

**NC STATE UNIVERSITY**

**Equal Employment Opportunity Plan  
March 1, 2020**

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NORTH CAROLINA STATE UNIVERSITY

Equal Employment Opportunity Plan  
March 2020

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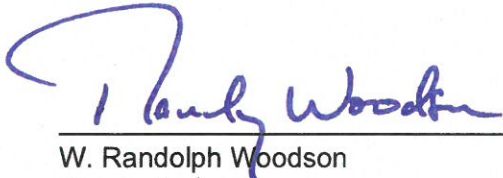
**Equal Employment Opportunity Plan  
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**PART A. PROGRAM ELEMENTS**

**Section 1: PART A - Program Elements/Section 1:  
EEO/Affirmative Action Plan Certification Statement**

**Equal Employment Opportunity/Affirmative Action Plan Certification Statement**

This certifies that the attached Equal Employment Opportunity/Affirmative Action Plan represents NC State University's commitment to provide equal employment opportunities to all applicants and employees. The undersigned attest that NC State University follows the North Carolina Equal Employment Opportunity Policy along with all applicable federal and state laws, including current executive orders governing equal employment opportunities.



W. Randolph Woodson  
Chancellor

2/24/20

Date



Sheri L. Schwab  
Vice Provost  
Institutional Equity and Diversity  
EEO/AA Officer

2/24/2020

Date

**PART A - Program Elements/Section 2:  
The State of North Carolina EEO Policy**

**THE STATE OF NORTH CAROLINA EQUAL EMPLOYMENT OPPORTUNITY POLICY**

The State of North Carolina recognizes that an effective and efficient government requires the talents, skills and abilities of all qualified and available individuals, and seeks opportunities to promote diversity and inclusion at all occupational levels of State government's workforce through equal employment opportunity (EEO) workforce planning initiatives. The State is committed to ensuring the administration and implementation of all human resources policies, practices and programs are fair and equitable without unlawful discrimination, harassment or retaliation on the basis race, color, religion, national origin, ethnicity, sex, pregnancy, gender identification or expression, sexual orientation, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability, except where age, sex, or physical requirements constitute bona fide occupational qualifications. State agencies, departments and universities shall be accountable for administering all aspects of employment, including hiring, dismissal, compensation, job assignment, classification, promotion, reduction-in-force, training, benefits and any other terms and conditions of employment in accordance with federal and State EEO laws.

See the Unlawful Workplace Harassment policy in Section 1 of the State Human Resources Manual for provisions related to unlawful harassment, including sexual harassment, and retaliation.

**Coverage**

Individuals protected by provisions of this policy are:

1. Current employees;
2. Former employees; and
3. Job applicants.

**Veterans**

Job discrimination of veterans shall be prohibited, and affirmative action shall be undertaken to employ and advance in employment eligible veterans in accordance G.S. 127-b(10) and G.S. 128-15.

See the Veteran's Preference policy in Section 2 of the State Human Resources Manual for provisions related to veteran's preference including the employment and advancement of protected veterans.

**Office of State Human Resources Responsibilities**

The Office of State Human Resources (OSHR) shall:

1. establish the EEO Plan Requirements and Program Guidelines in accordance with federal and state laws to be followed by all agencies, departments and universities, to ensure

commitment to and accountability for equal employment opportunity throughout State government;

2. review, approve and monitor all EEO plans and updates;
3. provide services of EEO technical assistance, training, oversight, monitoring, evaluation, support programs, and reporting to ensure that State government's workforce is diverse at all occupational levels;
4. develop and promote EEO programs and best practices to encourage consistent and fair treatment of all State employees;
5. meet with agency heads, department heads, and university chancellors, Human Resources Directors and EEO Directors/Officers annually to discuss the progress made toward reaching program goals; and
6. provide a report annually to the Human Resources Commission and the Governor on the EEO Plans and progress by agencies, departments, universities and state government.

**Agency, Department and University Responsibilities:**

Each Agency Head, Department Head and University Chancellor shall:

1. adhere to the policies and programs that have been adopted by the State Human Resources Commission and approved by the Governor;
2. ensure the agency, department or university's commitment to EEO is clearly communicated to all employees;
3. ensure that Human Resources policies and employment practices are implemented consistently and fairly;
4. designate an EEO Officer/Director who has access to the agency head, department head or university chancellor to be responsible for the operation and implementation of the EEO Plan;
5. provide the necessary resources to ensure the successful implementation of the EEO Program;
6. ensure each manager and supervisor has, as a part of his or her performance plan, the responsibility to comply with EEO laws and policies, and assist in achieving EEO goals established by the agency, department or university;
7. ensure the EEO Plan is designed in accordance with the EEO Plan Requirements and Program Guidelines as specified by the Office of State Human Resources;
8. ensure the EEO Plan is submitted by March 1st of each year to the Office of State Human Resources for review and approval as required by G.S. 126-19;
9. ensure all employees are made aware of the EEO policy including the Unlawful Workplace Harassment Policy found in Section 1 of the State Human Resources Manual;
10. develop strategies to prevent unlawful workplace harassment and retaliation in the workplace;
11. ensure required employee notices describing Federal laws prohibiting job discrimination are posted in work locations where notices to applicants and employees are customarily posted and easily accessible to applicants and employees with disabilities;
12. maintain records of all complaints and grievances alleging discriminatory practices; and



13. ensure all newly hired, promoted, or appointed supervisors and managers complete required EEO training in accordance with G.S. 126-16.1.

See the Equal Employment Opportunity and Diversity Fundamentals policy located in Section 1 of the State Human Resources Manual for information related to EEO training.

### **Complaint Process**

An individual covered by this policy who is alleging unlawful discrimination may file a complaint following the process outlined in the UNC System SHRA Employee Grievance Policy. This policy is designed to provide a consistent process for the timely, defensible, fair, and orderly resolution of disputes arising out of employment. For the purpose of this policy, political affiliation is not a protected classification under federal EEO law but may be grieved pursuant to N.C. Gen. Stat. § 126-34.02 as a contested case after completion of the agency grievance procedure and the Office of State Human Resources review.

### **Definitions**

“Age Discrimination” – The Age Discrimination in Employment Act of 1967 forbids employment discrimination on the basis of age against individuals who are age 40 or older.

“Bona Fide Occupational Qualification” (BFOQ)– A BFOQ is any requirement which is job-related and necessary for the performance of the job. Age, sex or physical requirements may be considered if they constitute a BFOQ necessary for job performance in the normal operations of the agency. Such standards are reasonably necessary for the specific work to be performed and are uniformly and equally applied to all applicants for the particular job category. Whether such a requirement is a BFOQ will depend on the facts in each case. This exemption will be construed very narrowly, and the agency, department or university will have the burden of proving the exemption is justified. To establish age, sex or physical requirements as a BFOQ, it will be necessary to submit a recommendation to the Office of State Human Resources, setting forth all facts and justification as to why the requirement should be considered as a reasonable employment factor in each of the classifications in question.

“Disability Discrimination” – The Americans with Disabilities Act of 1990 (ADA) and the Americans with Disabilities Act Amendments Act of 2008 (ADAAA) prohibits discriminatory treatment of a qualified individual who has a physical or mental impairment that substantially limits one or more major life activities, has a history (or record) of such an impairment, or is regarded as having such an impairment that is not transitory (lasting or expected to last six months or less) or minor. In addition, the law protects covered individuals from discrimination based on their known relationship (or association) with an individual with a disability (even if they themselves do not have a disability).

Refer to the Reasonable Accommodation policy in Section 1 of the State Human Resources Manual for information on how to request and process requests for accommodations for covered individuals with disabilities.

“Genetic Information Discrimination” - The Genetic Information Nondiscrimination Act of 2008 (GINA) is a federal law that prohibits discrimination in the terms and conditions of employment against covered individuals based on their genetic information.

Genetic information is:

- an individual’s genetic tests (including genetic tests done as part of a research study);
- genetic tests of the individual’s family members (defined as dependents and up to and including 4th degree relatives);
- genetic tests of any fetus of an individual or family member who is a pregnant woman, and genetic tests of any embryo legally held by an individual or family member utilizing assisted reproductive technology;
- the manifestation of a disease or disorder in family members (family history); and
- any request for, or receipt of, genetic services or participation in clinical research that includes genetic services (genetic testing, counseling, or education) by an individual or family member.

“National Origin Discrimination” – Title VII of the Civil Rights Act of 1964 prohibits unfavorable treatment of covered individuals because they are from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background (even they are not). In addition, the law covers individuals who are married to (or associated with) an individual of a certain national origin or because of their connection with an ethnic organization or group.

“Pregnancy Discrimination” – The Pregnancy Discrimination Act of 1978 prohibits unfavorable treatment of a covered individual because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

“Race/Color Discrimination” – Title VII of the Civil Rights Act of 1964 forbids unfavorable treatment of covered individuals because they are of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating an individual unfavorably because of skin color. In addition, Title VII protects covered individuals from discrimination because the individual is married to (or associated with) an individual of a certain race or color or because of an individual’s connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color.

“Religious Discrimination” – Title VII of the Civil Rights Act of 1964 forbids unfavorable treatment of covered individuals because of their religious belief(s). The law protects not only the people who belong to traditional, organized religions (such as Buddhism, Christianity, Hinduism, Islam, and Judaism), but also others who have sincerely-held religious, ethical or moral beliefs. In addition, Title VII protects individuals married to (or associated with) an individual of a particular religion or because of their connection with a religious organization or group. The agency, department, or university must reasonably accommodate an employee’s religious beliefs or practices, unless doing so would cause unreasonable difficulty or expense for the agency,

department or university. This would include making reasonable adjustments at work that will allow the employee to practice their religion.

“Sex-Based Discrimination” – Title VII of the Civil Rights Act of 1964 forbids unfavorable treatment of covered individuals because of that individual’s sex. In addition, the law protects an individual because of their connection with an organization or group that is generally associated with people of a certain sex. The Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

## **PART A - Program Elements/Section 3: University Overview, Purpose and Mission**

North Carolina State University (NC State) was established under the auspices of the federal Morrill Act of 1862, which allowed the U.S. government to donate federally owned land to the states for the purpose of establishing colleges that would teach “agriculture and the mechanic arts.” NC State was founded in 1887, as the North Carolina College of Agriculture and Mechanic Arts. The brand-new school held its first classes in the fall of 1889 with 72 students, six faculty members and one building.

As a land grant institution, NC State exists to meet the needs of the people of North Carolina for a “liberal and practical education in the several pursuits and professions in life” and to make contributions to the economic development of the state of North Carolina. The university celebrated its 100th anniversary in 1987, which also saw the creation of Centennial Campus, bringing together university and corporate leaders to partner in teaching, research and economic development.

NC State has developed into a vital educational and economic resource, almost 35,000 students and approximately 9,000 full-time faculty and staff. A wealth of university outreach and extension programs continues to provide services and education to all sectors of the state’s economy and its citizens. Consistently ranked a best value among the nation’s public universities<sup>1</sup>, NC State, the state’s largest university, is an active, vital part of North Carolina life.

Today, NC State continues to follow its original mission: opening the doors of higher education to the citizens of North Carolina and providing teaching, research, and extension that strengthen the state and its economy. Detailed organizational charts for the institution can be viewed at: <https://oirp.ncsu.edu/facts-figures/the-basics/university-organization>.

### **University Mission Statement**

As a research-extensive land-grant university, North Carolina State University is dedicated to excellent teaching, the creation and application of knowledge, and engagement with public and private partners. By uniting our strength in science and technology with a commitment to excellence in a comprehensive range of disciplines, NC State promotes an integrated approach to problem solving that transforms lives and provides leadership for social, economic, and technological development across North Carolina and around the world.

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<sup>1</sup>Princeton Review and *USA Today*, 2014; *Kiplinger's Personal Finance*, 2018

## **PART A - Program Elements/Section 4: EEO Achievements**

It is the policy of the State of North Carolina to provide equal opportunity in employment for all qualified persons and to prohibit discrimination because of race, religion, color, national origin, political affiliation, sex, age, disability, or genetic information (NC Gen. Stat. § 126-16). NC State University is an equal opportunity employer.

In keeping with the Equal Employment Opportunity Policy, NC State is committed to recruiting, hiring, training, and promoting the most qualified persons without regard to race, color, religion, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, gender identity, national origin, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability. Similarly, all other personnel matters such as compensation, benefits, transfers, layoffs, tuition assistance, and EEO related training and education have been administered in accordance with University policy. All employment decisions have been based on job related standards and comply with equal employment opportunity and affirmative action principles.

NC State is committed to maintaining a workplace that is free from all forms of unlawful harassment, discrimination and retaliation. As part of this commitment, the OIED updated its Discrimination, Harassment Prevention & Response online training module to include legal updates and additional Title IX information. New employees receive a compressed version of the Discrimination, Harassment and Prevention Response (DHPR) training at new employee orientation and are credited for meeting the 3-year NC State University policy requirement.

OIED designs workshops and training programs to identify, prevent, and eliminate biases that lead to discriminatory and harassing conduct, as well as consults on issues of equal opportunity and access throughout the campus community. OIED builds relationships with university partners with the aim to broaden the principles of equal opportunity, equity, and diversity to ensure a campus climate that is discrimination and harassment free, welcoming and inclusive.

We are proud of our extensive training and prevention efforts. For the plan year of October 1, 2018 through September 30, 2019, we provided the following:

- Total In-Person Search Committee Trainings Offered: 40
- Total Number of Participants Trained from In-Person Search Committee Trainings: 416
- Total Number of Participants who took the online Search Committee Training: 390
- Total DHPR Participants in person and online: 1677

We have expanded our posting of vacant positions on the internet, including NC State's website <https://jobs.ncsu.edu>, as well as [www.indeed.com](http://www.indeed.com), <http://insidehighered.com>, <http://higheredjobs.com>, <https://www.hercjobs.org/carolinas/index.html>, Monster.com, and other sites.

In addition, we have worked to expand out posting of vacant positions to LocalJobNetwork that promote our jobs to a broad audience and distribute our jobs to partners such as Military.com. LocalJobNetwork distributes NC State jobs to 15,000+ community organizations, including those representing or connecting with the following groups:

- Women
- LGBTQ
- Minorities
- College students
- Older workers
- Historically black colleges & universities
- Individuals with disabilities
- Professional and industry organizations
- Veterans
- Construction and skilled trade associations

Outside of advertising efforts, NC State invested in building relationships with local veterans groups including WholeVet, EnableAmerica, NC4ME, Onward to Opportunity, NC State's Military and Veteran Services, and the local National Guard Employment Office. We now have regular conversations with these organizations and partner with them in promoting NC State jobs to their veteran communities.

Additionally, we attended 4 RecruitMilitary veteran-focused career fairs/events, participated in two employer panels for Onward to Opportunity, and WholeVet Military Career Transition Day.

The roles and responsibilities of the Unit Equity Officers program was updated to include more defined roles in the recruitment process. Increasing Unit Equity Officers' knowledge base around Affirmative Action and Equal Employment Opportunity was a key focus. Unit Equity Officers were asked to attend core classes within the Equal Opportunity Institute (EOI) or enroll in the EOI certificate program. Each year the Unit Equity Officers receive the University EEO Plan and update the EEO Plan Goals for their individual units.

NC State is proud of the role that our employees played in helping the UNC System be prepared to rapidly join in and execute the Paid Parental Leave program. This was something a group of NC State employees had been researching, developing and advocating for to administration for about four years. Once the UNC System determined that Universities were going to adopt this program, NC State was the first University to implement the program, having the program available to employees to participate in by January 1, 2020. To date, over 80 employees have been able to take advantage of the program, helping make NC State an even more family-friendly workplace.

We have also implemented diversity, equity and inclusion as one of only four priority action areas arising out of the UNC Systems Office Employee Engagement Survey initiative. Areas we are working on relate to including diversity, inclusion and equity professional development as part of each employee's learning plan, and tying it to the institutional goals and grounding such professional development in the ability to achieve the highest performance ratings.

## **PART A - Program Elements/Section 5: Assignment of Responsibility and Accountability**

### **Chancellor**

The leadership of NC State is committed to the annual review of the university's workforce to assess the state of affirmative hiring and retention practices. NC State values diversity among its students, faculty, and staff.<sup>2</sup> In alignment with the university's strategic plan to "Enhance organizational excellence by creating a culture of constant improvement" this EEO Plan reflects the progress and identified areas of improvement needed to reach underutilized populations in our workforce as we continue to strive to make the NC State community a welcoming, diverse and inclusive environment as identified in our university's strategic plan.

EEO responsibilities of the Chancellor at NC State include but are not limited to the following:

1. adhere to the policies and programs that have been adopted by the State Human Resources Commission and approved by the Governor;
2. designate a management-level official responsible to oversee the EEO program;
3. ensure each manager and supervisor has, as a part of their performance plan, the responsibility to comply with EEO laws and policies, and assist in achieving EEO goals established by the agency, department or university;
4. communicate the university's commitment to EEO to all employees, applicants and the general public;
5. provide necessary resources to ensure the successful implementation of the EEO program;
6. ensure the development and implementation of HR policies, procedures, and programs necessary to achieve a diverse workforce in each occupational category; and
7. take measures to ensure the work environment is consistent with the intent of this policy and supports equal opportunity.

### **The Vice Provost for Institutional Equity and Diversity and Equal Employment Opportunity/Affirmative Action Officer**

The Chancellor appoints the University's Equal Employment Opportunity Officer. The Vice Provost for Institutional Equity and Diversity also carries the title of Equal Employment Officer. Reporting to the Executive Vice Chancellor and Provost, along with member on the Chancellor's Executive Cabinet, the Vice Provost for Institutional Equity and Diversity is responsible for providing strategic leadership and implementation oversight of the university's Affirmative Action/EEO plan, associated outreach initiatives, and EEO training. The day-to-day EEO activities and associated EEO staff activities are managed under the direction of the Associate Vice Provost for Equal Opportunity.

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<sup>2</sup>Recently, *Forbes* magazine ranked NC State #100 of 250 ranked organizations of the best employers for diversity in America--including gender, ethnicity, sexual orientation, age, and disability. NC State was one of only fourteen universities in the top 100.

The duties and responsibilities of the University Equal Employment Opportunity Officer include but are not limited to:

1. Interact With the Chancellor, Provost, Vice Chancellors, Unit Equity Officers, Associate Vice Chancellor for Human Resources, and other administrative personnel to interpret and apply Federal and State policies, regulations and guidelines that relate to discrimination in employment on the basis of race, color, religion, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, gender identity, national origin, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability;
2. Interpret and apply Federal laws, state statutes, and policies related to equal employment opportunity;
3. Ensure the EEO Plan is submitted by March 1 annually in accordance with the EEO Instruction and Format Guide as specified by the Office of State Human Resources;
4. Ensure hiring recommendations are review for compliance with the EEO Program objectives prior to the final University hiring decision;
5. Ensure all employees are made aware of the EEO Policy including annual EEO Plan, EEO policy, Reasonable Accommodation Policy; and Unlawful Workplace Harassment Policy, and develop strategies to prevent unlawful workplace harassment and retaliation in the workplace;
6. Maintain and analyze data on workforce utilization and employment practices, including records of all complaints and grievances alleging discriminatory practices;
7. Advise management of the EEO Program's impact and effectiveness;
8. Provide or coordinate EEO training for management and employees;
9. Provide confidential consultation for management and employees in matters involving EEO concerns;
10. Ensure federal laws prohibiting job discrimination are posted in work locations where notices to applicants and employees are customarily posted and easily accessible to applicants and employees with disabilities;
11. Establish and maintain effective working relations with groups concerned with EEO and Diversity & Inclusion;
12. Coordinate programs to achieve program objectives;
13. Present information on the EEO Plan and program to management and employees on a regular basis; and,
14. Ensure all newly hired, promoted, or appointed supervisors and managers complete the required EEO training in accordance with G.S. 126-16.1.

### **Unit Equity Officers**

The Unit Equity Officers work in collaboration with the Vice Provost /University EEO Officer and Associate Vice Provost for Equal Opportunity and are responsible for assuring the University's promotion of and compliance with equal employment opportunity initiatives. These responsibilities include dissemination, education and/or training of EEO plan related information, recommending policy changes, defining problem areas and recommending solutions, as well as



other actions. The unit equity and affirmative action officers work closely with senior leaders, managers and supervisors within the university who are responsible for the achievement of the university's equal employment opportunity goals and for making university employment decisions such as, but not limited to: the chief executive officer (the Chancellor); the senior administrative officers (Executive Vice Chancellor and Provost, Vice Chancellor and General Counsel, Vice Chancellor for Finance & Administration, Associate Vice Chancellor for Human Resources, Vice Chancellor and Dean for the Division of Academic and Student Affairs, Vice Chancellor for Research, Innovation, and Economic Development, Vice Chancellor for University Advancement, Vice Chancellor for Information Technology, the Director of Athletics, the Secretary of the University, and the Deans), and the academic Department Heads, and all other personnel of the University who have a part in selection, hiring, training, disciplining and promoting employees and establishing compensation.

### **The Associate Vice Chancellor for Human Resources**

The Associate Vice Chancellor for Human Resources is responsible for developing and implementing HR recruitment resources, including policies and programs that support hiring, compensating, training, and retaining a diverse and talented workforce. The monitoring aspects of the University's EEO Plan in relation to the University's recruitment and retention efforts are the responsibility of the OIED, working closely with the HR Division, hiring supervisors, deans, directors and department heads who are responsible for compliance with applicable employment policies and procedures. Departments are responsible and accountable, along with OIED, HR, and University administrators, for meeting University equal employment opportunity goals.

### **Managers and Supervisors**

Each manager and supervisor is responsible for implementing the specific elements of the University's Equal Employment Opportunity plan designed to avoid or eliminate the underutilization of minorities, females, veterans, and workers with disabilities as well as barriers to equal employment opportunity which cause underutilization.

The specific responsibilities of managers and supervisors include, but are not limited to:

1. Assist in the development and implementation of the EEO plan and program and establish program objectives;
2. Maintain a diverse workforce for the department, division, work unit, or section;
3. Assist the EEO officer in periodic evaluations to determine the effectiveness of the EEO program;
4. Provide a work environment and management practices which support equal opportunity in all terms and conditions of employment; and
5. Aid in preventing and correcting prohibited workplace discrimination, harassment, and retaliation of employees.

### **Equal Employment Opportunity Advisory Committee**

The Equal Employment Opportunity Advisory Committee (EEOAC) is primarily comprised of OIED and Unit Equity Officers and is an essential component of the university's results-oriented affirmative action program. The Committee serves to provide insight and feedback to the OIED

in its efforts to eliminate any artificial barriers that may exist for qualified individuals seeking employment or promotional opportunities at NC State.

The EEOAC membership represents is primarily comprised of Unit Equity Officers and OIED staff. The committee meets several times a year and is tasked with (1) providing recommendations regarding policies, procedures and programs of the university as they relate to equal opportunity areas, (2) advising the Vice Provost for Institutional Equity and Diversity on administrative measures to improve the university's performance in these areas, and (3) creating awareness of equal opportunity issues by serving as a vital communication link to the campus community.

The specific responsibilities of the EEOAC include, but are not limited to:

1. Serve as a communication line between managers and employees and the EEO staff on aspects of the EEO Plan and Program;
2. Review and evaluate the equal employment opportunity plan and program;
3. Review the workforce representation data in each occupational category;
4. Survey the organizational climate and employee attitudes and evaluate the resultant data;
5. Meet with the Chancellor or Provost in conjunction with the EEO Officer to discuss EEO programs, report on employees' concerns, and recommend changes or addition to the EEO Policy, Plan, or Program;
6. Identify recruitment resources and other activities designed to strengthen the EEO Program;
7. Meet regularly, and remain otherwise engaged and active; and
8. Once appointed, all members should attend the EEODF training if they have not already completed the course.

## **PART A - Program Elements/Section 6: Dissemination Procedures**

### **Dissemination of EEO Policy and Related Materials**

- 1 Chancellor's Annual Letter regarding policy and procedure on harassment
  - Targets the entire population at NC State
  - Contains specific information regarding policy and procedure
  - Is disseminated to all University employees
- 2 Discrimination and harassment brochures and posters
  - Target the employee population at NC State
  - Contain information regarding unlawful harassment in the workplace
  - Provide information on whom to contact if a person experiences unlawful harassment
  - Are disseminated to employees through various offices
- 3 Electronic media (University webpages):
  - Target the entire population at NC State
  - Provide information regarding policies, procedures, resolution options, and reporting/point-of-entry system
- 4 Training programs:
  - NCSU REG 04.25.06 (Equal Opportunity, Title IX and Non-Discrimination Training for Employees) requires completion of an approved training program by all employees and an additional program for individuals in supervisory positions
  - New Employee Orientation targets all new university employees and provides information regarding the identification and prevention of unlawful discrimination and harassment
  - Additional customized training on identifying, addressing and preventing discrimination and harassment is available to all University departments
- 5 Online Discrimination and Harassment Prevention and Response Training:
  - Available to all university employees
  - Provides examples of the types of harassment that can occur
  - Provides information regarding policies, procedures, resolution options, and our reporting/point-of-entry system

### **Dissemination of the Equal Employment Opportunity Plan**

NC State's Equal Opportunity and Non-discrimination Policy has been formally distributed to internal and external stakeholders. The policy has been disseminated throughout the University and will continue to be printed on several University-sponsored publications (See Table 1).

The 2020 EEO Plan shall be distributed to the heads of all units. The OIED maintains a website explaining the University's Equal Employment Opportunity Program that is widely accessible across the University. All modifications and amplifications of the EEO Plan are similarly distributed. Tables 1 and 2 list particular publications, the publication's audience, the individuals responsible for each publication, and the publication date and frequency.

**Table 1 – INTERNAL DISSEMINATION OF UNIVERSITY PUBLICATIONS**

Publications	Responsibility	Time of Publication
	<b>Publications Reaching All Employees</b>	
Bulletin (Online Newsletter)	University Communications	Continuous
University HR webpages OIED webpages	University HR Office for Institutional Equity and Diversity	Continuous
Vacancy Postings	University HR	Continuous
Promoting Diversity in Recruitment, Hiring, and Retention Memo	Executive Vice Chancellor and Provost	Periodically

**Table 2 – EXTERNAL DISSEMINATION OF UNIVERSITY PUBLICATIONS**

Publication	Responsibility	Time of Publication
EEO/AA Policy Statement (included on material and advertisements for students, staff, and faculty)	<ul style="list-style-type: none"> <li>-Provost, Deans</li> <li>-Associate Vice Chancellor for Human Resources</li> <li>-Vice Provost for Institutional Equity and Diversity</li> </ul>	Continuous
EEO Statement (included on purchase orders, contracts, vendor agreements, etc., as required by Executive Order 11246)	<ul style="list-style-type: none"> <li>-Vice Chancellor for Finance and Administration</li> <li>-Vice Chancellor for Research Administration</li> </ul>	Continuous
Written notification of EEO Plan and basic content to public and private organizations interested in employment opportunities for women and minorities, veterans and persons with disabilities, community agencies, and leaders of secondary schools, colleges, and technical and business institutes	<ul style="list-style-type: none"> <li>-Vice Provost for Institutional Equity and Diversity</li> </ul>	Continuous
Publicity regarding EEO progress, appointments of new personnel, promotions, etc., relating to EEO objectives in public press and in office publications distributed externally	<ul style="list-style-type: none"> <li>-Office for Institutional Equity and Diversity</li> <li>-University Communications</li> <li>-Provost’s Office</li> </ul>	Continuous

## **Outreach, Positive Recruitment, and External Dissemination of Policy for Members of the National Guard and qualified Veterans**

It shall be the policy of NC State to undertake appropriate outreach and positive recruitment activities such as those listed in the following paragraphs of this section that are reasonably designed to effectively recruit qualified special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans. The scope of the University's efforts shall depend upon all the circumstances, including its size and resources and the extent to which existing employment practices are adequate.

- NC State will enlist the assistance and support of the following organizations in recruiting members of the National Guard and qualified special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans of the Armed Services, to fulfill its commitment to provide meaningful employment opportunities to such persons:
  - The Local Veterans' Employment Representative or his or her designee in the local employment service office nearest the University's physical location;
  - The Department of Veterans Affairs Regional Office nearest the University's physical location establishment;
  - The veterans' counselors and coordinators ("Vet-Reps") on the University's campus;
  - The service officers of the national veterans' groups active in the area; and
  - Local veterans' groups and veterans' service centers nearest the University's physical location.
  - Recruitment events such as a job fairs and employer forums as resources and availability permits.
- The University's employee recruitment activities will incorporate efforts to reach students who are members of the National Guard, special disabled veterans, veterans of the Vietnam era, recently separated veterans, or other protected veterans of the Armed Services. In addition, efforts will be made to participate in work-study programs with the Department of Veterans Affairs' rehabilitation facilities that specialize in training or educating disabled veterans.
- The University established the Military and Veterans Resource Center as a centralized resource to coordinate integrated support to military affiliated students. The primary objective is to ensure that veterans and military affiliated students have a sense of belonging at NC State. The center helps student veterans and their families with knowledge and skills necessary to achieve their professional and personal goals.
- Modeled on the "Safe Zone" program, Green Zone training is designed for faculty and staff to receive training about issues potentially facing active service members, student veterans and their families.

- The University will establish meaningful contacts with appropriate veterans' service organizations which serve special disabled veterans, veterans of the Vietnam era, recently separated veterans, or other protected veterans for such purposes as advice, technical assistance, and referral of potential employees. Technical assistance from the resources described in this paragraph may consist of advice on proper placement, recruitment, training and accommodations the University may undertake; but no such resource providing technical assistance shall have the authority to approve or disapprove the acceptability of the university's affirmative action programs.
- Members of the National Guard and special disabled veterans, veterans of the Vietnam era, and other protected veterans employed by the University will be allowed to participate in career days, youth motivation programs, and related activities in their communities, if they desire to do so.
- The University will send written notification of its policy governing members of the National Guard and special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans of the Armed Services to all subcontractors, vendors and suppliers, requesting appropriate action on their part.
- The University will take positive steps to attract qualified members of the National Guard and special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans of the Armed Services not currently in the workforce who have requisite skills and can be recruited through affirmative action measures. These persons may be located through the local chapters of organizations of and for this population.
- In making hiring decisions, the University will consider applicants who are known members of the National Guard, special disabled veterans, veterans of the Vietnam era, recently separated veterans, or other protected veterans of the Armed Services for open positions for which they apply.

#### **Internal Dissemination of Policy for members of the National Guard and Veterans**

In order to encourage employee cooperation and participation in the effort to engage in affirmative action efforts to employ and advance in employment qualified members of the National Guard, special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans of the Armed Services, the University will develop internal procedures such as those listed in the following paragraph.

It is not contemplated that the University will necessarily undertake all the activities listed in this section or that its activities will be limited to those listed. These procedures shall be designed to foster understanding, acceptance and support among the University's executive, managerial, supervisory and other employees and to encourage such persons to take the necessary actions to aid the university in meeting this obligation. The scope of the University's efforts will depend

upon all the circumstances, including its contractor's size and resources and the extent to which existing practices are adequate.

The University will implement and disseminate this policy internally as follows:

- include it in the University EEO/Affirmative Action policy;
- Inform employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for qualified special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans. The University will periodically inform of the policy;
- publicize it in the University's internal communications, annual report, and other relevant media;
- inform executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's expectations;
- discuss the policy thoroughly in relevant management training programs;
- meet with employee representatives (Faculty and Staff Senates) to inform them of the University's policy, and request their cooperation;
- include articles on accomplishments of special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans in University publications when appropriate; and
- include special disabled veterans, when employees are featured in various media or other University publications intended for employee readership.



## **Outreach, Positive Recruitment and External Dissemination of Policy for Persons with Disabilities**

NC State University has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment qualified individuals with disabilities. While the university believes there are no deficiencies in its current employment practices with respect to applicants and employees with disabilities, it engages in outreach, positive recruitment, and external dissemination programs to augment its existing affirmative efforts. For example, the university sends written notification of its affirmative action policy to all subcontractors, including subcontracting vendors and suppliers, and requests appropriate action on their part. In addition, the university engages in or has made plans to implement the following activities:

Executives, management officials, supervisors, and other employees of the university are encouraged to assist in the effort to disseminate North Carolina State University's policy of affirmative action to appropriate individuals outside of the university.

The university will inform recruiting sources of NC State University's policy of affirmative action for individuals with disabilities. Recruiting sources will be requested to actively recruit and refer qualified individuals with disabilities for all positions.

The university makes the Equal Employment Opportunity Clause part of all covered contracts and purchase orders.

The university will identify local organizations and/or community agencies known to specialize placing and/or developing training programs for individuals with disabilities and send them notices of vacant positions. Examples of these outreach efforts include contacting the following:

- State Vocational Rehabilitation Service agencies, mental health agencies, and/or developmental disabilities agencies in the states covered by this AAP
- Employment One-Stop Career Centers in the states covered by this AAP
- Private recruitment sources, such as professional organizations or employment placement services that specialize in placement of individuals with disabilities
- When appropriate, the university will invite community service and other outreach partners to tour the office and discuss our university, 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, the university will suggest a telephone meeting, so they can better identify qualified individuals for our positions.
- When appropriate, North Carolina State University will include disabled individuals when employees are pictured in consumer and personnel recruitment advertising.
- North Carolina State University makes reasonable accommodations for qualified individuals with disabilities.
- North Carolina State University advertisements or solicitations for prospective employees indicate that university is an equal opportunity employer.
- As described in more detail in Exhibit D, North Carolina State University evaluates the effectiveness of its outreach and recruitment efforts to determine if its affirmative action objectives are being met and makes appropriate changes.

### **Internal Dissemination of Policy for Individuals with Disabilities**

The university recognizes that, however strong its outreach program, internal support from supervisory management and other employees is necessary to ensure maximum effectiveness of its EEO plan for persons with disabilities. So that these employees' awareness of the needs of Veterans can be increased and likewise employee participation in the program increased, the University will utilize the following procedures to maximize the internal implementation and dissemination of its Equal Employment Opportunity and Affirmative Action Policy:

- NC State's policy on equal employment opportunity and affirmative action for individuals with disabilities is posted on university bulletin boards. 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 the Rehabilitation Act of 1973, as amended.
- The university posts a copy of the policy in electronic format in a conspicuous location on the university intranet, along with other employment forms, and otherwise ensures all its personnel have a copy of or the ability to view the policy.
- The university's electronic applicant process includes information about the university's commitment to equal opportunity and affirmative action.
- The university will communicate to employees its obligation to take affirmative action to employ qualified individuals with disabilities and will encourage employee referral of covered applicants.
- NC State will invite employees who are individuals with disabilities to participate in the AAP.
- Meetings with executive management and supervisory personnel will be conducted at least annually to explain the university's policy of affirmative action, to make clear the 's support for the policy, and to impart to these personnel their responsibility in making the AAP a success.
- An invitation to participate in NC State's policy of affirmative action is disseminated to all applicants, as well as to all employees once the university has extended a job offer, but before beginning employment duties. In addition, in recognition that an individual's disability status may change and/or that employees may feel more comfortable disclosing an existing disability after a period of time in the university, the university posts a copy of the invitation to participate in the affirmative action program and distributes the invitation to all current employees at least once every five years.
- When applicable, NC State publicizes the policy in university publications.
- The policy is discussed in both new employee orientation and management training programs.
- When applicable, university publications include articles on accomplishments of all employees, including individuals with disabilities.

## **PART A - Program Elements/Section 7: Recruitment**

### **Recruitment for SHRA Employees**

University Human Resources (HR) has administrative responsibility for overseeing the processes for recruitment and hiring. Additionally, for SHRA employees, HR oversees the transfer, promotion, reassignment, demotion, and reduction-in-force procedures. In cooperation with HR campus leads, HR has developed and implemented sufficient control to ensure that personnel actions are consistent with the equal employment opportunity policy and affirmative action commitments. HR reviews and endorses all hiring actions for SHRA employees.

### **Advertising**

To ensure compliance with state and federal laws, the Talent Solutions Unit in HR approves and coordinates the placement of advertisements and the screening of applicants.

Talent Solutions coordinates advertisement copy, publications, and publication dates with the hiring department. Media sources include electronic and print newspapers, occupation-specific publications, professional journals, professional association newsletters, internet sites, and electronic job boards, including the State of North Carolina, the UNC System, and NC State's webpage.

### **Recruitment Activities**

Recruitment for SHRA positions includes, but is not limited to, the following activities:

- contacts with minority-serving and women's colleges and universities;
- technical school and community college recruitment;
- participating in career/job fairs;
- regular contacts with community organizations supporting minorities, women, veterans, and persons with disabilities;
- sharing of job openings with the State Division of Employment Security (DES);
- sharing of job openings through professional and trade networks and associations;
- having job opening information available in HR;
- posting of vacant positions on the internet, including NC State's website <https://jobs.ncsu.edu>, as well as [www.indeed.com](http://www.indeed.com), <http://insidehighered.com>, <http://higheredjobs.com>, <https://www.hercjobs.org/carolinas/index.html>, Monster.com, and other sites.
  - Posting of vacant positions to LocalJobNetwork that promote our jobs to a broad audience and distribute our jobs to partners such as Military.com. LocalJobNetwork *distributes NC State jobs to 15,000+ community organizations.*
  - *Women*
    - *LGBTQ*
    - *Minorities*
    - *College students*

- *Older workers*
- *Historically black colleges & universities*
- *Individuals with disabilities*
- *Professional and industry organizations*
- *Veterans*
- *Construction and skilled trade associations*

Outside of advertising efforts, NC State invested in building relationships with local veterans groups including WholeVet, EnableAmerica, NC4ME, Onward to Opportunity, NC State's Military and Veteran Services, and the local National Guard Employment Office. We now have regular conversations with these organizations and partner with them in promoting NC State jobs to their veteran communities.

Additionally, we attended 4 RecruitMilitary veteran-focused career fairs/events, participated in two employer panels for Onward to Opportunity, and WholeVet Military Career Transition Day.

### **Listing Vacant Positions**

Departments create and submit an online vacancy notice to Talent Solutions to recruit for a vacancy. Upon receiving the notice, an HR Consultant advises the hiring official on recruitment, screening, and selection activities and posts the position. For all positions, vacancies must remain open at least five (5) workdays after being posted.

Some vacancies are initially available only to current NC State SHRA employees and are posted as "Internal Candidates Only." Positions targeted to meet affirmative action goals must be posted externally.

### **Waiver of SHRA Job Posting**

A waiver of posting may be requested only

- to avoid a reduction-in-force,
- to effect a disciplinary transfer or demotion,
- to fill a position required by a legally binding settlement agreement,
- to transfer an employee to avoid the threat of bodily harm,
- to prevent a critical work stoppage or to protect public health, safety, or security,
- to fill a critical position due to the widespread outbreak of a serious communicable disease, or
- to fill a position as a result of a redeployment arrangement.

### **Request for Waiver of SHRA Recruitment Procedures**

A Request to Waive a Posting for an SHRA position must include written justification and receive approval from the Vice Provost for Institutional Equity and Diversity/University EEO/AA Officer.

### **Application Process**

Individuals interested in permanent University employment must complete an online job application through the University's job applicant system [PeopleAdmin]. Departments may not

accept employment applications or resumes other than those received through the PeopleAdmin system.

### **Screening and Referral of Applicants**

Applicants are considered for only those specific vacancies for which they specifically apply. Applicants are screened based on their education, experience, qualifications, skills, and competencies as they relate to job requirements and preferences.

### **Special Employment Considerations:**

#### **Priority Re-employment**

The State of North Carolina requires that certain individuals receive priority consideration for State employment. Two categories of employees are eligible for priority re-employment: (1) Employees scheduled for or already reduced-in-force; and (2) Employees separated from policy making/managerial exempt positions for reasons other than just cause.

#### **State Government Promotional Priority**

Career State Employees are eligible for priority consideration over non-State employee applicants with respect to promotional opportunities when the individuals possess substantially equal qualifications.

#### **Veterans' Preference**

Departments must give preference in employment and subsequent personnel actions to veterans' preference eligible candidates. This applies to all United States citizens who served the United States honorably in the Army, Navy, Marine Corps, Nurses' Corps, Air Corps, Air Force or any of the armed services during periods of war, certain disabled veterans and their spouses, and certain surviving spouses and dependents of veterans. Veterans represented 6.7% of NC State's workforce.

#### **Disabled On-the-Job Priority Re-employment**

When the treating physician releases to return to work employees who have been injured on the job and placed on workers' compensation leave, there may be several possible return-to-work situations. Re-employment is primarily based on the extent of the employee's medical improvement. If priority re-employment referrals are involved, the HR Consultant in collaboration with the University Leave Administrator advises the hiring department of their responsibilities. Individuals with disabilities represented 7% of NC State's workforce.

#### **Employment of Persons with Disabilities**

The University encourages employment of persons with disabilities who, with or without a reasonable accommodation in employment, can perform the essential functions of a particular job.

### **Age Limitations**

The University does not practice or condone age discrimination. Limitations are enforced only where specific age constitutes a bona fide occupational qualification. There is no maximum age for employment. Job specifications for individuals under age 18 are reviewed to ensure compliance with legal limits on the employment of minors. Law enforcement officers must be at least 20 years of age.

### **Employment Eligibility Verification**

Departments are required to verify identity and eligibility for employment of new employees. On or before the first day of work, all new employees must complete Section 1 of the I-9 Form. Within three (3) days of hire, hiring departments must review documentation and provide certification to HR via the online I-9 E-Verify process.

### **Persons Convicted of Criminal Offense**

The University conducts background checks on all new hires as well as current employees who change jobs or otherwise become subject to a background check per NCSU REG 05.55.08 (Background Checks). The University does not request information for a background check until an offer of employment is made.

A previous criminal conviction does not automatically disqualify an applicant from consideration for employment with the University. Candidate eligibility depends on a variety of factors, such as the nature of, and circumstances surrounding, any crime(s); the time elapsed since conviction and the rehabilitation record; the actions and activities of the individual since the crime(s), including the individual's subsequent work history; the truthfulness and completeness of the candidate's disclosure of the conviction(s), relevance to the position, and other information.

### **Testing**

No pre-employment work tests (written, oral, physical, or skills) may be administered by the hiring department without prior approval from Talent Solutions.

## **PART A - Program Elements/Section 7: Selection Process**

### **Selection**

The goal of the selection process is to find the best available person for the job—a person with the skills, knowledge, abilities, and competencies to successfully perform the position. Hiring departments determine which applicants will be interviewed. The hiring department maintains summaries of interviews in accordance with University records retention guidelines. Interview guidelines and workshops for managers are provided by OIED to facilitate proper interviewing procedures. OIED also provides workshops and guidelines to help reduce the impact of unconscious bias in the recruitment and selection process.

When interviewing has been completed and a final candidate identified, the department submits an online Hiring Proposal to their departmental/college Approver who upon approval submits it to their Unit Equity Officer. If approved, the Unit Equity Officer forwards the request to Talent Solutions in HR. An HR Consultant reviews each request to assure that departments are in compliance with established recruitment and selection policies. For SHRA Hiring Proposals, endorsement by HR provides final approval of the selection, and an offer can be made.

HR exercises similar centralized responsibilities with respect to salaries for new hires, reinstatements, and transfers. HR follows established State of North Carolina pay policies and procedures for SHRA, including following the provisions outlined in **Executive Order #93: Prohibiting the Use of Salary History in the Hiring Process**, as issued by Governor Roy Cooper. This EO prohibit state agencies from requesting salary history from applicants or relying on previously obtained prior salary information in determining an applicant's salary.

NC State's selection processes include:

1. Ensuring that job analyses are conducted by Talent Solutions in HR to establish job-related qualifications statements, selection criteria, training needs, and career ladders, or to initiate any other selection procedure;
2. Analyzing the flow of applicants through the selection and appointment processes, determining reasons for the rejection of qualified applicants from underutilized groups in areas where program objectives have been set or underrepresentation exists, or monitoring the employment of individuals to ensure the assignment of work and workplace is nondiscriminatory;
3. Talent Solutions in HR is involved with all requests and retains final approval for all validation of written tests, interviews or other selection devices, and ensures, along with the hiring department, that such testing and interview processes are accessible to persons with disabilities;
4. Talent Solutions in HR has established a sign-off and approval procedure to ensure the selection process in underrepresented occupations reflects established program objectives and timetables;

5. Hiring departments are responsible for developing and implementing structured interview procedures that are document and reviewed by the hiring official.



## **PART A - Program Elements/Section 7: Onboarding**

The NC State Onboarding Center (Center) is committed to giving every new employee a positive first impression of NC State by providing them with the information and resources they need to be productive on their first day, first week, and first months of employment. The goal is to create a new hire experience that welcomes, acclimates, engages, and retains new hires as members of the NC State workforce community.

The Center also coordinates the facilitation of new employee orientation in partnership with key stakeholders such as OIED. New employee orientation consists of many components to include the university mission/vision, diversity, equal opportunity and harassment prevention. New employees receive a compressed version of the Discrimination, Harassment and Prevention Response (DHPR) training at new employee orientation and are credited for meeting the 3-year NC State University policy requirement.

At NC State:

1. Talent Solutions in HR ensures that each employee receives a written employment letter outlining the terms and conditions of employment;
2. The Center, through facilitation of a program led by OIED at New Employee Orientation, helps ensure that each new employee is informed about the University EEO Plan and Program.

**PART A - Program Elements/Section 7:  
Promotion**

Human Resources and the Office for Institutional Equity and Diversity leadership determined in the past that "Promotion" as defined in many EEO plans does not fit NC State's definitions for promotions. NC State posts vacancies for all SHRA positions and advertises those through the procedures noted in the "Recruitment" section, including posting all positions on jobs.ncsu.edu website for all applicants, including internal applicants for promotional opportunities. NC State may endorse positions for "internal postings only" where a job group is not targeted for EEO goals for underutilization. This may result in a "promotion" of an employee to a higher classification.

## **PART A - Program Elements/Section 7: Employee Training**

### **Employee Training and Development**

NC State recognizes the evolving training and professional development needs of employees and is committed to providing opportunities to enhance skills, expand levels of knowledge, and explore career paths.

NC State regards employee training as a valuable and essential tool to promote its EEO program, fulfill its program responsibilities and achievement of its EEO goals (selection for hiring, promotion, transfer, etc.) Supervisors are encouraged to develop themselves, but also facilitate professional development, training and educational opportunities for their employees and to be active in helping employees to select development opportunities that will enhance their knowledge, skills, and abilities.

NC State's training and development programs are designed to:

- Assist departments in retaining and motivating employees;
- Identify and address University, departmental, work team, and individual development opportunities for NC State faculty and staff through Learning & Organizational Development (L&OD, <https://lod.hr.ncsu.edu>);
- Enhance professional development and further employee career goals;
- Provide management with the knowledge, principles, and skills to ensure effective, safe and productive work environments for their employees and departments; and
- Provide information to the campus through orientation programs, professional development (online and classroom based), and related training/informational materials.

All educational and training programs sponsored by the University are open to eligible employees without regard to race, color, religion, national origin, ethnicity, sex, pregnancy, gender identification or expression, sexual orientation, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability. EEO courses are offered to all supervisors, Unit Equity Officers and other officials involved with the employment process. Listed below is a brief description of some of the employee training programs offered.

**Training in Sponsored Projects Administration (T-SPA)** – This training program teaches staff, faculty, and leadership in the art of managing externally sponsored research and scholarly endeavors.

**RAMP – Research Administration Management Program:** An online training program comprised of four modules that provide an overview of research administration at NC State. The goal of the training program is to train staff, faculty and leadership in managing externally sponsored research and scholarly endeavors.

**Professional Development Opportunities:** Professional Development instructor-led courses and certificate programs are designed to serve as a refresher or develop new professional development skills. These programs provide NC State employees the opportunity to enhance job skills, knowledge and abilities thereby strengthening the services and operations of individuals and intact work teams. This includes leadership development, open enrollment offerings, leadership and policy certificate programs, customized training sessions, and organizational development initiatives are designed to develop new skills and abilities, foster career growth and help individuals and work teams be more effective personally and professionally.

**Organizational Development Services:** Learning and Organizational Development (L&OD) consultants partner with university leaders, work teams and individuals to build custom programs using tools, metrics and content that are utilized in our established leadership certificate programs.

**Management Training, including Management Essentials Training Program and EEOF:** L&OD offers a 1.5-day interactive training program, *Management Essentials*, designed to provide managers and supervisors with the foundational leadership skills, knowledge, tools, and resources needed to effectively manage their employees and project teams.

**Pathways Leadership Program:** Designed for high performing individuals, emerging and team leaders, and program/project managers. Based on Jim Kouzes and Barry Posner's leadership principle: "Leadership development is self-development," Pathways is a two-semester program designed to enhance interpersonal effectiveness and leadership propensity. Program components align with Kouzes' and Posner's, "Five Practices of Exemplary Leadership".

**Performance Leadership Program:** Designed for managers and project leaders, this program emphasizes skills they need to effectively do their jobs. The program consists of a pre- and post-360 degree assessment as well as the assignment of a personal coach.

**LinkedInLearning.com Online Training and Professional Development:** NC State's online professional development system, *LinkedInLearning*, offers thousands of online professional development courses in a wide variety of fields including project management, communication, and supervisory best practices, dealing with conflicts, strategic planning, IT and much more. It is available at no charge to any current NC State student, faculty or staff member with a Unity ID.

**Academic Assistance Program:** The State of North Carolina's Academic Assistance Program allows the University to reimburse permanent employees (full-time and part-time) for academic costs associated with successful completion of job-related courses. This program applies to classes taken at accredited high schools, community colleges, business schools, or other educational sources approved by the Office of State Human Resources (OSHR). Employees may be reimbursed for one course per semester, quarter, or summer session. The employee's department or unit approves courses and makes reimbursement.

**Tuition Waiver Program:** NC State permits the waiver of university tuition for eligible full-time faculty and staff for up to three (3) courses per academic year, provided that such enrollment does not interfere with the employee's normal employment obligations. Employees can use both waivers in the fall and/or spring semester; however, can only use one waiver during the summer sessions. More information can be found in NCSU POL 07.55.07 (Tuition Waivers for Faculty and Staff) and NCSU REG 07.55.08 (Tuition Waiver for Faculty and Staff Procedures).

## **PART A - Program Elements/Section 7: Compensation and Benefits**

### **SHRA Compensation**

SHRA positions with similar duties and responsibilities and competencies are assigned to the same career band and corresponding level and pay range. Employees' salaries are based on relevant training and experience, competencies, labor-market considerations, internal salary equity, and the availability of funds.

HR exercises centralized responsibilities with respect to salaries for new hires, reinstatements, and transfers. HR follows established State of North Carolina pay policies and procedures for SHRA, including following the provisions outlined in **Executive Order #93: Prohibiting the Use of Salary History in the Hiring Process**, as issued by Governor Roy Cooper. This EO prohibits state agencies from requesting salary history from applicants or relying on previously obtained prior salary information in determining an applicant's salary.

Compensation and benefits are determined on an individual basis, and there does not appear to be any evidence of discrimination on the basis of race or gender in this manner at NC State.

### **SHRA Benefits**

Permanent, SHRA full-time employees are eligible for the following benefits:

- Leave (annual leave, civil leave, military leave, family illness leave, family medical leave, sick leave, voluntary shared leave, educational leave, and community service leave)
- Health Insurance
- Contributory Retirement System (Teachers' and State Employees' Retirement System (TSERS), or UNC Optional Retirement Plan (ORP))
- Employee Tuition Waiver
- Death Benefit (TSERS' participants only)
- Optional Insurance Plans (dental insurance, vision insurance, life insurance, supplemental disability income insurance, accidental death and dismemberment insurance, automobile and homeowners insurance, and cancer insurance)
- Disability Income Plan of NC
- Supplemental Retirement
- Voluntary vision, dental, critical illness, life, accidental death, cancer, and home/auto insurance plans
- Health Care Flexible Spending Account
- Dependant Care Flexible Spending Account

## **PART A - Program Elements/Section 7: Performance Management**

### **SHRA Performance Management Program**

The University's annual performance appraisal cycle is April 1 - March 31 and applies to all SHRA probationary, time-limited and permanent, and career status state employees. The management of employee performance is based on a process of work planning, including identifying and setting individual and institutional goals and feedback, including conducting an annual performance review.

The University of North Carolina System SHRA Performance Appraisal program is designed to:

- Facilitate effective communication between the employee and supervisor;
- Ensure employees have a clear understanding of the performance and behaviors expected of them;
- Establish equitable performance guidelines for appraising employee performance;
- Foster improved performance through increased communication and accountability;
- Document employee performance for reference in making employment decisions;
- Clarify how an employee's individual work contributes to achieving the mission of their work unit and University; and
- Identify and implement opportunities for employee development and discussion of career objectives

In April of 2017, NC State implemented the new UNC System Office SHRA Performance Appraisal Policy to align performance management practices amongst the University of North Carolina System institutions. The SHRA Performance Appraisal Program places emphasis on both institutional goals and individual goals while streamlining the content of the performance plan, standardizing the categories for evaluation, increasing the accuracy and defensibility of performance ratings, and promoting effective communication between employees and supervisors.

Eligible employees are provided a performance plan with individual goals, institutional goals and a development plan (as necessary). Institutional goals are included in all employee performance plans to provide a common set of performance and behavioral expectations for SHRA employees throughout the University. Instead of ratings being assigned by each job duty, institutional goals are rated across all applicable job duties (for example, a rating for accountability across all job duties, a rating for compliance across all job duties, etc.). Supervisors are also required to set three to five individual goals for each employee. Individual goals are key expectations for each position based on critical business needs that should support the organizational unit's mission, strategic plan and priorities. These are not meant to cover the totality of the work that the employee performs and may change periodically. Job duties may be revised into individual goals where appropriate.

The UNC System Office has established five institutional goals, listed below, which appear in the performance plans of every SHRA employee. There is an additional institutional goal for

supervisors regarding their supervisory responsibilities. The supervisor weights each goal at the beginning of the plan year and subsequently rates the employee's overall work product (performance and behavior) using the expectations listed for each of these goals:

- Expertise
- Accountability
- Customer-Oriented
- Team-Oriented
- Compliance & Integrity
- Supervision (SHRA supervisors only)

The supervisor sets an additional three to five individual goals for each employee for the performance cycle. These goals are not meant to address every aspect of the employee's work; instead, they are meant to focus on three to five work assignments that are particularly important for this performance cycle. Individual goals may be critical-function goals that highlight some of the most critical work needs in the employee's position. Most individual goals should be forward-focused or stretch goals. This means that the goals should align with both the work unit's and the University's strategic goals and mission, if possible.

Under the SHRA Performance Appraisal Program, supervisors establish weights for each institutional goal and for each individual goal at the beginning of the performance cycle. Goal weights must be at least 5% for each goal and any weighting changes should occur prior to the annual appraisal. An overall numeric score is calculated for each employee using the sum of the score of all institutional goals (50% of the overall score) plus the sum of the score of all individual goals (50% of the overall score). This numeric score corresponds to an employee's final overall rating, according to the following:

- 2.70 to 3.00 = Exceeding Expectations
- 1.70 to 2.69 = Meeting Expectations
- 1.00 to 1.69 = Not Meeting Expectations

It is strongly encouraged for supervisors to meet with each employee periodically to review goals, assess progress and, as, necessary, clarify or modify expectations for the performance cycle. There are specific events that will require an off-cycle documented review session to be performed: Interim reviews for eligible employees, quarterly performance reviews for probationary or time-limited employees, transfer reviews and as requested by the employee or supervisor.

It is important to note that performance deficiencies have an impact on an employee's final overall rating. For example, employees who receive any rating of "Not Meeting Expectations" on an institutional goal or on an individual goal OR who were issued disciplinary action during the performance cycle may not receive an overall rating of "Exceeding Expectations," regardless of the final overall score.



Employees may file a grievance for a final overall rating of “Not Meeting Expectations” on the annual performance appraisal in accordance with the (University) SHRA Employee Grievance Policy. The performance plan, off-cycle reviews, institutional goal ratings, individual goal ratings, and written comments are not grievable.

## **PART A - Program Elements/Section 7: Transfers and/or Separations**

### **SHRA Transfers**

To promote employee career mobility, the University encourages departments to consider internal employees for vacant SHRA positions. Transfer candidates must apply for specific vacancies using the University's online job applicant system (PeopleAdmin). SHRA employees who achieved career status may be entitled to priority considerations for promotions over applicants outside of state government.

The Talent Solutions unit in HR provides the following transfer assistance:

- availability of job openings and necessary procedures for pursuing specific vacancies;
- application and resume completion assistance; and
- information on University and community training opportunities.

### **SHRA Separations**

The University requests SHRA employees to provide a written notice of resignation at least two (2) weeks in advance of the employee's last day of work. The employee's day of separation is the last day of work. The following are the various types of separations from NC State:

- Voluntary Resignation with Notice
- Voluntary Resignation without Notice, e.g., when an SHRA employee fails to report to work for a period of at least three (3) consecutive workdays without giving verbal or written notice to their supervisor, that employee voluntarily terminates employment.
- Discharge for Cause
- Separation Due to Unavailability When all Leave is Exhausted, (e.g., an employee may be separated from the University if he/she becomes or remains unavailable for work after all applicable leave credits and benefits have been exhausted and management, for sufficient reasons, does not grant leave without pay.)
- Reduction in force (RIF)
- Death

### **SHRA Exit Interviews**

The University's Exit Interview Program is designed to elicit information for preserving and promoting positive work environments. The exit interview and the exit questionnaire provide management with a separating employee's perspective of activities within the University and the employee's department. Employees separating from the University are requested to complete an exit questionnaire and/or attend an interview. Interviews with SHRA employees are conducted by HR employees in Employee Relations. The employee, the employee's supervisor, or the departmental personnel representative schedules the exit interview.

The exit interview and the exit questionnaire provide the separating employee an opportunity to recommend changes that might enhance and improve the University's working environment. Upon request, division-level reports (bi-annual) may be provided to the Deans of Colleges, Vice Chancellors and other unit leaders.

## **PART A - Program Elements/Section 7: Disciplinary Procedures**

### **SHRA Disciplinary Process**

State employees are expected to meet performance standards and conduct themselves appropriately. The University follows the UNC System SHRA Employee Grievance Policy. This policy is intended to provide tools for addressing employee performance and conduct issues in a reliable, consistent and effective manner. Any disciplinary action issued in accordance with this policy must be for just cause. All disciplinary actions are to be administered consistently and equitably without regard to race, color, religion, national origin, ethnicity, sex, pregnancy, gender identification or expression, sexual orientation, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability. All disciplinary actions are subject to the approval of the appropriate administrators and the Associate Vice Chancellor for Human Resources who has delegated this responsibility to the Director of Employee Relations.

This policy provides employees and management with a process for correcting and improving performance problems and for handling instances of unacceptable personal conduct or grossly inefficient job performance.

Any employee of the University may be warned in writing, demoted, suspended or dismissed for just cause. However, SHRA employees with career status must receive successive discipline as prescribed in this policy. Unsatisfactory job performance, grossly inefficient job performance or unacceptable personal conduct constitute just cause for discipline up to and including dismissal. When just cause exists, the disciplinary actions provided under this policy are:

- written warning
- suspension without pay;
- demotion; or
- dismissal.

Employees are provided notification in writing of any applicable appeal rights in accordance with the SHRA University Grievance Policy.

## **PART A - Program Elements/Section 7: Grievance Process**

### **Grievance Procedures for SHRA Employees**

The University administration retains authority, as provided by law, to manage and direct its human resources. This includes the determination of workforce size, work assignments, hours of employment, promotion, demotion, transfer, or dismissal. Simultaneously, the University is committed to fair and equitable treatment of all employees. Therefore, the University adheres to The University of North Carolina SHRA Grievance Policy for the fair, orderly, and prompt resolution of work related grievable issues. This procedure is utilized for the resolution of eligible job-related complaints and grievances.

A current or former career state employee may utilize this procedure to appeal an action alleging the following at the University level only:

- Overall performance rating of less than “meets expectations” or equivalent as defined in the SHRA Performance Appraisal Policy,
- Denial of request to remove inaccurate and misleading information from personnel or applicant file (excludes the contents of a performance appraisal and written disciplinary action), or
- Items covered in the University’s AA/EEO statement which promote inclusion and diversity, but not within the definition of unlawful discrimination, harassment, or retaliation as contained in NCGS 126-34.02 (b) (1) and (2).

A probationary or former probationary state employee, or an applicant for University employment (initial hire, promotion, or reemployment) may utilize this procedure to appeal an action alleging the following at the University level only:

- Denial of request to remove inaccurate and misleading information from personnel or applicant file (excludes the contents of a performance appraisal and written disciplinary action), or
- Items covered in the University’s AA/EEO statement which promote inclusion and diversity, but not within the definition of unlawful discrimination, harassment, or retaliation as contained in NCGS 126-34.02 (b) (1) and (2).

The following issues must be grieved first through the University process. If the Grievant is not satisfied with the Final University Decision, the Grievant may appeal to the Office of Administrative Hearings.

A current or former career state employee may file internally first for the following:

- Dismissal, demotion or suspension without pay for disciplinary reasons without just cause;

- Involuntary non-disciplinary separation due to unavailability;
- All issues listed below which are grievable by a probationary or former probationary employee;
- All issues listed below which are grievable by an applicant for University employment;
- Denial of reemployment or hiring due to denial of reduction-in-force priority as required by law (G.S. 126-7.1), or
- Denial of promotional opportunity due to failure to give priority consideration for promotion to a Career State employee as required by law (GS 126-7.1).

A probationary or former probationary state employee may file internally first for the following:

- Denial of hiring or promotional opportunity due to failure to post position (unless hiring opportunity is not required to be posted by law);
- Denial of veteran's preference as provided for by law;
- Any retaliatory personnel action for reporting improper government activities ("whistleblower") as contained in N.C. Gen. Stat. § 126-84;
- Unlawful discrimination or harassment based on race, religion, color, national origin, sex, age, disability, genetic information, or political affiliation if the employee believes that he or she has been discriminated against in the terms and conditions of employment, or
- Retaliation against an employee for protesting (objecting to or supporting another person's objection to) unlawful discrimination based on race, religion, color, national origin, sex, age, disability, genetic information, or political affiliation if the employee believes that he or she has been retaliated against in the terms and conditions of employment.

An applicant for University employment (initial hire, promotion, or reemployment) may file internally first for the following:

- Denial of hiring or promotional opportunity due to failure to post position (unless hiring opportunity is not required to be posted by law);
- Denial of veteran's preference as provided for by law;
- Unlawful discrimination or harassment based on race, religion, color, national origin, sex, age, disability, genetic information, political affiliation, if the applicant believes that he or she has been discriminated against in his or her application for employment, or
- Retaliation for protesting (objecting to or supporting another person's objection to) unlawful discrimination based on race, religion, color, national origin, sex, age, disability, genetic information, or political affiliation if the applicant believes that he or she has been retaliated against in his or her application of employment.

Employees, whether grievant, witness, or panel member, shall have the right to participate in this procedure free from interference, coercion, restraint, discrimination, retaliation, or reprisal.

## **Informal Resolution Processes**

### **Mediation**

Covered employees may also seek to resolve their employment concerns and other disputes in accordance with NCSU REG 05.35.01(Mediation Procedure for Faculty and Staff). Mediation is a structured process that allows parties to voluntarily discuss problems and attempt to generate mutually satisfactory resolutions; it differs from the Review and Appeals Processes in that it does not impose a decision on the parties. Mediation can be undertaken anytime the parties wish, regardless of the status of a hearing or legal action.

### **Ombuds Program**

NC State has implemented an ombuds program for both faculty and staff to assist in the support of workplace concerns. The program seeks to provide confidential resources to employees who are experiencing challenges in the workplace but are not ready or not interested in pursuing a formal complaint or grievance process at the time. The Ombuds is an independent office from and an independent contractor of the university. The Ombuds does not issue sanctions or make any employment or personnel decisions, but helps the employee to identify necessary resources and to find potential solutions or strategies to address the concerns raised. More information about the Ombuds may be found at: <https://facultyombuds.ncsu.edu/>

**PART A - Program Elements/Section 7:  
Equal Employment Opportunity and Diversity Fundamentals (EEODF)**

The Equal Employment Opportunity and Diversity Fundamentals (EEODF), formerly known as Equal Employment Opportunity Institute (EEOI), is the State of North Carolina's designated EEO and diversity training for managers and supervisors.

Managers and supervisors hired, promoted, or appointed on or after July 1, 1991, are required to participate in EEODF or other OSHR-approved diversity program within 12 months of assuming the role.

The Equal Employment Opportunity & Diversity Fundamentals course (EEODF) is intended to provide training to executives, managers and supervisors that will assist them in becoming more effective managers and supervisors of an increasingly diverse workforce. The course is intended to increase understanding among managers and supervisors of their roles and responsibilities in managing employees from different backgrounds and cultures, the corresponding federal and state EEO/AA laws, policies, employment practices and techniques complementing EEO/AA.

All NC State employees may access the EEODF training through the statewide learning management system, the NC Learning Center, as an extended enterprise user. See:

<https://ncgov.csod.com/client/ncgov/default.aspx>

A job aid is available to assist employees in enrolling (see Section C of this Plan), or employees may contact NC State's Training Coordinator housed in University HR.

NC State did not offer this training on our campus this plan year because the curriculum was revised by a statewide revision team led by OSHR. However, managers and supervisors needing the course were able to take it directly through the OSHR. NC State will offer these sessions again in March and June 2020.

Other diversity, inclusion, and EEO training offered by and at NC State can be enrolled in via our online learning management system, called REPORTER, or by contacting OIED.



## **PART A - Program Elements/Section 8: Reasonable Accommodation**

### **University Statement**

NC State complies with federal and state laws governing reasonable accommodation for persons with disabilities, including but not limited to the Americans with Disabilities Act, the ADA of 2008, and Title VII of the Civil Rights Act as amended.

### **Reasonable Accommodation in Employment Due to Disability**

NC State commits to making reasonable accommodations to the known physical or mental limitations of qualified individuals with disabilities and qualified disabled veterans, unless such accommodation would impose an undue hardship on the nature or operation of the business. NC State also commits to engaging in an interactive process with the person requesting the accommodation (or their representative), as needed, to determine an appropriate accommodation. Undue hardship will be determined by assessing whether the requested accommodation would cause significant difficulty or expense, as provided for in the Section 503 and Title I of the ADA regulations.

NC State will provide reasonable accommodations for applicants and/or qualified employees with disabilities when doing so will enable them to successfully perform the essential functions of a job or benefit from training. Further, NC State is improving recruitment and outreach to attract qualified individuals with disabilities as noted in previous sections related to “recruitment.”

Similarly, NC State also provides reasonable accommodations in employment based on religious expression.

The OIED oversees the reasonable accommodation process for employees and applicants. NCSU REG 05.00.02 Reasonable Accommodations in Employment outlines the requirements and process for requesting a reasonable accommodation in employment.

## **PART A - Program Elements/Section 9: EEO Program Evaluation and Reporting**

### **EEO Program Evaluation**

The Vice Provost for Institutional Equity and Diversity is responsible for reviewing, evaluating and assessing the University's discrimination and harassment prevention and resolution efforts.

### **Audit and Reporting System**

The University has designed and implemented an audit and reporting system that will:

- measure the effectiveness of the University's affirmative action/EEO program;
- indicate any need for remedial action;
- determine the degree to which the University's objectives have been attained; and
- measure the University's compliance with the affirmative action/EEO program specific obligations.

Where the affirmative action/EEO program is found to be deficient, the University will undertake necessary action to bring the program into compliance.

### **Responsibility for Implementation**

The Vice Provost for Institutional Equity and Diversity has been assigned the responsibility for implementation of the University's affirmative action activities and is listed on all internal and external communications regarding the University's affirmative action/EEO program.

### **Review of Personnel Processes**

NC State periodically reviews its personnel processes to determine whether its present procedures assure careful, thorough and systematic consideration of the qualifications of known individuals with disabilities and protected veterans. This review covers all procedures related to the filling of job vacancies either by hire or by promotion.

In determining the qualifications of veterans, NC State limits its consideration of a protected veteran military record, including discharge papers if provided by the candidate, to only that portion of the record, which is relevant to the specific job qualifications for which the veteran is being considered.

Based upon NC State's review of its personnel processes, the institution modifies its personnel processes when necessary, and includes the development of new procedures in this Affirmative Action/EEO Program to ensure equal employment opportunity. To date, no modifications have been deemed necessary.

### **Review of Physical and Mental Job Qualification Standards**

The required job qualifications provided in job descriptions are reviewed before any recruitment of an SHRA position begins to ensure that, to the extent that such qualification requirements tend

to screen out qualified individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job. NC State will continue to review physical and cognitive job qualification requirements whenever a job is vacated and the intent is to fill the position.

As part of the affirmative action/EEO program review, no qualification requirements were identified that are likely to have an adverse screening effect. All job qualification requirements were found to be job-related and consistent with business necessity and safety.

The university does not use pre-employment physical examinations or medical questionnaires in the hiring process without review and approval by University HR.

If at any time NC State should inquire into an employee's physical or mental condition or should conduct a medical examination, NC State affirms that such inquiries or exams will be conducted in accordance with the Section 503 and Title I of the Americans with Disabilities Act (ADA) regulations and that information obtained as a result of the inquiry or exam will be kept confidential, except as otherwise provided for in the Section 503 regulations. The results of the examination or inquiry will only be used in accordance with the Section 503 Regulations.

## **PART A - Program Elements/Section 10: Discrimination and Harassment Prevention Strategies**

### **Objectives**

The following objectives have been established for unlawful workplace discrimination and harassment prevention. All objectives are on-going with periodic review and include the following:

- provide education and training to current and new employees regarding discrimination and harassment;
- provide procedures for confidential reporting of complaints and inquiries;
- provide procedures for consistent and accurate documentation of complaints and inquiries;
- provide procedures for consistent and confidential informal and formal resolution of complaints including investigations; and
- disseminate unlawful workplace harassment policy and points-of-entry information in publications.

### **Responsibility for Implementation**

#### **University Equal Opportunity Officer:**

NC State first created the position of Harassment Prevention Officer in May 1993. Over time, these responsibilities have been restructured into the Equal Opportunity and Equity unit of the OIED. The Associate Vice Provost for Equal Opportunity and Equity has been delegated responsibility by the Vice Provost for Institutional Equity and Diversity (University Equal Opportunity Officer) for implementation of policies and procedures on unlawful discrimination and harassment, including prevention and resolution efforts.

#### **Administrators and Supervisors:**

The role of all administrators and supervisors is to create and maintain a harassment-free work and academic environment for all members of the campus community. Administrators and supervisors are responsible for responding promptly and adequately to complaints of discrimination and harassment and knowing to contact OIED to obtain assistance for resolving concerns.

#### **Employees:**

The role of all employees is to create and maintain a harassment-free work and academic environment for all members of the campus community. All employees have the responsibility of understanding and complying with the Equal Opportunity and Non-Discrimination policy and knowing where to obtain assistance for resolving concerns.

#### **Training for Employees**

NC State REG 04.25.06 (Equal Opportunity, Title IX and Non-Discrimination Training for Employees) requires all employees within the University to participate in a training program on preventing and addressing discrimination, harassment and retaliation. In addition, supervisors

are required to attend a second training session on supervisory responsibilities related to addressing harassment complaints. Training for university employees is provided by the OIED via New Employee Orientation, open-enrollment sessions, Human Resources' leadership programs (Performance Leadership and Pathways), *Management Essentials*, policy and procedure programs (HR Academy and QuickStart), and classes offered through the Equal Opportunity Institute (EOI) and as requested by specific units. Training is also available to all employees in an electronic format via the online Discrimination and Harassment Prevention and Response (DHPR) training module (<http://oied.ncsu.edu/dhpr-training/>).

OIED-led training for administrators, supervisors, and employees include the following:

- Discrimination and Harassment Prevention and Response (DHPR)
- Fundamentals in Equal Opportunity
- Equal Employment Opportunity & Diversity Fundamentals (EEODF): What Managers and Supervisors Should Know about Federal and State EEO Laws
- Search Committee Training

For the plan year of October 1, 2018 through September 30, 2019, we provided the following:

- Total In-Person Search Committee Trainings Offered: 40
- Total Number of Participants Trained from In-Person Search Committee Trainings: 416
- Total Number of Participants who took the online Search Committee Training: 390
- Total DHPR Participants in person and online: 1677

NC State prohibits retaliatory action against any employee or applicant for employment who makes a charge of employment discrimination, or who testifies, assists, or participates in any manner at a hearing, proceeding or investigation of employment discrimination.

### **Counseling**

Confidential crisis intervention and referral counseling is available through the NC State University's Faculty & Staff Assistance Program (FASAP) that is managed by HR. FASAP is a university-sponsored program that provides support, resources, and information for personal and work-life issues. The FASAP Program is confidential and provided at no charge to employees and their dependents. Additional information is available to employees at <https://er.hr.ncsu.edu/faculty-staff-assistance-program/>

## **PART A - Program Elements/Section 11: Reduction-in-Force Procedures**

### **Reduction-in-Force Policy and Procedure**

The Reduction-in-Force (RIF) procedure for employees subject to the State Human Resources Act (SHRA) provides equitable treatment for the separation of staff employees when reduction-in-force is necessary. The policy applies to full-time and part-time SHRA employees holding permanent or trainee appointments. RIF policies are governed by the Office of State Human Resources (OSHR).

While 25 NCAC 01C .1004 indicates a State government agency may separate an employee whenever it is necessary due to shortage of funds or work, abolishment of a position, or other material changes in duties or organization, guidance provided by the OSHR defines the scope of this program. In December 2017, the UNC System Office provided written guiding principles to administer RIFs based upon an Office of State Human Resources memorandum dated October 5, 2017. The guiding principles indicate that a RIF action may occur only due to a loss of funding or to a loss of funding and work to the University. Additional process requirements were provided.

Temporary employees, probationary employees, or employees with time-limited appointments may be separated from employment without following the RIF procedure.

A reduction-in-force decision is made only after measures including but not limited to the following have been appropriately assessed in an effort to continue the employment of the affected RIF candidate:

- reductions in administrative/programmatic budgets
- elimination of currently vacant positions and separation of probationary, time-limited, student, temporary or contract staff
- placement in a similar or lower-level position, either within the work unit or elsewhere in the University as appropriate
- Reduction in salary or FTE; not to be reduced below 0.75
- Restructuring of duties across several positions

When it is necessary to implement a reduction-in-force due to loss of funding or loss of funding and work, the decision to abolish a position requires a thorough evaluation of funding, the need for particular positions and the relative value of specific skills, knowledge, and abilities of employees so that NC State can provide the highest level of service possible with a reduced workforce. The determining factors regarding the retention or separation of a particular employee includes a review of established criteria including:

- Appointment type: career status employees must be retained over temporary, probationary and time-limited staff

- Relative efficiency: the employee with the least relative efficiency compared to others in the affected classification group must be selected. Relative efficiency includes but is not limited to the essential and preferred skills for the position, the employee's knowledge, skills and abilities, documented performance results and the existence of any active disciplinary actions
- Total State service: length of service must be considered
- Adverse impact: the University completes an equal opportunity before/after adverse impact analysis

Prior to the actual separation of any employee for purposes of reduction-in-force, the appropriate administrator submits to University HR - Employee Relations, as delegated by the Associate Vice Chancellor for Human Resources, a written plan indicating the position number(s), title(s), name(s) of employee(s) to be separated, the reason for the reduction-in-force, a statement regarding what, if any, alternatives were explored prior to proposing the RIF and an analysis of the proposed reduction-in-force's impact on the department's EEO profile.

University HR will provide institutional review, analysis and endorsement, including assessing if the RIF candidate can be placed in a vacant position within the same job family. If the RIF candidate cannot be placed elsewhere and kept whole as it relates to classification, FTE and salary, the RIF plan and severance documentation will be provided to the UNC System Office and Office of State Human Resources for review and approval authorization.

When authorized the appropriate administrator provides the following information, in writing as soon as possible and in any case not less than thirty (30) calendar days, to the employee(s) affected by the RIF.

- the reason for the reduction-in-force;
- the effective date of the reduction-in-force (at least thirty (30) days following notification date);
- direction to contact the Benefits Office to obtain information on benefit options;
- direction to contact HR for information on the following:
  - the University's policy on priority re-employment,
  - the availability of aid in seeking other employment,
  - eligibility to apply for unemployment insurance benefits,
  - the amount of severance pay due (subject to Office of State Budget Management approval), if any;
- the right to appeal the reduction-in-force through the University SHRA Employee Grievance Policy; and
- notification that in order to be advantaged by re-employment processes, the employee must follow required application procedure.

**NC STATE UNIVERSITY**

**Equal Employment Opportunity Plan  
March 1, 2020**

**PART B. DATA ELEMENTS**



**PART B - DATA Elements/Section 1:  
Workforce Availability**

Analysis of the availability of the workforce facilitates the determination of whether underutilization of minorities and females exists in any of the EEO categories. If underutilization is determined within a job group, a goal is established.

A Two-Factor Analysis, as defined by the Office of Federal Contract Compliance Programs (OFCCP), is used to determine availability of qualified individuals in the workforce. This method involves the following steps:

1. Determine availability of minorities and females in each occupational category by two established factors: (1) the number of qualified employees from the organization's internal labor force, and (2) the number of qualified persons from the population within the determined reasonable recruitment area;
2. Determine underutilization by comparing actual workforce data to established availability in each occupational category;
3. Determine projected hires based on the projected turnover percentage in each occupational category where underutilization exists;
4. Formulate a set of objectives for the initial reduction and the proposed eventual elimination of this underutilization in each occupational category; and
5. Develop procedures and programs to facilitate the likelihood of achievement of program objectives within the established time frames.

**PART B - DATA Elements/Section 2:  
Occupational Classifications**

Composition of NC State SHRA Job Groups

The employment categories provided for in this EEO Plan are for SHRA Personnel. This plan does not include NC State employees classified as County Operations Support Staff (COSS) or Law Enforcement.

Job classifications are placed into the groups by similarity of job content. The 17 occupational job groups used for SHRA employees for affirmative action planning purposes are:

1. Administrators
2. Accounting/Audit Professionals
3. IT Managers
4. IT Professionals
5. Facilities Professionals
6. HR Professionals
7. External Affairs/Communication Professionals
8. Other Professionals
9. Health Science Technicians
10. Technology Paraprofessionals
11. Research Technicians
12. Other Technicians/Paraprofessionals
13. Office Support Supervisors/Leads
14. Clerks/Operators
15. Other Secretarial/Clerical Workers
16. Skilled Craft Workers
17. Service Maintenance Workers

Calculations of availability were determined by multiplying data for each factor by a self-assigned value as determined by organizational hiring and promotional practice. The data for each factor was collected from a variety of sources, including:

- 2010 U.S. Census Data
- Division of Employment Security Data
- EEO Detailed Occupations of Civilian Labor Force by Sex & Race for Wake, Durham, Johnston, Chatham, and Orange Counties
- Internal employee data

**PART B - DATA Elements/Section 3:  
Program/Employment Objectives**

NC State University has completed analysis on the required program areas. All data analysis by job group is included in the data section.

Please note the “Plan Summary” information at the beginning of that section. It summarizes our employment information.

Most notably for the purposes of this report is that this analysis has identified several areas where there is underutilization, particularly in the areas of skilled crafts and technicians/paraprofessionals.

Goals have been identified and affirmative steps will be taken to address these areas.

**PART B - DATA Elements/Section 4:  
Attainment of Employment Objectives**

A review of external hires for the prior plan year indicates that selection decisions were made in a non-discriminatory manner. In this SHRA employee population, there were 556 new employees hired at NC State during the period from October 01, 2018, to September 30, 2019, including 178 (32%) people who identified as minorities and 305 (55%) who identified as female.

Our applicant flow data reflects that our advertisement efforts are effective; we had 18,835 applicants, with 6,994 (37%) identifying as minority and 11,490 (61%) identifying as female. These numbers, while slightly lower, reflect closely with the percentage of minority- and female-identifying new hires.

Further, separation data reflects that of our 468 voluntary non-retirement separations, 132 (28%) and 250 (53%), were minority- and female-identified, respectively.

**PART B - DATA Elements/Section 5:  
Audit and Reporting**

Applicant tracking, hiring activity, and separation data is monitored by the OIED for equal employment opportunity. Reports are generated regarding the number of applicants, hires, promotions, transfers, and separations in each job group. Analyses are performed to determine whether women or minorities have been adversely impacted in any of these areas. If warranted, appropriate corrective action is determined.

All positions that have been designated for affirmative action based on underutilization are monitored throughout the employment process. Hiring officials are contacted by HR Consultants to relay information regarding targeting of the position, recruitment strategies, and other related policies and processes. Hiring officials who recruit for targeted positions must submit hiring explanations when the selection is not a member of the underutilized group and members of an underutilized group were in the pool of most qualified applicants.

**Equal Employment Opportunity Reports**

There are several analyses that are used to monitor activity in other employment actions. An analysis is prepared on performance appraisals and exit interviews on an annual basis. These analyses are prepared considering the race and sex of each demographic group. Analyses are also performed to identify salary inequities among employees in similar job groups.

**TABLE 3: EEO REPORTS**

<b>TYPE OF REPORT</b>	<b>FREQUENCY RATE</b>	<b>PERSON RESPONSIBLE</b>
Applicant Flow	Annual (SHRA)	Associate Vice Chancellor for Human Resources (AVC-HR) Vice Provost for Institutional Equity and Diversity (VP-OIED)
Hires, Promotions, and Transfers	Annual (SHRA)	AVC-HR VP-OIED
Separations	Annual (SHRA)	AVC-HR VP-OIED
Impact Analyses	Annual (SHRA)	VP-OIED
Performance Appraisals	Annual (SHRA)	AVC-HR VP-OIED
Exit Interviews	Annual (SHRA)	AVC-HR

## **Human Resources Information Management System**

The Human Resources Information Management System (HRIMS; PeopleSoft) maintains current data on all employees of NC State. It supports the information needs of the HR Division, including Benefits and Leave Administration, Learning and Organizational Development, and Employee Relations, and other management functions within the university. On a continuous basis, data is entered into the systems from several sources to update employee records, including information on new employees, changes in status, terminations, employee benefits, salary adjustments and etc., for faculty and staff. Stored data consists of, but is not limited to, information indicating the individual employee's sex, race, age, veteran status, and disability (if known), University seniority date, employment history (e.g., promotions, transfers, salary adjustments, increases, etc.) and compensation history with the University. The HRIMS is the University's official source of employee data, and the resource from which staff assigned to the OIED extract reports for performing the University's workforce analysis.

The OIED is responsible for developing and preparing the university's affirmative action plan and implementing the affirmative action program; the Division of HR is responsible for providing the workforce and transactional data.

NC State has established and implemented procedures and reporting systems necessary to monitor and audit the institution's affirmative action program on a regular basis. This serves to identify the areas in which the program is not accomplishing the goals set forth and to provide information upon which actions can be taken in order to assure the continued effectiveness of the university's affirmative action program.

The following reports are generated on a routine basis to enable the university to monitor its progress to placement goals, and to ensure and measure the effectiveness of the affirmative action program. The reports are reviewed with management and executive-level administrators on a periodic basis in order to advise them of the program's effectiveness.

**Personnel Data File** — Indicates workforce changes by EEO-6 job category in each academic unit and major division within the organization. The data in this report indicate the number of employees on a school-by-school and division-by-division basis including job group, minority and gender information.

**Annual VETS-4212 Report**— The Department of Labor requires that all federal contractors holding contracts of \$100,000 or more must annually file a VETS-4212 report no later than September 30. Each contractor must disclose:

- a) the number of special disabled and Vietnam Era veterans employed, by job category and location during the reporting period;
- b) the total number of employees terminated at each location during the reporting period; and
- c) the number of special disabled and Vietnam Era veterans terminated at each location for the reporting period.

The UNC Systems Office submits this information on behalf of NC State.

#### Online Employment Application System (PeopleAdmin)

The Online Employment Application System, PeopleAdmin, is a computerized database maintained by the Division of HR for the purposes of providing information concerning all position vacancies and any associated application and employment activity relative to the hiring process. HR reviews and endorses SHRA employment offers. Through the Online Employment System, information is captured to assist the OIED in performing the impact ratio analysis for new hires.

#### Periodic Meetings and Progress Reports

The University Affirmative Action Officer who is also the Vice Provost for Institutional Equity and Diversity meets periodically with all senior administrators, directors, and deans to discuss concerns and remain informed of the status of equal opportunity/affirmative action related projects and the progress attained within each academic and organizational unit of the University. In addition, meetings are held two to three times during the academic year with representatives (Unit Equity Officers) to share information, concerns and reports of progress.

#### Annual Report

Each year, the OIED provides the Executive Vice Chancellor (Provost) with a comprehensive annual report that summarizes both the significant endeavors carried out by the OIED during the previous year, as well as the good faith efforts undertaken throughout the University in the past year to implement the University's commitment to equal opportunity/affirmative action. This report provides a succinct presentation of various activities pertaining to the basic functional responsibilities (program development, complaint processing, compliance, training, advocacy, and employment monitoring) of the office.

#### Maintenance of Records

All records are maintained in accordance with the Federal Privacy Act and the State of North Carolina's Access to Public Records Law and Personnel Records Act. In general, all records dealing with recruitment, hiring, promotion or termination, as well as other documents relating to the institution's compliance with applicable nondiscrimination and affirmative action requirements, are kept for a minimum period of three years.

#### Review of Personnel Policies for Proper Consideration of Qualifications

NC State complies with the requirements of the OFCCP Uniform Guidelines on Employee Selection Procedures by performing periodic audits of personnel activities and the retention of records if adverse impact of minorities or women is noted. In addition, the university monitors the processes used to refer applicants to managers for hiring consideration to ensure the processes are nondiscriminatory. The recruiting, screening, referral, and selection process must demonstrate a good faith effort to remove identified barriers, expand employment opportunities, and produce results that are measurable.

Compensation policies and practices are periodically reviewed to assess compliance to these respective policies and practices and their consistent administration university wide.

In each case where a covered employee or applicant is rejected for employment, promotion, or training, a statement of reason is maintained; and when covered applicants or employees are selected for hire, promotion, or training and any resulting accommodation is undertaken, the accommodation is properly documented.

#### Outreach, Positive Recruitment and External Dissemination of Policy

NC State has a strong commitment to providing service to local, regional, and national programs seeking to enhance the opportunities for minorities, women, disabled persons, and veterans. Faculty and staff are encouraged to participate in local and state committees, professional associations, and local organizations that are planning or implementing programs to improve opportunities for protected groups.

As an educational institution, NC State is committed to expanding opportunities for groups which have previously had limited opportunities to participate in higher education. A comprehensive program of educational support for disadvantaged students, a support service for re-entry women students, a broad variety of services for disabled and foreign students, and special scholarships for disadvantaged graduate students are examples of the many efforts made by NC State to improve educational opportunities for protected groups. NC State provides additional support for its affirmative action program through campus and community activities designed to raise public awareness of EEO/AA related issues. These activities also lend supplementary assistance to various aspects of the University's affirmative action efforts. Because of the large and diverse structure of the university, it is impossible to give a full accounting of all such activities. However, a complete listing of these activities is maintained in the OIED and is available for inspection, Monday through Friday, from 8:00 a.m. to 5:00 p.m.

Recruitment advertisements are placed on major electronic job posting sites, in print publications, and through targeted emails in an attempt to reach qualified applicants, including minority and female populations.

NC State participates in a number of special events each year focused on employer outreach to underrepresented groups. Examples include Boots to Suits and other military education and outreach events, vocational rehabilitation job fairs and information sessions, and community organizations such as Urban Ministries and Dress for Success. In addition, NC State devotes resources to diversity outreach through hiring of temporary employees as well, as temporary appointments can provide skills and knowledge that aid temporary employees in successfully attaining a permanent position. Auxiliary units such as University Targeted Services, who perform temporary search services for the University, and Executive Search Services, who perform executive search services for the University, participate in diversity outreach in contributing to the diversity of the applicant pools for their respective recruitments.

Recruiting sources, subcontractors, and community organizations and agencies are informed



that the University is bound by the Americans with Disabilities Act of 1990 (ADA), ADA Amendments Act of 2008 (ADAAA) by the terms of Sections 503 and 504 of the Rehabilitation Act of 1973, Pub. L. 93-112, as amended by the Rehabilitation Act Amendments of 1974, Pub. L. 93-516, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended 38 U.S.C. 12012, the Vietnam Era Veterans Readjustment Assistance Act of 1972, and by its affirmative action and equal opportunity policy.

The University also includes the affirmative action clause in applicable contracts and subcontracts or it is included by reference and includes an appropriate affirmative action and equal employment opportunity clause in all purchase order forms, leases, contracts, and business agreements.

**PART B Data Elements/Section 6:  
Data Considerations and Limitations**

- Trend data will be difficult to verify and counts may change for some groups.
- Individuals who identify themselves as Hispanic or Latino in their “ethnicity” category will be reported that way, regardless of how they respond to the race category. This reporting methodology may cause the count for Hispanic/Latino to increase compared to previous years, while simultaneously causing some racial groups to show lower counts than in previous years.
- For affirmative action planning purposes, individuals who identify themselves as two or more races will be counted as a minority.
- A significant and growing number of applicants do not disclose their race, ethnicity or gender when applying, thus creating challenges in analyses.

## **PART B Data Elements/Section 7: Identification and Correction of Issues**

### Identification

In determining whether underutilization exists, the University has elected to use the Significant Difference Test. Underutilization is defined as “having fewer minorities or women in a particular job group than what would be reasonably expected by their availability in the relevant job market.” Under this framework, statistical testing allows NC State to determine the likelihood that the difference represents underutilization, rather than a chance occurrence. The statistical test used is the two standard deviation rule, where a difference of two standard deviations or greater is considered statistically significant. This method is likely the preferred method with job groups of 30 or more people, although with very large job groups, even small differences will often exceed two standard deviations. For groups of less than 30 people, the Exact Binomial Test is utilized, in which any group with a score of 0.050 or less is regarded as statistically significant.

In making an in-depth analysis of NC State’s total employment process, particular attention has been paid to those job categories where minority groups and women may face impediments to equal opportunity. In general terms, NC State has continued to make progress in placing minorities and women in various organizational units and job groups. Further analysis has found that minorities and women are not restricted to any particular organizational unit or job group. At present time, minorities and women are involved in all major departments and units at the University. However, the statistical analysis of the University's workforce compared with published statistical data indicating the number of available females and minorities in the relevant labor market revealed some challenging areas or underutilization as noted by the **respective Incumbency v. Availability Analysis for each job group**. Job Groups demarcated by “Yes” or where an actual numeric percentage is listed indicate underutilization.

### Unit Action Plans

After completing the various analyses, the Vice Provost for Institutional Equity and Diversity meets with each college Dean and other senior executives to discuss (a) the results of the analyses, (b) identification of realistic and attainable goals where appropriate, (c) possible strategies for attaining said goals, and (d) a timeline for reaching said goals.

In turn, each college dean and major administrative unit is asked to submit a Unit Action Plan outlining over the next several years the number of anticipated vacancies in the unit, specific initiatives and/or outreach efforts that will be undertaken to reach any stated goals, and what specific measures will be used to assess the success of the unit’s efforts to diversify its workforce.

Unit Action Plans include the following components:

- An organizational chart for the unit
- A copy of the Workforce Analysis by Job Groups for the unit
- An indication of the time period covered by the Unit Action Plan and a timeline for attaining any stated goals
- An estimate of the expected number of job vacancies by Job Groups for the period covered by the Plan
- Numerical affirmative action hiring goals/targets for any and all under-represented designated group members in each occupational group where indicated by the Incumbency v. Availability Analysis
- A description of the recruitment strategies and other initiatives that will be undertaken by the unit to increase representation of minorities and women
- Contact information for the Responsible Administrator
- A description of the measures that will be utilized to assess the progress towards goal attainment
- Any alternative sources of published employee availability data

#### Action-Oriented Programs

The Vice Provost for Institutional Equity and Diversity directs the activities of the OIED. The OIED monitors NC State's compliance with federal and state nondiscrimination laws, develops and implements the university equal opportunity and affirmative action plans, and provides education and training to the campus community.

A commitment to equal opportunity dictates that the University focuses its efforts on ensuring that all members of its community enjoy fair competition for jobs, a quality education and equal access to the university's resources. Equal opportunity and affirmative action activities foster diversity and increase the satisfaction of faculty, staff, and students at NC State. The OIED, in conjunction with efforts by units such as Human Resources, is a key unit in helping to achieve the university goal of creating a campus environment where a culture of inclusiveness and diversity of people and programs dominates. Effectively managing a diverse work force ensures that under-represented groups (people of color and women) who were recruited through affirmative action are retained, thus saving the university additional recruitment and training costs.

NC State has instituted action programs to eliminate identified problem areas and to help achieve specific affirmative action goals. Because of the large and diverse structure of NC State, it is unmanageable to give a full accounting of all such activities. Following is a listing

of those activities that have had the greatest impact and is intended to document program highlights and major new accomplishments; it is not inclusive of all OIED activities over the course of the past year.

#### Equal Opportunity Institute (EOI)

The EOI had another successful year with enrollment increasing again. EOI had total participants and 85 recognized at the EOI graduation celebration on May 2, 2018. Sixty three were first time graduates. Twenty six of the 63 were special recognition graduates (completed 10 or more elective workshops). First time graduates included 52 NCSU faculty/staff and 11 students.

#### OIED Workshops

#### National Coalition Building Institute (NCBI)

The NC State University NCBI program educates students and employees about issues of discrimination, harassment, and prejudice reduction and building skills in diversity and inclusion. This past fiscal year, the team conducted 32 workshops for 933 participants, which translates to 103.5 hours of diversity training for the campus community.

#### New Employee Orientation

All new employees attended unlawful workplace harassment training during new employee orientation at a program entitled "Discrimination and Harassment Prevention and Response (DHPR)." In addition to new employees, all employees may take this class. This past year, 1677 participants completed this training.

#### Equal Employment Opportunity Advisory Committee (EEOAC)

The Equal Employment Opportunity Advisory Committee (EEOAC) is primarily comprised of OIED and Unit Equity Officers and is, an essential component of the university's results-oriented affirmative action program, serves to provide insight and feedback to the Office for Institutional Equity and Diversity in its efforts to eliminate any artificial barriers that may exist for qualified individuals seeking employment or promotional opportunities at NC State.

The EEOAC membership represents the diverse demographic and occupational groups within the University's faculty and staff workforce. The committee is primarily comprised of Unit Equity Officers and OIED staff. The committee meets two to three times a semester and is charged with (1) providing recommendations regarding policies, procedures and programs of the university as they relate to equal opportunity areas, (2) advising the Vice Provost for Institutional Equity and Diversity on administrative measures to improve the university's performance in these areas, and (3) creating awareness of equal opportunity issues by serving as a vital communication link to the campus community.

## Search Committee Orientations

Ongoing training of search committee chairs and hiring authorities on best practices for ensuring fair and equitable searches and hiring is provided. All hiring authorities are encouraged to be as inclusive as possible with their outreach and advertisement to diverse communities and in selecting the members of the search committee.

- Total In-Person Search Committee Trainings Offered: 40
- Total Number of Participants Trained from In-Person Search Committee Trainings: 416
- Total Number of Participants who took the online Search Committee Training: 390

## Recruiting Diverse Faculty

NC State's Recruiting Diverse Faculty (RDF) program began in 2015. This program aims to build a framework for conversation within departments about diversifying the NC State faculty. The RDF protocol puts a focus on diversity throughout the search process. The first component of the program is an orientation for faculty search committees that gives an overview of equal opportunity and legal considerations in the search process, ways to increase diversity in the pool of applicants, and a discussion of the academic reasons for focusing on faculty diversity. The second meeting focuses on developing criteria for evaluating candidates, the evaluation process, and the literature on the effects of unconscious bias in hiring decisions. The sessions allow time for discussions about the experiences that participants have had with faculty searches. Department heads participating in the RDF program are asked to include a focus on diversity throughout the search process and to give feedback on the outcomes of their search process periodically.

## Review of Personnel Processes

NC State periodically reviews its personnel processes to determine whether its present procedures assure careful, thorough and systematic consideration of the qualifications of known individuals with disabilities and protected veterans. This review covers all procedures related to the filling of job vacancies either by hire or by promotion.

In determining the qualifications of veterans, NC State limits its consideration of a protected veteran military record, including discharge papers if provided by the candidate, to only that portion of the record, which is relevant to the specific job qualifications for which the veteran is being considered.

Based upon NC State's review of its personnel processes, the institution modifies its personnel processes when necessary, and includes the development of new procedures in this Affirmative Action Program to ensure equal employment opportunity. To date, no modifications have been necessary.

## Review of Physical and Mental Job Qualification Standards

The required job qualifications provided in job descriptions were reviewed during calendar year 2009 to ensure that, to the extent that such qualification requirements tend to screen out qualified

individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job.

No qualification requirements were identified that are likely to have an adverse screening effect. All job qualification requirements were found to be job-related and consistent with business necessity and safety.

NC State will continue to review physical and cognitive job qualification requirements whenever a job is vacated and the intent is to fill the position.

The university does not use pre-employment physical examinations or medical questionnaires in the hiring process.

## Goals and Activities

NC State's EEO Plan identifies a goal and activities for the plan year's program activities as listed below.

### Recruitment

Goal: NC State endeavors to attract a diverse pool of applicants to each occupational category, where there is underutilization of minorities, women, protected veterans and individuals with disabilities.

Activities: In order to meet the recruitment goals NC State will engage in the following activities:

- Review and monitor recruitment procedures to eliminate any practices which may introduce or reinforce the potential for bias towards minorities, women, protected veterans, and individuals with disabilities.
- Review recruitment processes to ensure the minorities, women, protected veterans, and individuals with disabilities are not inadvertently eliminated from applicant pools.
- Implement measures to recruit and attract a diverse pool of applicants including minorities, women, protected veterans and individuals with disabilities. Actively recruit underutilized groups, using diverse publications and resources.
- Develop an advertising resource list of publications and organizations that they serve minorities, women, veterans and individuals with disabilities, so these groups are informed of employment opportunities, particularly for job groups where there is underutilization.

### Recruitment Activities

Goal: Follow NC State's recruitment and selection guidelines and ensure that all steps in the selection process are job related and free from discrimination.

Activities: To meet the selection procedures goals NC State will engage in the following activities:

- Monitor and analyze applicant flow through the selection and appointment processes. Determine what point are candidates including minorities, women, veterans, and individuals with disabilities are not progressing in the selection process. Determining reasons for the non-selection of qualified applicants from underutilized groups, especially in areas where program objectives have been set or underrepresentation exists.
- Review and ensure the validity of interview questions, written tests, or other selection devices;
- Train those who screen applications and interview applicants in proper techniques to eliminate any potential bias;
- Ensure that job analyses are conducted to establish job-related qualifications statements, selection criteria, training needs, and/or career ladders. Establish sign-off procedure to ensure that the selection process in underrepresented occupations reflects established program objectives and timetables;
- Ensure reasonable accommodations are made available to persons with disabilities.



- Ensure structured interview procedures that have been approved by the EEO Officer are followed and documented.

#### Promotion

Goal: Review systems to determine a mechanism for tracking promotions. Utilize and enhance the skills of the NC State workforce.

Activities: To meet the promotion goals NC State will engage in the following activities:

- Review the HRIMS system to determine ways to track possible promotions at NC State.
- Review and analyze promotion processes, procedures and selections.
- Train employees for possible opportunities.
- Develop a jobs skills bank for positions that have underutilization.

#### Training

Goal: Enhance employee understanding of Equal Employment Opportunity, Affirmative Action, and non-discrimination and harassment at all employment levels.

Activities: To meet the training goals NC State will engage in the following activities:

- Ensure training opportunities are accessible to all employees and that all employees are notified of all training opportunities.
- Analyze the position requirements for job groups for which there is underutilization to identify any training requirements.
- Enroll managers and supervisors in the Equal Employment Opportunity and Diversity Fundamentals (EEODF) program. Offer EEODF training at NC State.

#### Onboarding

Goal: Provide more information about EEO and Affirmative Action at new employee orientation, to ensure their understanding of NC State University's commitment to EEO/AA.

Activities: To meet the onboarding goal, NC State will engage in the following activities:

- Update the OIED new employee orientation presentation.
- Ensure each new employee receives a copy of NC State's Equal Opportunity and Non-Discrimination policy.
- Ensure all new employees are informed about NC State University's EEO Plan and programs during orientation.

# **NC STATE UNIVERSITY**

**Equal Employment Opportunity Plan  
March 1, 2020**

## **PART C. LINKS TO RELEVANT POLICIES**

## **PART C - Links to relevant policies**

**NC State University Equal Opportunity, Non-Discrimination and Affirmative Action Policy (POL04.25.05)**

<https://policies.ncsu.edu/policy/pol-04-25-05/>

**NC State University Resolution Procedures for Discrimination, Harassment, and Retaliation Complaints (REG04.25.02)**

<https://policies.ncsu.edu/regulation/reg-04-25-02/>

**NC State University Discrimination and Harassment Prevention and Response Training (REG04.25.06)**

<https://policies.ncsu.edu/regulation/reg-04-25-06/>

**NC State University Reasonable Accommodations in Employment (REG05.00.02)**

<https://policies.ncsu.edu/regulation/reg-05-00-02/>

**UNC Systems Office/NC State University Grievance Policy for SHRA Employees**

<https://er.hr.ncsu.edu/wp-content/uploads/sites/3/2019/01/SHRA-Employee-Grievance-Policy.pdf>

**NC State University SHRA Recruitment and Selection Guidelines (REG05.55.04)**

<https://policies.ncsu.edu/regulation/reg-05-55-04/>

**State of North Carolina Reduction in Force Policy**

<https://oshr.nc.gov/state-employee-resources/employee-relations/reduction-in-force>

**NC State University Reduction in Force (REG05.65.01)**

<https://policies.ncsu.edu/regulation/reg-05-65-01/>

**NC STATE UNIVERSITY**

**Equal Employment Opportunity Plan  
March 1, 2020**

**PART D: DATA**

**Plan Summary**

**Minorities And Women**

Employment Data as of 9/30/2019

	Total Employees	Min	Fem
#	3,942	1,272	2,109
%		32.27	53.50

**Incumbency vs. Estimated Availability**

1E		Heads of Administrative Divisions, Depts & Centers	
Total Emp 1		Min	Fem
	Employment %	0.00	100.00
	Availability %	18.42	49.94
	Statistical Value	1.000E	
4A		Academic Affairs Professionals	
Total Emp 4		Min	Fem
	Employment %	50.00	25.00
	Availability %	20.77	64.88
	Statistical Value		0.128E
4E		External Affairs & Communications Professionals	
Total Emp 51		Min	Fem
	Employment %	11.76	60.78
	Availability %	14.87	53.91
	Statistical Value	0.623	

4F		Facilities Professionals	
Total Emp 105		Min	Fem
	Employment %	10.48	27.62
	Availability %	16.28	35.46
	Statistical Value	1.611	1.679
4J		Health Science Professionals	
Total Emp 26		Min	Fem
	Employment %	7.69	84.62
	Availability %	17.82	72.23
	Statistical Value	0.301E	
4K		Environment Professionals	
Total Emp 3		Min	Fem
	Employment %	0.00	33.33
	Availability %	3.26	32.03
	Statistical Value	1.000E	
4L		Athletic Affairs Professionals	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	12.87	26.59
	Statistical Value	1.000E	1.000E
5A		Administrative / Office Support Managers	
Total Emp 4		Min	Fem
	Employment %	0.00	100.00
	Availability %	12.96	34.48
	Statistical Value	1.000E	
6B		Institutional Tech / Paraprofessional	
Total Emp 175		Min	Fem
	Employment %	20.57	27.43
	Availability %	25.87	18.74
	Statistical Value	1.601	

6C		Institutional Tech / Paraprofessional	
Total Emp 245		Min	Fem
	Employment %	13.88	43.27
	Availability %	23.14	59.45
	Statistical Value	3.438	5.160
6E		Institutional Tech / Paraprofessional	
Total Emp 62		Min	Fem
	Employment %	25.81	91.94
	Availability %	40.12	90.78
	Statistical Value	2.299	
7A		Skilled Craft Supervisor	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	34.04	11.18
	Statistical Value	1.000E	1.000E
7B		Skilled Craftsperson	
Total Emp 310		Min	Fem
	Employment %	18.71	2.26
	Availability %	25.11	3.66
	Statistical Value	2.599	1.315
8A		Service / Maintenance Supervisor	
Total Emp 50		Min	Fem
	Employment %	22.00	22.00
	Availability %	37.05	40.82
	Statistical Value	2.204	2.708

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.

E - Eighty Percent Rule

A placement goal is set when employment is less than 80% of availability.

Personnel Activity Data for: 10/1/2018 - 9/30/2019

		Total	Min	Fem	Unk Race	Unk Gend
Applicant Pool	#	18,835	6,994	11,490	0	0
	%		37.13	61.00	0.00	0.00
Applicant Selected	#	486	119	280	0	0
	%		24.49	57.61	0.00	0.00

		Total	Min	Fem
New Hire	#	556	178	305
	%		32.01	54.86
Termination	#	468	132	250
	%		28.21	53.42
Involuntary Termination	#	43	25	19
	%		58.14	44.19

Adverse Impact

4B		Student Affairs Professionals					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	His	YES	0.00	5.422	0	YES	Wht

4F		Facilities Professionals					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Involuntary Termination	Blk	YES	0.00	3.999	0	YES	Wht
Involuntary Termination	Min	YES	0.00	2.716	0	YES	Wht

4H		Research, Extension & Other Education Professional					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Asi	YES	0.00	2.034	1	YES	Two
Applicant	Blk	YES	0.00	2.796	3	YES	Two
Applicant	Min	YES	0.13	2.410	4	YES	Wht
Termination	Blk	YES	0.00	2.015	2	YES	His
Involuntary Termination	Asi	YES	0.00	2.663	0	YES	Wht
Involuntary Termination	Blk	YES	0.00	4.000	0	YES	Wht
Involuntary Termination	Min	YES	0.00	2.537	1	YES	Wht



5B		Admin/ Office Support Supervisors, Leads, Staff					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Blk	YES	0.40	2.103	16	YES	Asi
Applicant	Min	YES	0.57	2.927	16	YES	Wht

6C		Institutional Tech / Paraprofessional					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Blk	YES	0.00	2.211	3	YES	Asi

6E		Institutional Tech / Paraprofessional					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.22	2.151	0	YES	Two

6F		Institutional Tech / Paraprofessional					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Blk	YES	0.00	2.884	3	YES	Pac
Applicant	Min	YES	0.23	2.313	5	YES	Wht
Involuntary Termination	Min	YES	0.20	2.014	1	YES	Wht

8B		Service / Maintenance Supervisor					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Min	YES	0.62	2.099	8	YES	Wht
Termination	Wht	YES	0.53	3.138	12	YES	Min

Infin - indicates that the denominator was zero  
 "--" indicates that the result could not be calculated

## Goal Attainment

1B		Senior Institutional & Chief Functional Officers									
	Total	Min	Fem								
Prior Year Goal			54.81								
New Hire	0		0	N/A							
Promotion	0		0	N/A							
Total Opps	0		0	N/A							
Achieved? *			NO OPPS								

1D		Heads of Academic Divisions, Depts & Centers												
	Total	Min	Fem											
Prior Year Goal			41.81											
New Hire	0		0	N/A										
Promotion	0		0	N/A										
Total Opps	0		0	N/A										
Achieved? *			NO OPPS											

2B		Professionals with Academic Rank												
	Total	Min	Fem											
Prior Year Goal			83.17											
New Hire	0		0	N/A										
Promotion	0		0	N/A										
Total Opps	0		0	N/A										
Achieved? *			NO OPPS											

4E		External Affairs & Communications Professionals												
	Total	Min	Fem											
Prior Year Goal		24.30												
New Hire	12	1	8.33											
Promotion	0	0	N/A											
Total Opps	12	1	8.33											
Achieved? *		NO												

4F		Facilities Professionals												
	Total	Min	Fem											
Prior Year Goal		23.22												
New Hire	10	1	10.00											
Promotion	0	0	N/A											
Total Opps	10	1	10.00											
Achieved? *		NO												

5B		Admin/ Office Support Supervisors, Leads, Staff									
	Total	Min		Fem							
Prior Year Goal				87.66							
New Hire	151			116	76.82						
Promotion	0			0	N/A						
Total Opps	151			116	76.82						
Achieved? *				NO							

6C		Institutional Tech / Paraprofessional									
	Total	Min		Fem							
Prior Year Goal		23.31		60.00							
New Hire	31	5	16.13	12	38.71						
Promotion	0	0	N/A	0	N/A						
Total Opps	31	5	16.13	12	38.71						
Achieved? *		NO		NO							

6E		Institutional Tech / Paraprofessional									
	Total	Min		Fem							
Prior Year Goal		40.27									
New Hire	10	5	50.00								
Promotion	0	0	N/A								
Total Opps	10	5	50.00								
Achieved? *		YES									

7B		Skilled Craftsperson									
	Total	Min		Fem							
Prior Year Goal		35.02		11.57							
New Hire	36	8	22.22	1	2.78						
Promotion	0	0	N/A	0	N/A						
Total Opps	36	8	22.22	1	2.78						
Achieved? *		NO		NO							

8A		Service / Maintenance Supervisor																
	Total	Min		Fem														
Prior Year Goal		54.91		51.49														
New Hire	4	1	25.00	0	0.00													
Promotion	0	0	N/A	0	N/A													
Total Opps	4	1	25.00	0	0.00													
Achieved? *		NO		NO														

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.

## Individuals with Disabilities (IWD)

### Individuals with Disabilities Utilization Goals Employment Data as of 9/30/2019

The following job groups fall below the established benchmark:

1E - Heads of Administrative Divisions, Depts & Centers, 3A - Administrative Unit Heads / Professionals, 3B - Managers, 3C - Administrative Professional Associates, 4A - Academic Affairs Professionals, 4B - Student Affairs Professionals, 4C - Institutional Affairs Professionals, 4D - Fiscal Affairs Professionals, 4E - External Affairs & Communications Professionals, 4F - Facilities Professionals, 4G - Information Technology Professionals, 4H - Research, Extension & Other Education Professional, 4J - Health Science Professionals, 4K - Environment Professionals, 4L - Athletic Affairs Professionals, 5A - Administrative / Office Support Managers, 5B - Admin/ Office Support Supervisors, Leads, Staff, 6A - Institutional Tech / Paraprofessional, 6B - Institutional Tech / Paraprofessional, 6C - Institutional Tech / Paraprofessional, 6E - Institutional Tech / Paraprofessional, 6F - Institutional Tech / Paraprofessional, 7A - Skilled Craft Supervisor, 7B - Skilled Craftsperson, 8A - Service / Maintenance Supervisor, 8B - Service / Maintenance Supervisor

## Protected Veterans Hiring Activity for: 10/1/2018 - 9/30/2019

### Veteran Benchmark for Hiring

Hiring %	0.00
Benchmark %	6.40
Benchmark met?	No

## **Organizational Profile**

### **41 C.F.R. 60-2.11**

As one of the diagnostic components of North Carolina State University's AAP, and to conform to applicable regulations, the university has completed a profile of the workforce at the Masterplan establishment. The organizational profile is an overview of the staffing patterns at this establishment, and is used to determine whether there are areas in the workforce where individuals are underrepresented or concentrated by gender or race. To complete our organizational profile we have elected to follow the Workforce Analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at the Masterplan establishment and for each department lists all job titles from lowest to highest paid. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

# North Carolina State University

October 1, 2019 SHRA Annual Affirmative Action Plan

19-20 SHRA Plan

## Workforce Analysis

010101

Chancellor's Office And Staff

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 010101		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

012001

Kenan Institute For Engr, Tech

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
614X0010300N		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 012001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

012101

Park Scholars

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 012101		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

014101

Internal Audit Division

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

014101

Internal Audit Division

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
431X0010800E		Total	1	Mal	0	0	0	0	0	0	0
Audit Professional	3	Tot Min	1	Fem	1	0	0	0	1	0	0
431X1010800E		Total	2	Mal	1	1	0	0	0	0	0
Audit Professional, Auditor - Auditor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
431X1010801E		Total	1	Mal	1	1	0	0	0	0	0
Audit Professional, Auditor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1010801E		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, IT	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 014101		Total	6	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	0	1	0	0

020101

Provost's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	2	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	2	1	1	0	0	0	0
511X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
432X1010850E		Total	1	Mal	0	0	0	0	0	0	0
Finance / Budget Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
443X0013201E		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 020101		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

020301

Advanced Analytics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
465X1312203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412206		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

Total for 020301	Total	2	Mal	2	2	0	0	0	0	0	0	0
	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

### 021201 Faculty Senate

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
511X0010433		Total 1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 021201		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

### 022201 University Planning & Analysis

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
511X0010433		Total 1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem	1	1	0	0	0	0	0
461X1212234		Total 3	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min 2	Fem	2	0	0	1	1	0	0
Total for 022201		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 2	Fem	3	1	0	1	1	0	0

### 022601 Office of Faculty Development

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010301N		Total 1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem	0	0	0	0	0	0	0
530X0010301E		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 1	Fem	1	0	1	0	0	0	0
449X0010301E		Total 1	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min 0	Fem	1	1	0	0	0	0	0
409X0010302E		Total 1	Mal	0	0	0	0	0	0	0
Faculty Affairs / Faculty	3	Tot Min 1	Fem	1	0	0	0	1	0	0
Total for 022601		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 2	Fem	3	1	1	0	1	0	0



# Workforce Analysis

040101

Graduate School-Dean's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	3	2	0	0	1	0	0
530X0010300N		Total	7	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	3	Fem	7	4	1	0	1	0	1
530X0010301E		Total	1	Mal	1	0	1	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	0	0	0	0	0	0	0
433X1110301N		Total	1	Mal	1	1	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010751E		Total	2	Mal	1	1	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1710740E		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Project	3	Tot Min	1	Fem	1	0	0	0	1	0	0
461X0012234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional - Bus &	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1612249		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 040101		Total	19	Mal	5	4	1	0	0	0	0
		Tot Min	6	Fem	14	9	1	0	3	0	1

060101

Ofc of Research & Innovation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	1	0	0	0	0	0	1
Administrative Assistant -	5	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010300N		Total	3	Mal	1	0	1	0	0	0	0
Administrative Assistant - University	5	Tot Min	2	Fem	2	1	1	0	0	0	0
540X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	1	0	0	0	0

# Workforce Analysis

060101

Ofc of Research & Innovation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	0	1	0	0	0	0
541X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Event Planning Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301E		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
511X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
618X0013202N		Total	1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
609X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Functional Paraprofessional	4	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010301N		Total	2	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	2	2	0	0	0	0	0
430X0010751E		Total	2	Mal	1	1	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
433X0010302E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	1	Fem	1	0	1	0	0	0	0
433X1110301E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	0	Fem	1	1	0	0	0	0	0
470X1112416E		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Social	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
325X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112264		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

Total for 060101	Total	24	Mal	3	1	1	0	0	0	0	1
	Tot Min	8	Fem	21	15	6	0	0	0	0	0

### 060102 Research - Office Of Technolog

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
514X0010422		Total 1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem	1	0	0	0	1	0
512X0010750N		Total 1	Mal	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min 1	Fem	1	0	1	0	0	0
511X0010433		Total 1	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min 1	Fem	1	0	1	0	0	0
606X0013201N		Total 1	Mal	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 1	Fem	1	0	0	0	0	1
609X0010301E		Total 1	Mal	0	0	0	0	0	0
Functional Paraprofessional	4	Tot Min 0	Fem	1	1	0	0	0	0
435X1110302E		Total 1	Mal	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 1	Fem	1	0	0	0	1	0
Total for 060102		Total 6	Mal	0	0	0	0	0	0
		Tot Min 5	Fem	6	1	2	0	2	0

### 061001 Water Resources Research

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
514X0010422		Total 1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	1	1	0	0	0	0
Total for 061001		Total 1	Mal	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0

### 061201 Ctr for Marine Science & Tech

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
514X0010421		Total 1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	1	1	0	0	0	0
465X0012202		Total 1	Mal	0	0	0	0	0	0
IT Systems Support Professional - IT	3	Tot Min 0	Fem	1	1	0	0	0	0

## Workforce Analysis

Total for 061201	Total	2	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	0	Fem	2	2	0	0	0	0	0	0	0

### 061501 Sea Grant Program

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
530X0010300N		Total 1	Mal	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem	1	1	0	0	0	0
606X0013201N		Total 2	Mal	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem	2	2	0	0	0	0
606X0013201E		Total 1	Mal	1	1	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem	0	0	0	0	0	0
435X1110900E		Total 1	Mal	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	Fem	1	1	0	0	0	0
Total for 061501		Total 5	Mal	1	1	0	0	0	0
		Tot Min 0	Fem	4	4	0	0	0	0

### 061601 Ctr for Human Health & the Env

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
530X0010301N		Total 1	Mal	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem	1	1	0	0	0	0
Total for 061601		Total 1	Mal	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0

### 061801 Lab for Analytical Sciences

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
530X0010300N		Total 1	Mal	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem	1	1	0	0	0	0
435X1110900E		Total 1	Mal	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	Fem	1	1	0	0	0	0
Total for 061801		Total 2	Mal	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0

# Workforce Analysis

061901

Center on GES

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	0	1	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 061901		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	0	2	0	0	0

062001

Institute For Trans Research &

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600N		Total	2	Mal	2	2	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	2	2	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712502N		Total	1	Mal	1	1	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712502E		Total	1	Mal	1	1	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
424X1013401N		Total	1	Mal	1	1	0	0	0	0	0
Trainer / Organizational	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
424X1013401E		Total	1	Mal	1	1	0	0	0	0	0
Trainer / Organizational	3	Tot Min	0	Fem	0	0	0	0	0	0	0
325X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

062001

Institute For Trans Research &

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
461X1612234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112264		Total	1	Mal	1	0	0	0	1	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 062001		Total	14	Mal	10	9	0	0	1	0	0
		Tot Min	1	Fem	4	4	0	0	0	0	0

062301

NG Pwr Elec Natl Mfg Innovatio

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010900E		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 062301		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

062501

NIIMBL

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	0	0	0	0	1
Total for 062501		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	0	0	0	1

063001

NC Inst of Climate Studies

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

063001

NC Inst of Climate Studies

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
618X0013202N		Total 1	0	0	0	0	0	0	0	0
Technical Design Paraprofessional - 4		Tot Min 1	1	0	0	0	0	0	0	1
606X0013201N		Total 2	1	1	0	0	0	0	0	0
External Affairs / Communications 4		Tot Min 0	1	1	0	0	0	0	0	0
435X1110900E		Total 1	0	0	0	0	0	0	0	0
Business Operations Professional, 3		Tot Min 1	1	0	0	1	0	0	0	0
463X1112264		Total 1	1	0	0	1	0	0	0	0
IT Client Support Professional, 3		Tot Min 1	0	0	0	0	0	0	0	0
465X1312203		Total 1	1	1	0	0	0	0	0	0
IT Systems Support Professional, 3		Tot Min 0	0	0	0	0	0	0	0	0
Total for 063001		Total 7	3	2	0	1	0	0	0	0
		Tot Min 3	4	2	0	1	0	0	0	1

063501

Nonwovens Institute

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
430X1210751E		Total 1	1	1	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min 0	0	0	0	0	0	0	0	0
Total for 063501		Total 1	1	1	0	0	0	0	0	0
		Tot Min 0	0	0	0	0	0	0	0	0

080101

Office of Univ Advancement

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
325X0010433E		Total 1	0	0	0	0	0	0	0	0
Administrative Specialist / 3		Tot Min 1	1	0	1	0	0	0	0	0
Total for 080101		Total 1	0	0	0	0	0	0	0	0
		Tot Min 1	1	0	1	0	0	0	0	0

# Workforce Analysis

080401

Univ Adv Business Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	1	0	1	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	0	0	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	0	1	0	0	0	0
602X0210301N		Total	1	Mal	0	0	0	0	0	0	0
HR Coordinator	4	Tot Min	1	Fem	1	0	0	0	1	0	0
602X0211804N		Total	1	Mal	1	0	1	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	1	Fem	0	0	0	0	0	0	0
430X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 080401		Total	5	Mal	2	0	2	0	0	0	0
		Tot Min	4	Fem	3	1	1	0	1	0	0

081001

University Communications

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	5	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	4	3	1	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
618X0013202N		Total	7	Mal	3	3	0	0	0	0	0
Technical Design Paraprofessional - 4		Tot Min	0	Fem	4	4	0	0	0	0	0
606X0013201N		Total	20	Mal	5	5	0	0	0	0	0
External Affairs / Communications	4	Tot Min	2	Fem	15	13	0	0	1	0	1
609X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Functional Paraprofessional	4	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201E		Total	3	Mal	1	0	1	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	2	2	0	0	0	0	0
449X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

081001

University Communications

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
443X0010301E		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	0	0	0	0	0	0	0
449X0010301E		Total	2	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	2	2	0	0	0	0	0
449X1010301N		Total	1	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1612234		Total	4	Mal	3	3	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	1	Fem	1	0	0	1	0	0	0
443X0013201E		Total	2	Mal	1	1	0	0	0	0	0
Communications / Marketing	3	Tot Min	1	Fem	1	0	0	0	0	0	1
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
443X0012234		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	0	0	0	0	0	0	0
443X1113201E		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
445X0010302E		Total	1	Mal	1	1	0	0	0	0	0
Technical / Creative Design	3	Tot Min	0	Fem	0	0	0	0	0	0	0
445X0012201		Total	1	Mal	1	0	0	0	1	0	0
Technical / Creative Design	3	Tot Min	1	Fem	0	0	0	0	0	0	0
443X1313201E		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 081001		Total	56	Mal	20	18	1	0	1	0	0
		Tot Min	7	Fem	36	31	1	0	2	0	2

082001

University Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0

# Workforce Analysis

082001

University Development

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 082001		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

082050

The NC State Annual Fund

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 082050		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

083001

Alumni Relations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	1	Fem	2	1	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	0	0	1	0	0
618X0013202N		Total	1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	1	Fem	1	0	0	0	0	0	1
606X0013201N		Total	2	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
609X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Functional Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
609X0010301E		Total	1	Mal	1	0	0	1	0	0	0
Functional Paraprofessional	4	Tot Min	1	Fem	0	0	0	0	0	0	0
606X0013201E		Total	1	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

083001

Alumni Relations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
449X0010301E		Total 2	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min 1	Fem	2	1	0	0	0	1	0
454X0010302E		Total 1	Mal	0	0	0	0	0	0	0
Parking / Transportation	3	Tot Min 0	Fem	1	1	0	0	0	0	0
438X1010301E		Total 1	Mal	0	0	0	0	0	0	0
Alumni Relations Professional,	3	Tot Min 0	Fem	1	1	0	0	0	0	0
438X1110302E		Total 1	Mal	1	1	0	0	0	0	0
Alumni Relations Professional,	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 083001		Total 15	Mal	4	3	0	1	0	0	0
		Tot Min 5	Fem	11	7	1	0	1	1	0

085001

Advancement Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	1	1	0	0	0	0	0
540X0010422		Total 2	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min 2	Fem	2	0	2	0	0	0	0
514X0010422		Total 4	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 3	Fem	4	1	1	0	2	0	0
530X0010301E		Total 2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem	2	2	0	0	0	0	0
514X0010301E		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min 0	Fem	1	1	0	0	0	0	0
609X0110300N		Total 5	Mal	2	2	0	0	0	0	0
Advancement Specialist	4	Tot Min 1	Fem	3	2	1	0	0	0	0
606X0013201N		Total 3	Mal	2	2	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem	1	1	0	0	0	0	0
449X0010301E		Total 1	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min 0	Fem	1	1	0	0	0	0	0
442X0010301E		Total 1	Mal	0	0	0	0	0	0	0
Advancement Services Professional	3	Tot Min 0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

085001

Advancement Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
472X0012468E		Total	1	Mal	0	0	0	0	0	0	0
Extension / Engagement / Public	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1612234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212234		Total	3	Mal	2	2	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X0012235E		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
545X0010301N		Total	2	Mal	0	0	0	0	0	0	0
Grant Proposal Coordinator	5	Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 085001		Total	28	Mal	7	7	0	0	0	0	0
		Tot Min	7	Fem	21	14	5	0	2	0	0

093001

McKimmon Ctr-Ext & Cont Ed/NCR

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012264		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min	0	Fem	0	0	0	0	0	0	0
602X0211804E		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1110900E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 093001		Total	5	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

## Workforce Analysis

093002

MCE&CE/Print Shop

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
735X0017100N		Total	1	1	0	0	0	0	0	0
Printer / Bookbinder -	6	Tot Min	0	0	0	0	0	0	0	0
Total for 093002		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

093003

Admin Support Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
512X0010750N		Total	2	0	1	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	0	0	1	0	0	0	0
430X1210751E		Total	1	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	1	0	1	0	0	0	0	0
512X1010751E		Total	1	0	0	0	0	0	0	0
Accounting Unit Supervisor	5	Tot Min	0	1	0	0	0	0	0	0
Total for 093003		Total	4	0	1	0	0	0	0	0
		Tot Min	3	1	1	1	0	0	0	0

093005

Contractual Edu. & Partnership

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
325X0010301E		Total	1	1	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	0	0	0	0	0	0	0
Total for 093005		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

093006

Gateway Tech Ctr / Rocky Mount

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300N		Total	1	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	1	0	0	0	0	0	0
Total for 093006		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

# Workforce Analysis

094001

Urban Affairs & Community Serv

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
520X0011900N		Total	4	Mal	3	1	2	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	3	Fem	1	0	0	0	1	0	0
514X0010421		Total	1	Mal	1	0	1	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	2	2	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - Business	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0212415N		Total	3	Mal	3	2	1	0	0	0	0
Research Asst/Tech, Social Science	4	Tot Min	1	Fem	0	0	0	0	0	0	0
609X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Functional Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
618X0013202N		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201N		Total	10	Mal	5	5	0	0	0	0	0
External Affairs / Communications	4	Tot Min	2	Fem	5	3	2	0	0	0	0
614X0012233		Total	2	Mal	2	1	0	1	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min	1	Fem	0	0	0	0	0	0	0
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012234		Total	3	Mal	2	1	0	0	0	0	1
IT Technical/Paraprofessional	4	Tot Min	1	Fem	1	1	0	0	0	0	0
461X1212233		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
472X0013400E		Total	20	Mal	10	9	1	0	0	0	0
Extension / Engagement / Public	3	Tot Min	4	Fem	10	7	3	0	0	0	0
470X1112416E		Total	6	Mal	3	2	1	0	0	0	0
Research Professional, Social	3	Tot Min	1	Fem	3	3	0	0	0	0	0
463X1112249		Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X0012234		Total	3	Mal	3	2	0	1	0	0	0
IT Applications Professional - Bus &	3	Tot Min	1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

094001

Urban Affairs & Community Serv

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
461X1212234		Total 6	Mal 5	3	1	0	0	0	0	1
IT Applications Professional,	3	Tot Min 3	Fem 1	0	0	1	0	0	0	0
195X0012414E		Total 1	Mal 0	0	0	0	0	0	0	0
Chief Administrator, Major	1	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 094001		Total 68	Mal 43	32	7	2	0	0	0	2
		Tot Min 18	Fem 25	18	5	1	1	0	0	0

095001

McKimmon Conf & Training Ctr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0016786		Total 1	Mal 1	1	0	0	0	0	0	0
General Maintenance	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
800X0011901E		Total 1	Mal 1	1	0	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
735X0017100N		Total 1	Mal 1	1	0	0	0	0	0	0
Printer / Bookbinder -	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0
534X0010421		Total 1	Mal 0	0	0	0	0	0	0	0
Receptionist - Administrative Support 5		Tot Min 0	Fem 1	1	0	0	0	0	0	0
514X0010421		Total 1	Mal 1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 0	0	0	0	0	0	0	0
541X0010300N		Total 2	Mal 0	0	0	0	0	0	0	0
Event Planning Assistant	5	Tot Min 1	Fem 2	1	1	0	0	0	0	0
610X0013300N		Total 2	Mal 2	2	0	0	0	0	0	0
Audiovisual	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
610X0013300D		Total 1	Mal 1	1	0	0	0	0	0	0
Audiovisual	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
610X0013601N		Total 1	Mal 1	1	0	0	0	0	0	0
Audiovisual	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
614X0012247D		Total 1	Mal 1	1	0	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
610X0011901D		Total 1	Mal 1	0	1	0	0	0	0	0
Audiovisual	4	Tot Min 1	Fem 0	0	0	0	0	0	0	0

# Workforce Analysis

095001

McKimmon Conf & Training Ctr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
449X0010302E		Total	1	1	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	0	0	0	0	0	0	0
Total for 095001		Total	14	10	1	0	0	0	0	0
		Tot Min	2	2	1	0	0	0	0	0

096001

Office of Prof Development

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
540X0010421		Total	1	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	1	0	0	0	0	0	0
514X0010421		Total	1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	0	0	0	0	0	0	0
514X0010422		Total	3	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	3	2	1	0	0	0	0
514X0010300N		Total	1	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	1	1	0	0	0	0	0
540X0010300N		Total	1	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	1	1	0	0	0	0	0
530X0010300N		Total	1	1	0	1	0	0	0	0
Department Assistant - University	5	Tot Min	1	0	0	0	0	0	0	0
541X0010300N		Total	1	0	0	0	0	0	0	0
Event Planning Assistant	5	Tot Min	0	1	1	0	0	0	0	0
614X0012247		Total	1	0	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	1	1	0	0	0	0	0
618X0013202N		Total	1	1	1	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
449X0010302E		Total	1	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	1	1	0	0	0	0	0
Total for 096001		Total	12	3	2	1	0	0	0	0
		Tot Min	2	9	8	1	0	0	0	0



# Workforce Analysis

098001

The Encore Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	0	0	0	0	1
530X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 098001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

101010

Baseball

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 101010		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

101011

Men's Basketball

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
618X0013202N		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 101011		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

101012

Football

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
810X0011900N		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

101012

Football

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
810X0011901N		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0
520X0011900N		Total	1	Mal	1	0	1	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010422		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010300N		Total	1	Mal	1	0	1	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	0	0	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
610X0013601N		Total	1	Mal	1	0	1	0	0	0	0
Audiovisual	4	Tot Min	1	Fem	0	0	0	0	0	0	0
618X0013202N		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 101012		Total	10	Mal	7	4	3	0	0	0	0
		Tot Min	3	Fem	3	3	0	0	0	0	0

102010

Women's Basketball

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 102010		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

# Workforce Analysis

104001

Athletics-Director and Staff

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
819X0012520N		Total	1	Mal	1	1	0	0	0	0	0
Grounds / Landscape Worker -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
325X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 104001		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	1	0	0	0

104002

Athletics - Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	3	2	1	0	0	0	0
602X0211804N		Total	1	Mal	1	1	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	0	Fem	0	0	0	0	0	0	0
449X0010301E		Total	1	Mal	1	1	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012249		Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
432X0010725E		Total	2	Mal	1	1	0	0	0	0	0
Finance / Budget Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
301X0411805E		Total	1	Mal	0	0	0	0	0	0	0
Lead HR Officer, College/ Division	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 104002		Total	12	Mal	5	5	0	0	0	0	0
		Tot Min	1	Fem	7	6	1	0	0	0	0

# Workforce Analysis

105002

Athletics-Internal/External Op

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
528X0010300N		Total 3	Mal 1	1	0	0	0	0	0	0
Customer Service Assistant -	5	Tot Min 1	Fem 2	1	1	0	0	0	0	0
514X0010421		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
514X0010422		Total 1	Mal 1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 0	0	0	0	0	0	0	0
511X0010433		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
610X0013601N		Total 7	Mal 6	5	0	0	0	0	0	1
Audiovisual	4	Tot Min 1	Fem 1	1	0	0	0	0	0	0
618X0013202N		Total 3	Mal 3	3	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
443X0010301E		Total 2	Mal 1	1	0	0	0	0	0	0
Communications / Marketing	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
443X1013201E		Total 1	Mal 0	0	0	0	0	0	0	0
Communications / Marketing	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
444X1413604E		Total 1	Mal 1	1	0	0	0	0	0	0
Media / Public Relations	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
468X0010302E		Total 1	Mal 1	1	0	0	0	0	0	0
Athletics Professional	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 105002		Total 21	Mal 14	13	0	0	0	0	0	1
		Tot Min 2	Fem 7	6	1	0	0	0	0	0

106001

Athletics-Student Welfare &Dev

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
435X0010301N		Total 1	Mal 0	0	0	0	0	0	0	0
Business Operations Professional	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
435X0010301E		Total 1	Mal 0	0	0	0	0	0	0	0
Business Operations Professional -	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 106001		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

106002

Athletics-Compliance

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	1	0	0	0	0	0
Total for 106002		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

106003

Athletics-Camp Equip-Weight Rm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0011900N		Total	4	3	2	1	0	0	0	0
Service / Maintenance	7	Tot Min	1	1	1	0	0	0	0	0
852X1011900N		Total	2	2	1	0	0	0	0	1
Equipment Manager/Athletics	7	Tot Min	1	0	0	0	0	0	0	0
Total for 106003		Total	6	5	3	1	0	0	0	1
		Tot Min	2	1	1	0	0	0	0	0

107001

Athletics-Facilities Admin

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785		Total	2	1	1	0	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	1	1	0	0	1	0	0	0
819X0016785		Total	3	3	3	0	0	0	0	0
Grounds / Landscape Worker -	7	Tot Min	0	0	0	0	0	0	0	0
811X0016785		Total	1	1	1	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min	0	0	0	0	0	0	0	0
819X0012520N		Total	1	1	1	0	0	0	0	0
Grounds / Landscape Worker -	7	Tot Min	0	0	0	0	0	0	0	0
827X0017422		Total	6	6	6	0	0	0	0	0
Trades Helper - Facil Maint Tech'n -	7	Tot Min	0	0	0	0	0	0	0	0
827X0017423		Total	1	1	1	0	0	0	0	0
Trades Helper - Facilities Maint	7	Tot Min	0	0	0	0	0	0	0	0
810X0216786		Total	1	1	1	0	0	0	0	0
Groundskeeping Foreman/Lead -	7	Tot Min	0	0	0	0	0	0	0	0

## Workforce Analysis

107001

Athletics-Facilities Admin

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0017421N		Total	4	4	0	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	0	0	0	0	0	0	0
449X1010301E		Total	1	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	1	0	0	0	0	0	0
Total for 107001		Total	20	18	0	0	0	0	0	0
		Tot Min	1	1	0	1	0	0	0	0

110101

CALS - Academic Programs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	0	0	0	0	0	0
514X0010422		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	0	0	0	0	0	0
543X0013150N		Total	1	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	0	1	0	0	0	0	0
511X0010433		Total	1	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	0	1	0	0	0	0	0
Total for 110101		Total	4	0	0	0	0	0	0	0
		Tot Min	2	4	2	0	0	0	0	0

110102

Dean's Office - CALS

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	0	0	0	0	0	0
511X0010433		Total	1	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	1	0	0	0	0	0	0
Total for 110102		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

# Workforce Analysis

110103

CALS IT

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
614X0012233		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112249N		Total	3	Mal	3	3	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112249		Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1312264		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional, Help	3	Tot Min	1	Fem	0	0	0	0	0	0	0
463X0012264		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112264		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	2	Mal	1	0	1	0	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	1	1	0	0	0	0	0
465X1412206		Total	2	Mal	2	2	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1312259		Total	2	Mal	2	1	1	0	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
460X0012201		Total	1	Mal	0	0	0	0	0	0	0
IT (Information Technology)	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 110103		Total	18	Mal	14	11	3	0	0	0	0
		Tot Min	3	Fem	4	4	0	0	0	0	0

110107

CALS Diversity Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0

## Workforce Analysis

Total for 110107	Total	1	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	1	Fem	1	0	1	0	0	0	0	0	0

### 110109 Food Sys Leadership Institute

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
514X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 110109		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

### 110111 CALS-Assoc Dean for Admin

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 110111		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

### 110199 Agriculture Related Foundation

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	3	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
514X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
443X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1210900E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0



## Workforce Analysis

110199

Agriculture Related Foundation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
437X0010301E		Total	1	Mal	0	0	0	0	0	0
Development / Fundraising	3	Tot Min	0	Fem	1	1	0	0	0	0
Total for 110199		Total	11	Mal	2	2	0	0	0	0
		Tot Min	1	Fem	9	8	1	0	0	0

110201

Agricultural Institute - Admin

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
505X0013150N		Total	1	Mal	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0
Total for 110201		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

110301

Administration - Research Serv

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0
Total for 110301		Total	2	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0

110305

CALS Business Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0
530X0010300N		Total	2	Mal	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0
512X0010750N		Total	17	Mal	4	2	1	1	0	0
Accounting Assistant - Accounting	5	Tot Min	11	Fem	13	4	8	1	0	0

# Workforce Analysis

110305

CALS Business Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010301N		Total 5	Mal 1	0	1	0	0	0	0	0
Department Assistant - University	5	Tot Min 3	Fem 4	2	2	0	0	0	0	0
433X0010301N		Total 11	Mal 3	2	1	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min 5	Fem 8	4	3	0	0	0	0	1
430X0010751E		Total 2	Mal 0	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min 2	Fem 2	0	2	0	0	0	0	0
433X1110301E		Total 1	Mal 1	1	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
435X1110301E		Total 1	Mal 0	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
433X1110751E		Total 1	Mal 0	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
325X0010302E		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
430X1210751E		Total 4	Mal 2	2	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min 1	Fem 2	1	1	0	0	0	0	0
430X1310751E		Total 1	Mal 0	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min 0	Fem 1	1	0	0	0	0	0	0
430X0010752E		Total 1	Mal 0	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
Total for 110305		Total 48	Mal 11	7	3	1	0	0	0	0
		Tot Min 24	Fem 37	17	18	1	0	0	0	1

110308

Kannapolis Research

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0017421N		Total 1	Mal 1	1	0	0	0	0	0	0
Service / Maintenance	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
514X0010422		Total 2	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 2	2	0	0	0	0	0	0
622X0112501N		Total 1	Mal 0	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0

# Workforce Analysis

110308

Kannapolis Research

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
620X0712501N		Total 2	Mal 0	0	0	0	0	0	0	0
Research	4	Tot Min 0	Fem 2	2	0	0	0	0	0	0
620X0112501N		Total 2	Mal 1	1	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
618X0013202N		Total 1	Mal 0	0	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
470X0112502E		Total 1	Mal 0	0	0	0	0	0	0	0
Research Professional, Agricultural /	3	Tot Min 1	Fem 1	0	0	1	0	0	0	0
Total for 110308		Total 10	Mal 2	2	0	0	0	0	0	0
		Tot Min 1	Fem 8	7	0	1	0	0	0	0

110310

CALS Personnel Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
602X0211804N		Total 3	Mal 1	0	1	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min 2	Fem 2	1	0	0	0	0	0	1
422X0011804N		Total 1	Mal 0	0	0	0	0	0	0	0
Human Resources Professional	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 110310		Total 4	Mal 1	0	1	0	0	0	0	0
		Tot Min 2	Fem 3	2	0	0	0	0	0	1

110401

Administration - Extension Ser

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem 1	0	1	0	0	0	0	0
514X0010300N		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
511X0010433		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
606X0013201E		Total 1	Mal 0	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0

## Workforce Analysis

Total for 110401	Total	4	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	1	Fem	4	3	1	0	0	0	0	0	0

### 110404 Ag And Natural Resources/comm

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010422		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 110404		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

### 110408 CALS Personnel Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
511X0010433		Total 1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 1	Fem	1	0	0	0	1	0	0
602X0211804N		Total 1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min 1	Fem	1	0	1	0	0	0	0
422X1511805E		Total 1	Mal	1	1	0	0	0	0	0
Human Resources Professional, 3		Tot Min 0	Fem	0	0	0	0	0	0	0
422X1111806E		Total 1	Mal	0	0	0	0	0	0	0
Human Resources Professional, 3		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 110408		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 2	Fem	3	1	1	0	1	0	0

### 110501 Cals-Communication Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
610X1013202N		Total 1	Mal	1	1	0	0	0	0	0
Videographer	4	Tot Min 0	Fem	0	0	0	0	0	0	0
604X0010739N		Total 1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min 0	Fem	1	1	0	0	0	0	0
606X0013201E		Total 4	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem	4	4	0	0	0	0	0
606X0010302E		Total 1	Mal	0	0	0	0	0	0	0
Communications Specialist	4	Tot Min 1	Fem	1	0	1	0	0	0	0

# Workforce Analysis

110501

Cals-Communication Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
618X0013201E		Total	1	0	0	0	0	0	0	0
Graphical Design Paraprofessional	4	Tot Min	0	1	1	0	0	0	0	0
Total for 110501		Total	8	1	1	0	0	0	0	0
		Tot Min	1	7	6	1	0	0	0	0

110701

Animal Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
620X0712501N		Total	3	0	0	0	0	0	0	0
Research	4	Tot Min	0	3	3	0	0	0	0	0
620X0712502N		Total	1	1	0	0	1	0	0	0
Research	4	Tot Min	1	0	0	0	0	0	0	0
604X0010739N		Total	1	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	1	1	0	0	0	0	0
620X0712502E		Total	1	0	0	0	0	0	0	0
Research	4	Tot Min	0	1	1	0	0	0	0	0
620X0712503E		Total	1	1	1	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
471X0212503E		Total	2	2	2	0	0	0	0	0
Laboratory Professional, Ag	3	Tot Min	0	0	0	0	0	0	0	0
471X0512503E		Total	2	0	0	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min	0	2	2	0	0	0	0	0
470X0512502E		Total	2	1	1	0	0	0	0	0
Research Professional, Life	3	Tot Min	0	1	1	0	0	0	0	0
Total for 110701		Total	13	5	4	0	1	0	0	0
		Tot Min	1	8	8	0	0	0	0	0

110705

Dairy Records Processing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
512X0010750N		Total	1	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	1	1	0	0	0	0	0

# Workforce Analysis

110705

Dairy Records Processing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112249N		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	1	0	0	0	0	0	1
463X1112249		Total	6	Mal	2	1	1	0	0	0	0
IT Client Support Professional,	3	Tot Min	2	Fem	4	3	0	0	1	0	0
465X0012202		Total	2	Mal	2	2	0	0	0	0	0
IT Systems Support Professional - IT 3		Tot Min	0	Fem	0	0	0	0	0	0	0
461X0012234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional - Bus & 3		Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751E		Total	2	Mal	1	1	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112264		Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	5	Mal	4	4	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
460X0012250E		Total	1	Mal	0	0	0	0	0	0	0
IT (Information Technology)	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1210901E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1312259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 110705		Total	24	Mal	13	12	1	0	0	0	0
		Tot Min	3	Fem	11	9	0	0	1	0	1

110801

Plant Biology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

110801

Plant Biology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0112501N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0112502N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0412502N		Total	1	Mal	1	0	0	0	1	0	0
Research Asst/Tech, Engineering -	4	Tot Min	1	Fem	0	0	0	0	0	0	0
470X0512502E		Total	3	Mal	1	1	0	0	0	0	0
Research Professional, Life	3	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 110801		Total	10	Mal	3	2	0	0	1	0	0
		Tot Min	1	Fem	7	7	0	0	0	0	0

110901

Crop Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	3	3	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712501N		Total	13	Mal	8	6	1	0	0	0	1
Research	4	Tot Min	2	Fem	5	5	0	0	0	0	0
620X0112501N		Total	5	Mal	3	3	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	1	Fem	2	1	0	1	0	0	0
620X0712502N		Total	14	Mal	10	9	0	1	0	0	0
Research	4	Tot Min	2	Fem	4	3	0	0	1	0	0
614X0012247		Total	2	Mal	2	2	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

110901

Crop Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0712502E		Total	2	Mal	1	1	0	0	0	0	0
Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
662X0012503E		Total	1	Mal	1	1	0	0	0	0	0
Forestry Technical/ Paraprofessional	4	Tot Min	0	Fem	0	0	0	0	0	0	0
470X3112502N		Total	2	Mal	1	1	0	0	0	0	0
Research Professional, Physical	3	Tot Min	0	Fem	1	1	0	0	0	0	0
470X0112502E		Total	1	Mal	1	1	0	0	0	0	0
Research Professional, Agricultural /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0512502E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
460X0012264		Total	1	Mal	1	1	0	0	0	0	0
IT (Information Technology)	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X0012249N		Total	1	Mal	1	0	1	0	0	0	0
IT Systems Support Professional	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 110901		Total	49	Mal	31	27	2	1	0	0	1
		Tot Min	6	Fem	18	16	0	1	1	0	0

111101

Food,Bioprocess & Nutrition Sc

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
822X0017123D		Total	2	Mal	2	1	1	0	0	0	0
Motor Vehicle Operator	7	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	0	1	0	0	0
511X0010433		Total	1	Mal	1	0	0	0	0	0	1
Executive Assistant	5	Tot Min	1	Fem	0	0	0	0	0	0	0
620X0712501D		Total	2	Mal	2	1	1	0	0	0	0
Research	4	Tot Min	1	Fem	0	0	0	0	0	0	0
620X0712501N		Total	2	Mal	1	1	0	0	0	0	0
Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

111101

Food, Bioprocess & Nutrition Sc

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0712502D		Total	1	Mal	1	1	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
494X0012503E		Total	1	Mal	1	1	0	0	0	0	0
Agriculture / Forestry / Food Science	3	Tot Min	0	Fem	0	0	0	0	0	0	0
450X0012503E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
470X0112502E		Total	3	Mal	2	2	0	0	0	0	0
Research Professional, Agricultural /	3	Tot Min	0	Fem	1	1	0	0	0	0	0
471X0512503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min	0	Fem	0	0	0	0	0	0	0
470X1112416E		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Social	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 111101		Total	18	Mal	12	9	2	0	0	0	1
		Tot Min	4	Fem	6	5	0	0	1	0	0

111102

Dairy And Process Applications

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	0	0	0	0	1
530X0010301E		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712501D		Total	1	Mal	1	1	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712501N		Total	3	Mal	3	3	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
470X0112502E		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Agricultural /	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

111102

## Dairy And Process Applications

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
471X5012503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Ag	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 111102		Total	9	Mal	7	7	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

111401

## Agricultural & Human Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010422		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	4	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	4	2	1	0	1	0	0
514X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
620X0712501N		Total	1	Mal	0	0	0	0	0	0	0
Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739N		Total	1	Mal	1	1	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 111401		Total	11	Mal	1	1	0	0	0	0	0
		Tot Min	6	Fem	10	4	5	0	1	0	0

111403

## Future Farmers of America

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

111403

Future Farmers of America

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 111403		Total 2	Mal 0	0	0	0	0	0	0	0
		Tot Min 0	Fem 2	2	0	0	0	0	0	0

111501

Horticultural Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
514X0010422		Total 2	Mal 1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
620X0712501N		Total 8	Mal 8	7	0	0	1	0	0	0
Research	4	Tot Min 1	Fem 0	0	0	0	0	0	0	0
620X0112502N		Total 2	Mal 2	1	0	1	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min 1	Fem 0	0	0	0	0	0	0	0
620X0712502N		Total 6	Mal 2	2	0	0	0	0	0	0
Research	4	Tot Min 0	Fem 4	4	0	0	0	0	0	0
604X0010739N		Total 1	Mal 0	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
620X0712502E		Total 2	Mal 1	1	0	0	0	0	0	0
Research	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
614X0012233		Total 1	Mal 1	1	0	0	0	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
471X4712503E		Total 1	Mal 0	0	0	0	0	0	0	0
Laboratory Professional, Ag	3	Tot Min 1	Fem 1	0	0	1	0	0	0	0
470X0512501N		Total 1	Mal 0	0	0	0	0	0	0	0
Research Professional, Life	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
470X0112502E		Total 3	Mal 3	3	0	0	0	0	0	0
Research Professional, Agricultural /	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
471X0512503E		Total 1	Mal 1	1	0	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0

## Workforce Analysis

Total for 111501	Total	29	Mal	19	17	0	1	1	0	0	0
	Tot Min	3	Fem	10	9	0	1	0	0	0	0

### 111502 Ctr for Env Farming Sys (CEFS)

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
530X0010300N		Total 1	Mal 1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem 0	0	0	0	0	0	0
540X0010301N		Total 1	Mal 0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min 0	Fem 1	1	0	0	0	0	0
Total for 111502		Total 2	Mal 1	1	0	0	0	0	0
		Tot Min 0	Fem 1	1	0	0	0	0	0

### 111503 Arboretum in Hort Science Dept

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
819X0012520N		Total 1	Mal 1	1	0	0	0	0	0
Grounds / Landscape Worker -	7	Tot Min 0	Fem 0	0	0	0	0	0	0
530X0010300N		Total 3	Mal 0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem 3	3	0	0	0	0	0
606X0013201N		Total 1	Mal 1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem 0	0	0	0	0	0	0
620X0712520N		Total 1	Mal 1	1	0	0	0	0	0
Research	4	Tot Min 0	Fem 0	0	0	0	0	0	0
Total for 111503		Total 6	Mal 3	3	0	0	0	0	0
		Tot Min 0	Fem 3	3	0	0	0	0	0

### 111701 Phytotron

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
710X0417423		Total 1	Mal 1	1	0	0	0	0	0
Skilled Craft Worker, Lab Mechanic -	6	Tot Min 0	Fem 0	0	0	0	0	0	0
713X0017500N		Total 1	Mal 1	1	0	0	0	0	0
Electronic Equipment Mechanic -	6	Tot Min 0	Fem 0	0	0	0	0	0	0
705X0017501N		Total 1	Mal 1	1	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min 0	Fem 0	0	0	0	0	0	0

# Workforce Analysis

111701

Phytotron

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010422		Total 1	Mal 1	0	0	1	0	0	0	0
Department Assistant -	5	Tot Min 1	Fem 0	0	0	0	0	0	0	0
620X0112501N		Total 2	Mal 2	2	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
620X0112502N		Total 1	Mal 0	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
471X0212503E		Total 1	Mal 1	1	0	0	0	0	0	0
Laboratory Professional, Ag	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 111701		Total 8	Mal 7	6	0	1	0	0	0	0
		Tot Min 1	Fem 1	1	0	0	0	0	0	0

111801

Plant Pathology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total 2	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 2	2	0	0	0	0	0	0
511X0010433		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
620X0712501N		Total 10	Mal 4	3	0	1	0	0	0	0
Research	4	Tot Min 2	Fem 6	5	0	0	1	0	0	0
620X0712502N		Total 14	Mal 12	12	0	0	0	0	0	0
Research	4	Tot Min 0	Fem 2	2	0	0	0	0	0	0
614X0012247		Total 1	Mal 1	1	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
609X0013701N		Total 1	Mal 1	1	0	0	0	0	0	0
Functional Paraprofessional -	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
435X1110739N		Total 1	Mal 0	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
470X0112502E		Total 3	Mal 1	1	0	0	0	0	0	0
Research Professional, Agricultural /	3	Tot Min 2	Fem 2	0	0	1	1	0	0	0
470X0512502E		Total 2	Mal 2	2	0	0	0	0	0	0
Research Professional, Life	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0

# Workforce Analysis

111801

Plant Pathology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
622X0112503E		Total 1	Mal 0	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 111801		Total 36	Mal 21	20	0	1	0	0	0	0
		Tot Min 4	Fem 15	12	0	1	2	0	0	0

111901

Poultry Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total 2	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 2	2	0	0	0	0	0	0
511X0010433		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
620X0712501N		Total 6	Mal 2	2	0	0	0	0	0	0
Research	4	Tot Min 0	Fem 4	4	0	0	0	0	0	0
620X0112502N		Total 1	Mal 0	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
620X0712502N		Total 8	Mal 1	1	0	0	0	0	0	0
Research	4	Tot Min 3	Fem 7	4	1	0	1	0	0	1
604X0010739N		Total 1	Mal 0	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
471X0512503E		Total 3	Mal 3	3	0	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 111901		Total 22	Mal 6	6	0	0	0	0	0	0
		Tot Min 3	Fem 16	13	1	0	1	0	0	1

112101

Biology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem 1	0	0	1	0	0	0	0
511X0010433		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0

# Workforce Analysis

112101

Biology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
620X0112502N		Total 1	Mal 1	1	0	0	0	0	0	0
Research Asst/Tech, Life Science - 4		Tot Min 0	Fem 0	0	0	0	0	0	0	0
604X0010739N		Total 1	Mal 1	0	0	0	1	0	0	0
Fiscal Affairs Paraprofessional - 4		Tot Min 1	Fem 0	0	0	0	0	0	0	0
620X0112502E		Total 1	Mal 1	1	0	0	0	0	0	0
Research Asst/Tech, Life Science - 4		Tot Min 0	Fem 0	0	0	0	0	0	0	0
606X0013201N		Total 1	Mal 0	0	0	0	0	0	0	0
External Affairs / Communications 4		Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 112101		Total 6	Mal 3	2	0	0	1	0	0	0
		Tot Min 2	Fem 3	2	0	1	0	0	0	0

112104

Applied Aquatic Ecology Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
512X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Accounting Assistant 5		Tot Min 0	Fem 1	1	0	0	0	0	0	0
620X0712501N		Total 2	Mal 0	0	0	0	0	0	0	0
Research 4		Tot Min 0	Fem 2	2	0	0	0	0	0	0
620X0712502N		Total 2	Mal 1	1	0	0	0	0	0	0
Research 4		Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 112104		Total 5	Mal 1	1	0	0	0	0	0	0
		Tot Min 0	Fem 4	4	0	0	0	0	0	0

112401

4-H Youth Dev & Fam & Cons Sci

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0017421N		Total 1	Mal 1	1	0	0	0	0	0	0
Service / Maintenance 7		Tot Min 0	Fem 0	0	0	0	0	0	0	0
514X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min 0	Fem 1	1	0	0	0	0	0	0
606X0013201E		Total 1	Mal 0	0	0	0	0	0	0	0
External Affairs / Communications 4		Tot Min 0	Fem 1	1	0	0	0	0	0	0

## Workforce Analysis

Total for 112401	Total	3	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	2	2	0	0	0	0	0	0	0

### 112402 Eastern 4H Envir Ed Conference

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
818X0016788		Total 1	Mal	0	0	0	0	0	0	0
Food Server - Food Service	7	Tot Min 1	Fem	1	0	1	0	0	0	0
813X0016785		Total 1	Mal	0	0	0	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min 0	Fem	1	1	0	0	0	0	0
822X0017123		Total 1	Mal	1	0	0	1	0	0	0
Motor Vehicle Operator -	7	Tot Min 1	Fem	0	0	0	0	0	0	0
810X0316789		Total 1	Mal	0	0	0	0	0	0	0
Food Service Foreman/Lead - Food	7	Tot Min 0	Fem	1	1	0	0	0	0	0
810X0017421N		Total 1	Mal	1	1	0	0	0	0	0
Service / Maintenance	7	Tot Min 0	Fem	0	0	0	0	0	0	0
514X0010421		Total 2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	2	2	0	0	0	0	0
Total for 112402		Total 7	Mal	2	1	0	1	0	0	0
		Tot Min 2	Fem	5	4	1	0	0	0	0

### 112412 Betsy-jeff Penn 4-H Camp

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
810X0316789		Total 1	Mal	0	0	0	0	0	0	0
Food Service Foreman/Lead - Food	7	Tot Min 1	Fem	1	0	1	0	0	0	0
710X0017423		Total 1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 112412		Total 2	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	1	0	1	0	0	0	0

### 112413 Millstone 4-CAMP

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
710X0017423		Total 1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min 0	Fem	0	0	0	0	0	0	0



## Workforce Analysis

Total for 112413	Total	1	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

### 113803 Mtn Hort Crops Research & Exte

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
813X0016785		Total 1	Mal	0	0	0	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min 0	Fem	1	1	0	0	0	0	0
620X0712501N		Total 1	Mal	1	1	0	0	0	0	0
Research	4	Tot Min 0	Fem	0	0	0	0	0	0	0
463X1112264		Total 1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 113803		Total 3	Mal	2	2	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

### 113804 V G James Research And Extensi

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010421		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 113804		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

### 113810 Integrated Pest Mgmt-Research

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010421		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem	1	0	1	0	0	0	0
620X0112501N		Total 1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min 0	Fem	0	0	0	0	0	0	0
606X0013201N		Total 2	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem	2	2	0	0	0	0	0
461X1212234		Total 6	Mal	3	2	0	1	0	0	0
IT Applications Professional,	3	Tot Min 2	Fem	3	2	1	0	0	0	0
Total for 113810		Total 10	Mal	4	3	0	1	0	0	0
		Tot Min 3	Fem	6	4	2	0	0	0	0

# Workforce Analysis

115002

Sandhills Research Station

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
710X0017423		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712501N		Total	2	Mal	2	2	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712502N		Total	2	Mal	2	2	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0512503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 115002		Total	7	Mal	6	6	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

115003

Central Crops Research Station

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
742X0017313		Total	1	Mal	1	1	0	0	0	0	0
Vehicle Mechanic - Vehicle/Equip	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0017318N		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712501N		Total	7	Mal	5	3	2	0	0	0	0
Research	4	Tot Min	2	Fem	2	2	0	0	0	0	0
471X0212503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Ag	3	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0512503E		Total	3	Mal	2	2	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 115003		Total	14	Mal	10	8	2	0	0	0	0
		Tot Min	2	Fem	4	4	0	0	0	0	0

# Workforce Analysis

115004

Mountain Horticultural Crops R

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
710X0017423		Total	1	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	0	0	0	0	0	0	0	0
540X0010421		Total	1	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	1	0	0	0	0	0	0
620X0712501N		Total	2	2	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
620X0712502N		Total	3	2	0	0	0	0	0	0
Research	4	Tot Min	0	1	0	0	0	0	0	0
Total for 115004		Total	7	5	0	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

115005

Horticultural Crops Research S

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
710X0017423		Total	1	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	0	0	0	0	0	0	0	0
620X0712501N		Total	1	1	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
620X0712502N		Total	1	1	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
Total for 115005		Total	3	3	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

115006

Upper Piedmont Research Statio

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
710X0017423		Total	1	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	0	0	0	0	0	0	0	0
620X0712501N		Total	1	1	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
620X0712502N		Total	2	2	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0

## Workforce Analysis

115006

Upper Piedmont Research Statio

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
471X5012503E		Total	1	1	0	0	0	0	0	0
Laboratory Professional, Ag	3	Tot Min	0	0	0	0	0	0	0	0
Total for 115006		Total	5	5	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

115007

Lower Coastal Plain Tobacco Re

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
620X0712501N		Total	3	3	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
620X0712502N		Total	2	2	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
Total for 115007		Total	5	5	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

115101

University Field Laboratories

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
811X0016785		Total	1	0	0	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min	1	0	0	0	0	0	0	1
811X0017423		Total	1	1	0	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min	0	0	0	0	0	0	0	0
742X0017313		Total	2	2	0	0	0	0	0	0
Vehicle Mechanic - Vehicle/Equip	6	Tot Min	0	0	0	0	0	0	0	0
620X0712501N		Total	6	6	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
620X0712502N		Total	2	2	0	0	0	0	0	0
Research	4	Tot Min	0	0	0	0	0	0	0	0
620X0112502E		Total	1	1	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	0	0	0	0	0	0	0
471X0512503E		Total	1	1	0	0	0	0	0	0
Laboratory Professional, Life	3	Tot Min	0	0	0	0	0	0	0	0

# Workforce Analysis

115101

University Field Laboratories

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
609X0212518E		Total	1	Mal	0	0	0	0	0	0	0
Environment, Health & Safety	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 115101		Total	15	Mal	13	13	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

115201

Butner Beef Cattle Field Lab

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
620X0712501N		Total	5	Mal	5	5	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712502N		Total	1	Mal	1	1	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
471X5012503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Ag	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 115201		Total	7	Mal	7	7	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

116101

County Program Operations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	5	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	5	5	0	0	0	0	0
Total for 116101		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	5	5	0	0	0	0	0

116105

Extension Information Tech

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
608X0013101N		Total	1	Mal	0	0	0	0	0	0	0
Library Paraprofessional - University	4	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

116105

Extension Information Tech

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
614X1012233		Total	1	Mal	1	1	0	0	0	0	0
Computer Network Support	4	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112264		Total	2	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412206		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
411X0012206		Total	1	Mal	1	1	0	0	0	0	0
Student Admissions / Recruitment	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1612259		Total	2	Mal	2	1	0	0	0	1	0
IT Applications Professional, Web	3	Tot Min	1	Fem	0	0	0	0	0	0	0
461X1312259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 116105		Total	12	Mal	9	8	0	0	0	1	0
		Tot Min	1	Fem	3	3	0	0	0	0	0

118001

Ag & Resource Economics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	3	2	0	0	1	0	0
530X0010300N		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112264		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

Total for 118001	Total	7	Mal	2	2	0	0	0	0	0	0	0
	Tot Min	1	Fem	5	4	0	0	1	0	0	0	0

### 118101 Biological And Agricultural En

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
719X0017600N		Total 3	Mal	3	3	0	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0
514X0010422		Total 2	Mal	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem	2	1	0	0	1	0	0	0
620X0112502N		Total 1	Mal	1	1	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
620X0712502N		Total 1	Mal	1	0	0	1	0	0	0	0
Research	4	Tot Min 1	Fem	0	0	0	0	0	0	0	0
604X0010739N		Total 1	Mal	0	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
606X0013201N		Total 1	Mal	0	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem	1	1	0	0	0	0	0	0
620X0712502E		Total 1	Mal	1	1	0	0	0	0	0	0
Research	4	Tot Min 0	Fem	0	0	0	0	0	0	0	0
465X0012202		Total 1	Mal	0	0	0	0	0	0	0	0
IT Systems Support Professional - IT	3	Tot Min 1	Fem	1	0	0	1	0	0	0	0
Total for 118101		Total 11	Mal	6	5	0	1	0	0	0	0
		Tot Min 3	Fem	5	3	0	1	1	0	0	0

### 118401 Biochemistry

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
514X0010422		Total 1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem	1	0	1	0	0	0	0	0
512X0010739N		Total 1	Mal	0	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min 1	Fem	1	0	1	0	0	0	0	0
620X0712501N		Total 1	Mal	1	0	0	1	0	0	0	0
Research	4	Tot Min 1	Fem	0	0	0	0	0	0	0	0
Total for 118401		Total 3	Mal	1	0	0	1	0	0	0	0
		Tot Min 3	Fem	2	0	2	0	0	0	0	0

## Workforce Analysis

118403

Biochemistry - METRIC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
433X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 118403		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

118601

Biotechnology Teaching

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0112503N		Total	1	Mal	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 118601		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

120101

College of Design

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
800X0017421E		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
719X0017600N		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
514X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

120101

College of Design

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - Business	5	Tot Min	0	Fem	1	1	0	0	0	0	0
500X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Office / Admin Support / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0010301N		Total	1	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010751E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	2	Fem	2	0	1	1	0	0	0
463X1112249		Total	1	Mal	1	0	0	0	1	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
463X1112264		Total	1	Mal	1	0	0	1	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 120101		Total	16	Mal	5	3	0	1	1	0	0
		Tot Min	7	Fem	11	6	4	1	0	0	0

121001

Design Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 121001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

130101

College Of Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010422		Total	2	Mal	1	1	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

130101

College Of Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	0	0	1	0	0
530X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
532X0013100N		Total	1	Mal	0	0	0	0	0	0	0
Library Assistant - University Library	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	4	Mal	1	0	0	1	0	0	0
Accounting Assistant - Accounting	5	Tot Min	3	Fem	3	1	0	1	1	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
500X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Office / Admin Support / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012247		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
618X0013202N		Total	1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
602X0211804N		Total	2	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	1	Fem	2	1	0	0	1	0	0
606X0013201N		Total	2	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	2	1	1	0	0	0	0
430X0010751E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	2	2	0	0	0	0	0
430X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant 3	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112264		Total	3	Mal	2	2	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 130101		Total	26	Mal	4	3	0	1	0	0	0
		Tot Min	8	Fem	22	15	2	2	3	0	0

## Workforce Analysis

131101

Curr, Instruc & Counselor Educ

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 131101		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

131301

Sci, Tech, Engr & Math (STEM)

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212234		Total	1	Mal	1	0	0	1	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
461X1212502E		Total	1	Mal	1	0	0	0	1	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 131301		Total	4	Mal	2	0	0	1	1	0	0
		Tot Min	2	Fem	2	2	0	0	0	0	0

131601

Ldshp Plcy & Adult & Higher Ed

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
511X0010433		Total	1	Mal	1	1	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	0	0	0	0	0	0	0
410X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 131601		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

# Workforce Analysis

134001

Belk Center for Comm College

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	1	0	0	0	0	0
Total for 134001		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

139001

Friday Institute

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	3	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	2	0	1	0	1	0	0
514X0010422		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	1	0	1	0	0	0	0
514X0010300N		Total	1	1	1	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	0	0	0	0	0	0	0
512X0010750N		Total	1	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	1	0	1	0	0	0	0
514X0010301E		Total	1	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	0	1	1	0	0	0	0	0
614X0012247		Total	1	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
606X0013201N		Total	1	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	1	0	0	0	0	0	1
614X0012249N		Total	1	1	0	1	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min	1	0	0	0	0	0	0	0
614X0012233		Total	1	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min	0	1	1	0	0	0	0	0
430X0010751E		Total	1	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	1	1	0	0	1	0	0	0
435X1110900E		Total	1	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	1	0	1	0	0	0	0
Total for 139001		Total	13	4	3	1	0	0	0	0
		Tot Min	8	9	2	4	1	1	0	1

# Workforce Analysis

140101

College Of Engineering-dean's

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0010422		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
618X0013202N		Total	2	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	2	Fem	2	0	1	1	0	0	0
602X0211804N		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	1	Fem	1	0	0	0	0	0	1
606X0013201N		Total	2	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	2	2	0	0	0	0	0
410X0013150E		Total	1	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
422X1011804E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
325X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	0	Fem	2	2	0	0	0	0	0
453X1016104E		Total	1	Mal	1	1	0	0	0	0	0
Engineer, Facilities Construction -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1310751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 140101		Total	18	Mal	1	1	0	0	0	0	0
		Tot Min	9	Fem	17	8	7	1	0	0	1

## Workforce Analysis

140150

Solar Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
443X1013201N		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 140150		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

140170

FREEDM Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0412502N		Total	1	Mal	1	0	1	0	0	0	0
Research Asst/Tech, Engineering -	4	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 140170		Total	2	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

140172

Adv Self-pwr Sys Integr SensrT

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
512X0010750N		Total	1	Mal	1	1	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	0	0	0	0	0	0	0
541X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Event Planning Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 140172		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

# Workforce Analysis

140201

Chemical & Biomolecular Engr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600N		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	2	2	0	0	0	0	0
609X0212518N		Total	1	Mal	0	0	0	0	0	0	0
Environment, Health & Safety	4	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 140201		Total	9	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	8	7	1	0	0	0	0

140301

Civil Const & Environ Engineer

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
710X0017600N		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Specialty	6	Tot Min	0	Fem	0	0	0	0	0	0	0
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	0	1	0	0	0

# Workforce Analysis

140301

Civil Const & Environ Engineer

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0412501N		Total	2	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Engineering	4	Tot Min	1	Fem	1	0	0	1	0	0	0
602X0211804N		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	0	Fem	1	1	0	0	0	0	0
612X0016103N		Total	1	Mal	1	1	0	0	0	0	0
Engineering	4	Tot Min	0	Fem	0	0	0	0	0	0	0
451X0016103E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	Fem	0	0	0	0	0	0	0
433X1110751E		Total	2	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	1	Fem	2	1	1	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, 3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 140301		Total	15	Mal	4	4	0	0	0	0	0
		Tot Min	3	Fem	11	8	1	2	0	0	0

140401

Electrical & Computer Engr.

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
713X0017500N		Total	1	Mal	1	0	0	1	0	0	0
Electronic Equipment Mechanic -	6	Tot Min	1	Fem	0	0	0	0	0	0	0
705X0017600D		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
530X0010421		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant	5	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	0	0	0	0	1
543X0013150N		Total	2	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	2	Fem	2	0	2	0	0	0	0



# Workforce Analysis

140401

Electrical & Computer Engr.

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	0	1	0	0	0	0
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0211804N		Total	2	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	2	Fem	2	0	1	0	1	0	0
449X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112249		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
463X0012249		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
443X0013201E		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X0012234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional - Bus &	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1312203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 140401		Total	20	Mal	9	6	2	1	0	0	0
		Tot Min	10	Fem	11	4	5	0	1	0	1

140501

Engineering Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	0	0	0	0	1

## Workforce Analysis

Total for 140501		Total	2	Mal	0	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	0	0	1

### 140601 Fitts Dept Indust & Syst Engr

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
514X0010422		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	3	1	2	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
471X4512503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Lab	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
723X0012503E		Total	1	Mal	1	1	0	0	0	0	0
Machinist	6	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 140601		Total	10	Mal	3	3	0	0	0	0	0
		Tot Min	3	Fem	7	4	3	0	0	0	0

### 140652 Fitts Ind & Sys Eng-ERGO C&G

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010739N		Total	1	Mal	0	0	0	0	0	0
Department Assistant - Business	5	Tot Min	0	Fem	1	1	0	0	0	0
Total for 140652		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

# Workforce Analysis

140701

IES Operations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
540X0010300N		Total	1	Mal	1	0	1	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	0	0	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	2	Mal	2	1	0	0	0	0	1
Accounting Assistant - Accounting	5	Tot Min	1	Fem	0	0	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
618X0013202N		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
602X0211804N		Total	1	Mal	1	1	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	0	Fem	0	0	0	0	0	0	0
614X0012233		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min	0	Fem	0	0	0	0	0	0	0
472X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Extension / Engagement / Public	3	Tot Min	1	Fem	1	0	1	0	0	0	0
430X0010751E		Total	2	Mal	1	0	1	0	0	0	0
Accounting Professional -	3	Tot Min	1	Fem	1	1	0	0	0	0	0
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
325X0010302E		Total	1	Mal	1	1	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1612234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212259		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 140701		Total	18	Mal	10	7	2	0	0	0	1
		Tot Min	5	Fem	8	6	2	0	0	0	0

# Workforce Analysis

140801

Materials Science & Engineering

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600N		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	2	0	0	1	0	0	1
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
514X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	2	1	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
470X1412502E		Total	1	Mal	1	1	0	0	0	0	0
Research Professional, Engineering	3	Tot Min	0	Fem	0	0	0	0	0	0	0
433X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	0	Fem	1	1	0	0	0	0	0
465X0012202		Total	1	Mal	1	0	0	1	0	0	0
IT Systems Support Professional - IT	3	Tot Min	1	Fem	0	0	0	0	0	0	0
471X0112503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 140801		Total	15	Mal	5	4	0	1	0	0	0
		Tot Min	6	Fem	10	5	3	1	0	0	1

140901

Mechanical & Aerospace Engr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600N		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

140901

Mechanical & Aerospace Engr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	1	0	1	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	1	0	0	0	0	0	1
430X0010751E		Total	2	Mal	1	1	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0112503E		Total	2	Mal	2	2	0	0	0	0	0
Laboratory Professional, Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 140901		Total	13	Mal	5	5	0	0	0	0	0
		Tot Min	3	Fem	8	5	2	0	0	0	1

141001

Minerals Research Laboratory

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
710X0017423		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	0	Fem	0	0	0	0	0	0	0
620X0312501N		Total	2	Mal	2	1	1	0	0	0	0
Research Asst/Tech, Physical	4	Tot Min	1	Fem	0	0	0	0	0	0	0
612X0016103N		Total	1	Mal	1	1	0	0	0	0	0
Engineering	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 141001		Total	4	Mal	4	3	1	0	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

141101

Nuclear Engineering

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
719X0017600N		Total 1	Mal 1	1	0	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0
512X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min 1	Fem 1	0	0	1	0	0	0	0
514X0010422		Total 1	Mal 1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 0	0	0	0	0	0	0	0
325X0010301N		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
433X0010751E		Total 1	Mal 0	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
463X0012249		Total 1	Mal 1	0	0	1	0	0	0	0
IT Client Support Professional -	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
435X1110900E		Total 1	Mal 0	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 141101		Total 7	Mal 3	2	0	1	0	0	0	0
		Tot Min 3	Fem 4	2	1	1	0	0	0	0

141130

CNEC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total 1	Mal 1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 141130		Total 1	Mal 1	1	0	0	0	0	0	0
		Tot Min 0	Fem 0	0	0	0	0	0	0	0

141201

Nuclear Reactor Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
811X0017902N		Total 1	Mal 1	1	0	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
729X0017902N		Total 1	Mal 1	1	0	0	0	0	0	0
Boilermaker / Stationary Engineer /	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0

## Workforce Analysis

141201

Nuclear Reactor Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	1	0	0	1	0	0	0
Total for 141201		Total	3	2	2	0	0	0	0	0
		Tot Min	1	1	0	0	1	0	0	0

141601

Engineering Online

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	1	0	1	0	0	0	0
Administrative Assistant -	5	Tot Min	1	0	0	0	0	0	0	0
512X0010422		Total	1	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	1	1	0	0	0	0	0
514X0010422		Total	2	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	2	2	0	0	0	0	0
614X0012247		Total	1	1	0	1	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	1	0	0	0	0	0	0	0
606X0013201N		Total	1	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	1	1	0	0	0	0	0
Total for 141601		Total	6	2	0	2	0	0	0	0
		Tot Min	2	4	4	0	0	0	0	0

141901

Computer Science-engr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	1	0	0	0	0	0
514X0010422		Total	3	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	3	2	1	0	0	0	0
512X0010750N		Total	5	1	0	1	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	4	3	0	1	0	0	0
530X0010301N		Total	1	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	0	0	0	0	0	0	0

# Workforce Analysis

141901

Computer Science-engr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
325X0010301E		Total	1	Mal	1	1	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1612234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
465X0012203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110302E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
465X1312203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1612206		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 141901		Total	18	Mal	7	6	1	0	0	0	0
		Tot Min	3	Fem	11	9	1	1	0	0	0

142401

Integrated Manufacturing Sys E

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010422		Total	1	Mal	1	1	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 142401		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

142901

Leazar Hall Computer Facility-

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X1412201		Total	1	Mal	1	0	0	0	1	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0



## Workforce Analysis

Total for 142901	Total	1	Mal	1	0	0	0	0	1	0	0	0
	Tot Min	1	Fem	0	0	0	0	0	0	0	0	0

### 143201 Engineering-Academic Affairs

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
543X0013150N		Total 1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min 0	Fem	1	1	0	0	0	0	0
530X0010300N		Total 2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 1	Fem	2	1	1	0	0	0	0
604X0010739N		Total 1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min 0	Fem	1	1	0	0	0	0	0
606X0013201N		Total 1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 1	Fem	1	0	1	0	0	0	0
435X1110900E		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 1	Fem	1	0	0	0	1	0	0
Total for 143201		Total 6	Mal	0	0	0	0	0	0	0
		Tot Min 3	Fem	6	3	2	0	0	1	0

### 143301 Engineering Research Administr

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010422		Total 2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 2	Fem	2	0	2	0	0	0	0
530X0010300N		Total 1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem	0	0	0	0	0	0	0
433X1110301E		Total 3	Mal	2	1	0	0	0	0	1
Sponsored Contracts / Grants	3	Tot Min 1	Fem	1	1	0	0	0	0	0
Total for 143301		Total 6	Mal	3	2	0	0	0	0	1
		Tot Min 3	Fem	3	1	2	0	0	0	0

### 143401 Info Tech & Eng Computer Svcs

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
614X0012247		Total 2	Mal	2	2	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min 0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

143401

Info Tech & Eng Computer Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
461X0012233		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional	3	Tot Min	1	Fem	1	0	1	0	0	0	0
461X1212234		Total	4	Mal	3	3	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
465X0012203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1612203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1312259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1512201		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1312201		Total	1	Mal	1	0	0	0	1	0	0
IT Client Support Professional, Help	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 143401		Total	13	Mal	10	9	0	0	1	0	0
		Tot Min	2	Fem	3	2	1	0	0	0	0

143402

Student Owned Computing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
463X1112249		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 143402		Total	1	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

143601

Engineering-computer Fees

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X0012234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional - Bus &	3	Tot Min	1	Fem	1	0	0	1	0	0	0

## Workforce Analysis

143601

Engineering-computer Fees

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
465X1312203		Total	1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	0	0	0	0	0	0	0
Total for 143601		Total	2	1	0	0	0	0	0	0
		Tot Min	1	0	0	0	1	0	0	0

143801

Dean Of Engineering/foundation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300N		Total	1	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	1	1	0	0	0	0	0
604X0010739N		Total	1	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	1	0	0	0	0	0	0
435X1110900E		Total	1	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	0	1	0	0	0	0	0
Total for 143801		Total	3	0	0	0	0	0	0	0
		Tot Min	2	3	1	2	0	0	0	0

144301

IES Engineering & Technology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	2	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	2	0	1	0	0	0	1
Total for 144301		Total	2	0	0	0	0	0	0	0
		Tot Min	2	2	0	1	0	0	0	1

147001

MS Comp Networking-CSC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
461X1312206		Total	1	1	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	0	0	0	0	0	0	0
Total for 147001		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

# Workforce Analysis

147501

Biomedical Program - ENG

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
620X0112501N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012249		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 147501		Total	6	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	6	6	0	0	0	0	0

148501

BTEC-Biomfg Training Ed Ctr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	2	1	1	0	0	0	0
614X0012247		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
453X0016104E		Total	1	Mal	1	1	0	0	0	0	0
Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
453X1316104E		Total	1	Mal	1	1	0	0	0	0	0
Engineer, Mechanical - Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 148501		Total	6	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	4	3	1	0	0	0	0

150101

College of Natural Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0

# Workforce Analysis

150101

College of Natural Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
606X0013201N		Total	1	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
614X0012234		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min	0	Fem	1	1	0	0	0	0	0
433X1110301N		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	0	Fem	1	1	0	0	0	0	0
410X0013150E		Total	1	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
449X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X0011804E		Total	1	Mal	1	0	1	0	0	0	0
Human Resources Professional -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
430X0010751E		Total	3	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	1	Fem	3	2	1	0	0	0	0
325X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X0012264		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 150101		Total	17	Mal	3	2	1	0	0	0	0
		Tot Min	5	Fem	14	10	4	0	0	0	0

## Workforce Analysis

150103

Ctr. for Geospatial Analytics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 150103		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

150201

Parks, Recreation & Tourism Mg

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	1	0	0	1	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 150201		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	1	0	0	0

150301

Forest Biomaterials

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
710X0417423		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker, Lab Mechanic -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
530X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

150301

Forest Biomaterials

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0712502N		Total	1	Mal	0	0	0	0	0	0	0
Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	3	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	3	3	0	0	0	0	0
470X0312502E		Total	1	Mal	0	0	0	0	0	0	0
Research Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
471X0112503E		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Professional, Research	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 150301		Total	12	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	11	11	0	0	0	0	0

150401

For & Envir Res Acad Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0112502N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	0	1	0	0	0
461X1612249N		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 150401		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	1	0	0	0

150402

Forestry Extension

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 150402		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

150403

Fisheries and Wildlife Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0
Total for 150403		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

150413

CAMCORE-Cooperative

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	1	0	0	0	0	1
Department Assistant - University	5	Tot Min	1	Fem	0	0	0	0	0	0
Total for 150413		Total	1	Mal	1	0	0	0	0	1
		Tot Min	1	Fem	0	0	0	0	0	0

160101

College Of Humanities & Soc SC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	1	0	1	0	0	0
512X0010750N		Total	3	Mal	1	1	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	Fem	2	0	2	0	0	0
511X0010433		Total	1	Mal	1	1	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	0	0	0	0	0	0
602X0211804N		Total	2	Mal	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	1	Fem	2	1	1	0	0	0
606X0013201N		Total	2	Mal	1	1	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0
325X0010433E		Total	1	Mal	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	1	Fem	1	0	1	0	0	0



## Workforce Analysis

160101

College Of Humanities & Soc SC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1210900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160101		Total	14	Mal	3	3	0	0	0	0	0
		Tot Min	7	Fem	11	4	7	0	0	0	0

160150

Dean's Office Research

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	0	1	0	0	0	0
433X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160150		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	2	0	2	0	0	0	0

160201

English

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
505X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	0	1	0	0	0
435X1110739N		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160201		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	1	0	0	0

## Workforce Analysis

160301

History

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	2	2	0	0	0	0	0
435X1110739N		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160301		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

160401

Foreign Languages And Literatu

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1110739N		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160401		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

160501

Philosophy & Religious Studies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110739N		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160501		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

160601

Public & International Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

160601

Public & International Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
435X1110739N		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160601		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	4	2	2	0	0	0	0

160701

Communication

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	2	0	1	0	0	0	1
435X1110739N		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160701		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	1	0	0	0	1

161001

Interdisciplinary Studies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 161001		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

162701

Social Work

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

Total for 162701	Total	1	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

162901

CHASS IT

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
610X0013300N		Total 1	Mal	1	1	0	0	0	0	0
Audiovisual	4	Tot Min 0	Fem	0	0	0	0	0	0	0
614X0012233		Total 1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min 0	Fem	0	0	0	0	0	0	0
465X1612200		Total 1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	Fem	0	0	0	0	0	0	0
463X1112249		Total 3	Mal	3	1	1	1	0	0	0
IT Client Support Professional,	3	Tot Min 2	Fem	0	0	0	0	0	0	0
463X0012249		Total 1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min 0	Fem	0	0	0	0	0	0	0
463X0012264		Total 1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min 0	Fem	0	0	0	0	0	0	0
463X1112203		Total 1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 0	Fem	0	0	0	0	0	0	0
461X1212234		Total 1	Mal	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min 0	Fem	1	1	0	0	0	0	0
465X1412206		Total 1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 162901		Total 11	Mal	10	8	1	1	0	0	0
		Tot Min 2	Fem	1	1	0	0	0	0	0

164501

Psychology

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010421		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem	1	0	0	1	0	0	0
514X0010422		Total 3	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem	3	2	0	1	0	0	0
620X0712501N		Total 1	Mal	1	0	0	0	1	0	0
Research	4	Tot Min 1	Fem	0	0	0	0	0	0	0

## Workforce Analysis

164501

Psychology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
435X1110739N		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 164501		Total	6	Mal	1	0	0	0	1	0	0
		Tot Min	4	Fem	5	2	1	2	0	0	0

166101

Ctr Fam & Community Engagement

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 166101		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

166201

Institute for Nonprofits

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 166201		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

166301

KCLDS

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
620X0212501N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Social Science	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 166301		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

168301

Sociology & Anthropology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 168301		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

170101

College of Sciences - Dean

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
713X0017500N		Total	1	Mal	1	1	0	0	0	0	0
Electronic Equipment Mechanic -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	2	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	2	1	1	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
602X0211804N		Total	2	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	1	Fem	2	1	1	0	0	0	0
325X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X0012264		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112264		Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112203		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

170101

College of Sciences - Dean

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
430X1310751E		Total 1	0	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min 1	1	0	0	1	0	0	0	0
462X1212206		Total 1	1	0	0	0	1	0	0	0
IT Database Professional, Principal 3		Tot Min 1	0	0	0	0	0	0	0	0
461X1212249N		Total 1	0	0	0	0	0	0	0	0
IT Applications Professional, 3		Tot Min 1	1	0	0	0	0	0	0	1
Total for 170101		Total 18	7	6	0	0	1	0	0	0
		Tot Min 6	11	6	3	1	0	0	0	1

170301

Mathematics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total 1	0	0	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min 0	1	1	0	0	0	0	0	0
514X0013150N		Total 1	1	0	1	0	0	0	0	0
Administrative Assistant 5		Tot Min 1	0	0	0	0	0	0	0	0
514X0010422		Total 1	0	0	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min 0	1	1	0	0	0	0	0	0
543X0013150N		Total 1	0	0	0	0	0	0	0	0
Student Services Coordinator 5		Tot Min 1	1	0	1	0	0	0	0	0
512X0010750N		Total 3	1	1	0	0	0	0	0	0
Accounting Assistant - Accounting 5		Tot Min 1	2	1	1	0	0	0	0	0
435X1110900E		Total 1	1	1	0	0	0	0	0	0
Business Operations Professional, 3		Tot Min 0	0	0	0	0	0	0	0	0
465X1612203		Total 1	1	1	0	0	0	0	0	0
IT Systems Support Professional, 3		Tot Min 0	0	0	0	0	0	0	0	0
Total for 170301		Total 9	4	3	1	0	0	0	0	0
		Tot Min 3	5	3	2	0	0	0	0	0

# Workforce Analysis

170501

Physical Sciences Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301N		Total	2	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
506X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Lead	5	Tot Min	0	Fem	1	1	0	0	0	0	0
433X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	1	Fem	1	0	1	0	0	0	0
433X1110751E		Total	3	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	3	Fem	3	0	3	0	0	0	0
Total for 170501		Total	8	Mal	1	1	0	0	0	0	0
		Tot Min	4	Fem	7	3	4	0	0	0	0

170522

Biological Resources Facility

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
660X0012501N		Total	3	Mal	2	1	1	0	0	0	0
Animal Care	4	Tot Min	1	Fem	1	1	0	0	0	0	0
622X0612503N		Total	1	Mal	0	0	0	0	0	0	0
Lab Asst/Technician/Technologist,	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 170522		Total	5	Mal	2	1	1	0	0	0	0
		Tot Min	2	Fem	3	2	1	0	0	0	0

170601

Physics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0



## Workforce Analysis

170601

Physics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
512X0010750N		Total 2	0	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min 0	2	2	0	0	0	0	0	0
435X1110900E		Total 1	1	1	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	0	0	0	0	0	0	0	0
Total for 170601		Total 5	1	1	0	0	0	0	0	0
		Tot Min 0	4	4	0	0	0	0	0	0

170701

Chemistry

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
710X0417500N		Total 1	1	1	0	0	0	0	0	0
Skilled Craft Worker, Lab Mechanic - 6		Tot Min 0	0	0	0	0	0	0	0	0
530X0010421		Total 1	0	0	0	0	0	0	0	0
Department Assistant	5	Tot Min 0	1	1	0	0	0	0	0	0
514X0010422		Total 2	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	2	1	1	0	0	0	0	0
543X0013150N		Total 2	0	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min 0	2	2	0	0	0	0	0	0
512X0010750N		Total 2	1	0	1	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min 2	1	0	1	0	0	0	0	0
435X1110900E		Total 1	0	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	1	1	0	0	0	0	0	0
Total for 170701		Total 9	2	1	1	0	0	0	0	0
		Tot Min 3	7	5	2	0	0	0	0	0

171401

PAMS Machine Shop

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
719X0017600N		Total 3	3	3	0	0	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min 0	0	0	0	0	0	0	0	0
Total for 171401		Total 3	3	3	0	0	0	0	0	0
		Tot Min 0	0	0	0	0	0	0	0	0

# Workforce Analysis

171701

The Science House - PAMS

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 171701		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

172201

Biological Sciences

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
506X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Lead 5		Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	2	1	1	0	0	0	0
512X0010750N		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	3	Fem	3	0	1	1	0	0	0
530X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0112522N		Total	1	Mal	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0112501N		Total	3	Mal	1	0	0	0	1	0	0
Research Asst/Tech, Life Science -	4	Tot Min	1	Fem	2	2	0	0	0	0	0
619X0013700N		Total	1	Mal	1	1	0	0	0	0	0
Museum Preparator	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0112502N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
471X4512503E		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Professional, Lab	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

172201

Biological Sciences

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
470X4912415N		Total	2	1	1	0	0	0	0	0
Research Professional, Life	3	Tot Min	0	1	1	0	0	0	0	0
Total for 172201		Total	19	4	3	0	0	1	0	0
		Tot Min	5	15	11	2	1	1	0	0

174102

Bioinformatics Res Ctr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
543X0013150N		Total	1	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	1	1	0	0	0	0	0
Total for 174102		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

174201

CRSC supplementary

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010300N		Total	1	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	1	1	0	0	0	0	0
Total for 174201		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

178501

Statistics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	1	0	0	0	0	0
512X0010422		Total	1	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	1	1	0	0	0	0	0
514X0010422		Total	4	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	4	2	0	1	0	1	0
512X0010750N		Total	1	1	1	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	0	0	0	0	0	0	0

# Workforce Analysis

178501

Statistics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
475X1010301E		Total	1	Mal	0	0	0	0	0	0	0
Research / Sponsored Projects	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
465X1412204E		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 178501		Total	10	Mal	2	2	0	0	0	0	0
		Tot Min	2	Fem	8	6	0	1	0	0	1

178601

Marine, Earth And Atmospheric

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
713X0017500N		Total	1	Mal	1	1	0	0	0	0	0
Electronic Equipment Mechanic -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	3	3	0	0	0	0	0
512X0010750N		Total	2	Mal	1	0	0	0	0	0	1
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	1	0	0	0	0	0
620X0712501N		Total	2	Mal	2	2	0	0	0	0	0
Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
470X0612503E		Total	1	Mal	1	1	0	0	0	0	0
Research Professional, Physical	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 178601		Total	10	Mal	5	4	0	0	0	0	1
		Tot Min	1	Fem	5	5	0	0	0	0	0

179501

Pams-state Climate Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0712501N		Total	1	Mal	0	0	0	0	0	0	0
Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

Total for 179501	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

### 180101 College Of Textiles-dean's Off

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
821X0011900N		Total 1	Mal	1	0	1	0	0	0	0
Mail Carrier - Support Services	7	Tot Min 1	Fem	0	0	0	0	0	0	0
512X0010750N		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min 1	Fem	1	0	1	0	0	0	0
511X0010433E		Total 1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem	1	1	0	0	0	0	0
602X0211804N		Total 1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min 0	Fem	1	1	0	0	0	0	0
602X0211804E		Total 1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min 0	Fem	1	1	0	0	0	0	0
433X0010301E		Total 1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min 0	Fem	1	1	0	0	0	0	0
430X1210751E		Total 1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min 0	Fem	1	1	0	0	0	0	0
435X1110900E		Total 1	Mal	1	1	0	0	0	0	0
Business Operations Professional, 3		Tot Min 0	Fem	0	0	0	0	0	0	0
455X0010302E		Total 1	Mal	0	0	0	0	0	0	0
Environmental Safety / Risk	3	Tot Min 0	Fem	1	1	0	0	0	0	0
301X0411805E		Total 1	Mal	0	0	0	0	0	0	0
Lead HR Officer, College/ Division	1	Tot Min 1	Fem	1	0	0	0	0	0	1
437X0010301E		Total 1	Mal	1	0	0	0	0	0	1
Development / Fundraising	3	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 180101		Total 11	Mal	3	1	1	0	0	0	1
		Tot Min 4	Fem	8	6	1	0	0	0	1

### 180401 Textile Extension

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
719X0017600N		Total 1	Mal	1	0	0	1	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min 1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

180401

Textile Extension

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
470X0912502E		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Chemistry /	3	Tot Min	0	Fem	1	1	0	0	0	0	0
471X4812503E		Total	4	Mal	3	3	0	0	0	0	0
Laboratory Professional, Textiles	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 180401		Total	8	Mal	4	3	0	1	0	0	0
		Tot Min	2	Fem	4	3	1	0	0	0	0

180601

TCTS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1612234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112264		Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1312203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 180601		Total	5	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

180701

Textile & Apparel, Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
741X0017600N		Total	1	Mal	1	0	0	1	0	0	0
Textile Skilled Worker - Specialty	6	Tot Min	1	Fem	0	0	0	0	0	0	0
530X0010300N		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

180701

Textile & Apparel, Technology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0
Total for 180701		Total	3	Mal	2	1	0	1	0	0
		Tot Min	2	Fem	1	0	1	0	0	0

182301

Textiles Services - Media

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	0	0	0	1
Total for 182301		Total	2	Mal	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	1

183501

Nonwovens Institute

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
705X0017600N		Total	1	Mal	1	0	1	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	1	Fem	0	0	0	0	0	0
719X0017600N		Total	2	Mal	2	2	0	0	0	0
Instrument Maker - Specialty Trades	6	Tot Min	0	Fem	0	0	0	0	0	0
741X0017600N		Total	4	Mal	4	4	0	0	0	0
Textile Skilled Worker - Specialty	6	Tot Min	0	Fem	0	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	0	1	0	0
620X0312502N		Total	1	Mal	1	1	0	0	0	0
Research Asst/Tech, Physical	4	Tot Min	0	Fem	0	0	0	0	0	0
471X4817600N		Total	1	Mal	1	1	0	0	0	0
Laboratory Professional, Textiles	3	Tot Min	0	Fem	0	0	0	0	0	0
Total for 183501		Total	10	Mal	9	8	1	0	0	0
		Tot Min	2	Fem	1	0	0	1	0	0

## Workforce Analysis

186401

Textile Engineering, Chemistry

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
620X0712503N		Total	1	Mal	0	0	0	0	0	0	0
Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 186401		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	2	0	0	0	0

186901

Thermal Protection & Comfort C

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0312501N		Total	2	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Physical	4	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 186901		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

190101

College Of Veterinary Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	2	0	2	0	0	0	0
543X0013150N		Total	3	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	3	3	0	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	Fem	3	1	2	0	0	0	0
506X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Lead	5	Tot Min	1	Fem	1	0	1	0	0	0	0



# Workforce Analysis

190101

College Of Veterinary Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0112501N		Total	2	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	Fem	2	2	0	0	0	0	0
620X0812501N		Total	1	Mal	0	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0211804N		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201E		Total	1	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
470X0212501N		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Biological	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1011804E		Total	1	Mal	1	1	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
422X1011805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	1	Fem	1	0	1	0	0	0	0
430X1310751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	1	Fem	1	0	1	0	0	0	0
461X1712218		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Project	3	Tot Min	0	Fem	0	0	0	0	0	0	0
544X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Grant Proposal Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
438X0010302E		Total	1	Mal	1	1	0	0	0	0	0
Alumni Relations Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

Total for 190101	Total	28	Mal	6	6	0	0	0	0	0	0	0
	Tot Min	8	Fem	22	14	8	0	0	0	0	0	0

### 190104 CVM-DEAN'S Office

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
505X0010422		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	1	0	0	0	0	0
Total for 190104		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0	0

### 190108 CVM-ACADEMIC Affairs

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
514X0010421		Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 190108		Total	1	Mal	1	1	0	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0	0

### 190109 CVM-STUDENT Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 190109		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

### 190199 Vet Med Foundation

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 190199		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

## Workforce Analysis

190201

Business Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
463X1112249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012249		Total	1	Mal	1	0	0	1	0	0	0
IT Client Support Professional -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
463X1112264		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
465X1612203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212259		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 190201		Total	5	Mal	3	2	0	1	0	0	0
		Tot Min	1	Fem	2	2	0	0	0	0	0

190701

Property Management

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
821X0011900N		Total	1	Mal	1	1	0	0	0	0	0
Mail Carrier - Support Services	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0011901N		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0
520X0011900N		Total	4	Mal	4	3	1	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 190701		Total	6	Mal	6	5	1	0	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

191001

Academic Dean

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
614X0012247		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 191001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

191201

Educational Media & Design

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
610X1013202N		Total	1	Mal	1	1	0	0	0	0	0
Videographer	4	Tot Min	0	Fem	0	0	0	0	0	0	0
618X0013202N		Total	2	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional - 4		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 191201		Total	3	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

191602

CVM Teaching Animal Unit

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
660X0012501N		Total	3	Mal	1	0	1	0	0	0	0
Animal Care	4	Tot Min	1	Fem	2	2	0	0	0	0	0
471X4812503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Textiles	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 191602		Total	4	Mal	2	1	1	0	0	0	0
		Tot Min	1	Fem	2	2	0	0	0	0	0

191901

Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
448X0010301N		Total	1	Mal	1	1	0	0	0	0	0
Recreation / Tourism / Hospitality	3	Tot Min	0	Fem	0	0	0	0	0	0	0
470X0512502E		Total	1	Mal	1	1	0	0	0	0	0
Research Professional, Life	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 191901		Total	3	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

192001

CVM Teaching Hospital

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
827X0017423D		Total	1	Mal	1	1	0	0	0	0	0
Trades Helper	7	Tot Min	0	Fem	0	0	0	0	0	0	0
800X0011901E		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
534X0010421		Total	1	Mal	0	0	0	0	0	0	0
Receptionist - Administrative Support	5	Tot Min	0	Fem	1	1	0	0	0	0	0
520X0011900N		Total	5	Mal	3	2	1	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	1	Fem	2	2	0	0	0	0	0
514X0010422D		Total	18	Mal	3	3	0	0	0	0	0
Administrative Assistant	5	Tot Min	1	Fem	15	14	1	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
540X0010422D		Total	1	Mal	1	1	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	0	0	0	0	0	0	0
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	9	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	3	Fem	8	5	2	1	0	0	0
505X0010434D		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300D		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
500X0014501E		Total	1	Mal	0	0	0	0	0	0	0
Office / Admin Support / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
660X0014500D		Total	30	Mal	4	4	0	0	0	0	0
Animal Care Technician	4	Tot Min	5	Fem	26	21	2	0	2	0	1
648X0014150N		Total	4	Mal	1	1	0	0	0	0	0
Pharmacy	4	Tot Min	2	Fem	3	1	1	0	1	0	0
660X1014500N		Total	2	Mal	0	0	0	0	0	0	0
Veterinary Technician	4	Tot Min	1	Fem	2	1	0	0	0	0	1

# Workforce Analysis

192001

CVM Teaching Hospital

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
660X1014500D		Total 100	Mal 9	7	2	0	0	0	0	0
Veterinary Technician	4	Tot Min 9	Fem 91	84	4	0	3	0	0	0
622X0514600N		Total 1	Mal 1	1	0	0	0	0	0	0
Lab Asst/Tech, Health/Medicine	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
605X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Medical Billing Specialist	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
644X0014601D		Total 1	Mal 0	0	0	0	0	0	0	0
Medical Technical/Paraprofessional	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
644X0014601N		Total 14	Mal 3	3	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min 4	Fem 11	7	1	2	0	0	0	1
620X0814601N		Total 1	Mal 1	1	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
644X0014250N		Total 8	Mal 1	1	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min 0	Fem 7	7	0	0	0	0	0	0
644X0014600N		Total 1	Mal 0	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min 0	Fem 1	1	0	0	0	0	0	0
620X0812503D		Total 1	Mal 0	0	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
660X0012503D		Total 4	Mal 1	1	0	0	0	0	0	0
Animal Care Technician	4	Tot Min 0	Fem 3	3	0	0	0	0	0	0
492X0012503D		Total 1	Mal 0	0	0	0	0	0	0	0
Veterinary / Animal Science	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
492X0014251E		Total 1	Mal 0	0	0	0	0	0	0	0
Veterinary / Animal Science	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
492X0014601E		Total 1	Mal 0	0	0	0	0	0	0	0
Veterinary / Animal Science	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
463X1112249		Total 1	Mal 0	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
471X0314602E		Total 3	Mal 0	0	0	0	0	0	0	0
Laboratory Professional, Vet	3	Tot Min 1	Fem 3	2	0	0	0	0	0	1
492X0012503E		Total 3	Mal 1	1	0	0	0	0	0	0
Veterinary / Animal Science	3	Tot Min 0	Fem 2	2	0	0	0	0	0	0

# Workforce Analysis

192001

CVM Teaching Hospital

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1210900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
492X1012503E		Total	1	Mal	0	0	0	0	0	0	0
Veterinary / Animal Science	3	Tot Min	0	Fem	1	1	0	0	0	0	0
484X0014151E		Total	5	Mal	2	1	0	1	0	0	0
Pharmacist AD - Pharmacist	3	Tot Min	1	Fem	3	3	0	0	0	0	0
Total for 192001		Total	227	Mal	34	30	3	1	0	0	0
		Tot Min	28	Fem	193	169	11	3	6	0	4

193001

Animal Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
660X0012501N		Total	9	Mal	3	2	0	0	1	0	0
Animal Care	4	Tot Min	1	Fem	6	6	0	0	0	0	0
660X1014500N		Total	1	Mal	0	0	0	0	0	0	0
Veterinary Technician	4	Tot Min	0	Fem	1	1	0	0	0	0	0
660X0014500N		Total	2	Mal	1	1	0	0	0	0	0
Animal Care	4	Tot Min	0	Fem	1	1	0	0	0	0	0
644X0012503N		Total	1	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min	0	Fem	1	1	0	0	0	0	0
660X0012503N		Total	1	Mal	0	0	0	0	0	0	0
Animal Care	4	Tot Min	0	Fem	1	1	0	0	0	0	0
471X0312503E		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Professional, Vet	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 193001		Total	17	Mal	5	4	0	0	1	0	0
		Tot Min	1	Fem	12	12	0	0	0	0	0

# Workforce Analysis

194001

Dept Molecular Biomedical Scie

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	0	0	0	0	1
620X0512501N		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Tech,	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0112502N		Total	2	Mal	1	0	1	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	2	Fem	1	0	0	0	0	0	1
620X0812502N		Total	1	Mal	0	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0112503N		Total	1	Mal	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
470X4012501N		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Medical	3	Tot Min	0	Fem	1	1	0	0	0	0	0
470X4312416N		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Medical	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 194001		Total	9	Mal	2	1	1	0	0	0	0
		Tot Min	3	Fem	7	5	0	0	0	0	2

195001

Dept of Clinical Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0512501N		Total	3	Mal	2	2	0	0	0	0	0
Research Asst/Tech,	4	Tot Min	0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

195001

Dept of Clinical Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0712501N		Total	1	Mal	0	0	0	0	0	0	0
Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0514600N		Total	1	Mal	0	0	0	0	0	0	0
Lab Asst/Tech, Health/Medicine	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0812501N		Total	5	Mal	1	1	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	0	Fem	4	4	0	0	0	0	0
620X0114600N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science-	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0212415N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Social Science	4	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0114600N		Total	1	Mal	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0812502N		Total	11	Mal	1	0	1	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	1	Fem	10	10	0	0	0	0	0
470X0212502N		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Biological	3	Tot Min	0	Fem	1	1	0	0	0	0	0
470X1112416E		Total	2	Mal	0	0	0	0	0	0	0
Research Professional, Social	3	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 195001		Total	31	Mal	4	3	1	0	0	0	0
		Tot Min	1	Fem	27	27	0	0	0	0	0

196001

Dept-Population,Health,Pathobi

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
660X0012501N		Total	1	Mal	0	0	0	0	0	0	0
Animal Care	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712501N		Total	1	Mal	0	0	0	0	0	0	0
Research	4	Tot Min	1	Fem	1	0	0	1	0	0	0

# Workforce Analysis

196001

Dept-Population,Health,Pathobi

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
620X0112501N		Total 1	0	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - 4		Tot Min 0	1	1	0	0	0	0	0	0
620X0812501N		Total 1	0	0	0	0	0	0	0	0
Research Assistants, Technicians, 4		Tot Min 1	1	0	0	0	1	0	0	0
644X0014601N		Total 1	0	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min 1	1	0	0	0	1	0	0	0
620X0812502N		Total 3	0	0	0	0	0	0	0	0
Research Assistants, Technicians, 4		Tot Min 3	3	0	0	1	1	0	0	1
606X0010301N		Total 1	0	0	0	0	0	0	0	0
External Affairs / Communications 4		Tot Min 1	1	0	0	0	0	0	0	1
470X0412501N		Total 1	1	1	0	0	0	0	0	0
Research Professional, Medical 3		Tot Min 0	0	0	0	0	0	0	0	0
Total for 196001		Total 12	1	1	0	0	0	0	0	0
		Tot Min 7	11	4	0	1	4	0	0	2

196901

Ctr Chem Toxic/Residue Pharmac

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
470X0112502E		Total 1	1	1	0	0	0	0	0	0
Research Professional, Agricultural / 3		Tot Min 0	0	0	0	0	0	0	0	0
Total for 196901		Total 1	1	1	0	0	0	0	0	0
		Tot Min 0	0	0	0	0	0	0	0	0

200101

Dean's Office-college Of Manag

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
511X0010433		Total 1	0	0	0	0	0	0	0	0
Executive Assistant 5		Tot Min 1	1	0	1	0	0	0	0	0
443X0013201E		Total 1	1	1	0	0	0	0	0	0
Communications / Marketing 3		Tot Min 0	0	0	0	0	0	0	0	0
Total for 200101		Total 2	1	1	0	0	0	0	0	0
		Tot Min 1	1	0	1	0	0	0	0	0

# Workforce Analysis

200111

College Business Services-PCOM

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	2	1	1	0	0	0	0
422X1011804E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 200111		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	2	0	0	0	0

200201

MBA Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
522X0010422		Total	1	Mal	0	0	0	0	0	0	0
Clerk, Records	5	Tot Min	0	Fem	1	1	0	0	0	0	0
505X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	1	0	0	0	0
530X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 200201		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	1	0	1	0	0

200401

College of Mgmt Acad Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	2	0	2	0	0	0	0
Total for 200401		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	3	0	3	0	0	0	0

# Workforce Analysis

200701

Executive Education Progr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
512X0010750N		Total	1	Mal	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0
449X0010301N		Total	1	Mal	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	1	1	0	0	0	0
Total for 200701		Total	2	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0

201001

Accounting-college Of Manageme

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	1	1	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0
Total for 201001		Total	2	Mal	1	1	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

202001

Business Management-coll Of Mg

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0
Total for 202001		Total	1	Mal	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0

203001

Economics-college Of Managemen

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0
Total for 203001		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

## Workforce Analysis

204001

Mgmt, Innovation&Entrepreneur

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300N		Total	1	0	0	0	1	0	0	0
Department Assistant - University	5	Tot Min	1	0	0	0	0	0	0	0
Total for 204001		Total	1	0	0	0	1	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

205001

Computing Services-coll Of Mgm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
463X1112249		Total	1	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	1	0	0	0	0	0	0
463X1112264		Total	1	0	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	0	0	0	0	0	0	0
465X1312203		Total	1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	0	0	0	0	0	0	0
465X1412206		Total	1	0	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	1	0	0	0	0	0	0
Total for 205001		Total	4	2	1	0	0	0	0	0
		Tot Min	1	2	0	0	0	0	0	0

217001

Genomics Research Lab

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
620X0112502E		Total	1	0	0	0	0	0	0	0
Research Asst/Tech, Life Science -	4	Tot Min	0	1	0	0	0	0	0	0
620X0712502E		Total	1	0	0	0	0	0	0	0
Research	4	Tot Min	0	1	0	0	0	0	0	0
Total for 217001		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

## Workforce Analysis

240101

Acad Stu Aff-VC and Dean Off

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 240101		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

240110

Acad Stu Aff-Tech Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
614X0012249		Total	2	Mal	2	1	1	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	1	Fem	0	0	0	0	0	0	0
463X1112249		Total	4	Mal	3	2	0	0	1	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	1	1	0	0	0	0	0
463X1212264		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional, Help	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	2	Mal	2	1	0	0	1	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
464X0012250E		Total	1	Mal	1	1	0	0	0	0	0
IT Network Support Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1312235E		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 240110		Total	11	Mal	9	6	1	0	2	0	0
		Tot Min	3	Fem	2	2	0	0	0	0	0

240130

Acad Stu Aff-Business Adm

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
512X0010750N		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	2	1	0	1	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

240130

Acad Stu Aff-Business Adm

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804E		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional - 3		Tot Min	1	Fem	1	0	1	0	0	0	0
422X1011804E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, 3		Tot Min	1	Fem	1	0	1	0	0	0	0
432X1010850E		Total	1	Mal	0	0	0	0	0	0	0
Finance / Budget Professional, 3		Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 240130		Total	9	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	9	6	2	1	0	0	0

240140

Acad Stu Aff-Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University 5		Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 240140		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

240150

Acad Stu Aff-Marketing & Comm

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
618X0013202N		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional - 4		Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201N		Total	2	Mal	1	0	0	0	0	0	1
External Affairs / Communications 4		Tot Min	1	Fem	1	1	0	0	0	0	0
443X0013201E		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing 3		Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 240150		Total	4	Mal	3	2	0	0	0	0	1
		Tot Min	1	Fem	1	1	0	0	0	0	0

## Workforce Analysis

240201

Acad Sup Prog For Stu Athl

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 240201		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

240301

Quality Enhancement Plan

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 240301		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

240402

New Student Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
609X0110301N		Total	1	Mal	0	0	0	0	0	0	0
Advancement Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 240402		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

240403

University Tutorial Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 240403		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0



## Workforce Analysis

240404

Disability Services Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	0	0	0	0	1
Total for 240404		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

240405

TRIO Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	2	Fem	2	0	2	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 240405		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	3	0	3	0	0	0	0

240510

Leadership & Civic Engagement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301N		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 240510		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

240520

Student Involvement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 240520		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

# Workforce Analysis

242201

Campus Life-University Housing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	1	0	1	0	0	0	0
Total for 242201		Total	1	0	0	0	0	0	0	0
		Tot Min	1	1	0	1	0	0	0	0

242230

Univ Housing-Assign,Mrkting

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	1	0	1	0	0	0	0
530X0010301E		Total	1	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	1	1	0	0	0	0	0
Total for 242230		Total	2	0	0	0	0	0	0	0
		Tot Min	1	2	1	1	0	0	0	0

242240

Univ Housing-West Campus

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	4	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	4	2	2	0	0	0	0
530X0010300N		Total	1	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	1	1	0	0	0	0	0
604X0010739N		Total	1	1	1	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
Total for 242240		Total	6	1	1	0	0	0	0	0
		Tot Min	2	5	3	2	0	0	0	0

242250

Univ Housing-Central Campus

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010739N		Total	1	0	0	0	0	0	0	0
Administrative Assistant - Business	5	Tot Min	1	1	0	1	0	0	0	0

# Workforce Analysis

242250

Univ Housing-Central Campus

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300N		Total 2	Mal 1	0	1	0	0	0	0	0
Department Assistant - University	5	Tot Min 2	Fem 1	0	0	1	0	0	0	0
Total for 242250		Total 3	Mal 1	0	1	0	0	0	0	0
		Tot Min 3	Fem 2	0	1	1	0	0	0	0

242290

Housing Facilities Admin

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
822X0017123		Total 1	Mal 1	0	1	0	0	0	0	0
Motor Vehicle Operator -	7	Tot Min 1	Fem 0	0	0	0	0	0	0	0
827X0017422		Total 4	Mal 4	4	0	0	0	0	0	0
Trades Helper - Facil Maint Tech'n -	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
811X0017423		Total 1	Mal 1	1	0	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
815X0017600N		Total 2	Mal 2	2	0	0	0	0	0	0
Equipment Repairer / Inspector -	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
810X0017421N		Total 5	Mal 5	5	0	0	0	0	0	0
Service / Maintenance	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
810X0017421E		Total 1	Mal 1	1	0	0	0	0	0	0
Service / Maintenance	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
731X0017422		Total 2	Mal 2	1	0	0	1	0	0	0
Painter - Facil Maint Tech'n - Bldg	6	Tot Min 1	Fem 0	0	0	0	0	0	0	0
715X0017422		Total 4	Mal 3	2	0	0	1	0	0	0
Carpenter / Cabinetmaker - Facil	6	Tot Min 1	Fem 1	1	0	0	0	0	0	0
733X0017423		Total 1	Mal 1	0	1	0	0	0	0	0
Plumber / Pipefitter - Facilities Maint	6	Tot Min 1	Fem 0	0	0	0	0	0	0	0
710X0017423		Total 18	Mal 17	15	1	1	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min 2	Fem 1	1	0	0	0	0	0	0
710X0317422		Total 1	Mal 0	0	0	0	0	0	0	0
Skilled Craft Worker, Upholsterer -	6	Tot Min 1	Fem 1	0	0	1	0	0	0	0
711X0017423		Total 2	Mal 2	2	0	0	0	0	0	0
Electrician - Facilities Maint Tech'n -	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0

# Workforce Analysis

242290

Housing Facilities Admin

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
717X0017423		Total	2	Mal	2	2	0	0	0	0	0
HVAC / System Control Specialist -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0517421N		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0317421N		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	Fem	0	0	0	0	0	0	0
520X0011900N		Total	3	Mal	2	1	1	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	2	Fem	1	0	1	0	0	0	0
514X0010421		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
609X0212517N		Total	1	Mal	1	1	0	0	0	0	0
Environment, Health & Safety	4	Tot Min	0	Fem	0	0	0	0	0	0	0
453X0016104E		Total	1	Mal	1	1	0	0	0	0	0
Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
451X0016105E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	Fem	0	0	0	0	0	0	0
800X0010900E		Total	1	Mal	0	0	0	0	0	0	0
Service / Maintenance Supervisor	7	Tot Min	1	Fem	1	0	1	0	0	0	0
705X0417421E		Total	1	Mal	1	1	0	0	0	0	0
Electrician Lead/Supervisor	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0117421E		Total	1	Mal	1	1	0	0	0	0	0
Painter Lead/Supervisor	6	Tot Min	0	Fem	0	0	0	0	0	0	0
604X0110100E		Total	1	Mal	1	1	0	0	0	0	0
Purchasing Specialist	4	Tot Min	0	Fem	0	0	0	0	0	0	0
450X1116105E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 242290		Total	59	Mal	53	46	4	1	2	0	0
		Tot Min	11	Fem	6	2	3	1	0	0	0

## Workforce Analysis

242301

Greek Life

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 242301		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

243001

Arts NC State

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 243001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

243011

Arts Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 243011		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

243012

Arts Marketing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
443X0013201E		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 243012		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

243020

Center Stage/Arts Outreach

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 243020		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

243030

Crafts Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010300N		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0
618X0013551N		Total	2	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 243030		Total	3	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

243050

Gregg Museum

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
512X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	1	Fem	1	0	0	0	1	0	0
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
619X0013700N		Total	2	Mal	1	1	0	0	0	0	0
Museum Preparator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 243050		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	0	1	0	0

243070

Ticket Central

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010300N		Total	1	Mal	1	0	1	0	0	0	0
Administrative Assistant - University	5	Tot Min	1	Fem	0	0	0	0	0	0	0

## Workforce Analysis

243070

Ticket Central

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
609X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Functional Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 243070		Total	2	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

244010

Career Development Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
505X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	0	1	0	0	0
463X1112249		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 244010		Total	4	Mal	1	0	1	0	0	0	0
		Tot Min	4	Fem	3	0	2	1	0	0	0

244020

Counseling Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	4	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	4	2	1	1	0	0	0
505X0010434N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 244020		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	5	3	1	1	0	0	0

# Workforce Analysis

244030

Student Health Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	6	Mal	2	2	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	4	2	2	0	0	0	0
522X0010422		Total	2	Mal	0	0	0	0	0	0	0
Clerk, Records	5	Tot Min	1	Fem	2	1	1	0	0	0	0
514X0010422		Total	6	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	6	6	0	0	0	0	0
505X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
500X0014501E		Total	1	Mal	0	0	0	0	0	0	0
Office / Admin Support / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
648X0014150N		Total	3	Mal	0	0	0	0	0	0	0
Pharmacy	4	Tot Min	2	Fem	3	1	0	0	2	0	0
644X0014106N		Total	2	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min	1	Fem	2	1	0	0	0	0	1
644X1014106N		Total	3	Mal	0	0	0	0	0	0	0
Medical Assistant	4	Tot Min	0	Fem	3	3	0	0	0	0	0
646X1014100N		Total	1	Mal	0	0	0	0	0	0	0
Licensed Practical Nurse	4	Tot Min	1	Fem	1	0	1	0	0	0	0
646X0014100N		Total	4	Mal	0	0	0	0	0	0	0
Nursing Technical/Paraprofessional - 4		Tot Min	2	Fem	4	2	2	0	0	0	0
644X0014250N		Total	1	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min	0	Fem	1	1	0	0	0	0	0
644X0014600N		Total	4	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - 4		Tot Min	0	Fem	4	4	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
646X0014101N		Total	11	Mal	0	0	0	0	0	0	0
Nursing Technical/Paraprofessional - 4		Tot Min	3	Fem	11	8	0	0	2	0	1
646X0014104N		Total	2	Mal	0	0	0	0	0	0	0
Nursing Technical/Paraprofessional - 4		Tot Min	0	Fem	2	2	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

244030

Student Health Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
480X0014300E		Total	1	Mal	0	0	0	0	0	0	0
Medical Professional - Physician's	3	Tot Min	0	Fem	1	1	0	0	0	0	0
480X0014602E		Total	1	Mal	0	0	0	0	0	0	0
Medical Professional - Medical	3	Tot Min	0	Fem	1	1	0	0	0	0	0
481X1014103E		Total	5	Mal	1	1	0	0	0	0	0
Nursing Professional, Nurse	3	Tot Min	1	Fem	4	3	1	0	0	0	0
481X0014103E		Total	3	Mal	0	0	0	0	0	0	0
Nursing Professional - Nurse	3	Tot Min	0	Fem	3	3	0	0	0	0	0
484X1014151E		Total	2	Mal	0	0	0	0	0	0	0
Pharmacist AD, Student Health -	3	Tot Min	0	Fem	2	2	0	0	0	0	0
481X0014105E		Total	1	Mal	0	0	0	0	0	0	0
Nursing Professional - Nurse	3	Tot Min	0	Fem	1	1	0	0	0	0	0
480X0014103E		Total	1	Mal	0	0	0	0	0	0	0
Medical Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 244030		Total	63	Mal	3	3	0	0	0	0	0
		Tot Min	13	Fem	60	47	7	0	4	0	2

244040

University Recreation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
827X0017422		Total	2	Mal	2	2	0	0	0	0	0
Trades Helper - Facil Maint Tech'n -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0017421N		Total	1	Mal	1	0	1	0	0	0	0
Service / Maintenance	7	Tot Min	1	Fem	0	0	0	0	0	0	0
520X0011900N		Total	1	Mal	1	0	0	0	0	0	1
Clerk, Materials - Support Services	5	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010300N		Total	3	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

244040

University Recreation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
618X0013202N		Total	1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional - 4		Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	1	1	0	0	0	0	0
External Affairs / Communications 4		Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional - 3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 244040		Total	12	Mal	6	4	1	0	0	0	1
		Tot Min	2	Fem	6	6	0	0	0	0	0

244080

Office of Student Conduct

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 244080		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

244090

Student Media

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University 5		Tot Min	0	Fem	1	1	0	0	0	0	0
449X1010301N		Total	1	Mal	0	0	0	0	0	0	0
Event / Conference Management 3		Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201D		Total	1	Mal	0	0	0	0	0	0	0
Communications Specialist 4		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 244090		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

## Workforce Analysis

246101

Academic Programs and Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	0	1	0	0	0
325X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 246101		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	0	1	0	0

246150

Undergraduate Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 246150		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

247001

University Honors Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 247001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

248201

First Year College

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	2	Fem	2	0	0	1	1	0	0
Total for 248201		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	2	0	0	1	1	0	0

## Workforce Analysis

248301

Health and Exercise Studies

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 248301		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	0	1	0	0

248401

Music

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	2	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 248401		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

248501

Air Force ROTC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 248501		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

248701

Naval ROTC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010421		Total	1	Mal	1	0	1	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 248701		Total	1	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

248901

University Theatre

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301E		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	0	0	0	0	0	0	0
611X0013551N		Total	2	Mal	1	1	0	0	0	0	0
Theater Arts Technician	4	Tot Min	1	Fem	1	0	1	0	0	0	0
618X0013551N		Total	4	Mal	3	3	0	0	0	0	0
Technical Design Paraprofessional - 4		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 248901		Total	8	Mal	5	5	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

250101

NCSU Libraries

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
821X0011900N		Total	1	Mal	1	0	1	0	0	0	0
Mail Carrier - Support Services	7	Tot Min	1	Fem	0	0	0	0	0	0	0
811X0017422D		Total	1	Mal	1	0	1	0	0	0	0
General Maintenance Worker	7	Tot Min	1	Fem	0	0	0	0	0	0	0
811X0017422		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0017421N		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0
721X0017422		Total	2	Mal	2	2	0	0	0	0	0
Locksmith - Facil Maint Tech'n - Bldg 6		Tot Min	0	Fem	0	0	0	0	0	0	0
520X0011900N		Total	2	Mal	0	0	0	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	1	Fem	2	1	0	0	0	0	1
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

250101

NCSU Libraries

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
532X0013100D		Total 11	Mal 9	6	2	0	0	0	0	1
Library Assistant	5	Tot Min 3	Fem 2	2	0	0	0	0	0	0
532X0013100N		Total 33	Mal 11	10	1	0	0	0	0	0
Library Assistant - University Library	5	Tot Min 9	Fem 22	14	3	3	1	0	0	1
512X0010750N		Total 2	Mal 1	1	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min 1	Fem 1	0	0	1	0	0	0	0
530X0010301N		Total 1	Mal 0	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
511X0010433		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
614X0012247		Total 1	Mal 0	0	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
602X0211804N		Total 2	Mal 0	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min 2	Fem 2	0	0	1	1	0	0	0
608X0013101N		Total 8	Mal 1	1	0	0	0	0	0	0
Library Paraprofessional - University	4	Tot Min 0	Fem 7	7	0	0	0	0	0	0
614X0012233		Total 1	Mal 1	1	0	0	0	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
608X0013101E		Total 1	Mal 1	1	0	0	0	0	0	0
Library Paraprofessional	4	Tot Min 0	Fem 0	0	0	0	0	0	0	0
463X1112249N		Total 1	Mal 1	0	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
463X1112249		Total 2	Mal 1	1	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 1	Fem 1	0	0	1	0	0	0	0
461X1612234		Total 1	Mal 1	1	0	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
463X0012264		Total 2	Mal 2	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
430X1210751E		Total 1	Mal 0	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
463X1112264		Total 5	Mal 3	3	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 0	Fem 2	2	0	0	0	0	0	0

# Workforce Analysis

250101

NCSU Libraries

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
461X1212234		Total 2	Mal 2	2	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
465X0012203		Total 1	Mal 1	1	0	0	0	0	0	0
IT Systems Support Professional -	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
465X1412206		Total 3	Mal 3	3	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
461X1312259		Total 1	Mal 1	1	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
532X0013101N		Total 1	Mal 0	0	0	0	0	0	0	0
Library Assistant	5	Tot Min 1	Fem 1	0	1	0	0	0	0	0
608X0013101D		Total 2	Mal 0	0	0	0	0	0	0	0
Library Paraprofessional	4	Tot Min 0	Fem 2	2	0	0	0	0	0	0
Total for 250101		Total 95	Mal 45	37	7	0	0	0	0	1
		Tot Min 22	Fem 50	36	4	6	2	0	0	2

259001

NC Live

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 259001		Total 1	Mal 0	0	0	0	0	0	0	0
		Tot Min 0	Fem 1	1	0	0	0	0	0	0

260101

Ext Aff, Partnerships,Econ Dev

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
511X0010433E		Total 1	Mal 0	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
435X1110900E		Total 1	Mal 1	1	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 260101		Total 2	Mal 1	1	0	0	0	0	0	0
		Tot Min 0	Fem 1	1	0	0	0	0	0	0

## Workforce Analysis

261101

Partnerships

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
511X0010433		Total	1	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	1	1	0	0	0	0	0
Total for 261101		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	1	0	0	0	0	0

262101

Small Bus Tech Dev Ctr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
512X0010750N		Total	1	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	1	1	0	0	0	0	0
511X0010433		Total	1	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	1	1	0	0	0	0	0
446X0010301E		Total	1	0	0	0	0	0	0	0
Community Development	3	Tot Min	0	1	1	0	0	0	0	0
463X1112249		Total	1	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	0	0	0	0	0	0	0
435X1110900E		Total	1	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	0	0	0	0	0	0	0
463X1112264		Total	1	1	0	1	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	0	0	0	0	0	0	0
Total for 262101		Total	6	3	2	1	0	0	0	0
		Tot Min	1	3	3	0	0	0	0	0

262201

SBTDC - Capital Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
472X0010301N		Total	1	0	0	0	0	0	0	0
Extension / Engagement / Public	3	Tot Min	1	1	0	1	0	0	0	0
472X0010301E		Total	4	3	3	0	0	0	0	0
Extension / Engagement / Public	3	Tot Min	1	1	0	0	1	0	0	0
Total for 262201		Total	5	3	3	0	0	0	0	0
		Tot Min	2	2	0	1	0	1	0	0



# Workforce Analysis

270101

Office of General Counsel

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
325X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist /	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 270101		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

320101

Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	0	0	1	0	0
514X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	6	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	3	Fem	5	2	2	0	0	0	1
543X0013150N		Total	5	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	3	Fem	5	2	1	1	1	0	0
505X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	1	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 320101		Total	17	Mal	2	2	0	0	0	0	0
		Tot Min	9	Fem	15	6	5	1	2	0	1

# Workforce Analysis

320201

Registration And Records

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	2	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150N		Total	3	Mal	1	0	1	0	0	0	0
Student Services Coordinator	5	Tot Min	2	Fem	2	1	1	0	0	0	0
505X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012247		Total	2	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
410X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
410X0013150E		Total	4	Mal	1	1	0	0	0	0	0
Student Affairs / Student Services	3	Tot Min	1	Fem	3	2	0	0	0	0	1
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112264		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0013150E		Total	1	Mal	1	1	0	0	0	0	0
Accounting Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 320201		Total	18	Mal	6	5	1	0	0	0	0
		Tot Min	3	Fem	12	10	1	0	0	0	1

320601

Parents and Family Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 320601		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

## Workforce Analysis

321001

EMAS-Enrollment Mgt & Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
606X0013201N		Total	1	0	0	0	1	0	0	0
External Affairs / Communications	4	Tot Min	1	0	0	0	0	0	0	0
Total for 321001		Total	1	0	0	0	1	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

321002

Visitor Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	0	0	0	0	0	0	0
Total for 321002		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

321010

Student Services Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
410X0013150N		Total	6	1	0	0	1	0	0	0
Student Affairs / Student Services	3	Tot Min	4	1	2	0	1	0	0	0
Total for 321010		Total	6	1	0	0	1	0	0	0
		Tot Min	4	1	2	0	1	0	0	0

322501

Scholarships & Financial Aid

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	0	0	0	0	0	0
514X0010422		Total	9	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	4	4	4	0	0	0	0	0
463X1112249		Total	1	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	1	0	0	0	0	0	0
Total for 322501		Total	11	1	0	0	0	0	0	0
		Tot Min	4	6	4	0	0	0	0	0

## Workforce Analysis

336201

NCSU Entrepreneurship Program

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300N		Total	1	1	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	0	0	0	0	0	0	0
606X0013201N		Total	1	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	1	0	0	0	0	0	0
Total for 336201		Total	2	1	1	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

337001

Wolfpack Investor Network

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010301N		Total	1	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	1	0	0	0	0	0	0
Total for 337001		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

339001

DELTA

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	0	0	0	0	0	0
514X0010300N		Total	3	2	1	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	1	1	0	0	0	0	0	0
530X0010300N		Total	1	1	1	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	0	0	0	0	0	0	0
540X0010739N		Total	1	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	1	0	0	0	0	0	0
530X0010301N		Total	2	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	2	0	2	0	0	0	0	0
511X0010433		Total	2	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	2	0	0	0	0	0	0
614X0012247		Total	14	11	2	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	3	3	1	0	0	0	0	0

# Workforce Analysis

339001

DELTA

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
614X0012249		Total	1	Mal	1	0	0	1	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
614X0012210		Total	2	Mal	2	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
430X0010751E		Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
463X1112249		Total	3	Mal	3	2	0	0	1	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
406X1112249		Total	3	Mal	3	2	1	0	0	0	0	0
Instructional Design / Instructional	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
422X1011805E		Total	1	Mal	0	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
426X0010740E		Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
461X1212234		Total	1	Mal	0	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
465X1312203		Total	1	Mal	0	0	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	1	Fem	1	0	0	1	0	0	0	0
464X1112211		Total	1	Mal	1	1	0	0	0	0	0	0
IT Network Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
460X0012250E		Total	2	Mal	2	0	2	0	0	0	0	0
IT (Information Technology)	3	Tot Min	2	Fem	0	0	0	0	0	0	0	0
465X1612206		Total	1	Mal	1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
465X1412206		Total	3	Mal	3	2	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
461X1312259		Total	3	Mal	3	3	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

339001

DELTA

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
465X1512204E		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1412235E		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1412201		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 339001		Total	53	Mal	36	25	9	1	1	0	0
		Tot Min	15	Fem	17	13	3	1	0	0	0

341001

Shelton Leadership Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 341001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

371001

Institute for Emerging Issues

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201N		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	1	0	0	0	0	0	1
606X0013201E		Total	1	Mal	1	0	1	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	0	0	0	0	0	0	0
472X0010301E		Total	2	Mal	1	0	1	0	0	0	0
Extension / Engagement / Public	3	Tot Min	1	Fem	1	1	0	0	0	0	0

## Workforce Analysis

371001

Institute for Emerging Issues

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 371001		Total	8	Mal	3	1	2	0	0	0	0
		Tot Min	5	Fem	5	2	2	0	0	0	1

383101

Office Inst Equity & Diversity

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	0	1	0	0	0
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
448X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Recreation / Tourism / Hospitality	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 383101		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	4	1	1	1	1	0	0

383301

Multicultural Student Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 383301		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

383501

Women's Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 383501		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

383502

GLBT Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 383502		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	0	1	0	0

383504

African American Cultural Ctr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
532X0013100N		Total	1	Mal	0	0	0	0	0	0	0
Library Assistant - University Library	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 383504		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	2	0	2	0	0	0	0

383601

Campus Community Centers

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 383601		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0



## Workforce Analysis

390101

Office of Int'l Affairs-OIA

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
602X0011804N		Total	1	Mal	1	0	0	0	1	0	0
Institutional Affairs Paraprofessional	4	Tot Min	1	Fem	0	0	0	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 390101		Total	3	Mal	1	0	0	0	1	0	0
		Tot Min	2	Fem	2	1	1	0	0	0	0

390201

Office of International Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
530X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 390201		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

390301

Study Abroad

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 390301		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

## Workforce Analysis

390601

Intensive English Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
543X0013150N		Total	1	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 390601		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

410101

Vice Chanc For Finance & Busin

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 410101		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

420501

Information Technology-EHPS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
604X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
616X0012210		Total	3	Mal	3	1	0	0	1	0	1
Telecommunications	4	Tot Min	2	Fem	0	0	0	0	0	0	0
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
451X0016103E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412206		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 420501		Total	7	Mal	6	4	0	0	1	0	1
		Tot Min	2	Fem	1	1	0	0	0	0	0

# Workforce Analysis

424001

Transportation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
825X0015828D		Total	7	Mal	7	2	5	0	0	0	0
Parking / Traffic Attendant	7	Tot Min	5	Fem	0	0	0	0	0	0	0
811X0017423		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0017423		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0017421N		Total	1	Mal	1	0	0	0	1	0	0
Service / Maintenance	7	Tot Min	1	Fem	0	0	0	0	0	0	0
710X0017423		Total	4	Mal	4	3	1	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	1	Fem	0	0	0	0	0	0	0
540X0010421D		Total	2	Mal	1	1	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010421		Total	7	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	4	Fem	6	2	3	0	1	0	0
514X0010422		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010750N		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	Fem	3	1	2	0	0	0	0
614X0012247		Total	1	Mal	1	0	1	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	1	Fem	0	0	0	0	0	0	0
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	1	0	1	0	0	0	0
614X0012234		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
454X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Parking / Transportation	3	Tot Min	0	Fem	1	1	0	0	0	0	0
451X1016108E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

424001

Transportation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
454X0010200E		Total 2	Mal 1	0	1	0	0	0	0	0
Parking / Transportation	3	Tot Min 1	Fem 1	1	0	0	0	0	0	0
461X1212234		Total 1	Mal 1	1	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
454X0010302E		Total 2	Mal 2	2	0	0	0	0	0	0
Parking / Transportation	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
435X1210901E		Total 1	Mal 1	1	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 424001		Total 41	Mal 25	16	8	0	1	0	0	0
		Tot Min 16	Fem 16	9	6	0	1	0	0	0

425001

Public Safety

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0011900N		Total 1	Mal 1	1	0	0	0	0	0	0
Service / Maintenance	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
841X0015831		Total 37	Mal 26	24	0	0	2	0	0	0
Police Officer - Public Safety Officer	7	Tot Min 6	Fem 11	7	2	0	2	0	0	0
840X0015835N		Total 7	Mal 5	5	0	0	0	0	0	0
Police / Public Safety Lead-Public	7	Tot Min 2	Fem 2	0	1	0	0	1	0	0
840X0015835		Total 1	Mal 1	1	0	0	0	0	0	0
Police / Public Safety Lead	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
802X0010301E		Total 1	Mal 0	0	0	0	0	0	0	0
Police / Public Safety Professional -	7	Tot Min 1	Fem 1	0	1	0	0	0	0	0
801X0015835		Total 6	Mal 6	6	0	0	0	0	0	0
Police / Public Safety Supervisor	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
801X0015839		Total 2	Mal 2	2	0	0	0	0	0	0
Police / Public Safety Supervisor -	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
514X0010421		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem 1	0	1	0	0	0	0	0
524X0015826D		Total 6	Mal 4	3	0	0	1	0	0	0
Communications Operator	5	Tot Min 1	Fem 2	2	0	0	0	0	0	0

# Workforce Analysis

425001

Public Safety

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
524X0015824		Total	1	Mal	0	0	0	0	0	0	0
Communications Operator - Public	5	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0211804E		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112264		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 425001		Total	65	Mal	46	43	0	0	3	0	0
		Tot Min	11	Fem	19	11	5	0	2	1	0

426301

Environmental Health & Safety

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
830X1012518N		Total	2	Mal	2	2	0	0	0	0	0
Fire Inspector	7	Tot Min	0	Fem	0	0	0	0	0	0	0
805X0012519E		Total	1	Mal	1	1	0	0	0	0	0
Fire Safety/Prevention Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
713X0017500N		Total	1	Mal	1	0	0	0	0	0	1
Electronic Equipment Mechanic -	6	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	1	0	0	1	0	0	0
514X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
609X0210301N		Total	2	Mal	0	0	0	0	0	0	0
Functional Paraprofessional,	4	Tot Min	1	Fem	2	1	1	0	0	0	0
609X0212518N		Total	3	Mal	3	3	0	0	0	0	0
Environment, Health & Safety	4	Tot Min	0	Fem	0	0	0	0	0	0	0
455X1012518N		Total	2	Mal	1	1	0	0	0	0	0
Environmental Safety / Risk	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112249		Total	1	Mal	1	0	0	0	0	0	1
IT Client Support Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

426301

Environmental Health & Safety

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
455X1012518E		Total	7	Mal	6	5	1	0	0	0	0
Environmental Safety / Risk	3	Tot Min	1	Fem	1	1	0	0	0	0	0
453X0016104E		Total	1	Mal	1	1	0	0	0	0	0
Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
455X1112518E		Total	3	Mal	3	3	0	0	0	0	0
Environmental Safety / Risk	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 426301		Total	27	Mal	19	16	1	0	0	0	2
		Tot Min	5	Fem	8	6	1	1	0	0	0

426302

EH&PS Div-EH&S Ctr-Bus Cont

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
461X1212234		Total	1	Mal	1	0	1	0	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 426302		Total	1	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

430101

Centennial Campus Development

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	Fem	1	1	0	0	0	0	0
459X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Real Estate Management	3	Tot Min	0	Fem	1	1	0	0	0	0	0
451X1016108E		Total	1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant 3	3	Tot Min	1	Fem	1	0	0	1	0	0	0

# Workforce Analysis

430101

Centennial Campus Development

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
459X0010302E		Total	1	Mal	0	0	0	0	0	0	0
Real Estate Management	3	Tot Min	0	Fem	1	1	0	0	0	0	0
432X0010725E		Total	1	Mal	1	0	0	1	0	0	0
Finance / Budget Professional -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
449X1010301E		Total	1	Mal	1	1	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 430101		Total	8	Mal	2	1	0	1	0	0	0
		Tot Min	2	Fem	6	5	0	1	0	0	0

440101

Assoc Vice Chancellor For Faci

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
810X0017421N		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 440101		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	1	0	0	0

440301

Facilities Budget Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
512X0010750N		Total	2	Mal	1	1	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010751E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	2	Fem	2	0	2	0	0	0	0
432X1010850E		Total	3	Mal	1	1	0	0	0	0	0
Finance / Budget Professional,	3	Tot Min	2	Fem	2	0	1	0	1	0	0
435X1210901E		Total	1	Mal	1	0	0	0	1	0	0
Business Operations Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 440301		Total	8	Mal	3	2	0	0	1	0	0
		Tot Min	5	Fem	5	1	3	0	1	0	0

# Workforce Analysis

441601

Capital Project Management

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total 2	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	2	2	0	0	0	0	0
512X0010750N		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min 0	Fem	1	1	0	0	0	0	0
430X0010751E		Total 1	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min 0	Fem	1	1	0	0	0	0	0
451X0010302E		Total 1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction	3	Tot Min 1	Fem	1	0	1	0	0	0	0
430X1210751E		Total 1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min 0	Fem	1	1	0	0	0	0	0
453X1216104E		Total 1	Mal	1	1	0	0	0	0	0
Engineer, Electrical/Electronic -	3	Tot Min 0	Fem	0	0	0	0	0	0	0
451X1016100E		Total 1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction	3	Tot Min 0	Fem	1	1	0	0	0	0	0
453X0016104E		Total 1	Mal	1	1	0	0	0	0	0
Engineer	3	Tot Min 0	Fem	0	0	0	0	0	0	0
452X0016100E		Total 4	Mal	2	2	0	0	0	0	0
Architect	3	Tot Min 1	Fem	2	1	0	1	0	0	0
453X1016104E		Total 9	Mal	7	6	0	0	1	0	0
Engineer, Facilities Construction -	3	Tot Min 2	Fem	2	1	1	0	0	0	0
451X0016105E		Total 3	Mal	2	2	0	0	0	0	0
Facilities Design / Construction	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 441601		Total 25	Mal	13	12	0	0	1	0	0
		Tot Min 4	Fem	12	9	2	1	0	0	0

441901

University Architect's Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	1	1	0	0	0	0	0
530X0010300N		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min 0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

441901

University Architect's Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
618X0016103N		Total 1	Mal	1	0	1	0	0	0	0
Technical Design Paraprofessional - 4		Tot Min 1	Fem	0	0	0	0	0	0	0
614X0012233		Total 1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus 4		Tot Min 0	Fem	0	0	0	0	0	0	0
451X0016103E		Total 1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction 3		Tot Min 0	Fem	1	1	0	0	0	0	0
451X1016108E		Total 4	Mal	2	2	0	0	0	0	0
Facilities Design / Construction 3		Tot Min 0	Fem	2	2	0	0	0	0	0
461X0012234		Total 1	Mal	0	0	0	0	0	0	0
IT Applications Professional - Bus & 3		Tot Min 0	Fem	1	1	0	0	0	0	0
453X1016104E		Total 1	Mal	1	1	0	0	0	0	0
Engineer, Facilities Construction - 3		Tot Min 0	Fem	0	0	0	0	0	0	0
451X0016105E		Total 2	Mal	1	1	0	0	0	0	0
Facilities Design / Construction 3		Tot Min 0	Fem	1	1	0	0	0	0	0
451X0010301E		Total 1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction 3		Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 441901		Total 14	Mal	7	6	1	0	0	0	0
		Tot Min 1	Fem	7	7	0	0	0	0	0

442001

Design and Construction Svcs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
451X0016103E		Total 2	Mal	2	2	0	0	0	0	0
Facilities Design / Construction 3		Tot Min 0	Fem	0	0	0	0	0	0	0
453X1116104E		Total 1	Mal	1	1	0	0	0	0	0
Engineer, Mechanical Systems - 3		Tot Min 0	Fem	0	0	0	0	0	0	0
453X0016104E		Total 2	Mal	2	2	0	0	0	0	0
Engineer 3		Tot Min 0	Fem	0	0	0	0	0	0	0
450X0016105E		Total 2	Mal	2	2	0	0	0	0	0
Facilities Management / 3		Tot Min 0	Fem	0	0	0	0	0	0	0
451X0016105E		Total 1	Mal	1	0	0	0	1	0	0
Facilities Design / Construction 3		Tot Min 1	Fem	0	0	0	0	0	0	0

## Workforce Analysis

Total for 442001	Total	8	Mal	8	7	0	0	1	0	0	0
	Tot Min	1	Fem	0	0	0	0	0	0	0	0

### 442601 Small Projects

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010422		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 1	Fem	1	0	1	0	0	0	0
612X0016103E		Total 5	Mal	4	4	0	0	0	0	0
Engineering	4	Tot Min 0	Fem	1	1	0	0	0	0	0
451X0016103E		Total 1	Mal	1	0	0	1	0	0	0
Facilities Design / Construction	3	Tot Min 1	Fem	0	0	0	0	0	0	0
451X0016105E		Total 1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 442601		Total 8	Mal	6	5	0	1	0	0	0
		Tot Min 2	Fem	2	1	1	0	0	0	0

### 442901 FCAP

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
810X0017421N		Total 1	Mal	1	0	0	0	1	0	0
Service / Maintenance	7	Tot Min 1	Fem	0	0	0	0	0	0	0
612X0016103N		Total 1	Mal	1	1	0	0	0	0	0
Engineering	4	Tot Min 0	Fem	0	0	0	0	0	0	0
612X0016103E		Total 1	Mal	0	0	0	0	0	0	0
Engineering	4	Tot Min 1	Fem	1	0	0	1	0	0	0
451X0016103E		Total 1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction	3	Tot Min 0	Fem	0	0	0	0	0	0	0
453X0016104E		Total 1	Mal	1	1	0	0	0	0	0
Engineer	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 442901		Total 5	Mal	4	3	0	0	1	0	0
		Tot Min 2	Fem	1	0	0	1	0	0	0

# Workforce Analysis

443101

Asst. VC Facilities Operations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	1	0	0	0	0
453X0016104E		Total	1	Mal	1	0	1	0	0	0	0
Engineer	3	Tot Min	1	Fem	0	0	0	0	0	0	0
450X0016105E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 443101		Total	3	Mal	2	1	1	0	0	0	0
		Tot Min	2	Fem	1	0	1	0	0	0	0

443301

Utilities & Engineering Svces

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
800X0017421E		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
710X0017423		Total	7	Mal	7	7	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
618X0016103N		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
455X1012518E		Total	1	Mal	0	0	0	0	0	0	0
Environmental Safety / Risk	3	Tot Min	0	Fem	1	1	0	0	0	0	0
450X1016106E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 443301		Total	13	Mal	11	11	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

# Workforce Analysis

443401

Repair and Renovation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
827X0017422		Total 1	Mal 1	1	0	0	0	0	0	0
Trades Helper - Facil Maint Tech'n - 7		Tot Min 0	Fem 0	0	0	0	0	0	0	0
731X0017422		Total 10	Mal 10	7	3	0	0	0	0	0
Painter - Facil Maint Tech'n - Bldg 6		Tot Min 3	Fem 0	0	0	0	0	0	0	0
710X0217422		Total 3	Mal 3	2	1	0	0	0	0	0
Skilled Craft Worker, Plasterer - Facil 6		Tot Min 1	Fem 0	0	0	0	0	0	0	0
710X0017422		Total 9	Mal 9	6	3	0	0	0	0	0
Skilled Craft Worker - Facil Maint 6		Tot Min 3	Fem 0	0	0	0	0	0	0	0
710X0117422		Total 3	Mal 3	3	0	0	0	0	0	0
Skilled Craft Worker, Sign Painter - 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
715X0017422		Total 5	Mal 5	5	0	0	0	0	0	0
Carpenter / Cabinetmaker - Facil 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
721X0017422		Total 6	Mal 4	3	1	0	0	0	0	0
Locksmith - Facil Maint Tech'n - Bldg 6		Tot Min 1	Fem 2	2	0	0	0	0	0	0
737X0017422		Total 3	Mal 3	1	1	0	1	0	0	0
Roofer - Facil Maint Tech'n - Bldg 6		Tot Min 2	Fem 0	0	0	0	0	0	0	0
710X0017423		Total 1	Mal 1	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
739X0017423		Total 1	Mal 1	1	0	0	0	0	0	0
Welder - Facilities Maint Tech'n - 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X6017421N		Total 1	Mal 1	1	0	0	0	0	0	0
Locksmith Supervisor 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X0017421N		Total 2	Mal 2	2	0	0	0	0	0	0
Skilled Craft / Trades Foreman / 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
520X0011900N		Total 1	Mal 0	0	0	0	0	0	0	0
Clerk, Materials - Support Services 5		Tot Min 1	Fem 1	0	1	0	0	0	0	0
514X0010421		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min 1	Fem 1	0	1	0	0	0	0	0
512X0010750N		Total 1	Mal 0	0	0	0	0	0	0	0
Accounting Assistant - Accounting 5		Tot Min 0	Fem 1	1	0	0	0	0	0	0
450X0017421E		Total 1	Mal 1	1	0	0	0	0	0	0
Facilities Management / 3		Tot Min 0	Fem 0	0	0	0	0	0	0	0

## Workforce Analysis

Total for 443401	Total	49	Mal	44	34	9	0	1	0	0	0
	Tot Min	12	Fem	5	3	2	0	0	0	0	0

### 443501 Housekeeping Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
813X0016785D		Total 28	Mal	7	0	6	0	1	0	0	0
Custodian / Housekeeper	7	Tot Min 28	Fem	21	0	15	2	4	0	0	0
813X0016785		Total 76	Mal	23	2	17	0	4	0	0	0
Custodian / Housekeeper - Building	7	Tot Min 73	Fem	53	1	37	2	12	1	0	0
811X0016785		Total 2	Mal	1	0	1	0	0	0	0	0
Service / Maintenance Worker,	7	Tot Min 2	Fem	1	0	0	0	1	0	0	0
811X0016785D		Total 4	Mal	3	0	3	0	0	0	0	0
General Maintenance Worker	7	Tot Min 4	Fem	1	0	1	0	0	0	0	0
813X0116785D		Total 1	Mal	1	0	1	0	0	0	0	0
Custodian / Housekeeper, Floor	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
827X0017422		Total 2	Mal	2	0	2	0	0	0	0	0
Trades Helper - Facil Maint Tech'n -	7	Tot Min 2	Fem	0	0	0	0	0	0	0	0
810X0016786		Total 2	Mal	1	0	1	0	0	0	0	0
General Maintenance	7	Tot Min 2	Fem	1	0	1	0	0	0	0	0
810X0116786D		Total 3	Mal	2	0	2	0	0	0	0	0
Housekeeping Lead/Supervisor	7	Tot Min 3	Fem	1	0	1	0	0	0	0	0
810X0116786		Total 3	Mal	1	0	1	0	0	0	0	0
Houskeeping Foreman/Lead -	7	Tot Min 3	Fem	2	0	2	0	0	0	0	0
800X0016787		Total 2	Mal	1	0	1	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min 1	Fem	1	1	0	0	0	0	0	0
514X0010421		Total 2	Mal	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 2	Fem	2	0	2	0	0	0	0	0
514X0010422		Total 1	Mal	1	1	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	0	0	0	0	0	0	0	0
451X1016108E		Total 1	Mal	1	1	0	0	0	0	0	0
Facilities Design / Construction	3	Tot Min 0	Fem	0	0	0	0	0	0	0	0
315X0610901E		Total 1	Mal	0	0	0	0	0	0	0	0
Manager, Campus Custodial /	3	Tot Min 1	Fem	1	0	1	0	0	0	0	0
Total for 443501		Total 128	Mal	44	4	35	0	5	0	0	0
		Tot Min 122	Fem	84	2	60	4	17	1	0	0

# Workforce Analysis

443601

Grounds Management

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
710X0017423		Total	1	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	0	0	0	0	0	0	0	0
Total for 443601		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

443701

Bldg Maint & Oper-CBC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
827X0017423		Total	7	7	0	0	0	0	0	0
Trades Helper - Facilities Maint	7	Tot Min	0	0	0	0	0	0	0	0
810X0017423		Total	1	0	0	0	0	1	0	0
Service / Maintenance	7	Tot Min	1	0	0	0	0	0	0	0
810X0017421N		Total	2	2	0	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	0	0	0	0	0	0	0
733X0017423		Total	2	1	0	0	1	0	0	0
Plumber / Pipefitter - Facilities Maint	6	Tot Min	1	0	0	0	0	0	0	0
710X0017423		Total	16	12	2	2	0	0	0	0
Skilled Craft Worker - Facilities Maint 6		Tot Min	4	0	0	0	0	0	0	0
711X0017423		Total	3	2	1	0	0	0	0	0
Electrician - Facilities Maint Tech'n -	6	Tot Min	1	0	0	0	0	0	0	0
717X0017423		Total	5	5	0	0	0	0	0	0
HVAC / System Control Specialist -	6	Tot Min	0	0	0	0	0	0	0	0
705X0017423		Total	4	2	1	0	1	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	2	0	0	0	0	0	0	0
705X0017421N		Total	1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	0	0	0	0	0	0	0
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	0	0	0	0	0	0
612X0016103N		Total	1	1	0	0	0	0	0	0
Engineering	4	Tot Min	0	0	0	0	0	0	0	0
451X0016103E		Total	1	1	0	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	0	0	0	0	0	0	0

# Workforce Analysis

443701

Bldg Maint & Oper-CBC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
450X0016105E		Total	1	1	0	0	0	0	0	0
Facilities Management /	3	Tot Min	0	0	0	0	0	0	0	0
Total for 443701		Total	45	35	4	2	2	1	0	0
		Tot Min	9	1	0	0	0	0	0	0

443801

Bldg Main & Oper-Orig Campus

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
827X0017423		Total	4	4	0	0	0	0	0	0
Trades Helper - Facilities Maint	7	Tot Min	0	0	0	0	0	0	0	0
810X0017421N		Total	2	2	0	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	0	0	0	0	0	0	0
733X0017423		Total	1	1	0	0	0	0	0	0
Plumber / Pipefitter - Facilities Maint	6	Tot Min	0	0	0	0	0	0	0	0
710X0017423		Total	6	6	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min	0	0	0	0	0	0	0	0
711X0017423		Total	3	1	2	0	0	0	0	0
Electrician - Facilities Maint Tech'n -	6	Tot Min	2	0	0	0	0	0	0	0
717X0017423		Total	5	5	0	0	0	0	0	0
HVAC / System Control Specialist -	6	Tot Min	0	0	0	0	0	0	0	0
705X0017423		Total	4	4	0	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	0	0	0	0	0	0	0
612X0016103N		Total	2	2	0	0	0	0	0	0
Engineering	4	Tot Min	0	0	0	0	0	0	0	0
450X0016105E		Total	1	1	0	0	0	0	0	0
Facilities Management /	3	Tot Min	0	0	0	0	0	0	0	0
Total for 443801		Total	28	26	2	0	0	0	0	0
		Tot Min	2	0	0	0	0	0	0	0

# Workforce Analysis

443901

Facilities Human Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0211804N		Total	3	Mal	1	0	1	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	2	Fem	2	1	1	0	0	0	0
Total for 443901		Total	4	Mal	1	0	1	0	0	0	0
		Tot Min	2	Fem	3	2	1	0	0	0	0

444001

Business Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
810X0011901N		Total	1	Mal	1	0	1	0	0	0	0
Service / Maintenance	7	Tot Min	1	Fem	0	0	0	0	0	0	0
520X0011900N		Total	4	Mal	4	0	3	1	0	0	0
Clerk, Materials - Support Services	5	Tot Min	4	Fem	0	0	0	0	0	0	0
540X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010422		Total	2	Mal	1	1	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412203		Total	1	Mal	0	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
426X0010740E		Total	1	Mal	1	0	0	0	0	0	1
Business Systems Professional -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
426X0010741E		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 444001		Total	15	Mal	9	3	4	1	0	0	1
		Tot Min	6	Fem	6	6	0	0	0	0	0



## Workforce Analysis

444101

Fleet Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
742X0017313		Total	4	3	0	0	0	0	0	1
Vehicle Mechanic - Vehicle/Equip	6	Tot Min	1	0	0	0	0	0	0	0
705X0017318N		Total	1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	0	0	0	0	0	0	0
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	0	0	1	0	0	0	0
Total for 444101		Total	6	4	0	0	0	0	0	1
		Tot Min	2	0	0	1	0	0	0	0

444201

Motor Pool Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
822X0017123		Total	2	0	1	0	0	0	0	0
Motor Vehicle Operator -	7	Tot Min	2	0	1	0	0	0	0	0
810X0017318N		Total	1	1	0	0	0	0	0	0
Service / Maintenance	7	Tot Min	0	0	0	0	0	0	0	0
700X0017318E		Total	1	1	0	0	0	0	0	0
Skilled Craft / Trades Supervisor -	6	Tot Min	0	0	0	0	0	0	0	0
542X1010422		Total	2	1	0	0	0	0	0	0
Transportation Coordinator	5	Tot Min	1	0	1	0	0	0	0	0
Total for 444201		Total	6	3	1	0	0	0	0	0
		Tot Min	3	0	2	0	0	0	0	0

444401

Central Utility Plant Zone 1

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
800X0017421E		Total	1	0	0	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	0	1	0	0	0	0	0	0
710X0017423		Total	5	5	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min	0	0	0	0	0	0	0	0
711X0017423		Total	2	2	0	0	0	0	0	0
Electrician - Facilities Maint Tech'n -	6	Tot Min	0	0	0	0	0	0	0	0

# Workforce Analysis

444401

Central Utility Plant Zone 1

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
729X0017902D		Total	11	9	0	1	0	0	0	1
Boilermaker	6	Tot Min	2	0	0	0	0	0	0	0
705X0017423		Total	1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	0	0	0	0	0	0	0
713X0017500N		Total	2	2	0	0	0	0	0	0
Electronic Equipment Mechanic -	6	Tot Min	0	0	0	0	0	0	0	0
705X0017903D		Total	6	5	1	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	1	0	0	0	0	0	0	0
705X0017501N		Total	1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	0	0	0	0	0	0	0
612X0016103N		Total	1	1	0	0	0	0	0	0
Engineering	4	Tot Min	0	0	0	0	0	0	0	0
457X0017421E		Total	1	1	0	0	0	0	0	0
Facility Operation Professional -	3	Tot Min	0	0	0	0	0	0	0	0
453X1116104E		Total	2	1	0	0	0	0	0	0
Engineer, Mechanical Systems -	3	Tot Min	0	1	0	0	0	0	0	0
450X0016105E		Total	1	1	0	0	0	0	0	0
Facilities Management /	3	Tot Min	0	0	0	0	0	0	0	0
Total for 444401		Total	34	29	1	1	0	0	0	1
		Tot Min	3	2	0	0	0	0	0	0

444601

Housekeeping Student Housing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785D		Total	1	0	1	0	0	0	0	0
Custodian / Housekeeper	7	Tot Min	1	0	0	0	0	0	0	0
813X0016785		Total	67	2	17	1	3	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	64	1	26	0	17	0	0	0
811X0016785		Total	5	0	1	0	1	0	0	0
Service / Maintenance Worker,	7	Tot Min	5	0	1	0	2	0	0	0
813X0116785		Total	3	0	2	0	1	0	0	0
Custodian / Housekeeper, Floor	7	Tot Min	3	0	0	0	0	0	0	0

## Workforce Analysis

444601

### Housekeeping Student Housing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0116786		Total	6	3	0	2	0	1	0	0
Houskeeping Foreman/Lead -	7	Tot Min	6	3	0	2	0	1	0	0
800X0016787		Total	1	1	0	1	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	1	0	0	0	0	0	0	0
520X0011900N		Total	1	1	1	0	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	0	0	0	0	0	0	0	0
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	1	0	1	0	0	0	0
Total for 444601		Total	85	34	3	24	1	6	0	0
		Tot Min	81	51	1	30	0	20	0	0

445001

### Centennial Campus Housekeeping

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0116786		Total	2	2	2	0	0	0	0	0
Houskeeping Foreman/Lead -	7	Tot Min	0	0	0	0	0	0	0	0
Total for 445001		Total	2	2	2	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

445101

### Housekeeping - Athletics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785		Total	10	4	0	4	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	10	6	0	4	0	2	0	0
810X0016786		Total	1	1	0	1	0	0	0	0
General Maintenance	7	Tot Min	1	0	0	0	0	0	0	0
810X0116786		Total	1	0	0	0	0	0	0	0
Houskeeping Foreman/Lead -	7	Tot Min	1	1	0	1	0	0	0	0
Total for 445101		Total	12	5	0	5	0	0	0	0
		Tot Min	12	7	0	5	0	2	0	0

# Workforce Analysis

445401

Sustainability

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
606X0013201E		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0	0
609X0210301E		Total	1	Mal	0	0	0	0	0	0	0
Environment, Health & Safety	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 445401		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

445801

CVM Housekeeping Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
813X0016785D		Total	8	Mal	2	0	2	0	0	0	0
Custodian / Housekeeper	7	Tot Min	8	Fem	6	0	6	0	0	0	0
813X0016785		Total	13	Mal	1	0	1	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	13	Fem	12	0	8	0	4	0	0
811X0016785		Total	2	Mal	1	0	1	0	0	0	0
Service / Maintenance Worker,	7	Tot Min	2	Fem	1	0	1	0	0	0	0
813X0116785D		Total	1	Mal	1	0	1	0	0	0	0
Custodian / Housekeeper, Floor	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0116786D		Total	1	Mal	0	0	0	0	0	0	0
Housekeeping Lead/Supervisor	7	Tot Min	1	Fem	1	0	1	0	0	0	0
800X0016787		Total	1	Mal	1	0	1	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0016786D		Total	1	Mal	1	0	1	0	0	0	0
General Maintenance	7	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 445801		Total	27	Mal	7	0	7	0	0	0	0
		Tot Min	27	Fem	20	0	16	0	4	0	0

446201

Construction Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
710X0017423		Total	9	Mal	9	6	2	0	1	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min	3	Fem	0	0	0	0	0	0	0

# Workforce Analysis

446201

Construction Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
711X0017423		Total 2	Mal 2	2	0	0	0	0	0	0
Electrician - Facilities Maint Tech'n - 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
717X0017423		Total 1	Mal 1	1	0	0	0	0	0	0
HVAC / System Control Specialist - 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X0017423		Total 2	Mal 2	2	0	0	0	0	0	0
Skilled Craft / Trades Foreman / 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 446201		Total 14	Mal 14	11	2	0	1	0	0	0
		Tot Min 3	Fem 0	0	0	0	0	0	0	0

446501

Waste Reduction/Recycling

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
822X0017123		Total 3	Mal 1	0	0	0	0	1	0	0
Motor Vehicle Operator - 7		Tot Min 3	Fem 2	0	0	0	2	0	0	0
814X0017123		Total 3	Mal 3	0	1	0	2	0	0	0
Equipment Operator - 7		Tot Min 3	Fem 0	0	0	0	0	0	0	0
814X0017123D		Total 3	Mal 3	1	0	0	2	0	0	0
Equipment Operator - Heavy 7		Tot Min 2	Fem 0	0	0	0	0	0	0	0
810X0017318N		Total 1	Mal 1	0	0	0	1	0	0	0
Service / Maintenance 7		Tot Min 1	Fem 0	0	0	0	0	0	0	0
810X0017421N		Total 1	Mal 0	0	0	0	0	0	0	0
Service / Maintenance 7		Tot Min 0	Fem 1	1	0	0	0	0	0	0
705X0017318N		Total 1	Mal 1	0	1	0	0	0	0	0
Skilled Craft / Trades Foreman / 6		Tot Min 1	Fem 0	0	0	0	0	0	0	0
514X0010421		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min 0	Fem 1	1	0	0	0	0	0	0
530X0010300N		Total 1	Mal 1	1	0	0	0	0	0	0
Department Assistant - University 5		Tot Min 0	Fem 0	0	0	0	0	0	0	0
606X0013201N		Total 1	Mal 0	0	0	0	0	0	0	0
External Affairs / Communications 4		Tot Min 1	Fem 1	0	0	0	0	0	1	0
495X0010301E		Total 1	Mal 0	0	0	0	0	0	0	0
Environmental Sustainability / 3		Tot Min 0	Fem 1	1	0	0	0	0	0	0

## Workforce Analysis

446501

Waste Reduction/Recycling

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
450X0010301E		Total	1	1	0	0	0	0	0	0
Facilities Management /	3	Tot Min	0	0	0	0	0	0	0	0
Total for 446501		Total	17	3	2	0	5	1	0	0
		Tot Min	11	3	0	0	2	0	1	0

446701

Power Systems

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
713X0017500N		Total	3	3	0	0	0	0	0	0
Electronic Equipment Mechanic -	6	Tot Min	0	0	0	0	0	0	0	0
729X0017900N		Total	7	4	3	0	0	0	0	0
Boilermaker / Stationary Engineer /	6	Tot Min	3	0	0	0	0	0	0	0
457X0017901E		Total	1	1	0	0	0	0	0	0
Facility Operation Professional -	3	Tot Min	0	0	0	0	0	0	0	0
453X1116104E		Total	1	1	0	0	0	0	0	0
Engineer, Mechanical Systems -	3	Tot Min	0	0	0	0	0	0	0	0
457X0016105E		Total	1	1	0	0	0	0	0	0
Facility Operation Professional -	3	Tot Min	0	0	0	0	0	0	0	0
Total for 446701		Total	13	10	3	0	0	0	0	0
		Tot Min	3	0	0	0	0	0	0	0

446801

Grounds Mgmt-Centennial Campus

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
811X0012520N		Total	2	0	1	0	1	0	0	0
General Maintenance Worker	7	Tot Min	2	0	0	0	0	0	0	0
819X0012520N		Total	67	32	7	0	23	0	0	0
Grounds / Landscape Worker -	7	Tot Min	31	4	0	0	1	0	0	0
810X0012520N		Total	2	1	1	0	0	0	0	0
General Maintenance	7	Tot Min	1	0	0	0	0	0	0	0
810X0212520N		Total	2	2	0	0	0	0	0	0
Groundskeeping Lead/Supervisor	7	Tot Min	0	0	0	0	0	0	0	0

## Workforce Analysis

446801

Grounds Mgmt-Centennial Campus

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
800X0016787		Total	3	2	1	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	1	0	0	0	0	0	0	0
514X0010421		Total	2	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	2	1	0	1	0	0	0
530X0010300N		Total	2	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	0	2	2	0	0	0	0	0
454X0010301E		Total	1	0	0	0	0	0	0	0
Parking / Transportation	3	Tot Min	1	1	0	1	0	0	0	0
450X0010302E		Total	1	0	0	0	0	0	0	0
Facilities Management /	3	Tot Min	0	1	1	0	0	0	0	0
Total for 446801		Total	82	71	37	10	0	24	0	0
		Tot Min	37	11	8	1	0	2	0	0

447201

Campus Mail Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
821X0011900N		Total	6	5	3	2	0	0	0	0
Mail Carrier - Support Services	7	Tot Min	3	1	0	1	0	0	0	0
523X0011901N		Total	1	0	0	0	0	0	0	0
Mailing Coordinator	5	Tot Min	0	1	1	0	0	0	0	0
Total for 447201		Total	7	5	3	2	0	0	0	0
		Tot Min	3	2	1	1	0	0	0	0

447301

Chancellors Res Repair & Renov

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785		Total	1	0	0	0	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	1	1	0	0	0	1	0	0
819X0012520N		Total	1	1	1	0	0	0	0	0
Grounds / Landscape Worker -	7	Tot Min	0	0	0	0	0	0	0	0
Total for 447301		Total	2	1	1	0	0	0	0	0
		Tot Min	1	1	0	0	0	1	0	0

# Workforce Analysis

447401

Landscape Construction Service

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
819X0012520N		Total	2	Mal	2	0	0	0	2	0	0	0
Grounds / Landscape Worker -	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
827X0017422		Total	3	Mal	3	3	0	0	0	0	0	0
Trades Helper - Facil Maint Tech'n -	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
814X0017123		Total	1	Mal	1	1	0	0	0	0	0	0
Equipment Operator -	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
710X0017422		Total	4	Mal	4	3	1	0	0	0	0	0
Skilled Craft Worker - Facil Maint	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
725X0017422		Total	3	Mal	3	2	1	0	0	0	0	0
Mason - Facil Maint Tech'n - Bldg	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
705X0017421N		Total	3	Mal	3	3	0	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
612X0016103N		Total	1	Mal	0	0	0	0	0	0	0	0
Engineering	4	Tot Min	1	Fem	1	0	0	0	1	0	0	0
450X0017421E		Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Management /	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 447401		Total	18	Mal	17	13	2	0	2	0	0	0
		Tot Min	5	Fem	1	0	0	0	1	0	0	0

447601

Energy Management

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
514X0010421		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0	0
495X0016103E		Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Sustainability /	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
451X0016103E		Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
463X0012264		Total	1	Mal	1	1	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
453X1116104E		Total	2	Mal	0	0	0	0	0	0	0	0
Engineer, Mechanical Systems -	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0



# Workforce Analysis

447601

Energy Management

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
461X1212234		Total	1	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	1	0	0	0	0	0	0
Total for 447601		Total	7	3	0	0	0	0	0	0
		Tot Min	1	4	3	1	0	0	0	0

447701

HK Region 2 Non-Res Halls

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785D		Total	1	1	0	1	0	0	0	0
Custodian / Housekeeper	7	Tot Min	1	0	0	0	0	0	0	0
810X0016786		Total	1	0	0	0	0	0	0	0
General Maintenance	7	Tot Min	0	1	1	0	0	0	0	0
Total for 447701		Total	2	1	0	1	0	0	0	0
		Tot Min	1	1	1	0	0	0	0	0

447801

HK Region 4

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785		Total	41	11	0	8	0	2	1	0
Custodian / Housekeeper - Building	7	Tot Min	40	30	1	21	1	5	0	2
811X0016785		Total	1	1	0	1	0	0	0	0
Service / Maintenance Worker,	7	Tot Min	1	0	0	0	0	0	0	0
813X0116785		Total	1	1	0	0	0	1	0	0
Custodian / Housekeeper, Floor	7	Tot Min	1	0	0	0	0	0	0	0
826X0012517N		Total	2	2	2	0	0	0	0	0
Pest Control Worker - EHS	7	Tot Min	0	0	0	0	0	0	0	0
810X0116786		Total	3	2	0	2	0	0	0	0
Houskeeping Foreman/Lead -	7	Tot Min	3	1	0	0	0	1	0	0
Total for 447801		Total	48	17	2	11	0	3	1	0
		Tot Min	45	31	1	21	1	6	0	2

# Workforce Analysis

448001

Bldg Maint & Oper-Centennial

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
827X0017423		Total 6	6	6	0	0	0	0	0	0
Trades Helper - Facilities Maint	7	Tot Min 0	0	0	0	0	0	0	0	0
810X0017421N		Total 3	3	3	0	0	0	0	0	0
Service / Maintenance	7	Tot Min 0	0	0	0	0	0	0	0	0
733X0017423		Total 2	2	1	0	0	1	0	0	0
Plumber / Pipefitter - Facilities Maint	6	Tot Min 1	0	0	0	0	0	0	0	0
710X0017423		Total 10	9	7	2	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min 2	1	1	0	0	0	0	0	0
711X0017423		Total 3	3	2	1	0	0	0	0	0
Electrician - Facilities Maint Tech'n -	6	Tot Min 1	0	0	0	0	0	0	0	0
717X0017423		Total 10	10	8	2	0	0	0	0	0
HVAC / System Control Specialist -	6	Tot Min 2	0	0	0	0	0	0	0	0
705X0017423		Total 2	2	2	0	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min 0	0	0	0	0	0	0	0	0
718X0017423		Total 1	1	1	0	0	0	0	0	0
Building Control Systems Technician	6	Tot Min 0	0	0	0	0	0	0	0	0
612X0016103E		Total 1	1	1	0	0	0	0	0	0
Engineering	4	Tot Min 0	0	0	0	0	0	0	0	0
Total for 448001		Total 38	37	31	5	0	1	0	0	0
		Tot Min 6	1	1	0	0	0	0	0	0

448901

Bldg Maint & Oper-Cent Shops

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
710X0017423		Total 1	1	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min 0	0	0	0	0	0	0	0	0
717X0017423		Total 2	2	2	0	0	0	0	0	0
HVAC / System Control Specialist -	6	Tot Min 0	0	0	0	0	0	0	0	0
713X0017500N		Total 11	11	6	3	1	1	0	0	0
Electronic Equipment Mechanic -	6	Tot Min 5	0	0	0	0	0	0	0	0
718X0017500N		Total 2	2	1	0	0	1	0	0	0
Building Control Systems Technician	6	Tot Min 1	0	0	0	0	0	0	0	0

# Workforce Analysis

448901

Bldg Maint & Oper-Cent Shops

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
705X0017501N		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman /	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
612X0016103N		Total	1	Mal	1	1	0	0	0	0	0
Engineering	4	Tot Min	0	Fem	0	0	0	0	0	0	0
612X0016103E		Total	1	Mal	1	1	0	0	0	0	0
Engineering	4	Tot Min	0	Fem	0	0	0	0	0	0	0
451X0016103E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
453X1116104E		Total	1	Mal	0	0	0	0	0	0	0
Engineer, Mechanical Systems -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1016104E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
450X0016105E		Total	2	Mal	2	2	0	0	0	0	0
Facilities Management /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
450X0016106E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management /	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 448901		Total	27	Mal	25	19	3	1	2	0	0
		Tot Min	7	Fem	2	1	1	0	0	0	0

460101

Resource Management

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 460101		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

462001

Budget Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
432X1010850E		Total	3	0	0	0	0	0	0	0
Finance / Budget Professional,	3	Tot Min	1	3	2	1	0	0	0	0
461X1212234		Total	2	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	1	1	0	0	0	0	0
432X1110850E		Total	1	0	0	0	0	0	0	0
Finance / Budget Professional,	3	Tot Min	1	1	0	1	0	0	0	0
461X1312259		Total	1	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	1	1	0	0	0	0	0
Total for 462001		Total	7	1	1	0	0	0	0	0
		Tot Min	2	6	4	2	0	0	0	0

466001

Office of Cost Analysis

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
430X1210751E		Total	2	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	2	2	0	1	1	0	0	0
Total for 466001		Total	2	0	0	0	0	0	0	0
		Tot Min	2	2	0	1	1	0	0	0

469001

F&A Indirect Cost Proposal

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
432X1110751E		Total	1	1	1	0	0	0	0	0
Finance / Budget Professional,	3	Tot Min	0	0	0	0	0	0	0	0
430X1310751E		Total	1	1	1	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	0	0	0	0	0	0	0	0
432X1110752E		Total	1	1	1	0	0	0	0	0
Finance / Budget Professional,	3	Tot Min	0	0	0	0	0	0	0	0
Total for 469001		Total	3	3	3	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

# Workforce Analysis

470101

Campus Enterprises

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
819X0012520D		Total	2	Mal	2	0	0	1	1	0	0	0
Grounds / Landscape Worker	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
810X0212525D		Total	2	Mal	2	2	0	0	0	0	0	0
Groundskeeping Lead/Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
800X0017421E		Total	1	Mal	1	1	0	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
742X0017313D		Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Mechanic	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
512X0010422		Total	8	Mal	1	1	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	2	Fem	7	5	2	0	0	0	0	0
540X0010422		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
540X0010300N		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
512X0010750N		Total	2	Mal	0	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	Fem	2	0	2	0	0	0	0	0
618X0013202N		Total	2	Mal	0	0	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
602X0211804N		Total	2	Mal	0	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	1	Fem	2	1	1	0	0	0	0	0
606X0013201N		Total	2	Mal	1	0	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	1	1	0	0	0	0	0	0
443X1013201N		Total	1	Mal	0	0	0	0	0	0	0	0
Communications / Marketing	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
422X1011804N		Total	1	Mal	0	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
410X0010301E		Total	1	Mal	0	0	0	0	0	0	0	0
Student Affairs / Student Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
461X0012234		Total	1	Mal	1	0	0	0	1	0	0	0
IT Applications Professional - Bus &	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

470101

Campus Enterprises

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
430X1210751E		Total 1	0	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min 0	1	1	0	0	0	0	0	0
422X1111806E		Total 1	0	0	0	0	0	0	0	0
Human Resources Professional, 3		Tot Min 0	1	1	0	0	0	0	0	0
443X1010302E		Total 1	0	0	0	0	0	0	0	0
Communications / Marketing 3		Tot Min 0	1	1	0	0	0	0	0	0
435X0010302E		Total 1	1	1	0	0	0	0	0	0
Business Operations Professional - 3		Tot Min 0	0	0	0	0	0	0	0	0
450X0010302E		Total 1	1	1	0	0	0	0	0	0
Facilities Management / 3		Tot Min 0	0	0	0	0	0	0	0	0
422X2111805E		Total 1	0	0	0	0	0	0	0	0
Human Resources Professional, 3		Tot Min 0	1	1	0	0	0	0	0	0
Total for 470101		Total 35	11	7	1	1	2	0	0	0
		Tot Min 10	24	18	6	0	0	0	0	0

471001

NC State Bookstores

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
828X0011900N		Total 3	0	0	0	0	0	0	0	0
Sales Workers - Support Services 7		Tot Min 2	3	1	2	0	0	0	0	0
828X0011900D		Total 1	1	1	0	0	0	0	0	0
Sales Workers 7		Tot Min 0	0	0	0	0	0	0	0	0
810X0011900D		Total 1	1	1	0	0	0	0	0	0
General Maintenance 7		Tot Min 0	0	0	0	0	0	0	0	0
810X0011900N		Total 1	1	0	1	0	0	0	0	0
Service / Maintenance 7		Tot Min 1	0	0	0	0	0	0	0	0
800X0011901N		Total 2	1	1	0	0	0	0	0	0
Service / Maintenance Supervisor - 7		Tot Min 0	1	1	0	0	0	0	0	0
810X0011901E		Total 1	0	0	0	0	0	0	0	0
General Maintenance 7		Tot Min 1	1	0	1	0	0	0	0	0
810X0011901N		Total 3	0	0	0	0	0	0	0	0
Service / Maintenance 7		Tot Min 1	3	2	1	0	0	0	0	0

# Workforce Analysis

471001

NC State Bookstores

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
800X0011901E		Total 4	4	4	0	0	0	0	0	0
Service / Maintenance Supervisor - 7		Tot Min 0	0	0	0	0	0	0	0	0
735X0017100D		Total 2	1	1	0	0	0	0	0	0
Printer / Bookbinder 6		Tot Min 1	1	0	1	0	0	0	0	0
520X0011900N		Total 2	2	1	1	0	0	0	0	0
Clerk, Materials - Support Services 5		Tot Min 1	0	0	0	0	0	0	0	0
514X0010421		Total 4	2	2	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min 1	2	1	1	0	0	0	0	0
514X0010422		Total 1	1	1	0	0	0	0	0	0
Administrative Assistant - 5		Tot Min 0	0	0	0	0	0	0	0	0
514X0010300D		Total 1	1	1	0	0	0	0	0	0
Administrative Assistant 5		Tot Min 0	0	0	0	0	0	0	0	0
614X0012247D		Total 1	1	1	0	0	0	0	0	0
IT Technical/Paraprofessional 4		Tot Min 0	0	0	0	0	0	0	0	0
434X0010301E		Total 1	1	1	0	0	0	0	0	0
Materials Management Professional 3		Tot Min 0	0	0	0	0	0	0	0	0
434X1417101E		Total 1	0	0	0	0	0	0	0	0
Materials Management Professional, 3		Tot Min 0	1	1	0	0	0	0	0	0
463X1112264		Total 1	1	1	0	0	0	0	0	0
IT Client Support Professional, 3		Tot Min 0	0	0	0	0	0	0	0	0
461X1212234		Total 1	1	0	0	1	0	0	0	0
IT Applications Professional, 3		Tot Min 1	0	0	0	0	0	0	0	0
435X1210900E		Total 1	1	1	0	0	0	0	0	0
Business Operations Professional, 3		Tot Min 0	0	0	0	0	0	0	0	0
Total for 471001		Total 32	20	17	2	1	0	0	0	0
		Tot Min 9	12	6	6	0	0	0	0	0

471501

Dining and Catering Operations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785D		Total 1	1	0	1	0	0	0	0	0
Custodian / Housekeeper 7		Tot Min 1	0	0	0	0	0	0	0	0

# Workforce Analysis

471501

## Dining and Catering Operations

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
818X0016788D		Total 8	Mal 4	1	1	2	0	0	0	0
Food Server	7	Tot Min 7	Fem 4	0	4	0	0	0	0	0
811X0016788D		Total 2	Mal 1	0	1	0	0	0	0	0
General Maintenance Worker	7	Tot Min 2	Fem 1	0	0	0	1	0	0	0
810X0316788D		Total 1	Mal 0	0	0	0	0	0	0	0
Foodservice Lead/Supervisor	7	Tot Min 1	Fem 1	0	1	0	0	0	0	0
817X0016788D		Total 24	Mal 13	3	8	1	0	1	0	0
Food Prep Worker	7	Tot Min 17	Fem 11	4	7	0	0	0	0	0
818X0016789D		Total 1	Mal 0	0	0	0	0	0	0	0
Food Server	7	Tot Min 1	Fem 1	0	1	0	0	0	0	0
810X0316789		Total 1	Mal 0	0	0	0	0	0	0	0
Food Service Foreman/Lead - Food	7	Tot Min 1	Fem 1	0	1	0	0	0	0	0
817X2016789D		Total 1	Mal 0	0	0	0	0	0	0	0
Line Cook	7	Tot Min 0	Fem 1	1	0	0	0	0	0	0
810X0011901D		Total 1	Mal 0	0	0	0	0	0	0	0
General Maintenance	7	Tot Min 1	Fem 1	0	1	0	0	0	0	0
810X0011900D		Total 5	Mal 3	2	1	0	0	0	0	0
General Maintenance	7	Tot Min 3	Fem 2	0	2	0	0	0	0	0
822X0017123D		Total 1	Mal 1	0	1	0	0	0	0	0
Motor Vehicle Operator	7	Tot Min 1	Fem 0	0	0	0	0	0	0	0
810X0316789D		Total 56	Mal 27	17	4	1	3	0	0	2
Foodservice Lead/Supervisor	7	Tot Min 28	Fem 29	11	15	0	0	0	0	3
800X0016790D		Total 2	Mal 2	2	0	0	0	0	0	0
Service / Maintenance Supervisor	7	Tot Min 0	Fem 0	0	0	0	0	0	0	0
800X0011901E		Total 1	Mal 0	0	0	0	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min 0	Fem 1	1	0	0	0	0	0	0
800X0016790		Total 14	Mal 10	8	1	1	0	0	0	0
Service / Maintenance Supervisor -	7	Tot Min 3	Fem 4	3	0	0	1	0	0	0
520X0011900D		Total 3	Mal 2	1	1	0	0	0	0	0
Clerk, Materials	5	Tot Min 1	Fem 1	1	0	0	0	0	0	0
514X0010422D		Total 6	Mal 1	0	1	0	0	0	0	0
Administrative Assistant	5	Tot Min 5	Fem 5	1	4	0	0	0	0	0



# Workforce Analysis

471501

Dining and Catering Operations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
540X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010421		Total	2	Mal	2	2	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
540X0010422D		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0
528X0010422		Total	1	Mal	0	0	0	0	0	0	0
Customer Service Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010422		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
656X0014401N		Total	1	Mal	0	0	0	0	0	0	0
Dietetic / Nutrition	4	Tot Min	0	Fem	1	1	0	0	0	0	0
448X0010301E		Total	2	Mal	1	0	0	0	0	0	1
Recreation / Tourism / Hospitality	3	Tot Min	1	Fem	1	1	0	0	0	0	0
430X1210751E		Total	1	Mal	1	1	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	0	Fem	0	0	0	0	0	0	0
434X1210100E		Total	1	Mal	1	1	0	0	0	0	0
Materials Management Professional, 3		Tot Min	0	Fem	0	0	0	0	0	0	0
435X1510302E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, 3		Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 471501		Total	141	Mal	71	39	20	5	3	1	0
		Tot Min	73	Fem	70	29	36	0	2	0	3

474101

All Campus Network Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
614X0012233D		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

474101

All Campus Network Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
465X1412206		Total	1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	0	0	0	0	0	0	0
Total for 474101		Total	3	2	0	0	0	0	0	0
		Tot Min	1	0	1	0	0	0	0	0

477001

Camp Enterprises Facilities Op

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785D		Total	9	5	0	5	0	0	0	0
Custodian / Housekeeper	7	Tot Min	9	4	0	2	1	1	0	0
810X0116786D		Total	1	1	0	1	0	0	0	0
Housekeeping Lead/Supervisor	7	Tot Min	1	0	0	0	0	0	0	0
800X0011901D		Total	1	1	0	1	0	0	0	0
Service / Maintenance Supervisor	7	Tot Min	1	0	0	0	0	0	0	0
810X0116786		Total	1	1	0	1	0	0	0	0
Houskeeping Foreman/Lead -	7	Tot Min	1	0	0	0	0	0	0	0
800X0016787		Total	2	1	0	0	0	1	0	0
Service / Maintenance Supervisor -	7	Tot Min	1	1	1	0	0	0	0	0
710X0017422D		Total	2	2	2	0	0	0	0	0
Skilled Craft Worker	6	Tot Min	0	0	0	0	0	0	0	0
717X0017423D		Total	1	1	1	0	0	0	0	0
HVAC Mechanic (Journeyman)	6	Tot Min	0	0	0	0	0	0	0	0
514X0010422D		Total	3	1	0	1	0	0	0	0
Administrative Assistant	5	Tot Min	1	2	2	0	0	0	0	0
514X0010422		Total	3	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	3	3	0	0	0	0	0
610X0013300D		Total	3	2	0	2	0	0	0	0
Audiovisual	4	Tot Min	2	1	1	0	0	0	0	0
610X0012264D		Total	1	1	0	1	0	0	0	0
Audiovisual	4	Tot Min	1	0	0	0	0	0	0	0
449X0010301E		Total	1	0	0	0	0	0	0	0
Event / Conference Management	3	Tot Min	0	1	1	0	0	0	0	0

# Workforce Analysis

477001

Camp Enterprises Facilities Op

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
813X0016786D		Total	1	Mal	0	0	0	0	0	0	0
Custodian / Housekeeper	7	Tot Min	1	Fem	1	0	1	0	0	0	0
810X0016786D		Total	1	Mal	0	0	0	0	0	0	0
General Maintenance	7	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 477001		Total	30	Mal	16	3	12	0	1	0	0
		Tot Min	19	Fem	14	8	4	1	1	0	0

480101

HR Administration

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
511X0010433		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1811805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1210900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 480101		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

480201

HR Information Mgmt (HRIM)

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804N		Total	2	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	1	Fem	2	1	1	0	0	0	0
614X0012233		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Bus	4	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0211804E		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	0	Fem	1	1	0	0	0	0	0
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
422X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

480201

HR Information Mgmt (HRIM)

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X1212249		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
462X1112234		Total	1	Mal	1	1	0	0	0	0	0
IT Database Professional, Data	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 480201		Total	9	Mal	4	4	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

480401

HR Employment

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0210301N		Total	2	Mal	0	0	0	0	0	0	0
HR Coordinator	4	Tot Min	0	Fem	2	2	0	0	0	0	0
602X0211804N		Total	1	Mal	1	1	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	0	Fem	0	0	0	0	0	0	0
422X1311805E		Total	1	Mal	1	1	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
422X1811805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
420X0011452		Total	1	Mal	0	0	0	0	0	0	0
Attorney / Legal Affairs Professional - 3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 480401		Total	6	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

480402

HR Background Check

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010300N		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - University	5	Tot Min	2	Fem	2	0	2	0	0	0	0
540X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	1	1	0	0	0	0	0

## Workforce Analysis

480402

HR Background Check

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
422X0010301E		Total	1	0	1	0	0	0	0	0
Human Resources Professional -	3	Tot Min	1	0	0	0	0	0	0	0
Total for 480402		Total	4	0	1	0	0	0	0	0
		Tot Min	3	1	2	0	0	0	0	0

480501

University Temporary Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
602X0211804E		Total	1	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	0	1	1	0	0	0	0	0
422X0011804E		Total	1	0	0	0	0	0	0	0
Human Resources Professional -	3	Tot Min	0	1	1	0	0	0	0	0
Total for 480501		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

480502

HR UTS/UNC Partnership

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
540X0010300N		Total	1	0	0	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	1	1	0	0	0	0	0
602X0211804E		Total	1	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	1	1	0	1	0	0	0	0
422X1811805E		Total	1	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	1	1	0	0	0	0	0
422X2011806E		Total	1	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	1	1	0	0	0	0	0
Total for 480502		Total	4	0	0	0	0	0	0	0
		Tot Min	1	4	3	1	0	0	0	0

# Workforce Analysis

480503

Executive Search Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
422X1811805E		Total	1	Mal	1	1	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
422X0010301N		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 480503		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

480701

HR Employee Relations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804N		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	1	Fem	1	0	1	0	0	0	0
422X2211805E		Total	2	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	1	Fem	2	1	1	0	0	0	0
422X2311806E		Total	1	Mal	1	1	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 480701		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	2	Fem	3	1	2	0	0	0	0

480801

HR Class & Comp

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
422X1211805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1811805E		Total	3	Mal	2	1	0	0	1	0	0
Human Resources Professional,	3	Tot Min	1	Fem	1	1	0	0	0	0	0
Total for 480801		Total	4	Mal	2	1	0	0	1	0	0
		Tot Min	1	Fem	2	2	0	0	0	0	0

# Workforce Analysis

480901

HR - EPA Personnel

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
422X1311805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1911805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 480901		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

481001

HR Benefits

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	0	1	0	0	0
602X0011804N		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional	4	Tot Min	1	Fem	1	0	0	0	0	0	1
602X0211804E		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	1	Fem	1	0	1	0	0	0	0
422X0011804E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional -	3	Tot Min	1	Fem	1	0	0	1	0	0	0
422X1511805E		Total	3	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	2	Fem	3	1	2	0	0	0	0
422X0011805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1611805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
422X1711805E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 481001		Total	12	Mal	0	0	0	0	0	0	0
		Tot Min	7	Fem	12	5	3	2	1	0	1

## Workforce Analysis

484001

Onboarding Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University	5	Tot Min	1	Fem	1	0	1	0	0	0	0
602X0211804N		Total	3	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, 4		Tot Min	0	Fem	3	3	0	0	0	0	0
422X0010302E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 484001		Total	5	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

485401

HR Training & Org Dev

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0410300N		Total	1	Mal	0	0	0	0	0	0	0
Training Coordinator	4	Tot Min	1	Fem	1	0	0	0	0	0	1
424X0011805E		Total	2	Mal	0	0	0	0	0	0	0
Trainer / Organizational	3	Tot Min	1	Fem	2	1	1	0	0	0	0
424X1011805E		Total	1	Mal	0	0	0	0	0	0	0
Trainer / Organizational	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 485401		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	4	2	1	0	0	0	1

490101

Treasurer

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 490101		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0



# Workforce Analysis

491501

University Cashier's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
528X0010300N		Total	1	Mal	0	0	0	0	0	0	0
Customer Service Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
516X0011900N		Total	2	Mal	0	0	0	0	0	0	0
Cashier - Support Services	5	Tot Min	2	Fem	2	0	2	0	0	0	0
512X0010300N		Total	5	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	3	Fem	5	2	3	0	0	0	0
530X0010300N		Total	1	Mal	1	0	0	0	0	0	1
Department Assistant - University	5	Tot Min	1	Fem	0	0	0	0	0	0	0
512X0010750N		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant 3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 491501		Total	13	Mal	2	1	0	0	0	0	1
		Tot Min	7	Fem	11	5	6	0	0	0	0

491502

Student Accounts-NDSL TLC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010300N		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	1	Fem	3	2	0	0	1	0	0
430X1510302E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Collections 3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 491502		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	0	1	0	0

# Workforce Analysis

492001

Foundations Accounting & Inves

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750N		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	1	Fem	3	2	1	0	0	0	0
430X0010751E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	2	Fem	2	0	1	1	0	0	0
430X1210751E		Total	4	Mal	3	2	1	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	2	Fem	1	0	1	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
426X0010740E		Total	2	Mal	0	0	0	0	0	0	0
Business Systems Professional -	3	Tot Min	0	Fem	2	2	0	0	0	0	0
432X0010725E		Total	2	Mal	2	2	0	0	0	0	0
Finance / Budget Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1310751E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	0	Fem	2	2	0	0	0	0	0
430X0010752E		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 492001		Total	18	Mal	5	4	1	0	0	0	0
		Tot Min	6	Fem	13	8	4	1	0	0	0

493101

Materials Support

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
814X0017123		Total	1	Mal	1	0	1	0	0	0	0
Equipment Operator -	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0010301N		Total	1	Mal	1	0	0	0	1	0	0
General Maintenance	7	Tot Min	1	Fem	0	0	0	0	0	0	0
710X0017423		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	1	0	0	0	0	0	1
Administrative Assistant -	5	Tot Min	1	Fem	1	1	0	0	0	0	0
505X0010301N		Total	1	Mal	1	1	0	0	0	0	0
Administrative / Office / Clerical	5	Tot Min	0	Fem	0	0	0	0	0	0	0

# Workforce Analysis

493101

Materials Support

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
520X0010301N		Total	1	1	0	0	0	0	0	0
Clerk, Materials	5	Tot Min	0	0	0	0	0	0	0	0
614X0012247		Total	1	0	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	1	0	1	0	0	0	0	0
Total for 493101		Total	8	3	1	0	1	0	0	1
		Tot Min	4	1	1	0	0	0	0	0

493301

Wolfcopy

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
614X0012247		Total	5	1	1	0	1	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	4	0	2	0	0	0	0	0
Total for 493301		Total	5	1	1	0	1	0	0	0
		Tot Min	4	0	2	0	0	0	0	0

493401

Purchasing Department

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	2	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	2	0	0	0	0	0	0
604X0110100N		Total	2	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional,	4	Tot Min	0	2	0	0	0	0	0	0
434X1110100N		Total	1	0	0	0	0	0	0	0
Materials Management Professional, 3		Tot Min	0	1	0	0	0	0	0	0
434X1110100E		Total	2	0	1	0	0	0	0	0
Materials Management Professional, 3		Tot Min	1	1	0	0	0	0	0	0
434X0010100E		Total	1	0	0	0	0	0	0	0
Materials Management Professional 3		Tot Min	1	0	1	0	0	0	0	0
434X1213201E		Total	1	1	0	0	0	0	0	0
Materials Management Professional, 3		Tot Min	0	0	0	0	0	0	0	0
434X1210100E		Total	2	1	0	0	0	0	0	0
Materials Management Professional, 3		Tot Min	0	1	0	0	0	0	0	0

# Workforce Analysis

493401

Purchasing Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
426X0010740E		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
456X0013500E		Total	1	Mal	0	0	0	0	0	0	0
Interior Design Professional - Interior	3	Tot Min	0	Fem	1	1	0	0	0	0	0
434X1010101E		Total	1	Mal	1	1	0	0	0	0	0
Materials Management Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
433X1013401E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 493401		Total	15	Mal	4	3	1	0	0	0	0
		Tot Min	3	Fem	11	9	1	0	1	0	0

496001

University Controller

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0
512X0010750N		Total	11	Mal	1	0	1	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	3	Fem	10	8	2	0	0	0	0
430X0010751E		Total	5	Mal	1	1	0	0	0	0	0
Accounting Professional -	3	Tot Min	1	Fem	4	3	1	0	0	0	0
430X1210751E		Total	4	Mal	1	1	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	1	Fem	3	2	1	0	0	0	0
435X1110900E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
426X0010740E		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Professional -	3	Tot Min	1	Fem	1	0	0	0	0	0	1
432X0010725E		Total	1	Mal	1	1	0	0	0	0	0
Finance / Budget Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010302E		Total	1	Mal	1	1	0	0	0	0	0
Accounting Professional - University	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1310751E		Total	2	Mal	2	2	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

496001

University Controller

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
430X1010752E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Assistant	3	Tot Min	1	Fem	1	0	1	0	0	0	0
426X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Professional	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 496001		Total	29	Mal	7	6	1	0	0	0	0
		Tot Min	10	Fem	22	13	8	0	0	0	1

496101

University Payroll

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
602X0211804N		Total	5	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	2	Fem	5	3	1	1	0	0	0
430X0010751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
430X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010752E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 496101		Total	8	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	8	5	2	1	0	0	0

498001

Office of Contracts & Grants

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
512X0010750N		Total	4	Mal	3	2	0	1	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	Fem	1	0	1	0	0	0	0
430X0010751E		Total	3	Mal	2	2	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1110900E		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0

## Workforce Analysis

498001

Office of Contracts & Grants

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
433X1210751E		Total	16	5	3	2	0	0	0	0
Sponsored Contracts / Grants	3	Tot Min	9	11	4	5	1	0	0	1
430X0010752E		Total	1	0	0	0	0	0	0	0
Accounting Professional -	3	Tot Min	0	1	1	0	0	0	0	0
Total for 498001		Total	26	11	8	2	1	0	0	0
		Tot Min	12	15	6	7	1	0	0	1

510101

VC for Off of Info Technology

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	0	1	1	0	0	0	0	0
511X0010433		Total	1	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	0	1	1	0	0	0	0	0
Total for 510101		Total	2	0	0	0	0	0	0	0
		Tot Min	0	2	2	0	0	0	0	0

510501

Business Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
520X0011900N		Total	1	1	0	1	0	0	0	0
Clerk, Materials - Support Services	5	Tot Min	1	0	0	0	0	0	0	0
512X0010750N		Total	3	0	0	0	0	0	0	0
Accounting Assistant - Accounting	5	Tot Min	2	3	1	2	0	0	0	0
602X0211804N		Total	1	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional,	4	Tot Min	1	1	0	1	0	0	0	0
435X1110301E		Total	1	0	0	0	0	0	0	0
Business Operations Professional,	3	Tot Min	1	1	0	1	0	0	0	0
430X1210751E		Total	2	2	2	0	0	0	0	0
Accounting Professional, Accountant	3	Tot Min	0	0	0	0	0	0	0	0
301X0310752E		Total	1	0	0	0	0	0	0	0
Chief Business Affairs Officer,	1	Tot Min	0	1	1	0	0	0	0	0

## Workforce Analysis

Total for 510501	Total	9	Mal	3	2	1	0	0	0	0	0	0
	Tot Min	5	Fem	6	2	4	0	0	0	0	0	0

### 511001 Security & Compliance

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
463X1112249		Total 1	Mal	1	0	0	0	0	0	1
IT Client Support Professional,	3	Tot Min 1	Fem	0	0	0	0	0	0	0
463X1112264		Total 1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 0	Fem	0	0	0	0	0	0	0
461X1712218		Total 1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Project	3	Tot Min 0	Fem	0	0	0	0	0	0	0
466X1012236		Total 6	Mal	4	3	0	0	0	0	1
IT Security Professional,	3	Tot Min 1	Fem	2	2	0	0	0	0	0
461X1712219		Total 1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Project	3	Tot Min 1	Fem	1	0	0	1	0	0	0
466X0012201		Total 1	Mal	1	1	0	0	0	0	0
IT Security Professional - Information	3	Tot Min 0	Fem	0	0	0	0	0	0	0
466X0010301E		Total 1	Mal	0	0	0	0	0	0	0
IT Security Professional	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 511001		Total 12	Mal	8	6	0	0	0	0	2
		Tot Min 3	Fem	4	3	0	1	0	0	0

### 513001 Technology Support Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010422		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem	1	1	0	0	0	0	0
614X0012247		Total 3	Mal	2	1	0	1	0	0	0
IT Technical/Paraprofessional -	4	Tot Min 1	Fem	1	1	0	0	0	0	0
614X0012249N		Total 1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min 0	Fem	0	0	0	0	0	0	0
463X0012249N		Total 3	Mal	3	2	0	0	1	0	0
IT Client Support Professional	3	Tot Min 1	Fem	0	0	0	0	0	0	0
463X0012234		Total 2	Mal	2	1	0	0	0	0	1
IT Client Support Professional - Bus	3	Tot Min 1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

513001

Technology Support Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
463X1212249N		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional, Help	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112249N		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1212249		Total	2	Mal	1	1	0	0	0	0	0
IT Client Support Professional, Help	3	Tot Min	1	Fem	1	0	1	0	0	0	0
463X1112249		Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X0012264		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1212264		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional, Help	3	Tot Min	1	Fem	0	0	0	0	0	0	0
463X1112264		Total	5	Mal	5	3	2	0	0	0	0
IT Client Support Professional,	3	Tot Min	2	Fem	0	0	0	0	0	0	0
463X0012203		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
426X0010740E		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Professional -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1612203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1312203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
460X0012250E		Total	2	Mal	1	1	0	0	0	0	0
IT (Information Technology)	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X0012201		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012206		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0



# Workforce Analysis

513001

Technology Support Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
463X1312250E		Total 1	Mal 1	1	0	0	0	0	0	0
IT Client Support Professional, Help	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
461X1212259		Total 1	Mal 1	1	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
465X1412206		Total 1	Mal 1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
460X0012201		Total 2	Mal 2	2	0	0	0	0	0	0
IT (Information Technology)	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
466X1012264		Total 1	Mal 0	0	0	0	0	0	0	0
IT Security Professional,	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 513001		Total 39	Mal 31	25	3	1	1	0	0	1
		Tot Min 8	Fem 8	6	2	0	0	0	0	0

514001

Outreach, Comm & Consulting

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
610X0013600N		Total 2	Mal 1	1	0	0	0	0	0	0
Audiovisual	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
443X1013201E		Total 1	Mal 0	0	0	0	0	0	0	0
Communications / Marketing	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
463X1112249		Total 1	Mal 0	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
463X0012249		Total 1	Mal 0	0	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
461X1612234		Total 2	Mal 1	1	0	0	0	0	0	0
IT Applications Professional, Web	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
461X1212234		Total 1	Mal 1	1	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
463X0012201		Total 1	Mal 0	0	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
465X1412206		Total 1	Mal 1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0

# Workforce Analysis

514001

Outreach, Comm & Consulting

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X1312259		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
460X1112213E		Total	1	Mal	1	1	0	0	0	0	0
IT (Information Technology)	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1112235E		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 514001		Total	13	Mal	5	5	0	0	0	0	0
		Tot Min	2	Fem	8	6	2	0	0	0	0

515001

Enterprise Application Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X1710740E		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Project	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X0012234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional - Bus &	3	Tot Min	1	Fem	1	0	1	0	0	0	0
461X1212234		Total	9	Mal	4	3	1	0	0	0	0
IT Applications Professional,	3	Tot Min	4	Fem	5	2	1	2	0	0	0
463X1212259		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional, Help	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X0012259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional - Bus &	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412206		Total	2	Mal	2	2	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1312259		Total	29	Mal	20	15	0	4	0	0	1
IT Applications Professional,	3	Tot Min	8	Fem	9	6	1	2	0	0	0
461X1312235E		Total	2	Mal	1	1	0	0	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	1	0	0	0	1	0	0
461X1412235E		Total	8	Mal	4	4	0	0	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	4	3	0	1	0	0	0
461X1412201		Total	1	Mal	1	0	0	1	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0

# Workforce Analysis

515001

Enterprise Application Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
462X1212204E		Total	1	Mal	1	0	0	1	0	0	0	0
IT Database Professional, Principal	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
461X1712213E		Total	2	Mal	2	2	0	0	0	0	0	0
IT Applications Professional, Project	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
461X0012213E		Total	3	Mal	2	2	0	0	0	0	0	0
IT Applications Professional - IT	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
461X1212204E		Total	1	Mal	0	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 515001		Total	62	Mal	39	31	1	6	0	0	0	1
		Tot Min	17	Fem	23	14	3	5	1	0	0	0

515002

OIT EAS - Treasurer's Support

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
461X1312259		Total	2	Mal	0	0	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	2	1	0	1	0	0	0	0
Total for 515002		Total	2	Mal	0	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	1	0	0	0	0

516001

Communication Technologies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
514X0010421		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min	1	Fem	1	0	1	0	0	0	0	0
614X0012247		Total	2	Mal	1	1	0	0	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
616X0012211		Total	1	Mal	1	1	0	0	0	0	0	0
Telecommunications	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
616X0012249N		Total	1	Mal	1	1	0	0	0	0	0	0
Telecommunications	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0

# Workforce Analysis

516001

## Communication Technologies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
616X0012210		Total	2	Mal	2	2	0	0	0	0	0
Telecommunications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
612X0016103N		Total	1	Mal	0	0	0	0	0	0	0
Engineering	4	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012210		Total	2	Mal	2	1	1	0	0	0	0
IT Technical/Paraprofessional -	4	Tot Min	1	Fem	0	0	0	0	0	0	0
463X1112249N		Total	2	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	2	1	1	0	0	0	0
463X0012249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
467X0012211		Total	5	Mal	4	3	1	0	0	0	0
Telecommunications Professional -	3	Tot Min	2	Fem	1	0	1	0	0	0	0
461X1212234		Total	3	Mal	2	2	0	0	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	1	0	0	0	1	0	0
463X1112211		Total	2	Mal	0	0	0	0	0	0	0
IT Client Support Professional,	3	Tot Min	1	Fem	2	1	0	1	0	0	0
464X1112211		Total	2	Mal	2	0	0	0	2	0	0
IT Network Support Professional,	3	Tot Min	2	Fem	0	0	0	0	0	0	0
460X0016104E		Total	2	Mal	2	2	0	0	0	0	0
IT (Information Technology)	3	Tot Min	0	Fem	0	0	0	0	0	0	0
460X0012250E		Total	1	Mal	0	0	0	0	0	0	0
IT (Information Technology)	3	Tot Min	0	Fem	1	1	0	0	0	0	0
451X0016105E		Total	1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction	3	Tot Min	1	Fem	1	0	0	0	1	0	0
465X1412206		Total	2	Mal	2	2	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
464X0012232		Total	2	Mal	2	1	1	0	0	0	0
IT Network Support Professional -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
461X1312259		Total	1	Mal	1	0	0	1	0	0	0
IT Applications Professional,	3	Tot Min	1	Fem	0	0	0	0	0	0	0
467X1012212E		Total	2	Mal	1	0	1	0	0	0	0
Telecommunications Professional,	3	Tot Min	2	Fem	1	0	0	0	1	0	0

## Workforce Analysis

516001

Communication Technologies

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
464X1012206		Total 2	2	2	0	0	0	0	0	0
IT Network Support Professional,	3	Tot Min 0	0	0	0	0	0	0	0	0
464X1012232		Total 4	4	2	1	0	0	1	0	0
IT Network Support Professional,	3	Tot Min 2	0	0	0	0	0	0	0	0
467X1012201		Total 1	1	0	0	0	0	0	0	1
Telecommunications Professional,	3	Tot Min 1	0	0	0	0	0	0	0	0
461X1312204E		Total 1	1	1	0	0	0	0	0	0
IT Applications Professional,	3	Tot Min 0	0	0	0	0	0	0	0	0
Total for 516001		Total 45	31	21	5	1	2	1	0	1
		Tot Min 18	14	6	4	1	3	0	0	0

516201

DC Operations & Infrastructure

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
614X3012200D		Total 8	8	8	0	0	0	0	0	0
Computer Operations Technician	4	Tot Min 0	0	0	0	0	0	0	0	0
460X0016104E		Total 1	1	1	0	0	0	0	0	0
IT (Information Technology)	3	Tot Min 0	0	0	0	0	0	0	0	0
465X1812201		Total 1	1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	0	0	0	0	0	0	0	0
465X1612202D		Total 1	0	0	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	1	1	0	0	0	0	0	0
465X0012202D		Total 3	2	2	0	0	0	0	0	0
IT Systems Support Professional	3	Tot Min 1	1	0	1	0	0	0	0	0
Total for 516201		Total 14	12	12	0	0	0	0	0	0
		Tot Min 1	2	1	1	0	0	0	0	0

517101

Shared Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
465X1312203		Total 2	1	1	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	1	1	0	0	0	0	0	0

# Workforce Analysis

517101

Shared Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
465X1312206		Total 5	Mal 4	3	0	0	1	0	0	0
IT Systems Support Professional,	3	Tot Min 1	Fem 1	1	0	0	0	0	0	0
465X1812201		Total 1	Mal 0	0	0	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
465X1412206		Total 25	Mal 23	20	3	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 5	Fem 2	0	1	1	0	0	0	0
465X1712206		Total 1	Mal 1	0	0	1	0	0	0	0
IT Systems Support Professional,	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
465X1512201		Total 1	Mal 1	0	1	0	0	0	0	0
IT Systems Support Professional,	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
460X1912201		Total 1	Mal 1	1	0	0	0	0	0	0
IT (Information Technology)	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
462X1212204E		Total 1	Mal 0	0	0	0	0	0	0	0
IT Database Professional, Principal	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
465X1912213E		Total 1	Mal 1	0	0	1	0	0	0	0
IT Systems Support Professional,	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
Total for 517101		Total 38	Mal 32	25	4	2	1	0	0	0
		Tot Min 9	Fem 6	4	1	1	0	0	0	0

975201

Human Resources-Staff Senate

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Assistant -	5	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for 975201		Total 1	Mal 0	0	0	0	0	0	0	0
		Tot Min 0	Fem 1	1	0	0	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 North Carolina State University 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.

# North Carolina State University

October 1, 2019 SHRA Annual Affirmative Action Plan

19-20 SHRA Plan

## Job Group Analysis

1E

Heads of Administrative Divisions, Depts & Centers

EEO Code: 1

Job Code & Title		Min	Fem							
195X0012414E - Chief Administrator, Major Center/Institute AD	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	#	0	1							
Totals	%	0.00	100.00							



# Job Group Analysis

3A

Administrative Unit Heads / Professionals

EEO Code: 1

Job Code & Title		Min	Fem							
301X0310752E - Chief Business Affairs Officer, College/Division	#	0	1							
1 Employee	%	0.00	100.00							
301X0411805E - Lead HR Officer, College/ Division	#	1	2							
2 Employees	%	50.00	100.00							
3 Employees	Totals #	1	3							
	%	33.33	100.00							

# Job Group Analysis

3B

Managers

EEO Code: 3

Job Code & Title		Min	Fem							
315X0610901E - Manager, Campus Custodial / Housekeeping -	#	1	1							
1 Employee	%	100.00	100.00							
1 Employee	#	1	1							
Totals	%	100.00	100.00							

# Job Group Analysis

3C

Administrative Professional Associates

EEO Code: 3

Job Code & Title		Min	Fem							
325X0010301E - Administrative Specialist / Coordinator - 4 Employees	#	1	2							
	%	25.00	50.00							
325X0010302E - Administrative Specialist / Coordinator - 2 Employees	#	0	1							
	%	0.00	50.00							
325X0010433E - Administrative Specialist / Coordinator - 8 Employees	#	4	8							
	%	50.00	100.00							
325X0010301N - Administrative Specialist / Coordinator 1 Employee	#	0	1							
	%	0.00	100.00							
15 Employees	Totals #	5	12							
	%	33.33	80.00							

# Job Group Analysis

4A

Academic Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
409X0010302E - Faculty Affairs / Faculty Development	#	1	1							
1 Employee	%	100.00	100.00							
406X1112249 - Instructional Design / Instructional Media	#	1	0							
3 Employees	%	33.33	0.00							
4 Employees	Totals #	2	1							
	%	50.00	25.00							

# Job Group Analysis

4B

Student Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
411X0012206 - Student Admissions / Recruitment Professional - 1 Employee	#	0	0							
	%	0.00	0.00							
410X0013150E - Student Affairs / Student Services Professional 6 Employees	#	1	5							
	%	16.67	83.33							
410X0010301E - Student Affairs / Student Services 1 Employee	#	0	1							
	%	0.00	100.00							
410X0013150N - Student Affairs / Student Services Professional 8 Employees	#	4	6							
	%	50.00	75.00							
16 Employees	Totals #	5	12							
	%	31.25	75.00							

# Job Group Analysis

4C

Institutional Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
422X0010302E - Human Resources Professional	#	0	1							
1 Employee	%	0.00	100.00							
426X0010751E - Business Systems Professional	#	1	1							
1 Employee	%	100.00	100.00							
422X2111805E - Human Resources Professional, Employee	#	0	1							
1 Employee	%	0.00	100.00							
422X0011804N - Human Resources Professional	#	0	1							
1 Employee	%	0.00	100.00							
422X0010301N - Human Resources Professional	#	0	1							
1 Employee	%	0.00	100.00							
420X0011452 - Attorney / Legal Affairs Professional - Legal	#	0	1							
1 Employee	%	0.00	100.00							
422X2311806E - Human Resources Professional, Employee	#	0	0							
1 Employee	%	0.00	0.00							
426X0010741E - Business Systems Professional - Business	#	0	1							
1 Employee	%	0.00	100.00							
422X2011806E - Human Resources Professional, Employment	#	0	1							
1 Employee	%	0.00	100.00							
422X1911805E - Human Resources Professional, Employment	#	0	1							
1 Employee	%	0.00	100.00							
422X1111806E - Human Resources Professional, Generalist	#	0	2							
2 Employees	%	0.00	100.00							
424X1011805E - Trainer / Organizational Development	#	0	1							
1 Employee	%	0.00	100.00							
422X2211805E - Human Resources Professional, Employee	#	1	2							
2 Employees	%	50.00	100.00							
426X0010740E - Business Systems Professional - Business	#	3	6							
7 Employees	%	42.86	85.71							
422X1711805E - Human Resources Professional, Benefits Unit	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

4C

Institutional Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
422X1611805E - Human Resources Professional, Benefits	#	1	1							
1 Employee	%	100.00	100.00							
424X0011805E - Trainer / Organizational Development	#	1	2							
2 Employees	%	50.00	100.00							
422X1811805E - Human Resources Professional, Employment	#	1	4							
7 Employees	%	14.29	57.14							
422X1311805E - Human Resources Professional, Class	#	0	1							
2 Employees	%	0.00	50.00							
422X1211805E - Human Resources Professional, Class	#	0	1							
1 Employee	%	0.00	100.00							
422X0010301E - Human Resources Professional - University	#	1	1							
2 Employees	%	50.00	50.00							
422X1011805E - Human Resources Professional, Generalist -	#	0	2							
2 Employees	%	0.00	100.00							
422X0011805E - Human Resources Professional - Human	#	0	1							
1 Employee	%	0.00	100.00							
424X1013401E - Trainer / Organizational Development	#	0	0							
1 Employee	%	0.00	0.00							
422X1511805E - Human Resources Professional, Benefits	#	2	3							
4 Employees	%	50.00	75.00							
422X1011804E - Human Resources Professional, Generalist -	#	3	3							
4 Employees	%	75.00	75.00							
422X0011804E - Human Resources Professional - Human	#	2	2							
3 Employees	%	66.67	66.67							
422X1011804N - Human Resources Professional, Generalist	#	1	1							
1 Employee	%	100.00	100.00							
424X1013401N - Trainer / Organizational Development	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

4C

Institutional Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
55 Employees	Totals	#	17	43						
		%	30.91	78.18						



# Job Group Analysis

4D

Fiscal Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
432X1110752E - Finance / Budget Professional, Budget Analyst	#	0	0							
1 Employee	%	0.00	0.00							
430X0013150E - Accounting Professional	#	0	0							
1 Employee	%	0.00	0.00							
430X0010300N - Accounting Professional	#	0	1							
1 Employee	%	0.00	100.00							
435X1510302E - Business Operations Professional,	#	0	0							
1 Employee	%	0.00	0.00							
433X1013401E - Sponsored Contracts / Grants Administration	#	1	1							
1 Employee	%	100.00	100.00							
430X1010752E - Accounting Professional, Assistant Comptroller	#	1	1							
1 Employee	%	100.00	100.00							
431X1010801E - Audit Professional, Auditor	#	0	0							
1 Employee	%	0.00	0.00							
430X0010752E - Accounting Professional - Accounting Manager	#	1	5							
5 Employees	%	20.00	100.00							
435X1210901E - Business Operations Professional, Dept	#	1	0							
3 Employees	%	33.33	0.00							
435X0010302E - Business Operations Professional - University	#	0	0							
1 Employee	%	0.00	0.00							
434X1010101E - Materials Management Professional,	#	0	0							
1 Employee	%	0.00	0.00							
431X1010800E - Audit Professional, Auditor - Auditor	#	0	1							
2 Employees	%	0.00	50.00							
430X1310751E - Accounting Professional, Accountant Sr. -	#	3	6							
9 Employees	%	33.33	66.67							
430X0010302E - Accounting Professional - University Program	#	0	0							
1 Employee	%	0.00	0.00							
432X0010725E - Finance / Budget Professional - Financial	#	1	1							
6 Employees	%	16.67	16.67							

# Job Group Analysis

4D

Fiscal Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
435X1210900E - Business Operations Professional, Dept	#	2	3							
5 Employees	%	40.00	60.00							
432X1110850E - Finance / Budget Professional, Budget Analyst	#	1	1							
1 Employee	%	100.00	100.00							
435X1110302E - Business Operations Professional, Dept	#	1	2							
2 Employees	%	50.00	100.00							
430X1510302E - Accounting Professional, Collections	#	0	1							
1 Employee	%	0.00	100.00							
435X1016104E - Business Operations Professional, Bookstores	#	0	0							
1 Employee	%	0.00	0.00							
433X1210751E - Sponsored Contracts / Grants Administration	#	9	11							
16 Employees	%	56.25	68.75							
434X1210100E - Materials Management Professional, Buyer Sr.	#	0	1							
3 Employees	%	0.00	33.33							
435X1110900E - Business Operations Professional, Dept	#	14	37							
46 Employees	%	30.43	80.43							
430X1210751E - Accounting Professional, Accountant -	#	10	25							
36 Employees	%	27.78	69.44							
431X0010800E - Audit Professional	#	1	1							
1 Employee	%	100.00	100.00							
432X1110751E - Finance / Budget Professional, Budget Analyst	#	0	0							
1 Employee	%	0.00	0.00							
433X1110751E - Sponsored Contracts / Grants Administration	#	5	6							
6 Employees	%	83.33	100.00							
432X1010850E - Finance / Budget Professional, Budget Analyst	#	3	7							
8 Employees	%	37.50	87.50							
435X1110301E - Business Operations Professional, Dept	#	1	2							
2 Employees	%	50.00	100.00							
434X1213201E - Materials Management Professional, Buyer Sr.	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

4D

Fiscal Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
435X0010301E - Business Operations Professional - University	#	0	2							
2 Employees	%	0.00	100.00							
433X0010751E - Sponsored Contracts / Grants Administration	#	2	3							
3 Employees	%	66.67	100.00							
433X1110301E - Sponsored Contracts / Grants Administration	#	1	2							
5 Employees	%	20.00	40.00							
433X0010302E - Sponsored Contracts / Grants Administration	#	1	1							
1 Employee	%	100.00	100.00							
430X0010751E - Accounting Professional - Accountant	#	15	31							
38 Employees	%	39.47	81.58							
434X0010100E - Materials Management Professional -	#	1	1							
1 Employee	%	100.00	100.00							
434X1110100E - Materials Management Professional, Buyer -	#	1	1							
2 Employees	%	50.00	50.00							
433X0010301N - Sponsored Contracts / Grants Administration	#	6	9							
12 Employees	%	50.00	75.00							
433X0010301E - Sponsored Contracts / Grants Administration	#	0	2							
2 Employees	%	0.00	100.00							
434X1417101E - Materials Management Professional, Print	#	0	1							
1 Employee	%	0.00	100.00							
435X1110739N - Business Operations Professional, Dept	#	3	8							
8 Employees	%	37.50	100.00							
435X0010301N - Business Operations Professional	#	0	1							
1 Employee	%	0.00	100.00							
434X1110100N - Materials Management Professional, Buyer	#	0	1							
1 Employee	%	0.00	100.00							
434X0010301E - Materials Management Professional -	#	0	0							
1 Employee	%	0.00	0.00							
433X1110301N - Sponsored Contracts / Grants Administration	#	0	1							
2 Employees	%	0.00	50.00							

# Job Group Analysis

4D

Fiscal Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
245 Employees	Totals	#	85	177						
		%	34.69	72.24						

# Job Group Analysis

4E

External Affairs & Communications Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
438X0010302E - Alumni Relations Professional	#	0	0							
1 Employee	%	0.00	0.00							
449X0010302E - Event / Conference Management Professional	#	0	1							
2 Employees	%	0.00	50.00							
449X1010301E - Event / Conference Management Professional,	#	0	1							
2 Employees	%	0.00	50.00							
438X1110302E - Alumni Relations Professional, Officer Sr.	#	0	0							
1 Employee	%	0.00	0.00							
437X0010301E - Development / Fundraising Professional	#	1	1							
2 Employees	%	50.00	50.00							
438X1010301E - Alumni Relations Professional, Officer	#	0	1							
1 Employee	%	0.00	100.00							
443X1313201E - Communications / Marketing Professional,	#	0	1							
1 Employee	%	0.00	100.00							
445X0012201 - Technical / Creative Design Professional -	#	1	0							
1 Employee	%	100.00	0.00							
443X1010302E - Communications / Marketing Professional,	#	0	1							
1 Employee	%	0.00	100.00							
444X1413604E - Media / Public Relations Professional,	#	0	0							
1 Employee	%	0.00	0.00							
445X0010302E - Technical / Creative Design Professional -	#	0	0							
1 Employee	%	0.00	0.00							
443X1113201E - Communications / Marketing Professional,	#	0	0							
1 Employee	%	0.00	0.00							
443X0012234 - Communications / Marketing Professional	#	0	0							
1 Employee	%	0.00	0.00							
443X0013201E - Communications / Marketing Professional -	#	1	2							
7 Employees	%	14.29	28.57							
442X0010301E - Advancement Services Professional	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

4E

External Affairs & Communications Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
449X1010301N - Event / Conference Management Professional, 2 Employees	#	0	2							
	%	0.00	100.00							
446X0010301E - Community Development Professional - 1 Employee	#	0	1							
	%	0.00	100.00							
449X0010301E - Event / Conference Management Professional 10 Employees	#	1	9							
	%	10.00	90.00							
448X0010301E - Recreation / Tourism / Hospitality Professional 2 Employees	#	1	1							
	%	50.00	50.00							
443X1013201E - Communications / Marketing Professional, 2 Employees	#	1	2							
	%	50.00	100.00							
443X0010301E - Communications / Marketing Professional - 4 Employees	#	0	2							
	%	0.00	50.00							
443X1013201N - Communications / Marketing Professional, 2 Employees	#	0	2							
	%	0.00	100.00							
449X0010301N - Event / Conference Management Professional 2 Employees	#	0	2							
	%	0.00	100.00							
448X0010301N - Recreation / Tourism / Hospitality Professional 2 Employees	#	0	1							
	%	0.00	50.00							
51 Employees	Totals #	6	31							
	%	11.76	60.78							

# Job Group Analysis

4F

Facilities Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
450X1116105E - Facilities Management / Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
451X0010301E - Facilities Design / Construction Professional	#	0	0							
1 Employee	%	0.00	0.00							
450X0010301E - Facilities Management / Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
450X1016106E - Facilities Management / Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
450X0010302E - Facilities Management / Maintenance	#	0	1							
2 Employees	%	0.00	50.00							
450X0016106E - Facilities Management / Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
457X0016105E - Facility Operation Professional -	#	0	0							
1 Employee	%	0.00	0.00							
451X0016105E - Facilities Design / Construction Professional -	#	2	3							
9 Employees	%	22.22	33.33							
454X0010302E - Parking / Transportation Management	#	0	1							
3 Employees	%	0.00	33.33							
450X0016105E - Facilities Management / Maintenance	#	0	0							
8 Employees	%	0.00	0.00							
453X1016104E - Engineer, Facilities Construction - Engineer	#	2	2							
11 Employees	%	18.18	18.18							
452X0016100E - Architect	#	1	2							
4 Employees	%	25.00	50.00							
453X1316104E - Engineer, Mechanical - Engineer	#	0	0							
1 Employee	%	0.00	0.00							
455X1112518E - Environmental Safety / Risk Management	#	0	0							
3 Employees	%	0.00	0.00							
459X0010302E - Real Estate Management Professional -	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

4F

Facilities Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
456X0013500E - Interior Design Professional - Interior Designer	#	0	1							
1 Employee	%	0.00	100.00							
453X0016104E - Engineer	#	1	0							
8 Employees	%	12.50	0.00							
451X1016100E - Facilities Design / Construction Professional,	#	0	1							
1 Employee	%	0.00	100.00							
453X1116104E - Engineer, Mechanical Systems - Engineer	#	0	4							
7 Employees	%	0.00	57.14							
453X1216104E - Engineer, Electrical/Electronic - Engineer	#	0	0							
1 Employee	%	0.00	0.00							
455X1012518E - Environmental Safety / Risk Management	#	1	2							
8 Employees	%	12.50	25.00							
450X0017421E - Facilities Management / Maintenance	#	0	0							
2 Employees	%	0.00	0.00							
455X0010302E - Environmental Safety / Risk Management	#	0	1							
1 Employee	%	0.00	100.00							
457X0017421E - Facility Operation Professional - Facilities	#	0	0							
1 Employee	%	0.00	0.00							
457X0017901E - Facility Operation Professional - High Voltage	#	0	0							
1 Employee	%	0.00	0.00							
454X0010200E - Parking / Transportation Management	#	1	1							
2 Employees	%	50.00	50.00							
451X0010302E - Facilities Design / Construction Professional -	#	1	1							
1 Employee	%	100.00	100.00							
451X1016108E - Facilities Design / Construction Professional,	#	0	3							
7 Employees	%	0.00	42.86							
454X0010301E - Parking / Transportation Management	#	1	2							
2 Employees	%	50.00	100.00							
451X0016103E - Facilities Design / Construction Professional -	#	1	1							
10 Employees	%	10.00	10.00							



# Job Group Analysis

4F

Facilities Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
459X0010301E - Real Estate Management Professional -	#	0	1							
1 Employee	%	0.00	100.00							
455X1012518N - Environmental Safety / Risk Management	#	0	1							
2 Employees	%	0.00	50.00							
450X0012503E - Facilities Management / Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
105 Employees	Totals #	11	29							
	%	10.48	27.62							

# Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
461X1212204E - IT Applications Professional, Programmer	#	0	1							
1 Employee	%	0.00	100.00							
463X1112235E - IT Client Support Professional, Specialist	#	0	1							
1 Employee	%	0.00	100.00							
465X0012202D - IT Systems Support Professional	#	1	1							
3 Employees	%	33.33	33.33							
466X0010301E - IT Security Professional	#	0	1							
1 Employee	%	0.00	100.00							
465X1612202D - IT Systems Support Professional, Systems	#	0	1							
1 Employee	%	0.00	100.00							
465X0012249N - IT Systems Support Professional	#	1	0							
1 Employee	%	100.00	0.00							
461X1212249N - IT Applications Professional, Programmer	#	1	1							
1 Employee	%	100.00	100.00							
461X1312204E - IT Applications Professional, Programmer	#	0	0							
1 Employee	%	0.00	0.00							
462X1112234 - IT Database Professional, Data Administrator	#	0	0							
1 Employee	%	0.00	0.00							
466X1012264 - IT Security Professional, Analyst/Engineer	#	0	1							
1 Employee	%	0.00	100.00							
461X1612249N - IT Applications Professional, Web Developer	#	0	0							
1 Employee	%	0.00	0.00							
461X0012213E - IT Applications Professional - IT Director	#	0	1							
3 Employees	%	0.00	33.33							
465X1912213E - IT Systems Support Professional, Project Mgr	#	1	0							
1 Employee	%	100.00	0.00							
461X1712213E - IT Applications Professional, Project Mgr - IT	#	0	0							
2 Employees	%	0.00	0.00							
466X0012201 - IT Security Professional - Information	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
467X1012201 - Telecommunications Professional, Mgr - 1 Employee	#	1	0							
	%	100.00	0.00							
460X1112213E - IT (Information Technology) Professional, 1 Employee	#	0	0							
	%	0.00	0.00							
462X1212204E - IT Database Professional, Principal Database 2 Employees	#	1	1							
	%	50.00	50.00							
461X1412201 - IT Applications Professional, Programmer 3 Employees	#	2	0							
	%	66.67	0.00							
461X1412235E - IT Applications Professional, Programmer 9 Employees	#	1	4							
	%	11.11	44.44							
460X1912201 - IT (Information Technology) Professional, 1 Employee	#	0	0							
	%	0.00	0.00							
461X1312235E - IT Applications Professional, Programmer 3 Employees	#	1	2							
	%	33.33	66.67							
465X1412204E - IT Systems Support Professional, Systems 1 Employee	#	0	0							
	%	0.00	0.00							
460X0012201 - IT (Information Technology) Professional - 3 Employees	#	0	1							
	%	0.00	33.33							
461X0012235E - IT Applications Professional 1 Employee	#	0	0							
	%	0.00	0.00							
461X1010801E - IT Applications Professional, IT Auditor 1 Employee	#	0	1							
	%	0.00	100.00							
463X1312201 - IT Client Support Professional, Help Desk Mgr - 1 Employee	#	1	0							
	%	100.00	0.00							
465X1512204E - IT Systems Support Professional, Systems 1 Employee	#	0	0							
	%	0.00	0.00							
461X1712219 - IT Applications Professional, Project Mgr 1 Employee	#	1	1							
	%	100.00	100.00							
461X1312206 - IT Applications Professional, Programmer 1 Employee	#	0	0							
	%	0.00	0.00							

# Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
464X1012232 - IT Network Support Professional, Network	#	2	0							
4 Employees	%	50.00	0.00							
464X1012206 - IT Network Support Professional, Network	#	0	0							
2 Employees	%	0.00	0.00							
465X1512201 - IT Systems Support Professional, Systems	#	1	0							
2 Employees	%	50.00	0.00							
467X1012212E - Telecommunications Professional, Mgr	#	2	1							
2 Employees	%	100.00	50.00							
466X1012236 - IT Security Professional, Analyst/Engineer - IT	#	1	2							
6 Employees	%	16.67	33.33							
462X1212206 - IT Database Professional, Principal Database	#	1	0							
1 Employee	%	100.00	0.00							
461X1312259 - IT Applications Professional, Programmer	#	11	13							
43 Employees	%	25.58	30.23							
464X0012232 - IT Network Support Professional - Networking	#	1	0							
2 Employees	%	50.00	0.00							
461X1612259 - IT Applications Professional, Web Developer -	#	1	0							
2 Employees	%	50.00	0.00							
465X1712206 - IT Systems Support Professional, Computer	#	1	0							
1 Employee	%	100.00	0.00							
465X1412206 - IT Systems Support Professional, Systems	#	6	3							
45 Employees	%	13.33	6.67							
461X1212259 - IT Applications Professional, Programmer	#	0	2							
4 Employees	%	0.00	50.00							
461X0012259 - IT Applications Professional - Bus & Tech App	#	0	0							
1 Employee	%	0.00	0.00							
463X1312250E - IT Client Support Professional, Help Desk Mgr	#	0	0							
1 Employee	%	0.00	0.00							
463X1212259 - IT Client Support Professional, Help Desk	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
465X1612206 - IT Systems Support Professional, Systems	#	0	0							
2 Employees	%	0.00	0.00							
465X1812201 - IT Systems Support Professional, Computer	#	0	1							
2 Employees	%	0.00	50.00							
461X1712218 - IT Applications Professional, Project Mgr - IT	#	0	0							
2 Employees	%	0.00	0.00							
465X1312206 - IT Systems Support Professional, Systems	#	1	1							
5 Employees	%	20.00	20.00							
463X0012206 - IT Client Support Professional	#	0	0							
1 Employee	%	0.00	0.00							
463X0012201 - IT Client Support Professional - Information	#	0	1							
2 Employees	%	0.00	50.00							
460X0012264 - IT (Information Technology) Professional -	#	0	0							
1 Employee	%	0.00	0.00							
460X0012250E - IT (Information Technology) Professional	#	2	3							
6 Employees	%	33.33	50.00							
460X0016104E - IT (Information Technology) Professional	#	0	0							
3 Employees	%	0.00	0.00							
464X0012250E - IT Network Support Professional	#	0	0							
1 Employee	%	0.00	0.00							
464X1112211 - IT Network Support Professional, Network	#	2	0							
3 Employees	%	66.67	0.00							
465X1312203 - IT Systems Support Professional, Systems	#	1	2							
11 Employees	%	9.09	18.18							
461X1212502E - IT Applications Professional, Programmer	#	1	0							
1 Employee	%	100.00	0.00							
465X1612203 - IT Systems Support Professional, Systems	#	0	0							
4 Employees	%	0.00	0.00							
465X0012203 - IT Systems Support Professional - Systems	#	0	0							
3 Employees	%	0.00	0.00							

# Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
463X1112211 - IT Client Support Professional, Specialist	#	1	2							
2 Employees	%	50.00	100.00							
465X0012249 - IT Systems Support Professional	#	0	0							
1 Employee	%	0.00	0.00							
461X1212234 - IT Applications Professional, Programmer	#	17	22							
63 Employees	%	26.98	34.92							
463X1112203 - IT Client Support Professional, Specialist	#	0	0							
2 Employees	%	0.00	0.00							
461X1212249 - IT Applications Professional, Programmer	#	0	0							
1 Employee	%	0.00	0.00							
463X0012203 - IT Client Support Professional	#	0	0							
1 Employee	%	0.00	0.00							
463X1112264 - IT Client Support Professional, Specialist -	#	8	7							
35 Employees	%	22.86	20.00							
467X0012211 - Telecommunications Professional - Networking	#	2	1							
5 Employees	%	40.00	20.00							
461X1612249 - IT Applications Professional, Web Developer -	#	0	0							
1 Employee	%	0.00	0.00							
461X0012234 - IT Applications Professional - Bus & Tech App	#	4	4							
10 Employees	%	40.00	40.00							
463X1212264 - IT Client Support Professional, Help Desk	#	1	0							
2 Employees	%	50.00	0.00							
461X1710740E - IT Applications Professional, Project Mgr	#	1	2							
2 Employees	%	50.00	100.00							
465X0012202 - IT Systems Support Professional - IT Operations	#	2	2							
5 Employees	%	40.00	40.00							
463X0012264 - IT Client Support Professional - Technology	#	1	2							
8 Employees	%	12.50	25.00							
461X1612234 - IT Applications Professional, Web Developer -	#	2	4							
12 Employees	%	16.67	33.33							

# Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
463X1312264 - IT Client Support Professional, Help Desk Mgr	#	1	0							
1 Employee	%	100.00	0.00							
465X1412203 - IT Systems Support Professional, Systems	#	0	1							
2 Employees	%	0.00	50.00							
463X0012249 - IT Client Support Professional - Technology	#	3	4							
17 Employees	%	17.65	23.53							
463X1112249 - IT Client Support Professional, Specialist -	#	13	11							
41 Employees	%	31.71	26.83							
461X1212233 - IT Applications Professional, Programmer	#	0	0							
1 Employee	%	0.00	0.00							
463X1212249 - IT Client Support Professional, Help Desk -	#	1	1							
2 Employees	%	50.00	50.00							
463X1112249N - IT Client Support Professional, Specialist	#	3	3							
8 Employees	%	37.50	37.50							
463X1212249N - IT Client Support Professional, Help Desk	#	0	0							
1 Employee	%	0.00	0.00							
463X0012234 - IT Client Support Professional - Bus & Tech App	#	1	0							
2 Employees	%	50.00	0.00							
463X0012249N - IT Client Support Professional	#	1	0							
3 Employees	%	33.33	0.00							
461X0012233 - IT Applications Professional	#	1	1							
1 Employee	%	100.00	100.00							
465X1612200 - IT Systems Support Professional, Systems	#	0	0							
1 Employee	%	0.00	0.00							
444 Employees	Totals #	109	114							
	%	24.55	25.68							

# Job Group Analysis

4H

Research, Extension & Other Education Professional

EEO Code: 3

Job Code & Title		Min	Fem							
470X4912415N - Research Professional, Life Sciences, 2 Employees	#	0	1							
	%	0.00	50.00							
470X4312416N - Research Professional, Medical Sciences, 1 Employee	#	0	1							
	%	0.00	100.00							
470X4012501N - Research Professional, Medical Sciences, 1 Employee	#	0	1							
	%	0.00	100.00							
471X5012503E - Laboratory Professional, Ag Research 3 Employees	#	0	0							
	%	0.00	0.00							
471X4812503E - Laboratory Professional, Textiles Research 5 Employees	#	0	1							
	%	0.00	20.00							
471X0112503E - Laboratory Professional, Research Operations 4 Employees	#	0	1							
	%	0.00	25.00							
471X4817600N - Laboratory Professional, Textiles Research 1 Employee	#	0	0							
	%	0.00	0.00							
471X0314602E - Laboratory Professional, Vet Research 3 Employees	#	1	3							
	%	33.33	100.00							
471X0312503E - Laboratory Professional, Vet Research 1 Employee	#	0	1							
	%	0.00	100.00							
472X0012468E - Extension / Engagement / Public Service 1 Employee	#	0	1							
	%	0.00	100.00							
471X0512502E - Laboratory Professional, Life Sciences, 1 Employee	#	0	0							
	%	0.00	0.00							
470X1112416E - Research Professional, Social Sciences - 10 Employees	#	1	7							
	%	10.00	70.00							
472X0013400E - Extension / Engagement / Public Service 20 Employees	#	4	10							
	%	20.00	50.00							
470X0512502E - Research Professional, Life Sciences - 8 Employees	#	0	3							
	%	0.00	37.50							
472X0010301E - Extension / Engagement / Public Service 7 Employees	#	3	3							
	%	42.86	42.86							



# Job Group Analysis

4H

Research, Extension & Other Education Professional

EEO Code: 3

Job Code & Title		Min	Fem							
471X0512503E - Laboratory Professional, Life Sciences, 12 Employees	#	0	3							
	%	0.00	25.00							
470X1412502E - Research Professional, Engineering 1 Employee	#	0	0							
	%	0.00	0.00							
470X0912502E - Research Professional, Chemistry / Materials 1 Employee	#	0	1							
	%	0.00	100.00							
470X0112502E - Research Professional, Agricultural / Food - 13 Employees	#	3	5							
	%	23.08	38.46							
471X0212503E - Laboratory Professional, Ag Research 4 Employees	#	0	0							
	%	0.00	0.00							
471X4512503E - Laboratory Professional, Lab Coordinator - 2 Employees	#	0	1							
	%	0.00	50.00							
470X0512501N - Research Professional, Life Sciences- 1 Employee	#	0	1							
	%	0.00	100.00							
471X4712503E - Laboratory Professional, Ag Research 1 Employee	#	1	1							
	%	100.00	100.00							
475X1010301E - Research / Sponsored Projects Development 1 Employee	#	0	1							
	%	0.00	100.00							
470X0612503E - Research Professional, Physical Sciences 1 Employee	#	0	0							
	%	0.00	0.00							
470X0212502N - Research Professional, Biological Sciences 1 Employee	#	0	1							
	%	0.00	100.00							
470X0312502E - Research Professional, Conservation / 1 Employee	#	0	1							
	%	0.00	100.00							
470X3112502N - Research Professional, Physical Sciences, 2 Employees	#	0	1							
	%	0.00	50.00							
472X0010301N - Extension / Engagement / Public Service 1 Employee	#	1	1							
	%	100.00	100.00							
470X0212501N - Research Professional, Biological Sciences 1 Employee	#	0	1							
	%	0.00	100.00							

# Job Group Analysis

4H

Research, Extension & Other Education Professional

EEO Code: 3

Job Code & Title		Min	Fem							
470X0412501N - Research Professional, Medical	#	0	0							
1 Employee	%	0.00	0.00							
112 Employees	Totals #	14	51							
	Totals %	12.50	45.54							

# Job Group Analysis

4J

Health Science Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
480X0014103E - Medical Professional	#	0	1							
1 Employee	%	0.00	100.00							
481X0014105E - Nursing Professional - Nurse Director	#	0	1							
1 Employee	%	0.00	100.00							
484X0014151E - Pharmacist AD - Pharmacist	#	1	3							
5 Employees	%	20.00	60.00							
484X1014151E - Pharmacist AD, Student Health - Pharmacist	#	0	2							
2 Employees	%	0.00	100.00							
492X1012503E - Veterinary / Animal Science Professional, Mgr	#	0	1							
1 Employee	%	0.00	100.00							
481X0014103E - Nursing Professional - Nurse Practitioner	#	0	3							
3 Employees	%	0.00	100.00							
481X1014103E - Nursing Professional, Nurse Practitioner -	#	1	4							
5 Employees	%	20.00	80.00							
480X0014602E - Medical Professional - Medical Laboratory	#	0	1							
1 Employee	%	0.00	100.00							
480X0014300E - Medical Professional - Physician's Assistant	#	0	1							
1 Employee	%	0.00	100.00							
492X0012503E - Veterinary / Animal Science Professional -	#	0	2							
3 Employees	%	0.00	66.67							
492X0014601E - Veterinary / Animal Science Professional -	#	0	1							
1 Employee	%	0.00	100.00							
492X0014251E - Veterinary / Animal Science Professional -	#	0	1							
1 Employee	%	0.00	100.00							
492X0012503D - Veterinary / Animal Science Professional	#	0	1							
1 Employee	%	0.00	100.00							
26 Employees	Totals #	2	22							
	%	7.69	84.62							

# Job Group Analysis

4K

Environment Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
495X0010301E - Environmental Sustainability / Energy	#	0	1							
1 Employee	%	0.00	100.00							
494X0012503E - Agriculture / Forestry / Food Science	#	0	0							
1 Employee	%	0.00	0.00							
495X0016103E - Environmental Sustainability / Energy	#	0	0							
1 Employee	%	0.00	0.00							
3 Employees	Totals #	0	1							
	%	0.00	33.33							

# Job Group Analysis

4L

Athletic Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
468X0010302E - Athletics Professional	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

# Job Group Analysis

5A

Administrative / Office Support Managers

EEO Code: 5

Job Code & Title		Min	Fem							
500X0010433E - Office / Admin Support / Clerical Manager	#	0	2							
2 Employees	%	0.00	100.00							
500X0014501E - Office / Admin Support / Clerical Manager -	#	0	2							
2 Employees	%	0.00	100.00							
4 Employees	Totals #	0	4							
	%	0.00	100.00							

# Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
512X1010751E - Accounting Unit Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
532X0013101N - Library Assistant	#	1	1							
1 Employee	%	100.00	100.00							
544X0010301N - Grant Proposal Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
545X0010301N - Grant Proposal Coordinator	#	1	2							
2 Employees	%	50.00	100.00							
514X0010301E - Administrative Assistant	#	0	3							
3 Employees	%	0.00	100.00							
524X0015824 - Communications Operator - Public Safety	#	0	1							
1 Employee	%	0.00	100.00							
511X0010433E - Executive Assistant	#	1	4							
4 Employees	%	25.00	100.00							
506X0010301E - Administrative / Office / Clerical Lead	#	0	1							
1 Employee	%	0.00	100.00							
530X0010301E - Department Assistant - University Program	#	3	9							
12 Employees	%	25.00	75.00							
511X0010301N - Executive Assistant - University Program	#	0	1							
1 Employee	%	0.00	100.00							
512X0010739N - Accounting Assistant	#	1	1							
1 Employee	%	100.00	100.00							
514X0010301N - Administrative Assistant - University Program	#	0	1							
1 Employee	%	0.00	100.00							
511X0010433 - Executive Assistant	#	22	66							
69 Employees	%	31.88	95.65							
512X0010751E - Accounting Assistant	#	0	1							
1 Employee	%	0.00	100.00							
505X0010434N - Administrative / Office / Clerical Supervisor -	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
530X0013150N - Department Assistant	#	0	1							
1 Employee	%	0.00	100.00							
523X0011901N - Mailing Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
540X0010301N - Administrative / Office / Clerical Support Staff -	#	0	1							
1 Employee	%	0.00	100.00							
530X0010301N - Department Assistant - University Program	#	8	22							
27 Employees	%	29.63	81.48							
520X0010301N - Clerk, Materials	#	0	0							
1 Employee	%	0.00	0.00							
514X0010433 - Administrative Assistant	#	0	3							
3 Employees	%	0.00	100.00							
514X0010300D - Administrative Assistant	#	0	1							
2 Employees	%	0.00	50.00							
506X0010300N - Administrative / Office / Clerical Lead -	#	1	1							
1 Employee	%	100.00	100.00							
530X0010739N - Department Assistant - Business Services	#	0	3							
3 Employees	%	0.00	100.00							
541X0010300N - Event Planning Assistant	#	1	5							
5 Employees	%	20.00	100.00							
505X0013150N - Administrative / Office / Clerical Supervisor - St	#	3	5							
5 Employees	%	60.00	100.00							
505X0010434D - Administrative / Office / Clerical	#	0	1							
1 Employee	%	0.00	100.00							
505X0010301N - Administrative / Office / Clerical Supervisor -	#	0	1							
2 Employees	%	0.00	50.00							
540X0010739N - Administrative / Office / Clerical Support Staff -	#	0	1							
1 Employee	%	0.00	100.00							
512X0010750N - Accounting Assistant - Accounting Technician	#	59	100							
121 Employees	%	48.76	82.64							



# Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
532X0013100N - Library Assistant - University Library	#	10	24							
35 Employees	%	28.57	68.57							
532X0013100D - Library Assistant	#	3	2							
11 Employees	%	27.27	18.18							
530X0010300N - Department Assistant - University Program	#	26	65							
81 Employees	%	32.10	80.25							
540X0010300N - Administrative / Office / Clerical Support Staff -	#	2	6							
7 Employees	%	28.57	85.71							
543X0013150N - Student Services Coordinator	#	13	28							
29 Employees	%	44.83	96.55							
514X0010300N - Administrative Assistant - University Program	#	11	21							
27 Employees	%	40.74	77.78							
512X0010300N - Accounting Assistant	#	5	10							
10 Employees	%	50.00	100.00							
543X0010422 - Student Services Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
524X0015826D - Communications Operator	#	1	2							
6 Employees	%	16.67	33.33							
514X0010739N - Administrative Assistant - Business Services	#	1	1							
1 Employee	%	100.00	100.00							
514X0010422 - Administrative Assistant - Administrative Support	#	78	201							
229 Employees	%	34.06	87.77							
540X0010422 - Administrative / Office / Clerical Support Staff -	#	3	10							
10 Employees	%	30.00	100.00							
516X0011900N - Cashier - Support Services Associate	#	2	2							
2 Employees	%	100.00	100.00							
512X0010422 - Accounting Assistant	#	5	20							
23 Employees	%	21.74	86.96							
506X0010422 - Administrative / Office / Clerical Lead - Administ	#	0	1							
1 Employee	%	0.00	100.00							

## Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
514X0013150N - Administrative Assistant	#	2	1							
2 Employees	%	100.00	50.00							
528X0010422 - Customer Service Assistant	#	0	1							
1 Employee	%	0.00	100.00							
540X0013150N - Administrative / Office / Clerical Support Staff -	#	2	2							
2 Employees	%	100.00	100.00							
540X0010422D - Administrative / Office / Clerical Support Staff	#	0	1							
2 Employees	%	0.00	50.00							
542X1010422 - Transportation Coordinator	#	1	1							
2 Employees	%	50.00	50.00							
530X0010421 - Department Assistant	#	0	1							
2 Employees	%	0.00	50.00							
522X0010422 - Clerk, Records	#	1	3							
3 Employees	%	33.33	100.00							
514X0010421 - Administrative Assistant - Administrative Support	#	40	95							
113 Employees	%	35.40	84.07							
505X0010422 - Administrative / Office / Clerical Lead/Supervisor	#	1	2							
2 Employees	%	50.00	100.00							
540X0010421 - Administrative / Office / Clerical Support Staff -	#	3	8							
8 Employees	%	37.50	100.00							
514X0010422D - Administrative Assistant	#	7	22							
27 Employees	%	25.93	81.48							
520X0011900N - Clerk, Materials - Support Services Associate	#	16	7							
29 Employees	%	55.17	24.14							
540X0010421D - Administrative / Office / Clerical Support Staff	#	0	1							
2 Employees	%	0.00	50.00							
530X0010422 - Department Assistant - Administrative Support	#	1	1							
2 Employees	%	50.00	50.00							
520X0011900D - Clerk, Materials	#	1	1							
3 Employees	%	33.33	33.33							

# Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
528X0010300N - Customer Service Assistant - University	#	2	3							
4 Employees	%	50.00	75.00							
534X0010421 - Receptionist - Administrative Support Assoc	#	0	2							
2 Employees	%	0.00	100.00							
954 Employees	Totals #	339	786							
	%	35.53	82.39							

# Job Group Analysis

6A

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
609X0212518E - Environment, Health & Safety Technician	#	0	1							
1 Employee	%	0.00	100.00							
604X0110100E - Purchasing Specialist	#	0	0							
1 Employee	%	0.00	0.00							
609X0110301N - Advancement Specialist	#	0	1							
1 Employee	%	0.00	100.00							
608X0013101D - Library Paraprofessional	#	0	2							
2 Employees	%	0.00	100.00							
606X0013201D - Communications Specialist	#	0	1							
1 Employee	%	0.00	100.00							
604X0010900E - Fiscal Affairs Paraprofessional	#	0	1							
1 Employee	%	0.00	100.00							
606X0010302E - Communications Specialist	#	1	1							
1 Employee	%	100.00	100.00							
609X0210301E - Environment, Health & Safety Technician	#	0	1							
1 Employee	%	0.00	100.00							
606X0013201E - External Affairs / Communications	#	3	16							
21 Employees	%	14.29	76.19							
604X0110100N - Fiscal Affairs Paraprofessional, Purchasing -	#	0	2							
2 Employees	%	0.00	100.00							
602X0211804E - Institutional Affairs Paraprofessional, HR -	#	3	8							
8 Employees	%	37.50	100.00							
608X0013101E - Library Paraprofessional	#	0	0							
1 Employee	%	0.00	0.00							
602X0410300N - Training Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
604X0010301N - Fiscal Affairs Paraprofessional - University	#	0	2							
2 Employees	%	0.00	100.00							
609X0212518N - Environment, Health & Safety Technician	#	0	1							
4 Employees	%	0.00	25.00							

# Job Group Analysis

6A

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
609X0013701N - Functional Paraprofessional - Curatorial	#	0	0							
1 Employee	%	0.00	0.00							
609X0212517N - Environment, Health & Safety Technician	#	0	0							
1 Employee	%	0.00	0.00							
609X0010301E - Functional Paraprofessional	#	1	3							
4 Employees	%	25.00	75.00							
608X0013101N - Library Paraprofessional - University Library	#	0	8							
9 Employees	%	0.00	88.89							
606X0010301N - External Affairs / Communications	#	1	1							
2 Employees	%	50.00	50.00							
609X0010301N - Functional Paraprofessional - University	#	0	1							
1 Employee	%	0.00	100.00							
606X0013201N - External Affairs / Communications	#	16	55							
78 Employees	%	20.51	70.51							
602X0011804N - Institutional Affairs Paraprofessional - Human	#	2	1							
2 Employees	%	100.00	50.00							
604X0010739N - Fiscal Affairs Paraprofessional - Business	#	4	20							
23 Employees	%	17.39	86.96							
602X0211804N - Institutional Affairs Paraprofessional, HR -	#	20	33							
39 Employees	%	51.28	84.62							
609X0010300N - Functional Paraprofessional - University	#	0	2							
2 Employees	%	0.00	100.00							
609X0210301N - Functional Paraprofessional, Environment,	#	1	2							
2 Employees	%	50.00	100.00							
609X0110300N - Advancement Specialist	#	1	3							
5 Employees	%	20.00	60.00							
602X0210301N - HR Coordinator	#	1	3							
3 Employees	%	33.33	100.00							
605X0010422 - Medical Billing Specialist	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

6A

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
221 Employees	Totals	#	55	171						
		%	24.89	77.38						

# Job Group Analysis

6B

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
618X0013201E - Graphical Design Paraprofessional	#	0	1							
1 Employee	%	0.00	100.00							
614X0012234 - IT Technical/Paraprofessional	#	1	3							
5 Employees	%	20.00	60.00							
614X0012210 - IT Technical/Paraprofessional - Networking	#	2	0							
4 Employees	%	50.00	0.00							
614X0012249 - IT Technical/Paraprofessional - Technology	#	2	1							
4 Employees	%	50.00	25.00							
614X0012233D - IT Technical/Paraprofessional	#	0	0							
1 Employee	%	0.00	0.00							
614X1012233 - Computer Network Support	#	0	0							
1 Employee	%	0.00	0.00							
614X0012264 - IT Technical/Paraprofessional	#	0	0							
1 Employee	%	0.00	0.00							
614X0012233 - IT Technical/Paraprofessional - Bus & Tech App	#	1	2							
10 Employees	%	10.00	20.00							
612X0016103E - Engineering Technical/Paraprofessional	#	1	2							
8 Employees	%	12.50	25.00							
610X0012264D - Audiovisual Technical/Paraprofessional	#	1	0							
1 Employee	%	100.00	0.00							
612X0016103N - Engineering Technical/Paraprofessional -	#	1	2							
10 Employees	%	10.00	20.00							
614X0012249N - IT Technical/Paraprofessional	#	1	0							
2 Employees	%	50.00	0.00							
616X0012210 - Telecommunications Technical/Professional	#	2	0							
5 Employees	%	40.00	0.00							
616X0012249N - Telecommunications Technical/Professional	#	0	0							
1 Employee	%	0.00	0.00							
614X3012200D - Computer Operations Technician	#	0	0							
8 Employees	%	0.00	0.00							

# Job Group Analysis

6B

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
616X0012211 - Telecommunications Technical/Professional	#	0	0							
1 Employee	%	0.00	0.00							
618X0013202N - Technical Design Paraprofessional - Visual	#	5	15							
28 Employees	%	17.86	53.57							
614X0012247 - IT Technical/Paraprofessional - Technology	#	11	14							
47 Employees	%	23.40	29.79							
610X0011901D - Audiovisual Technical/Paraprofessional	#	1	0							
1 Employee	%	100.00	0.00							
610X1013202N - Videographer	#	0	0							
2 Employees	%	0.00	0.00							
614X0012247D - IT Technical/Paraprofessional	#	0	0							
2 Employees	%	0.00	0.00							
610X0013601N - Audiovisual Technical/Paraprofessional -	#	2	1							
9 Employees	%	22.22	11.11							
614X0010300N - IT Technical/Paraprofessional	#	1	1							
1 Employee	%	100.00	100.00							
618X0013551N - Technical Design Paraprofessional - Arts	#	0	2							
6 Employees	%	0.00	33.33							
618X0016103N - Technical Design Paraprofessional -	#	1	0							
2 Employees	%	50.00	0.00							
619X0013700N - Museum Preparator	#	0	1							
3 Employees	%	0.00	33.33							
610X0013300D - Audiovisual Technical/Paraprofessional	#	2	1							
4 Employees	%	50.00	25.00							
610X0013300N - Audiovisual Technical/Paraprofessional - Multi-	#	0	0							
3 Employees	%	0.00	0.00							
611X0013551N - Theater Arts Technician	#	1	1							
2 Employees	%	50.00	50.00							
610X0013600N - Audiovisual Technical/Paraprofessional -	#	0	1							
2 Employees	%	0.00	50.00							



# Job Group Analysis

6B

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title

175 Employees

Totals

	Min	Fem								
#	36	48								
%	20.57	27.43								

# Job Group Analysis

6C

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
622X0112503E - Lab Asst/Tech, Life Science	#	0	1							
1 Employee	%	0.00	100.00							
620X0712520N - Research Asst/Technician/Technologist	#	0	0							
1 Employee	%	0.00	0.00							
620X0412502N - Research Asst/Tech, Engineering - Research	#	2	0							
2 Employees	%	100.00	0.00							
620X0712503N - Research Asst/Technician/Technologist -	#	0	1							
1 Employee	%	0.00	100.00							
620X0712503E - Research Asst/Technician/Technologist	#	0	0							
1 Employee	%	0.00	0.00							
622X0612503N - Lab Asst/Technician/Technologist, Other	#	0	1							
1 Employee	%	0.00	100.00							
620X0712502E - Research Asst/Technician/Technologist -	#	0	4							
8 Employees	%	0.00	50.00							
620X0112502E - Research Asst/Tech, Life Science - Research	#	0	1							
3 Employees	%	0.00	33.33							
620X0812503D - Research Assistants, Technicians,	#	0	1							
1 Employee	%	0.00	100.00							
622X0112503N - Lab Asst/Tech, Life Science - Research	#	0	2							
2 Employees	%	0.00	100.00							
620X0312502N - Research Asst/Tech, Physical Science -	#	0	0							
1 Employee	%	0.00	0.00							
620X0812502N - Research Assistants, Technicians,	#	4	14							
15 Employees	%	26.67	93.33							
622X0114600N - Lab Asst/Tech, Life Science	#	0	1							
1 Employee	%	0.00	100.00							
620X0814601N - Research Assistants, Technicians,	#	0	0							
1 Employee	%	0.00	0.00							
620X0712502N - Research Asst/Technician/Technologist -	#	7	20							
61 Employees	%	11.48	32.79							

# Job Group Analysis

6C

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
620X0112502N - Research Asst/Tech, Life Science - Research	#	3	6							
11 Employees	%	27.27	54.55							
620X0212415N - Research Asst/Tech, Social Science -	#	1	1							
4 Employees	%	25.00	25.00							
620X0114600N - Research Asst/Tech, Life Science-Medical	#	0	1							
1 Employee	%	0.00	100.00							
620X0812501N - Research Assistants, Technicians,	#	1	6							
7 Employees	%	14.29	85.71							
620X0312501N - Research Asst/Tech, Physical Science -	#	2	1							
4 Employees	%	50.00	25.00							
620X0712502D - Research Asst/Technician/Technologist	#	0	0							
1 Employee	%	0.00	0.00							
622X0514600N - Lab Asst/Tech, Health/Medicine	#	0	1							
2 Employees	%	0.00	50.00							
620X0112501N - Research Asst/Tech, Life Science - Research	#	2	10							
18 Employees	%	11.11	55.56							
620X0412501N - Research Asst/Tech, Engineering	#	1	1							
2 Employees	%	50.00	50.00							
620X0712501N - Research Asst/Technician/Technologist -	#	10	29							
85 Employees	%	11.76	34.12							
620X0512501N - Research Asst/Tech, Health/Medicine	#	0	1							
4 Employees	%	0.00	25.00							
620X0712501D - Research Asst/Technician/Technologist	#	1	0							
3 Employees	%	33.33	0.00							
622X0112522N - Lab Asst/Tech, Life Science - Laboratory	#	0	1							
1 Employee	%	0.00	100.00							
622X0112501N - Lab Asst/Tech, Life Science - Research	#	0	1							
1 Employee	%	0.00	100.00							
620X0212501N - Research Asst/Tech, Social Science -	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

6C

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title

245 Employees

Totals

	Min	Fem								
#	34	106								
%	13.88	43.27								

# Job Group Analysis

6E

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
646X0014104N - Nursing Technical/Paraprofessional - Nurse	#	0	2							
2 Employees	%	0.00	100.00							
646X0014101N - Nursing Technical/Paraprofessional -	#	3	11							
11 Employees	%	27.27	100.00							
644X0014600N - Medical Technical/Paraprofessional - Medical	#	0	5							
5 Employees	%	0.00	100.00							
644X0014250N - Medical Technical/Paraprofessional - Medical	#	0	8							
9 Employees	%	0.00	88.89							
644X0014601N - Medical Technical/Paraprofessional - Medical	#	5	12							
15 Employees	%	33.33	80.00							
656X0014401N - Dietetic / Nutrition Technical/Paraprofessional -	#	0	1							
1 Employee	%	0.00	100.00							
644X0012503N - Medical Technical/Paraprofessional -	#	0	1							
1 Employee	%	0.00	100.00							
644X0014601D - Medical Technical/Paraprofessional	#	0	1							
1 Employee	%	0.00	100.00							
646X0014100N - Nursing Technical/Paraprofessional - Licensed	#	2	4							
4 Employees	%	50.00	100.00							
646X1014100N - Licensed Practical Nurse	#	1	1							
1 Employee	%	100.00	100.00							
644X1014106N - Medical Assistant	#	0	3							
3 Employees	%	0.00	100.00							
644X0014106N - Medical Technical/Paraprofessional -	#	1	2							
2 Employees	%	50.00	100.00							
648X0014150N - Pharmacy Technical/Paraprofessional -	#	4	6							
7 Employees	%	57.14	85.71							
62 Employees	#	16	57							
Totals	%	25.81	91.94							

# Job Group Analysis

6F

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
662X0012503E - Forestry Technical/ Paraprofessional	#	0	0							
1 Employee	%	0.00	0.00							
660X0012503N - Animal Care Technical/Paraprofessional -	#	0	1							
1 Employee	%	0.00	100.00							
660X0012503D - Animal Care Technician	#	0	3							
4 Employees	%	0.00	75.00							
660X0014500N - Animal Care Technical/Paraprofessional -	#	0	1							
2 Employees	%	0.00	50.00							
660X1014500D - Veterinary Technician	#	9	91							
100 Employees	%	9.00	91.00							
660X1014500N - Veterinary Technician	#	1	3							
3 Employees	%	33.33	100.00							
660X0012501N - Animal Care Technical/Paraprofessional -	#	3	10							
16 Employees	%	18.75	62.50							
660X0014500D - Animal Care Technician	#	5	26							
30 Employees	%	16.67	86.67							
157 Employees	Totals #	18	135							
	%	11.46	85.99							

# Job Group Analysis

7A

Skilled Craft Supervisor

EEO Code: 6

Job Code & Title		Min	Fem							
700X0017318E - Skilled Craft / Trades Supervisor -	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

# Job Group Analysis

7B

Skilled Craftsperson

EEO Code: 6

Job Code & Title		Min	Fem							
705X0117421E - Painter Lead/Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
705X0417421E - Electrician Lead/Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
723X0012503E - Machinist	#	0	0							
1 Employee	%	0.00	0.00							
705X0017600D - Skilled Craft / Trades Foreman / Lead	#	0	0							
1 Employee	%	0.00	0.00							
705X0317421N - Skilled Craft / Trades Foreman / Lead, HVAC	#	0	0							
1 Employee	%	0.00	0.00							
705X0517421N - Skilled Craft / Trades Foreman / Lead,	#	0	0							
1 Employee	%	0.00	0.00							
705X0017501N - Skilled Craft / Trades Foreman / Lead -	#	0	0							
3 Employees	%	0.00	0.00							
741X0017600N - Textile Skilled Worker - Specialty Trades	#	1	0							
5 Employees	%	20.00	0.00							
718X0017500N - Building Control Systems Technician	#	1	0							
2 Employees	%	50.00	0.00							
710X0017600N - Skilled Craft Worker - Specialty Trades	#	0	0							
1 Employee	%	0.00	0.00							
717X0017423D - HVAC Mechanic (Journeyman)	#	0	0							
1 Employee	%	0.00	0.00							
705X0017421N - Skilled Craft / Trades Foreman / Lead -	#	0	0							
6 Employees	%	0.00	0.00							
705X0017903D - Skilled Craft / Trades Foreman / Lead	#	1	0							
6 Employees	%	16.67	0.00							
705X6017421N - Locksmith Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
719X0017600N - Instrument Maker - Specialty Trades	#	1	0							
16 Employees	%	6.25	0.00							



# Job Group Analysis

7B

Skilled Craftsperson

EEO Code: 6

Job Code & Title		Min	Fem							
718X0017423 - Building Control Systems Technician	#	0	0							
1 Employee	%	0.00	0.00							
710X0417500N - Skilled Craft Worker, Lab Mechanic -	#	0	0							
1 Employee	%	0.00	0.00							
729X0017900N - Boilermaker / Stationary Engineer / Power	#	3	0							
7 Employees	%	42.86	0.00							
713X0017500N - Electronic Equipment Mechanic - Electronics	#	7	0							
21 Employees	%	33.33	0.00							
705X0017318N - Skilled Craft / Trades Foreman / Lead -	#	1	0							
3 Employees	%	33.33	0.00							
705X0017423 - Skilled Craft / Trades Foreman / Lead - Facilities	#	2	0							
13 Employees	%	15.38	0.00							
717X0017423 - HVAC / System Control Specialist - Facilities	#	2	0							
25 Employees	%	8.00	0.00							
729X0017902N - Boilermaker / Stationary Engineer / Power	#	0	0							
1 Employee	%	0.00	0.00							
729X0017902D - Boilermaker	#	2	0							
11 Employees	%	18.18	0.00							
711X0017423 - Electrician - Facilities Maint Tech'n - Mech	#	4	0							
15 Employees	%	26.67	0.00							
710X0317422 - Skilled Craft Worker, Upholsterer - Facil Maint	#	1	1							
1 Employee	%	100.00	100.00							
710X0417423 - Skilled Craft Worker, Lab Mechanic - Facilities	#	0	0							
2 Employees	%	0.00	0.00							
739X0017423 - Welder - Facilities Maint Tech'n - Mech	#	0	0							
1 Employee	%	0.00	0.00							
710X0017423 - Skilled Craft Worker - Facilities Maint Tech'n - M	#	12	2							
86 Employees	%	13.95	2.33							
733X0017423 - Plumber / Pipefitter - Facilities Maint Tech'n - M	#	3	0							
6 Employees	%	50.00	0.00							

# Job Group Analysis

7B

Skilled Craftsperson

EEO Code: 6

Job Code & Title		Min	Fem							
737X0017422 - Roofer - Facil Maint Tech'n - Bldg Tech	#	2	0							
3 Employees	%	66.67	0.00							
721X0017422 - Locksmith - Facil Maint Tech'n - Bldg Tech	#	1	2							
8 Employees	%	12.50	25.00							
725X0017422 - Mason - Facil Maint Tech'n - Bldg Tech	#	1	0							
3 Employees	%	33.33	0.00							
705X0017600N - Skilled Craft / Trades Foreman / Lead -	#	1	0							
1 Employee	%	100.00	0.00							
715X0017422 - Carpenter / Cabinetmaker - Facil Maint Tech'n -	#	1	1							
9 Employees	%	11.11	11.11							
710X0117422 - Skilled Craft Worker, Sign Painter - Facil Maint T	#	0	0							
3 Employees	%	0.00	0.00							
710X0017422 - Skilled Craft Worker - Facil Maint Tech'n - Bldg T	#	4	0							
13 Employees	%	30.77	0.00							
742X0017313 - Vehicle Mechanic - Vehicle/Equip Repair Tech'n	#	1	0							
7 Employees	%	14.29	0.00							
710X0217422 - Skilled Craft Worker, Plasterer - Facil Maint Tech	#	1	0							
3 Employees	%	33.33	0.00							
735X0017100N - Printer / Bookbinder - Print/Document Service	#	0	0							
2 Employees	%	0.00	0.00							
710X0017422D - Skilled Craft Worker	#	0	0							
2 Employees	%	0.00	0.00							
742X0017313D - Vehicle Mechanic	#	0	0							
1 Employee	%	0.00	0.00							
735X0017100D - Printer / Bookbinder	#	1	1							
2 Employees	%	50.00	50.00							
731X0017422 - Painter - Facil Maint Tech'n - Bldg Tech	#	4	0							
12 Employees	%	33.33	0.00							

# Job Group Analysis

7B

Skilled Craftsperson

EEO Code: 6

Job Code & Title

310 Employees

Totals

	Min	Fem								
#	58	7								
%	18.71	2.26								

# Job Group Analysis

8A

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
800X0010900E - Service / Maintenance Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
801X0015839 - Police / Public Safety Supervisor - Public Safety	#	0	0							
2 Employees	%	0.00	0.00							
805X0012519E - Fire Safety/Prevention Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
800X0017421E - Service / Maintenance Supervisor - Facilities	#	0	1							
4 Employees	%	0.00	25.00							
801X0015835 - Police / Public Safety Supervisor	#	0	0							
6 Employees	%	0.00	0.00							
802X0010301E - Police / Public Safety Professional - University	#	1	1							
1 Employee	%	100.00	100.00							
800X0016790 - Service / Maintenance Supervisor - Food	#	3	4							
14 Employees	%	21.43	28.57							
800X0011901E - Service / Maintenance Supervisor - Support	#	0	1							
7 Employees	%	0.00	14.29							
800X0016787 - Service / Maintenance Supervisor - Building	#	5	2							
9 Employees	%	55.56	22.22							
800X0011901D - Service / Maintenance Supervisor	#	1	0							
1 Employee	%	100.00	0.00							
800X0016790D - Service / Maintenance Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
800X0011901N - Service / Maintenance Supervisor - Support	#	0	1							
2 Employees	%	0.00	50.00							
50 Employees										
Totals	#	11	11							
	%	22.00	22.00							

# Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
852X1011900N - Equipment Manager/Athletics	#	1	0							
2 Employees	%	50.00	0.00							
810X0016786D - General Maintenance Lead/Supervisor	#	2	1							
2 Employees	%	100.00	50.00							
813X0016786D - Custodian / Housekeeper	#	1	1							
1 Employee	%	100.00	100.00							
810X0017421E - Service / Maintenance Foreman/Lead -	#	0	0							
1 Employee	%	0.00	0.00							
811X0017902N - Service / Maintenance Worker, General -	#	0	0							
1 Employee	%	0.00	0.00							
840X0015835 - Police / Public Safety Lead	#	0	0							
1 Employee	%	0.00	0.00							
840X0015835N - Police / Public Safety Lead-Public Safety	#	2	2							
7 Employees	%	28.57	28.57							
810X0017421N - Service / Maintenance Foreman/Lead -	#	3	1							
25 Employees	%	12.00	4.00							
810X0017318N - Service / Maintenance Foreman/Lead -	#	1	0							
2 Employees	%	50.00	0.00							
810X0017423 - Service / Maintenance Foreman/Lead - Facilities	#	1	0							
2 Employees	%	50.00	0.00							
810X0116786 - Houskeeping Foreman/Lead - Building	#	14	7							
16 Employees	%	87.50	43.75							
810X0011901N - Service / Maintenance Foreman/Lead -	#	2	3							
6 Employees	%	33.33	50.00							
841X0015831 - Police Officer - Public Safety Officer	#	6	11							
37 Employees	%	16.22	29.73							
826X0012517N - Pest Control Worker - EHS Technician	#	0	0							
2 Employees	%	0.00	0.00							
830X1012518N - Fire Inspector	#	0	0							
2 Employees	%	0.00	0.00							

# Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
810X0116786D - Housekeeping Lead/Supervisor	#	5	2							
5 Employees	%	100.00	40.00							
815X0017600N - Equipment Repairer / Inspector - Specialty	#	0	0							
2 Employees	%	0.00	0.00							
810X0011901E - General Maintenance Lead/Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
810X0016786 - General Maintenance Lead/Supervisor	#	3	2							
5 Employees	%	60.00	40.00							
810X0212520N - Groundskeeping Lead/Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
810X0010301N - General Maintenance Lead/Supervisor	#	1	0							
1 Employee	%	100.00	0.00							
810X0212525D - Groundskeeping Lead/Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
811X0017423 - Service / Maintenance Worker, General -	#	0	0							
3 Employees	%	0.00	0.00							
810X0216786 - Groundskeeping Foreman/Lead - Building	#	0	0							
1 Employee	%	0.00	0.00							
811X0017422 - Service / Maintenance Worker, General - Facil	#	0	0							
1 Employee	%	0.00	0.00							
811X0017422D - General Maintenance Worker	#	1	0							
1 Employee	%	100.00	0.00							
810X0011900N - Service / Maintenance Foreman/Lead -	#	2	1							
7 Employees	%	28.57	14.29							
810X0316789D - Foodservice Lead/Supervisor	#	28	29							
56 Employees	%	50.00	51.79							
814X0017123D - Equipment Operator - Heavy	#	2	0							
3 Employees	%	66.67	0.00							
810X0012520N - General Maintenance Lead/Supervisor	#	1	0							
2 Employees	%	50.00	0.00							

# Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
822X0017123D - Motor Vehicle Operator	#	2	0							
3 Employees	%	66.67	0.00							
810X0011900D - General Maintenance Lead/Supervisor	#	3	2							
6 Employees	%	50.00	33.33							
827X0017423 - Trades Helper - Facilities Maint Tech'n - Mech	#	0	0							
18 Employees	%	0.00	0.00							
810X0011901D - General Maintenance Lead/Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
814X0017123 - Equipment Operator - Vehicle/Equipment	#	4	0							
5 Employees	%	80.00	0.00							
825X0015828D - Parking / Traffic Attendant	#	5	0							
7 Employees	%	71.43	0.00							
827X0017422 - Trades Helper - Facil Maint Tech'n - Bldg Tech	#	2	0							
18 Employees	%	11.11	0.00							
817X2016789D - Line Cook	#	0	1							
1 Employee	%	0.00	100.00							
810X0316789 - Food Service Foreman/Lead - Food Service	#	2	3							
3 Employees	%	66.67	100.00							
818X0016789D - Food Server	#	1	1							
1 Employee	%	100.00	100.00							
821X0011900N - Mail Carrier - Support Services Associate	#	5	1							
9 Employees	%	55.56	11.11							
819X0012520N - Grounds / Landscape Worker - Horticultural	#	33	5							
73 Employees	%	45.21	6.85							
813X0116785D - Custodian / Housekeeper, Floor Maintenance	#	2	0							
2 Employees	%	100.00	0.00							
822X0017123 - Motor Vehicle Operator - Vehicle/Equipment	#	7	3							
7 Employees	%	100.00	42.86							
817X0016788D - Food Prep Worker	#	17	11							
24 Employees	%	70.83	45.83							

# Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
811X0016785D - General Maintenance Worker	#	4	1							
4 Employees	%	100.00	25.00							
813X0116785 - Custodian / Housekeeper, Floor Maintenance -	#	4	0							
4 Employees	%	100.00	0.00							
811X0012520N - General Maintenance Worker	#	2	0							
2 Employees	%	100.00	0.00							
811X0016785 - Service / Maintenance Worker, General -	#	11	6							
12 Employees	%	91.67	50.00							
810X0316788D - Foodservice Lead/Supervisor	#	1	1							
1 Employee	%	100.00	100.00							
811X0016788D - General Maintenance Worker	#	2	1							
2 Employees	%	100.00	50.00							
828X0011900D - Sales Workers	#	0	0							
1 Employee	%	0.00	0.00							
818X0016788D - Food Server	#	7	4							
8 Employees	%	87.50	50.00							
819X0016785 - Grounds / Landscape Worker - Building	#	0	0							
3 Employees	%	0.00	0.00							
828X0011900N - Sales Workers - Support Services Associate	#	2	3							
3 Employees	%	66.67	100.00							
813X0016785 - Custodian / Housekeeper - Building	#	202	149							
212 Employees	%	95.28	70.28							
813X0016785D - Custodian / Housekeeper	#	48	31							
48 Employees	%	100.00	64.58							
818X0016788 - Food Server - Food Service Technician	#	1	1							
1 Employee	%	100.00	100.00							
819X0012520D - Grounds / Landscape Worker	#	2	0							
2 Employees	%	100.00	0.00							
827X0017423D - Trades Helper	#	0	0							
1 Employee	%	0.00	0.00							



# Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
681 Employees	Totals	#	447	286						
		%	65.64	42.00						

## Availability Analysis

### 41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the university's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the EEO Tabulation 2006-2010 American Community Survey data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

#### **1E - Heads of Administrative Divisions, Depts & Centers**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 1E - Heads of Administrative Divisions, Depts & Centers. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **3A - Administrative Unit Heads / Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 3A - Administrative Unit Heads / Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **3B - Managers**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 3B - Managers. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **3C - Administrative Professional Associates**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC*

20%; *Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 3C - Administrative Professional Associates. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4A - Academic Affairs Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4A - Academic Affairs Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4B - Student Affairs Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4B - Student Affairs Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4C - Institutional Affairs Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4C - Institutional Affairs Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4D - Fiscal Affairs Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4D - Fiscal Affairs Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4E - External Affairs & Communications Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4E - External Affairs & Communications Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4F - Facilities Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4F - Facilities Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4G - Information Technology Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4G - Information Technology Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4H - Research, Extension & Other Education Professional**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4H - Research, Extension & Other Education Professional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4J - Health Science Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4J - Health Science Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4K - Environment Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4K - Environment Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **4L - Athletic Affairs Professionals**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 4L - Athletic Affairs Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **5A - Administrative / Office Support Managers**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 5A - Administrative / Office Support Managers. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **5B - Admin/ Office Support Supervisors, Leads, Staff**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 5B - Admin/ Office Support

Supervisors, Leads, Staff. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **6A - Institutional Tech / Paraprofessional**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 6A - Institutional Tech / Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **6B - Institutional Tech / Paraprofessional**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 6B - Institutional Tech / Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **6C - Institutional Tech / Paraprofessional**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 6C - Institutional Tech / Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **6E - Institutional Tech / Paraprofessional**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 6E - Institutional Tech / Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **6F - Institutional Tech / Paraprofessional**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 6F - Institutional Tech / Paraprofessional. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **7A - Skilled Craft Supervisor**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 7A - Skilled Craft Supervisor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **7B - Skilled Craftsperson**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 7B - Skilled Craftsperson. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **8A - Service / Maintenance Supervisor**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 8A - Service / Maintenance Supervisor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

#### **8B - Service / Maintenance Supervisor**

Factor 1: *Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%*- This is the geographical area from which the university usually seeks or reasonably would seek workers to fill positions in job group 8B - Service / Maintenance Supervisor. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

**Availability Factor Computation Form**

**1E - Heads of Administrative Divisions, Depts & Centers**

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	24.56	66.58								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	18.42	49.94								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	18.42	49.94								

# Availability Factor Computation Form

## 3A - Administrative Unit Heads / Professionals

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	22.00	54.02								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	16.50	40.52								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	16.50	40.52								



# Availability Factor Computation Form

## 3B - Managers

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.87	28.86									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	16.87	28.86									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	16.87	28.86									

# Availability Factor Computation Form

## 3C - Administrative Professional Associates

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	5.16	26.04									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	5.16	26.04									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	5.16	26.04									

# Availability Factor Computation Form

## 4A - Academic Affairs Professionals

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.77	64.88								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	20.77	64.88								
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								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>		<b>20.77</b>	<b>64.88</b>									

# Availability Factor Computation Form

## 4B - Student Affairs Professionals

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	70.00	Raw Statistics	24.56	66.58								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	17.19	46.61								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	30.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	17.19	46.61								

# Availability Factor Computation Form

## 4C - Institutional Affairs Professionals

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	30.98	68.61									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	30.98	68.61									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	30.98	68.61									

# Availability Factor Computation Form

## 4D - Fiscal Affairs Professionals

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.51	54.43								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	20.51	54.43								
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								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>			20.51	54.43								

# Availability Factor Computation Form

## 4E - External Affairs & Communications Professionals

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.87	53.91									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	14.87	53.91									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	14.87	53.91									

# Availability Factor Computation Form

## 4F - Facilities Professionals

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.28	35.46									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	16.28	35.46									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	16.28	35.46									



# Availability Factor Computation Form

## 4G - Information Technology Professionals

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.89	27.04									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	20.89	27.04									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	20.89	27.04									

# Availability Factor Computation Form

## 4H - Research, Extension & Other Education Professional

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	18.80	45.66								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	14.10	34.24								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	14.10	34.25								

# Availability Factor Computation Form

## 4J - Health Science Professionals

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.82	72.23								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	17.82	72.23								
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								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	17.82	72.23								

# Availability Factor Computation Form

## 4K - Environment Professionals

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.26	32.03								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	3.26	32.03								
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								Feeder Job Computations
		Weighted Factor	0.00	0.00								
<b>Availability</b>		<b>3.26</b>	<b>32.03</b>									

# Availability Factor Computation Form

## 4L - Athletic Affairs Professionals

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.87	26.59									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	12.87	26.59									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	12.87	26.59									

# Availability Factor Computation Form

## 5A - Administrative / Office Support Managers

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	25.92	68.96								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	12.96	34.48								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	12.96	34.48								

# Availability Factor Computation Form

## 5B - Admin/ Office Support Supervisors, Leads, Staff

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	25.86	88.12									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	23.27	79.31									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	23.27	79.31									

# Availability Factor Computation Form

## 6A - Institutional Tech / Paraprofessional

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	19.35	65.50									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	19.35	65.50									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	19.35	65.50									



# Availability Factor Computation Form

## 6B - Institutional Tech / Paraprofessional

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.87	18.74									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	25.87	18.74									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	25.87	18.74									

# Availability Factor Computation Form

## 6C - Institutional Tech / Paraprofessional

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.14	59.45									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	23.14	59.45									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	23.14	59.45									

# Availability Factor Computation Form

## 6E - Institutional Tech / Paraprofessional

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	40.12	90.78									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	40.12	90.78									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	40.12	90.78									

# Availability Factor Computation Form

## 6F - Institutional Tech / Paraprofessional

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.12	77.09									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	8.12	77.09									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	8.12	77.09									

# Availability Factor Computation Form

## 7A - Skilled Craft Supervisor

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	45.39	14.90								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	34.04	11.18								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	34.04	11.18								

# Availability Factor Computation Form

## 7B - Skilled Craftsperson

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	33.48	4.88								Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	25.11	3.66								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	25.11	3.66								

# Availability Factor Computation Form

## 8A - Service / Maintenance Supervisor

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.00	Raw Statistics	49.40	54.43									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	37.05	40.82									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	25.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	37.05	40.82									

# Availability Factor Computation Form

## 8B - Service / Maintenance Supervisor

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	48.58	31.84									Chatham Co, NC 20%; Durham Co, NC 20%; Johnston Co, NC 20%; Orange Co, NC 20%; Wake Co, NC 20%
		Weighted Factor	48.58	31.84									
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									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	48.58	31.84									



## **Comparison of Incumbency vs. Estimated Availability**

### **41 C.F.R. 60-2.15**

North Carolina State University 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, the university determined whether the difference was greater than could reasonably be expected. The comparison of availability with actual representation follows:

**Incumbency vs. Estimated Availability**

1E		Heads of Administrative Divisions, Depts & Centers	
Total Emp 1	Employment %	0.00	100.00
	Availability %	18.42	49.94
	Statistical Value	1.000E	
3A		Administrative Unit Heads / Professionals	
Total Emp 3	Employment %	33.33	100.00
	Availability %	16.50	40.52
	Statistical Value		
3B		Managers	
Total Emp 1	Employment %	100.00	100.00
	Availability %	16.87	28.86
	Statistical Value		
3C		Administrative Professional Associates	
Total Emp 15	Employment %	33.33	80.00
	Availability %	5.16	26.04
	Statistical Value		
4A		Academic Affairs Professionals	
Total Emp 4	Employment %	50.00	25.00
	Availability %	20.77	64.88
	Statistical Value		0.128E
4B		Student Affairs Professionals	
Total Emp 16	Employment %	31.25	75.00
	Availability %	17.19	46.61
	Statistical Value		
4C		Institutional Affairs Professionals	
Total Emp 55	Employment %	30.91	78.18
	Availability %	30.98	68.61
	Statistical Value	0.011	

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

4D		Fiscal Affairs Professionals	
Total Emp 245	Employment %	Min	Fem
	Availability %	34.69	72.24
	Statistical Value	20.51	54.43
4E		External Affairs & Communications Professionals	
Total Emp 51	Employment %	Min	Fem
	Availability %	11.76	60.78
	Statistical Value	14.87	53.91
4F		Facilities Professionals	
Total Emp 105	Employment %	Min	Fem
	Availability %	10.48	27.62
	Statistical Value	16.28	35.46
4G		Information Technology Professionals	
Total Emp 444	Employment %	Min	Fem
	Availability %	24.55	25.68
	Statistical Value	20.89	27.04
4H		Research, Extension & Other Education Professional	
Total Emp 112	Employment %	Min	Fem
	Availability %	12.50	45.54
	Statistical Value	14.10	34.25
4J		Health Science Professionals	
Total Emp 26	Employment %	Min	Fem
	Availability %	7.69	84.62
	Statistical Value	17.82	72.23
4K		Environment Professionals	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	33.33
	Statistical Value	3.26	32.03
4L		Athletic Affairs Professionals	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	12.87	26.59
		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

5A		Administrative / Office Support Managers	
Total Emp 4	Employment %	Min 0.00	Fem 100.00
	Availability %	12.96	34.48
	Statistical Value	1.000E	
5B		Admin/ Office Support Supervisors, Leads, Staff	
Total Emp 954	Employment %	Min 35.53	Fem 82.39
	Availability %	23.27	79.31
	Statistical Value		
6A		Institutional Tech / Paraprofessional	
Total Emp 221	Employment %	Min 24.89	Fem 77.38
	Availability %	19.35	65.50
	Statistical Value		
6B		Institutional Tech / Paraprofessional	
Total Emp 175	Employment %	Min 20.57	Fem 27.43
	Availability %	25.87	18.74
	Statistical Value	1.601	
6C		Institutional Tech / Paraprofessional	
Total Emp 245	Employment %	Min 13.88	Fem 43.27
	Availability %	23.14	59.45
	Statistical Value	3.438	5.160
6E		Institutional Tech / Paraprofessional	
Total Emp 62	Employment %	Min 25.81	Fem 91.94
	Availability %	40.12	90.78
	Statistical Value	2.299	
6F		Institutional Tech / Paraprofessional	
Total Emp 157	Employment %	Min 11.46	Fem 85.99
	Availability %	8.12	77.09
	Statistical Value		
7A		Skilled Craft Supervisor	
Total Emp 1	Employment %	Min 0.00	Fem 0.00
	Availability %	34.04	11.18
	Statistical Value	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

7B		Skilled Craftsperson	
Total Emp 310	Employment %	18.71	2.26
	Availability %	25.11	3.66
	Statistical Value	2.599	1.315
8A		Service / Maintenance Supervisor	
Total Emp 50	Employment %	22.00	22.00
	Availability %	37.05	40.82
	Statistical Value	2.204	2.708
8B		Service / Maintenance Supervisor	
Total Emp 681	Employment %	65.64	42.00
	Availability %	48.58	31.84
	Statistical Value		

Total Employment: 3942

E - Eighty Percent Rule

A placement goal is set when employment is less than 80% of availability.

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, North Carolina State University 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 university 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 university 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 university 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 university will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

**Placement Goals**

Job Group & Name	Min	Fem								
1E - Heads of Administrative Divisions, Depts & Centers	18.42									
4A - Academic Affairs Professionals		64.88								
4E - External Affairs & Communications Professionals	14.87									
4F - Facilities Professionals	16.28	35.46								
4J - Health Science Professionals	17.82									
4K - Environment Professionals	3.26									
4L - Athletic Affairs Professionals	12.87	26.59								
5A - Administrative / Office Support Managers	12.96									
6B - Institutional Tech / Paraprofessional	25.87									
6C - Institutional Tech / Paraprofessional	23.14	59.45								
6E - Institutional Tech / Paraprofessional	40.12									
7A - Skilled Craft Supervisor	34.04	11.18								
7B - Skilled Craftsperson	25.11	3.66								
8A - Service / Maintenance Supervisor	37.05	40.82								

## **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 373 departments in this AAP, 262 or 70.24% include minorities, and 336 or 90.08% 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 6C, 6E, 7B, and 8A.
- Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in job groups 6C, and 8A.
- The university 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.

#### **Analysis of Progress Towards Prior Year Goals**

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, the university 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 university 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 university 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 October 01, 2018 to September 30, 2019 reveals the following:

Goal Attainment

1B		Senior Institutional & Chief Functional Officers																	
	Total	Min	Fem																
Prior Year Goal			54.81																
New Hire	0		0	N/A															
Promotion	0		0	N/A															
Total Opps	0		0	N/A															
Achieved? *			NO OPPS																

1D		Heads of Academic Divisions, Depts & Centers																	
	Total	Min	Fem																
Prior Year Goal			41.81																
New Hire	0		0	N/A															
Promotion	0		0	N/A															
Total Opps	0		0	N/A															
Achieved? *			NO OPPS																

2B		Professionals with Academic Rank																	
	Total	Min	Fem																
Prior Year Goal			83.17																
New Hire	0		0	N/A															
Promotion	0		0	N/A															
Total Opps	0		0	N/A															
Achieved? *			NO OPPS																

## Goal Attainment

4E		External Affairs & Communications Professionals									
	Total	Min	Fem								
Prior Year Goal		24.30									
New Hire	12	1	8.33								
Promotion	0	0	N/A								
Total Opps	12	1	8.33								
Achieved? *		NO									

4F		Facilities Professionals									
	Total	Min	Fem								
Prior Year Goal		23.22									
New Hire	10	1	10.00								
Promotion	0	0	N/A								
Total Opps	10	1	10.00								
Achieved? *		NO									

5B		Admin/ Office Support Supervisors, Leads, Staff									
	Total	Min	Fem								
Prior Year Goal			87.66								
New Hire	151		116	76.82							
Promotion	0		0	N/A							
Total Opps	151		116	76.82							
Achieved? *			NO								

6C		Institutional Tech / Paraprofessional									
	Total	Min	Fem								
Prior Year Goal		23.31	60.00								
New Hire	31	5	16.13	12	38.71						
Promotion	0	0	N/A	0	N/A						
Total Opps	31	5	16.13	12	38.71						
Achieved? *		NO	NO								

## Goal Attainment

6E		Institutional Tech / Paraprofessional													
	Total	Min		Fem											
Prior Year Goal		40.27													
New Hire	10	5	50.00												
Promotion	0	0	N/A												
Total Opps	10	5	50.00												
Achieved? *		YES													

7B		Skilled Craftsperson													
	Total	Min		Fem											
Prior Year Goal		35.02		11.57											
New Hire	36	8	22.22	1	2.78										
Promotion	0	0	N/A	0	N/A										
Total Opps	36	8	22.22	1	2.78										
Achieved? *		NO		NO											

8A		Service / Maintenance Supervisor													
	Total	Min		Fem											
Prior Year Goal		54.91		51.49											
New Hire	4	1	25.00	0	0.00										
Promotion	0	0	N/A	0	N/A										
Total Opps	4	1	25.00	0	0.00										
Achieved? *		NO		NO											

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.

## Hires

The Human Resources Department develops all procedures and all hiring at the university 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 university is an Equal Opportunity/Affirmative Action Employer.
- North Carolina State University representatives who are involved in the selection process have been briefed on the university's 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 to the university for employment. In addition, the university 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 556 new employees hired during the period from October 01, 2018 to September 30, 2019 including 178 minorities at 32% and 305 women at 55%.

The following report summarizes hiring activity by job group:

# North Carolina State University

October 1, 2019 SHRA Annual Affirmative Action Plan

19-20 SHRA Plan

## New Hire Summary

For Period: 10/1/2018 to 9/30/2019

	Total	Min	Fem								
4A - Academic Affairs Professionals	1	1	1								
4B - Student Affairs Professionals	1	0	0								
4C - Institutional Affairs Professionals	6	2	5								
4D - Fiscal Affairs Professionals	29	10	21								
4E - External Affairs & Communications Professionals	12	1	9								
4F - Facilities Professionals	10	1	2								
4G - Information Technology Professionals	17	8	2								
4H - Research, Extension & Other Education Professional	8	1	3								
4J - Health Science Professionals	3	1	3								
6A - Institutional Tech / Paraprofessional	47	9	34								
6B - Institutional Tech / Paraprofessional	31	6	5								
6C - Institutional Tech / Paraprofessional	31	5	12								
6E - Institutional Tech / Paraprofessional	10	5	9								
6F - Institutional Tech / Paraprofessional	41	5	38								
5B - Admin/ Office Support Supervisors, Leads, Staff	151	47	116								
7B - Skilled Craftsperson	36	8	1								
8A - Service / Maintenance Supervisor	4	1	0								
8B - Service / Maintenance Supervisor	118	67	44								
Totals	# 556	178	305								
	%	32.01	54.86								

## Personnel Activity

The university 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, October 01, 2018 to September 30, 2019, the university listed all non-executive positions lasting three days or more not expected to be filled from within the appropriate state employment service delivery system. The university accepted applications for open positions, and all persons interested in obtaining employment with the university were advised to apply according to the university's current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this reflecting process.

The university 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 university's success in implementing and communicating affirmative action and outreach efforts is demonstrated by these statistics.

The following report summarizes applicant flow by job group:

# Applicant Summary

For Period: 10/1/2018 to 9/30/2019

EEO Code 3

Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem								
4A	S	1	0	0	0	1								
Academic Affairs Professionals	P	12	0	0	5	11								
4B	S	1	0	0	0	1								
Student Affairs Professionals	P	88	0	0	43	74								
4C	S	13	0	0	4	11								
Institutional Affairs Professionals	P	499	0	0	224	334								
4D	S	29	0	0	9	22								
Fiscal Affairs Professionals	P	1,042	0	0	415	701								
4E	S	13	0	0	1	10								
External Affairs & Communications Professionals	P	624	0	0	164	387								
4F	S	5	0	0	1	1								
Facilities Professionals	P	245	0	0	68	55								
4G	S	11	0	0	3	3								
Information Technology Professionals	P	388	0	0	146	74								
4H	S	14	0	0	1	6								
Research, Extension & Other Education Professional	P	207	0	0	77	118								
4J	S	2	0	0	0	2								
Health Science Professionals	P	108	0	0	13	95								
4K	S	0	0	0	0	0								
Environment Professionals	P	51	0	0	10	28								

S - Selected, P - Pool



# Applicant Summary

For Period: 10/1/2018 to 9/30/2019

## EEO Code 4 Clerical

		Total	Unk Race	Unk Gend	Min	Fem								
6A	S	37	0	0	8	30								
Institutional Tech / Paraprofessional	P	2,490	0	0	793	1,649								
6B	S	27	0	0	5	4								
Institutional Tech / Paraprofessional	P	1,106	0	0	352	252								
6C	S	27	0	0	5	11								
Institutional Tech / Paraprofessional	P	504	0	0	150	223								
6E	S	11	0	0	4	5								
Institutional Tech / Paraprofessional	P	240	0	0	79	166								
6F	S	37	0	0	2	34								
Institutional Tech / Paraprofessional	P	465	0	0	93	390								

## EEO Code 5 Technical and Paraprofessionals

		Total	Unk Race	Unk Gend	Min	Fem								
5A	S	1	0	0	0	1								
Administrative / Office Support Managers	P	27	0	0	16	23								
5B	S	139	0	0	36	110								
Admin/ Office Support Supervisors, Leads, Staff	P	8,196	0	0	3,101	6,238								

## EEO Code 6 Skilled Crafts

		Total	Unk Race	Unk Gend	Min	Fem								
7B	S	38	0	0	8	0								
Skilled Craftsperson	P	446	0	0	134	18								

S - Selected, P - Pool

# Applicant Summary

For Period: 10/1/2018 to 9/30/2019

EEO Code 7

Service

		Total	Unk Race	Unk Gend	Min	Fem							
8A	S	8	0	0	1	2							
Service / Maintenance Supervisor	P	167	0	0	47	35							
8B	S	72	0	0	31	26							
Service / Maintenance Supervisor	P	1,930	0	0	1,064	619							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	486	0	0	119	280							
	%		0.00	0.00	24.49	57.61							
	P	18,835	0	0	6,994	11,490							
	%		0.00	0.00	37.13	61.00							

## Compensation Systems

As part of its affirmative action obligations, the university 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 the university discovers significant compensation system differences between individuals who are similarly situated, it will determine whether they are the result of legitimate, nondiscriminatory factors.

## Terminations

The university 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, the university 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:

# North Carolina State University

October 1, 2019 SHRA Annual Affirmative Action Plan

19-20 SHRA Plan

## Termination Summary

For Period: 10/1/2018 to 9/30/2019

	Total	Min	Fem								
3A - Administrative Unit Heads / Professionals	1	0	0								
4A - Academic Affairs Professionals	1	0	1								
4B - Student Affairs Professionals	1	1	1								
4C - Institutional Affairs Professionals	10	4	8								
4D - Fiscal Affairs Professionals	21	7	17								
4E - External Affairs & Communications Professionals	1	0	1								
4F - Facilities Professionals	9	2	1								
4G - Information Technology Professionals	40	7	7								
4H - Research, Extension & Other Education Professional	16	5	7								
6A - Institutional Tech / Paraprofessional	29	7	20								
6B - Institutional Tech / Paraprofessional	19	5	4								
6C - Institutional Tech / Paraprofessional	38	3	16								
6E - Institutional Tech / Paraprofessional	10	1	10								
6F - Institutional Tech / Paraprofessional	36	5	29								
5B - Admin/ Office Support Supervisors, Leads, Staff	117	37	97								
7B - Skilled Craftsperson	31	4	1								
8A - Service / Maintenance Supervisor	8	2	3								
8B - Service / Maintenance Supervisor	80	42	27								
Totals	# 468	132	250								
	%	28.21	53.42								

## Additional Areas of Statistical Evaluation

### 2019 Performance Management Ratings

Overall Rating:	WM	WF	BM	BF	OMM	OMF	UM	UF	TOTAL
<b>Does Not Meet Expectations</b>	21 1.61%	11 0.89%	6 2.17%	10 1.96%	3 1.75%	0 0%	2 2.5%	1 1%	54 1.38%
<b>Meets Expectations</b>	764 58.59%	615 49.92%	216 78.26%	371 72.60%	124 72.51%	147 61.76%	45 56.25%	52 52%	2334 59.66%
<b>Exceeds Expectations</b>	519 39.80%	606 49.19%	54 19.57%	130 25.44%	44 25.73%	91 38.24%	33 41.25%	47 47%	1524 38.96%

### Recruitment and Selection

	WM	WF	BM	BF	OMM	OMF	N/I	TOTAL
<b>Representation</b>	4830 14.56%	7011 21.13%	1895 5.71%	3586 10.81%	960 2.89%	1428 4.30%	13468 40.6%	33178 100%
<b>Hired</b>	168 30.27%	196 35.32%	48 8.65%	59 10.63%	30 5.41%	54 9.73	0 0%	555 100%
<b>Promoted</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

### Discipline and Dismissal

	WM	WF	BM	BF	OMM***	OMF**	TOTAL
<b>Written Warning</b>	14 29%	9 18.75%	7 15%	6 12/5%	9 18.75%	3 6%	48 100%
<b>Suspended</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Demoted</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Dismissed*</b>	0 0%	1 20%	2 40%	1 20%	0 0%	1 20%	5 100%

\*Dismissed does not include probationary (non-career status), time limited, RIF, unavailability or anyone that resigned in lieu of dismissal/disciplinary action

\*\*OMF includes one female with ethnicity not identified

\*\*\*OMM includes two males with ethnicity not identified and one male also identified as white

NOTE: Visuals in PeopleSoft Job Data were the basis of ethnicity and sex.