EMERITUS - SENIOR	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1419-LASBIO		Total	8	Mal	5	5	0	0	0	0	0
LECTURER-LAS-BIOLOGY	2	Tot Min	1	Fem	3	2	0	1	0	0	0
1105-LASBIO		Total	4	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-BIOLOGY	2	Tot Min	0	Fem	4	4	0	0	0	0	0
1104-LASBIO		Total	3	Mal	1	1	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	1	Fem	2	1	0	1	0	0	0
1103-LASBIO		Total	4	Mal	1	1	0	0	0	0	0
ASST PROFESSOR-LAS-BIOLOGY	2	Tot Min	0	Fem	3	3	0	0	0	0	0
1101-LASBIO		Total	3	Mal	2	1	0	1	0	0	0
PROFESSOR-LAS-BIOLOGY	2	Tot Min	1	Fem	1	1	0	0	0	0	0
1102-LASBIO		Total	5	Mal	3	3	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	1	Fem	2	1	0	1	0	0	0
Total for 40062		Total	30	Mal	12	11	0	1	0	0	0
		Tot Min	5	Fem	18	14	0	3	1	0	0

40063

LAS-CHEMISTRY

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1455-LASCHEM		Total	2	Mal	1	1	0	0	0	0	0
EMERITUS - SENIOR	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1452-LASCHEM		Total	1	Mal	1	1	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1419-LASCHEM		Total	2	Mal	1	1	0	0	0	0	0
LECTURER-LAS-CHEMISTRY	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1105-LASCHEM		Total	9	Mal	4	3	0	0	0	0	1
INSTRUCTOR-LAS-CHEMISTRY	2	Tot Min	4	Fem	5	2	0	2	0	0	1

Workforce Analysis

40063

LAS-CHEMISTRY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1104-LASCHEM	Total	4	Mal	1	1	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	0	Fem	3	3	0	0	0	0
1103-LASCHEN	Total	4	Mal	3	3	0	0	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min	0	Fem	1	1	0	0	0	0
1102-LASCHEM	Total	3	Mal	2	2	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	0	Fem	1	1	0	0	0	0
1101-LASCHEM	Total	2	Mal	2	2	0	0	0	0	0
PROFESSOR-LAS-CHEMISTRY	2	Tot Min	0	Fem	0	0	0	0	0	0
Total for 40063	Total	27	Mal	15	14	0	0	0	0	1
	Tot Min	4	Fem	12	9	0	2	0	0	1

40064

LAS-GEOGRAPHY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1452-LASGEO	Total	1	Mal	0	0	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min	0	Fem	1	1	0	0	0	0
1419-LASGEO	Total	6	Mal	4	4	0	0	0	0	0
LECTURER-LAS-GEOGRAPHY	2	Tot Min	0	Fem	2	2	0	0	0	0
1105-LASGEO	Total	1	Mal	1	1	0	0	0	0	0
INSTRUCTOR-LAS-GEOGRAPHY	2	Tot Min	0	Fem	0	0	0	0	0	0
1104-LASGEO	Total	3	Mal	2	2	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	0	Fem	1	1	0	0	0	0
1303-LASGEO	Total	1	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-RESEARCH-	2	Tot Min	0	Fem	1	1	0	0	0	0
1103-LASGEO	Total	1	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min	1	Fem	1	0	0	0	0	1
1102-LASGEO	Total	1	Mal	1	1	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0
1101-LASGEO	Total	3	Mal	2	2	0	0	0	0	0
PROFESSOR-LAS-GEOGRAPHY	2	Tot Min	0	Fem	1	1	0	0	0	0
Total for 40064	Total	17	Mal	10	10	0	0	0	0	0
	Tot Min	1	Fem	7	6	0	0	0	0	1

Workforce Analysis

40066

LAS-PHYSICS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1419-LASPHY		Total	1	Mal	1	1	0	0	0	0	0
LECTURER-LAS-PHYSICS	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1105-LASPHY		Total	2	Mal	2	2	0	0	0	0	0
INSTRUCTOR-LAS-PHYSICS	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1104-PASPHY		Total	3	Mal	3	2	0	0	0	0	1
SENIOR INSTRUCTOR-LAS-	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1303-LASPHY		Total	1	Mal	1	0	0	0	0	0	1
ASST PROFESSOR-RESEARCH-	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1103-LASPHY		Total	2	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-LAS-PHYSICS	2	Tot Min	0	Fem	2	2	0	0	0	0	0
1102-LASPHY		Total	2	Mal	2	2	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1100-LASPHY		Total	1	Mal	1	1	0	0	0	0	0
DISTINGUISHED PROFESSOR-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1101-LASPHY		Total	2	Mal	2	2	0	0	0	0	0
PROFESSOR-LAS-PHYSICS	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40066		Total	14	Mal	12	10	0	0	0	0	2
		Tot Min	2	Fem	2	2	0	0	0	0	0

40067

LAS-ANTHROPOLOGY

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2582		Total	1	Mal	1	1	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	0	0	0	0	0	0	0
1419-LASANTH		Total	6	Mal	2	2	0	0	0	0	0
LECTURER-LAS-ANTHROPOLOGY	2	Tot Min	1	Fem	4	3	0	0	0	0	1
1104-LASANTH		Total	1	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1105-LASANT		Total	1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1100-LASANTH		Total	1	Mal	1	1	0	0	0	0	0
DISTINGUISHED PROFESSOR-	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40067

LAS-ANTHROPOLOGY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1103-LASANTH		Total 4	Mal	1	1	0	0	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min 1	Fem	3	2	0	1	0	0	0
1102-LASANTH		Total 2	Mal	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min 0	Fem	2	2	0	0	0	0	0
Total for 40067		Total 16	Mal	5	5	0	0	0	0	0
		Tot Min 2	Fem	11	9	0	1	0	0	1

40068

LAS-COMMUNICATION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1452-LASCOM		Total 1	Mal	0	0	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1419-LASCOM		Total 11	Mal	4	4	0	0	0	0	0
LECTURER-LAS-	2	Tot Min 0	Fem	7	7	0	0	0	0	0
1105-LASCOM		Total 1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-	2	Tot Min 1	Fem	1	0	0	0	1	0	0
1104-LASCOM		Total 3	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min 0	Fem	3	3	0	0	0	0	0
1103-LASCOM		Total 2	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min 0	Fem	2	2	0	0	0	0	0
1403-LASCOM		Total 1	Mal	1	1	0	0	0	0	0
VISITING ASST PROFESSOR-LAS-	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1102-LASCOM		Total 4	Mal	1	0	1	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min 2	Fem	3	2	0	1	0	0	0
1101-LASCOM		Total 7	Mal	4	4	0	0	0	0	0
PROFESSOR-LAS-	2	Tot Min 0	Fem	3	3	0	0	0	0	0
Total for 40068		Total 30	Mal	10	9	1	0	0	0	0
		Tot Min 3	Fem	20	18	0	1	1	0	0

Workforce Analysis

40069

LAS-ECONOMICS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1452-LASECON		Total	1	Mal	1	1	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1419-LASECON		Total	3	Mal	2	2	0	0	0	0	0
LECTURER-LAS-ECONOMICS	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1105-LASECON		Total	2	Mal	2	2	0	0	0	0	0
INSTRUCTOR-LAS-ECONOMICS	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1104-LASECON		Total	2	Mal	2	2	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1103-LASECON		Total	3	Mal	2	1	0	1	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min	2	Fem	1	0	0	0	1	0	0
1102-LASECON		Total	3	Mal	2	2	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	1	Fem	1	0	0	1	0	0	0
1101-LASECON		Total	1	Mal	0	0	0	0	0	0	0
PROFESSOR-LAS-ECONOMICS	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40069		Total	15	Mal	11	10	0	1	0	0	0
		Tot Min	3	Fem	4	2	0	1	1	0	0

40073

LAS-HISTORY

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1453-LASHIS		Total	1	Mal	0	0	0	0	0	0	0
EMERITUS - ASSOCIATE	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1452-LASHIS		Total	1	Mal	1	1	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1419-LASHIS		Total	4	Mal	0	0	0	0	0	0	0
LECTURER-LAS-HISTORY	2	Tot Min	0	Fem	4	4	0	0	0	0	0
1105-LASHIS		Total	1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-HISTORY	2	Tot Min	0	Fem	1	1	0	0	0	0	0
1104-LASHIS		Total	3	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	0	Fem	3	3	0	0	0	0	0
1403-LASHIS		Total	1	Mal	1	1	0	0	0	0	0
VISITING ASST PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40073

LAS-HISTORY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1103-LASHIS	Total 2	Mal	1	0	0	1	0	0	0	0
ASST PROFESSOR-LAS-HISTORY 2	Tot Min 1	Fem	1	1	0	0	0	0	0	0
1102-LASHIST	Total 3	Mal	2	1	0	0	1	0	0	0
ASSOCIATE PROFESSOR-LAS- 2	Tot Min 1	Fem	1	1	0	0	0	0	0	0
1101-LASHIST	Total 2	Mal	1	1	0	0	0	0	0	0
PROFESSOR-LAS-HISTORY 2	Tot Min 1	Fem	1	0	0	0	1	0	0	0
1100-LASHIS	Total 1	Mal	1	1	0	0	0	0	0	0
DISTINGUISHED PROFESSOR- 2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 40073	Total 19	Mal	7	5	0	1	1	0	0	0
	Tot Min 3	Fem	12	11	0	0	1	0	0	0

40076

LAS-POLITICAL SCIENCE

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1419-LASPOSCI	Total 7	Mal	5	4	0	0	0	0	0	1
LECTURER-LAS-POLITICAL 2	Tot Min 1	Fem	2	2	0	0	0	0	0	0
1104-LASPOLSCI	Total 1	Mal	1	1	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS- 2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
1103-LASPOSCI	Total 4	Mal	3	2	0	1	0	0	0	0
ASST PROFESSOR-LAS- 2	Tot Min 2	Fem	1	0	0	0	0	0	0	1
1101-LASPOLSCI	Total 3	Mal	3	3	0	0	0	0	0	0
PROFESSOR-LAS-POLITICAL 2	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 40076	Total 15	Mal	12	10	0	1	0	0	0	1
	Tot Min 3	Fem	3	2	0	0	0	0	0	1

40077

LAS-PSYCHOLOGY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX	Total 1	Mal	1	1	0	0	0	0	0	0
PROGRAM ASSISTANT I 4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
G3A3XX	Total 1	Mal	0	0	0	0	0	0	0	0
ADMIN ASSISTANT II 4	Tot Min 1	Fem	1	0	0	0	0	0	0	1

Workforce Analysis

40077

LAS-PSYCHOLOGY

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
2809		Total	1	Mal	0	0	0	0	0	0	0	0
ADMIN ASSISTANT III	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2411		Total	1	Mal	0	0	0	0	0	0	0	0
PSYCHOLOGIST	5	Tot Min	1	Fem	1	0	0	1	0	0	0	0
2409		Total	1	Mal	0	0	0	0	0	0	0	0
HEALTH CARE INTERN	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2408		Total	1	Mal	0	0	0	0	0	0	0	0
HEALTH CARE PROFESSIONAL	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2265		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES PROGRAM	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2263		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES PRGM DIR	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1419-LASPSY		Total	3	Mal	1	0	1	0	0	0	0	0
LECTURER-LAS-PSYCHOLOGY	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
1105-LASPSY		Total	2	Mal	2	2	0	0	0	0	0	0
INSTRUCTOR-LAS-PSYCHOLOGY	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1310-LASPSY		Total	2	Mal	0	0	0	0	0	0	0	0
PROFESSIONAL RESEARCH	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1103-LASPSY		Total	3	Mal	1	0	0	1	0	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
1102-LASPSY		Total	3	Mal	1	1	0	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	1	Fem	2	1	0	0	0	0	0	1
1101-LASPSY		Total	6	Mal	4	4	0	0	0	0	0	0
PROFESSOR-LAS-PSYCHOLOGY	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1100-LASPHY		Total	1	Mal	1	1	0	0	0	0	0	0
DISTINGUISHED PROFESSOR-	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40077		Total	28	Mal	11	9	1	1	0	0	0	0
		Tot Min	5	Fem	17	14	0	1	0	0	0	2

Workforce Analysis

40078

LAS-SOCIOLOGY

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1453-LASSOC		Total	1	Mal	0	0	0	0	0	0	0
EMERITUS - ASSOCIATE	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1452-LASSOC		Total	1	Mal	1	1	0	0	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1419-LASSOC		Total	6	Mal	0	0	0	0	0	0	0
LECTURER-LAS-SOCIOLOGY	2	Tot Min	2	Fem	6	4	1	0	1	0	0
1105-LASSOC		Total	3	Mal	1	1	0	0	0	0	0
INSTRUCTOR-LAS-SOCIOLOGY	2	Tot Min	0	Fem	2	2	0	0	0	0	0
1104-LASSOC		Total	3	Mal	1	1	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min	0	Fem	2	2	0	0	0	0	0
1103-LASSOC		Total	4	Mal	2	0	0	2	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min	3	Fem	2	1	1	0	0	0	0
1102-LASSOCI		Total	2	Mal	2	0	0	0	1	0	1
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	2	Fem	0	0	0	0	0	0	0
Total for 40078		Total	20	Mal	7	3	0	2	1	0	1
		Tot Min	8	Fem	13	9	3	0	1	0	0

40080

LAS-WOMEN'S & ETHNIC STUDIES

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1419-LASWEST		Total	1	Mal	0	0	0	0	0	0	0
LECTURER-LAS-WOMEN'S &	2	Tot Min	1	Fem	1	0	1	0	0	0	0
1102-LASWEST		Total	3	Mal	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min	2	Fem	3	1	1	0	0	1	0
1101-LASWEST		Total	1	Mal	0	0	0	0	0	0	0
PROFESSOR-LAS-WOMEN'S &	2	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 40080		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	4	Fem	5	1	2	0	1	1	0

Workforce Analysis

40081

BETH-EL UG NURSING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2700	Total 5	Mal	2	2	0	0	0	0	0	0
STANDARDIZED PATIENT 3	Tot Min 2	Fem	3	1	0	0	2	0	0	0
2583	Total 1	Mal	0	0	0	0	0	0	0	0
WORKING PERA RETIREE - DAILY 4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2467	Total 1	Mal	1	1	0	0	0	0	0	0
IT SENIOR PROF 5	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2248	Total 1	Mal	0	0	0	0	0	0	0	0
ACADEMIC SERVICES 3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
1419-BEUGSNURS	Total 58	Mal	4	4	0	0	0	0	0	0
LECTURER-BETH-EL UG 2	Tot Min 4	Fem	54	50	0	1	2	1	0	0
1105-BEUGNURS	Total 3	Mal	0	0	0	0	0	0	0	0
INSTRUCTOR-BETH-EL UG 2	Tot Min 1	Fem	3	2	1	0	0	0	0	0
1104-BEUGNURS	Total 9	Mal	1	1	0	0	0	0	0	0
SENIOR INSTRUCTOR-BETH-EL 2	Tot Min 0	Fem	8	8	0	0	0	0	0	0
1103-BEUGN	Total 2	Mal	0	0	0	0	0	0	0	0
ASST PROFESSOR-BETH-EL UG 2	Tot Min 1	Fem	2	1	0	0	0	1	0	0
1215-BEUGSNUR	Total 5	Mal	0	0	0	0	0	0	0	0
CLINICAL INSTRUCTOR (C/T)- 2	Tot Min 2	Fem	5	3	1	1	0	0	0	0
1102-UGNURS	Total 1	Mal	0	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-BETH- 2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
1213-BEUGNURS	Total 1	Mal	0	0	0	0	0	0	0	0
CLINICAL ASST PROFESSOR 2	Tot Min 0	Fem	1	1	0	0	0	0	0	0
Total for 40081	Total 87	Mal	8	8	0	0	0	0	0	0
	Tot Min 10	Fem	79	69	2	2	4	2	0	0

40082

BETH-EL GRAD NURSING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R2XX	Total 1	Mal	0	0	0	0	0	0	0	0
PROGRAM ASSISTANT II 4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
C6S4XX	Total 1	Mal	0	0	0	0	0	0	0	0
MID-LEVEL PROVIDER 5	Tot Min 0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

40082

BETH-EL GRAD NURSING

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
C6S3XX		Total	1	Mal	0	0	0	0	0	0	0	0
NURSE III	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2809		Total	1	Mal	0	0	0	0	0	0	0	0
ADMIN ASSISTANT III	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2808		Total	1	Mal	0	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2716		Total	4	Mal	1	0	1	0	0	0	0	0
HEALTH CARE TECH II	5	Tot Min	3	Fem	3	1	1	0	0	0	0	1
2582		Total	1	Mal	0	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2408		Total	1	Mal	0	0	0	0	0	0	0	0
HEALTH CARE PROFESSIONAL	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2407		Total	4	Mal	0	0	0	0	0	0	0	0
HEALTH CARE SENIOR PROF	5	Tot Min	0	Fem	4	4	0	0	0	0	0	0
2405		Total	2	Mal	0	0	0	0	0	0	0	0
HEALTH CARE PROGRAM MGR	5	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1452-BEGNURS		Total	2	Mal	0	0	0	0	0	0	0	0
EMERITUS - PROFESSOR-BETH-	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1419-BEGNURS		Total	11	Mal	1	1	0	0	0	0	0	0
LECTURER-BETH-EL GRAD	2	Tot Min	2	Fem	10	8	0	0	0	2	0	0
1105-BEGNUR		Total	2	Mal	0	0	0	0	0	0	0	0
INSTRUCTOR-BETH-EL GRAD	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1103-BEGRADNUR		Total	1	Mal	0	0	0	0	0	0	0	0
ASST PROFESSOR-BETH-EL	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1213-BEGNURS		Total	3	Mal	0	0	0	0	0	0	0	0
CLINICAL ASST PROFESSOR	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
1102-NURS		Total	2	Mal	0	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-BETH-	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1101-BEGNANURS		Total	2	Mal	0	0	0	0	0	0	0	0
PROFESSOR-BETH-EL GRAD	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
1212-BEGNURS		Total	1	Mal	1	1	0	0	0	0	0	0
CLINICAL ASSOC PROFESSOR	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 40082

Total 41

Tot Min 5

Mal	3	2	1	0	0	0	0	0
Fem	38	34	1	0	0	2	0	1

40083

BETH-EL HEALTH SCIENCES

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
H4R2XX	Total 1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT II	4	Tot Min 0	Fem	1	1	0	0	0	0
2407	Total 1	Mal	0	0	0	0	0	0	0
HEALTH CARE SENIOR PROF	5	Tot Min 0	Fem	1	1	0	0	0	0
1419-BEHS	Total 18	Mal	5	5	0	0	0	0	0
LECTURER-BETH-EL HEALTH	2	Tot Min 3	Fem	13	10	1	1	1	0
1105-BEHS	Total 4	Mal	1	1	0	0	0	0	0
INSTRUCTOR-BETH-EL HEALTH	2	Tot Min 0	Fem	3	3	0	0	0	0
1215-BEHEASCI	Total 1	Mal	0	0	0	0	0	0	0
CLINICAL INSTRUCTOR (C/T)-	2	Tot Min 0	Fem	1	1	0	0	0	0
1104-BEHS	Total 4	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-BETH-EL	2	Tot Min 0	Fem	4	4	0	0	0	0
1103-BEHEASCI	Total 1	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-BETH-EL	2	Tot Min 0	Fem	1	1	0	0	0	0
1102-BEASCI	Total 5	Mal	1	1	0	0	0	0	0
ASSOCIATE PROFESSOR-BETH-	2	Tot Min 0	Fem	4	4	0	0	0	0
1221-CPBEHESCI	Total 1	Mal	1	1	0	0	0	0	0
PROFESSOR - CLINICAL	2	Tot Min 0	Fem	0	0	0	0	0	0
1101-BEHS	Total 1	Mal	0	0	0	0	0	0	0
PROFESSOR-BETH-EL HEALTH	2	Tot Min 0	Fem	1	1	0	0	0	0
Total for 40083	Total 37	Mal	8	8	0	0	0	0	0
	Tot Min 3	Fem	29	26	1	1	1	0	0

40084

SPA-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
H4R1XX	Total 1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min 0	Fem	1	1	0	0	0	0
H1B4XX	Total 1	Mal	0	0	0	0	0	0	0
ADMINISTRATOR IV	4	Tot Min 0	Fem	1	1	0	0	0	0

Workforce Analysis

40084

SPA-ADMINISTRATIVE OPERATIONS

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
G3A3XX		Total	1	Mal	0	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2248		Total	1	Mal	0	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2247		Total	1	Mal	1	0	0	1	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2263		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES PRGM DIR	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2240		Total	1	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1453-SPAADOP		Total	1	Mal	0	0	0	0	0	0	0	0
EMERITUS - ASSOCIATE	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1452-SPAADOPS		Total	1	Mal	1	1	0	0	0	0	0	0
EMERITUS - PROFESSOR-SPA-	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1419-SPAADOPS		Total	19	Mal	13	12	1	0	0	0	0	0
LECTURER-SPA-ADMINISTRATIVE	2	Tot Min	3	Fem	6	4	0	0	2	0	0	0
1310-SPAADOPS		Total	3	Mal	2	1	1	0	0	0	0	0
PROFESSIONAL RESEARCH	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
1310-SPCADOPS		Total	2	Mal	1	1	0	0	0	0	0	0
PROFESSIONAL RESEARCH	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1104-SPCADOPS		Total	4	Mal	2	1	0	0	0	0	0	1
SENIOR INSTRUCTOR-SPA-	2	Tot Min	3	Fem	2	0	1	0	0	1	0	0
1309-SPAADOPS		Total	1	Mal	0	0	0	0	0	0	0	0
SR PROFESSIONAL RESEARCH	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
1442-SPAADOPS		Total	1	Mal	1	0	1	0	0	0	0	0
SCHOLAR IN RESIDENCE-SPA-	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
1100-SPCADOP		Total	1	Mal	1	1	0	0	0	0	0	0
DISTINGUISHED PROFESSOR-	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
1103-SPCADOPS		Total	6	Mal	3	2	0	1	0	0	0	0
ASST PROFESSOR-SPA-	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
1102-SPAADOP		Total	2	Mal	1	1	0	0	0	0	0	0
ASSOCIATE PROFESSOR-SPA-	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 40084

Total 48

Tot Min 10

Mal	27	21	3	2	0	0	0	1
Fem	21	17	1	0	2	1	0	0

40086

BETH-EL ADMIN

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
H8B2XX	Total 1	Mal	0	0	0	0	0	0	0
ACCOUNTING TECHNICIAN II	5	Tot Min 0	Fem	1	1	0	0	0	0
H2A1XX	Total 1	Mal	1	1	0	0	0	0	0
IT TECHNICIAN	5	Tot Min 0	Fem	0	0	0	0	0	0
2581	Total 1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	4	Tot Min 0	Fem	1	1	0	0	0	0
2465	Total 1	Mal	0	0	0	0	0	0	0
IT PRGM MGR	5	Tot Min 0	Fem	1	1	0	0	0	0
2268	Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min 0	Fem	1	1	0	0	0	0
2247	Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min 0	Fem	1	1	0	0	0	0
2384	Total 1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG MANAGER	5	Tot Min 1	Fem	1	0	1	0	0	0
Total for 40086	Total 7	Mal	1	1	0	0	0	0	0
	Tot Min 1	Fem	6	5	1	0	0	0	0

40087

IT-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
I2B2XX	Total 1	Mal	1	1	0	0	0	0	0
ELECTRONIC ENGINEER II	6	Tot Min 0	Fem	0	0	0	0	0	0
H2A2XX	Total 5	Mal	5	4	0	0	0	0	1
IT PROFESSIONAL	5	Tot Min 1	Fem	0	0	0	0	0	0
H2A1XX	Total 1	Mal	1	0	0	0	1	0	0
IT TECHNICIAN	5	Tot Min 1	Fem	0	0	0	0	0	0
2468	Total 8	Mal	4	3	0	0	0	0	1
IT PROFESSIONAL	5	Tot Min 1	Fem	4	4	0	0	0	0
2467	Total 5	Mal	3	3	0	0	0	0	0
IT SENIOR PROF	5	Tot Min 1	Fem	2	1	0	0	0	1

Workforce Analysis

40087

IT-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2466	Total 2	Mal	2	2	0	0	0	0	0	0
IT PRINCIPAL PROF	5	Fem	0	0	0	0	0	0	0	0
2464	Total 4	Mal	4	3	0	0	0	0	0	1
IT MANAGER	5	Fem	0	0	0	0	0	0	0	0
2463	Total 2	Mal	2	2	0	0	0	0	0	0
IT PRGM DIR	5	Fem	0	0	0	0	0	0	0	0
2461	Total 1	Mal	1	1	0	0	0	0	0	0
IT ASSOC DIR	1	Fem	0	0	0	0	0	0	0	0
2460	Total 2	Mal	2	2	0	0	0	0	0	0
IT DIRECTOR	1	Fem	0	0	0	0	0	0	0	0
2265	Total 1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES PROGRAM	3	Fem	1	1	0	0	0	0	0	0
2386	Total 1	Mal	1	1	0	0	0	0	0	0
FINANCE/ACCTG PRINCIPAL	5	Fem	0	0	0	0	0	0	0	0
2217	Total 1	Mal	1	1	0	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Fem	0	0	0	0	0	0	0	0
Total for 40087	Total 34	Mal	27	23	0	0	1	0	0	3
	Tot Min 5	Fem	7	6	0	0	0	0	0	1

40088

IT-MEDIA SERVICES

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H315XX	Total 1	Mal	1	0	1	0	0	0	0	0
MEDIA SPECIALIST IV	5	Fem	0	0	0	0	0	0	0	0
2460	Total 1	Mal	0	0	0	0	0	0	0	0
IT DIRECTOR	1	Fem	1	1	0	0	0	0	0	0
2288	Total 2	Mal	1	1	0	0	0	0	0	0
COMMUNICATION	3	Fem	1	1	0	0	0	0	0	0
2287	Total 1	Mal	1	1	0	0	0	0	0	0
COMMUNICATION SENIOR PROF	3	Fem	0	0	0	0	0	0	0	0
Total for 40088	Total 5	Mal	3	2	1	0	0	0	0	0
	Tot Min 1	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

40089

IT-TELECOMMUNICATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2464		Total 1	Mal	1	1	0	0	0	0	0
IT MANAGER	5	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40089		Total 1	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

40090

LIB-LIBRARY OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
G3C4XX		Total 3	Mal	1	1	0	0	0	0	0
LIBRARY TECHNICIAN III	5	Tot Min 0	Fem	2	2	0	0	0	0	0
G3C3XX		Total 4	Mal	0	0	0	0	0	0	0
LIBRARY TECHNICIAN II	5	Tot Min 1	Fem	4	3	0	0	1	0	0
G3C2TX		Total 2	Mal	0	0	0	0	0	0	0
LIBRARY TECHNICIAN I	5	Tot Min 0	Fem	2	2	0	0	0	0	0
G3A3XX		Total 1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2248		Total 3	Mal	2	2	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2266		Total 1	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES PRINCIPAL	3	Tot Min 0	Fem	0	0	0	0	0	0	0
1105-LILIBOPS		Total 3	Mal	1	0	0	0	0	0	1
INSTRUCTOR-LIB-LIBRARY	2	Tot Min 1	Fem	2	2	0	0	0	0	0
1103-LIBLOPS		Total 5	Mal	3	2	0	0	1	0	0
ASST PROFESSOR-LIB-LIBRARY	2	Tot Min 1	Fem	2	2	0	0	0	0	0
1102-LIBLIOP		Total 2	Mal	0	0	0	0	0	0	0
ASSOCIATE PROFESSOR-LIB-	2	Tot Min 0	Fem	2	2	0	0	0	0	0
1104-LIBOPS		Total 2	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LIB-	2	Tot Min 1	Fem	2	1	0	0	0	0	1
Total for 40090		Total 26	Mal	8	6	0	0	1	0	1
		Tot Min 4	Fem	18	16	0	0	1	0	1

Workforce Analysis

40092

VCAF-ADMINISTRATIVE OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2580		Total 1	Mal	0	0	0	0	0	0	0
PROFESSIONAL ASSISTANT	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2268		Total 1	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2260		Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES DIRECTOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
2217		Total 6	Mal	4	3	0	0	0	0	1
EXECUTIVE DIRECTOR	1	Tot Min 2	Fem	2	1	0	0	0	0	1
2211		Total 1	Mal	0	0	0	0	0	0	0
ASST VICE CHANCELLOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
2210		Total 3	Mal	3	2	0	0	0	0	1
ASSOC VICE CHANCELLOR	1	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 40092		Total 13	Mal	8	6	0	0	0	0	2
		Tot Min 3	Fem	5	4	0	0	0	0	1

40093

VCAF-P&C ADMIN

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
G3A3XX		Total 2	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min 0	Fem	2	2	0	0	0	0	0
2387		Total 1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG SENIOR PROF	5	Tot Min 0	Fem	1	1	0	0	0	0	0
2325		Total 4	Mal	3	3	0	0	0	0	0
ENGINEERING/ARCH PROGRAM	5	Tot Min 0	Fem	1	1	0	0	0	0	0
2217		Total 1	Mal	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40093		Total 8	Mal	3	3	0	0	0	0	0
		Tot Min 0	Fem	5	5	0	0	0	0	0

Workforce Analysis

40094

VCAF-AUX-PARKING OPERATIONS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
H8B2XX		Total	1	Mal	1	0	0	0	0	0	1
ACCOUNTING TECHNICIAN II	5	Tot Min	1	Fem	0	0	0	0	0	0	0
2808		Total	1	Mal	1	1	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	0	Fem	0	0	0	0	0	0	0
2583		Total	1	Mal	0	0	0	0	0	0	0
WORKING PERA RETIREE - DAILY	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2268		Total	1	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2265		Total	2	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES PROGRAM	3	Tot Min	1	Fem	1	0	0	1	0	0	0
2266		Total	1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES PRINCIPAL	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40094		Total	7	Mal	4	3	0	0	0	0	1
		Tot Min	2	Fem	3	2	0	1	0	0	0

40095

VCAF-FAC-ADMIN OP

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
G3A3XX		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A2TX		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT I	4	Tot Min	0	Fem	1	1	0	0	0	0	0
D9D1TX		Total	1	Mal	1	1	0	0	0	0	0
LTC OPERATIONS I	6	Tot Min	0	Fem	0	0	0	0	0	0	0
D8G2XX		Total	1	Mal	1	1	0	0	0	0	0
MATERIALS HANDLER II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
D8E3XX		Total	1	Mal	1	1	0	0	0	0	0
GROUND & NURSERY III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D8E2XX		Total	1	Mal	1	1	0	0	0	0	0
GROUND & NURSERY II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D8E1TX		Total	6	Mal	5	4	0	0	0	0	1
GROUND & NURSERY I	7	Tot Min	2	Fem	1	0	0	1	0	0	0

Workforce Analysis

40095

VCAF-FAC-ADMIN OP

Job Code & Title		Grade & EEO Code			Total	W	B	A	H	I	P	2
D8D2XX		Total	1	Mal	1	0	0	0	1	0	0	0
GENERAL LABOR II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D8B4XX		Total	1	Mal	0	0	0	0	0	0	0	0
CUSTODIAN IV	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D8B3XX		Total	3	Mal	2	1	1	0	0	0	0	0
CUSTODIAN III	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
D8B2XX		Total	2	Mal	1	0	1	0	0	0	0	0
CUSTODIAN II	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
D8B1TX		Total	28	Mal	21	11	4	2	4	0	0	0
CUSTODIAN I	7	Tot Min	15	Fem	7	2	1	0	3	0	1	0
D6D3XX		Total	1	Mal	1	1	0	0	0	0	0	0
STRUCTURAL TRADES III	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6D2XX		Total	6	Mal	6	6	0	0	0	0	0	0
STRUCTURAL TRADES II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6D1TX		Total	1	Mal	1	0	0	0	1	0	0	0
STRUCTURAL TRADES I	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6C2XX		Total	3	Mal	3	2	1	0	0	0	0	0
PIPE/MECH TRADES II	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6A2XX		Total	2	Mal	2	2	0	0	0	0	0	0
ELECTRICAL TRADES II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2367		Total	1	Mal	1	0	1	0	0	0	0	0
FACILITIES SENIOR PROF	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2267		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES SENIOR	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2364		Total	1	Mal	0	0	0	0	0	0	0	0
FACILITIES MANAGER	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2327		Total	1	Mal	0	0	0	0	0	0	0	0
ENGINEERING/ARCH SENIOR	5	Tot Min	1	Fem	1	0	0	1	0	0	0	0
2217		Total	2	Mal	2	2	0	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40095		Total	66	Mal	50	33	8	2	6	0	0	1
		Tot Min	24	Fem	16	9	1	1	4	0	1	0

Workforce Analysis

40099

VCAF-RM-ADMIN

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2583		Total 1	Mal	0	0	0	0	0	0	0
WORKING PERA RETIREE - DAILY 4		Tot Min 0	Fem	1	1	0	0	0	0	0
2217		Total 1	Mal	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR 1		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40099		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

40100

VCAF-RM-BUDGET

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2468		Total 1	Mal	1	1	0	0	0	0	0
IT PROFESSIONAL 5		Tot Min 0	Fem	0	0	0	0	0	0	0
2268		Total 2	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2261		Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES ASSOC DIR 1		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40100		Total 4	Mal	2	2	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

40101

VCAF-RM-CONTROLLER'S OFFICE

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H8A2XX		Total 1	Mal	0	0	0	0	0	0	0
ACCOUNTANT II 5		Tot Min 0	Fem	1	1	0	0	0	0	0
2388		Total 3	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG PROFESSIONAL 5		Tot Min 1	Fem	3	2	0	0	0	0	1
2387		Total 2	Mal	1	1	0	0	0	0	0
FINANCE/ACCTG SENIOR PROF 5		Tot Min 0	Fem	1	1	0	0	0	0	0
2383		Total 1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG PRGM DIR 5		Tot Min 0	Fem	1	1	0	0	0	0	0
2381		Total 1	Mal	1	0	0	0	0	0	1
FINANCE/ACCTG ASSOC DIR 1		Tot Min 1	Fem	0	0	0	0	0	0	0

Workforce Analysis

40101

VCAF-RM-CONTROLLER'S OFFICE

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2380		Total	1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG DIRECTOR	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40101		Total	9	Mal	2	1	0	0	0	0	1
		Tot Min	2	Fem	7	6	0	0	0	0	1

40102

VCAF-RM-SFS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
H8B2XX		Total	2	Mal	0	0	0	0	0	0	0
ACCOUNTING TECHNICIAN II	5	Tot Min	1	Fem	2	1	0	0	0	0	1
H8A1XX		Total	1	Mal	1	0	1	0	0	0	0
ACCOUNTANT I	5	Tot Min	1	Fem	0	0	0	0	0	0	0
2467		Total	1	Mal	1	1	0	0	0	0	0
IT SENIOR PROF	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2388		Total	2	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG PROFESSIONAL	5	Tot Min	0	Fem	2	2	0	0	0	0	0
2387		Total	2	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG SENIOR PROF	5	Tot Min	1	Fem	2	1	0	1	0	0	0
2385		Total	1	Mal	1	0	1	0	0	0	0
FINANCE/ACCTG PRGM MGR	5	Tot Min	1	Fem	0	0	0	0	0	0	0
2381		Total	1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG ASSOC DIR	1	Tot Min	1	Fem	1	0	0	0	1	0	0
2380		Total	1	Mal	1	1	0	0	0	0	0
FINANCE/ACCTG DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40102		Total	11	Mal	4	2	2	0	0	0	0
		Tot Min	5	Fem	7	4	0	1	1	0	1

40105

VCSS-AUX-BOOKSTORE ADMIN OPS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
H6O2XX		Total	1	Mal	0	0	0	0	0	0	0
RETAIL BUSINESS ANALYST II	4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40105

VCSS-AUX-BOOKSTORE ADMIN OPS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2783		Total	1	Mal	1	1	0	0	0	0	0
MATERIALS HANDLER II	6	Tot Min	0	Fem	0	0	0	0	0	0	0
2582		Total	1	Mal	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2265		Total	2	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES PROGRAM	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2267		Total	2	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES SENIOR	3	Tot Min	1	Fem	2	1	0	0	0	0	1
2264		Total	1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES MANAGER	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40105		Total	8	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	6	5	0	0	0	0	1

40118

VCSS-AUX-ADMIN OPERATIONS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
D8E2XX		Total	1	Mal	1	1	0	0	0	0	0
GROUND & NURSERY II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D8B3XX		Total	1	Mal	1	1	0	0	0	0	0
CUSTODIAN III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D8B2XX		Total	2	Mal	1	1	0	0	0	0	0
CUSTODIAN II	7	Tot Min	1	Fem	1	0	0	0	1	0	0
D8B1TX		Total	15	Mal	9	4	1	0	3	0	1
CUSTODIAN I	7	Tot Min	8	Fem	6	3	0	1	1	0	1
D6D2XX		Total	7	Mal	7	6	0	0	0	0	1
STRUCTURAL TRADES II	6	Tot Min	1	Fem	0	0	0	0	0	0	0
2288		Total	1	Mal	0	0	0	0	0	0	0
COMMUNICATION	3	Tot Min	1	Fem	1	0	0	1	0	0	0
2362		Total	1	Mal	1	1	0	0	0	0	0
FACILITIES ASST DIR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2360		Total	1	Mal	1	1	0	0	0	0	0
FACILITIES DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40118

VCSS-AUX-ADMIN OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2283		Total 1	Mal	0	0	0	0	0	0	0
COMMUNICATION PRGM DIR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40118		Total 30	Mal	21	15	1	0	3	0	2
		Tot Min 11	Fem	9	4	0	2	2	0	1

40119

VCAF-RM-HUMAN RESOURCES

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H6G3XX		Total 1	Mal	0	0	0	0	0	0	0
GENERAL PROFESSIONAL III	3	Tot Min 0	Fem	1	1	0	0	0	0	0
H4R1XX		Total 1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2583		Total 1	Mal	0	0	0	0	0	0	0
WORKING PERA RETIREE - DAILY	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2449		Total 1	Mal	0	0	0	0	0	0	0
HR INTERN	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2448		Total 4	Mal	0	0	0	0	0	0	0
HR PROFESSIONAL	3	Tot Min 0	Fem	4	4	0	0	0	0	0
2447		Total 2	Mal	1	0	0	0	1	0	0
HR SENIOR PROF	3	Tot Min 1	Fem	1	1	0	0	0	0	0
2445		Total 1	Mal	0	0	0	0	0	0	0
HR PROGRAM MGR	3	Tot Min 1	Fem	1	0	0	0	1	0	0
2443		Total 1	Mal	0	0	0	0	0	0	0
HR PRGM DIR	3	Tot Min 1	Fem	1	0	1	0	0	0	0
Total for 40119		Total 12	Mal	1	0	0	0	1	0	0
		Tot Min 3	Fem	11	9	1	0	1	0	0

40121

VCAF-AUX-POLICE OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R2XX		Total 1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT II	4	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40121

VCAF-AUX-POLICE OPERATIONS

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2	
G1A2TX		Total	6	Mal	4	3	0	0	1	0	0	0
POLICE COMMUNICATION TECH	7	Tot Min	1	Fem	2	2	0	0	0	0	0	0
D8H2XX		Total	1	Mal	1	1	0	0	0	0	0	0
SECURITY II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D8H1TX		Total	4	Mal	3	1	2	0	0	0	0	0
SECURITY I	7	Tot Min	3	Fem	1	0	1	0	0	0	0	0
D7B2XX		Total	1	Mal	1	1	0	0	0	0	0	0
EQUIPMENT OPERATOR II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
A4B3XX		Total	3	Mal	3	2	0	0	0	1	0	0
POLICE OFFICER II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
A4B2TX		Total	12	Mal	11	6	1	2	1	0	0	1
POLICE OFFICER I	7	Tot Min	5	Fem	1	1	0	0	0	0	0	0
A4B1IX		Total	1	Mal	1	1	0	0	0	0	0	0
POLICE OFFICER INTERN	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2549		Total	3	Mal	2	2	0	0	0	0	0	0
PUBLIC SAFETY PRINCIPAL PROF	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2547		Total	1	Mal	1	1	0	0	0	0	0	0
PUBLIC SAFETY MANAGER	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2543		Total	1	Mal	1	1	0	0	0	0	0	0
PUBLIC SAFETY DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2488		Total	1	Mal	0	0	0	0	0	0	0	0
RESEARCH SERVICES	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2487		Total	1	Mal	1	1	0	0	0	0	0	0
RESEARCH SERVICES SENIOR	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2268		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 40121		Total	37	Mal	29	20	3	2	2	1	0	1
		Tot Min	10	Fem	8	7	1	0	0	0	0	0

Workforce Analysis

40123

VCAF-FAC-MAILROOM

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
G3A4XX		Total	2	Mal	2	2	0	0	0	0	0
ADMIN ASSISTANT III	4	Tot Min	0	Fem	0	0	0	0	0	0	0
G3A3XX		Total	2	Mal	1	0	0	0	1	0	0
ADMIN ASSISTANT II	4	Tot Min	1	Fem	1	1	0	0	0	0	0
Total for 40123		Total	4	Mal	3	2	0	0	1	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

40124

VCSS-STUDENTSUCCESS ADMIN OPER

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2581		Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2387		Total	1	Mal	1	1	0	0	0	0	0
FINANCE/ACCTG SENIOR PROF	5	Tot Min	0	Fem	0	0	0	0	0	0	0
2217		Total	4	Mal	3	3	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Tot Min	1	Fem	1	0	0	1	0	0	0
2211		Total	2	Mal	1	1	0	0	0	0	0
ASST VICE CHANCELLOR	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40124		Total	8	Mal	5	5	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	1	0	0	0

40125

VCSS-ACADEMIC ADVISING

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
H3H3XX		Total	1	Mal	0	0	0	0	0	0	0
STUDENT SERVICES SPECIALST	4	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A3XX		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	1	Fem	1	0	0	0	0	0	1
2248		Total	11	Mal	2	2	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	2	Fem	9	7	0	0	2	0	0
2247		Total	3	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

40125

VCSS-ACADEMIC ADVISING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2242		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASST DIR 1		Tot Min 0	Fem	1	1	0	0	0	0	0
2246		Total 2	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES PRINCIPAL 3		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40125		Total 19	Mal	3	3	0	0	0	0	0
		Tot Min 3	Fem	16	13	0	0	2	0	1

40126

VCSS-FINANCIAL AID

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2465		Total 2	Mal	2	2	0	0	0	0	0
IT PRGM MGR 5		Tot Min 0	Fem	0	0	0	0	0	0	0
2248		Total 8	Mal	2	2	0	0	0	0	0
ACADEMIC SERVICES 3		Tot Min 1	Fem	6	5	0	0	1	0	0
2247		Total 1	Mal	1	0	1	0	0	0	0
ACADEMIC SERVICES SENIOR 3		Tot Min 1	Fem	0	0	0	0	0	0	0
2242		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASST DIR 1		Tot Min 0	Fem	1	1	0	0	0	0	0
2245		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PROGRAM 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2240		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR 1		Tot Min 0	Fem	1	1	0	0	0	0	0
2241		Total 2	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASSOC DIR 1		Tot Min 2	Fem	2	0	0	0	0	0	2
Total for 40126		Total 16	Mal	5	4	1	0	0	0	0
		Tot Min 4	Fem	11	8	0	0	1	0	2

40127

VCSS-AUX-COUNSELING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
G3A3XX		Total 2	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II 4		Tot Min 0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40127

VCSS-AUX-COUNSELING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2411	Total 4	Mal	1	1	0	0	0	0	0	0
PSYCHOLOGIST	5	Fem	3	2	1	0	0	0	0	0
2406	Total 2	Mal	0	0	0	0	0	0	0	0
HEALTH CARE PRINCIPAL PROF	5	Fem	2	2	0	0	0	0	0	0
2403	Total 1	Mal	0	0	0	0	0	0	0	0
HEALTH CARE PRGM DIR	5	Fem	1	1	0	0	0	0	0	0
Total for 40127	Total 9	Mal	1	1	0	0	0	0	0	0
	Tot Min 1	Fem	8	7	1	0	0	0	0	0

40128

VCAF- REGISTRAR

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX	Total 3	Mal	1	0	1	0	0	0	0	0
PROGRAM ASSISTANT I	4	Fem	2	2	0	0	0	0	0	0
H3H4XX	Total 1	Mal	0	0	0	0	0	0	0	0
STUDENT SERVICES SPECIALIST	4	Fem	1	1	0	0	0	0	0	0
H2A2XX	Total 1	Mal	0	0	0	0	0	0	0	0
IT PROFESSIONAL	5	Fem	1	1	0	0	0	0	0	0
G3A4XX	Total 1	Mal	0	0	0	0	0	0	0	0
ADMIN ASSISTANT III	4	Fem	1	1	0	0	0	0	0	0
G3A3XX	Total 2	Mal	1	1	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Fem	1	1	0	0	0	0	0	0
2468	Total 1	Mal	1	1	0	0	0	0	0	0
IT PROFESSIONAL	5	Fem	0	0	0	0	0	0	0	0
2248	Total 5	Mal	0	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Fem	5	3	1	0	0	0	0	1
2247	Total 2	Mal	0	0	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Fem	2	2	0	0	0	0	0	0
2242	Total 1	Mal	0	0	0	0	0	0	0	0
ACADEMIC SERVICES ASST DIR	1	Fem	1	1	0	0	0	0	0	0
2245	Total 1	Mal	1	1	0	0	0	0	0	0
ACADEMIC SERVICES PROGRAM	3	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40128

VCAF- REGISTRAR

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2243	Total	1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR 3	Tot Min	0	Fem	0	0	0	0	0	0	0
2240	Total	1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR 1	Tot Min	0	Fem	0	0	0	0	0	0	0
2241	Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASSOC DIR 1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40128	Total	21	Mal	6	5	1	0	0	0	0
	Tot Min	3	Fem	15	13	1	0	0	0	1

40129

VCSS-AUX-RES LIFE & HOUSING

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R2XX	Total	1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT II 4	Tot Min	0	Fem	1	1	0	0	0	0	0
2505	Total	1	Mal	1	1	0	0	0	0	0
STUDENT SERVICES PRGM 3	Tot Min	0	Fem	0	0	0	0	0	0	0
2500	Total	2	Mal	1	1	0	0	0	0	0
STUDENT SERVICES DIRECTOR 1	Tot Min	0	Fem	1	1	0	0	0	0	0
2268	Total	1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES 3	Tot Min	0	Fem	1	1	0	0	0	0	0
2265	Total	3	Mal	3	2	0	0	0	0	1
BUSINESS SERVICES PROGRAM 3	Tot Min	1	Fem	0	0	0	0	0	0	0
2262	Total	1	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES ASST DIR 1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 40129	Total	9	Mal	6	5	0	0	0	0	1
	Tot Min	1	Fem	3	3	0	0	0	0	0

40130

VCSS-AUX-FAMILY DEV CENTER

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
G3A3XX	Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II 4	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40130

VCSS-AUX-FAMILY DEV CENTER

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8C2XX		Total	1	Mal	1	0	0	1	0	0	0	0
DINING SERVICES II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2772		Total	1	Mal	1	0	0	0	1	0	0	0
DINING SERVICES II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
2582		Total	1	Mal	0	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2268		Total	8	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min	2	Fem	8	6	0	0	1	1	0	0
2267		Total	2	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES SENIOR	3	Tot Min	1	Fem	2	1	1	0	0	0	0	0
2264		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES MANAGER	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2261		Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES ASSOC DIR	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2260		Total	2	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES DIRECTOR	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
Total for 40130		Total	18	Mal	2	0	0	1	1	0	0	0
		Tot Min	5	Fem	16	13	1	0	1	1	0	0

40131

VCSS-AUX-UC EVENT SERVICES

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2	
2808		Total	1	Mal	0	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2582		Total	2	Mal	0	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	1	Fem	2	1	0	0	1	0	0	0
2268		Total	1	Mal	1	1	0	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
2265		Total	2	Mal	1	1	0	0	0	0	0	0
BUSINESS SERVICES PROGRAM	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
2261		Total	2	Mal	1	0	0	0	1	0	0	0
BUSINESS SERVICES ASSOC DIR	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

40131

VCSS-AUX-UC EVENT SERVICES

Job Code & Title				Grade & EEO Code		Total	W	B	A	H	I	P	2	
2266				Total	1	Mal	1	0	0	0	1	0	0	0
BUSINESS SERVICES PRINCIPAL 3				Tot Min	1	Fem	0	0	0	0	0	0	0	0
2263				Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SERVICES PRGM DIR 3				Tot Min	1	Fem	1	0	0	0	1	0	0	0
2260				Total	1	Mal	1	1	0	0	0	0	0	0
BUSINESS SERVICES DIRECTOR 1				Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 40131				Total	11	Mal	5	3	0	0	2	0	0	0
				Tot Min	4	Fem	6	4	0	0	2	0	0	0

40137

AA-SCIENCE CENTER

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
2248		Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	1	Fem	1	0	0	0	0	0	1
Total for 40137		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	0	0	0	1

40138

AA - COMMUNICATION CENTER

Job Code & Title				Grade & EEO Code		Total	W	B	A	H	I	P	2
2242				Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASST DIR				1	Tot Min	1	Fem	1	0	1	0	0	0
1421-AACOMCOM				Total	3	Mal	2	2	0	0	0	0	0
ASST INSTRUCTOR-AA -				2	Tot Min	0	Fem	1	1	0	0	0	0
Total for 40138				Total	4	Mal	2	2	0	0	0	0	0
				Tot Min	1	Fem	2	1	1	0	0	0	0

40140

VCSS-DISABILITY SERVICES

Job Code & Title				Grade & EEO Code		Total	W	B	A	H	I	P	2
G3A4XX				Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT III				4	Tot Min	0	Fem	1	1	0	0	0	0

Workforce Analysis

40140

VCSS-DISABILITY SERVICES

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2505		Total	1	Mal	0	0	0	0	0	0	0
STUDENT SERVICES PRGM	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2502		Total	1	Mal	0	0	0	0	0	0	0
STUDENT SERVICES ASST	1	Tot Min	0	Fem	1	1	0	0	0	0	0
2248		Total	6	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	1	Fem	6	5	1	0	0	0	0
Total for 40140		Total	9	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	9	8	1	0	0	0	0

40226

VCAF-AUX-STUDENT HEALTH CTR

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2809		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT III	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2808		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2716		Total	2	Mal	0	0	0	0	0	0	0
HEALTH CARE TECH II	5	Tot Min	2	Fem	2	0	1	0	1	0	0
2410		Total	1	Mal	0	0	0	0	0	0	0
PHYSICIAN	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2408		Total	1	Mal	0	0	0	0	0	0	0
HEALTH CARE PROFESSIONAL	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2407		Total	4	Mal	0	0	0	0	0	0	0
HEALTH CARE SENIOR PROF	5	Tot Min	1	Fem	4	3	0	0	0	0	1
2265		Total	1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES PROGRAM	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2260		Total	1	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES DIRECTOR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2400		Total	1	Mal	0	0	0	0	0	0	0
HEALTH CARE DIRECTOR	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40226		Total	13	Mal	1	1	0	0	0	0	0
		Tot Min	3	Fem	12	9	1	0	1	0	1

Workforce Analysis

40228

AA - FACULTY RESOURCE CENTER

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2247		Total 2	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2246		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PRINCIPAL	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40228		Total 3	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

40232

LAS-MATHEMATICS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1452-MATH		Total 1	Mal	1	0	0	1	0	0	0
EMERITUS - PROFESSOR-LAS-	2	Tot Min 1	Fem	0	0	0	0	0	0	0
1419-LASMATH		Total 8	Mal	1	1	0	0	0	0	0
LECTURER-LAS-MATHEMATICS	2	Tot Min 2	Fem	7	5	0	1	0	0	1
1105-LASMATH		Total 4	Mal	3	3	0	0	0	0	0
INSTRUCTOR-LAS-MATHEMATICS	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1104-LASMATH		Total 3	Mal	2	2	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1103-LASMATH		Total 1	Mal	0	0	0	0	0	0	0
ASST PROFESSOR-LAS-	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1102-LASMATH		Total 3	Mal	3	3	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1101-LASMATH		Total 6	Mal	5	5	0	0	0	0	0
PROFESSOR-LAS-MATHEMATICS	2	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40232		Total 26	Mal	15	14	0	1	0	0	0
		Tot Min 3	Fem	11	9	0	1	0	0	1

40235

AA-BACHELOR OF INNOVATION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2247		Total 1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40235

AA-BACHELOR OF INNOVATION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2240	Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR	Tot Min	0	Fem	1	1	0	0	0	0	0
1419-BOI	Total	10	Mal	6	2	2	1	0	0	1
LECTURER-AA-BACHELOR OF	Tot Min	4	Fem	4	4	0	0	0	0	0
1105-BOI	Total	2	Mal	1	1	0	0	0	0	0
INSTRUCTOR-AA-BACHELOR OF	Tot Min	0	Fem	1	1	0	0	0	0	0
1104-BOI	Total	1	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-AA-	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40235	Total	15	Mal	8	4	2	1	0	0	1
	Tot Min	4	Fem	7	7	0	0	0	0	0

40236

VCSS-STUDENT LIFE

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2834	Total	1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	Tot Min	0	Fem	1	1	0	0	0	0	0
2582	Total	1	Mal	1	1	0	0	0	0	0
PROFESSIONAL TEMPORARY	Tot Min	0	Fem	0	0	0	0	0	0	0
2508	Total	1	Mal	0	0	0	0	0	0	0
STUDENT SERVICES	Tot Min	1	Fem	1	0	0	0	0	0	1
2503	Total	1	Mal	1	1	0	0	0	0	0
STUDENT SERVICES PRGM	Tot Min	0	Fem	0	0	0	0	0	0	0
2500	Total	3	Mal	1	1	0	0	0	0	0
STUDENT SERVICES DIRECTOR	Tot Min	0	Fem	2	2	0	0	0	0	0
2243	Total	1	Mal	1	0	0	0	0	0	1
ACADEMIC SERVICES PRGM DIR	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 40236	Total	8	Mal	4	3	0	0	0	0	1
	Tot Min	2	Fem	4	3	0	0	0	0	1

Workforce Analysis

40237

LAS-THEATRE

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2506		Total 1	Mal	1	0	0	0	0	0	1
STUDENT SERVICES PRINCIPAL 3		Tot Min 1	Fem	0	0	0	0	0	0	0
1419-LASTHE		Total 8	Mal	3	3	0	0	0	0	0
LECTURER-LAS-THEATRE 2		Tot Min 0	Fem	5	5	0	0	0	0	0
1105-LASTHE		Total 1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-THEATRE 2		Tot Min 1	Fem	1	0	0	0	0	0	1
1104-LASTHE		Total 1	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS- 2		Tot Min 0	Fem	1	1	0	0	0	0	0
1103-LASTHE		Total 1	Mal	1	1	0	0	0	0	0
ASST PROFESSOR-LAS-THEATRE 2		Tot Min 0	Fem	0	0	0	0	0	0	0
1102-LASTHE		Total 1	Mal	1	1	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS- 2		Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40237		Total 13	Mal	6	5	0	0	0	0	1
		Tot Min 2	Fem	7	6	0	0	0	0	1

40238

VCAF-INSTITUTIONAL RESEARCH

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2267		Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES SENIOR 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2266		Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES PRINCIPAL 3		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40238		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

40239

VCSS-AUX-FINANCIAL SERVICES

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2843		Total 2	Mal	0	0	0	0	0	0	0
ACCOUNTING TECHNICIAN II 5		Tot Min 0	Fem	2	2	0	0	0	0	0
2388		Total 2	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG PROFESSIONAL 5		Tot Min 1	Fem	2	1	0	0	1	0	0

Workforce Analysis

40239

VCSS-AUX-FINANCIAL SERVICES

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2382		Total	1	Mal	1	0	0	0	0	0	1
FINANCE/ACCTG ASST DIR	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 40239		Total	5	Mal	1	0	0	0	0	0	1
		Tot Min	2	Fem	4	3	0	1	0	0	0

40245

LAS-MATRIX CENTER

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2582		Total	1	Mal	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2248		Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40245		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

40246

AA-BIOFRONTIERS-UCCS CENTER

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2487		Total	1	Mal	0	0	0	0	0	0	0
RESEARCH SERVICES SENIOR	5	Tot Min	0	Fem	1	1	0	0	0	0	0
1306-BIOFR		Total	4	Mal	2	1	0	1	0	0	0
RESEARCH ASSOCIATE-AA-	2	Tot Min	2	Fem	2	1	0	0	0	0	1
1305-BIOFR		Total	3	Mal	2	2	0	0	0	0	0
SR RESEARCH ASSOCIATE-AA-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40246		Total	8	Mal	4	3	0	1	0	0	0
		Tot Min	2	Fem	4	3	0	0	0	0	1

40247

LAS-GALLERY MANAGEMENT

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
1419-LASGALMAN		Total	1	Mal	0	0	0	0	0	0	0
LECTURER-LAS-GALLERY	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 40247				Total	1	Mal	0	0	0	0	0	0	0	0	0
				Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

40248

BETH-EL EXTENDED STUDIES

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX		Total	1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min	0	Fem	1	1	0	0	0	0	0
1419-BEES		Total	4	Mal	1	1	0	0	0	0	0
LECTURER-BETH-EL EXTENDED	2	Tot Min	1	Fem	3	2	0	0	1	0	0
1105-BES		Total	1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-BETH-EL	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40248		Total	6	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	5	4	0	0	1	0	0

40250

VCUA-UNIVERSITY DEVELOPMENT

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
2307		Total	1	Mal	0	0	0	0	0	0	0
DEVELOPMENT SENIOR PROF	3	Tot Min	1	Fem	1	0	0	0	0	0	1
2306		Total	1	Mal	0	0	0	0	0	0	0
DEVELOPMENT PRINCIPAL PRO	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2305		Total	2	Mal	0	0	0	0	0	0	0
DEVELOPMENT PROGRAM MGR	3	Tot Min	1	Fem	2	1	0	0	1	0	0
2304		Total	2	Mal	0	0	0	0	0	0	0
DEVELOPMENT MANAGER	3	Tot Min	0	Fem	2	2	0	0	0	0	0
2301		Total	1	Mal	1	1	0	0	0	0	0
DEVELOPMENT ASSOC DIR	1	Tot Min	0	Fem	0	0	0	0	0	0	0
2217		Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40250		Total	8	Mal	1	1	0	0	0	0	0
		Tot Min	2	Fem	7	5	0	0	1	0	1

Workforce Analysis

40251

AA-UCCS TEACH

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2834		Total	1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I	4	Tot Min	1	Fem	1	0	0	0	0	0	1
1419-UTEA		Total	1	Mal	1	1	0	0	0	0	0
LECTURER-AA-UCCS TEACH	2	Tot Min	0	Fem	0	0	0	0	0	0	0
1104-TEACH		Total	3	Mal	2	2	0	0	0	0	0
SENIOR INSTRUCTOR-AA-UCCS	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40251		Total	5	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

40253

VCSS-AUX-DINING & HOSPITALITY

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2783		Total	1	Mal	1	0	0	0	0	0	1
MATERIALS HANDLER II	6	Tot Min	1	Fem	0	0	0	0	0	0	0
2774		Total	6	Mal	4	3	1	0	0	0	0
DINING SERVICES IV	7	Tot Min	2	Fem	2	1	1	0	0	0	0
2773		Total	11	Mal	4	2	2	0	0	0	0
DINING SERVICES III	7	Tot Min	6	Fem	7	3	0	1	2	0	1
2772		Total	4	Mal	1	0	0	0	1	0	0
DINING SERVICES II	7	Tot Min	2	Fem	3	2	0	0	0	0	1
2771		Total	1	Mal	1	1	0	0	0	0	0
DINING SERVICES I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
2582		Total	1	Mal	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2428		Total	1	Mal	1	1	0	0	0	0	0
HOSPITALITY PROFESSIONAL	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2426		Total	1	Mal	1	1	0	0	0	0	0
HOSPITALITY PRINCIPAL PROF	3	Tot Min	0	Fem	0	0	0	0	0	0	0
2425		Total	2	Mal	2	1	0	0	0	0	1
HOSPITALITY PROGRAM MGR	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2424		Total	7	Mal	2	2	0	0	0	0	0
HOSPITALITY MANAGER	3	Tot Min	1	Fem	5	4	0	1	0	0	0

Workforce Analysis

40253

VCSS-AUX-DINING & HOSPITALITY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2421		Total 1	Mal	1	0	0	0	0	0	1
HOSPITALITY ASSOC DIR	1	Tot Min 1	Fem	0	0	0	0	0	0	0
2364		Total 1	Mal	0	0	0	0	0	0	0
FACILITIES MANAGER	7	Tot Min 0	Fem	1	1	0	0	0	0	0
2261		Total 1	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES ASSOC DIR	1	Tot Min 0	Fem	0	0	0	0	0	0	0
2260		Total 1	Mal	1	1	0	0	0	0	0
BUSINESS SERVICES DIRECTOR	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40253		Total 39	Mal	20	13	3	0	1	0	3
		Tot Min 14	Fem	19	12	1	2	2	0	2

40255

VCSS-AUX-UCCS PRESENTS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2834		Total 1	Mal	1	0	0	0	0	0	1
PROGRAM ASSISTANT I	4	Tot Min 1	Fem	0	0	0	0	0	0	0
2582		Total 1	Mal	1	0	0	0	0	0	1
PROFESSIONAL TEMPORARY	4	Tot Min 1	Fem	0	0	0	0	0	0	0
2343		Total 1	Mal	0	0	0	0	0	0	0
EXTERNAL RELATIONS PRGM DIR	3	Tot Min 1	Fem	1	0	0	0	1	0	0
2260		Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES DIRECTOR	1	Tot Min 1	Fem	1	0	0	0	0	0	1
Total for 40255		Total 4	Mal	2	0	0	0	0	0	2
		Tot Min 4	Fem	2	0	0	0	1	0	1

40334

VCSS-AUX-RECREATION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2582		Total 1	Mal	0	0	0	0	0	0	0
PROFESSIONAL TEMPORARY	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2507		Total 1	Mal	1	1	0	0	0	0	0
STUDENT SERVICES SENIOR	3	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40334

VCSS-AUX-RECREATION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2506	Total 4	Mal	3	2	0	1	0	0	0	0
STUDENT SERVICES PRINCIPAL 3	Tot Min 1	Fem	1	1	0	0	0	0	0	0
2505	Total 2	Mal	0	0	0	0	0	0	0	0
STUDENT SERVICES PRGM 3	Tot Min 0	Fem	2	2	0	0	0	0	0	0
2504	Total 1	Mal	0	0	0	0	0	0	0	0
STUDENT SERVICES MANAGER 3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
2501	Total 1	Mal	1	1	0	0	0	0	0	0
STUDENT SERVICE ASSOC 1	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 40334	Total 10	Mal	5	4	0	1	0	0	0	0
	Tot Min 1	Fem	5	5	0	0	0	0	0	0

40339

VCAF-AUX-TRANSPORTATION SRVS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
D7B2XX	Total 4	Mal	4	4	0	0	0	0	0	0
EQUIPMENT OPERATOR II 6	Tot Min 0	Fem	0	0	0	0	0	0	0	0
2760	Total 16	Mal	12	9	2	0	1	0	0	0
EQUIPMENT OPERATOR I 6	Tot Min 5	Fem	4	2	1	0	0	0	0	1
2265	Total 1	Mal	1	1	0	0	0	0	0	0
BUSINESS SERVICES PROGRAM 3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
Total for 40339	Total 21	Mal	17	14	2	0	1	0	0	0
	Tot Min 5	Fem	4	2	1	0	0	0	0	1

40350

VCSS-STD MULTI-CULTURALAFFAIRS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2243	Total 1	Mal	1	0	0	0	1	0	0	0
ACADEMIC SERVICES PRGM DIR 3	Tot Min 1	Fem	0	0	0	0	0	0	0	0
Total for 40350	Total 1	Mal	1	0	0	0	1	0	0	0
	Tot Min 1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

40354

VCSS-GLOBAL ENGAGEMENT OFFICE

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2247		Total 1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min 0	Fem	0	0	0	0	0	0	0
2240		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
1419-GEO		Total 2	Mal	1	1	0	0	0	0	0
LECTURER-VCSS-GLOBAL	2	Tot Min 1	Fem	1	0	0	1	0	0	0
Total for 40354		Total 4	Mal	2	2	0	0	0	0	0
		Tot Min 1	Fem	2	1	0	1	0	0	0

40356

VCSS-DEAN OF STUDENTS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2508		Total 1	Mal	0	0	0	0	0	0	0
STUDENT SERVICES	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2505		Total 1	Mal	1	0	0	1	0	0	0
STUDENT SERVICES PRGM	3	Tot Min 1	Fem	0	0	0	0	0	0	0
2247		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2216		Total 1	Mal	0	0	0	0	0	0	0
ASST DEAN	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40356		Total 4	Mal	1	0	0	1	0	0	0
		Tot Min 1	Fem	3	3	0	0	0	0	0

40359

AA- EXCEL CENTER SUPPORT

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2240		Total 4	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR	1	Tot Min 1	Fem	3	2	0	1	0	0	0
Total for 40359		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	3	2	0	1	0	0	0

Workforce Analysis

40360

VCSS-CHANCELLOR'S LEAD CLASS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2583		Total 1	Mal	0	0	0	0	0	0	0
WORKING PERA RETIREE - DAILY 4		Tot Min 0	Fem	1	1	0	0	0	0	0
1419-CLC		Total 5	Mal	2	1	0	0	1	0	0
LECTURER-VCSS- 2		Tot Min 2	Fem	3	2	0	0	0	0	1
Total for 40360		Total 6	Mal	2	1	0	0	1	0	0
		Tot Min 2	Fem	4	3	0	0	0	0	1

40361

VCAF-ADMISSIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX		Total 3	Mal	2	1	0	0	1	0	0
PROGRAM ASSISTANT I 4		Tot Min 2	Fem	1	0	0	0	1	0	0
G3A4XX		Total 2	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT III 4		Tot Min 0	Fem	2	2	0	0	0	0	0
G3A3XX		Total 2	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II 4		Tot Min 1	Fem	2	1	0	0	0	0	1
2248		Total 11	Mal	3	2	0	1	0	0	0
ACADEMIC SERVICES 3		Tot Min 3	Fem	8	6	0	2	0	0	0
2247		Total 3	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES SENIOR 3		Tot Min 1	Fem	3	2	0	0	1	0	0
2242		Total 3	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES ASST DIR 1		Tot Min 2	Fem	2	0	0	0	0	0	2
2245		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PROGRAM 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2243		Total 1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR 3		Tot Min 0	Fem	0	0	0	0	0	0	0
2241		Total 2	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASSOC DIR 1		Tot Min 1	Fem	2	1	0	0	0	1	0
Total for 40361		Total 28	Mal	7	5	0	1	1	0	0
		Tot Min 10	Fem	21	13	0	2	2	1	3

Workforce Analysis

40362

AA-CAMPUS EXTENDED STUDIES

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2248	Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	1	Fem	1	0	0	0	0	1
2240	Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR	1	Tot Min	1	Fem	1	0	0	1	0	0
1419-CES	Total	14	Mal	5	4	1	0	0	0	0
LECTURER-AA-CAMPUS	2	Tot Min	3	Fem	9	7	0	1	0	0
Total for 40362	Total	16	Mal	5	4	1	0	0	0	0
	Tot Min	5	Fem	11	7	0	1	2	0	1

40363

AA-UNDERGRADUATE EDUCATION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2241	Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASSOC DIR	1	Tot Min	0	Fem	1	1	0	0	0	0
1419-UGE	Total	30	Mal	10	8	0	0	0	0	2
LECTURER-AA-UNDERGRADUATE	2	Tot Min	8	Fem	20	14	2	0	2	2
Total for 40363	Total	31	Mal	10	8	0	0	0	0	2
	Tot Min	8	Fem	21	15	2	0	2	0	2

40364

AA-CNTR STUDY OF GOVT & INDIV

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1303-CSGI	Total	1	Mal	1	0	0	0	0	0	1
ASST PROFESSOR-RESEARCH-	2	Tot Min	1	Fem	0	0	0	0	0	0
Total for 40364	Total	1	Mal	1	0	0	0	0	0	1
	Tot Min	1	Fem	0	0	0	0	0	0	0

40376

VCUA-OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2581	Total	1	Mal	1	0	0	0	0	0	1
EXECUTIVE ASSISTANT	4	Tot Min	1	Fem	0	0	0	0	0	0

Workforce Analysis

40376

VCUA-OPERATIONS

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2305		Total 1	Mal	0	0	0	0	0	0	0
DEVELOPMENT PROGRAM MGR 3		Tot Min 1	Fem	1	0	0	0	0	0	1
2344		Total 1	Mal	0	0	0	0	0	0	0
EXTERNAL RELATIONS MANAGER 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2343		Total 1	Mal	1	1	0	0	0	0	0
EXTERNAL RELATIONS PRGM DIR 3		Tot Min 0	Fem	0	0	0	0	0	0	0
2342		Total 1	Mal	0	0	0	0	0	0	0
EXTERNAL RELATIONS ASST DIR 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2282		Total 1	Mal	1	0	0	1	0	0	0
COMMUNICATION ASST DIR 1		Tot Min 1	Fem	0	0	0	0	0	0	0
2340		Total 2	Mal	1	1	0	0	0	0	0
EXTERNAL RELATIONS 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2217		Total 2	Mal	1	1	0	0	0	0	0
EXECUTIVE DIRECTOR 1		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40376		Total 10	Mal	5	3	0	1	0	0	1
		Tot Min 3	Fem	5	4	0	0	0	0	1

40379

VCAF-RETENTION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
H4R1XX		Total 1	Mal	0	0	0	0	0	0	0
PROGRAM ASSISTANT I 4		Tot Min 0	Fem	1	1	0	0	0	0	0
2508		Total 2	Mal	1	1	0	0	0	0	0
STUDENT SERVICES 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2503		Total 1	Mal	0	0	0	0	0	0	0
STUDENT SERVICES PRGM 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2245		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PROGRAM 3		Tot Min 0	Fem	1	1	0	0	0	0	0
2243		Total 1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR 3		Tot Min 0	Fem	0	0	0	0	0	0	0
2240		Total 1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES DIRECTOR 1		Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

40379

VCAF-RETENTION

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2217		Total 2	Mal	2	2	0	0	0	0	0
EXECUTIVE DIRECTOR	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40379		Total 9	Mal	4	4	0	0	0	0	0
		Tot Min 0	Fem	5	5	0	0	0	0	0

40383

LAS-HELLER CTR/ARTS&HUMANITIES

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2343		Total 1	Mal	0	0	0	0	0	0	0
EXTERNAL RELATIONS PRGM DIR 3		Tot Min 1	Fem	1	0	1	0	0	0	0
Total for 40383		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 1	Fem	1	0	1	0	0	0	0

40384

LAS-FILM STUDIES

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1419-LASFS		Total 1	Mal	1	1	0	0	0	0	0
LECTURER-LAS-FILM STUDIES	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1105-LASFS		Total 1	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-FILM STUDIES	2	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40384		Total 2	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

40386

AA-THHC

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2808		Total 1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min 0	Fem	1	1	0	0	0	0	0
2411		Total 1	Mal	0	0	0	0	0	0	0
PSYCHOLOGIST	5	Tot Min 0	Fem	1	1	0	0	0	0	0
2406		Total 2	Mal	0	0	0	0	0	0	0
HEALTH CARE PRINCIPAL PROF	5	Tot Min 0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40386

AA-THHC

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2265		Total	1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES PROGRAM	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2387		Total	1	Mal	0	0	0	0	0	0	0
FINANCE/ACCTG SENIOR PROF	5	Tot Min	0	Fem	1	1	0	0	0	0	0
2400		Total	1	Mal	0	0	0	0	0	0	0
HEALTH CARE DIRECTOR	3	Tot Min	0	Fem	1	1	0	0	0	0	0
1306-THHC		Total	1	Mal	1	0	0	1	0	0	0
RESEARCH ASSOCIATE-AA-THHC	2	Tot Min	1	Fem	0	0	0	0	0	0	0
1310-THHC		Total	1	Mal	0	0	0	0	0	0	0
PROFESSIONAL RESEARCH	2	Tot Min	1	Fem	1	0	0	1	0	0	0
1305-THHC		Total	2	Mal	1	1	0	0	0	0	0
SR RESEARCH ASSOCIATE-AA-	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40386		Total	11	Mal	2	1	0	1	0	0	0
		Tot Min	2	Fem	9	8	0	1	0	0	0

40387

VCSS-MILITARY STUDENT AFFAIRS

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2808		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASSISTANT II	4	Tot Min	0	Fem	1	1	0	0	0	0	0
2248		Total	4	Mal	1	0	1	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	1	Fem	3	3	0	0	0	0	0
2242		Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES ASST DIR	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 40387		Total	6	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	5	5	0	0	0	0	0

40389

LAS-VISUAL ART

Job Code & Title	Grade & EEO Code			Total	W	B	A	H	I	P	2
2247		Total	1	Mal	1	1	0	0	0	0	0
ACADEMIC SERVICES SENIOR	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

40389

LAS-VISUAL ART

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1105-LASVART		Total 3	Mal	0	0	0	0	0	0	0
INSTRUCTOR-LAS-VISUAL ART	2	Tot Min 1	Fem	3	2	0	1	0	0	0
1104-LASVISART		Total 2	Mal	0	0	0	0	0	0	0
SENIOR INSTRUCTOR-LAS-	2	Tot Min 0	Fem	2	2	0	0	0	0	0
1103-LASVP		Total 1	Mal	1	1	0	0	0	0	0
ASST PROFESSOR-LAS-VISUAL	2	Tot Min 0	Fem	0	0	0	0	0	0	0
1102-LASVA		Total 2	Mal	2	2	0	0	0	0	0
ASSOCIATE PROFESSOR-LAS-	2	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 40389		Total 9	Mal	4	4	0	0	0	0	0
		Tot Min 1	Fem	5	4	0	1	0	0	0

40390

LAS-ART HISTORY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
1419-LASARTTHIS		Total 5	Mal	0	0	0	0	0	0	0
LECTURER-LAS-ART HISTORY	2	Tot Min 0	Fem	5	5	0	0	0	0	0
1403-LASARTTHIS		Total 1	Mal	0	0	0	0	0	0	0
VISITING ASST PROFESSOR-LAS-	2	Tot Min 0	Fem	1	1	0	0	0	0	0
1101-LASARTTHIS		Total 1	Mal	0	0	0	0	0	0	0
PROFESSOR-LAS-ART HISTORY	2	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40390		Total 7	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	7	7	0	0	0	0	0

40391

VCAF-OFFICE OF SUSTAINABILITY

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
2268		Total 1	Mal	0	0	0	0	0	0	0
BUSINESS SERVICES	3	Tot Min 0	Fem	1	1	0	0	0	0	0
2320		Total 1	Mal	0	0	0	0	0	0	0
ENGINEERING/ARCH DIRECTOR	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 40391		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

Workforce Analysis

40392

VCAF- PCSSC

Job Code & Title		Grade & EEO Code		Total	W	B	A	H	I	P	2
2248		Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES	3	Tot Min	0	Fem	1	1	0	0	0	0	0
2245		Total	1	Mal	1	0	0	0	0	0	1
ACADEMIC SERVICES PROGRAM	3	Tot Min	1	Fem	0	0	0	0	0	0	0
2243		Total	1	Mal	0	0	0	0	0	0	0
ACADEMIC SERVICES PRGM DIR	3	Tot Min	1	Fem	1	0	1	0	0	0	0
1419-PCSSC		Total	5	Mal	1	1	0	0	0	0	0
LECTURER-VCAF- PCSSC	2	Tot Min	0	Fem	4	4	0	0	0	0	0
Total for 40392		Total	8	Mal	2	1	0	0	0	0	1
		Tot Min	2	Fem	6	5	1	0	0	0	0

Job Group Analysis

41 C.F.R. 60-2.12

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by University of Colorado, Colorado Springs in positions covered by this AAP.

In designing our job groups we considered similarities of duties and opportunities.

Although not a determinative factor in designing job groups, we also attempted to create job groups large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

Job Group Analysis

1

Executives

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2205 - CHANCELLOR	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2208 - EXECUTIVE VICE CHANCELLOR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2209 - VICE CHANCELLOR	#	1	1	0	1	0	0	0	0		
4 Employees	%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00		
2210 - ASSOC VICE CHANCELLOR	#	1	2	0	0	0	0	0	1		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00		
2211 - ASST VICE CHANCELLOR	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
14 Employees	#	3	5	1	1	0	0	0	1		
Totals	%	21.43	35.71	7.14	7.14	0.00	0.00	0.00	7.14		

Job Group Analysis

40

Professors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1101-BUSADOPS - PROFESSOR-BUS-ADMINISTRATIVE	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
1101-EASCS - PROFESSOR-EAS-COMPUTER SCIENCE	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
1101-LASADMIOPS - PROFESSOR-LAS-ADMINISTRATIVE	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-EASELENG - PROFESSOR-EAS-ELECTRICAL	#	2	0	2	0	0	0	0	0		
5 Employees	%	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00		
1101-LASPHY - PROFESSOR-LAS-PHYSICS	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1100-LASPHY - DISTINGUISHED PROFESSOR-LAS-	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASECON - PROFESSOR-LAS-ECONOMICS	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASCHEM - PROFESSOR-LAS-CHEMISTRY	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-BEHS - PROFESSOR-BETH-EL HEALTH SCIENCES	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASPSY - PROFESSOR-LAS-PSYCHOLOGY	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1101-COELRF - PROFESSOR-COE-LEAD. RSCH. & FOUND	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASWEST - PROFESSOR-LAS-WOMEN'S & ETHNIC	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1101-LASENG - PROFESSOR-LAS-ENGLISH	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASGEO - PROFESSOR-LAS-GEOGRAPHY	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1100-LASHIS - DISTINGUISHED PROFESSOR-LAS-HISTORY	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

40

Professors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1101-LASPHI - PROFESSOR-LAS-PHILOSOPHY	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASMATH - PROFESSOR-LAS-MATHEMATICS	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
1101-COETL - PROFESSOR-COE-TEACHING & LEARNING	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-BEGRANURS - PROFESSOR-BETH-EL GRAD NURSING	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-COECHS - PROFESSOR-COE-COUNSELING&HUMAN	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASHIST - PROFESSOR-LAS-HISTORY	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
1101-LASLC - PROFESSOR-LAS-LANGUAGE & CULTURES	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASARTHS - PROFESSOR-LAS-ART HISTORY	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASCOM - PROFESSOR-LAS-COMMUNICATION	#	0	3	0	0	0	0	0	0		
7 Employees	%	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASPOLSCI - PROFESSOR-LAS-POLITICAL SCIENCE	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1101-LASBIO - PROFESSOR-LAS-BIOLOGY	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
1100-SPCADOP - DISTINGUISHED PROFESSOR-SPA-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1100-LASANTH - DISTINGUISHED PROFESSOR-LAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
75 Employees	#	7	22	5	0	2	0	0	0		
Totals	%	9.33	29.33	6.67	0.00	2.67	0.00	0.00	0.00		

Job Group Analysis

41

Associate Professors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1102-BUADOP - ASSOCIATE PROFESSOR-BUS-	#	2	5	2	0	0	0	0	0		
7 Employees	%	28.57	71.43	28.57	0.00	0.00	0.00	0.00	0.00		
1102-EASCSCI - ASSOCIATE PROFESSOR-EAS-COMPUTER	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
1102-EASMEENG - ASSOCIATE PROFESSOR-EAS-	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-EASELENG - ASSOCIATE PROFESSOR-EAS-	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1102-LASECON - ASSOCIATE PROFESSOR-LAS-	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
1102-HEASCI - ASSOCIATE PROFESSOR-BETH-EL HEALTH	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASPSY - ASSOCIATE PROFESSOR-LAS-	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
1102-UGNURS - ASSOCIATE PROFESSOR-BETH-EL UG	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-NURS - ASSOCIATE PROFESSOR-BETH-EL GRAD	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASPHY - ASSOCIATE PROFESSOR-LAS-PHYSICS	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-SPAADOP - ASSOCIATE PROFESSOR-SPA-	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-COERLF - ASSOCIATE PROFESSOR-COE-LEAD.	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
1102-LASANTH - ASSOCIATE PROFESSOR-LAS-	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-COETL - ASSOCIATE PROFESSOR-COE-TEACHING &	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASCHEM - ASSOCIATE PROFESSOR-LAS-	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

41

Associate Professors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1102-COULHS - ASSOCIATE PROFESSOR-COE-	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASBIO - ASSOCIATE PROFESSOR-LAS-BIOLOGY	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
1102-LASGEO - ASSOCIATE PROFESSOR-LAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASMATH - ASSOCIATE PROFESSOR-LAS-	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASMUS - ASSOCIATE PROFESSOR-LAS-MUSIC	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASCOM - ASSOCIATE PROFESSOR-LAS-	#	2	3	1	1	0	0	0	0		
4 Employees	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00		
1102-LASTHE - ASSOCIATE PROFESSOR-LAS-THEATRE	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASVA - ASSOCIATE PROFESSOR-LAS-VISUAL ART	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASPHIP - ASSOCIATE PROFESSOR-LAS-	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASHIST - ASSOCIATE PROFESSOR-LAS-HISTORY	#	1	1	0	0	1	0	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		
1102-LASSOCI - ASSOCIATE PROFESSOR-LAS-SOCIOLOGY	#	2	0	0	0	1	0	0	1		
2 Employees	%	100.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00		
1102-LIBLIOP - ASSOCIATE PROFESSOR-LIB-LIBRARY	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1102-LASWEST - ASSOCIATE PROFESSOR-LAS-WOMEN'S &	#	2	3	0	1	0	1	0	0		
3 Employees	%	66.67	100.00	0.00	33.33	0.00	33.33	0.00	0.00		
1102-LASLC - ASSOCIATE PROFESSOR-LAS-LANGUAGE &	#	2	1	0	0	1	0	0	1		
3 Employees	%	66.67	33.33	0.00	0.00	33.33	0.00	0.00	33.33		
1102-LASENG - ASSOCIATE PROFESSOR-LAS-ENGLISH	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

41

Associate Professors

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
78 Employees	Totals	#	17	41	7	2	3	1	0	4		
		%	21.79	52.56	8.97	2.56	3.85	1.28	0.00	5.13		

Job Group Analysis

42

Assistant Professors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1103-BUSADOP - ASST PROFESSOR-BUS-ADMINISTRATIVE	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
1103-EASCSCI - ASST PROFESSOR-EAS-COMPUTER	#	2	1	2	0	0	0	0	0		
2 Employees	%	100.00	50.00	100.00	0.00	0.00	0.00	0.00	0.00		
1103-EASELENG - ASST PROFESSOR-EAS-ELECTRICAL	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1103-EASMENG - ASST PROFESSOR-EAS-MECHANICAL	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
1103-LASECON - ASST PROFESSOR-LAS-ECONOMICS	#	2	1	1	0	1	0	0	0		
3 Employees	%	66.67	33.33	33.33	0.00	33.33	0.00	0.00	0.00		
1103-SPCADOPS - ASST PROFESSOR-SPA-	#	1	3	1	0	0	0	0	0		
6 Employees	%	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00		
1103-BEUGN - ASST PROFESSOR-BETH-EL UG NURSING	#	1	2	0	0	0	1	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		
1103-BEGRADNUR - ASST PROFESSOR-BETH-EL GRAD	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASGEO - ASST PROFESSOR-LAS-GEOGRAPHY	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
1103-LASPSY - ASST PROFESSOR-LAS-PSYCHOLOGY	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
1103-LASPHY - ASST PROFESSOR-LAS-PHYSICS	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASMATH - ASST PROFESSOR-LAS-MATHEMATICS	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASBIO - ASST PROFESSOR-LAS-BIOLOGY	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASCHEN - ASST PROFESSOR-LAS-CHEMISTRY	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-BEHEASCI - ASST PROFESSOR-BETH-EL HEALTH	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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Assistant Professors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1103-COETL - ASST PROFESSOR-COE-TEACHING &	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
1103-COELRF - ASST PROFESSOR-COE-LEAD. RSCH. &	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASANTH - ASST PROFESSOR-LAS-ANTHROPOLOGY	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
1103-COEADOPS - ASST PROFESSOR-COE-	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1103-LASSOC - ASST PROFESSOR-LAS-SOCIOLOGY	#	3	2	2	1	0	0	0	0		
4 Employees	%	75.00	50.00	50.00	25.00	0.00	0.00	0.00	0.00		
1103-LIBLOPS - ASST PROFESSOR-LIB-LIBRARY	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
1103-LASTHE - ASST PROFESSOR-LAS-THEATRE	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASHIS - ASST PROFESSOR-LAS-HISTORY	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
1103-LASMUS - ASST PROFESSOR-LAS-MUSIC	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASENG - ASST PROFESSOR-LAS-ENGLISH	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
1103-LASVP - ASST PROFESSOR-LAS-VISUAL ART	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1103-LASPSCI - ASST PROFESSOR-LAS-POLITICAL	#	2	1	1	0	0	0	0	1		
4 Employees	%	50.00	25.00	25.00	0.00	0.00	0.00	0.00	25.00		
1103-LASCOM - ASST PROFESSOR-LAS-COMMUNICATION	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
72 Employees	#	22	40	15	2	2	1	0	2		
Totals	%	30.56	55.56	20.83	2.78	2.78	1.39	0.00	2.78		

Job Group Analysis

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Instructors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1104-LIBOPS - SENIOR INSTRUCTOR-LIB-LIBRARY	#	1	2	0	0	0	0	0	1		
2 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
1104-EASCOMSCI - SENIOR INSTRUCTOR-EAS-COMPUTER	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-BOI - SENIOR INSTRUCTOR-AA-BACHELOR OF	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-EASELENG - SENIOR INSTRUCTOR-EAS-ELECTRICAL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-TEACH - SENIOR INSTRUCTOR-AA-UCCS TEACH	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1104-BEUGNURS - SENIOR INSTRUCTOR-BETH-EL UG	#	0	8	0	0	0	0	0	0		
9 Employees	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
1105-BADOPS - INSTRUCTOR-BUS-ADMINISTRATIVE	#	1	1	0	0	0	0	0	1		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	16.67		
1105-EASELENG - INSTRUCTOR-EAS-ELECTRICAL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-BEUGNURS - INSTRUCTOR-BETH-EL UG NURSING	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
1105-BES - INSTRUCTOR-BETH-EL EXTENDED STUDIES	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-BEHS - SENIOR INSTRUCTOR-BETH-EL HEALTH	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-EASMENG - INSTRUCTOR-EAS-MECHANICAL	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-PASPHY - SENIOR INSTRUCTOR-LAS-PHYSICS	#	1	0	0	0	0	0	0	1		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33		
1104-SPCADOPS - SENIOR INSTRUCTOR-SPA-	#	3	2	0	1	0	1	0	1		
4 Employees	%	75.00	50.00	0.00	25.00	0.00	25.00	0.00	25.00		
1105-EASCOMSCI - INSTRUCTOR-EAS-COMPUTER	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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Instructors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1104-LASMATH - SENIOR INSTRUCTOR-LAS-MATHEMATICS	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1105-BOI - INSTRUCTOR-AA-BACHELOR OF INNOVATION	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-BEGNUR - INSTRUCTOR-BETH-EL GRAD NURSING	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-BUSADOPS - SENIOR INSTRUCTOR-BUS-	#	0	2	0	0	0	0	0	0		
7 Employees	%	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00		
1104-COECOUHUMSE - SENIOR INSTRUCTOR-COE-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LILIBOPS - INSTRUCTOR-LIB-LIBRARY OPERATIONS	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
1105-BEHS - INSTRUCTOR-BETH-EL HEALTH SCIENCES	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASBIO - SENIOR INSTRUCTOR-LAS-BIOLOGY	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
1104-LASPHI - SENIOR INSTRUCTOR-LAS-PHILOSOPHY	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASCHEM - SENIOR INSTRUCTOR-LAS-CHEMISTRY	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASECON - SENIOR INSTRUCTOR-LAS-ECONOMICS	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-EASAOPS - INSTRUCTOR-EAS-ADMINISTRATIVE	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASECON - INSTRUCTOR-LAS-ECONOMICS	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASSOC - SENIOR INSTRUCTOR-LAS-SOCIOLOGY	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASVISART - SENIOR INSTRUCTOR-LAS-VISUAL ART	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

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Instructors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1104-LASTHE - SENIOR INSTRUCTOR-LAS-THEATRE	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-COETL - INSTRUCTOR-COE-TEACHING & LEARNING	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASENG - SENIOR INSTRUCTOR-LAS-ENGLISH	#	2	15	0	0	1	0	0	1		
20 Employees	%	10.00	75.00	0.00	0.00	5.00	0.00	0.00	5.00		
1104-LASLC - SENIOR INSTRUCTOR-LAS-LANGUAGE &	#	4	6	0	0	2	0	0	2		
6 Employees	%	66.67	100.00	0.00	0.00	33.33	0.00	0.00	33.33		
1105-LASCHEM - INSTRUCTOR-LAS-CHEMISTRY	#	4	5	2	0	0	0	0	2		
9 Employees	%	44.44	55.56	22.22	0.00	0.00	0.00	0.00	22.22		
1105-LASMATH - INSTRUCTOR-LAS-MATHEMATICS	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASCOM - SENIOR INSTRUCTOR-LAS-	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASLC - INSTRUCTOR-LAS-LANGUAGE & CULTURES	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASCOM - INSTRUCTOR-LAS-COMMUNICATION	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1105-LASBIO - INSTRUCTOR-LAS-BIOLOGY	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASPHI - INSTRUCTOR-LAS-PHILOSOPHY	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASTHE - INSTRUCTOR-LAS-THEATRE	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
1104-LASGEO - SENIOR INSTRUCTOR-LAS-GEOGRAPHY	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASANT - INSTRUCTOR-LAS-ANTHROPOLOGY	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASGEO - INSTRUCTOR-LAS-GEOGRAPHY	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

43

Instructors

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1105-LASENG - INSTRUCTOR-LAS-ENGLISH	#	3	9	0	1	2	0	0	0		
16 Employees	%	18.75	56.25	0.00	6.25	12.50	0.00	0.00	0.00		
1105-LASVART - INSTRUCTOR-LAS-VISUAL ART	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
1104-COETL - SENIOR INSTRUCTOR-COE-TEACHING &	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASPHY - INSTRUCTOR-LAS-PHYSICS	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASMUS - INSTRUCTOR-LAS-MUSIC	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASPSY - INSTRUCTOR-LAS-PSYCHOLOGY	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASFS - INSTRUCTOR-LAS-FILM STUDIES	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASHIS - SENIOR INSTRUCTOR-LAS-HISTORY	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASSOC - INSTRUCTOR-LAS-SOCIOLOGY	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASPOLSCI - SENIOR INSTRUCTOR-LAS-POLITICAL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1105-COELRF - INSTRUCTOR-COE-LEAD. RSCH. & FOUND	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
1105-LASHIS - INSTRUCTOR-LAS-HISTORY	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1104-LASANTH - SENIOR INSTRUCTOR-LAS-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
186 Employees	Totals #	25	116	4	3	6	1	0	11		
	%	13.44	62.37	2.15	1.61	3.23	0.54	0.00	5.91		

Job Group Analysis

12

Clinical Faculty

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1212-BEGNURS - CLINICAL ASSOC PROFESSOR (C/T)-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1213-BEUGNURS - CLINICAL ASST PROFESSOR (C/T)-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1213-BEGNURS - CLINICAL ASST PROFESSOR (C/T)-BETH-	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	0	4	0	0	0	0	0		
		%	0.00	80.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

21

University Staff

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2175 - PROFESSIONAL ASSISTANT TO	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

12-F3

Instructor Non-Tenure Track

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1221-CPBEHESCI - PROFESSOR - CLINICAL PRACTICE-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1215-BEUGSNUR - CLINICAL INSTRUCTOR (C/T)-BETH-EL	#	2	5	1	1	0	0	0	0		
5 Employees	%	40.00	100.00	20.00	20.00	0.00	0.00	0.00	0.00		
1215-BEHEASCI - CLINICAL INSTRUCTOR (C/T)-BETH-EL	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals	#	2	6	1	1	0	0	0		
		%	28.57	85.71	14.29	14.29	0.00	0.00	0.00		

Job Group Analysis

13-R1

Research Professor

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1303-LASPHY - ASST PROFESSOR-RESEARCH-LAS-	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
1303-CSGI - ASST PROFESSOR-RESEARCH-AA-CNTR	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
1303-LASGEO - ASST PROFESSOR-RESEARCH-LAS-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1303-EASCOMSCI - ASST PROFESSOR-RESEARCH-EAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	2	1	0	0	0	0	2		
		%	50.00	25.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

13-R2

Senior Research Associates

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1305-THHC - SR RESEARCH ASSOCIATE-AA-THHC	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1305-BIOFR - SR RESEARCH ASSOCIATE-AA-	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

13-R3

Research Associates

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1306-EPIIC - RESEARCH ASSOCIATE-AA-EPIIC	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1306-THHC - RESEARCH ASSOCIATE-AA-THHC	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
1306-BIOFR - RESEARCH ASSOCIATE-AA-BIOFRONTIERS-	#	2	2	1	0	0	0	0	1		
4 Employees	%	50.00	50.00	25.00	0.00	0.00	0.00	0.00	25.00		
6 Employees	Totals	#	3	2	2	0	0	0	1		
		%	50.00	33.33	33.33	0.00	0.00	0.00	16.67		

Job Group Analysis

13-R4

Senior Research Assistants

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1309-SPAADOPS - SR PROFESSIONAL RESEARCH ASST-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1309-COEADOPS - SR PROFESSIONAL RESEARCH ASST-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1309-EASCOMSCI - SR PROFESSIONAL RESEARCH ASST-	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

13-R5

Professional Research Assistants

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1310-THHC - PROFESSIONAL RESEARCH ASST-AA-THHC	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1310-SPCADOPS - PROFESSIONAL RESEARCH ASST-SPA-	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1310-LASCOMSCI - PROFESSIONAL RESEARCH ASST-EAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1310-LASPSY - PROFESSIONAL RESEARCH ASST-LAS-	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1310-SPAADOPS - PROFESSIONAL RESEARCH ASST-SPA-	#	1	1	0	1	0	0	0	0		
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
9 Employees	#	2	5	1	1	0	0	0	0		
Totals	%	22.22	55.56	11.11	11.11	0.00	0.00	0.00	0.00		

Job Group Analysis

14-F1

Visiting Professor

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1401-BUSADOPS - VISITING PROFESSOR-BUS-	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	1	0	1	0	0	0	0	0		
Totals	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

14-F2a

Visiting Assistant Professor

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1403-LASHIS - VISITING ASST PROFESSOR-LAS-HISTORY	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1403-LASCOM - VISITING ASST PROFESSOR-LAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1403-LASARTIS - VISITING ASST PROFESSOR-LAS-ART	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

14-F3

Assistant Instructor

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1421-AACOMCOM - ASST INSTRUCTOR-AA -	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1421-BUSADOP - ASST INSTRUCTOR-BUS-	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals #	0	4	0	0	0	0	0	0		
	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

14-F4

Lecturer

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1419-BEUGSNURS - LECTURER-BETH-EL UG NURSING	#	4	54	1	0	2	1	0	0		
58 Employees	%	6.90	93.10	1.72	0.00	3.45	1.72	0.00	0.00		
1419-LASECON - LECTURER-LAS-ECONOMICS	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1419-EASEENG - LECTURER-EAS-ELECTRICAL	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASCOM - LECTURER-LAS-COMMUNICATION	#	0	7	0	0	0	0	0	0		
11 Employees	%	0.00	63.64	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASWEST - LECTURER-LAS-WOMEN'S & ETHNIC	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1419-LASCHEM - LECTURER-LAS-CHEMISTRY	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-EASCOMSCI - LECTURER-EAS-COMPUTER SCIENCE	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-BEES - LECTURER-BETH-EL EXTENDED STUDIES	#	1	3	0	0	1	0	0	0		
4 Employees	%	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00		
1419-BEHS - LECTURER-BETH-EL HEALTH SCIENCES	#	3	13	1	1	1	0	0	0		
18 Employees	%	16.67	72.22	5.56	5.56	5.56	0.00	0.00	0.00		
1419-EASMECH - LECTURER-EAS-MECHANICAL	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASHUM - LECTURER-LAS-HUMANITIES	#	3	5	0	1	1	0	0	1		
8 Employees	%	37.50	62.50	0.00	12.50	12.50	0.00	0.00	12.50		
1419-BADOPS - LECTURER-BUS-ADMINISTRATIVE	#	4	11	1	0	1	0	0	2		
45 Employees	%	8.89	24.44	2.22	0.00	2.22	0.00	0.00	4.44		
1419-LASGEO - LECTURER-LAS-GEOGRAPHY	#	0	2	0	0	0	0	0	0		
6 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
1419-BOI - LECTURER-AA-BACHELOR OF INNOVATION	#	4	4	1	2	0	0	0	1		
10 Employees	%	40.00	40.00	10.00	20.00	0.00	0.00	0.00	10.00		
1419-GEO - LECTURER-VCSS-GLOBAL ENGAGEMENT	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

14-F4

Lecturer

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1419-COETL - LECTURER-COE-TEACHING & LEARNING	#	2	7	0	1	1	0	0	0		
7 Employees	%	28.57	100.00	0.00	14.29	14.29	0.00	0.00	0.00		
1419-SPAADOPS - LECTURER-SPA-ADMINISTRATIVE	#	3	6	0	1	2	0	0	0		
19 Employees	%	15.79	31.58	0.00	5.26	10.53	0.00	0.00	0.00		
1419-LASENG - LECTURER-LAS-ENGLISH	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASANTH - LECTURER-LAS-ANTHROPOLOGY	#	1	4	0	0	0	0	0	1		
6 Employees	%	16.67	66.67	0.00	0.00	0.00	0.00	0.00	16.67		
1419-LASLC - LECTURER-LAS-LANGUAGE & CULTURES	#	1	7	1	0	0	0	0	0		
10 Employees	%	10.00	70.00	10.00	0.00	0.00	0.00	0.00	0.00		
1419-UGE - LECTURER-AA-UNDERGRADUATE EDUCATION	#	8	20	0	2	2	0	0	4		
30 Employees	%	26.67	66.67	0.00	6.67	6.67	0.00	0.00	13.33		
1419-EASADOPS - LECTURER-EAS-ADMINISTRATIVE	#	2	5	0	0	1	0	0	1		
13 Employees	%	15.38	38.46	0.00	0.00	7.69	0.00	0.00	7.69		
1419-LASARTHS - LECTURER-LAS-ART HISTORY	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASSOC - LECTURER-LAS-SOCIOLOGY	#	2	6	0	1	1	0	0	0		
6 Employees	%	33.33	100.00	0.00	16.67	16.67	0.00	0.00	0.00		
1419-COEHS - LECTURER-COE-COUNSELING&HUMAN	#	1	4	0	0	0	1	0	0		
8 Employees	%	12.50	50.00	0.00	0.00	0.00	12.50	0.00	0.00		
1419-LASMATH - LECTURER-LAS-MATHEMATICS	#	2	7	1	0	0	0	0	1		
8 Employees	%	25.00	87.50	12.50	0.00	0.00	0.00	0.00	12.50		
1419-LASMUS - LECTURER-LAS-MUSIC	#	1	2	0	0	0	1	0	0		
9 Employees	%	11.11	22.22	0.00	0.00	0.00	11.11	0.00	0.00		
1419-LASTHE - LECTURER-LAS-THEATRE	#	0	5	0	0	0	0	0	0		
8 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		
1419-COI - LECTURER-COE-CURRICULUM & INSTRUCTION	#	0	6	0	0	0	0	0	0		
9 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASPOSCI - LECTURER-LAS-POLITICAL SCIENCE	#	1	2	0	0	0	0	0	1		
7 Employees	%	14.29	28.57	0.00	0.00	0.00	0.00	0.00	14.29		

Job Group Analysis

14-F4

Lecturer

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1419-CES - LECTURER-AA-CAMPUS EXTENDED STUDIES	#	3	9	1	1	1	0	0	0		
14 Employees	%	21.43	64.29	7.14	7.14	7.14	0.00	0.00	0.00		
1419-LASBIO - LECTURER-LAS-BIOLOGY	#	1	3	1	0	0	0	0	0		
8 Employees	%	12.50	37.50	12.50	0.00	0.00	0.00	0.00	0.00		
1419-LASHIS - LECTURER-LAS-HISTORY	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-CLC - LECTURER-VCSS-CHANCELLOR'S LEAD CLASS	#	2	3	0	0	1	0	0	1		
5 Employees	%	40.00	60.00	0.00	0.00	20.00	0.00	0.00	20.00		
1419-LASFS - LECTURER-LAS-FILM STUDIES	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASGALMAN - LECTURER-LAS-GALLERY	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASPHI - LECTURER-LAS-PHILOSOPHY	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-UTEA - LECTURER-AA-UCCS TEACH	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASPSY - LECTURER-LAS-PSYCHOLOGY	#	1	2	0	1	0	0	0	0		
3 Employees	%	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00		
1419-BEGNURS - LECTURER-BETH-EL GRAD NURSING	#	2	10	0	0	0	2	0	0		
11 Employees	%	18.18	90.91	0.00	0.00	0.00	18.18	0.00	0.00		
1419-COELRF - LECTURER-COE-LEAD. RSCH. & FOUND	#	0	3	0	0	0	0	0	0		
10 Employees	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-COEADMINOPS - LECTURER-COE-ADMINISTRATIVE	#	3	9	0	1	2	0	0	0		
13 Employees	%	23.08	69.23	0.00	7.69	15.38	0.00	0.00	0.00		
1419-COESPEEDU - LECTURER-COE-SPECIAL EDUCATION	#	1	3	0	1	0	0	0	0		
4 Employees	%	25.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00		
1419-LASPHY - LECTURER-LAS-PHYSICS	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1419-LASADOPS - LECTURER-LAS-ADMINISTRATIVE	#	2	7	0	0	1	0	0	1		
17 Employees	%	11.76	41.18	0.00	0.00	5.88	0.00	0.00	5.88		

Job Group Analysis

14-F4

Lecturer

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1419-PCSSC - LECTURER-VCAF- PCSSC	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
427 Employees	Totals	#	60	251	9	14	18	5	0	14	
		%	14.05	58.78	2.11	3.28	4.22	1.17	0.00	3.28	

Job Group Analysis

14-F7

Other Faculty

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1442-SPAADOPS - SCHOLAR IN RESIDENCE-SPA-	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	1	0	0	0		
		%	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

14-F8

Endowed Chair

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1451-CHAIREPIIC - ENDOWED CHAIR-AA-EPIIC	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

14-F9

Emeritus

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1452-BEGNURS - EMERITUS - PROFESSOR-BETH-EL GRAD	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-BUSADMOP - EMERITUS - PROFESSOR-BUS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-COEADMIOP - EMERITUS - PROFESSOR-COE-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-EASSCOMSCI - EMERITUS - PROFESSOR-EAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASCHEM - EMERITUS - PROFESSOR-LAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASCOM - EMERITUS - PROFESSOR-LAS-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASECON - EMERITUS - PROFESSOR-LAS-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASENG - EMERITUS - PROFESSOR-LAS-ENGLISH	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASGEO - EMERITUS - PROFESSOR-LAS-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASHIS - EMERITUS - PROFESSOR-LAS-HISTORY	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASPHI - EMERITUS - PROFESSOR-LAS-PHILOSOPHY	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-LASSOC - EMERITUS - PROFESSOR-LAS-SOCIOLOGY	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1452-MATH - EMERITUS - PROFESSOR-LAS-MATHEMATICS	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
1452-SPAADOPS - EMERITUS - PROFESSOR-SPA-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1453-COETL - EMERITUS - ASSOCIATE PROFESSOR-COE-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

14-F9

Emeritus

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1453-EASCOMSCI - EMERITUS - ASSOCIATE PROFESSOR-	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1453-LASHIS - EMERITUS - ASSOCIATE PROFESSOR-LAS-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1453-LASSOC - EMERITUS - ASSOCIATE PROFESSOR-LAS-	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1453-SPAADOP - EMERITUS - ASSOCIATE PROFESSOR-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1455-LASBIO - EMERITUS - SENIOR INSTRUCTOR-LAS-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1455-LASCHEM - EMERITUS - SENIOR INSTRUCTOR-LAS-	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1455-LASLC - EMERITUS - SENIOR INSTRUCTOR-LAS-	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
24 Employees	Totals #	2	12	1	1	0	0	0	0		
	%	8.33	50.00	4.17	4.17	0.00	0.00	0.00	0.00		

Job Group Analysis

2

ASSOC/ASST Dean

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2214 - DEAN	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
2215 - ASSOC DEAN	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2216 - ASST DEAN	#	1	3	0	0	0	0	0	1		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
10 Employees	Totals	#	1	6	0	0	0	0	1		
		%	10.00	60.00	0.00	0.00	0.00	0.00	10.00		

Job Group Analysis

22-1a

Chief of Staff/Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2218 - CHIEF OF STAFF	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2217 - EXECUTIVE DIRECTOR	#	3	9	1	0	0	0	0	2		
23 Employees	%	13.04	39.13	4.35	0.00	0.00	0.00	0.00	8.70		
24 Employees Totals	#	3	10	1	0	0	0	0	2		
	%	12.50	41.67	4.17	0.00	0.00	0.00	0.00	8.33		

Job Group Analysis

22-AS1

Directors Academic Services

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2241 - ACADEMIC SERVICES ASSOC DIR	#	3	6	0	0	0	0	1	2		
6 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	16.67	33.33		
2240 - ACADEMIC SERVICES DIRECTOR	#	2	9	1	0	1	0	0	0		
12 Employees	%	16.67	75.00	8.33	0.00	8.33	0.00	0.00	0.00		
2242 - ACADEMIC SERVICES ASST DIR	#	3	7	0	1	0	0	0	2		
9 Employees	%	33.33	77.78	0.00	11.11	0.00	0.00	0.00	22.22		
27 Employees	Totals	#	8	22	1	1	1	0	1	4	
		%	29.63	81.48	3.70	3.70	3.70	0.00	3.70	14.81	

Job Group Analysis

22-AS2

Academic Services

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2246 - ACADEMIC SERVICES PRINCIPAL PR	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2243 - ACADEMIC SERVICES PRGM DIR	#	3	6	0	1	1	0	0	1		
13 Employees	%	23.08	46.15	0.00	7.69	7.69	0.00	0.00	7.69		
2245 - ACADEMIC SERVICES PROGRAM MGR	#	1	6	0	0	0	0	0	1		
9 Employees	%	11.11	66.67	0.00	0.00	0.00	0.00	0.00	11.11		
2247 - ACADEMIC SERVICES SENIOR PROF	#	3	14	1	1	1	0	0	0		
21 Employees	%	14.29	66.67	4.76	4.76	4.76	0.00	0.00	0.00		
2248 - ACADEMIC SERVICES PROFESSIONAL	#	12	52	3	3	3	0	0	3		
64 Employees	%	18.75	81.25	4.69	4.69	4.69	0.00	0.00	4.69		
111 Employees	#	19	80	4	5	5	0	0	5		
Totals	%	17.12	72.07	3.60	4.50	4.50	0.00	0.00	4.50		

Job Group Analysis

22-BS1

Directors Academic Services

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2260 - BUSINESS SERVICES DIRECTOR	#	2	6	0	0	1	0	0	1		
9 Employees	%	22.22	66.67	0.00	0.00	11.11	0.00	0.00	11.11		
2261 - BUSINESS SERVICES ASSOC DIR	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
2262 - BUSINESS SERVICES ASST DIR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
15 Employees	Totals	#	3	9	0	0	2	0	0	1	
		%	20.00	60.00	0.00	0.00	13.33	0.00	0.00	6.67	

Job Group Analysis

22-BS2

Business Services

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2263 - BUSINESS SERVICES PRGM DIR	#	1	3	0	0	1	0	0	0		
3 Employees	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
2266 - BUSINESS SERVICES PRINCIPAL PR	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
2264 - BUSINESS SERVICES MANAGER	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2267 - BUSINESS SERVICES SENIOR PROF	#	2	8	0	1	0	0	0	1		
8 Employees	%	25.00	100.00	0.00	12.50	0.00	0.00	0.00	12.50		
2265 - BUSINESS SERVICES PROGRAM MGR	#	2	7	0	0	1	0	0	1		
14 Employees	%	14.29	50.00	0.00	0.00	7.14	0.00	0.00	7.14		
2268 - BUSINESS SERVICES PROFESSIONAL	#	2	14	0	0	1	1	0	0		
18 Employees	%	11.11	77.78	0.00	0.00	5.56	5.56	0.00	0.00		
49 Employees	#	8	36	0	1	4	1	0	2		
Totals	%	16.33	73.47	0.00	2.04	8.16	2.04	0.00	4.08		

Job Group Analysis

22-C1

Director Communication

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2282 - COMMUNICATION ASST DIR	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	1	0	0	0	0		
		%	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

Job Group Analysis

22-C2

Communication

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2283 - COMMUNICATION PRGM DIR	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2287 - COMMUNICATION SENIOR PROF	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2286 - COMMUNICATION PRINCIPAL PR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2285 - COMMUNICATION PROGRAM MGR	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
2288 - COMMUNICATION PROFESSIONAL	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals	#	2	4	1	0	0	0	1		
		%	25.00	50.00	12.50	0.00	0.00	0.00	12.50		

Job Group Analysis

23-D1

Directors Development

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2301 - DEVELOPMENT ASSOC DIR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

23-D2

Development

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2304 - DEVELOPMENT MANAGER	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2305 - DEVELOPMENT PROGRAM MGR	#	2	3	0	0	1	0	0	1		
3 Employees	%	66.67	100.00	0.00	0.00	33.33	0.00	0.00	33.33		
2306 - DEVELOPMENT PRINCIPAL PRO	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2307 - DEVELOPMENT SENIOR PROF	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
7 Employees	Totals	#	3	7	0	0	1	0	2		
		%	42.86	100.00	0.00	0.00	14.29	0.00	28.57		

Job Group Analysis

23-E1

Director Engineering/Arch

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2320 - ENGINEERING/ARCH DIRECTOR	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

23-E2

Engineering/Arch

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2325 - ENGINEERING/ARCH PROGRAM MGR	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
2327 - ENGINEERING/ARCH SENIOR PROF	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

23-ER1

Director External Relations

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2340 - EXTERNAL RELATIONS DIRECTOR	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2342 - EXTERNAL RELATIONS ASST DIR	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

23-ER2

External Relations

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2343 - EXTERNAL RELATIONS PRGM DIR	#	2	3	0	1	1	0	0	0		
4 Employees	%	50.00	75.00	0.00	25.00	25.00	0.00	0.00	0.00		
2344 - EXTERNAL RELATIONS MANAGER	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
2345 - EXTERNAL RELATIONS PROGRAM MGR	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2346 - EXTERNAL REL PRINCIPAL PROF	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals	#	2	9	0	1	1	0	0		
		%	18.18	81.82	0.00	9.09	9.09	0.00	0.00		

Job Group Analysis

23-FC1

Director Facilities

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2360 - FACILITIES DIRECTOR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2362 - FACILITIES ASST DIR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

23-FC2

Facilities

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2364 - FACILITIES MANAGER	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2367 - FACILITIES SENIOR PROF	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	1	2	0	1	0	0	0		
		%	33.33	66.67	0.00	33.33	0.00	0.00	0.00		

Job Group Analysis

23-FIN1

Directors Finance/Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2380 - FINANCE/ACCTG DIRECTOR	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
2381 - FINANCE/ACCTG ASSOC DIR	#	2	1	0	0	1	0	0	1		
2 Employees	%	100.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00		
2382 - FINANCE/ACCTG ASST DIR	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
6 Employees	Totals	#	3	3	0	0	1	0	0	2	
		%	50.00	50.00	0.00	0.00	16.67	0.00	0.00	33.33	

Job Group Analysis

23-FIN2

Finance/Accounting

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2384 - FINANCE/ACCTG MANAGER	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
2383 - FINANCE/ACCTG PRGM DIR	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2386 - FINANCE/ACCTG PRINCIPAL PROF	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
2385 - FINANCE/ACCTG PRGM MGR	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
2387 - FINANCE/ACCTG SENIOR PROF	#	1	5	1	0	0	0	0	0		
7 Employees	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
2388 - FINANCE/ACCTG PROFESSIONAL	#	2	7	0	0	1	0	0	1		
7 Employees	%	28.57	100.00	0.00	0.00	14.29	0.00	0.00	14.29		
22 Employees	#	5	18	1	2	1	0	0	1		
Totals	%	22.73	81.82	4.55	9.09	4.55	0.00	0.00	4.55		

Job Group Analysis

24-HC1

Director Healthcare

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2400 - HEALTH CARE DIRECTOR	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

24-HC2

Healthcare

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2403 - HEALTH CARE PRGM DIR	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2405 - HEALTH CARE PROGRAM MGR	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2406 - HEALTH CARE PRINCIPAL PROF	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2407 - HEALTH CARE SENIOR PROF	#	1	9	0	0	0	0	0	1		
9 Employees	%	11.11	100.00	0.00	0.00	0.00	0.00	0.00	11.11		
2408 - HEALTH CARE PROFESSIONAL	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2409 - HEALTH CARE INTERN	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2410 - PHYSICIAN	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2411 - PSYCHOLOGIST	#	2	5	1	1	0	0	0	0		
6 Employees	%	33.33	83.33	16.67	16.67	0.00	0.00	0.00	0.00		
27 Employees	Totals	#	3	26	1	1	0	0	1		
		%	11.11	96.30	3.70	3.70	0.00	0.00	3.70		

Job Group Analysis

24-HOS1

Director Hospitality

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2421 - HOSPITALITY ASSOC DIR	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
1 Employee	Totals	#	1	0	0	0	0	0	1		
		%	100.00	0.00	0.00	0.00	0.00	0.00	100.00		

Job Group Analysis

24-HOS2

Hospitality

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2424 - HOSPITALITY MANAGER	#	1	5	1	0	0	0	0	0		
7 Employees	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
2425 - HOSPITALITY PROGRAM MGR	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
2426 - HOSPITALITY PRINCIPAL PROF	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2428 - HOSPITALITY PROFESSIONAL	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals	#	2	5	1	0	0	0	1		
		%	18.18	45.45	9.09	0.00	0.00	0.00	9.09		

Job Group Analysis

24-HR2

Human Resources

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2443 - HR PRGM DIR	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
2445 - HR PROGRAM MGR	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
2447 - HR SENIOR PROF	#	1	2	0	0	0	1	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	33.33	0.00	0.00		
2448 - HR PROFESSIONAL	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2449 - HR INTERN	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals	#	3	9	0	1	1	1	0	0	
		%	30.00	90.00	0.00	10.00	10.00	10.00	0.00	0.00	

Job Group Analysis

24-IT1

Director Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2460 - IT DIRECTOR	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
2461 - IT ASSOC DIR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	0	1	0	0	0	0	0	0		
	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

24-IT2

Information Technology

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2463 - IT PRGM DIR	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2464 - IT MANAGER	#	1	0	0	0	0	0	0	1		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00		
2465 - IT PRGM MGR	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
2466 - IT PRINCIPAL PROF	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2467 - IT SENIOR PROF	#	2	3	1	0	0	0	0	1		
9 Employees	%	22.22	33.33	11.11	0.00	0.00	0.00	0.00	11.11		
2468 - IT PROFESSIONAL	#	1	4	0	0	0	0	0	1		
11 Employees	%	9.09	36.36	0.00	0.00	0.00	0.00	0.00	9.09		
33 Employees Totals	#	4	8	1	0	0	0	0	3		
	%	12.12	24.24	3.03	0.00	0.00	0.00	0.00	9.09		

Job Group Analysis

24-RS2

Research Services

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2481 - RESEARCH SERVICES ASSOC DIR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2483 - RESEARCH SERVICES PRGM DIR	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2487 - RESEARCH SERVICES SENIOR PROF	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2488 - RESEARCH SERVICES PROFESSIONAL	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	0	7	0	0	0	0	0		
		%	0.00	77.78	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

25-A1

Director Athletics

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2521 - ATHLETICS ASSOC DIR	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

25-A2

Athletics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2524 - ATHLETICS MANAGER	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2526 - ATHLETICS PRINCIPAL PROF	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2528 - ATHLETICS PROFESSIONAL	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2530 - HEAD ATHLETIC COACH	#	2	5	0	0	1	0	0	1		
13 Employees	%	15.38	38.46	0.00	0.00	7.69	0.00	0.00	7.69		
2531 - ASST ATHLETIC COACH	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
2532 - HEAD ATHLETIC TRAINER	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2533 - ASST ATHLETIC TRAINER	#	1	2	0	0	0	0	0	1		
4 Employees	%	25.00	50.00	0.00	0.00	0.00	0.00	0.00	25.00		
23 Employees	Totals	#	4	10	0	0	1	0	3		
		%	17.39	43.48	0.00	0.00	4.35	0.00	13.04		

Job Group Analysis

25-AA3

Executive/Professional Assistant

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2580 - PROFESSIONAL ASSISTANT	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2581 - EXECUTIVE ASSISTANT	#	1	8	0	0	0	0	0	1		
9 Employees	%	11.11	88.89	0.00	0.00	0.00	0.00	0.00	11.11		
10 Employees Totals	#	1	9	0	0	0	0	0	1		
	%	10.00	90.00	0.00	0.00	0.00	0.00	0.00	10.00		

Job Group Analysis

25-PS1

Director Public Safety

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2543 - PUBLIC SAFETY DIRECTOR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

25-PS2

Public Safety

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2547 - PUBLIC SAFETY MANAGER	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2549 - PUBLIC SAFETY PRINCIPAL PROF	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

25-SS1

Director Student Services

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2500 - STUDENT SERVICES DIRECTOR	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
2501 - STUDENT SERVICE ASSOC DIRECTOR	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2502 - STUDENT SERVICES ASST DIRECTOR	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Employees	Totals	#	0	4	0	0	0	0	0		
		%	0.00	57.14	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

25-SS2

Student Services

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2503 - STUDENT SERVICES PRGM DIRECTOR	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2504 - STUDENT SERVICES MANAGER	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2505 - STUDENT SERVICES PRGM MANAGER	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
2506 - STUDENT SERVICES PRINCIPAL PRO	#	2	1	1	0	0	0	0	1		
5 Employees	%	40.00	20.00	20.00	0.00	0.00	0.00	0.00	20.00		
2507 - STUDENT SERVICES SENIOR PROF	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2508 - STUDENT SERVICES PROFESSIONAL	#	1	3	0	0	0	0	0	1		
4 Employees	%	25.00	75.00	0.00	0.00	0.00	0.00	0.00	25.00		
18 Employees	Totals	#	4	9	2	0	0	0	2		
		%	22.22	50.00	11.11	0.00	0.00	0.00	11.11		

Job Group Analysis

25-T1

Temporary Services

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2582 - PROFESSIONAL TEMPORARY	#	2	11	0	0	1	0	0	1		
15 Employees	%	13.33	73.33	0.00	0.00	6.67	0.00	0.00	6.67		
2583 - WORKING PERA RETIREE - DAILY	#	1	6	0	0	1	0	0	0		
7 Employees	%	14.29	85.71	0.00	0.00	14.29	0.00	0.00	0.00		
2585 - WORKING ORP RETIREE	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
24 Employees	Totals	#	4	19	0	1	2	0	0	1	
		%	16.67	79.17	0.00	4.17	8.33	0.00	0.00	4.17	

Job Group Analysis

27-AA3

Standardized Patient

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2700 - STANDARDIZED PATIENT	#	2	3	0	0	2	0	0	0		
5 Employees	%	40.00	60.00	0.00	0.00	40.00	0.00	0.00	0.00		
5 Employees	Totals	#	2	3	0	0	2	0	0	0	
		%	40.00	60.00	0.00	0.00	40.00	0.00	0.00	0.00	

Job Group Analysis

27-FL2

Facilities Labor

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2760 - EQUIPMENT OPERATOR I	#	5	4	0	3	1	0	0	1		
16 Employees	%	31.25	25.00	0.00	18.75	6.25	0.00	0.00	6.25		
2783 - MATERIALS HANDLER II	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
18 Employees Totals	#	6	4	0	3	1	0	0	2		
	%	33.33	22.22	0.00	16.67	5.56	0.00	0.00	11.11		

Job Group Analysis

27-H1

Dining Services

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2771 - DINING SERVICES I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2772 - DINING SERVICES II	#	3	3	0	0	2	0	0	1		
5 Employees	%	60.00	60.00	0.00	0.00	40.00	0.00	0.00	20.00		
2773 - DINING SERVICES III	#	6	7	1	2	2	0	0	1		
11 Employees	%	54.55	63.64	9.09	18.18	18.18	0.00	0.00	9.09		
2774 - DINING SERVICES IV	#	2	2	0	2	0	0	0	0		
6 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00		
D8C2XX - DINING SERVICES II	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
24 Employees	Totals	#	12	12	2	4	4	0	2		
		%	50.00	50.00	8.33	16.67	16.67	0.00	8.33		

Job Group Analysis

27-HC2

Healthcare

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2716 - HEALTH CARE TECH II	#	5	5	0	3	1	0	0	1		
6 Employees	%	83.33	83.33	0.00	50.00	16.67	0.00	0.00	16.67		
6 Employees	Totals	#	5	5	0	3	1	0	0	1	
		%	83.33	83.33	0.00	50.00	16.67	0.00	0.00	16.67	

Job Group Analysis

28-AA2

Administrative Support

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2808 - ADMIN ASSISTANT II	#	0	5	0	0	0	0	0	0		
6 Employees	%	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00		
2809 - ADMIN ASSISTANT III	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
10 Employees Totals	#	0	9	0	0	0	0	0	0		
	%	0.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

28-AA3

Administrative Support

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2834 - PROGRAM ASSISTANT I	#	2	2	0	0	0	0	0	2		
3 Employees	%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	66.67		
3 Employees	Totals	#	2	2	0	0	0	0	2		
		%	66.67	66.67	0.00	0.00	0.00	0.00	66.67		

Job Group Analysis

28-FIN2

Finance/Accounting

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2843 - ACCOUNTING TECHNICIAN II	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4-AA2

Administrative Support

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
G3A2TX - ADMIN ASSISTANT I	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
G3A3XX - ADMIN ASSISTANT II	#	4	14	0	0	1	0	0	3		
16 Employees	%	25.00	87.50	0.00	0.00	6.25	0.00	0.00	18.75		
G3A4XX - ADMIN ASSISTANT III	#	2	6	0	1	1	0	0	0		
9 Employees	%	22.22	66.67	0.00	11.11	11.11	0.00	0.00	0.00		
H1B4XX - ADMINISTRATOR IV	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
H3H3XX - STUDENT SERVICES SPECIALST III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
H3H4XX - STUDENT SERVICES SPECIALIST IV	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
H4R1XX - PROGRAM ASSISTANT I	#	9	22	1	1	6	0	0	1		
29 Employees	%	31.03	75.86	3.45	3.45	20.69	0.00	0.00	3.45		
H4R2XX - PROGRAM ASSISTANT II	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
65 Employees	Totals	#	15	53	1	2	8	0	4		
		%	23.08	81.54	1.54	3.08	12.31	0.00	6.15		

Job Group Analysis

5-FIN2

Finance/Accounting

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
H8B2XX - ACCOUNTING TECHNICIAN II	#	2	3	0	0	0	0	0	2		
4 Employees	%	50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00		
4 Employees	Totals	#	2	3	0	0	0	0	2		
		%	50.00	75.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

5-HCL2

Healthcare Laboratory

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
I9A1TX - LABORATORY COORD I	#	2	1	0	0	2	0	0	0		
3 Employees	%	66.67	33.33	0.00	0.00	66.67	0.00	0.00	0.00		
I9A2XX - LABORATORY COORD II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals #	2	1	0	0	2	0	0	0		
	%	40.00	20.00	0.00	0.00	40.00	0.00	0.00	0.00		

Job Group Analysis

5-IT

Information Technology

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
H2A1XX - IT TECHNICIAN	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
H2A2XX - IT PROFESSIONAL	#	1	1	0	0	0	0	0	1		
6 Employees	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	16.67		
8 Employees	Totals #	2	1	0	0	1	0	0	1		
	%	25.00	12.50	0.00	0.00	12.50	0.00	0.00	12.50		

Job Group Analysis

5-LIBT

Library Technicians

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
G3C2TX - LIBRARY TECHNICIAN I	#	0	2	0	0	0	0	0	0		
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
G3C3XX - LIBRARY TECHNICIAN II	#	1	4	0	0	1	0	0	0		
4 Employees	%	25.00	100.00	0.00	0.00	25.00	0.00	0.00	0.00		
G3C4XX - LIBRARY TECHNICIAN III	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	1	8	0	0	1	0	0		
		%	11.11	88.89	0.00	0.00	11.11	0.00	0.00		

Job Group Analysis

5-Media

Media

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
H3I5XX - MEDIA SPECIALIST IV	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	#	1	0	0	1	0	0	0	0		
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

5-Tech

Technician

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
H4M5XX - TECHNICIAN V	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6-E2

Engineering

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
I2B2XX - ELECTRONIC ENGINEER II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6-FT2

Facilities Trades

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
D6A2XX - ELECTRICAL TRADES II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
D6C2XX - PIPE/MECH TRADES II	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
D6D1TX - STRUCTURAL TRADES I	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
D6D2XX - STRUCTURAL TRADES II	#	1	0	0	0	0	0	0	1		
13 Employees	%	7.69	0.00	0.00	0.00	0.00	0.00	0.00	7.69		
D6D3XX - STRUCTURAL TRADES III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
D7B2XX - EQUIPMENT OPERATOR II	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
D8G2XX - MATERIALS HANDLER II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
26 Employees	Totals #	3	0	0	1	1	0	0	1		
	%	11.54	0.00	0.00	3.85	3.85	0.00	0.00	3.85		

Job Group Analysis

7-FC2

Facilities Custodial Services

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
D8B1TX - CUSTODIAN I	#	23	13	3	6	11	0	1	2		
43 Employees	%	53.49	30.23	6.98	13.95	25.58	0.00	2.33	4.65		
D8B2XX - CUSTODIAN II	#	2	2	0	1	1	0	0	0		
4 Employees	%	50.00	50.00	0.00	25.00	25.00	0.00	0.00	0.00		
D8B3XX - CUSTODIAN III	#	1	1	0	1	0	0	0	0		
4 Employees	%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00		
D8B4XX - CUSTODIAN IV	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
52 Employees	Totals	#	26	17	3	8	12	0	1	2	
		%	50.00	32.69	5.77	15.38	23.08	0.00	1.92	3.85	

Job Group Analysis

7-FG2

Facilities Grounds

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
D8E1TX - GROUNDS & NURSERY I	#	2	1	0	0	1	0	0	1		
6 Employees	%	33.33	16.67	0.00	0.00	16.67	0.00	0.00	16.67		
D8E2XX - GROUNDS & NURSERY II	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
D8E3XX - GROUNDS & NURSERY III	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	2	1	0	0	1	0	0	1	
		%	22.22	11.11	0.00	0.00	11.11	0.00	0.00	11.11	

Job Group Analysis

7-FIN2

Retail

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
H6O2XX - RETAIL BUSINESS ANALYST II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7-FL2

Facilities Labor

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
D8D2XX - GENERAL LABOR II	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	0	0	0	1	0	0	0	
		%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	

Job Group Analysis

7-FT2

Facilities Trades

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
D9D1TX - LTC OPERATIONS I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7-PS2

Public Safety

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
A4B1IX - POLICE OFFICER INTERN	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
A4B2TX - POLICE OFFICER I	#	5	1	2	1	1	0	0	1		
12 Employees	%	41.67	8.33	16.67	8.33	8.33	0.00	0.00	8.33		
A4B3XX - POLICE OFFICER II	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
D8H1TX - SECURITY I	#	3	1	0	3	0	0	0	0		
4 Employees	%	75.00	25.00	0.00	75.00	0.00	0.00	0.00	0.00		
D8H2XX - SECURITY II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
G1A2TX - POLICE COMMUNICATION TECH	#	1	2	0	0	1	0	0	0		
6 Employees	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
27 Employees	Totals	#	10	4	2	4	2	1	0	1	
		%	37.04	14.81	7.41	14.81	7.41	3.70	0.00	3.70	

Job Group Analysis

CS-FIN2

Finance/Accounting

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
H8A1XX - ACCOUNTANT I	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
H8A2XX - ACCOUNTANT II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	1	1	0	1	0	0	0	0		
	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		

Job Group Analysis

CS-GP

General Professional

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
H6G3XX - GENERAL PROFESSIONAL III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

CS-HC2

Healthcare

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
C6S3XX - NURSE III	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
C6S4XX - MID-LEVEL PROVIDER	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

Availability Factor Computation Form

1 - Executives

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.34	23.10	3.90	2.41	4.01	0.21	0.13	0.70			United States 50%; Colorado Springs, CO Metropolitan Statistical Area 46%; Honolulu, HI Metropolitan Statistical Area 4%
		Weighted Factor	11.34	23.10	3.90	2.41	4.01	0.21	0.13	0.70			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.34	23.10	3.90	2.41	4.01	0.21	0.13	0.70			

Availability Factor Computation Form

40 - Professors

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.26	32.84	7.24	3.70	3.00	0.28	0.00	3.00			US PhD Grads 1974-2009 - NORC Survey
		Weighted Factor	17.26	32.84	7.24	3.70	3.00	0.28	0.00	3.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	17.26	32.84	7.24	3.70	3.00	0.28	0.00	3.00			

Availability Factor Computation Form

41 - Associate Professors

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.25	45.73	8.88	5.60	5.40	0.23	0.15	1.97			US PhD Grads 2006-2012 - NORC Survey
		Weighted Factor	22.25	45.73	8.88	5.60	5.40	0.23	0.15	1.97			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.25	45.73	8.88	5.60	5.40	0.23	0.15	1.97			

Availability Factor Computation Form

42 - Assistant Professors

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.01	48.35	8.34	5.81	5.28	0.27	0.18	2.12			US PhD Grads 2006-2012 - NORC Survey
		Weighted Factor	22.01	48.35	8.34	5.81	5.28	0.27	0.18	2.12			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.01	48.35	8.34	5.81	5.28	0.27	0.18	2.12			

Availability Factor Computation Form

43 - Instructors

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.62	52.99	12.61	5.39	4.92	0.25	0.02	1.38			USA Instructor
		Weighted Factor	24.62	52.99	12.61	5.39	4.92	0.25	0.02	1.38			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	24.62	52.99	12.61	5.39	4.92	0.25	0.02	1.38			

Availability Factor Computation Form

12 - Clinical Faculty

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49			US PhD Grads 2006-2012 - NORC Survey
		Weighted Factor	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49			

Availability Factor Computation Form

21 - University Staff

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.21	63.36	0.36	6.02	7.44	2.35	0.00	7.04			Colorado Springs, CO Metropolitan Statistical Area 95%; United States 5%
		Weighted Factor	23.21	63.36	0.36	6.02	7.44	2.35	0.00	7.04			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	23.21	63.36	0.36	6.02	7.44	2.35	0.00	7.04			

Availability Factor Computation Form

12-F3 - Instructor Non-Tenure Track

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49			US PhD Grads 2006-2012 - NORC Survey
		Weighted Factor	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49			

Availability Factor Computation Form

13-R1 - Research Professor

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.23	21.04	8.16	3.54	3.08	0.18	0.16	2.15			US PhD Grads 2006-2012 - NORC Survey
		Weighted Factor	17.23	21.04	8.16	3.54	3.08	0.18	0.16	2.15			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	17.23	21.04	8.16	3.54	3.08	0.18	0.16	2.15			

Availability Factor Computation Form

13-R2 - Senior Research Associates

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.23	50.25	9.22	4.39	5.56	0.17	0.19	1.70			US PhD Grads 2006-2012 - NORC Survey
		Weighted Factor	21.23	50.25	9.22	4.39	5.56	0.17	0.19	1.70			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.23	50.25	9.22	4.39	5.56	0.17	0.19	1.70			

Availability Factor Computation Form

13-R3 - Research Associates

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.77	50.66	9.71	4.34	5.64	0.19	0.21	1.68			US PhD Grads 2006-2012 - NORC Survey
		Weighted Factor	21.77	50.66	9.71	4.34	5.64	0.19	0.21	1.68			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.77	50.66	9.71	4.34	5.64	0.19	0.21	1.68			

Availability Factor Computation Form

13-R4 - Senior Research Assistants

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.68	49.83	0.43	9.26	1.73	0.00	0.00	4.24			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	15.68	49.83	0.43	9.26	1.73	0.00	0.00	4.24			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	15.68	49.83	0.43	9.26	1.73	0.00	0.00	4.24			

Availability Factor Computation Form

13-R5 - Professional Research Assistants

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.54	62.43	0.14	9.26	2.48	0.00	0.00	2.65			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	14.54	62.43	0.14	9.26	2.48	0.00	0.00	2.65			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	14.54	62.43	0.14	9.26	2.48	0.00	0.00	2.65			

Availability Factor Computation Form

14-F1 - Visiting Professor

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.56	31.17	8.10	4.98	2.27	0.44	0.03	2.74			US PhD Grads 1974-2009 - NORC Survey
		Weighted Factor	18.56	31.17	8.10	4.98	2.27	0.44	0.03	2.74			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.56	31.17	8.10	4.98	2.27	0.44	0.03	2.74			

Availability Factor Computation Form

14-F2a - Visiting Assistant Professor

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.96	44.72	3.77	4.69	2.79	0.35	0.03	3.33			US PhD Grads 1974-2009 - NORC Survey
		Weighted Factor	14.96	44.72	3.77	4.69	2.79	0.35	0.03	3.33			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	14.96	44.72	3.77	4.69	2.79	0.35	0.03	3.33			

Availability Factor Computation Form

14-F3 - Assistant Instructor

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.71	65.79	7.87	7.32	4.52	0.34	0.02	1.65			USA Instructor
		Weighted Factor	21.71	65.79	7.87	7.32	4.52	0.34	0.02	1.65			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.71	65.79	7.87	7.32	4.52	0.34	0.02	1.65			

Availability Factor Computation Form

14-F4 - Lecturer

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.55	59.26	8.77	2.32	6.25	0.00	0.00	1.19			Colorado Lecturer
		Weighted Factor	18.55	59.26	8.77	2.32	6.25	0.00	0.00	1.19			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.55	59.26	8.77	2.32	6.25	0.00	0.00	1.19			

Availability Factor Computation Form

14-F7 - Other Faculty

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.66	73.79	3.37	10.56	5.97	0.36	0.01	1.39			USA Instructor
		Weighted Factor	21.66	73.79	3.37	10.56	5.97	0.36	0.01	1.39			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.66	73.79	3.37	10.56	5.97	0.36	0.01	1.39			

Availability Factor Computation Form

14-F8 - Endowed Chair

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	19.61	44.26	6.06	6.11	3.48	0.47	0.00	3.48			US PhD Grads 1974-2009 - NORC Survey
		Weighted Factor	19.61	44.26	6.06	6.11	3.48	0.47	0.00	3.48			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	19.61	44.26	6.06	6.11	3.48	0.47	0.00	3.48			

Availability Factor Computation Form

14-F9 - Emeritus

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.96	38.25	7.58	4.31	3.48	0.35	0.01	3.21			US PhD Grads 1974-2009 - NORC Survey
		Weighted Factor	18.96	38.25	7.58	4.31	3.48	0.35	0.01	3.21			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.96	38.25	7.58	4.31	3.48	0.35	0.01	3.21			

Availability Factor Computation Form

2 - ASSOC/ASST Dean

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			US PhD Grads 1974-2009 - NORC Survey
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Availability Factor Computation Form

22-1a - Chief of Staff/Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.46	32.74	1.38	2.82	4.41	0.06	0.01	0.77			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	9.46	32.74	1.38	2.82	4.41	0.06	0.01	0.77			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.46	32.74	1.38	2.82	4.41	0.06	0.01	0.77			

Availability Factor Computation Form

22-AS1 - Directors Academic Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			

Availability Factor Computation Form

22-AS2 - Academic Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.74	64.86	1.62	6.18	8.54	1.66	0.00	4.74			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	22.74	64.86	1.62	6.18	8.54	1.66	0.00	4.74			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.74	64.86	1.62	6.18	8.54	1.66	0.00	4.74			

Availability Factor Computation Form

22-BS1 - Directors Academic Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.08	31.58	2.05	3.46	5.42	0.17	0.03	0.94			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	12.08	31.58	2.05	3.46	5.42	0.17	0.03	0.94			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.08	31.58	2.05	3.46	5.42	0.17	0.03	0.94			

Availability Factor Computation Form

22-BS2 - Business Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.72	52.12	1.24	4.92	6.80	1.26	0.00	3.49			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	17.72	52.12	1.24	4.92	6.80	1.26	0.00	3.49			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	17.72	52.12	1.24	4.92	6.80	1.26	0.00	3.49			

Availability Factor Computation Form

22-C1 - Director Communication

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			

Availability Factor Computation Form

22-C2 - Communication

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.55	65.26	2.05	6.11	8.75	1.33	0.00	4.31			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	22.55	65.26	2.05	6.11	8.75	1.33	0.00	4.31			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.55	65.26	2.05	6.11	8.75	1.33	0.00	4.31			

Availability Factor Computation Form

23-D1 - Directors Development

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46			

Availability Factor Computation Form

23-D2 - Development

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.64	57.40	0.19	1.02	6.75	0.06	0.00	5.62			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	13.64	57.40	0.19	1.02	6.75	0.06	0.00	5.62			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.64	57.40	0.19	1.02	6.75	0.06	0.00	5.62			

Availability Factor Computation Form

23-E1 - Director Engineering/Arch

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.94	6.99	3.36	1.13	6.69	0.07	0.00	0.68			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	11.94	6.99	3.36	1.13	6.69	0.07	0.00	0.68			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.94	6.99	3.36	1.13	6.69	0.07	0.00	0.68			

Availability Factor Computation Form

23-E2 - Engineering/Arch

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.46	6.55	1.63	0.60	7.40	0.04	0.00	0.79			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	10.46	6.55	1.63	0.60	7.40	0.04	0.00	0.79			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.46	6.55	1.63	0.60	7.40	0.04	0.00	0.79			

Availability Factor Computation Form

23-ER1 - Director External Relations

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46			

Availability Factor Computation Form

23-ER2 - External Relations

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.71	55.10	0.16	1.17	8.25	0.08	0.00	7.05			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	16.71	55.10	0.16	1.17	8.25	0.08	0.00	7.05			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.71	55.10	0.16	1.17	8.25	0.08	0.00	7.05			

Availability Factor Computation Form

23-FC1 - Director Facilities

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.86	34.45	5.12	12.91	5.88	0.18	0.06	2.72			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	26.86	34.45	5.12	12.91	5.88	0.18	0.06	2.72			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	26.86	34.45	5.12	12.91	5.88	0.18	0.06	2.72			

Availability Factor Computation Form

23-FC2 - Facilities

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.90	44.46	4.62	11.75	5.76	0.70	0.01	4.07			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	26.90	44.46	4.62	11.75	5.76	0.70	0.01	4.07			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	26.90	44.46	4.62	11.75	5.76	0.70	0.01	4.07			

Availability Factor Computation Form

23-FIN1 - Directors Finance/Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.93	53.18	2.42	4.50	10.75	0.19	0.07	3.01			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	20.93	53.18	2.42	4.50	10.75	0.19	0.07	3.01			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	20.93	53.18	2.42	4.50	10.75	0.19	0.07	3.01			

Availability Factor Computation Form

23-FIN2 - Finance/Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.13	78.83	0.54	1.84	4.74	0.04	0.01	12.95			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	20.13	78.83	0.54	1.84	4.74	0.04	0.01	12.95			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	20.13	78.83	0.54	1.84	4.74	0.04	0.01	12.95			

Availability Factor Computation Form

24-HC1 - Director Healthcare

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.06	73.89	1.65	4.52	9.06	0.25	0.03	6.55			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	22.06	73.89	1.65	4.52	9.06	0.25	0.03	6.55			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.06	73.89	1.65	4.52	9.06	0.25	0.03	6.55			

Availability Factor Computation Form

24-HC2 - Healthcare

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.57	63.52	16.42	1.65	4.46	0.47	0.09	2.46			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	25.57	63.52	16.42	1.65	4.46	0.47	0.09	2.46			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	25.57	63.52	16.42	1.65	4.46	0.47	0.09	2.46			

Availability Factor Computation Form

24-HOS1 - Director Hospitality

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.47	35.57	2.61	5.78	7.28	0.59	0.26	0.92			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	17.47	35.57	2.61	5.78	7.28	0.59	0.26	0.92			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	17.47	35.57	2.61	5.78	7.28	0.59	0.26	0.92			

Availability Factor Computation Form

24-HOS2 - Hospitality

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.03	44.59	1.45	7.57	7.34	0.56	0.27	0.83			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	18.03	44.59	1.45	7.57	7.34	0.56	0.27	0.83			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.03	44.59	1.45	7.57	7.34	0.56	0.27	0.83			

Availability Factor Computation Form

24-HR2 - Human Resources

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.47	61.25	0.87	12.28	6.97	0.98	0.02	1.38			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	22.47	61.25	0.87	12.28	6.97	0.98	0.02	1.38			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.47	61.25	0.87	12.28	6.97	0.98	0.02	1.38			

Availability Factor Computation Form

24-IT1 - Director Information Technology

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.35	28.83	5.27	3.30	4.71	0.14	0.02	0.90			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	14.35	28.83	5.27	3.30	4.71	0.14	0.02	0.90			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	14.35	28.83	5.27	3.30	4.71	0.14	0.02	0.90			

Availability Factor Computation Form

24-IT2 - Information Technology

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.13	25.79	2.57	5.56	9.90	0.10	0.01	2.98			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	21.13	25.79	2.57	5.56	9.90	0.10	0.01	2.98			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.13	25.79	2.57	5.56	9.90	0.10	0.01	2.98			

Availability Factor Computation Form

24-RS2 - Research Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.40	30.39	2.11	8.80	4.04	0.16	0.08	0.24			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	15.40	30.39	2.11	8.80	4.04	0.16	0.08	0.24			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	15.40	30.39	2.11	8.80	4.04	0.16	0.08	0.24			

Availability Factor Computation Form

25-A1 - Director Athletics

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78			

Availability Factor Computation Form

25-A2 - Athletics

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78			

Availability Factor Computation Form

25-AA3 - Executive/Professional Assistant

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.95	64.41	1.14	6.26	8.31	2.03	0.00	5.22			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	22.95	64.41	1.14	6.26	8.31	2.03	0.00	5.22			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.95	64.41	1.14	6.26	8.31	2.03	0.00	5.22			

Availability Factor Computation Form

25-PS1 - Director Public Safety

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.40	36.24	1.69	5.76	7.14	0.68	0.33	0.79			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	16.40	36.24	1.69	5.76	7.14	0.68	0.33	0.79			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.40	36.24	1.69	5.76	7.14	0.68	0.33	0.79			

Availability Factor Computation Form

25-PS2 - Public Safety

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.31	57.37	1.28	6.14	8.02	1.69	0.08	4.12			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	21.31	57.37	1.28	6.14	8.02	1.69	0.08	4.12			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.31	57.37	1.28	6.14	8.02	1.69	0.08	4.12			

Availability Factor Computation Form

25-SS1 - Director Student Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30			

Availability Factor Computation Form

25-SS2 - Student Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.06	64.86	3.01	7.70	8.78	0.93	0.02	3.63			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	24.06	64.86	3.01	7.70	8.78	0.93	0.02	3.63			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	24.06	64.86	3.01	7.70	8.78	0.93	0.02	3.63			

Availability Factor Computation Form

25-T1 - Temporary Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32			

Availability Factor Computation Form

27-AA3 - Standardized Patient

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	42.69	80.19	0.06	28.24	9.31	4.92	0.00	0.15			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	42.69	80.19	0.06	28.24	9.31	4.92	0.00	0.15			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	42.69	80.19	0.06	28.24	9.31	4.92	0.00	0.15			

Availability Factor Computation Form

27-FL2 - Facilities Labor

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.10	5.08	0.01	7.11	4.75	0.06	0.00	2.18			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	14.10	5.08	0.01	7.11	4.75	0.06	0.00	2.18			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	14.10	5.08	0.01	7.11	4.75	0.06	0.00	2.18			

Availability Factor Computation Form

27-H1 - Dining Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	32.78	68.96	3.65	4.70	20.74	0.07	0.19	3.43			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	32.78	68.96	3.65	4.70	20.74	0.07	0.19	3.43			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	32.78	68.96	3.65	4.70	20.74	0.07	0.19	3.43			

Availability Factor Computation Form

27-HC2 - Healthcare

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	40.04	75.11	2.20	20.26	12.19	4.55	0.03	0.82			Colorado Springs, CO 50%; Colorado 20%; United States 30%
		Weighted Factor	40.04	75.11	2.20	20.26	12.19	4.55	0.03	0.82			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	40.04	75.11	2.20	20.26	12.19	4.55	0.03	0.82			

Availability Factor Computation Form

28-AA2 - Administrative Support

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			

Availability Factor Computation Form

28-AA3 - Administrative Support

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			

Availability Factor Computation Form

28-FIN2 - Finance/Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			

Availability Factor Computation Form

4-AA2 - Administrative Support

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04			

Availability Factor Computation Form

5-FIN2 - Finance/Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			

Availability Factor Computation Form

5-HCL2 - Healthcare Laboratory

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.04	70.74	4.59	7.07	10.41	0.08	0.00	5.88			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	28.04	70.74	4.59	7.07	10.41	0.08	0.00	5.88			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	28.04	70.74	4.59	7.07	10.41	0.08	0.00	5.88			

Availability Factor Computation Form

5-IT - Information Technology

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.26	24.95	2.30	7.12	12.65	0.11	0.02	4.06			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	26.26	24.95	2.30	7.12	12.65	0.11	0.02	4.06			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	26.26	24.95	2.30	7.12	12.65	0.11	0.02	4.06			

Availability Factor Computation Form

5-LIBT - Library Technicians

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.45	65.35	1.27	0.46	2.06	0.03	0.01	0.62			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	4.45	65.35	1.27	0.46	2.06	0.03	0.01	0.62			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	4.45	65.35	1.27	0.46	2.06	0.03	0.01	0.62			

Availability Factor Computation Form

5-Media - Media

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.18	89.92	0.70	0.03	25.17	0.26	0.00	0.03			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	26.18	89.92	0.70	0.03	25.17	0.26	0.00	0.03			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	26.18	89.92	0.70	0.03	25.17	0.26	0.00	0.03			

Availability Factor Computation Form

5-Tech - Technician

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	19.78	21.11	0.20	2.34	10.34	1.40	0.00	5.49			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	19.78	21.11	0.20	2.34	10.34	1.40	0.00	5.49			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	19.78	21.11	0.20	2.34	10.34	1.40	0.00	5.49			

Availability Factor Computation Form

6-E2 - Engineering

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.59	9.27	4.68	3.50	3.13	0.10	0.06	1.15			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	12.59	9.27	4.68	3.50	3.13	0.10	0.06	1.15			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.59	9.27	4.68	3.50	3.13	0.10	0.06	1.15			

Availability Factor Computation Form

6-FT2 - Facilities Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.84	4.94	0.18	7.02	7.27	0.02	0.30	2.04			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	16.84	4.94	0.18	7.02	7.27	0.02	0.30	2.04			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.84	4.94	0.18	7.02	7.27	0.02	0.30	2.04			

Availability Factor Computation Form

7-FC2 - Facilities Custodial Services

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	38.23	34.30	1.48	6.74	22.79	1.39	0.57	5.26			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	38.23	34.30	1.48	6.74	22.79	1.39	0.57	5.26			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	38.23	34.30	1.48	6.74	22.79	1.39	0.57	5.26			

Availability Factor Computation Form

7-FG2 - Facilities Grounds

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.77	11.08	1.23	0.35	22.63	1.23	0.00	0.35			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	25.77	11.08	1.23	0.35	22.63	1.23	0.00	0.35			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	25.77	11.08	1.23	0.35	22.63	1.23	0.00	0.35			

Availability Factor Computation Form

7-FIN2 - Retail

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.64	50.92	1.63	5.72	12.77	0.39	0.01	4.15			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	24.64	50.92	1.63	5.72	12.77	0.39	0.01	4.15			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	24.64	50.92	1.63	5.72	12.77	0.39	0.01	4.15			

Availability Factor Computation Form

7-FL2 - Facilities Labor

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00			

Availability Factor Computation Form

7-FT2 - Facilities Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.80	15.86	0.00	4.85	12.94	1.29	0.00	9.71			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	28.80	15.86	0.00	4.85	12.94	1.29	0.00	9.71			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	28.80	15.86	0.00	4.85	12.94	1.29	0.00	9.71			

Availability Factor Computation Form

7-PS2 - Public Safety

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.86	23.48	0.60	9.57	11.96	0.46	0.48	0.82			ELPASO CNTY, COS Metro, COS City, CO State
		Weighted Factor	23.86	23.48	0.60	9.57	11.96	0.46	0.48	0.82			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	23.86	23.48	0.60	9.57	11.96	0.46	0.48	0.82			

Availability Factor Computation Form

CS-FIN2 - Finance/Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27			

Availability Factor Computation Form

CS-GP - General Professional

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32			Colorado Springs, CO Metropolitan Statistical Area
		Weighted Factor	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32			

Availability Factor Computation Form

CS-HC2 - Healthcare

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.22	73.35	19.45	1.75	2.76	0.23	0.14	0.90			COS METRO, COS, EL PASO CNTY, US, COS
		Weighted Factor	25.22	73.35	19.45	1.75	2.76	0.23	0.14	0.90			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	25.22	73.35	19.45	1.75	2.76	0.23	0.14	0.90			

Comparison of Incumbency vs. Estimated Availability

41 C.F.R. 60-2.15

University of Colorado, Colorado Springs has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, determined whether the difference was greater than could reasonably be expected. The comparison of availability with actual representation follows:

Incumbency vs. Estimated Availability

1		Executives							
Total Emp 14		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	21.43	35.71	7.14	7.14	0.00	0.00	0.00	7.14
	Availability %	11.34	23.10	3.90	2.41	4.01	0.21	0.13	0.70
	Statistical Value					1.000E	1.000E	1.000E	
40		Professors							
Total Emp 75		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	9.33	29.33	6.67	0.00	2.67	0.00	0.00	0.00
	Availability %	17.26	32.84	7.24	3.70	3.00	0.28	0.00	3.00
	Statistical Value	1.817	0.647	0.192	1.698	0.169	0.459		1.523
41		Associate Professors							
Total Emp 78		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	21.79	52.56	8.97	2.56	3.85	1.28	0.00	5.13
	Availability %	22.25	45.73	8.88	5.60	5.40	0.23	0.15	1.97
	Statistical Value	0.097			1.166	0.607		0.342	
42		Assistant Professors							
Total Emp 72		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	30.56	55.56	20.83	2.78	2.78	1.39	0.00	2.78
	Availability %	22.01	48.35	8.34	5.81	5.28	0.27	0.18	2.12
	Statistical Value				1.100	0.949		0.360	
43		Instructors							
Total Emp 186		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.44	62.37	2.15	1.61	3.23	0.54	0.00	5.91
	Availability %	24.62	52.99	12.61	5.39	4.92	0.25	0.02	1.38
	Statistical Value	3.539		4.297	2.281	1.068		0.193	
12		Clinical Faculty							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49
	Statistical Value	0.179E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
21		University Staff							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.21	63.36	0.36	6.02	7.44	2.35	0.00	7.04
	Statistical Value	1.000E	0.366E	1.000E	1.000E	1.000E	1.000E		1.000E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

12-F3		Instructor Non-Tenure Track							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	28.57	85.71	14.29	14.29	0.00	0.00	0.00	0.00
	Availability %	32.94	70.17	14.62	11.71	4.82	0.22	0.09	1.49
	Statistical Value	1.000E		1.000E		1.000E	1.000E	1.000E	1.000E
13-R1		Research Professor							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	25.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	17.23	21.04	8.16	3.54	3.08	0.18	0.16	2.15
	Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	
13-R2		Senior Research Associates							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.23	50.25	9.22	4.39	5.56	0.17	0.19	1.70
	Statistical Value	0.591E	0.686E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
13-R3		Research Associates							
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	33.33	33.33	0.00	0.00	0.00	0.00	16.67
	Availability %	21.77	50.66	9.71	4.34	5.64	0.19	0.21	1.68
	Statistical Value		0.447E		1.000E	1.000E	1.000E	1.000E	
13-R4		Senior Research Assistants							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00
	Availability %	15.68	49.83	0.43	9.26	1.73	0.00	0.00	4.24
	Statistical Value				1.000E	1.000E			1.000E
13-R5		Professional Research Assistants							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	55.56	11.11	11.11	0.00	0.00	0.00	0.00
	Availability %	14.54	62.43	0.14	9.26	2.48	0.00	0.00	2.65
	Statistical Value		0.736E			1.000E			1.000E
14-F1		Visiting Professor							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.56	31.17	8.10	4.98	2.27	0.44	0.03	2.74
	Statistical Value		1.000E		1.000E	1.000E	1.000E	1.000E	1.000E
14-F2a		Visiting Assistant Professor							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.96	44.72	3.77	4.69	2.79	0.35	0.03	3.33
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

14-F3		Assistant Instructor							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.71	65.79	7.87	7.32	4.52	0.34	0.02	1.65
	Statistical Value	0.359E	0.697E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
14-F4		Lecturer							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
427	Employment %	14.05	58.78	2.11	3.28	4.22	1.17	0.00	3.28
	Availability %	18.55	59.26	8.77	2.32	6.25	0.00	0.00	1.19
	Statistical Value	2.391	0.201	4.867		1.737			
14-F7		Other Faculty							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	21.66	73.79	3.37	10.56	5.97	0.36	0.01	1.39
	Statistical Value		0.262E	1.000E		1.000E	1.000E	1.000E	1.000E
14-F8		Endowed Chair							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.61	44.26	6.06	6.11	3.48	0.47	0.00	3.48
	Statistical Value	1.000E	0.507E	1.000E	1.000E	1.000E	1.000E		1.000E
14-F9		Emeritus							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	8.33	50.00	4.17	4.17	0.00	0.00	0.00	0.00
	Availability %	18.96	38.25	7.58	4.31	3.48	0.35	0.01	3.21
	Statistical Value	0.294E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
2		ASSOC/ASST Dean							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	60.00	0.00	0.00	0.00	0.00	0.00	10.00
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value								
22-1a		Chief of Staff/Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	12.50	41.67	4.17	0.00	0.00	0.00	0.00	8.33
	Availability %	9.46	32.74	1.38	2.82	4.41	0.06	0.01	0.77
	Statistical Value				1.000E	0.625E	1.000E	1.000E	
22-AS1		Directors Academic Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
27	Employment %	29.63	81.48	3.70	3.70	3.70	0.00	3.70	14.81
	Availability %	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30
	Statistical Value				0.720E	0.510E	1.000E		

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Incumbency vs. Estimated Availability

22-AS2		Academic Services							
Total Emp 111		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	17.12	72.07	3.60	4.50	4.50	0.00	0.00	4.50
	Availability %	22.74	64.86	1.62	6.18	8.54	1.66	0.00	4.74
	Statistical Value	1.413			0.733	1.521	1.369		0.117
22-BS1		Directors Academic Services							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	60.00	0.00	0.00	13.33	0.00	0.00	6.67
	Availability %	12.08	31.58	2.05	3.46	5.42	0.17	0.03	0.94
	Statistical Value			1.000E	1.000E		1.000E	1.000E	
22-BS2		Business Services							
Total Emp 49		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.33	73.47	0.00	2.04	8.16	2.04	0.00	4.08
	Availability %	17.72	52.12	1.24	4.92	6.80	1.26	0.00	3.49
	Statistical Value	0.255		0.784	0.932				
22-C1		Director Communication							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30
	Statistical Value		0.344E		1.000E	1.000E	1.000E	1.000E	1.000E
22-C2		Communication							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	50.00	12.50	0.00	0.00	0.00	0.00	12.50
	Availability %	22.55	65.26	2.05	6.11	8.75	1.33	0.00	4.31
	Statistical Value		0.461E		1.000E	1.000E	1.000E		
23-D1		Directors Development							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46
	Statistical Value	1.000E	0.439E	1.000E	1.000E	1.000E	1.000E		1.000E
23-D2		Development							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	42.86	100.00	0.00	0.00	14.29	0.00	0.00	28.57
	Availability %	13.64	57.40	0.19	1.02	6.75	0.06	0.00	5.62
	Statistical Value			1.000E	1.000E		1.000E		
23-E1		Director Engineering/Arch							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	11.94	6.99	3.36	1.13	6.69	0.07	0.00	0.68
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E

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Incumbency vs. Estimated Availability

23-E2		Engineering/Arch							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.46	6.55	1.63	0.60	7.40	0.04	0.00	0.79
	Statistical Value				1.000E	1.000E	1.000E		1.000E
23-ER1		Director External Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.48	56.06	0.85	2.94	9.01	0.21	0.00	5.46
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
23-ER2		External Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	81.82	0.00	9.09	9.09	0.00	0.00	0.00
	Availability %	16.71	55.10	0.16	1.17	8.25	0.08	0.00	7.05
	Statistical Value			1.000E			1.000E		1.000E
23-FC1		Director Facilities							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	26.86	34.45	5.12	12.91	5.88	0.18	0.06	2.72
	Statistical Value	1.000E	0.548E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
23-FC2		Facilities							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	33.33	0.00	0.00	0.00	0.00
	Availability %	26.90	44.46	4.62	11.75	5.76	0.70	0.01	4.07
	Statistical Value			1.000E		1.000E	1.000E	1.000E	1.000E
23-FIN1		Directors Finance/Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	50.00	50.00	0.00	0.00	16.67	0.00	0.00	33.33
	Availability %	20.93	53.18	2.42	4.50	10.75	0.19	0.07	3.01
	Statistical Value		1.000E	1.000E	1.000E		1.000E	1.000E	
23-FIN2		Finance/Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	22.73	81.82	4.55	9.09	4.55	0.00	0.00	4.55
	Availability %	20.13	78.83	0.54	1.84	4.74	0.04	0.01	12.95
	Statistical Value					1.000E	1.000E	1.000E	0.349E
24-HC1		Director Healthcare							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.06	73.89	1.65	4.52	9.06	0.25	0.03	6.55
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E

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Incumbency vs. Estimated Availability

24-HC2		Healthcare							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
27	Employment %	11.11	96.30	3.70	3.70	0.00	0.00	0.00	3.70
	Availability %	25.57	63.52	16.42	1.65	4.46	0.47	0.09	2.46
	Statistical Value	0.120E		0.113E		0.632E	1.000E	1.000E	
24-HOS1		Director Hospitality							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
	Availability %	17.47	35.57	2.61	5.78	7.28	0.59	0.26	0.92
	Statistical Value		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	
24-HOS2		Hospitality							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	45.45	9.09	0.00	0.00	0.00	0.00	9.09
	Availability %	18.03	44.59	1.45	7.57	7.34	0.56	0.27	0.83
	Statistical Value				1.000E	1.000E	1.000E	1.000E	
24-HR2		Human Resources							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	90.00	0.00	10.00	10.00	10.00	0.00	0.00
	Availability %	22.47	61.25	0.87	12.28	6.97	0.98	0.02	1.38
	Statistical Value			1.000E	1.000E			1.000E	1.000E
24-IT1		Director Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.35	28.83	5.27	3.30	4.71	0.14	0.02	0.90
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
24-IT2		Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
33	Employment %	12.12	24.24	3.03	0.00	0.00	0.00	0.00	9.09
	Availability %	21.13	25.79	2.57	5.56	9.90	0.10	0.01	2.98
	Statistical Value	1.268	0.203		1.394	1.904	0.182	0.057	
24-RS2		Research Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	0.00	77.78	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.40	30.39	2.11	8.80	4.04	0.16	0.08	0.24
	Statistical Value	0.372E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
25-A1		Director Athletics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E

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Incumbency vs. Estimated Availability

25-A2		Athletics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	17.39	43.48	0.00	0.00	4.35	0.00	0.00	13.04
	Availability %	17.03	34.26	1.97	6.92	3.69	1.54	0.10	2.78
	Statistical Value			1.000E	0.403E		1.000E	1.000E	
25-AA3		Executive/Professional Assistant							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	90.00	0.00	0.00	0.00	0.00	0.00	10.00
	Availability %	22.95	64.41	1.14	6.26	8.31	2.03	0.00	5.22
	Statistical Value	0.472E		1.000E	1.000E	1.000E	1.000E		
25-PS1		Director Public Safety							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.40	36.24	1.69	5.76	7.14	0.68	0.33	0.79
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
25-PS2		Public Safety							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.31	57.37	1.28	6.14	8.02	1.69	0.08	4.12
	Statistical Value	0.585E	0.319E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
25-SS1		Director Student Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.33	65.55	3.10	7.81	8.80	0.29	0.02	2.30
	Statistical Value	0.361E	0.698E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
25-SS2		Student Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	22.22	50.00	11.11	0.00	0.00	0.00	0.00	11.11
	Availability %	24.06	64.86	3.01	7.70	8.78	0.93	0.02	3.63
	Statistical Value	1.000E	0.218E		0.393E	0.398E	1.000E	1.000E	
25-T1		Temporary Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	16.67	79.17	0.00	4.17	8.33	0.00	0.00	4.17
	Availability %	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32
	Statistical Value	0.629E			1.000E		1.000E		1.000E
27-AA3		Standardized Patient							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	60.00	0.00	0.00	40.00	0.00	0.00	0.00
	Availability %	42.69	80.19	0.06	28.24	9.31	4.92	0.00	0.15
	Statistical Value	1.000E	0.259E	1.000E	0.331E		1.000E		1.000E

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Incumbency vs. Estimated Availability

27-FL2		Facilities Labor							
Total Emp 18		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	22.22	0.00	16.67	5.56	0.00	0.00	11.11
	Availability %	14.10	5.08	0.01	7.11	4.75	0.06	0.00	2.18
	Statistical Value			1.000E			1.000E		
27-H1		Dining Services							
Total Emp 24		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	50.00	8.33	16.67	16.67	0.00	0.00	8.33
	Availability %	32.78	68.96	3.65	4.70	20.74	0.07	0.19	3.43
	Statistical Value		0.074E			0.803E	1.000E	1.000E	
27-HC2		Healthcare							
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	83.33	83.33	0.00	50.00	16.67	0.00	0.00	16.67
	Availability %	40.04	75.11	2.20	20.26	12.19	4.55	0.03	0.82
	Statistical Value			1.000E			1.000E	1.000E	
28-AA2		Administrative Support							
Total Emp 10		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04
	Statistical Value	0.225E	0.339E	1.000E	1.000E	0.613E	1.000E	1.000E	1.000E
28-AA3		Administrative Support							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	66.67	66.67	0.00	0.00	0.00	0.00	0.00	66.67
	Availability %	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04
	Statistical Value		0.117E	1.000E	1.000E	1.000E	1.000E	1.000E	
28-FIN2		Finance/Accounting							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
4-AA2		Administrative Support							
Total Emp 65		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	23.08	81.54	1.54	3.08	12.31	0.00	0.00	6.15
	Availability %	18.58	95.95	2.05	5.12	9.87	0.50	0.01	1.04
	Statistical Value		5.894	0.291	0.747		0.572	0.081	
5-FIN2		Finance/Accounting							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	75.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27
	Statistical Value			1.000E	1.000E	1.000E	1.000E	1.000E	

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Incumbency vs. Estimated Availability

5-HCL2		Healthcare Laboratory							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	40.00	20.00	0.00	0.00	40.00	0.00	0.00	0.00
	Availability %	28.04	70.74	4.59	7.07	10.41	0.08	0.00	5.88
	Statistical Value		0.028E	1.000E	1.000E		1.000E		1.000E
5-IT		Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	25.00	12.50	0.00	0.00	12.50	0.00	0.00	12.50
	Availability %	26.26	24.95	2.30	7.12	12.65	0.11	0.02	4.06
	Statistical Value	1.000E	0.689E	1.000E	1.000E	1.000E	1.000E	1.000E	
5-LIBT		Library Technicians							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	11.11	88.89	0.00	0.00	11.11	0.00	0.00	0.00
	Availability %	4.45	65.35	1.27	0.46	2.06	0.03	0.01	0.62
	Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E
5-Media		Media							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	26.18	89.92	0.70	0.03	25.17	0.26	0.00	0.03
	Statistical Value		0.101E	1.000E		1.000E	1.000E		1.000E
5-Tech		Technician							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.78	21.11	0.20	2.34	10.34	1.40	0.00	5.49
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
6-E2		Engineering							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.59	9.27	4.68	3.50	3.13	0.10	0.06	1.15
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
6-FT2		Facilities Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
26	Employment %	11.54	0.00	0.00	3.85	3.85	0.00	0.00	3.85
	Availability %	16.84	4.94	0.18	7.02	7.27	0.02	0.30	2.04
	Statistical Value	0.607E	0.638E	1.000E	1.000E	1.000E	1.000E	1.000E	
7-FC2		Facilities Custodial Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
52	Employment %	50.00	32.69	5.77	15.38	23.08	0.00	1.92	3.85
	Availability %	38.23	34.30	1.48	6.74	22.79	1.39	0.57	5.26
	Statistical Value		0.244				0.856		0.457

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

7-FG2		Facilities Grounds							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	11.11	0.00	0.00	11.11	0.00	0.00	11.11
	Availability %	25.77	11.08	1.23	0.35	22.63	1.23	0.00	0.35
	Statistical Value	1.000E		1.000E	1.000E	0.694E	1.000E		
7-FIN2		Retail							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	24.64	50.92	1.63	5.72	12.77	0.39	0.01	4.15
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
7-FL2		Facilities Labor							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
	Availability %	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
	Statistical Value								
7-FT2		Facilities Trades							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	28.80	15.86	0.00	4.85	12.94	1.29	0.00	9.71
	Statistical Value	1.000E	1.000E		1.000E	1.000E	1.000E		1.000E
7-PS2		Public Safety							
Total Emp 27		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	37.04	14.81	7.41	14.81	7.41	3.70	0.00	3.70
	Availability %	23.86	23.48	0.60	9.57	11.96	0.46	0.48	0.82
	Statistical Value		0.368E			0.765E		1.000E	
CS-FIN2		Finance/Accounting							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	12.01	68.01	2.26	3.18	3.86	0.42	0.01	2.27
	Statistical Value		0.537E	1.000E		1.000E	1.000E	1.000E	1.000E
CS-GP		General Professional							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.76	63.41	0.00	5.69	7.32	2.44	0.00	7.32
	Statistical Value	1.000E			1.000E	1.000E	1.000E		1.000E
CS-HC2		Healthcare							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.22	73.35	19.45	1.75	2.76	0.23	0.14	0.90
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

Total Employment: 1706

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, University of Colorado, Colorado Springs has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected, given their availability percentage in that job group, the The University of Colorado Colorado Springs is repeatedly ranked highly for our undergraduate, graduate, online programs and much more. U.S. News & World Report calls UCCS a top-10 public university in the West, as well as a top-5 regional college in the West for veterans. established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the The University of Colorado Colorado Springs is repeatedly ranked highly for our undergraduate, graduate, online programs and much more. U.S. News & World Report calls UCCS a top-10 public university in the West, as well as a top-5 regional college in the West for veterans. makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or other characteristic protected by law.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the The University of Colorado Colorado Springs is repeatedly ranked highly for our undergraduate, graduate, online programs and much more. U.S. News & World Report calls UCCS a top-10 public university in the West, as well as a top-5 regional college in the West for veterans. to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

As is described in more detail in the Action Oriented Program section of this AAP, where a placement goal is set, the will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

Placement Goals

Job Group & Name	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43 - Instructors	24.62		12.61	5.39						
14-F4 - Lecturer	18.55		8.77							
4-AA2 - Administrative Support		95.95								
5-HCL2 - Healthcare Laboratory		70.74								

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

We have conducted analyses of our total employment process, including evaluating the workforce by organizational unit and job group, personnel activity, compensation systems, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

Of the 110 departments in this AAP, 91 or 82.73% include minorities, and 106 or 96.36% include females. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

Composition of the Workforce by Job Group

Pursuant to OFCCP regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in job groups 14-F4, and 43.
- Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in job groups 4-AA2, and 5-HCL2.
- UCCS has established affirmative action placement goals and programs to address any areas of underutilization, and will continue to make a good faith effort to reach the placement goals established by implementing action oriented programs, which are detailed elsewhere in this AAP.

In establishing placement goals, the following principles apply:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, UCCS has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups

- In all employment decisions, the The University of Colorado Colorado Springs is repeatedly ranked highly for our undergraduate, graduate, online programs and much more. U.S. News & World Report calls UCCS a top-10 public university in the West, as well as a top-5 regional college in the West for veterans. makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the The University of Colorado Colorado Springs is repeatedly ranked highly for our undergraduate, graduate, online programs and much more. U.S. News & World Report calls UCCS a top-10 public university in the West, as well as a top-5 regional college in the West for veterans. to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

A review of progress and goal attainment by job group for the period from January 01, 2017 to December 31, 2017 reveals the following:

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

Goal Attainment

43		Instructors																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		23.50				11.07		5.51											
New Hire	28	3	10.71			0	0.00	1	3.57										
Promotion	0	0	N/A			0	N/A	0	N/A										
Total Opps	28	3	10.71			0	0.00	1	3.57										
Achieved? *		NO				NO		YES											

14-F4		Lecturer																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal		17.95				8.55													
New Hire	224	42	18.75			5	2.23												
Promotion	0	0	N/A			0	N/A												
Total Opps	224	42	18.75			5	2.23												
Achieved? *		YES				NO													

4-AA2		Administrative Support																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Prior Year Goal				95.48															
New Hire	4			4	100.00														
Promotion	0			0	N/A														
Total Opps	4			4	100.00														
Achieved? *				YES															

Goal Attainment

5-HCL2		Healthcare Laboratory																		
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two											
Prior Year Goal			70.74																	
New Hire	1		1 100.00																	
Promotion	0		0 N/A																	
Total Opps	1		1 100.00																	
Achieved? *			YES																	

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

Personnel Activity

UCCS has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

Applicant Flow

During the plan year, January 01, 2017 to December 31, 2017, the University of listed all non-executive positions lasting three days or more not expected to be filled from within the appropriate state employment service delivery system. All individuals interested in obtaining employment with The University of Colorado Colorado were advised to apply according to the current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this reflecting process. UCCS believes applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority and female applicants compares very favorably with the general availability in the respective categories. Clearly the success in implementing and communicating affirmative action and outreach efforts is demonstrated by these statistics.

The following report summarizes applicant flow by job group:

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

Applicant Summary

For Period: 1/1/2017 to 12/31/2017

EEO Code 1

Executive & Administrative

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	S	4	1	1	1	2	0	0	1	0	0	0		
Executives	P	53	1	4	9	6	0	2	6	0	0	1		
2	S	3	0	0	1	0	1	0	0	0	0	0		
ASSOC/ASST Dean	P	57	0	1	19	13	12	3	3	0	0	1		
22-1a	S	6	0	0	2	3	0	0	2	0	0	0		
Chief of Staff/Management	P	25	0	0	8	8	2	2	3	0	0	1		
22-AS1	S	1	0	0	0	1	0	0	0	0	0	0		
Directors Academic Services	P	11	0	0	4	8	0	2	2	0	0	0		
22-BS1	S	5	0	0	2	4	0	0	1	0	0	1		
Directors Academic Services	P	66	3	2	8	30	0	3	2	0	0	3		
22-C1	S	1	0	0	1	0	1	0	0	0	0	0		
Director Communication	P	11	0	0	2	8	1	0	0	0	1	0		
24-HOS1	S	1	0	0	0	0	0	0	0	0	0	0		
Director Hospitality	P	6	0	0	0	1	0	0	0	0	0	0		
25-SS1	S	2	0	0	0	1	0	0	0	0	0	0		
Director Student Services	P	54	0	2	10	19	0	6	3	1	0	0		

S - Selected, P - Pool

Applicant Summary

For Period: 1/1/2017 to 12/31/2017

EEO Code 2

Faculty

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
42	S	17	0	1	6	7	2	1	2	0	0	1		
Assistant Professors	P	894	57	32	267	299	183	31	37	0	0	16		
43	S	34	0	1	4	21	3	0	1	0	0	0		
Instructors	P	693	23	19	184	309	89	22	48	2	0	23		
12-F3	S	1	0	0	0	1	0	0	0	0	0	0		
Instructor Non-Tenure Track	P	1	0	0	0	1	0	0	0	0	0	0		
13-R4	S	1	0	0	0	1	0	0	0	0	0	0		
Senior Research Assistants	P	1	0	0	0	1	0	0	0	0	0	0		
13-R5	S	5	0	0	0	4	0	0	0	0	0	0		
Professional Research Assistants	P	35	0	2	6	19	0	2	0	0	0	4		
14-F4	S	7	0	0	1	5	0	1	0	0	0	0		
Lecturer	P	7	0	0	1	5	0	1	0	0	0	0		

S - Selected, P - Pool

Applicant Summary

For Period: 1/1/2017 to 12/31/2017

EEO Code 3 Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22-AS2	S	27	0	0	4	20	0	2	2	0	0	0		
Academic Services	P	723	12	15	181	471	24	37	81	2	0	37		
22-BS2	S	17	1	0	3	11	0	0	1	0	1	1		
Business Services	P	226	7	4	46	154	3	5	29	1	1	7		
22-C2	S	2	0	0	0	1	0	0	0	0	0	0		
Communication	P	26	0	0	2	16	0	0	0	0	0	2		
23-D2	S	3	0	0	2	3	0	0	1	0	0	1		
Development	P	13	0	0	3	11	0	0	1	0	0	2		
23-ER1	S	2	0	0	0	1	0	0	0	0	0	0		
Director External Relations	P	36	0	1	3	15	2	1	0	0	0	0		
23-ER2	S	3	0	0	1	2	0	0	1	0	0	0		
External Relations	P	33	1	1	4	10	0	1	2	1	0	0		
24-HOS2	S	2	0	0	0	0	0	0	0	0	0	0		
Hospitality	P	3	0	0	1	0	0	0	1	0	0	0		
24-HR2	S	4	0	0	1	3	0	0	0	1	0	0		
Human Resources	P	212	10	4	60	118	6	13	22	4	0	15		
25-SS2	S	5	0	0	1	1	0	0	1	0	0	0		
Student Services	P	184	0	2	46	100	7	13	16	2	1	7		

S - Selected, P - Pool

Applicant Summary

For Period: 1/1/2017 to 12/31/2017

EEO Code 4

Clerical

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25-AA3	S	6	0	0	1	5	0	0	0	0	0	1		
Executive/Professional Assistant	P	253	4	1	59	220	4	15	34	2	0	4		
25-T1	S	33	2	0	6	28	0	3	2	0	0	1		
Temporary Services	P	51	3	0	14	42	0	6	6	0	1	1		
28-AA2	S	5	0	0	1	3	0	0	1	0	0	0		
Administrative Support	P	275	24	7	66	231	13	13	32	3	1	4		
28-AA3	S	2	0	0	1	1	0	0	1	0	0	0		
Administrative Support	P	12	0	0	2	11	0	0	2	0	0	0		
4-AA2	S	12	0	0	1	11	0	0	1	0	0	0		
Administrative Support	P	410	1	4	124	340	19	28	57	2	2	16		

Applicant Summary

For Period: 1/1/2017 to 12/31/2017

EEO Code 5

Technical and Paraprofessionals

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23-FIN2	S	7	0	0	3	6	0	1	2	0	0	0		
Finance/Accounting	P	74	2	2	22	43	8	3	11	0	0	0		
24-HC2	S	14	0	0	4	14	3	0	0	0	0	1		
Healthcare	P	64	5	1	12	57	5	2	3	0	0	2		
24-IT2	S	6	0	0	0	3	0	0	0	0	0	0		
Information Technology	P	89	4	1	24	24	10	5	5	1	0	3		
24-RS2	S	1	0	0	0	1	0	0	0	0	0	0		
Research Services	P	23	0	1	5	16	0	0	1	1	0	3		
5-FIN2	S	1	0	0	0	1	0	0	0	0	0	0		
Finance/Accounting	P	10	0	0	4	8	1	3	0	0	0	0		
5-HCL2	S	0	0	0	0	0	0	0	0	0	0	0		
Healthcare Laboratory	P	26	0	1	7	15	2	0	4	1	0	0		
5-LIBT	S	3	0	0	1	3	0	1	0	0	0	0		
Library Technicians	P	71	1	1	15	47	2	5	5	1	0	2		

EEO Code 6

Skilled Crafts

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
27-FL2	S	5	0	0	3	2	0	1	1	1	0	0		
Facilities Labor	P	11	0	1	4	3	0	1	2	1	0	0		
6-FT2	S	1	0	0	0	0	0	0	0	0	0	0		
Facilities Trades	P	67	0	2	26	4	3	16	5	0	1	1		

S - Selected, P - Pool

Applicant Summary

For Period: 1/1/2017 to 12/31/2017

EEO Code 7

Service

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
25-PS2	S	3	0	0	0	0	0	0	0	0	0	0		
Public Safety	P	125	2	4	21	23	1	3	9	3	1	4		
27-H1	S	12	0	0	4	2	1	2	1	0	0	0		
Dining Services	P	36	0	0	14	9	1	8	4	0	0	1		
7-FC2	S	14	0	0	8	8	2	1	4	0	1	0		
Facilities Custodial Services	P	125	4	1	59	31	7	21	27	0	3	1		
7-FG2	S	1	0	0	0	0	0	0	0	0	0	0		
Facilities Grounds	P	31	2	2	4	5	0	1	3	0	0	0		
7-PS2	S	3	0	0	1	2	0	0	1	0	0	0		
Public Safety	P	162	7	3	57	50	9	15	27	0	1	5		

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Totals	S	282	4	3	64	182	13	13	27	2	2	7		
	%		1.42	1.06	22.70	64.54	4.61	4.61	9.57	0.71	0.71	2.48		
	P	5,285	173	121	1,403	2,801	414	289	493	28	13	166		
	%		3.27	2.29	26.55	53.00	7.83	5.47	9.33	0.53	0.25	3.14		

S - Selected, P - Pool

Hires

The Human Resources Department develops all procedures and all hiring at UCCS is conducted on the basis of nondiscriminatory criteria. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

- Job descriptions have been reviewed and revised to make sure duties are accurately described, that the experience and education requirements are job related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- Application forms have been reviewed to ensure all requested information is job related, and the forms comply with all applicable laws. In addition, all forms state the is an Equal Opportunity/Affirmative Action Employer.
- University of Colorado Colorado Springs representatives who are involved in the selection process have been briefed on the obligations.
- Where applicable, tests have been reviewed and are administered and conducted in a non-discriminatory manner.
- All employees are encouraged to refer qualified applicants for employment. In addition, the UCCS has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.
- Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicants knowledge, skills, abilities, and any other job related criteria.

A review of external hires for the prior plan year indicates that selection decisions were made in a non-discriminatory manner. There were 418 new employees hired during the period from January 01, 2017 to December 31, 2017 including 98 minorities at 23% and 251 women at 60%.

The following report summarizes hiring activity by job group:

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

New Hire Summary

For Period: 1/1/2017 to 12/31/2017

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Executives	1	0	0	0	0	0	0	0	0		
2 - ASSOC/ASST Dean	1	1	0	1	0	0	0	0	0		
22-1a - Chief of Staff/Management	1	0	1	0	0	0	0	0	0		
22-BS1 - Directors Academic Services	2	1	2	0	0	0	0	0	1		
25-SS1 - Director Student Services	1	0	0	0	0	0	0	0	0		
40 - Professors	3	0	1	0	0	0	0	0	0		
41 - Associate Professors	7	1	4	1	0	0	0	0	0		
42 - Assistant Professors	26	8	13	5	1	2	0	0	0		
43 - Instructors	28	3	14	0	1	1	0	0	1		
14 - Other Faculty	3	1	1	0	0	1	0	0	0		
12-F3 - Instructor Non-Tenure Track	1	1	1	1	0	0	0	0	0		
13-R1 - Research Professor	1	1	0	0	0	0	0	0	1		
13-R4 - Senior Research Assistants	1	0	1	0	0	0	0	0	0		
13-R5 - Professional Research Assistants	3	0	2	0	0	0	0	0	0		
14-F1 - Visiting Professor	1	1	0	1	0	0	0	0	0		
14-F2a - Visiting Assistant Professor	2	1	0	1	0	0	0	0	0		
14-F3 - Assistant Instructor	1	1	1	1	0	0	0	0	0		
14-F4 - Lecturer	224	42	140	5	8	11	3	0	15		
22-AS2 - Academic Services	15	3	10	0	2	1	0	0	0		
22-BS2 - Business Services	5	1	2	0	0	0	0	1	0		
22-C2 - Communication	1	0	1	0	0	0	0	0	0		
23-D2 - Development	4	3	4	0	0	1	0	0	2		
23-ER2 - External Relations	3	0	2	0	0	0	0	0	0		
24-HR2 - Human Resources	2	1	1	0	0	0	1	0	0		
25-A2 - Athletics	1	0	1	0	0	0	0	0	0		
25-SS2 - Student Services	4	1	0	1	0	0	0	0	0		
27-AA3 - Standardized Patient	4	2	3	0	0	2	0	0	0		
25-AA3 - Executive/Professional Assistant	3	1	2	0	0	0	0	0	1		
25-T1 - Temporary Services	16	4	12	0	2	0	0	0	2		
28-AA2 - Administrative Support	4	1	2	0	0	1	0	0	0		

New Hire Summary

For Period: 1/1/2017 to 12/31/2017

4-AA2 - Administrative Support	4	0	4	0	0	0	0	0	0		
23-FIN2 - Finance/Accounting	4	1	4	0	0	1	0	0	0		
24-HC2 - Healthcare	4	2	4	1	0	0	0	0	1		
24-IT2 - Information Technology	2	0	0	0	0	0	0	0	0		
24-RS2 - Research Services	1	0	1	0	0	0	0	0	0		
27-HC2 - Healthcare	1	1	1	0	1	0	0	0	0		
28-FIN2 - Finance/Accounting	1	0	1	0	0	0	0	0	0		
5-FIN2 - Finance/Accounting	1	0	1	0	0	0	0	0	0		
5-HCL2 - Healthcare Laboratory	1	1	1	0	0	1	0	0	0		
5-LIBT - Library Technicians	2	0	2	0	0	0	0	0	0		
27-FL2 - Facilities Labor	2	1	0	0	1	0	0	0	0		
25-PS2 - Public Safety	1	0	0	0	0	0	0	0	0		
27-H1 - Dining Services	9	3	2	0	2	1	0	0	0		
7-FC2 - Facilities Custodial Services	10	7	6	2	0	5	0	0	0		
7-FG2 - Facilities Grounds	1	1	1	0	0	1	0	0	0		
7-PS2 - Public Safety	5	2	2	0	1	1	0	0	0		
Totals	#	418	98	251	20	19	30	4	1	24	
	%		23.44	60.05	4.78	4.55	7.18	0.96	0.24	5.74	

Promotion Practices

A review of promotion data indicates these selection decisions are being made in a non-discriminatory manner. To ensure that such decisions are being made in a non-discriminatory manner, the following equal employment opportunity practices are in place:

- The provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within UCCS.
- Management initiated promotions are based on performance and other job related criteria without discrimination on account of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law

A summary of promotion actions for the year is included on the following page:

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

Promotion Summary by Old Job

For Period: 1/1/2017 to 12/31/2017

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2 - ASSOC/ASST Dean	1	0	1	0	0	0	0	0	0		
22-1a - Chief of Staff/Management	1	0	1	0	0	0	0	0	0		
22-BS1 - Directors Academic Services	4	1	2	0	0	1	0	0	0		
23-FC1 - Director Facilities	1	0	0	0	0	0	0	0	0		
24-IT1 - Director Information Technology	2	0	0	0	0	0	0	0	0		
24-RS1 - Director Research	1	0	1	0	0	0	0	0	0		
40 - Professors	1	0	0	0	0	0	0	0	0		
41 - Associate Professors	6	2	3	1	0	1	0	0	0		
42 - Assistant Professors	7	3	2	1	1	1	0	0	0		
43 - Instructors	16	1	9	0	0	1	0	0	0		
13-R3 - Research Associates	2	0	0	0	0	0	0	0	0		
22-AS2 - Academic Services	8	0	6	0	0	0	0	0	0		
22-BS2 - Business Services	2	0	2	0	0	0	0	0	0		
22-C2 - Communication	1	0	0	0	0	0	0	0	0		
23-D2 - Development	2	1	2	0	0	1	0	0	0		
23-ER2 - External Relations	3	0	3	0	0	0	0	0	0		
24-HOS2 - Hospitality	1	1	1	0	0	1	0	0	0		
24-HR2 - Human Resources	2	2	2	0	1	1	0	0	0		
25-SS2 - Student Services	4	1	2	1	0	0	0	0	0		
28-AA2 - Administrative Support	2	0	2	0	0	0	0	0	0		
28-AA3 - Administrative Support	1	0	1	0	0	0	0	0	0		
4-AA2 - Administrative Support	2	0	0	0	0	0	0	0	0		
23-FIN2 - Finance/Accounting	4	2	3	0	2	0	0	0	0		
24-IT2 - Information Technology	8	0	3	0	0	0	0	0	0		
24-RS2 - Research Services	1	0	1	0	0	0	0	0	0		
28-M2 - Media	1	0	0	0	0	0	0	0	0		
6-FT2 - Facilities Trades	1	1	0	0	1	0	0	0	0		
27-H1 - Dining Services	2	1	1	0	1	0	0	0	0		
Totals	# 87	16	48	3	6	7	0	0	0		
	%	18.39	55.17	3.45	6.90	8.05	0.00	0.00	0.00		

Compensation Systems

As part of its affirmative action obligations, UCCS has reviewed its compensation systems to determine whether those systems are being administered without regard to an individual's sex, race, ethnicity, or other characteristic protected by law. Our analysis did not identify any significant problem areas.

If UCCS discovers significant compensation system differences between individuals who are similarly situated, it will determine whether they are the result of legitimate, nondiscriminatory factors.pampa

Terminations

UCCS has evaluated its termination practices to determine whether there are disparities on the basis of sex, race or ethnicity. When terminations or reductions in force are necessary, makes its decisions without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

A report summarizing terminations by job group follows:

University of Colorado, Colorado Springs

January 1, 2018 Annual Affirmative Action Plan

Colorado Springs

Termination Summary For Period: 1/1/2017 to 12/31/2017

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Executives	1	1	0	1	0	0	0	0	0		
2 - ASSOC/ASST Dean	2	2	0	1	0	1	0	0	0		
22-AS1 - Directors Academic Services	2	0	1	0	0	0	0	0	0		
22-BS1 - Directors Academic Services	2	0	1	0	0	0	0	0	0		
40 - Professors	10	1	2	1	0	0	0	0	0		
41 - Associate Professors	10	1	6	1	0	0	0	0	0		
42 - Assistant Professors	18	2	5	2	0	0	0	0	0		
43 - Instructors	15	2	11	1	0	1	0	0	0		
13-R1 - Research Professor	1	0	1	0	0	0	0	0	0		
13-R2 - Senior Research Associates	1	0	0	0	0	0	0	0	0		
13-R3 - Research Associates	1	0	1	0	0	0	0	0	0		
13-R5 - Professional Research Assistants	1	0	1	0	0	0	0	0	0		
14-F4 - Lecturer	85	10	52	2	1	7	0	0	0		
22-AS2 - Academic Services	3	1	1	1	0	0	0	0	0		
22-BS2 - Business Services	2	0	1	0	0	0	0	0	0		
22-C2 - Communication	2	1	2	0	0	1	0	0	0		
23-ER1 - Director External Relations	1	0	1	0	0	0	0	0	0		
23-ER2 - External Relations	2	0	0	0	0	0	0	0	0		
24-HC1 - Director Healthcare	1	0	0	0	0	0	0	0	0		
24-HR2 - Human Resources	1	0	1	0	0	0	0	0	0		
25-AA3 - Executive/Professional Assistant	4	0	4	0	0	0	0	0	0		
25-T1 - Temporary Services	19	3	13	0	2	1	0	0	0		
28-AA2 - Administrative Support	1	1	1	0	0	1	0	0	0		
4-AA2 - Administrative Support	4	0	4	0	0	0	0	0	0		
24-HC2 - Healthcare	9	2	9	1	0	1	0	0	0		
24-IT2 - Information Technology	1	1	0	0	0	1	0	0	0		
27-HC2 - Healthcare	1	0	1	0	0	0	0	0	0		
5-LIBT - Library Technicians	1	1	1	0	1	0	0	0	0		
27-H1 - Dining Services	3	2	1	0	1	1	0	0	0		
7-FC2 - Facilities Custodial Services	3	2	1	0	2	0	0	0	0		

Termination Summary
For Period: 1/1/2017 to 12/31/2017

Totals	#	207	33	122	11	7	15	0	0	0		
	%		15.94	58.94	5.31	3.38	7.25	0.00	0.00	0.00		

Outreach Recruitment and Other Good Faith Efforts

The University of Colorado, Colorado Springs has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment protected individuals. While the university believes there are no deficiencies in its current employment practices with respect to applicants and employees who are protected individuals, it engages in outreach, positive recruitment, and internal and external dissemination programs to augment its existing affirmative efforts. UCCS engages in or has made plans to implement the following activities:

- Written notification of The UCCS affirmative action policy is sent to all subcontractors, including subcontracting vendors and suppliers, and requests appropriate action on their part. UCCS makes the Equal Employment Opportunity Clause part of all covered contracts and purchase orders, and requires all qualified contractors and subcontractors to develop and maintain a written AAP.
- UCCS advertisements or solicitations for prospective employees indicate that University of Colorado Colorado Springs is an equal opportunity employer.
- UCCS will inform recruiting sources of University of Colorado Colorado Springs's policy of affirmative action for protected individuals. Recruiting sources will be requested to actively recruit and refer qualified protected individuals for all positions.
- UCCS will identify local organizations and/or community agencies known to specialize placing and/or developing training programs for protected individuals and send them notices of vacant positions. When appropriate, UCCS will invite community service and other outreach partners to tour the office and discuss the job recruitment needs, selection process, and other details related to recruitment and placement. In the event a partner is unable to schedule an on-site meeting, will suggest a telephone meeting so they can better identify qualified individuals for our positions.
- When UCCS recruits at colleges and universities, it will incorporate efforts to reach students who are covered by this AAP.
- UCCS includes a copy of its Equal Employment Opportunity and Affirmative Action Policy Statement in its Policy Manual. When applicable, UCCS publicizes the policy in publications. The policy is discussed in both new employee orientation and management training programs.
- The University of Colorado Colorado Springs's policy on equal employment opportunity and affirmative action is posted on the Human Resources website and on information boards on campus. The posting includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under Executive Order 11246, as amended. The also posts a copy of the policy in electronic format in a conspicuous location on the intranet, along with other employment forms, and otherwise ensures all off-site personnel have a copy of or the ability to view the policy.

- The employment application and electronic application processes include information about the University of Colorado Colorado Springs's commitment to equal employment opportunity and affirmative action.
- All other required affirmative action notices and policy statements are posted on bulletin boards and are updated annually.
- Executives, management officials, supervisors, and other employees of UCCS are encouraged to assist in the effort to disseminate University of Colorado Colorado Springs's policy of affirmative action to appropriate individuals outside of the university. Meetings with executive management and supervisory personnel will be conducted at least annually to explain the The UCCS policy of affirmative action, to make clear the Chancellor's support for the policy, and to impart to these personnel their responsibility in making the AAP a success.
- The University of Colorado Colorado Springs will seek to include individuals covered by this AAP when employees are pictured in consumer and personnel recruitment advertising.
- UCCS will communicate to employees its obligation to take affirmative action to employ protected individuals and will encourage employee referral of covered applicants.
- An invitation to participate in University of Colorado Colorado Springs's policy of affirmative action is disseminated to all applicants, as well as to all employees once the has extended a job offer, but before beginning employment duties.
- All personnel and employment records made or kept by the university are retained for the required period as mandated by OFCCP regulations.

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

The University of Colorado Colorado Springs has developed and executed action oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

UCCS has analyzed and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.

Job descriptions have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of sex, gender, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees, applicants, and recruiting sources as appropriate.

UCCS has carefully evaluated the total selection process and found it to be free from discrimination.

- We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.
- Any tests administered by the university are job related and given to all applicants for applicable positions.
- Application forms do not contain questions with potential discriminatory effects.
- UCCS does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.

UCCS has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:

- Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
- UCCS relies on the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.
- UCCS provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.
- Local organizations will be contacted for referrals of potential minority and female employees.
- UCCS utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.
- Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women:
 - Where placement goals exist as defined by the OFCCP, we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.
- We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from January 01, 2017 to December 31, 2017, targeted recruitment activities were conducted at the following sources: Targeted recruitment remains a challenge for UCCS. At present, the university does not have a recruiter designated to assist with full cycle recruitment for faculty and university staff positions. In order to remain a competitive employer, we require a recruiter to process job requisitions, coordinates with hiring manager(s) to determine best recruiting process for position(s), acts as liaison with area employment agencies and advertising agencies, screen and interviews applicants, coordinates appropriate employment testing and assessments, conduct employment verifications, and make recommendations to hiring authorities.
- Currently, colleges, departments, and search committees assume this function due to the lack of sufficient resources in the Human Resources department. Faculty and University Staff applicants who work with an expert recruiter can maximize the university's recruitment efforts by using social media and effective recruitment technology. This undertaking will also reduce turnover and assist with ensuring a consistent candidate experience.

UCCS has implemented the following programs and procedures to guarantee minority and female employees are given equal opportunities for promotion:

- On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher level jobs. In addition, a tuition reimbursement benefit is also available to all qualified employees.
- The utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
- Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
- Seniority practices are not a problem since the UCCS has no formal seniority system. Promotions are based on merit selection principles.
- We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.
- Special internal training programs are provided as necessary to ensure the achievement of our placement goals. The following programs are offered to eligible employees without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law:
- UCCS requires that all Search Committee members complete CU: Search Committee Training - Recruiting Diverse Talent every 2 years. Additionally, individuals servicing as Diversity Champions are required to take face-to-face Diversity Champion training before they can serve in this role.
- We will continue to participate in targeted external training programs.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

It is the responsibility of UCCS Affirmative Action Officer to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the UCCS Affirmative Action Policy, and to measure the effectiveness of University of Colorado Colorado Springs's AAP.

The university's audit and reporting system is designed and implemented to:

- Measure the effectiveness of the AAP
- Identify any need for remedial action
- Determine the degree to which UCCS's objectives are being attained
- Determine whether protected individuals have had the full opportunity to equal employment and to participate in all UCCS sponsored educational, training, recreational, and social activities
- Measure the compliance with the AAP's specific obligations
- Document the actions taken to monitor compliance with the AAP's specific obligations.

In order to measure the effectiveness of the AAP, UCCS may take the following actions:

- Audits its voluntary self-identification process to monitor the number of individuals who choose to self-identify and evaluates whether changes could be made to self-identification process to encourage greater voluntary self-identification
- Monitors records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Reports on the organization's progress towards equal employment opportunity, and any identified problem areas, to top management and those involved in the selection process, so that immediate and appropriate steps can be taken to resolve any issues
- Examines available utilization and benchmark data regarding protected individuals and develops action-oriented programs to address any areas of underutilization
- Reviews available data computations and analyses regarding applicants and hires
- Reviews the effectiveness of its recruitment and outreach activities
- Audits its communications with vendors and subcontractors to ensure that such communications reflect UCCS's commitment to equal employment opportunity and affirmative action
- Audits its communications with applicants and employees to ensure that such communications reflect the university's commitment to equal employment opportunity and affirmative action

- Audits its job listings to ensure that the postings reflect the university's commitment to equal employment opportunity and affirmative action, and that such postings are timely listed with the appropriate state employment delivery system commitment to equal employment opportunity and affirmative action
- Audits its personnel processes to ensure that individuals have equal opportunity in employment without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law
- Audits any mental and physical qualifications to ensure that they are job-related and consistent with business necessity
- Where the affirmative action program is found to be deficient, UCCS shall endeavor to undertake necessary action to bring the program into compliance.

Conclusion

The AAP year, January 1, 2018 through December 31, 2018, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through its Affirmative Action Officer, K. Anja Wynne, UCCS will continue to communicate its policies, both within the organization and to the community in which it works. The Chancellor affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of University of Colorado Colorado Springs's most recent plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed four areas in which the difference between incumbency vs. estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population. Nonetheless, UCCS expects to continue its successful outreach efforts and to ensure all applicants and employees are treated fairly, based on job related criteria and without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

The University of Colorado Colorado Springs is repeatedly ranked highly for our undergraduate, graduate, online programs and much more. U.S. News & World Report calls UCCS a top-10 public university in the West, as well as a top-5 regional college in the West for veterans. UCCS is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead

Finally, it should be noted that a thorough analysis of its workforce reveals that University of Colorado, Colorado Springs is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, University of Colorado, Colorado Springs is ready and willing to make affirmative action both a commitment and a continued reality.

List of Exhibits

Exhibit A - Policy of Affirmative Action Letter

Exhibit B - Annual Notification to Vendors

Exhibit A - Policy of Affirmative Action Letter

Policy of Affirmative Action Letter for Recruitment & Referral Sources and Union Partners

Dear Outreach and Placement Professional:

This letter is to inform you that University of Colorado, Colorado Springs is committed to the principles of equal employment opportunity. As a government contractor bound by Executive Order 11246; the Vietnam Era Veterans Readjustment Assistance Act of 1974; and Section 503 of the Rehabilitation Act of 1973, all as amended, University of Colorado, Colorado Springs maintains an affirmative action plan through which it makes good faith efforts to recruit, hire and advance in employment qualified individuals without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

University of Colorado, Colorado Springs states as its Policy of Affirmative Action the following:

- It will be the policy of University of Colorado, Colorado Springs to recruit, hire, train, and promote persons in all job titles without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- All employment decisions shall be consistent with the principle of equal employment opportunity, and only job related qualifications will be required.
- All terms and conditions of employment will be administered without regard to an individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

We would appreciate your assistance in University of Colorado, Colorado Springs's efforts to meet our equal employment and affirmative action goals. Members of our Human Resources Department will contact you when positions are available. We request that you refer to us all qualified candidates, including women, individuals of color, protected veterans, and individuals with disabilities.

Sincerely,

K. Anja Wynne

Affirmative Action Officer

Exhibit B - Annual Notification to Vendors

To Whom It May Concern:

This letter is to inform you University of Colorado, Colorado Springs is committed to the principles of equal employment opportunity. Moreover, as a government contractor subject to by Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended, University of Colorado, Colorado Springs takes its affirmative action obligations very seriously. University of Colorado, Colorado Springs states as its Policy of Affirmative Action the following:

- It will be the policy of University of Colorado, Colorado Springs not to discriminate on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law. This policy applies to all recruitment, hiring, training, and promotion decisions for all job titles.
- All employment decisions shall be consistent with the principle of equal employment opportunity, and only job related qualifications will be required.
- All personnel actions, such as compensation, benefits, transfers, tuition assistance, social and recreational programs, etc. will be administered without discrimination on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

As a vendor or subcontractor, you are notified you may be subject to the regulations implementing Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended, including: 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 41 CFR Part 60-2, 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements.

As applicable, you shall abide by these requirements which require that covered entities not discriminate and take affirmative action on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, and protected veteran status.

To assure compliance with the AAP, K. Anja Wynne, Affirmative Action Officer, has been designated to administer and monitor the Program and make reports to Senior Management.