

NC STATE UNIVERSITY

**Equal Employment Opportunity Plan
March 1, 2023**

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NORTH CAROLINA STATE UNIVERSITY

Equal Employment Opportunity Plan
March 2023

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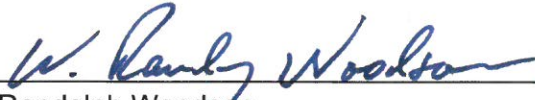
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March 1, 2023**

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 (EEO/AA) Plan represents NC State University's commitment to provide equal employment opportunities to all applicants and employees. I 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



Date



Sheri L. Schwab
Vice Provost
Institutional Equity and Diversity
University EEO/AA Officer
University Title IX and ADA Coordinator



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 preventing and responding 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 with 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.

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 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;
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 (EEOFDF) 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.

Title IX of the Education Amendments of 1972

Under Title IX of the Education Amendments of 1972, no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

On May 6, 2020, the U.S. Department of Education released new regulations governing campus sexual assault under Title IX, the federal law that prohibits discrimination on the basis of sex in K-12 and higher education. These regulations went into effect August 14, 2020. The regulations represent significant changes for how universities adjudicate claims of sexual misconduct.

In accordance with the 2020 Title IX regulations provided by the U.S. Department of Education, NC State University established a policy and procedure to address Title IX Sexual Harassment (NCSU POL 04.25.07 - Title IX Sexual Harassment Policy¹ and NCSU REG 04.25.08 - Title IX Sexual Harassment Resolution Procedures²).

Definitions^{3,4}

Age Discrimination– Age discrimination involves treating someone (an applicant or employee) less favorably because of age. The Age Discrimination in Employment Act (ADEA) of 1967 only forbids discrimination against people who are age 40 or older. It does not protect workers under the age of 40, although some states do have laws that protect younger workers from age discrimination. It is not illegal for an employer or other covered entity to favor an older worker over a younger one, even if both workers are age 40 or older.

¹ <https://policies.ncsu.edu/policy/pol-04-25-07/>

² <https://policies.ncsu.edu/regulation/reg-04-25-08/>

³ <https://oshr.nc.gov/state-employee-resources/diversity-inclusion/resources/types-of-discrimination>

⁴ https://files.nc.gov/ncoshr/documents/files/Equal_Employment_Opportunity_Policy.pdf

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 must be reasonably necessary for the specific work to be performed and must be 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 to the requirements 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 discrimination on the basis of a disability. Disability discrimination occurs when an employer or other entity covered by the Americans with Disabilities Act, as amended, or the Rehabilitation Act, as amended, treats a qualified individual with a disability who is an employee or applicant unfavorably because of a disability. Disability discrimination also occurs when a covered employer or other entity treats an applicant or employee less favorably because of someone having a history of a disability (such as cancer that is controlled or in remission) or because someone is believed to have a physical or mental impairment that is not transitory lasting or expected to last six months or less and minor, even if someone does not have such an impairment.

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 - Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits genetic information discrimination in employment, took effect on November 21, 2009. Under Title II of GINA, it is illegal to discriminate against employees or applicants because of genetic information. Title II of GINA prohibits the use of genetic information in making employment decisions, restricts employers and other entities covered by Title II (employment agencies, labor organizations and joint labor-management training and apprenticeship programs - referred to as "covered entities") from requesting, requiring or purchasing genetic information, and strictly limits the disclosure of 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 national origin discrimination which involves treating applicants or employees unfavorably 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 if they are not). National origin discrimination also can involve treating people unfavorably because they are married to (or associated with) a person of a certain national origin or because of their connection with an ethnic organization or group. Discrimination can occur when the victim and the person who inflicted the discrimination are the same national origin.

Pregnancy Discrimination – The Pregnancy Discrimination Act of 1978 prohibits unfavorable treatment of covered individuals who are pregnant or affected by pregnancy-related conditions. They must be treated in the same manner as other applicants or employees with similar abilities or limitations.

Race or 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 their skin complexion. Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is 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 someone unfavorably because of skin color complexion. Race or color discrimination also can involve treating someone unfavorably because the person is married to (or associated with) a person of a certain race or color or because of a person's connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color. Discrimination can occur when the victim and the person who inflicted the discrimination are the same race or color.

Religious Discrimination – Title VII of the Civil Rights Act of 1964 forbids unfavorable treatment of covered individuals because of their religious belief(s). Religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs. The law protects not only 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. Religious discrimination can also involve treating someone differently because that person is married to (or associated with) an individual of a particular religion or because of their connection with a religious organization or group.

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 those performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

Unlawful Workplace Harassment - Unlawful Workplace Harassment is unwelcome or unsolicited speech or conduct based upon race, sex, creed, religion, national origin, age (40 or older), color, or handicapping condition as defined by G.S. 168A-3 that creates a hostile work environment or circumstances involving quid pro quo.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Equal Employment Opportunity

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Policy

The State of North Carolina provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination, harassment or retaliation based on race, religion, color, national origin, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability. The State also 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. 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 and policies.

Employees shall not engage in harassing conduct, and if harassing conduct does occur, it should be reported. Managers and supervisors maintain a critical role and responsibility in preventing and eliminating harassing conduct in our workplace. See the Unlawful Workplace Harassment policy of the State Human Resources Manual for provisions related to unlawful harassment, including sexual harassment.

Acts of retaliation against an employee who engages in protected activity or the exercise of any appeal or grievance right provided by law will not be tolerated in our workplace.

Effective Date: April 2019

EQUAL EMPLOYMENT OPPORTUNITY POLICY (cont.)

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 with Article 13 of G.S. 126 and G.S. 128-15.

See the Veteran's Preference policy in 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 work force 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; and
 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.
-

EQUAL EMPLOYMENT OPPORTUNITY POLICY (cont.)

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 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

Effective Date: April 2019

EQUAL EMPLOYMENT OPPORTUNITY POLICY (cont.)

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 Diversity Fundamentals policy located in the State Human Resources Manual for information related to EEO training.
-

Complaint Process

An individual covered by this policy who is alleging unlawful discrimination, harassment or retaliation may file a complaint following the process outlined in the Employee Grievance Policy located in the State Human Resources Manual. For the purpose of this policy, political affiliation is not a protected classification under federal EEO law but may be grieved pursuant to G.S. 126-34.02 as a contested case after completion of the agency grievance procedure and the Office of State Human Resources review.

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. The Morrill Act allowed the U.S. government to transfer ownership of federally-owned tracts of land to the states so that they could be sold and the profits used for the purpose of establishing colleges that would teach “agriculture and the mechanical 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. NC State creates prosperity for North Carolina and the nation through an innovative community of faculty, staff and students. Our land-grant roots help us thrive in agriculture and engineering, and have grown us into a pre-eminent research enterprise that excels across disciplines.

More than 35,000 undergraduate and graduate students learn by doing — pursuing original research, starting new companies, and serving their communities. Our 9,000 faculty and staff are world leaders in their fields, bridging the divides between academic disciplines and training high-caliber students to meet tomorrow’s challenges. Together, they forge powerful partnerships with government, industry, nonprofits and academia to remake our world for the better.

NC State adds \$6.5 billion to the statewide economy each year. Among some of NC State’s recognition as a top tier research institution is that the University is ranked among the nation’s best values for universities by U.S. & World Report; in the top 1% of universities worldwide according to Center for World University Rankings; and in the top ten military-friendly schools according to Military Friendly.

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,⁵ 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://isa.ncsu.edu/facts-comparisons/fast-facts/university-organization/>.

⁵<https://isa.ncsu.edu/facts-comparisons/rankings/>

University Mission Statement

As a research-extensive land-grant university, NC 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.

<https://strategicplan.ncsu.edu/current-plan/>

<https://isa.ncsu.edu/facts-comparisons/fast-facts/>

University Vision Statement

As a preeminent public research university, NC State University will be increasingly recognized nationally and internationally for its innovation in education, research, scholarship and engagement that solves the world's most critical challenges. NC State will be known as a diverse, equitable and inclusive community that has a transformative impact on society and advances the greater good.

PART A - Program Elements/Section 4: EEO Achievements

It is the policy of the State of North Carolina to provide equal opportunity in employment and compensation for all qualified persons and to prohibit discrimination because of race, color, religion, national origin, sex, age, disability, or genetic information (N.C. 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, compensating, and promoting the most qualified persons 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. 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 University through its Office for Institutional Equity and Diversity (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 and Harassment, Prevention and 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, 2021, through September 30, 2022, we provided the following:

- Total Number of Participants Trained: 907 [159 in-person; 748 online]
- Total DHPR Participants in person and online: 1825

At no additional expense to our departments (because UHR pays for it each year), we offer advertising in the following resources based on formal agreements with each job board:

- InsideHigherEd.com
- HigherEdJobs.com
- Circa (formerly known as LocalJobNetwork.com)
- LinkedIn, to a limited extent offering 10 job listings at a time

These job boards, especially [Circa](https://circaworks.com/job-search/) (<https://circaworks.com/job-search/>), may distribute the jobs further to other niche job boards. Circa, in particular, focuses on OFCCP compliance, ESDS postings, and diversity outreach, so they connect with a WIDE variety of job boards that increase exposure of our jobs to diverse populations. My understanding is that those "other" job boards change regularly (with new boards added all of the time), but a few listed on their website include the following:

- DiversityJobs
- African American Hires
- Latino Jobs
- Asianhires.com
- ALLGBTJOBS.com
- NativeJobs
- Over Fifty Jobs
- VeteranJobs.net
- WeHireWomen.com
- DisabilityJobs.net
- All Hispanic Jobs
- All Bilingual Jobs
- BlackCareers.org

We have also found that many third-party sites such as LinkedIn and Indeed.com "scrape" our site and frequently post our jobs to their audiences as well. In addition, we facilitate advertising to other jobs websites on an ad hoc basis (as requested by the department), but it's not currently possible to collect information regarding each department's advertising efforts. We switched advertising partners in recent years, and the advertising agency we work with on external advertisements, Job Elephant, routinely offers recommendations on job websites that can help to provide additional Diversity outreach for our job postings. These recommendations are provided to the departments as additional options to consider advertising, and often provide access to additional advertising avenues that would have been otherwise unknown to the department.

Emerging from the COVID-19 pandemic, there were limited opportunities to participate in in-person job fairs and events during this EEO plan year, but Talent Acquisition attended a career event in September sponsored by the Division of Health and Human Services Vocational Rehab Division of the Blind in Raleigh, NC. It's certainly possible (and perhaps even likely) that departments attended events that we are not aware of.

In addition to the job boards, OIED has created and maintained diverse recruitment resources in collaboration with Unit Equity Officers.

Outside of advertising efforts, NC State invested in building relationships with local veterans groups including NC STRIVE, WholeVet, DAV RecruitMilitary Career Fair, 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, NC State's Military and Veteran Services attended and/or hosted the following recruiting events:

- Deloitte Lunch and Learn/Interviews (October 7, 2021)
- WholeVet Military/O2O Career Transition Day: Co-hosted event at McKimmon Center (October 8, 2021)
- Military-Connected Career Fair hosted by RecruitMilitary (January 13, 2022)
- Career Focused Lunch and Learns Workshops: Facilitated by NC State Faculty and Military Spouse Ashley King (February and March, 2022)
- NC4ME Campus Visit and Lunch and Learn (February 8, 2022)
- Boots to Suits (March 3, 2022)
- Boots to Suits: Mock Interviews (March 28, 2022)
- Merck Presentation (May 23, 2022)
- Career Focus Series: ARA (September 1, 2022)
- Resume and LinkedIn Workshop (September 14, 2022)
- Veterans Bridge Home Career Exploration and Networking Event (September 22, 2022)
- Deloitte Career Exploration and Coffee (September 29, 2022)

NC State continues to implement the voluntary disclosure form regarding veteran and disability status into the employee's MyPack Portal which directs employees to update their university information. Completing the voluntary disclosure form does not negatively impact employees in any way, regardless of how they may have self-identified in the past.

NC State continues to create an inclusive environment for veterans as well. NC State was named as one of Military Times Best Colleges, as a Military Friendly Spouse School, and Military Friendly's Top 10 Schools.

Unit Equity Officers were asked to attend core classes either within the Inclusive Excellence (IE) certificate program or enroll in educational opportunities provided by OIED through NC State's online training management platform, REPORTER. Following participation in these educational activities, the Unit Equity Officers collaborated on additional practices that could help address elements of recruitment and retention of diverse staff. Each year the Unit Equity Officers receive the University EEO Plan and update the EEO Plan Goals for their respective units.

NC State is proud of the continual participation and implementation of the Paid Parental Leave program. The university worked collaboratively between the OIED and University Human Resources (UHR) to review special circumstance or accommodation requests from employees and students related to accommodations or adjustments due to disability, religion, or pregnancy.

We have also implemented diversity, equity and inclusion as one of only four priority action areas arising out of the UNC System 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. NC State University has also included in their current strategic plan a goal to "Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do."

The Office for Institutional Equity and Diversity's Inclusive Excellence and Strategic Practice unit (IESP) implemented the Intercultural Development Inventory (IDI), a psychometric instrument that assesses intercultural competence — the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. The IDI Pilot was officially launched in August 2020, following ten initial Qualified Administrators at NC State being trained over the course of three days in a virtual experience. The IDI is a 50-item instrument that measures one's perceived engagement regarding cultural competency and one's actual engagement as demonstrated by one's behavior. During this past year, the IESP had 120 participants participate in the IDI.

The Inclusive Excellence (IE) Certificate program was offered and its enrollment for campus was 286. In the IE program, participants attend four workshops throughout the year, including additional debrief sessions at no cost to the participant. These workshops include Unconscious Bias, Fundamentals of Equal Opportunity, the Macro of Microaggressions, and Applied Cultural Identity.

The OIED has worked on the second portion of the IESP programming to include the Strategic Practice Certificate (SP). The curriculum which consists of Intersectionality; Power, Politics, and Privilege; the Emotional Labor of DEI; and Anti-Racism, Advocacy, and Allyship, will be offered in the upcoming year. This program will follow the IE certification and will help participants identify individual and/or organizational inclusive practices to incorporate into workspace environments, encourage participants to advocate for policy shifts that reflect a more equity and inclusive culture, and allow participants to develop strategic relationships in order to foster impactful and meaningful changes within campus environments.

NC State is one of three universities named as charter members of the American Association for the Advancement of Science's SEA Change initiative. SEA Change, short for "STEM Equity Achievement," entails a thorough examination of campus culture, policies and procedures as they relate to inclusion (or exclusion) and the setting of goals for dismantling barriers for marginalized groups, all from the perspectives of the disciplines of science, technology, engineering, mathematics and medicine. NC State has created a diverse team to review the university's processes and data to apply for the SEA Change Bronze Award.

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 and is consistently ranked by both national and international organizations due to the value and quality of education.⁶ In alignment with the university's strategic plan to "Champion a culture of equity, diversity, inclusion, belonging, and well-being in all we do," 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 a preeminent public research university, NC State University will be increasingly recognized nationally and internationally for its innovation in education, research, scholarship and engagement that solves the world's most critical challenges. NC State will be known as a diverse, equitable and inclusive community that has a transformative impact on society and advances the greater good. NC State affirms the core values of a) excellence, b) community, c) inclusion, d) freedom, e) integrity, f) collaboration, and g) sustainability that direct our actions and align our decision-making with the best interests of the NC State and global community.

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 University 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 University Equal Employment/Affirmative Action Officer. Reporting to the Executive Vice Chancellor and Provost,

⁶<https://isa.ncsu.edu/facts-comparisons/rankings/>

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.

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, 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;
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 reviewed 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, 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 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, Associate Vice Chancellor for Communications, and the Deans), and the academic Department Heads, and all other personnel of the University who have a part in selection, hiring, training, compensating, 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 staff 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 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 additions 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 prevention and reporting
 - 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):
 - Targets 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 and protected categories
 - 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 and Title IX Sexual Harassment Policies 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 2022 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
	Publications Reaching All Employees	
Bulletin (Online Newsletter)	University Communications	Continuous
University HR web pages 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)	-Provost, Deans -Associate Vice Chancellor for Human Resources -Vice Provost for Institutional Equity and Diversity	Continuous
EEO Statement (included on purchase orders, contracts, vendor agreements, etc., as required by Executive Order 11246)	-Vice Chancellor for Finance and Administration -Vice Chancellor for Research Administration	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	-Vice Provost for Institutional Equity and Diversity	Continuous
Publicity regarding EEO progress, appointments of new personnel, promotions, etc., relating to EEO objectives in public press and in office publications distributed externally	-Office for Institutional Equity and Diversity -University Communications -Provost’s Office	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 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's Military and Veterans Services is 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. NC State is continually recognized as one of Military Times Best Colleges, as a Military Friendly Spouse School, and Military Friendly's Top 10 Schools⁷.

⁷ <https://veterans.ncsu.edu>

- Modeled on the “Safe Zone” program for effective LGBTQ+ awareness and ally training, “Green Zone” training is designed for faculty and staff to receive training to increase awareness 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;
- 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;
- 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 in 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, NC State will include disabled individuals when employees are pictured in consumer and personnel recruitment advertising.
- NC State makes reasonable accommodations for qualified individuals with disabilities.
- NC State advertisements or solicitations for prospective employees indicate that the university is an equal opportunity employer.

Internal Dissemination of Policy for Individuals with Disabilities

The university recognizes that, no matter how 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 persons with a disability 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, Non-Discrimination and Affirmative Action Policy:

- NC State's policy on equal employment opportunity and affirmative action for individuals with disabilities is posted on bulletin boards in various locations throughout campus where employees can see them. 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.
- 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 university's support for the policy, and to impart to these personnel their responsibility in making the AAP a success.
- NC State implemented the U.S. Office of Management and Budget's revised voluntary self-identification disability form through the university employee's MyPack Portal to allow the employee to update their information and voluntarily disclose a disability. Completing the voluntary disclosure form will not negatively impact employees in any way, regardless of how they may have self-identified in the past.
- 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 (UHR) has administrative responsibility for overseeing the processes for employee recruitment and hiring. Additionally, UHR oversees the transfer, promotion, reassignment, demotion, and reduction-in-force procedures for SHRA employees. 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. UHR reviews and endorses all hiring actions for SHRA employees.

Advertising

To ensure compliance with state and federal laws, the Talent Acquisition and Employment department in UHR approves and coordinates the placement of advertisements and the screening of applicants.

Talent Acquisition 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;
- At no additional expense to our departments (because UHR pays for it each year), we offer advertising in the following resources based on formal agreements with each job board:
 - InsideHigherEd.com
 - HigherEdJobs.com
 - Circa (formerly known as LocalJobNetwork.com)
 - LinkedIn, to a limited extent offering 10 job listings at a time

These job boards, especially [Circa](https://circaworks.com/job-search/) (<https://circaworks.com/job-search/>), may distribute the jobs further to other niche job boards. Circa, in particular, focuses on OFCCP

compliance, ESDS postings, and diversity outreach, so they connect with a WIDE variety of job boards that increase exposure of our jobs to diverse populations. My understanding is that those "other" job boards change regularly (with new boards added all of the time), but a few listed on their website include the following:

- DiversityJobs
- African American Hires
- Latino Jobs
- Asianhires.com
- AILLGBTJOBS.com
- NativeJobs
- Over Fifty Jobs
- VeteranJobs.net
- WeHireWomen.com
- DisabilityJobs.net
- All Hispanic Jobs
- All Bilingual Jobs
- BlackCareers.org

Outside of advertising efforts, NC State invested in building relationships with local veterans groups including NC STRIVE, WholeVet, DAV RecruitMilitary Career Fair, 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.

The Office for Institutional Equity and Diversity also maintains on their website a list of diversity recruitment resources which are identified by college and identities to assist units in conducting additional outreach.

Listing Vacant Positions

Departments create and submit an online vacancy notice to Talent Acquisition 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 receive approval from the Vice Provost for Institutional Equity and Diversity/University EEO 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. Job postings may contain supplemental questions that applicants complete and self-identify which may automatically screen applicants for the position. Applicants are screened by hiring departments/search committees 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 two categories of individuals receive priority consideration for State employment or 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 represent 1.89% of NC State's workforce**, with about 46% of employees choosing not to identify a veteran status when given the opportunity to self-disclose this information upon hire.

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.

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. **Individuals with disabilities represent 6.09% of NC State's workforce**, with more than 43% of employees choosing to not identify disability status upon hire. NC State will continue to emphasize the employment of persons with disabilities and support the Employment First policy of the State of North Carolina and provide notice to employees about voluntary disclosure of disability status within their personnel portal.

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 Acquisition.

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 focused on reducing 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 Acquisition 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 Executive Order prohibits 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 descriptions are reviewed in advance by both the Unit Equity Office and by Human Resources 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. Human Resources is involved with requests and provides consultation for 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. Providing search committee training through multiple formats including face-to-face and online asynchronous to all employees who screen applications and interview applicants for employment in proper techniques to reduce potential bias; and

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

The Office for Institutional Equity and Diversity also provides a [*Guidelines for Recruiting a Diverse Workforce*](#) workbook for individuals engaged in the recruitment and selection processes.

PART A - Program Elements/Section 7: Onboarding

The NC State Onboarding 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 Onboarding 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 review of the university mission and vision, and efforts related to diversity, equal opportunity and harassment prevention. New employees receive a compressed version of the Discrimination, Harassment and Prevention Response (DHPR) training, including a segment on Affirmative Action, at new employee orientation and are credited for meeting the 3-year NC State University policy requirement for ongoing training.

At NC State, Talent Acquisition in HR ensures that each employee receives a written employment appointment letter outlining the terms and conditions of employment.

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

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 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: 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.

Equal Employment Opportunity and Diversity Fundamentals (EEODF): Within the first year of becoming a manager or supervisor, employees are required to take this one day interactive training. The Equal Employment Opportunity & Diversity Fundamentals course (EEODF) is intended to provide managers and supervisors with practical training that will assist them in becoming more effective managers and supervisors of an increasingly diverse workforce. The EEODF is intended to increase understanding among managers and supervisors of their roles and responsibilities in managing employees from different backgrounds and cultures, and the corresponding laws, policies, and employment practices and techniques complementing this purpose.

Leadership Education and Development (LEAD) Foundations: LEAD Foundations is a flexible, self-paced certificate program offering courses and learning opportunities focused on essential leadership competencies including communication, self-awareness, collaboration, and productivity. Participants will complete a variety of leadership development activities through virtual instructor-led classes, self-paced eLearning, and active learning events. Connect and engage with other NC State professionals through these experiential learning and leadership opportunities.

Leadership Education and Development (LEAD) Advance: LEAD Advance is an interactive learning experience for professionals who have a mastery over the fundamentals of leadership and want to take their leadership development to the next level. In this multi-part certificate program, participants will learn how to lead their teams to better performance, engagement and accountability through a series of professional learning courses and activities. Enjoy opportunities to network with other leaders across the university, and customize your LEAD Advance experience by selecting from a wide range of courses to help reach your specific career goals.

With a focus on the areas of emotional and cultural intelligence, overcoming change and fostering collaboration, LEAD Advance can help take you and your team to extraordinary new heights.

Diversity, Equity, and Inclusion training and learning development plans

NC State's OIED implemented an optional Diversity, Equity, and Inclusion training which is a 1.5 hour online course focusing on engaging with diversity and growing an inclusive culture. It provides information and skills for building inclusive environments. Additionally, NC State incorporated diversity, equity, and inclusion learning development requirements in all NC State staff work plans as of the 2020-2021 performance evaluation year.

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. 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, they 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, paid parental 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
- Dependent Care Flexible Spending Account

PART A - Program Elements/Section 7: Performance Management

SHRA Performance Management Program

The University's annual performance appraisal cycle for SHRA employees 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 UNC System Office SHRA Performance Appraisal Policy to align performance management practices among 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. 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 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. Managers and supervisors have accountability for progress of the University's AA Plan and to ensure that their respective systems are free from bias (including performance standards).

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 Acquisition 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 they become or remain 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 bi-annual reports 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 administrator and the Associate Vice Chancellor for Human Resources who has delegated this responsibility to the Director of Employee Relations. NC State prohibits retaliation against employees and applicants who file complaints or participate in a grievance procedure. NC State reviews and monitors data to identify any trends or patterns related to grievances.

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 N.C.Gen.Stat. 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 first internally file a grievance based on the following actions:

- 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 (N.C.Gen. Stat. 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 (N.C.Gen. Stat. 126-7.1).

A probationary or former probationary state employee may first internally file a grievance based on the following actions:

- 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 (including sexual orientation, gender identity and expression, and pregnancy), age (over 40), disability, genetic information, or political affiliation if the employee believes that they have 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, color, religion, national origin, sex, age (over 40), disability, genetic information, or political affiliation if the employee believes that they have been retaliated against in the terms and conditions of employment.

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

- 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, color, religion, national origin, sex (including sexual orientation, gender identity and expression, and pregnancy), age (over 40), disability, genetic information, or political affiliation, if the applicant believes that he or she has been discriminated against applying for employment, or
- Retaliation for protesting (objecting to or supporting another person's objection to) unlawful discrimination based on race, color, religion, national origin, sex (including sexual orientation, gender identity and expression, and pregnancy), age (over 40), disability, genetic information, or political affiliation if the applicant believes that he or she has been retaliated against in applying for 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 resolution 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**

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 another OSHR-approved diversity program within 12 months of assuming the role.

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.

NC State employees may access the EEODF training through the statewide learning management system, the NC Learning Center. See: <https://ncgov.csod.com/client/ncgov/default.aspx>

New managers and supervisors are required to complete EEODF. The EEODF consists of both six (6) online asynchronous modules and one face-to-face module. The online modules are offered and accessed through the NC Learning Center. NC State coordinates with the Office of State Human Resources to offer the EEODF face-to-face component to NC State's workforce. Additional EEODF face-to-face component offerings are available through the NC Learning Center.

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

PART A - Program Elements/Section 8: Employment First and 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 (ADA), the ADA Amendments Act of 2008 (ADAAA), 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.

In March 2019, **Executive Order #92 Employment first for North Carolinians with Disabilities** was issued by Governor Roy Cooper. 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.”

NC State encourages employees to complete the Voluntary Self-Identification of Disability form located in their employee self-service in the MyPack Portal.

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 for persons with a disability.

Pregnancy Workplace Adjustments

In December 2018, **Executive Order #82 Promoting Health and Wellness by Clarifying Protections Afforded to Pregnant State Employees** was issued by Governor Roy Cooper. This Executive Order required that state agencies extend workplace protections and modifications to pregnant employees upon request, unless doing so would impose significant burdens or costs.

The OIED has created a Parenting and Pregnancy website related to resources and adjustments available along with information about the request for adjustments. The information is presented during New Employee Orientation as part of the onboarding process.

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

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.

The University regularly assesses the following areas:

- Review of recruitment practices to ensure vacancy announcements are disseminated to a diverse network of job recruiters;
- Hiring and promotion practices are reviewed to ensure decisions are based on job-related abilities using standardized processes;
- Discipline, grievance, compensation, and performance management data are reviewed to evaluate any trends and to ensure that bias is not a factor in decision making;
- Data collected in the exit interview program is regularly analyzed and shared with senior management; and
- Employees are regularly encouraged to file workplace concerns with the appropriate offices (e.g., University Human Resources, OIED, etc.).

Responsibility for Implementation

The Vice Provost for Institutional Equity and Diversity/EEO Officer 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.

The EEO Officer is responsible for making reports to the Chancellor on a regular basis and to the Office of State Human Resources, as requested. These reports will be used to ensure that NC State's EEO Plan is being followed and that equal opportunities exist for employees and applicants.

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**

All employees have the right to work in an environment free from discrimination and harassing conduct. No State employee will engage in a conduct that falls under the definition of unlawful workplace harassment, including sexual harassment, discrimination, or retaliation, and no employment decision will be made on the basis of 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.

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.

Strategy #1 - Commitment by NC State to the prohibition of unlawful workplace harassment, sexual harassment, and retaliation as outlined in NCSU POL 04.25.05 - Equal Opportunity, Non Discrimination, and Affirmative Action Policy:

Any supervisor who witnesses such harassment or is otherwise informed of a violation of this policy is directed to bring this to the immediate attention of the EEO Officer. Failure of a supervisor (or others) with such knowledge to promptly advise the EEO Officer may be grounds for disciplinary action up to and including dismissal.

Any employee found to have harassed another employee in violation of this policy is subject to disciplinary action up to and including dismissal, depending on the severity of the offense.

Strategy #2 - Training and other methods to prevent harassment actions.

NC State requires training to all employees, including new employees, managers, and supervisors describing the university's commitment to an environment free from unlawful discrimination, harassment, and retaliation.

Strategy #3 - A process for disseminating information prohibiting unlawful workplace harassment and retaliation to all NC State employees.

NC State sends out annual notification of policies and procedures regarding unlawful workplace discrimination, harassment and retaliation to all NC State employees. New employees also go through New Employee Orientation where they are also presented with the information regarding NC State's policies and procedures for addressing unlawful workplace discrimination, harassment, and retaliation.

Responsibility for Implementation

University Equal Employment Opportunity Officer

The Vice Provost for Institutional Equity and Diversity is the University's designated EEO Officer, and is responsible for implementation of policies and procedures on unlawful discrimination and harassment, including prevention and resolution efforts. The Associate Vice Provost for the Equal Opportunity and Equity unit reports to the Vice Provost and facilitates the day-to-day operations of the Equal Opportunity and Equity unit, including monitoring investigations, identifying policy or regulations procedures that need to be addressed, responding to requests for accommodations, ensuring training and other education and prevention methods are developed, delivered and assessed; and monitoring recruitment, employee relations, and dismissal actions are conducted in accordance with EEO law and policies.

Administrators and Supervisors

The role of all administrators and supervisors is to create and maintain a discrimination and 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, *Management Essentials*, policy and procedure programs (LEAD Certificate Programs and QuickStart), and classes offered through the Inclusive Excellence and Strategic Practice unit (IESP) of OIED 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 (EEO/DF)
- Search Committee Training

For the plan year of October 1, 2021, through September 30, 2022, we provided the following:

- Total DHPR Participants in person and online: 1825
- Total Fundamentals in Equal Opportunity: 224
- Equal Employment Opportunity & Diversity Fundamentals (EEO/DF)
 - EEO/DF has been offered through the Office of State Human Resources which tracks this data for the current EEO plan year. NC State University has implemented an on-campus training for 2022-2023.
- Total Number of Participants Trained: 907 [159 in-person; 748 online]

Counseling and Employee Support

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. FASAP 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/>

OIED Bias Impact Response Team

NC State University is committed to cultivating a diverse and inclusive community climate that is respectful, understanding and civil. There are, however, times when biased statements, actions and behaviors of community members impact others negatively and/or cause harm. Bias incidents and trends degrade institutional trust, prevent open and honest collaboration and often impede the learning of those involved.

NC State's Bias Impact Response Team (BIRT) serves the campus community by offering a system and processes that invite students, faculty and staff to document and proactively address the impacts of bias-related incidents, behaviors, and actions. BIRT supports affected individuals and groups, promotes education and dialogue and cultivates a campus climate that is conducive to successful student matriculation and effective faculty and staff development.

Trained BIRT advocates consult to determine effective response mechanisms and facilitate challenging conversations using appreciative inquiry, community conferencing and other restoration-focused practices designed to promote cultural competence, idea sharing, greater understanding and a healthy and sustainable campus climate.

BIRT does not replace or subordinate any existing processes for reporting and addressing acts of discrimination, harassment, concern or violence. The team does not investigate incidents and will refer them to law enforcement or the appropriate university offices when necessary.

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 NC Administrative Code 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 October 2021, the Office of State Human Resources provided revised guidance on the RIF policy.⁸ The guiding principles indicate that, consistent with 25 NCAC 01C.1004, NC State has the authority to separate an employee whenever it is necessary due to shortage of funds or work, abolishment of a position, or other material change in duties or organization. NC State complies with the State Human Resources Reduction in Force policy and the Reduction in Force Priority policy.

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;
- separation of probationary, time-limited, student, temporary or contract employees;
- 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; or
- 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:

⁸<https://oshr.nc.gov/media/4377/open>

- 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 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. University HR conducts an analysis of the proposed reduction-in-force's impact on the department's EEO profile that is reviewed by the University EEO Officer.

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 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 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 the required application procedure.

Pursuant to the State Human Resources Manual, employees with career status (as defined by N.C. Gen. Stat. 126-1.1), who have received official written notification of imminent separation due to Reduction in Force, are eligible for priority consideration under the provisions outlined in the Manual. An employee shall receive priority consideration for a period of 12 months from the date of the official written notification.

NC STATE UNIVERSITY

**Equal Employment Opportunity Plan
March 1, 2023**

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 major categories used in the State of North Carolina include:

1. Officials and Administrators
2. Professionals with academic rank
3. Management Related
4. Professionals
5. Administrative Support
6. Institutional Tech/Paraprofessional
7. Skilled Craft
8. Service/Maintenance Supervisor

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:

- 2020 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 18,375 applicants with 477 new employees hired during the period of October 1, 2021, to September 30, 2022. Specifically, there were 3,725 (20%) applicants, 187 (39%) of which were hired, who identified as a racial minority. Additionally, 5,964 (32%) of applicants identified as female, 284 (60%) of whom were hired. The percentage of underrepresented minorities hired was at a rate 19% higher than applicants and female identified applicants were hired at a rate that was 17% higher than those who applied. Additionally, there were 7,978 (43%) of applicants who did not self-identify their race and 8,192 (45%) who did not self-identify their gender in the application process.

Separation data reflects that of the University's 427 voluntary non-retirement separations, 149 (35%) and 255 (60%), were minority- and female-identified employees, 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

TYPE OF REPORT	FREQUENCY RATE	PERSON RESPONSIBLE
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
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, 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; University 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:

1. the number of special disabled and Vietnam Era veterans employed, by job category and location during the reporting period;
2. the total number of employees terminated at each location during the reporting period; and
3. the number of special disabled and Vietnam Era veterans terminated at each location for the reporting period.

The UNC Systems Office submits this information to OSHR on behalf of all UNC System constituent institutions, including NC State.

Online Employment Application System - PeopleAdmin

NC State's 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 application system, information is captured to assist the OIED in performing the impact ratio analysis for new hires.

Periodic Meetings and Progress Reports

The Vice Provost for Institutional Equity and Diversity/University Affirmative Action Officer 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.

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 Virtual Military Career Transition Day, NC STRIVE Career Fair, 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 equal employment opportunity /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**

- A significant and growing number of applicants do not disclose their race, ethnicity or gender when applying, thus creating challenges in analyses. 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.

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, 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 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, and
 - 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's 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

Inclusive Excellence Certificate

Last year was the inaugural year for the Inclusive Excellence Certificate (IE). The IE Certificate program 286 participants complete the program by attending four workshops throughout the year, including additional debrief sessions at no cost to the participant. These workshops include Understanding Unconscious Bias, Fundamentals of Equal Opportunity, the Macro of Microaggressions, and Applied Cultural Identity.

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, 1697 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 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 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: 21
- Total Number of Participants Trained: 907 [159 in-person; 748 online]

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. One 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 component focuses on developing criteria for evaluating candidates, the evaluation process, and the literature on the effects of unconscious bias in hiring decisions. The session allows 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 the following goals 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, and particularly 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 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:

- Review resources available to departments about diverse recruitment resources and job posting sites.
- Monitor and analyze applicant flow through the selection and appointment processes. Determine at what point 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 important interviewing and selection techniques to help reduce and 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.
- Meet quarterly with Unit Equity Officers to identify current trends and resources for recruitment and retention of diverse staff.

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 HRIM system to determine ways to track possible promotions at NC State.
- Review and analyze promotion processes, procedures and selections.
- Analyze job descriptions to determine where adjustments may occur to help assist in possible promotion opportunities.
- 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 new managers and supervisors in the Equal Employment Opportunity and Diversity Fundamentals (EEODF) program. Continue to connect new supervisors and managers to the EEODF training offered through OSHR.
- Offer trainings through various units across campus, per their area of expertise, including around learning and organizational development through University Human Resources.
- Utilize REPORTER as the university's online training management system for available training and accessibility.
- Ensure that departmental Human Resources professionals are aware of trainings that are available and are sharing these resources with their staff.

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, Non-Discrimination and Affirmative Action policy.
- Ensure all new employees are informed about NC State University's EEO Plan and programs during orientation.

Individuals with Disabilities

Goal: Ensure the ability for individuals with disabilities to engage in an equitable process for applying for positions at NC State and for creating an environment that is accessible while employed at NC State. Ensure reasonable accommodations are made available to persons with disabilities throughout the application process.

- Promote and provide training to supervisors and departments regarding reasonable accommodations in the workplace and throughout the hiring process;
- Develop and provide training on how to create accessible events;
- Ensure that current employees are aware of available trainings through REPORTER about understanding the Americans with Disabilities Act (ADA) and its implications in the workplace;
- Develop training and resource materials to assist employees in understanding how to request reasonable accommodations under the ADA; and
- Partner with organizations serving individuals with disabilities for recruitment and outreach.

NC STATE UNIVERSITY

**Equal Employment Opportunity Plan
March 1, 2023**

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 Title IX Sexual Harassment Policy

<https://policies.ncsu.edu/policy/pol-04-25-07/>

NC State University Title IX Sexual Harassment Resolution Procedures

<https://policies.ncsu.edu/regulation/reg-04-25-08/>

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 Regulation (REG05.65.01)

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

NC STATE UNIVERSITY

**Equal Employment Opportunity Plan
March 1, 2023**

PART D: DATA

Plan Summary

Minorities And Women

Employment Data as of 9/30/2022

	Total Employees	Min	Fem
#	3,794	1,231	2,126
%		32.45	56.04

Incumbency vs. Estimated Availability

1E		Heads of Administrative Divisions, Depts & Centers	
Total Emp		Min	Fem
1	Employment %	0.00	100.00
	Availability %	29.91	70.77
	Statistical Value	1.000E	
4A		Academic Affairs Professionals	
Total Emp		Min	Fem
4	Employment %	25.00	0.00
	Availability %	27.65	55.27
	Statistical Value	1.000E	0.040E
4E		External Affairs & Communications Professionals	
Total Emp		Min	Fem
64	Employment %	10.94	78.13
	Availability %	19.69	61.49
	Statistical Value	1.761	

4L		Athletic Affairs Professionals	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	27.03	26.72
	Statistical Value	1.000E	1.000E
4J		Health Science Professionals	
Total Emp 26		Min	Fem
	Employment %	3.85	80.77
	Availability %	23.82	69.52
	Statistical Value	0.011E	
4K		Environment Professionals	
Total Emp 3		Min	Fem
	Employment %	0.00	66.67
	Availability %	4.32	51.23
	Statistical Value	1.000E	
6A		Institutional Tech / Paraprofessional	
Total Emp 256		Min	Fem
	Employment %	25.39	73.44
	Availability %	34.97	77.96
	Statistical Value	3.214	1.746
6B		Institutional Tech / Paraprofessional	
Total Emp 164		Min	Fem
	Employment %	16.46	24.39
	Availability %	27.80	17.96
	Statistical Value	3.241	
6C		Institutional Tech / Paraprofessional	
Total Emp 241		Min	Fem
	Employment %	14.11	47.30
	Availability %	36.46	77.60
	Statistical Value	7.209	11.281

6E		Institutional Tech / Paraprofessional	
Total Emp 63		Min	Fem
	Employment %	22.22	87.30
	Availability %	33.64	81.15
	Statistical Value	1.918	

6F		Institutional Tech / Paraprofessional	
Total Emp 174		Min	Fem
	Employment %	12.07	85.63
	Availability %	38.71	81.33
	Statistical Value	7.215	

7A		Skilled Craft Supervisor	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	15.54	6.15
	Statistical Value	1.000E	1.000E

7B		Skilled Craftsperson	
Total Emp 283		Min	Fem
	Employment %	22.61	2.83
	Availability %	33.37	8.96
	Statistical Value	3.837	3.612

8A		Service / Maintenance Supervisor	
Total Emp 48		Min	Fem
	Employment %	22.92	20.83
	Availability %	55.55	41.46
	Statistical Value	4.550	2.901

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: 10/1/2021 - 9/30/2022

There were no applicants.

		Total	Min	Fem
New Hire	#	747	270	450
	%		36.14	60.24
Termination	#	464	161	278
	%		34.70	59.91
Involuntary Termination	#	33	13	19
	%		39.39	57.58

Adverse Impact

4C		Institutional Affairs Professionals					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Involuntary Termination	Two	YES	0.00	4.300	0	YES	Wht

5B		Admin/ Office Support Supervisors, Leads, Staff					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Mal	YES	0.61	2.718	11	YES	Fem

6B		Institutional Tech / Paraprofessional					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Involuntary Termination	His	YES	0.00	6.708	0	YES	Wht
Involuntary Termination	Min	YES	0.00	2.120	0	YES	Wht

6F		Institutional Tech / Paraprofessional					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Min	YES	0.30	3.968	5	YES	Wht
Termination	Two	YES	0.17	4.417	3	YES	Wht

7B		Skilled Craftsperson					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Min	YES	0.40	2.290	4	YES	Wht
Termination	Two	YES	0.00	0.006F	2	YES	Asi

8B		Service / Maintenance Supervisor					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Mal	YES	0.55	2.478	9	YES	Fem
Termination	Two	YES	0.00	0.007F	6	YES	Ind
Termination	Wht	YES	0.60	2.381	9	YES	Min
Involuntary Termination	Mal	YES	0.00	2.207	2	YES	Fem

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

Goal Attainment

1E		Heads of Administrative Divisions, Depts & Centers									
	Total	Min	Fem								
Prior Year Goal		24.56									
New Hire	0	0	N/A								
Total Opps	0	0	N/A								
Achieved? *		NO OPPS									

4A		Academic Affairs Professionals									
	Total	Min	Fem								
Prior Year Goal			61.13								
New Hire	0		0	N/A							
Total Opps	0		0	N/A							
Achieved? *			NO OPPS								

4F		Facilities Professionals									
	Total	Min	Fem								
Prior Year Goal		16.44	36.73								
New Hire	17	4	23.53	5	29.41						
Total Opps	17	4	23.53	5	29.41						
Achieved? *		YES		NO							

4L		Athletic Affairs Professionals			
	Total	Min		Fem	
Prior Year Goal		12.87		26.59	
New Hire	0	0	N/A	0	N/A
Total Opps	0	0	N/A	0	N/A
Achieved? *		NO OPPS		NO OPPS	

4J		Health Science Professionals			
	Total	Min		Fem	
Prior Year Goal		16.77			
New Hire	2	0	0.00		
Total Opps	2	0	0.00		
Achieved? *		LIMITED			

4K		Environment Professionals			
	Total	Min		Fem	
Prior Year Goal		3.26			
New Hire	0	0	N/A		
Total Opps	0	0	N/A		
Achieved? *		NO OPPS			

6B		Institutional Tech / Paraprofessional			
	Total	Min		Fem	
Prior Year Goal		25.34			
New Hire	30	6	20.00		
Total Opps	30	6	20.00		
Achieved? *		NO			

6C		Institutional Tech / Paraprofessional									
	Total	Min		Fem							
Prior Year Goal		23.33									
New Hire	56	8	14.29								
Total Opps	56	8	14.29								
Achieved? *		NO									

6E		Institutional Tech / Paraprofessional									
	Total	Min		Fem							
Prior Year Goal		40.13									
New Hire	19	4	21.05								
Total Opps	19	4	21.05								
Achieved? *		NO									

7A		Skilled Craft Supervisor									
	Total	Min		Fem							
Prior Year Goal		45.39		14.90							
New Hire	0	0	N/A	0	N/A						
Total Opps	0	0	N/A	0	N/A						
Achieved? *		NO OPPS		NO OPPS							

7B		Skilled Craftsperson									
	Total	Min		Fem							
Prior Year Goal		32.29									
New Hire	36	13	36.11								
Total Opps	36	13	36.11								
Achieved? *		YES									

8A		Service / Maintenance Supervisor																
	Total	Min		Fem														
Prior Year Goal		48.40		52.93														
New Hire	3	0	0.00	0	0.00													
Total Opps	3	0	0.00	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 9/30/2022

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, 4L - Athletic Affairs Professionals, 4H - Research, Extension & Other Education Professional, 4J - Health Science Professionals, 4K - Environment 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: 10/1/2021 - 9/30/2022

Veteran Benchmark for Hiring

There are no hires in this plan.

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.

For the purposes of the workforce availability analysis, the following race/ethnicity categories will be used:

- **White** (Non-Hispanic or Latino) – All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.
- **Black or African American** (Non-Hispanic or Latino) – A person having origins in any of the Black racial groups of Africa.
- **Hispanic or Latino** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- **Asian** (Non-Hispanic or Latino) – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **American Indian or Alaska Native** (Non-Hispanic or Latino) – A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

North Carolina State University

October 1, 2022 Annual Affirmative Action Plan

2022 SHRA AA Plan

Workforce Analysis

010101

Chancellor's Office And Staff

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 010101		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	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
472X0010301		Total	1	Mal	0	0	0	0	0	0	0
Extension / Engagement / Public Service	3	Tot Min	0	Fem	1	1	0	0	0	0	0
472X0113401		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 012001		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

012101

Park Scholars

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
604X0010739		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
606X0013201		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

Workforce Analysis

Total for 012101	Total	2	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	1	Fem	2	1	1	0	0	0	0	0	0

014101

Internal Audit Division

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
431X0010800		Total 2	Mal	0	0	0	0	0	0
Audit Professional	3	Tot Min 1	Fem	2	1	1	0	0	0
431X1010800		Total 2	Mal	1	1	0	0	0	0
Audit Professional, Auditor	3	Tot Min 1	Fem	1	0	1	0	0	0
431X1010801E		Total 1	Mal	0	0	0	0	0	0
Audit Professional, Auditor	3	Tot Min 0	Fem	1	1	0	0	0	0
Total for 014101		Total 6	Mal	1	1	0	0	0	0
		Tot Min 2	Fem	5	3	2	0	0	0

020101

Provost's Office

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
530X0010301		Total 1	Mal	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	1	0	1	0	0	0
511X0010433		Total 2	Mal	0	0	0	0	0	0
Executive Assistant	5	Tot Min 1	Fem	2	1	1	0	0	0
443X0013201		Total 1	Mal	0	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min 0	Fem	1	1	0	0	0	0
430X1210751		Total 2	Mal	0	0	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min 2	Fem	2	0	1	1	0	0
435X1110901E		Total 1	Mal	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	Fem	1	1	0	0	0	0
432X1010850		Total 1	Mal	0	0	0	0	0	0
Finance / Budget Professional, Budget Analyst	3	Tot Min 0	Fem	1	1	0	0	0	0
Total for 020101		Total 8	Mal	0	0	0	0	0	0
		Tot Min 4	Fem	8	4	3	1	0	0

Workforce Analysis

020301

Advanced Analytics

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
435X1110900		Total	1	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	1	0	0	0	0	0	0
Total for 020301		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

021101

Data Science Academy

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
540X0010301		Total	1	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff	5	Tot Min	0	1	0	0	0	0	0	0
315X0810302		Total	1	0	0	0	0	0	0	0
	3	Tot Min	1	0	1	0	0	0	0	0
Total for 021101		Total	2	0	0	0	0	0	0	0
		Tot Min	1	1	1	0	0	0	0	0

021201

Faculty Senate

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	1	1	0	0	0	0	0	1
Total for 021201		Total	1	0	0	0	0	0	0	0
		Tot Min	1	1	0	0	0	0	0	1

022201

University Planning & Analysis

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	0	0	0	0	0	0
461X1212234		Total	2	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	0	0	1	0	0	0	0

Workforce Analysis

Total for 022201	Total	3	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	1	Fem	2	1	0	1	0	0	0	0	0

022601

Office of Faculty 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 - Administrative	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
449X0010301		Total 1	Mal	0	0	0	0	0	0	0
Event / Conference Management Professional - 3		Tot Min 0	Fem	1	1	0	0	0	0	0
530X0010302		Total 1	Mal	1	1	0	0	0	0	0
	5	Tot Min 0	Fem	0	0	0	0	0	0	0
409X0010302		Total 1	Mal	1	1	0	0	0	0	0
Faculty Affairs / Faculty Development	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 022601		Total 5	Mal	2	2	0	0	0	0	0
		Tot Min 1	Fem	3	2	1	0	0	0	0

040101

Graduate School-Dean'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 - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
530X0010300		Total 8	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 2	Fem	8	6	2	0	0	0	0
530X0010301		Total 3	Mal	1	0	1	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	2	2	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	1	0	0
433X1110301		Total 1	Mal	1	1	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min 0	Fem	0	0	0	0	0	0	0
430X0010751		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

Workforce Analysis

040101

Graduate School-Dean's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X1612249		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web Developer -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 040101		Total	18	Mal	4	3	1	0	0	0	0
		Tot Min	4	Fem	14	11	2	0	1	0	0

060101

Ofc of Research & Innovation

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 - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	0	1
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300		Total	3	Mal	2	0	1	0	1	0	0
Administrative Assistant - University Program	5	Tot Min	2	Fem	1	1	0	0	0	0	0
530X0010301		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	2	2	0	0	0	0	0
511X0010433		Total	2	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	2	Fem	2	0	2	0	0	0	0
618X0013202		Total	1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts	4	Tot Min	1	Fem	1	0	0	1	0	0	0
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
609X0010301		Total	1	Mal	0	0	0	0	0	0	0
Functional Paraprofessional - University	4	Tot Min	1	Fem	1	0	0	0	0	0	1
475X1010302		Total	1	Mal	0	0	0	0	0	0	0
Research / Sponsored Projects Development	3	Tot Min	1	Fem	1	0	0	1	0	0	0
470X1112416		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Social Sciences -	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

060101

Ofc of Research & Innovation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
433X0010301		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	1	1	0	0	0	0	0
433X1110301		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	1	1	0	0	0	0	0
325X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
430X0010751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	Fem	2	1	1	0	0	0	0
433X0010302E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	1	Fem	1	0	1	0	0	0	0
463X1112264		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional, Specialist -	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
500X0010422		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	1	Fem	1	0	1	0	0	0	0
500X0010300		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0013201		Total	1	Mal	1	0	0	0	0	0	1
	5	Tot Min	1	Fem	0	0	0	0	0	0	0
604X0010302		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	0	Fem	1	1	0	0	0	0	0
435X0010301		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional - University	3	Tot Min	0	Fem	1	1	0	0	0	0	0
424X1013401		Total	1	Mal	0	0	0	0	0	0	0
Trainer / Organizational Development	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 060101		Total	28	Mal	3	0	1	0	1	0	1
		Tot Min	15	Fem	25	13	8	2	0	0	2

Workforce Analysis

060102

Research - Office Of Technolog

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 - Administrative	5	Tot Min	1	Fem	2	1	0	0	1	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010301		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant - University Program	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
606X0013201		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
609X0010301		Total	1	Mal	0	0	0	0	0	0	0
Functional Paraprofessional - University	4	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110302E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 060102		Total	8	Mal	2	2	0	0	0	0	0
		Tot Min	3	Fem	6	3	1	0	2	0	0

061001

Water Resources Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 061001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	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	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

061201

Ctr for Marine Science & Tech

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0712502		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
465X0012202		Total	1	Mal	0	0	0	0	0	0	0
IT Systems Support Professional - IT	3	Tot Min	0	Fem	1	1	0	0	0	0	0
450X1112503		Total	1	Mal	1	1	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 061201		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

061501

Sea Grant Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		Total	2	Mal	2	2	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 061501		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

061601

Ctr for Human Health & the Env

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 061601		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

Total for 062001	Total	6	Mal	3	3	0	0	0	0	0	0	0
	Tot Min	0	Fem	3	3	0	0	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	
604X0010739		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
435X0010301		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional - University	3	Tot Min 1	Fem	1	0	1	0	0	0	0
Total for 062301		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 1	Fem	2	1	1	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 - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 062501		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

063001 NC Inst of Climate Studies

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010301		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
618X0013202		Total 1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts	4	Tot Min 1	Fem	1	0	0	0	0	0	1
606X0013201		Total 4	Mal	2	2	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem	2	2	0	0	0	0	0
435X1110900		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 1	Fem	1	0	0	1	0	0	0
Total for 063001		Total 7	Mal	2	2	0	0	0	0	0
		Tot Min 2	Fem	5	3	0	1	0	0	1

Workforce Analysis

063501

Nonwovens Institute

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
713X0017500		Total	1	Mal	1	1	0	0	0	0	0
Electronic Equipment Mechanic - Electronics	6	Tot Min	0	Fem	0	0	0	0	0	0	0
719X0017600		Total	2	Mal	2	1	1	0	0	0	0
Instrument Maker - Specialty Trades Technician	6	Tot Min	1	Fem	0	0	0	0	0	0	0
620X0712502		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0312502N		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Physical Science -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1210751		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
741X0017600		Total	1	Mal	1	0	1	0	0	0	0
Textile Skilled Worker - Specialty Trades	6	Tot Min	1	Fem	0	0	0	0	0	0	0
471X0412502		Total	3	Mal	1	1	0	0	0	0	0
	3	Tot Min	1	Fem	2	1	0	1	0	0	0
Total for 063501		Total	10	Mal	8	6	2	0	0	0	0
		Tot Min	3	Fem	2	1	0	1	0	0	0

080101

Office of Univ Advancement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
500X0010433E		Total	1	Mal	0	0	0	0	0	0	0
Office / Admin Support / Clerical Manager	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 080101		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

080401

Univ Adv Business Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
442X0010301		Total	1	Mal	0	0	0	0	0	0	0
Advancement Services Professional	3	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

080401

Univ Adv Business Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1110900		Total	2	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010739		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	1	Fem	2	1	1	0	0	0	0
602X0210301		Total	1	Mal	0	0	0	0	0	0	0
HR Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
442X0010302		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 080401		Total	7	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	7	5	2	0	0	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	2	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739		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
606X0010301		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
618X0013202		Total	7	Mal	3	3	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts	4	Tot Min	0	Fem	4	4	0	0	0	0	0
606X0013201		Total	27	Mal	9	6	3	0	0	0	0
External Affairs / Communications	4	Tot Min	6	Fem	18	15	0	0	2	0	1
614X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0
609X0010301		Total	4	Mal	1	1	0	0	0	0	0
Functional Paraprofessional - University	4	Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

081001

University Communications

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
449X0010301		Total 3	Mal	0	0	0	0	0	0	0
Event / Conference Management Professional - 3		Tot Min 0	Fem	3	3	0	0	0	0	0
449X1010301		Total 1	Mal	0	0	0	0	0	0	0
Event / Conference Management Professional, 3		Tot Min 0	Fem	1	1	0	0	0	0	0
443X0013201		Total 3	Mal	1	1	0	0	0	0	0
Communications / Marketing Professional 3		Tot Min 0	Fem	2	2	0	0	0	0	0
435X1110900		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept 3		Tot Min 0	Fem	1	1	0	0	0	0	0
443X1113201		Total 1	Mal	1	1	0	0	0	0	0
Communications / Marketing Professional, 3		Tot Min 0	Fem	0	0	0	0	0	0	0
325X0010302		Total 1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator - 3		Tot Min 0	Fem	1	1	0	0	0	0	0
461X1612234		Total 1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web Developer - 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, Programmer 3		Tot Min 0	Fem	0	0	0	0	0	0	0
443X1313201E		Total 1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional, 3		Tot Min 0	Fem	1	1	0	0	0	0	0
445X0010302		Total 3	Mal	1	1	0	0	0	0	0
Technical / Creative Design Professional - 3		Tot Min 1	Fem	2	1	0	0	0	0	1
Total for 081001		Total 60	Mal	20	17	3	0	0	0	0
		Tot Min 8	Fem	40	35	0	1	2	0	2

081031

Communication Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
443X0010301		Total 1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional 3		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 081031		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

081050

Brand Management

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
443X1010301N		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 081050		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

082001

University 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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
442X0010301		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
Total for 082001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

083001

Alumni Relations

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 - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	0	1
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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
618X0013202		Total	2	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min	1	Fem	2	1	0	0	0	0	1

Workforce Analysis

083001

Alumni Relations

Job Code & Title		EEO Code	Total	W	B	A	H	I	P	2		
606X0013201			Total	3	Mal	3	3	0	0	0	0	0
External Affairs / Communications	4		Tot Min	0	Fem	0	0	0	0	0	0	0
609X0010301			Total	2	Mal	1	1	0	0	0	0	0
Functional Paraprofessional - University	4		Tot Min	0	Fem	1	1	0	0	0	0	0
449X0010301			Total	2	Mal	0	0	0	0	0	0	0
Event / Conference Management Professional - 3			Tot Min	1	Fem	2	1	0	0	1	0	0
545X0010301			Total	1	Mal	0	0	0	0	0	0	0
Grant Proposal Coordinator	5		Tot Min	1	Fem	1	0	0	1	0	0	0
438X1010301			Total	2	Mal	0	0	0	0	0	0	0
	3		Tot Min	1	Fem	2	1	0	0	0	0	1
438X1110302			Total	1	Mal	0	0	0	0	0	0	0
Alumni Relations Professional, Officer Sr.	3		Tot Min	0	Fem	1	1	0	0	0	0	0
454X0010302			Total	1	Mal	0	0	0	0	0	0	0
Parking / Transportation Management	3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 083001			Total	19	Mal	4	4	0	0	0	0	0
			Tot Min	5	Fem	15	10	0	0	1	1	3

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 - Administrative	5		Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422			Total	5	Mal	1	0	1	0	0	0	0
Administrative Assistant - Administrative	5		Tot Min	4	Fem	4	1	1	1	0	0	0
530X0010300			Total	3	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5		Tot Min	1	Fem	3	2	1	0	0	0	0
514X0010301			Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5		Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201			Total	4	Mal	1	1	0	0	0	0	0
External Affairs / Communications	4		Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

085001

Advancement Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
442X0010301		Total	2	Mal	0	0	0	0	0	0	0
Advancement Services Professional	3	Tot Min	1	Fem	2	1	0	0	0	0	1
463X0012249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional - Technology	3	Tot Min	0	Fem	1	1	0	0	0	0	0
472X0012468E		Total	1	Mal	0	0	0	0	0	0	0
Extension / Engagement / Public Service	3	Tot Min	0	Fem	1	1	0	0	0	0	0
426X0010740		Total	1	Mal	1	1	0	0	0	0	0
Business Systems Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1612234		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Web Developer -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1212234		Total	2	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1312259		Total	2	Mal	2	2	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
545X0010300		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
545X0010301		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
609X0110300		Total	2	Mal	1	1	0	0	0	0	0
Advancement Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0
449X0010302E		Total	1	Mal	0	0	0	0	0	0	0
Event / Conference Management Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
442X0010302		Total	2	Mal	1	1	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1412235		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 085001		Total	33	Mal	9	8	1	0	0	0	0
		Tot Min	7	Fem	24	18	3	1	1	0	1

Workforce Analysis

093001

McKimmon Ctr-Ext & Cont Ed/NCR

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	1	1	0	0	0	1	0	0
602X0211804		Total	1	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	1	0	1	0	0	0	0
614X0012264		Total	1	1	1	0	0	0	0	0
IT Technical/Paraprofessional	4	Tot Min	0	0	0	0	0	0	0	0
430X0010751		Total	1	1	0	0	1	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	0	0	0	0	0	0	0
325X0010301		Total	1	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	0	1	1	0	0	0	0	0
Total for 093001		Total	5	2	1	0	1	0	0	0
		Tot Min	3	3	1	1	0	1	0	0

093002

MCE&CE/Print Shop

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
735X0017100		Total	1	1	1	0	0	0	0	0
Printer / Bookbinder	6	Tot Min	0	0	0	0	0	0	0	0
Total for 093002		Total	1	1	1	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
512X0010750		Total	1	1	0	1	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	0	0	0	0	0	0	0
430X0010751		Total	1	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	1	0	1	0	0	0	0
512X1010751E		Total	1	0	0	0	0	0	0	0
Accounting Unit Supervisor	5	Tot Min	0	1	1	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	
606X0013201			Total	15	Mal	7	6	0	0	0	0	1
External Affairs / Communications	4		Tot Min	2	Fem	8	7	1	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
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
461X1212233			Total	2	Mal	2	0	1	1	0	0	0
IT Applications Professional, Programmer	3		Tot Min	2	Fem	0	0	0	0	0	0	0
470X1112416			Total	4	Mal	2	1	1	0	0	0	0
Research Professional, Social Sciences -	3		Tot Min	1	Fem	2	2	0	0	0	0	0
463X1112249			Total	2	Mal	2	2	0	0	0	0	0
IT Client Support Professional, Specialist -	3		Tot Min	0	Fem	0	0	0	0	0	0	0
472X0013400			Total	14	Mal	5	5	0	0	0	0	0
Extension / Engagement / Public Service	3		Tot Min	2	Fem	9	7	2	0	0	0	0
461X0012234			Total	2	Mal	2	2	0	0	0	0	0
IT Applications Professional - Bus & Tech App	3		Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234			Total	3	Mal	2	1	1	0	0	0	0
IT Applications Professional, Programmer	3		Tot Min	2	Fem	1	0	0	1	0	0	0
471X0612468E			Total	2	Mal	2	2	0	0	0	0	0
Laboratory Professional, Social Sciences,	3		Tot Min	0	Fem	0	0	0	0	0	0	0
195X0012414E			Total	1	Mal	0	0	0	0	0	0	0
Chief Administrator, Major Center/Institute AD -	1		Tot Min	0	Fem	1	1	0	0	0	0	0
472X0013201			Total	1	Mal	0	0	0	0	0	0	0
	3		Tot Min	0	Fem	1	1	0	0	0	0	0
463X1213201			Total	1	Mal	0	0	0	0	0	0	0
	3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 094001			Total	61	Mal	34	26	6	1	0	0	1
			Tot Min	13	Fem	27	22	3	1	1	0	0

Workforce Analysis

095001

McKimmon Conf & Training Ctr

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 Support Staff - 5		Tot Min	1	Fem	1	0	1	0	0	0	0
610X0013300		Total	3	Mal	3	3	0	0	0	0	0
Audiovisual Technical/Paraprofessional - Multi- 4		Tot Min	0	Fem	0	0	0	0	0	0	0
610X0011901D		Total	1	Mal	1	0	1	0	0	0	0
Audiovisual Technical/Paraprofessional 4		Tot Min	1	Fem	0	0	0	0	0	0	0
810X0010302		Total	1	Mal	1	1	0	0	0	0	0
	7	Tot Min	0	Fem	0	0	0	0	0	0	0
541X0010301		Total	2	Mal	0	0	0	0	0	0	0
	5	Tot Min	1	Fem	2	1	1	0	0	0	0
614X0013300		Total	1	Mal	1	1	0	0	0	0	0
	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 095001		Total	9	Mal	6	5	1	0	0	0	0
		Tot Min	3	Fem	3	1	2	0	0	0	0

096001

Office of Prof Development

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 - Administrative 5		Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	3	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative 5		Tot Min	1	Fem	2	1	0	0	0	0	1
530X0010300		Total	2	Mal	2	1	1	0	0	0	0
Department Assistant - University Program 5		Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program 5		Tot Min	1	Fem	1	0	1	0	0	0	0
618X0013202		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min	0	Fem	0	0	0	0	0	0	0
500X0010421		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

096001

Office of Prof Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
541X0010301		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 096001		Total	10	Mal	5	4	1	0	0	0	0
		Tot Min	3	Fem	5	3	1	0	0	0	1

098001

The Encore Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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	0	Fem	2	2	0	0	0	0	0

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 - Administrative	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
530X0010301		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	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

Workforce Analysis

101011

Men's Basketball

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
618X0013202		Total	1	1	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min	0	0	0	0	0	0	0	0
Total for 101011		Total	3	2	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

101012

Football

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0011901		Total	1	1	0	0	0	0	0	0
Service / Maintenance Foreman/Lead - Support 7		Tot Min	0	0	0	0	0	0	0	0
514X0010421		Total	2	0	0	0	0	0	0	0
Administrative Assistant - Administrative 5		Tot Min	0	2	0	0	0	0	0	0
520X0011900		Total	1	0	1	0	0	0	0	0
Clerk, Materials - Support Services Associate 5		Tot Min	1	0	0	0	0	0	0	0
514X0010422		Total	1	1	0	0	0	0	0	0
Administrative Assistant - Administrative 5		Tot Min	0	0	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
610X0013601		Total	1	1	0	0	0	0	0	0
Audiovisual Technical/Paraprofessional - 4		Tot Min	0	0	0	0	0	0	0	0
852X1011900N		Total	1	1	0	0	0	0	0	0
Equipment Manager/Athletics 7		Tot Min	0	0	0	0	0	0	0	0
Total for 101012		Total	8	5	4	1	0	0	0	0
		Tot Min	1	3	0	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	0	0	0	0	0	0	0
Administrative Assistant - Administrative 5		Tot Min	0	1	0	0	0	0	0	0

Workforce Analysis

102010

Women's Basketball

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
618X0013202		Total 1	Mal	1	1	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min 0	Fem	0	0	0	0	0	0
Total for 102010		Total 3	Mal	1	1	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0

104001

Athletics-Director and Staff

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 - Administrative	5	Tot Min 0	Fem	0	0	0	0	0	0
512X0010750		Total 1	Mal	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 0	Fem	1	1	0	0	0	0
500X0010433E		Total 1	Mal	0	0	0	0	0	0
Office / Admin Support / Clerical Manager	5	Tot Min 0	Fem	1	1	0	0	0	0
609X0010301		Total 1	Mal	0	0	0	0	0	0
Functional Paraprofessional - University	4	Tot Min 0	Fem	1	1	0	0	0	0
Total for 104001		Total 4	Mal	1	1	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0

104002

Athletics - Administration

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 - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0
512X0010422		Total 1	Mal	0	0	0	0	0	0
Accounting Assistant	5	Tot Min 0	Fem	1	1	0	0	0	0
512X0010750		Total 3	Mal	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 1	Fem	3	2	1	0	0	0

Workforce Analysis

104002

Athletics - Administration

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
463X0012249		Total 2	Mal	2	2	0	0	0	0	0	0
IT Client Support Professional - Technology	3	Tot Min 0	Fem	0	0	0	0	0	0	0	
449X1010301		Total 1	Mal	0	0	0	0	0	0	0	
Event / Conference Management Professional,	3	Tot Min 0	Fem	1	1	0	0	0	0	0	
432X0010725		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	
435X0010301		Total 1	Mal	0	0	0	0	0	0	0	
Business Operations Professional - University	3	Tot Min 0	Fem	1	1	0	0	0	0	0	
Total for 104002		Total 11	Mal	3	3	0	0	0	0	0	
		Tot Min 1	Fem	8	7	1	0	0	0	0	

105002

Athletics-Internal/External Op

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
528X0010300		Total 6	Mal	3	3	0	0	0	0	0
Customer Service Assistant	5	Tot Min 0	Fem	3	3	0	0	0	0	0
514X0010422		Total 2	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
610X0013601		Total 7	Mal	7	7	0	0	0	0	0
Audiovisual Technical/Paraprofessional -	4	Tot Min 0	Fem	0	0	0	0	0	0	0
618X0013202		Total 2	Mal	2	2	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts	4	Tot Min 0	Fem	0	0	0	0	0	0	0
443X0010301		Total 2	Mal	1	1	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min 0	Fem	1	1	0	0	0	0	0
444X1413604E		Total 1	Mal	1	1	0	0	0	0	0
Media / Public Relations Professional,	3	Tot Min 0	Fem	0	0	0	0	0	0	0
610X0013604		Total 1	Mal	1	1	0	0	0	0	0
	4	Tot Min 0	Fem	0	0	0	0	0	0	0
468X0013201		Total 1	Mal	0	0	0	0	0	0	0
	3	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

105002

Athletics-Internal/External Op

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
468X0010302E		Total 1	1	0	0	0	0	0	0
Athletics Professional	3	Tot Min 0	0	0	0	0	0	0	0
Total for 105002		Total 23	17	0	0	0	0	0	0
		Tot Min 0	6	0	0	0	0	0	0

106001

Athletics-Student Welfare &Dev

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
435X0010301		Total 2	0	0	0	0	0	0	0
Business Operations Professional - University	3	Tot Min 0	2	0	0	0	0	0	0
Total for 106001		Total 2	0	0	0	0	0	0	0
		Tot Min 0	2	0	0	0	0	0	0

106003

Athletics-Camp Equip-Weight Rm

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
810X0011900		Total 4	3	1	0	0	0	0	0
Service / Maintenance Foreman/Lead - Support	7	Tot Min 1	1	0	0	0	0	0	0
852X1011900N		Total 2	2	0	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	1	0	0	0	0	1
		Tot Min 2	1	0	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	0	0	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min 1	0	0	1	0	0	0	0
811X0016785		Total 1	1	0	0	0	0	0	0
Service / Maintenance Worker, General -	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
819X0016785		Total	3	3	0	0	0	0	0	0
Grounds / Landscape Worker - Building	7	Tot Min	0	0	0	0	0	0	0	0
819X0012520		Total	1	1	0	0	0	0	0	0
Grounds / Landscape Worker	7	Tot Min	0	0	0	0	0	0	0	0
827X0017422		Total	5	5	0	0	0	0	0	0
Trades Helper - Facil Maint Tech'n - Bldg Tech	7	Tot Min	0	0	0	0	0	0	0	0
810X0216786		Total	1	1	0	0	0	0	0	0
Groundskeeping Foreman/Lead - Building	7	Tot Min	0	0	0	0	0	0	0	0
827X0017423		Total	1	1	0	0	0	0	0	0
Trades Helper - Facilities Maint Tech'n - Mech	7	Tot Min	0	0	0	0	0	0	0	0
810X0017421		Total	4	4	0	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	0	0	0	0	0	0	0	0
Total for 107001		Total	18	17	0	0	0	0	0	0
		Tot Min	1	0	0	1	0	0	0	0

110101

CALS - Academic Programs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
543X0013150		Total	1	1	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	0	0	0	0	0	0	0
Total for 110101		Total	1	1	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

110102

Dean's Office - CALS

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	0	0	0	0	0	0
Total for 110102		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012233		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus & Tech App4		Tot Min	0	Fem	0	0	0	0	0	0	0
614X0012249		Total	2	Mal	2	2	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0
465X0012249		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
463X1112249		Total	3	Mal	3	2	0	0	0	0	1
IT Client Support Professional, Specialist -	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 - Technology	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, Specialist -	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, Programmer	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, Systems	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, Programmer	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 110103		Total	16	Mal	13	9	3	0	0	0	1
		Tot Min	4	Fem	3	3	0	0	0	0	0

110107

CALS Diversity Programs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 110107		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

110109

Food Sys Leadership Institute

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010301		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0
Total for 110109		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

110111

CALS-Assoc Dean for Admin

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
606X0013201		Total	1	Mal	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	1	1	0	0	0	0
Total for 110111		Total	1	Mal	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0

110199

Agriculture Related Foundation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010422		Total	4	Mal	1	1	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	3	3	0	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	1	0	0	1	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
604X0010739		Total	1	Mal	0	0	0	0	0	0
Fiscal Affairs Paraprofessional	4	Tot Min	0	Fem	1	1	0	0	0	0
443X0010301		Total	1	Mal	0	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min	0	Fem	1	1	0	0	0	0
437X0010301		Total	1	Mal	0	0	0	0	0	0
Development / Fundraising Professional	3	Tot Min	0	Fem	1	1	0	0	0	0
435X1210900		Total	1	Mal	1	1	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0

Workforce Analysis

Total for 110199		Total	10	Mal	2	2	0	0	0	0	0	0	0
		Tot Min	1	Fem	8	7	0	0	1	0	0	0	0

110201 Agricultural Institute - Admin

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2			
505X0013150		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
Total for 110201		Total	1	Mal	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

110301 Administration - Research Serv

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	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
Total for 110301		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

110305 CALS Business Office

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
530X0010300		Total	3	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	2	Fem	3	1	2	0	0	0	0
512X0010750		Total	12	Mal	3	2	0	0	1	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	6	Fem	9	4	5	0	0	0	0
530X0010301		Total	5	Mal	1	0	1	0	0	0	0
Department Assistant - University Program	5	Tot Min	3	Fem	4	2	2	0	0	0	0
433X0010301		Total	13	Mal	4	4	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	7	Fem	9	2	6	0	0	0	1
433X1110301		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

110305

CALS Business Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
430X1210751		Total 3	Mal	1	1	0	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min 1	Fem	2	1	1	0	0	0	0
325X0010302		Total 1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min 0	Fem	1	1	0	0	0	0	0
430X1310751		Total 1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant Sr. -	3	Tot Min 0	Fem	1	1	0	0	0	0	0
433X1110751		Total 1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min 1	Fem	1	0	1	0	0	0	0
Total for 110305		Total 40	Mal	9	7	1	0	1	0	0
		Tot Min 20	Fem	31	13	17	0	0	0	1

110308

Kannapolis Research

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0017421		Total 1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min 0	Fem	0	0	0	0	0	0	0
514X0010422		Total 2	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 0	Fem	2	2	0	0	0	0	0
622X0112501N		Total 1	Mal	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science - Research	4	Tot Min 0	Fem	1	1	0	0	0	0	0
620X0712501		Total 2	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min 0	Fem	2	2	0	0	0	0	0
620X0112501		Total 4	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min 0	Fem	3	3	0	0	0	0	0
620X0712502		Total 1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min 0	Fem	0	0	0	0	0	0	0
618X0013202		Total 1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts	4	Tot Min 0	Fem	1	1	0	0	0	0	0
470X0112502		Total 1	Mal	0	0	0	0	0	0	0
Research Professional, Agricultural / Food -	3	Tot Min 1	Fem	1	0	0	1	0	0	0

Workforce Analysis

Total for 110308	Total	13	Mal	3	3	0	0	0	0	0	0
	Tot Min	1	Fem	10	9	0	1	0	0	0	0

110309 NC Food Innovation Lab

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010301		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 110309		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

110310 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
602X0211804		Total 4	Mal	1	0	1	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min 3	Fem	3	1	0	0	1	0	1
422X1011805		Total 1	Mal	1	0	1	0	0	0	0
Human Resources Professional, Generalist	3	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 110310		Total 6	Mal	2	0	2	0	0	0	0
		Tot Min 5	Fem	4	1	0	0	2	0	1

110313 IR-4 Project

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
512X0010750		Total 1	Mal	1	1	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 0	Fem	0	0	0	0	0	0	0
470X1112416		Total 1	Mal	0	0	0	0	0	0	0
Research Professional, Social Sciences -	3	Tot Min 1	Fem	1	0	1	0	0	0	0
443X0013201		Total 1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 110313		Total 3	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	2	1	1	0	0	0	0

Workforce Analysis

110401

Administration - Extension Ser

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
606X0013201		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
Total for 110401		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	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 - Administrative	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
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
422X1511805		Total	1	Mal	1	1	0	0	0	0	0
Human Resources Professional, Benefits	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 110408		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

Workforce Analysis

110501

Cals-Communication Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
610X1013202N		Total	2	Mal	2	1	0	0	0	0	1
Videographer	4	Tot Min	1	Fem	0	0	0	0	0	0	0
606X0013201		Total	6	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	0	Fem	6	6	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
443X0013201		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
618X0013201		Total	1	Mal	0	0	0	0	0	0	0
Graphical Design Paraprofessional	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 110501		Total	11	Mal	2	1	0	0	0	0	1
		Tot Min	2	Fem	9	8	1	0	0	0	0

110701

Animal Science

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 - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
530X0010300		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	2	2	0	0	0	0	0
620X0712501		Total	2	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	2	2	0	0	0	0	0
620X0712502		Total	2	Mal	1	0	0	1	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	1	Fem	1	1	0	0	0	0	0
604X0010739		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
471X0212503		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Ag Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0
470X0312502E		Total	2	Mal	1	1	0	0	0	0	0
Research Professional, Conservation / Forestry	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

110701

Animal Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
471X0512503		Total	1	Mal	0	0	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 110701		Total	13	Mal	3	2	0	0	1	0	0
		Tot Min	1	Fem	10	10	0	0	0	0	0

110705

Dairy Records Processing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
606X0013201		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
463X1112249		Total	5	Mal	1	0	1	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	3	Fem	4	2	0	0	1	0	1
465X0012202		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional - IT	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1210751		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
461X1212234		Total	2	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	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) Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1210901		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	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, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 110705		Total	14	Mal	6	5	1	0	0	0	0
		Tot Min	3	Fem	8	6	0	0	1	0	1

Workforce Analysis

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 - Administrative	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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
620X0712501		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0112501		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0112502		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712502		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	1	Fem	1	0	0	0	0	0	1
604X0010739		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
470X0312502E		Total	2	Mal	1	1	0	0	0	0	0
Research Professional, Conservation / Forestry	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 110801		Total	10	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	8	7	0	0	0	0	1

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 - Administrative	5	Tot Min	1	Fem	3	2	1	0	0	0	0
514X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	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

Workforce Analysis

111401

Agricultural & Human 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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	3	2	0	0	1	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	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
620X0712501		Total	2	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	2	2	0	0	0	0	0
604X0010739		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
606X0013201		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	1	0	0	0	1	0	0
Total for 111401		Total	11	Mal	1	1	0	0	0	0	0
		Tot Min	6	Fem	10	4	4	0	1	1	0

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
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 111403		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

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
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	2	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712501		Total	4	Mal	4	4	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0112502		Total	2	Mal	2	0	0	1	1	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	2	Fem	0	0	0	0	0	0	0
620X0712502		Total	8	Mal	3	3	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	5	5	0	0	0	0	0
604X0010739		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
614X0012233		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus & Tech App4		Tot Min	0	Fem	0	0	0	0	0	0	0
470X0112502		Total	2	Mal	2	2	0	0	0	0	0
Research Professional, Agricultural / Food -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0512503		Total	1	Mal	1	1	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 111501		Total	22	Mal	14	12	0	1	1	0	0
		Tot Min	2	Fem	8	8	0	0	0	0	0

111502

Ctr for Env Farming Sys (CEFS)

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010300		Total	4	Mal	2	2	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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

Workforce Analysis

Total for 111502	Total	6	Mal	2	2	0	0	0	0	0	0	0
	Tot Min	0	Fem	4	4	0	0	0	0	0	0	0

111503 Arboretum in Hort Science Dept

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
530X0010300		Total	2	Mal	0	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	2	2	0	0	0	0	0	0
530X0010301		Total	1	Mal	0	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
620X0712501		Total	1	Mal	0	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
620X0712520N		Total	1	Mal	1	1	0	0	0	0	0	0
Research Asst/Technician/Technologist	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
662X2013701		Total	1	Mal	1	1	0	0	0	0	0	0
	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 111503		Total	6	Mal	2	2	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	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	0
Skilled Craft Worker, Lab Mechanic - Facilities	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
713X0017500		Total	1	Mal	1	1	0	0	0	0	0	0
Electronic Equipment Mechanic - Electronics	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
705X0017501		Total	1	Mal	1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
530X0010422		Total	1	Mal	1	1	0	0	0	0	0	0
Department Assistant - Administrative Support	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
620X0112501		Total	2	Mal	1	1	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 111701		Total	6	Mal	5	5	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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
Administrative Assistant - Administrative	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
620X0712501		Total 11	Mal	7	6	0	1	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min 1	Fem	4	4	0	0	0	0	0
620X0712502		Total 10	Mal	8	8	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min 1	Fem	2	1	0	1	0	0	0
435X1110739		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	Fem	1	1	0	0	0	0	0
470X0112502		Total 2	Mal	1	1	0	0	0	0	0
Research Professional, Agricultural / Food -	3	Tot Min 1	Fem	1	0	0	1	0	0	0
470X0312502E		Total 2	Mal	1	1	0	0	0	0	0
Research Professional, Conservation / Forestry	3	Tot Min 1	Fem	1	0	0	0	1	0	0
Total for 111801		Total 29	Mal	17	16	0	1	0	0	0
		Tot Min 4	Fem	12	9	0	2	1	0	0

111901

Poultry 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
Administrative Assistant - Administrative	5	Tot Min 1	Fem	1	0	0	0	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
660X0012501		Total 1	Mal	0	0	0	0	0	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min 0	Fem	1	1	0	0	0	0	0
620X0712501		Total 3	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min 0	Fem	2	2	0	0	0	0	0
620X0112502		Total 1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

111901

Poultry Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0712502		Total	5	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	1	Fem	4	3	1	0	0	0	0
471X0212503		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Ag Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0512503		Total	2	Mal	2	2	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 111901		Total	15	Mal	5	5	0	0	0	0	0
		Tot Min	2	Fem	10	8	1	0	1	0	0

112101

Biology

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 - Administrative	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
620X0112502		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712502		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739		Total	1	Mal	1	0	0	0	1	0	0
Fiscal Affairs Paraprofessional	4	Tot Min	1	Fem	0	0	0	0	0	0	0
606X0013201		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 112101		Total	7	Mal	2	1	0	0	1	0	0
		Tot Min	2	Fem	5	4	0	1	0	0	0

Workforce Analysis

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
Accounting Assistant	5	Tot Min 0	Fem	1	1	0	0	0	0	0
620X0712501		Total 2	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min 0	Fem	2	2	0	0	0	0	0
620X0712502		Total 3	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min 0	Fem	2	2	0	0	0	0	0
Total for 112104		Total 6	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	5	5	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	
810X0017421		Total 1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min 0	Fem	0	0	0	0	0	0	0
514X0010422		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
606X0013201		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 112401		Total 3	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	2	2	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 Technician	7	Tot Min 1	Fem	1	0	1	0	0	0	0
822X0017123		Total 1	Mal	1	0	0	1	0	0	0
Motor Vehicle Operator - Vehicle/Equipment	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 Service	7	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

112402

Eastern 4H Envir Ed Conference

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
810X0017421		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 112402		Total	5	Mal	2	1	0	1	0	0	0
		Tot Min	2	Fem	3	2	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 Service	7	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 112412		Total	1	Mal	0	0	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 Tech'n -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 112413		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

113001

Plant Sciences

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 113001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

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
Total for 113803		Total	1	Mal	0	0	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 - Administrative	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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
620X0112501		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201		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	5	Mal	2	1	0	1	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	3	3	0	0	0	0	0
461X1212259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 113810		Total	10	Mal	4	3	0	1	0	0	0
		Tot Min	2	Fem	6	5	1	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	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min	0	0	0	0	0	0	0	0
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	1	0	0	0	0	0	0
620X0712501		Total	2	2	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	0	0	0	0	0	0	0
620X0712502		Total	3	3	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	0	0	0	0	0	0	0
471X0512503		Total	1	1	0	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	0	0	0	0	0	0	0
Total for 115002		Total	8	7	0	0	0	0	0	0
		Tot Min	0	1	0	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	1	0	0	0	0	0	0
Vehicle Mechanic - Vehicle/Equip Repair Tech'n6		Tot Min	0	0	0	0	0	0	0	0
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	1	0	0	0	0	0	0
620X0712501		Total	8	7	2	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	2	1	0	0	0	0	0	0
471X0212503		Total	1	1	0	0	0	0	0	0
Laboratory Professional, Ag Research	3	Tot Min	0	0	0	0	0	0	0	0
471X0512503		Total	2	2	0	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	0	0	0	0	0	0	0
Total for 115003		Total	13	11	2	0	0	0	0	0
		Tot Min	2	2	0	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	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n - 6		Tot Min 0	Fem	0	0	0	0	0	0	0
530X0010739		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - Business Services 5		Tot Min 0	Fem	1	1	0	0	0	0	0
620X0712501		Total 2	Mal	2	2	0	0	0	0	0
Research Asst/Technician/Technologist - 4		Tot Min 0	Fem	0	0	0	0	0	0	0
620X0712502		Total 3	Mal	3	3	0	0	0	0	0
Research Asst/Technician/Technologist - 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, Specialist - 3		Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 115004		Total 8	Mal	7	7	0	0	0	0	0
		Tot Min 0	Fem	1	1	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	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n - 6		Tot Min 0	Fem	0	0	0	0	0	0	0
620X0712501		Total 1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist - 4		Tot Min 0	Fem	0	0	0	0	0	0	0
620X0712502		Total 1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist - 4		Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 115005		Total 3	Mal	3	3	0	0	0	0	0
		Tot Min 0	Fem	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	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n - 6		Tot Min 0	Fem	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
620X0712501		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712502		Total	3	Mal	3	3	0	0	0	0	0
Research Asst/Technician/Technologist -	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 Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 115006		Total	6	Mal	6	6	0	0	0	0	0
		Tot Min	0	Fem	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
620X0712501		Total	3	Mal	3	3	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712502		Total	2	Mal	2	2	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 115007		Total	5	Mal	5	5	0	0	0	0	0
		Tot Min	0	Fem	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	Mal	0	0	0	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	0	Fem	1	1	0	0	0	0	0
811X0017423		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
742X0017313		Total	2	Mal	2	2	0	0	0	0	0
Vehicle Mechanic - Vehicle/Equip Repair Tech'n6		Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712501		Total	5	Mal	5	5	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	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
620X0712502		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0212503		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Ag Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0
609X0212518		Total	1	Mal	0	0	0	0	0	0	0
Environment, Health & Safety Technician	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 115101		Total	12	Mal	10	10	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

115102

Pamlico Aquaculture Field Lab

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0112502		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
471X0512503		Total	1	Mal	1	1	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 115102		Total	2	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

115201

Butner Beef Cattle Field Lab

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 Repair Tech'n6		Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712501		Total	3	Mal	2	2	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712502		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	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 Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 115201	Total	6	Mal	5	5	0	0	0	0	0	0	0
	Tot Min	0	Fem	1	1	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 - Administrative	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 - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
608X0013101		Total 1	Mal	0	0	0	0	0	0	0
Library Paraprofessional - University Library	4	Tot Min 0	Fem	1	1	0	0	0	0	0
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 - Technology	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, Specialist -	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, Programmer	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, Systems	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 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, Programmer	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 116105		Total 10	Mal	7	7	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

Workforce Analysis

118001

Ag & Resource Economics

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 - Administrative	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 118001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

118101

Biological And Agricultural En

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600		Total	3	Mal	3	3	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 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 - Administrative	5	Tot Min	1	Fem	2	1	0	0	1	0	0
620X0112502		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0712502		Total	2	Mal	2	1	0	1	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	1	Fem	0	0	0	0	0	0	0
604X0010739		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
606X0013201		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 118101		Total	10	Mal	6	5	0	1	0	0	0
		Tot Min	2	Fem	4	3	0	0	1	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
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

118401

Biochemistry

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0112502		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010739		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 118401		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

118403

Biochemistry - METRIC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
433X0010301		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	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
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0112503		Total	1	Mal	1	1	0	0	0	0	0
Lab Asst/Tech, Life Science - Research	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 118601		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	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 - Facilities	7	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

120101

College of Design

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600		Total	2	Mal	2	2	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 6		Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	1	Mal	1	0	0	1	0	0	0
Administrative Assistant - Administrative 5		Tot Min	1	Fem	0	0	0	0	0	0	0
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff - 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 - Administrative 5		Tot Min	0	Fem	2	2	0	0	0	0	0
505X0013150		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
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program 5		Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program 5		Tot Min	1	Fem	1	0	1	0	0	0	0
543X0013150		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
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician 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 Manager 5		Tot Min	0	Fem	1	1	0	0	0	0	0
606X0010301		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
606X0013201		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
463X1112249		Total	1	Mal	1	0	0	0	1	0	0
IT Client Support Professional, Specialist - 3		Tot Min	1	Fem	0	0	0	0	0	0	0
430X0010751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant 3		Tot Min	1	Fem	2	1	0	1	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept 3		Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

Total for 120101	Total	19	Mal	6	4	0	1	1	0	0	0
	Tot Min	6	Fem	13	9	3	1	0	0	0	0

121001 Design Research

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010300		Total 2	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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 1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	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 - Administrative	5	Tot Min 1	Fem	2	1	0	0	1	0	0
532X0013100		Total 1	Mal	0	0	0	0	0	0	0
Library Assistant - University Library Technician	5	Tot Min 0	Fem	1	1	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
530X0010300		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
512X0010750		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 1	Fem	1	0	1	0	0	0	0
530X0010301		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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 - Technology	4	Tot Min 0	Fem	1	1	0	0	0	0	0
604X0010739		Total 1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional	4	Tot Min 1	Fem	1	0	0	0	1	0	0

Workforce Analysis

130101

College Of Education

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
618X0013202		Total	1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min	1	Fem	1	0	1	0	0	0	0
602X0211804		Total	2	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR - 4		Tot Min	1	Fem	2	1	0	0	1	0	0
606X0013201		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
433X0010301		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration 3		Tot Min	0	Fem	1	1	0	0	0	0	0
325X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator - 3		Tot Min	1	Fem	1	0	0	0	1	0	0
430X0010751		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
430X1210751		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
433X1210751E		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration 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, Specialist - 3		Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 130101		Total	27	Mal	5	5	0	0	0	0	0
		Tot Min	7	Fem	22	15	2	1	4	0	0

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 - Administrative 5		Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150		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

Workforce Analysis

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 - Administrative	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 131301		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	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 - Administrative	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
Total for 131601		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

134001

Belk Center for Comm College

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
618X0013202		Total	1	Mal	0	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 134001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

139001

Friday Institute

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	3	Fem	3	0	1	1	1	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	1	0	0	0	1	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010301		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	0	0	0	0	0	0	0
614X0012247		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012233		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Bus & Tech App4		Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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
614X0012249		Total	1	Mal	1	0	1	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	1	Fem	0	0	0	0	0	0	0
430X0010751		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	Fem	1	0	0	1	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 139001		Total	13	Mal	2	1	1	0	0	0	0
		Tot Min	10	Fem	11	2	4	2	1	1	1

140101

College Of Engineering-dean's

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

140101

College Of Engineering-dean's

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 - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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	1	0	0
602X0011804N		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional - Human	4	Tot Min	1	Fem	1	0	0	0	1	0	0
422X1311805		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Class	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X0011804		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional - Human	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1011804E		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Generalist -	3	Tot Min	1	Fem	1	0	0	0	0	0	1
410X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services Professional-	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010751		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
430X1210751		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
453X1016104		Total	1	Mal	1	1	0	0	0	0	0
Engineer, Facilities Construction - Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X0010301		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional - University	3	Tot Min	1	Fem	1	0	1	0	0	0	0
424X1013401		Total	1	Mal	0	0	0	0	0	0	0
Trainer / Organizational Development	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 140101		Total	16	Mal	1	1	0	0	0	0	0
		Tot Min	4	Fem	15	11	1	0	1	1	1

Workforce Analysis

140130

NSF Science and Technology Ctr

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
435X1110900		Total 1	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	1	1	0	0	0	0	0
Total for 140130		Total 1	0	0	0	0	0	0	0
		Tot Min 0	1	1	0	0	0	0	0

140150

NC Clean Energy Technology Ctr

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
443X1013201		Total 1	0	0	0	0	0	0	0
Communications / Marketing Professional,	3	Tot Min 0	1	1	0	0	0	0	0
Total for 140150		Total 1	0	0	0	0	0	0	0
		Tot Min 0	1	1	0	0	0	0	0

140170

FREEDM Center

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 Services	5	Tot Min 0	1	1	0	0	0	0	0
620X0412502N		Total 1	1	0	1	0	0	0	0
Research Asst/Tech, Engineering - Research	4	Tot Min 1	0	0	0	0	0	0	0
Total for 140170		Total 2	1	0	1	0	0	0	0
		Tot Min 1	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	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 1	1	0	0	1	0	0	0
433X1110301		Total 1	1	1	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min 0	0	0	0	0	0	0	0

Workforce Analysis

140172

Adv Self-pwr Sys Integr SensrT

Job Code & Title	EEO Code				Total	W	B	A	H	I	P	2
435X1110900		Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
541X0010300		Total	1	Mal	0	0	0	0	0	0	0	0
Event Planning Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 140172		Total	4	Mal	1	1	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	1	0	1	0	0	0

140201

Chemical & Biomolecular Engr

Job Code & Title	EEO Code				Total	W	B	A	H	I	P	2
719X0017600		Total	1	Mal	1	1	0	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 6		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 - Administrative	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 - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	0	0	1
514X0010300		Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
543X0013150		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
512X0010750		Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
512X0010751E		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
622X0112522		Total	1	Mal	0	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science-	4	Tot Min	1	Fem	1	0	1	0	0	0	0	0
606X0013201		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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

Total for 140201	Total	10	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	3	Fem	9	6	2	0	0	0	0	0	1

140301

Civil Const & Environ Engineer

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
719X0017600		Total	1	Mal	1	1	0	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 6		Tot Min	0	Fem	0	0	0	0	0	0	0	0
543X0013150		Total	2	Mal	0	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	2	2	0	0	0	0	0	0
530X0010301		Total	2	Mal	0	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	2	1	0	1	0	0	0	0
620X0412501N		Total	2	Mal	0	0	0	0	0	0	0	0
Research Asst/Tech, Engineering	4	Tot Min	1	Fem	2	1	0	1	0	0	0	0
602X0211804		Total	1	Mal	0	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	Fem	1	1	0	0	0	0	0	0
612X0016103		Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
606X0013201		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
430X0010751		Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
544X0010750		Total	1	Mal	0	0	0	0	0	0	0	0
	5	Tot Min	1	Fem	1	0	0	0	1	0	0	0
433X1110751		Total	1	Mal	0	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 140301		Total	14	Mal	2	2	0	0	0	0	0	0
		Tot Min	4	Fem	12	8	1	2	1	0	0	0

Workforce Analysis

140401

Electrical & Computer Engr.

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
705X0017600		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150		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
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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
602X0211804		Total	1	Mal	1	0	0	1	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	Fem	0	0	0	0	0	0	0
606X0013201		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
449X0010301		Total	1	Mal	0	0	0	0	0	0	0
Event / Conference Management Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
443X0013201		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1210751		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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
433X1110751		Total	2	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 140401		Total	15	Mal	4	3	0	1	0	0	0
		Tot Min	4	Fem	11	8	3	0	0	0	0

Workforce Analysis

140501

Engineering Research

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
512X0010301		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110751		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 140501		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

140601

Fitts Dept Indust & Syst Engr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
543X0013150		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
512X0010750		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	2	2	0	0	0	0	0
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	0	0	0	0	1
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
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
606X0013201		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
430X0010751		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
435X1110900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	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
471X0112503		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Research Operations	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 140601	Total	11	Mal	5	5	0	0	0	0	0	0	0
	Tot Min	3	Fem	6	3	2	0	0	0	0	0	1

140652 Fitts Ind & Sys Eng-ERGO C&G

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010739		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - Business Services	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 140652		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

140701 IES Operations

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 - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
530X0010300		Total 2	Mal	1	0	1	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	1	1	0	0	0	0	0
512X0010750		Total 2	Mal	2	1	0	0	0	0	1
Accounting Assistant - Accounting Technician	5	Tot Min 1	Fem	0	0	0	0	0	0	0
530X0010301		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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	1	0	0
618X0013202		Total 2	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min 0	Fem	1	1	0	0	0	0	0
614X0012233		Total 1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus & Tech App4		Tot Min 0	Fem	0	0	0	0	0	0	0
430X0010751		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
325X0010302		Total 1	Mal	1	1	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min 0	Fem	0	0	0	0	0	0	0
435X1210901		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

140701

IES Operations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X1613201N		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Web Developer	3	Tot Min	0	Fem	1	1	0	0	0	0	0
443X0010302		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 140701		Total	15	Mal	6	4	1	0	0	0	1
		Tot Min	3	Fem	9	8	0	0	1	0	0

140801

Materials Science &Engineering

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 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 - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	0	1
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	1	0	0	1	0	0	0
512X0010750		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	2	Fem	2	0	2	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
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
433X0010751		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

140801

Materials Science &Engineering

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
471X0112503		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Research Operations	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 140801		Total	13	Mal	2	2	0	0	0	0	0
		Tot Min	5	Fem	11	6	3	1	0	0	1

140901

Mechanical & Aerospace Engr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades Technician	6	Tot Min	0	Fem	0	0	0	0	0	0	0
543X0013150		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
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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
606X0013201		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
463X1112249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010751		Total	3	Mal	1	1	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	0	Fem	2	2	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
471X0112503		Total	2	Mal	2	2	0	0	0	0	0
Laboratory Professional, Research Operations	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 140901		Total	12	Mal	6	6	0	0	0	0	0
		Tot Min	0	Fem	6	6	0	0	0	0	0

Workforce Analysis

141001

Minerals Research Laboratory

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 Tech'n -	6	Tot Min	0	0	0	0	0	0	0	0
620X0312501		Total	1	0	1	0	0	0	0	0
Research Asst/Tech, Physical Science -	4	Tot Min	1	0	0	0	0	0	0	0
620X0312502N		Total	1	1	0	0	0	0	0	0
Research Asst/Tech, Physical Science -	4	Tot Min	0	0	0	0	0	0	0	0
612X0016103		Total	1	1	0	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
620X0412502N		Total	1	0	0	0	0	0	0	0
Research Asst/Tech, Engineering - Research	4	Tot Min	0	1	0	0	0	0	0	0
Total for 141001		Total	5	4	3	1	0	0	0	0
		Tot Min	1	1	0	0	0	0	0	0

141101

Nuclear Engineering

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
719X0017600		Total	1	1	0	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 6		Tot Min	0	0	0	0	0	0	0	0
514X0010422		Total	1	1	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	0	0	0	0	0	0	0
512X0010422		Total	1	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	1	0	1	0	0	0	0	0
463X0012249		Total	1	0	0	1	0	0	0	0
IT Client Support Professional - Technology	3	Tot Min	1	0	0	0	0	0	0	0
435X1110900		Total	1	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	1	0	1	0	0	0	0
Total for 141101		Total	5	3	2	0	1	0	0	0
		Tot Min	3	2	1	1	0	0	0	0

Workforce Analysis

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
Service / Maintenance Worker, General -	7	Tot Min 0	Fem	0	0	0	0	0	0	0
729X0017902		Total 1	Mal	0	0	0	0	0	0	0
Boilermaker / Stationary Engineer / Power	6	Tot Min 0	Fem	1	1	0	0	0	0	0
514X0010422		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 1	Fem	1	0	0	1	0	0	0
Total for 141201		Total 3	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	2	1	0	1	0	0	0

141601

Engineering Online

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010422		Total 4	Mal	1	0	1	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 1	Fem	3	3	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
610X0013300		Total 1	Mal	0	0	0	0	0	0	0
Audiovisual Technical/Paraprofessional - Multi-	4	Tot Min 1	Fem	1	0	0	0	0	0	1
606X0013201		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
460X0012250E		Total 1	Mal	1	0	1	0	0	0	0
IT (Information Technology) Professional	3	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 141601		Total 8	Mal	3	1	2	0	0	0	0
		Tot Min 3	Fem	5	4	0	0	0	0	1

141901

Computer Science-engr

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 - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

141901

Computer Science-engr

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150		Total	2	Mal	1	1	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	1	0	1	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
512X0010750		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	2	2	0	0	0	0	0
530X0010739		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - Business Services	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010301		Total	2	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
433X0010301		Total	2	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	2	2	0	0	0	0	0
325X0010301		Total	1	Mal	1	1	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110302E		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	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, Systems	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, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 141901		Total	17	Mal	5	5	0	0	0	0	0
		Tot Min	2	Fem	12	10	2	0	0	0	0

Workforce Analysis

142401

Integrated Manufacturing Sys E

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010301		Total	1	1	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	0	0	0	0	0	0	0
Total for 142401		Total	1	1	0	0	0	0	0	0
		Tot Min	0	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	0	0	0	1	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	0	0	0	0	0	0	0
Total for 142901		Total	1	0	0	0	1	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

143201

Engineering-Academic Affairs

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 - Administrative	5	Tot Min	0	0	0	0	0	0	0	0
530X0010300		Total	2	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	2	0	0	0	0	0	0
543X0013150		Total	1	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	1	0	0	0	0	0	0
530X0010301		Total	1	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	0	1	0	0	0	0	0
604X0010739		Total	1	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional	4	Tot Min	0	1	0	0	0	0	0	0
606X0013201		Total	1	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	0	1	0	0	0	0	0
435X1110900		Total	1	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	0	0	0	0	1	0	0

Workforce Analysis

Total for 143201	Total	8	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	3	Fem	7	4	2	0	0	1	0	0	0

143301

Engineering Research Administr

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 - Administrative	5	Tot Min 0	Fem	0	0	0	0	0	0	0
530X0010300		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	1	0	1	0	0	0	0
512X0010750		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 1	Fem	1	0	0	1	0	0	0
433X1110301		Total 4	Mal	1	1	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min 2	Fem	3	1	2	0	0	0	0
430X0010751		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
544X0010300		Total 1	Mal	0	0	0	0	0	0	0
	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 143301		Total 9	Mal	3	3	0	0	0	0	0
		Tot Min 4	Fem	6	2	3	1	0	0	0

143401

Info Tech & Eng Computer Svcs

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 - Technology	4	Tot Min 0	Fem	0	0	0	0	0	0	0
604X0010739		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
461X1212234		Total 1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min 0	Fem	0	0	0	0	0	0	0
465X0012203		Total 1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional - Systems	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 143401		Total 4	Mal	3	3	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

143801

Dean Of Engineering/foundation

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
530X0010300		Total 1	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	1	0	1	0	0	0	0
604X0010739		Total 1	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional	4	Tot Min 0	1	1	0	0	0	0	0
437X0010301		Total 1	0	0	0	0	0	0	0
Development / Fundraising Professional	3	Tot Min 0	1	1	0	0	0	0	0
Total for 143801		Total 3	0	0	0	0	0	0	0
		Tot Min 1	3	2	1	0	0	0	0

144301

IES Engineering & Technology

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 - Administrative	5	Tot Min 1	1	0	0	0	0	0	1
530X0010300		Total 1	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	1	0	1	0	0	0	0
Total for 144301		Total 2	0	0	0	0	0	0	0
		Tot Min 2	2	0	1	0	0	0	1

145601

C.O.E. - Business & Finance

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 - Administrative	5	Tot Min 0	1	1	0	0	0	0	0
618X0013202		Total 2	0	0	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min 2	2	0	1	1	0	0	0
606X0013201		Total 2	1	1	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	1	1	0	0	0	0	0
443X1013201		Total 1	0	0	0	0	0	0	0
Communications / Marketing Professional,	3	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

Total for 145601	Total	6	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	2	Fem	5	3	1	1	0	0	0	0	0

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 - Administrative	5	Tot Min 0	Fem	2	2	0	0	0	0	0
530X0010300		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
543X0013150		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
620X0112501		Total 1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min 0	Fem	1	1	0	0	0	0	0
606X0013201		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
614X0012249		Total 1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min 0	Fem	1	1	0	0	0	0	0
433X1110751		Total 1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min 1	Fem	1	0	0	1	0	0	0
Total for 147501		Total 8	Mal	0	0	0	0	0	0	0
		Tot Min 1	Fem	8	7	0	1	0	0	0

148501 BTEC-Biomfg Training Ed Ctr

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
512X0010750		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 1	Fem	1	0	1	0	0	0	0
614X0012247		Total 1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min 0	Fem	1	1	0	0	0	0	0
435X1110900		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	Fem	1	1	0	0	0	0	0
453X0016104		Total 1	Mal	1	1	0	0	0	0	0
Engineer - Engineer	3	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

148501

BTEC-Biomfg Training Ed Ctr

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
450X1016106E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	Fem	0	0	0	0	0	0	0
450X0016104		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 148501		Total	6	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

150101

College of Natural Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	3	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	2	1	0	1	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	1	0	0	1	0	0	0
511X0010433		Total	2	Mal	0	0	0	0	0	0	0
Executive Assistant	5	Tot Min	2	Fem	2	0	2	0	0	0	0
604X0010739		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
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
606X0013201		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
422X0011804		Total	1	Mal	1	0	1	0	0	0	0
Human Resources Professional - Human	3	Tot Min	1	Fem	0	0	0	0	0	0	0
433X1110301		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	1	Fem	1	0	0	0	1	0	0
325X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	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	
430X0010751		Total	4	Mal	1	1	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	0	Fem	3	3	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
543X0010301		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 150101		Total	19	Mal	4	3	1	0	0	0	0
		Tot Min	11	Fem	15	5	7	2	1	0	0

150103

Ctr. for Geospatial Analytics

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
543X0010301		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 150103		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

150201

Parks, Recreation & Tourism Mg

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 - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	1	0
543X0013150		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
514X0010739N		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Business Services	5	Tot Min	1	Fem	1	0	1	0	0	0	0
606X0013201		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

Workforce Analysis

Total for 150201	Total	4	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	3	Fem	4	1	1	1	0	0	1	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 - Facilities	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 - Administrative	5	Tot Min 0	Fem	2	2	0	0	0	0	0
530X0010300		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
512X0010750		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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	1	0	0
606X0013201		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
470X0312502E		Total 1	Mal	0	0	0	0	0	0	0
Research Professional, Conservation / Forestry	3	Tot Min 0	Fem	1	1	0	0	0	0	0
471X0112503		Total 1	Mal	0	0	0	0	0	0	0
Laboratory Professional, Research Operations	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 1	Fem	11	10	0	0	1	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 - Administrative	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
604X0010739		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

Workforce Analysis

150401

For & Envir Res Acad Research

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 150401		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	4	2	2	0	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 - Administrative	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

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	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 150403		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

150413

CAMCORE-Cooperative

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	1	0	0	0	0	0	1
Department Assistant - University Program	5	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 150413		Total	1	Mal	1	0	0	0	0	0	1
		Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

160101

College Of Humanities & Soc SC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
325X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160101		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

160125

CHASS Academic Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
543X0013150		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	1	1	0	0	0	0	0
Executive Assistant	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160125		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

160135

CHASS Business Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
430X1210751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min	2	Fem	2	0	2	0	0	0	0
430X0010752		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional - Accounting Manager	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160135		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	3	0	3	0	0	0	0

160145

CHASS Human Resources Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804		Total	3	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	2	Fem	3	1	2	0	0	0	0

Workforce Analysis

Total for 160145	Total	3	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	2	Fem	3	1	2	0	0	0	0	0	0

160150 Dean's Office Research

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
512X0010750		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 1	Fem	1	0	1	0	0	0	0
433X0010301		Total 1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	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

160175 CHASS Development

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010301		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 160175		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	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 1	Fem	1	0	1	0	0	0	0
514X0010422		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
435X1110739		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 1	Fem	1	0	1	0	0	0	0
Total for 160201		Total 3	Mal	0	0	0	0	0	0	0
		Tot Min 2	Fem	3	1	2	0	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 - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
435X1110739		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110739		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	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	0	Fem	2	2	0	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110739		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	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

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 - Administrative	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
435X1110739		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160601		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	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 - Administrative	5	Tot Min	2	Fem	2	0	1	0	0	0	1
435X1110739		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	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

160801

Comm, Rhetoric & Digital Media

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160801		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

162901

CHASS IT

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
463X1112203		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional, Specialist	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, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 162901		Total	9	Mal	9	7	1	1	0	0	0
		Tot Min	2	Fem	0	0	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 - Administrative	5	Tot Min	1	Fem	1	0	0	1	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	2	1	0	1	0	0	0
435X1110739		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 164501		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	4	1	1	2	0	0	0

166301

KCLDS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712502		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 166301		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	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 - Administrative	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 - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	0	1
435X1110739		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 168301		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	1	0	0	0	1

170101

College of Sciences - Dean

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 - Administrative Support	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 - Administrative	5	Tot Min	2	Fem	2	0	1	0	0	0	1
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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
500X0010433E		Total	1	Mal	1	0	0	0	1	0	0
Office / Admin Support / Clerical Manager	5	Tot Min	1	Fem	0	0	0	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0
602X0211804		Total	2	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	2	Fem	2	0	2	0	0	0	0
325X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010751		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

Workforce Analysis

170101

College of Sciences - Dean

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
463X0012264		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional - Technology	3	Tot Min	0	Fem	0	0	0	0	0	0	0
422X1011805		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Generalist	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, Specialist -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412204E		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
437X0610301		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1310901		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 170101		Total	18	Mal	6	5	0	0	1	0	0
		Tot Min	6	Fem	12	7	3	1	0	0	1

170301

Mathematics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0013150N		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	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
543X0013150		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
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	1	0	1	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
435X1110900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

170301

Mathematics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
543X0010301		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 170301		Total	8	Mal	1	1	0	0	0	0	0
		Tot Min	2	Fem	7	5	1	1	0	0	0

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750		Total	6	Mal	3	0	2	0	0	0	1
Accounting Assistant - Accounting Technician	5	Tot Min	5	Fem	3	1	0	1	1	0	0
530X0010301		Total	2	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
433X1110301		Total	1	Mal	1	1	0	0	0	0	0
Sponsored Contracts / Grants Administration	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
433X0010751		Total	1	Mal	1	0	0	0	1	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	1	Fem	0	0	0	0	0	0	0
433X1110751		Total	3	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	3	Fem	3	0	3	0	0	0	0
Total for 170501		Total	15	Mal	6	2	2	0	1	0	1
		Tot Min	9	Fem	9	4	3	1	1	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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

170522

Biological Resources Facility

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
660X0012501		Total	4	Mal	3	2	1	0	0	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min	1	Fem	1	1	0	0	0	0	0
471X0512503		Total	1	Mal	0	0	0	0	0	0	0
Research Operation Manager-Exe	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 170522		Total	6	Mal	3	2	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	
719X0017600		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 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 - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	1	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
543X0013150		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
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0312501		Total	2	Mal	1	0	0	0	1	0	0
Research Asst/Tech, Physical Science -	4	Tot Min	1	Fem	1	1	0	0	0	0	0
435X1110900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 170601		Total	8	Mal	3	2	0	0	1	0	0
		Tot Min	2	Fem	5	4	0	0	0	1	0

Workforce Analysis

170701

Chemistry

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
710X0417500N		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
520X0011900		Total	1	Mal	1	1	0	0	0	0	0
Clerk, Materials - Support Services Associate	5	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	3	2	0	1	0	0	0
543X0013150		Total	2	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	2	2	0	0	0	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	1	0	1	0	0	0	0
606X0013201		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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 170701		Total	10	Mal	2	2	0	0	0	0	0
		Tot Min	2	Fem	8	6	1	1	0	0	0

171701

The Science House - PAMS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

172201

Biological Sciences

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 - Administrative	5	Tot Min	0	Fem	0	0	0	0	0	0	0
543X0013150		Total	2	Mal	1	1	0	0	0	0	0
Student Services Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	1	0	1	0	0	0	0
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0112522		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
620X0812501		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
620X0712501		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0112501		Total	3	Mal	1	0	0	0	1	0	0
Research Asst/Tech, Life Science - Research	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
620X0212415N		Total	3	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Social Science -	4	Tot Min	2	Fem	3	1	1	0	1	0	0
606X0010301		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
471X4512503		Total	1	Mal	0	0	0	0	0	0	0
Laboratory Professional, Lab Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
325X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
543X0010301		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

172201

Biological Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
470X0212416		Total	1	Mal	1	0	0	1	0	0	0
	3	Tot Min	1	Fem	0	0	0	0	0	0	0
470X0212415		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 172201		Total	23	Mal	7	5	0	1	1	0	0
		Tot Min	6	Fem	16	12	3	0	1	0	0

178501

Statistics

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 - Administrative	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 - Administrative	5	Tot Min	1	Fem	2	1	0	1	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
543X0013150		Total	2	Mal	0	0	0	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	2	1	0	0	0	0	1
Total for 178501		Total	6	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	6	4	0	1	0	0	1

178601

Marine, Earth And Atmospheric

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
705X0017422		Total	1	Mal	1	0	1	0	0	0	0
Skilled Craft / Trades Foreman / Lead	6	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010422		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	2	1	1	0	0	0	0
543X0013150		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

178601

Marine, Earth And Atmospheric

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712501		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
470X0612502E		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Physical Sciences -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 178601		Total	8	Mal	2	1	1	0	0	0	0
		Tot Min	2	Fem	6	5	1	0	0	0	0

178640

Marine, Earth & Atmospheric SC

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
620X0712501		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 178640		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

179501

Pams-state Climate Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
620X0712501		Total	2	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 179501		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

180101

College Of Textiles-dean's Off

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
821X0011900		Total	1	Mal	1	0	1	0	0	0	0
Mail Carrier - Support Services Associate	7	Tot Min	1	Fem	0	0	0	0	0	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	1	0	1	0	0	0	0
602X0211804		Total	2	Mal	1	1	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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
433X0010301		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	1	1	0	0	0	0	0
325X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751		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
435X1110900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 180101		Total	10	Mal	3	2	1	0	0	0	0
		Tot Min	2	Fem	7	6	1	0	0	0	0

180401

Textile Extension

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0410301		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	1	Fem	1	0	1	0	0	0	0
471X4812503		Total	5	Mal	3	3	0	0	0	0	0
Laboratory Professional, Textiles Research	3	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 180401		Total	6	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

Workforce Analysis

180601

TCTS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
451X0016108E		Total	1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1612234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Web Developer -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 180601		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

180701

Textile & Apparel, Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	0	0	0	0	0	0	0
741X0017600		Total	1	Mal	1	0	0	1	0	0	0
Textile Skilled Worker - Specialty Trades	6	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 180701		Total	2	Mal	2	1	0	1	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

180899

Textile Foundation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
606X0013201		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
437X0010301		Total	1	Mal	0	0	0	0	0	0	0
Development / Fundraising Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
455X0010302		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 180899		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

Workforce Analysis

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	0
Administrative Assistant - Administrative	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
Total for 182301		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	0	0	1

183501

Nonwovens Institute

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
719X0017600		Total	1	Mal	1	1	0	0	0	0	0
Instrument Maker - Specialty Trades Technician 6		Tot Min	0	Fem	0	0	0	0	0	0	0
620X0312502N		Total	1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Physical Science -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
471X4817600N		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Textiles Research	3	Tot Min	0	Fem	0	0	0	0	0	0	0
741X0017600		Total	2	Mal	2	2	0	0	0	0	0
Textile Skilled Worker - Specialty Trades	6	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010302		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 183501		Total	6	Mal	5	5	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	1	0	0	0

186401

Textile Engineering, Chemistry

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 - Administrative	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	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

Total for 186401	Total	2	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	1	Fem	2	1	1	0	0	0	0	0	0

186901 Thermal Protection & Comfort C

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
620X0312501		Total 1	Mal	1	1	0	0	0	0	0
Research Asst/Tech, Physical Science -	4	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 186901		Total 1	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

190101 College Of Veterinary Medicine

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 - Administrative	5	Tot Min 2	Fem	2	0	2	0	0	0	0
530X0010300		Total 4	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	3	2	1	0	0	0	0
514X0010300		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
540X0013150		Total 1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min 0	Fem	1	1	0	0	0	0	0
543X0013150		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
512X0010750		Total 3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 0	Fem	3	3	0	0	0	0	0
530X0010301		Total 2	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	2	2	0	0	0	0	0
660X0012501		Total 1	Mal	0	0	0	0	0	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min 0	Fem	1	1	0	0	0	0	0
620X0112501		Total 2	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min 1	Fem	2	1	0	0	1	0	0
606X0013201		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

Workforce Analysis

190101

College Of Veterinary Medicine

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
470X0212501N		Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Biological Sciences	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X0011804		Total	2	Mal	1	1	0	0	0	0	0
Human Resources Professional - Human	3	Tot Min	1	Fem	1	0	1	0	0	0	0
422X1011804E		Total	2	Mal	0	0	0	0	0	0	0
Human Resources Professional, Generalist -	3	Tot Min	0	Fem	2	2	0	0	0	0	0
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional - Technology	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, Specialist -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010751		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
430X1310751		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant Sr. -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
544X0010301N		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
604X2011804		Total	1	Mal	0	0	0	0	0	0	0
	4	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
Total for 190101		Total	32	Mal	5	5	0	0	0	0	0
		Tot Min	8	Fem	27	19	7	0	1	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
Administrative / Office / Clerical	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 190104		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

190108

CVM-ACADEMIC Affairs

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

190199

Vet Med Foundation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300		Total	1	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	1	0	0	0	0	0	0
Total for 190199		Total	1	0	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

190201

Business Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
463X1112249		Total	1	1	0	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	0	0	0	0	0	0	0	0
463X1112264		Total	1	0	0	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	0	1	0	0	0	0	0	0
465X1612203		Total	1	1	0	0	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	0	0	0	0	0	0	0	0
461X1212259		Total	1	0	0	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	1	0	0	0	0	0	0
Total for 190201		Total	4	2	0	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

Workforce Analysis

190501

Comparative Medicine Institute

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 190501		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

190701

Property Management

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
810X0011901		Total	1	Mal	1	0	0	0	1	0	0
Service / Maintenance Foreman/Lead - Support 7		Tot Min	1	Fem	0	0	0	0	0	0	0
520X0011900		Total	3	Mal	3	2	0	0	1	0	0
Clerk, Materials - Support Services Associate 5	5	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 190701		Total	4	Mal	4	2	0	0	2	0	0
		Tot Min	2	Fem	0	0	0	0	0	0	0

191201

Educational Media & Design

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 - Administrative 5	5	Tot Min	0	Fem	1	1	0	0	0	0	0
610X1013202N		Total	1	Mal	1	1	0	0	0	0	0
Videographer 4	4	Tot Min	0	Fem	0	0	0	0	0	0	0
618X0013202		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts 4		Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201		Total	1	Mal	0	0	0	0	0	0	0
External Affairs / Communications 4	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 191201		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

191602

CVM Teaching Animal Unit

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
660X0012501		Total	3	Mal	1	0	1	0	0	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min	1	Fem	2	2	0	0	0	0	0
471X5012503E		Total	1	Mal	1	1	0	0	0	0	0
Laboratory Professional, Ag Research	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	
620X0812502		Total	4	Mal	0	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	0	Fem	4	4	0	0	0	0	0
470X0312502E		Total	1	Mal	1	1	0	0	0	0	0
Research Professional, Conservation / Forestry	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 191901		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

192001

CVM Teaching Hospital

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
827X0017423		Total	2	Mal	1	1	0	0	0	0	0
Trades Helper - Facilities Maint Tech'n - Mech	7	Tot Min	0	Fem	1	1	0	0	0	0	0
800X0011901		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Supervisor - Support	7	Tot Min	0	Fem	0	0	0	0	0	0	0
520X0011900		Total	5	Mal	4	3	1	0	0	0	0
Clerk, Materials - Support Services Associate	5	Tot Min	1	Fem	1	1	0	0	0	0	0
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	35	Mal	4	3	0	0	1	0	0
Administrative Assistant - Administrative	5	Tot Min	12	Fem	31	20	4	1	4	0	2

Workforce Analysis

192001

CVM Teaching Hospital

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
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
500X0014501		Total	1	Mal	0	0	0	0	0	0	0
Office / Admin Support / Clerical Manager -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
648X0014150		Total	5	Mal	0	0	0	0	0	0	0
Pharmacy Technical/Paraprofessional -	4	Tot Min	0	Fem	5	5	0	0	0	0	0
660X0014500		Total	38	Mal	7	6	0	0	0	0	1
Animal Care Technical/Paraprofessional -	4	Tot Min	5	Fem	31	27	1	1	2	0	0
644X0014250		Total	8	Mal	2	2	0	0	0	0	0
Medical Technical/Paraprofessional - Medical	4	Tot Min	0	Fem	6	6	0	0	0	0	0
620X0814601N		Total	1	Mal	1	1	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	0	Fem	0	0	0	0	0	0	0
644X0014600		Total	1	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - Medical	4	Tot Min	0	Fem	1	1	0	0	0	0	0
644X0014601		Total	17	Mal	5	5	0	0	0	0	0
Medical Technical/Paraprofessional	4	Tot Min	3	Fem	12	9	0	2	1	0	0
606X0013201		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
660X0012503		Total	4	Mal	0	0	0	0	0	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min	0	Fem	4	4	0	0	0	0	0
620X0812503D		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
492X0014251E		Total	1	Mal	0	0	0	0	0	0	0
Veterinary / Animal Science Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
471X0314602		Total	2	Mal	0	0	0	0	0	0	0
Laboratory Professional, Vet Research	3	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

192001

CVM Teaching Hospital

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
484X0014151E		Total	6	Mal	2	1	0	1	0	0	0
Pharmacist AD - Pharmacist	3	Tot Min	1	Fem	4	4	0	0	0	0	0
500X0010422		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
505X0010434		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
622X0514600		Total	1	Mal	1	1	0	0	0	0	0
Lab Asst/Tech, Health/Medicine	4	Tot Min	0	Fem	0	0	0	0	0	0	0
660X1014500		Total	105	Mal	8	6	1	0	1	0	0
Veterinary Technician	4	Tot Min	12	Fem	97	87	1	1	3	1	4
492X0012503		Total	3	Mal	0	0	0	0	0	0	0
Veterinary / Animal Science Professional	3	Tot Min	0	Fem	3	3	0	0	0	0	0
435X1210900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
492X1010302		Total	2	Mal	1	1	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
492X0010302		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 192001		Total	249	Mal	38	32	2	1	2	0	1
		Tot Min	35	Fem	211	182	6	5	10	1	7

193001

Animal Resources

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 - Administrative	5	Tot Min	0	Fem	0	0	0	0	0	0	0
620X0812501		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
660X0012501		Total	8	Mal	3	2	0	0	1	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min	1	Fem	5	5	0	0	0	0	0

Workforce Analysis

193001

Animal Resources

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2	
660X0014500			Total	3	Mal	1	1	0	0	0	0	0
Animal Care Technical/Paraprofessional -	4		Tot Min	1	Fem	2	1	1	0	0	0	0
644X0012503N			Total	1	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - Research	4		Tot Min	0	Fem	1	1	0	0	0	0	0
620X0812502			Total	1	Mal	0	0	0	0	0	0	0
Research Assistants, Technicians,	4		Tot Min	1	Fem	1	0	0	0	0	0	1
660X0012503			Total	2	Mal	0	0	0	0	0	0	0
Animal Care Technical/Paraprofessional -	4		Tot Min	0	Fem	2	2	0	0	0	0	0
471X0312503			Total	1	Mal	0	0	0	0	0	0	0
Laboratory Professional, Vet Research	3		Tot Min	0	Fem	1	1	0	0	0	0	0
660X1014500			Total	1	Mal	0	0	0	0	0	0	0
Veterinary Technician	4		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 193001			Total	19	Mal	5	4	0	0	1	0	0
			Tot Min	3	Fem	14	12	1	0	0	0	1

194001

Dept Molecular Biomedical Scie

Job Code & Title		EEO Code		Total	W	B	A	H	I	P	2	
512X0010750			Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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
620X0112502			Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Life Science - Research	4		Tot Min	0	Fem	1	1	0	0	0	0	0
620X0812502			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
622X0112503			Total	1	Mal	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science - Research	4		Tot Min	0	Fem	1	1	0	0	0	0	0
470X4312416			Total	1	Mal	0	0	0	0	0	0	0
Research Professional, Research Asst	3		Tot Min	0	Fem	1	1	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
470X4012501N		Total	1	0	0	0	0	0	0	0
Research Professional, Medical Sciences,	3	Tot Min	0	1	1	0	0	0	0	0
Total for 194001		Total	7	0	0	0	0	0	0	0
		Tot Min	1	7	6	0	0	0	0	1

195001

Dept of Clinical Sciences

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010300		Total	1	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	1	1	0	0	0	0	0
512X0010750		Total	1	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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
620X0812501N		Total	1	0	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	1	1	0	1	0	0	0	0
620X0512501N		Total	4	2	2	0	0	0	0	0
Research Asst/Tech, Health/Medicine	4	Tot Min	0	2	2	0	0	0	0	0
620X0114600N		Total	1	0	0	0	0	0	0	0
Research Asst/Tech, Life Science-Medical	4	Tot Min	0	1	1	0	0	0	0	0
620X0812502		Total	14	2	2	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	1	12	11	0	0	1	0	0
620X0814601N		Total	1	0	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	0	1	1	0	0	0	0	0
622X0114600		Total	1	0	0	0	0	0	0	0
Lab Asst/Tech, Life Science	4	Tot Min	0	1	1	0	0	0	0	0
660X0012503		Total	1	1	1	0	0	0	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
470X1112416		Total	2	1	1	0	0	0	0	0
Research Professional, Social Sciences -	3	Tot Min	0	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
325X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0514600		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0814600		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0714600		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	0	Fem	1	1	0	0	0	0	0
622X0514602		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0514601		Total	1	Mal	1	1	0	0	0	0	0
	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 195001		Total	34	Mal	7	7	0	0	0	0	0
		Tot Min	2	Fem	27	25	1	0	1	0	0

196001

Dept-Population,Health,Pathobi

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750		Total	1	Mal	1	1	0	0	0	0	0
Accounting Assistant - Accounting Technician	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
620X0812501		Total	2	Mal	1	1	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0712501		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	1	Fem	1	0	0	1	0	0	0
620X0512501N		Total	1	Mal	0	0	0	0	0	0	0
Research Asst/Tech, Health/Medicine	4	Tot Min	0	Fem	1	1	0	0	0	0	0
620X0812502		Total	2	Mal	0	0	0	0	0	0	0
Research Assistants, Technicians,	4	Tot Min	2	Fem	2	0	0	1	0	0	1

Workforce Analysis

196001

Dept-Population,Health,Pathobi

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
660X0012502N		Total	1	Mal	0	0	0	0	0	0	0
Animal Care Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 196001		Total	9	Mal	2	2	0	0	0	0	0
		Tot Min	3	Fem	7	4	0	0	2	0	1

196901

Ctr Chem Toxic/Residue Pharmac

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
470X0112502		Total	1	Mal	1	1	0	0	0	0	0
Research Professional, Agricultural / Food -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 196901		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	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	
514X0010300N		Total	1	Mal	1	0	1	0	0	0	0
Administrative Assistant - University Program	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
610X1013202N		Total	1	Mal	1	1	0	0	0	0	0
Videographer	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201		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
424X0013401		Total	1	Mal	1	1	0	0	0	0	0
Trainer / Organizational Development	3	Tot Min	0	Fem	0	0	0	0	0	0	0
443X0013201		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 200101		Total	8	Mal	4	3	1	0	0	0	0
		Tot Min	2	Fem	4	3	1	0	0	0	0

Workforce Analysis

200111

College Business Services-PCOM

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	2	Fem	2	0	1	1	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
422X1011804E		Total	1	Mal	1	1	0	0	0	0	0
Human Resources Professional, Generalist -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	Fem	2	1	1	0	0	0	0
435X1110900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
505X0016108		Total	1	Mal	1	1	0	0	0	0	0
	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 200111		Total	9	Mal	3	3	0	0	0	0	0
		Tot Min	4	Fem	6	2	3	1	0	0	0

200201

MBA Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
606X0013201		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
410X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services Professional-	3	Tot Min	1	Fem	1	0	1	0	0	0	0
505X0011804		Total	1	Mal	1	1	0	0	0	0	0
	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 200201		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	3	Fem	4	1	3	0	0	0	0

Workforce Analysis

200401

College of Mgmt Acad Affairs

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 - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 200401		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	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	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 201001		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

204001

Mgmt, Innovation&Entrepreneur

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 204001		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

217001

Genomics Research Lab

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
620X0112502		Total	2	Mal	1	0	0	0	1	0	0
Research Asst/Tech, Life Science - Research	4	Tot Min	2	Fem	1	0	0	0	1	0	0
620X0712502		Total	3	Mal	1	1	0	0	0	0	0
Research Asst/Technician/Technologist -	4	Tot Min	1	Fem	2	1	0	0	1	0	0

Workforce Analysis

240110

Acad Stu Aff-Tech Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
461X1212234		Total	1	Mal	1	0	0	0	1	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
461X1312235E		Total	1	Mal	0	0	0	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 240110		Total	5	Mal	4	3	0	0	1	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0	0

240130

Acad Stu Aff-Business Adm

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
512X0010750		Total	2	Mal	0	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	2	1	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
422X1011804E		Total	2	Mal	1	0	1	0	0	0	0	0
Human Resources Professional, Generalist -	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
430X0010751		Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
435X1110900		Total	2	Mal	0	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
432X1010850		Total	1	Mal	0	0	0	0	0	0	0	0
Finance / Budget Professional, Budget Analyst	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 240130		Total	9	Mal	1	0	1	0	0	0	0	0
		Tot Min	3	Fem	8	6	1	1	0	0	0	0

240140

Acad Stu Aff-Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
530X0010300		Total	1	Mal	0	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

240140

Acad Stu Aff-Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
437X0010301		Total	1	Mal	0	0	0	0	0	0	0
Development / Fundraising Professional	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 240140		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

240150

Acad Stu Aff-Marketing & Comm

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
618X0013202		Total	1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional - Visual Arts	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201		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
443X1013201		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 240150		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

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 - Administrative	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

Workforce Analysis

240401

Academic Success

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
435X1110900		Total	1	0	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	0	0	0	0	0	0	0
Total for 240401		Total	1	0	1	0	0	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

240403

University Tutorial Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
530X0010300		Total	2	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	2	1	0	0	0	0	1
Total for 240403		Total	2	0	0	0	0	0	0	0
		Tot Min	1	2	1	0	0	0	0	1

240404

Disability Services Office

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010421		Total	2	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	2	2	0	0	0	0	0
530X0010300		Total	1	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	1	1	0	0	0	0	0
604X0010739		Total	1	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional	4	Tot Min	1	1	0	0	0	0	0	1
Total for 240404		Total	4	0	0	0	0	0	0	0
		Tot Min	1	4	3	0	0	0	0	1

240405

TRIO 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 - Administrative	5	Tot Min	1	1	0	1	0	0	0	0

Workforce Analysis

240405

TRIO Programs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
500X0010421		Total	2	Mal	0	0	0	0	0	0	0
	5	Tot Min	2	Fem	2	0	2	0	0	0	0
Total for 240405		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	4	Fem	4	0	4	0	0	0	0

240501

Student Leadership & Engagmt

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 240501		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

242201

Campus Life-University Housing

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 - Administrative	5	Tot Min	2	Fem	3	1	2	0	0	0	0
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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	1	Fem	1	0	1	0	0	0	0
604X0010739		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
606X0013201		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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 242201	Total	8	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	4	Fem	8	4	4	0	0	0	0	0	0

242202 Living Learning Initiatives

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010300		Total 1	Mal	1	0	1	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 242202		Total 1	Mal	1	0	1	0	0	0	0
		Tot Min 1	Fem	0	0	0	0	0	0	0

242210 Univ Housing-Conferences

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 - Administrative	5	Tot Min 1	Fem	1	0	1	0	0	0	0
530X0010301		Total 1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 242210		Total 2	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	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	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 0	Fem	1	1	0	0	0	0	0
530X0010300		Total 1	Mal	1	0	1	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	0	0	0	0	0	0	0
443X0010302		Total 1	Mal	0	0	0	0	0	0	0
	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 242230		Total 3	Mal	1	0	1	0	0	0	0
		Tot Min 1	Fem	2	2	0	0	0	0	0

Workforce Analysis

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
Motor Vehicle Operator - Vehicle/Equipment	7	Tot Min	1	Fem	0	0	0	0	0	0	0
827X0017422		Total	5	Mal	5	2	2	0	1	0	0
Trades Helper - Facil Maint Tech'n - Bldg Tech	7	Tot Min	3	Fem	0	0	0	0	0	0	0
827X0017423		Total	1	Mal	1	1	0	0	0	0	0
Trades Helper - Facilities Maint Tech'n - Mech	7	Tot Min	0	Fem	0	0	0	0	0	0	0
811X0017423		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
826X0012517N		Total	1	Mal	1	1	0	0	0	0	0
Pest Control Worker - EHS Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0017421		Total	4	Mal	4	4	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
731X0017422		Total	2	Mal	2	1	0	0	1	0	0
Painter - Facil Maint Tech'n - Bldg Tech	6	Tot Min	1	Fem	0	0	0	0	0	0	0
710X0017422		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft Worker - Facil Maint Tech'n - Bldg	6	Tot Min	0	Fem	0	0	0	0	0	0	0
715X0017422		Total	4	Mal	4	2	0	0	2	0	0
Carpenter / Cabinetmaker - Facil Maint Tech'n -	6	Tot Min	2	Fem	0	0	0	0	0	0	0
710X0317422		Total	1	Mal	0	0	0	0	0	0	0
Skilled Craft Worker, Upholsterer - Facil Maint	6	Tot Min	1	Fem	1	0	0	1	0	0	0
710X0017423		Total	17	Mal	17	15	2	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min	2	Fem	0	0	0	0	0	0	0
733X0017423		Total	1	Mal	1	0	1	0	0	0	0
Plumber / Pipefitter - Facilities Maint Tech'n - M	6	Tot Min	1	Fem	0	0	0	0	0	0	0
711X0017423		Total	2	Mal	2	2	0	0	0	0	0
Electrician - Facilities Maint Tech'n - Mech	6	Tot Min	0	Fem	0	0	0	0	0	0	0
717X0017423		Total	3	Mal	3	3	0	0	0	0	0
HVAC / System Control Specialist - Facilities	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0017421		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min	0	Fem	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
705X0517421N		Total 1	Mal 1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead, Plumber 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X0317421N		Total 1	Mal 1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead, HVAC 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X0417421		Total 1	Mal 1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead, 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
514X0010421		Total 1	Mal 1	1	0	0	0	0	0	0
Administrative Assistant - Administrative 5		Tot Min 0	Fem 0	0	0	0	0	0	0	0
520X0011900		Total 2	Mal 2	1	1	0	0	0	0	0
Clerk, Materials - Support Services Associate 5		Tot Min 1	Fem 0	0	0	0	0	0	0	0
604X0010739		Total 1	Mal 0	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional 4		Tot Min 1	Fem 1	0	1	0	0	0	0	0
604X0110100		Total 1	Mal 1	1	0	0	0	0	0	0
Fiscal Affairs Paraprofessional, Purchasing - 4		Tot Min 0	Fem 0	0	0	0	0	0	0	0
453X0016104		Total 1	Mal 1	1	0	0	0	0	0	0
Engineer - Engineer 3		Tot Min 0	Fem 0	0	0	0	0	0	0	0
451X0016105E		Total 1	Mal 1	1	0	0	0	0	0	0
Facilities Design / Construction Professional - 3		Tot Min 0	Fem 0	0	0	0	0	0	0	0
815X0017600		Total 2	Mal 2	2	0	0	0	0	0	0
Equipment Repairer / Inspector - Specialty 7		Tot Min 0	Fem 0	0	0	0	0	0	0	0
800X0010900E		Total 1	Mal 0	0	0	0	0	0	0	0
Service / Maintenance Supervisor 7		Tot Min 1	Fem 1	0	1	0	0	0	0	0
705X0117421E		Total 1	Mal 1	1	0	0	0	0	0	0
Painter Lead/Supervisor 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
450X1116105E		Total 1	Mal 1	1	0	0	0	0	0	0
Facilities Management / Maintenance 3		Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 242290		Total 60	Mal 57	46	7	0	4	0	0	0
		Tot Min 14	Fem 3	0	2	1	0	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 - Administrative	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
606X0013201		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 243001		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

243012

Arts Marketing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
443X0013201		Total	1	Mal	1	1	0	0	0	0	0
Communications / Marketing Professional	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

243020

Center Stage/Arts Outreach

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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

Workforce Analysis

Total for 243020	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

243030 Crafts Center

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
514X0010300		Total 1	Mal	1	1	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min 0	Fem	0	0	0	0	0	0	0
618X0013551		Total 1	Mal	1	1	0	0	0	0	0
Technical Design Paraprofessional - Arts	4	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 243030		Total 2	Mal	2	2	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

243050 Gregg Museum

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010301		Total 1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	0	0	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
512X0010300		Total 1	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min 1	Fem	1	0	0	0	1	0	0
Total for 243050		Total 4	Mal	2	2	0	0	0	0	0
		Tot Min 1	Fem	2	1	0	0	1	0	0

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 - University	4	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 243070		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

244010

Career Development Center

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
505X0013150		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
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
463X1112249		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 244010		Total	3	Mal	1	0	1	0	0	0	0
		Tot Min	3	Fem	2	0	1	0	1	0	0

244020

Counseling Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010421		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	3	Fem	3	0	3	0	0	0	0
540X0010300		Total	2	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min	1	Fem	2	1	0	0	1	0	0
505X0010434		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	6	Mal	0	0	0	0	0	0	0
		Tot Min	4	Fem	6	2	3	0	1	0	0

244025

Prevention Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
606X0013201		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 244025		Total	1	Mal	0	0	0	0	0	0	0
		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
514X0010421		Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	2	Fem	3	1	2	0	0	0	0
522X0010422		Total	1	Mal	0	0	0	0	0	0	0
Clerk, Records	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010422		Total	8	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	3	Fem	7	4	3	0	0	0	0
500X0014501		Total	1	Mal	0	0	0	0	0	0	0
Office / Admin Support / Clerical Manager -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
648X0014150		Total	3	Mal	0	0	0	0	0	0	0
Pharmacy Technical/Paraprofessional -	4	Tot Min	2	Fem	3	1	1	0	1	0	0
646X0014100		Total	1	Mal	0	0	0	0	0	0	0
Nursing Technical/Paraprofessional	4	Tot Min	1	Fem	1	0	1	0	0	0	0
644X0014250		Total	2	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - Medical	4	Tot Min	0	Fem	2	2	0	0	0	0	0
644X0014600		Total	3	Mal	0	0	0	0	0	0	0
Medical Technical/Paraprofessional - Medical	4	Tot Min	0	Fem	3	3	0	0	0	0	0
646X0014101		Total	11	Mal	1	1	0	0	0	0	0
Nursing Technical/Paraprofessional -	4	Tot Min	3	Fem	10	7	0	1	2	0	0
480X0014300		Total	1	Mal	0	0	0	0	0	0	0
Medical Professional - Physician's Assistant	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
481X0014103		Total	2	Mal	0	0	0	0	0	0	0
Nursing Professional	3	Tot Min	0	Fem	2	2	0	0	0	0	0
481X1014103		Total	6	Mal	1	1	0	0	0	0	0
Nursing Professional, Nurse Practitioner -	3	Tot Min	0	Fem	5	5	0	0	0	0	0
484X1014151		Total	2	Mal	0	0	0	0	0	0	0
Pharmacist AD, Student Health - Pharmacist	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 Director	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
484X1014152		Total	1	Mal	1	1	0	0	0	0	0
Pharmacist AD, Student Health	3	Tot Min	0	Fem	0	0	0	0	0	0	0
545X0010301		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
646X1014106		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	1	Fem	1	0	1	0	0	0	0
644X1014106		Total	7	Mal	0	0	0	0	0	0	0
Medical Assistant	4	Tot Min	3	Fem	7	4	2	1	0	0	0
646X1014100		Total	3	Mal	0	0	0	0	0	0	0
Licensed Practical Nurse	4	Tot Min	1	Fem	3	2	1	0	0	0	0
465X1410422		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 244030		Total	60	Mal	4	4	0	0	0	0	0
		Tot Min	18	Fem	56	38	13	2	3	0	0

244040

University Recreation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
827X0017422		Total	1	Mal	1	1	0	0	0	0	0
Trades Helper - Facil Maint Tech'n - Bldg Tech	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0017421		Total	1	Mal	1	0	1	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	1	Fem	0	0	0	0	0	0	0
520X0011900		Total	1	Mal	1	0	0	0	0	0	1
Clerk, Materials - Support Services Associate	5	Tot Min	1	Fem	0	0	0	0	0	0	0
530X0010300		Total	4	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	3	3	0	0	0	0	0
512X0010750		Total	1	Mal	1	0	1	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	0	0	0	0	0	0	0
606X0013201		Total	2	Mal	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	Fem	2	1	0	0	1	0	0

Workforce Analysis

244040

University Recreation

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
430X0010900		Total 1	Mal	0	0	0	0	0	0	0
	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 244040		Total 11	Mal	5	2	2	0	0	0	1
		Tot Min 4	Fem	6	5	0	0	1	0	0

244080

Office of Student Conduct

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 - Administrative	5	Tot Min 1	Fem	1	0	0	0	1	0	0
530X0010300		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 244080		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 1	Fem	2	1	0	0	1	0	0

244090

Student Media

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010301		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0
449X1010301		Total 1	Mal	0	0	0	0	0	0	0
Event / Conference Management Professional, 3		Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 244090		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

246101

Academic Programs and Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
530X0010300		Total 1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	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
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	0	0	1	0	0
325X0010433		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	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
530X0010300		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 246150		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

247001

University Honors Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 248201		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	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	1	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 248401		Total	2	Mal	1	1	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	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 248701		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

248901

University Theatre

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	2	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
611X0013551N		Total	2	Mal	2	1	0	0	1	0	0
Theater Arts Technician	4	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	
618X0013551		Total	4	Mal	3	3	0	0	0	0	0
Technical Design Paraprofessional - Arts	4	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 248901		Total	8	Mal	6	5	0	0	1	0	0
		Tot Min	1	Fem	2	2	0	0	0	0	0

250101

NCSU Libraries

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
821X0011900		Total	1	Mal	1	0	1	0	0	0	0
Mail Carrier - Support Services Associate	7	Tot Min	1	Fem	0	0	0	0	0	0	0
811X0017422		Total	2	Mal	2	1	1	0	0	0	0
Service / Maintenance Worker, General - Facil	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0017421		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead -	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 Tech	6	Tot Min	0	Fem	0	0	0	0	0	0	0
520X0011900		Total	2	Mal	0	0	0	0	0	0	0
Clerk, Materials - Support Services Associate	5	Tot Min	0	Fem	2	2	0	0	0	0	0
532X0013100		Total	37	Mal	14	9	2	2	0	0	1
Library Assistant - University Library Technician	5	Tot Min	17	Fem	23	11	7	3	1	0	1
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
514X0010300		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	1	0	0	0	0	0	1
512X0010750		Total	1	Mal	1	1	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
530X0010301		Total	3	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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

Workforce Analysis

250101

NCSU Libraries

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 - Technology	4	Tot Min	0	Fem	1	1	0	0	0	0	0
608X0013101		Total	14	Mal	9	7	2	0	0	0	0
Library Paraprofessional - University Library	4	Tot Min	3	Fem	5	4	1	0	0	0	0
602X0211804		Total	2	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	Fem	2	2	0	0	0	0	0
463X1112249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	1	Fem	1	0	0	1	0	0	0
325X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	1	Fem	1	0	0	1	0	0	0
463X0012264		Total	1	Mal	1	0	1	0	0	0	0
IT Client Support Professional - Technology	3	Tot Min	1	Fem	0	0	0	0	0	0	0
430X1210751		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
463X1112264		Total	3	Mal	2	2	0	0	0	0	0
IT Client Support Professional, Specialist -	3	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, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X0012203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional - Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1412206		Total	3	Mal	3	3	0	0	0	0	0
IT Systems Support Professional, Systems	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, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
532X0013101N		Total	1	Mal	0	0	0	0	0	0	0
Library Assistant	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 250101		Total	83	Mal	39	29	7	2	0	0	1
		Tot Min	27	Fem	44	27	9	5	1	0	2

Workforce Analysis

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
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 259001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

260101

Ext Aff, Partnerships,Econ Dev

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 260101		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

260501

State Relations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 260501		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

261101

Partnerships

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
472X0010301		Total	1	Mal	0	0	0	0	0	0	0
Extension / Engagement / Public Service	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 261101		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

262101

Small Bus Tech Dev Ctr

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010301		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	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
472X0010301		Total 7	Mal	3	1	0	0	0	0	2
Extension / Engagement / Public Service	3	Tot Min 3	Fem	4	3	1	0	0	0	0
449X0010301		Total 1	Mal	0	0	0	0	0	0	0
Event / Conference Management 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, Specialist -	3	Tot Min 0	Fem	0	0	0	0	0	0	0
435X1110900		Total 2	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 262101		Total 13	Mal	5	3	0	0	0	0	2
		Tot Min 3	Fem	8	7	1	0	0	0	0

262201

SBTDC - Capital Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
472X0010301		Total 6	Mal	2	2	0	0	0	0	0
Extension / Engagement / Public Service	3	Tot Min 4	Fem	4	0	1	1	2	0	0
Total for 262201		Total 6	Mal	2	2	0	0	0	0	0
		Tot Min 4	Fem	4	0	1	1	2	0	0

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
600X0011451		Total 1	Mal	0	0	0	0	0	0	0
Paralegal	4	Tot Min 1	Fem	1	0	0	0	0	0	1

Workforce Analysis

270101

Office of General Counsel

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
325X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 270101		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	3	1	1	0	0	0	1

320101

Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
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	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
505X0013150		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
543X0013150		Total	4	Mal	2	1	0	0	1	0	0
Student Services Coordinator	5	Tot Min	2	Fem	2	1	0	0	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
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0
606X0013201		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
410X0013150		Total	2	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services Professional	3	Tot Min	1	Fem	2	1	0	0	0	0	1
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 320101		Total	15	Mal	4	3	0	0	1	0	0
		Tot Min	5	Fem	11	7	2	0	1	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
505X0013150		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
543X0013150		Total	3	Mal	1	0	1	0	0	0	0
Student Services Coordinator	5	Tot Min	1	Fem	2	2	0	0	0	0	0
410X0013150		Total	2	Mal	0	0	0	0	0	0	0
Student Affairs / Student Services Professional	3	Tot Min	0	Fem	2	2	0	0	0	0	0
463X0012249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional - Technology	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 320201		Total	9	Mal	3	2	1	0	0	0	0
		Tot Min	1	Fem	6	6	0	0	0	0	0

320601

Parents and Family Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	0	0	1	0	0
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 320601		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	2	0	1	0	1	0	0

321001

EMAS-Enrollment Mgt & 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	1	0	0	0	0
614X0012247		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

321001

EMAS-Enrollment Mgt & Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
606X0013201		Total	2	Mal	1	0	0	0	0	0	1
External Affairs / Communications	4	Tot Min	2	Fem	1	0	1	0	0	0	0
Total for 321001		Total	4	Mal	2	1	0	0	0	0	1
		Tot Min	3	Fem	2	0	2	0	0	0	0

321002

Visitor Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
530X0010300		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 321002		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

321010

Student Services Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
410X0013150		Total	6	Mal	1	0	0	0	0	0	1
Student Affairs / Student Services Professional	3	Tot Min	5	Fem	5	1	3	0	1	0	0
Total for 321010		Total	6	Mal	1	0	0	0	0	0	1
		Tot Min	5	Fem	5	1	3	0	1	0	0

322501

Scholarships & Financial Aid

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min	1	Fem	1	0	0	0	1	0	0
514X0010422		Total	6	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	3	Fem	6	3	3	0	0	0	0

Workforce Analysis

322501

Scholarships & Financial Aid

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 322501		Total	9	Mal	0	0	0	0	0	0	0
		Tot Min	4	Fem	9	5	3	0	1	0	0

336201

NCSU Entrepreneurship Program

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
710X0417600		Total	1	Mal	1	0	1	0	0	0	0
	6	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 336201		Total	3	Mal	2	1	1	0	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

337001

Wolfpack Investor Network

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 337001		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

339001

DELTA

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	2	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	2	1	1	0	0	0	0

Workforce Analysis

339001

DELTA

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
514X0010300		Total 4	Mal 2	1	1	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min 2	Fem 2	1	1	0	0	0	0	0
530X0010301		Total 4	Mal 0	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 2	Fem 4	2	2	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
610X0013601		Total 1	Mal 1	0	1	0	0	0	0	0
Audiovisual Technical/Paraprofessional -	4	Tot Min 1	Fem 0	0	0	0	0	0	0	0
614X0012247		Total 12	Mal 10	8	2	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min 2	Fem 2	2	0	0	0	0	0	0
606X0013201		Total 2	Mal 0	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min 0	Fem 2	2	0	0	0	0	0	0
614X0012210		Total 1	Mal 0	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Networking	4	Tot Min 0	Fem 1	1	0	0	0	0	0	0
422X0011804		Total 1	Mal 0	0	0	0	0	0	0	0
Human Resources Professional - Human	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
463X1112249		Total 2	Mal 2	2	0	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
430X0010751		Total 2	Mal 0	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min 1	Fem 2	1	1	0	0	0	0	0
406X1112249		Total 3	Mal 3	2	1	0	0	0	0	0
Instructional Design / Instructional Media	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
422X1011805		Total 1	Mal 0	0	0	0	0	0	0	0
Human Resources Professional, Generalist	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
325X0010302		Total 1	Mal 0	0	0	0	0	0	0	0
Administrative Specialist / Coordinator -	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
465X1312203		Total 1	Mal 0	0	0	0	0	0	0	0
IT Systems Support Professional, Systems	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, Network	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
460X0012250E		Total	1	Mal	1	0	1	0	0	0	0
IT (Information Technology) Professional	3	Tot Min	1	Fem	0	0	0	0	0	0	0
465X1412206		Total	3	Mal	3	2	1	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	1	Fem	0	0	0	0	0	0	0
461X1312259		Total	2	Mal	2	2	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1512204E		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X1113601		Total	2	Mal	2	1	0	0	1	0	0
	3	Tot Min	1	Fem	0	0	0	0	0	0	0
461X1412213		Total	1	Mal	1	1	0	0	0	0	0
	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 339001		Total	49	Mal	29	21	7	0	1	0	0
		Tot Min	16	Fem	20	12	7	1	0	0	0

341001

Shelton Leadership Center

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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	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

Workforce Analysis

371001

Institute for Emerging Issues

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	2	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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
472X0010301		Total	1	Mal	0	0	0	0	0	0	0
Extension / Engagement / Public Service	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 - Technology	3	Tot Min	0	Fem	0	0	0	0	0	0	0
443X0013201		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 371001		Total	8	Mal	2	2	0	0	0	0	0
		Tot Min	3	Fem	6	3	2	0	0	0	1

383101

Office Inst Equity & Diversity

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	0	1	0	0	0
604X0010739		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
448X0010301		Total	1	Mal	0	0	0	0	0	0	0
Recreation / Tourism / Hospitality Professional - 3		Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 383101		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	1	0	0	0

Workforce Analysis

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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 383301		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

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 - Administrative	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

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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 383504		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

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
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 390101		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

Workforce Analysis

390201

Office of International Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010300		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	2	2	0	0	0	0	0
530X0010301		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 390201		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

390301

Study Abroad

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
512X0010750		Total	2	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 390301		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	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
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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 - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

420501

Information Technology-EHPS

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
616X0012210		Total	4	2	1	0	1	0	0	0
Telecommunications Technical/Professional	4	Tot Min	2	0	0	0	0	0	0	0
463X1112249		Total	1	1	0	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	0	0	0	0	0	0	0	0
451X0016103		Total	1	1	0	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min	0	0	0	0	0	0	0	0
435X1110900		Total	1	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	1	1	0	0	0	0	0
616X0012200		Total	2	2	0	0	0	0	0	0
	4	Tot Min	0	0	0	0	0	0	0	0
Total for 420501		Total	11	7	1	0	1	0	0	0
		Tot Min	3	2	1	0	0	0	0	0

423201

Insurance - Risk Management

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
609X0210301		Total	1	0	0	0	0	0	0	0
Functional Paraprofessional, Environment,	4	Tot Min	0	1	1	0	0	0	0	0
609X0010301		Total	1	0	0	0	0	0	0	0
Functional Paraprofessional - University	4	Tot Min	1	1	0	0	1	0	0	0
Total for 423201		Total	2	0	0	0	0	0	0	0
		Tot Min	1	2	1	0	1	0	0	0

424001

Transportation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
811X0016785		Total	1	1	0	0	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	0	0	0	0	0	0	0	0
825X0015828		Total	8	4	4	0	0	0	0	0
Parking / Traffic Attendant - Property Security	7	Tot Min	4	0	0	0	0	0	0	0

Workforce Analysis

424001

Transportation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
811X0017423		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Worker, General -	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 Foreman/Lead -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
810X0017421		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
710X0017423		Total	3	Mal	3	2	1	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min	1	Fem	0	0	0	0	0	0	0
514X0010421		Total	5	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	4	3	1	0	0	0	0
514X0010422		Total	2	Mal	1	1	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750		Total	3	Mal	1	1	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	2	1	1	0	0	0	0
514X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
606X0013201		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
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, Specialist -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
454X0010301E		Total	1	Mal	1	1	0	0	0	0	0
Parking / Transportation Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
454X0010200		Total	2	Mal	2	2	0	0	0	0	0
Parking / Transportation Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
451X1016108		Total	1	Mal	1	0	0	0	0	0	1
Facilities Design / Construction Professional,	3	Tot Min	1	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
461X1212234		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
435X1210901		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
500X0010421		Total	1	Mal	1	1	0	0	0	0	0
	5	Tot Min	0	Fem	0	0	0	0	0	0	0
435X0010301		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional - University	3	Tot Min	0	Fem	1	1	0	0	0	0	0
454X0010302		Total	1	Mal	1	1	0	0	0	0	0
Parking / Transportation Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 424001		Total	39	Mal	28	21	6	0	0	0	1
		Tot Min	10	Fem	11	8	3	0	0	0	0

425001

Public Safety

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
810X0011900		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead - Support	7	Tot Min	0	Fem	0	0	0	0	0	0	0
841X0015831		Total	34	Mal	26	23	1	1	1	0	0
Police Officer - Public Safety Officer	7	Tot Min	5	Fem	8	6	2	0	0	0	0
840X0015835		Total	8	Mal	7	7	0	0	0	0	0
Police / Public Safety Lead	7	Tot Min	1	Fem	1	0	0	0	1	0	0
802X0010301		Total	2	Mal	0	0	0	0	0	0	0
Police / Public Safety Professional	7	Tot Min	1	Fem	2	1	1	0	0	0	0
801X0015835		Total	6	Mal	6	6	0	0	0	0	0
Police / Public Safety Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
801X0015839		Total	2	Mal	2	2	0	0	0	0	0
Police / Public Safety Supervisor - Public	7	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010421		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	1	0	0	0	0	0	1

Workforce Analysis

425001

Public Safety

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
524X0015826		Total	10	4	3	0	0	1	0	0
Communications Operator - Public Safety	5	Tot Min	2	6	5	0	0	0	0	1
524X0015824		Total	1	0	0	0	0	0	0	0
Communications Operator - Public Safety	5	Tot Min	0	1	1	0	0	0	0	0
609X0010301		Total	1	1	1	0	0	0	0	0
Functional Paraprofessional - University	4	Tot Min	0	0	0	0	0	0	0	0
Total for 425001		Total	66	47	43	1	1	2	0	0
		Tot Min	10	19	13	3	0	0	1	2

426001

EH & SC - Health And Safety

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 - Administrative	5	Tot Min	0	1	1	0	0	0	0	0
514X0010433		Total	1	0	0	0	0	0	0	0
Administrative Assistant	5	Tot Min	0	1	1	0	0	0	0	0
602X0211804		Total	1	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	1	1	0	0	0	0	0
430X0010751		Total	1	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	0	1	1	0	0	0	0	0
435X1210901		Total	1	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	0	0	0	0	0	0	0
Total for 426001		Total	5	1	1	0	0	0	0	0
		Tot Min	0	4	4	0	0	0	0	0

426301

Environmental Health & Safety

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
455X1012518		Total	6	6	4	2	0	0	0	0
Environmental Safety / Risk Management	3	Tot Min	2	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
453X0016104		Total	1	Mal	1	1	0	0	0	0	0
Engineer - Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
500X0010422		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
609X0212518		Total	3	Mal	2	1	0	0	1	0	0
Environment, Health & Safety Technician	4	Tot Min	2	Fem	1	0	1	0	0	0	0
455X0010302		Total	2	Mal	1	1	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
455X1112519		Total	2	Mal	2	2	0	0	0	0	0
	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 426301		Total	15	Mal	12	9	2	0	1	0	0
		Tot Min	4	Fem	3	2	1	0	0	0	0

427001

EHPS Strategic Initiatives

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
606X0010301		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
463X1112249		Total	1	Mal	1	0	0	0	0	0	1
IT Client Support Professional, Specialist -	3	Tot Min	1	Fem	0	0	0	0	0	0	0
426X0010740		Total	1	Mal	1	1	0	0	0	0	0
Business Systems Professional	3	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, Specialist -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 427001		Total	4	Mal	4	3	0	0	0	0	1
		Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

427101

Emerg Mgt & Mission Continuity

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
455X1112518E		Total	1	Mal	1	1	0	0	0	0	0
Environmental Safety / Risk Management	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	1	Mal	1	0	1	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 427101		Total	2	Mal	2	1	1	0	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

427201

EHPS Fire & Life Safety

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
830X1012518N		Total	3	Mal	2	2	0	0	0	0	0
Fire Inspector	7	Tot Min	1	Fem	1	0	0	1	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
Total for 427201		Total	4	Mal	3	3	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	1	0	0	0

430101

Centennial Campus Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
449X1010301		Total	1	Mal	1	1	0	0	0	0	0
Event / Conference Management Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
451X1016108		Total	1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min	1	Fem	1	0	0	1	0	0	0
435X1110900		Total	1	Mal	1	0	1	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

430101

Centennial Campus Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
459X0010301E		Total	1	Mal	0	0	0	0	0	0	0
Real Estate Management Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 430101		Total	6	Mal	2	1	1	0	0	0	0
		Tot Min	3	Fem	4	2	1	1	0	0	0

440101

Assoc Vice Chancellor For Faci

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	1	0	0	0
609X0212518		Total	1	Mal	1	1	0	0	0	0	0
Environment, Health & Safety Technician	4	Tot Min	0	Fem	0	0	0	0	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
512X0010750		Total	4	Mal	1	1	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	0	Fem	3	3	0	0	0	0	0
430X0010751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	Fem	2	1	1	0	0	0	0
430X1210751		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
435X1210901		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
432X1010850		Total	2	Mal	1	0	0	1	0	0	0
Finance / Budget Professional, Budget Analyst	3	Tot Min	2	Fem	1	0	1	0	0	0	0
Total for 440301		Total	10	Mal	2	1	0	1	0	0	0
		Tot Min	4	Fem	8	5	3	0	0	0	0

Workforce Analysis

441601

Capital Project Management

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
451X0010302		Total	1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
453X0016104		Total	3	Mal	2	1	0	0	0	0	1
Engineer - Engineer	3	Tot Min	2	Fem	1	0	0	1	0	0	0
451X1016100E		Total	1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
453X1216104		Total	1	Mal	1	1	0	0	0	0	0
Engineer, Electrical/Electronic - Engineer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
452X0016100		Total	3	Mal	1	1	0	0	0	0	0
Architect - Architect	3	Tot Min	1	Fem	2	1	0	1	0	0	0
453X1016104		Total	8	Mal	4	4	0	0	0	0	0
Engineer, Facilities Construction - Engineer	3	Tot Min	2	Fem	4	2	1	0	1	0	0
451X0016105E		Total	3	Mal	2	2	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 441601		Total	22	Mal	10	9	0	0	0	0	1
		Tot Min	6	Fem	12	7	2	2	1	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	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 - Technology	4	Tot Min	0	Fem	0	0	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
614X0012249		Total 1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min 0	Fem	1	1	0	0	0	0	0
451X0016103		Total 1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min 0	Fem	1	1	0	0	0	0	0
451X1016108		Total 2	Mal	0	0	0	0	0	0	0
Facilities Design / Construction Professional,	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 & Tech App	3	Tot Min 1	Fem	1	0	0	0	1	0	0
453X1116104		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
451X0016105E		Total 2	Mal	1	1	0	0	0	0	0
Facilities Design / Construction Professional -	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 Professional	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 441901		Total 12	Mal	4	4	0	0	0	0	0
		Tot Min 1	Fem	8	7	0	0	1	0	0

442001

Design and Construction Svcs

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
451X0016103		Total 1	Mal	1	1	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min 0	Fem	0	0	0	0	0	0	0
453X1116104		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
453X1016104		Total 1	Mal	0	0	0	0	0	0	0
Engineer, Facilities Construction - Engineer	3	Tot Min 0	Fem	1	1	0	0	0	0	0
451X0016105E		Total 1	Mal	1	0	0	0	1	0	0
Facilities Design / Construction Professional -	3	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 442001		Total 4	Mal	3	2	0	0	1	0	0
		Tot Min 1	Fem	1	1	0	0	0	0	0

Workforce Analysis

442601

Small Projects

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
612X0016103		Total	5	4	0	1	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	1	0	0	0	0	0	0	0
451X0016105E		Total	1	0	0	0	0	0	0	1
Facilities Design / Construction Professional -	3	Tot Min	1	0	0	0	0	0	0	0
Total for 442601		Total	6	4	0	1	0	0	0	1
		Tot Min	2	0	0	0	0	0	0	0

442901

FCAP

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0017421		Total	1	0	0	0	0	1	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	1	0	0	0	0	0	0	0
612X0016103		Total	1	1	0	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
453X0016104		Total	1	1	0	0	0	0	0	0
Engineer - Engineer	3	Tot Min	0	0	0	0	0	0	0	0
Total for 442901		Total	3	2	0	0	0	1	0	0
		Tot Min	1	0	0	0	0	0	0	0

443101

Asst. VC Facilities Operations

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 - Administrative	5	Tot Min	1	0	1	0	0	0	0	0
453X1016104		Total	1	1	0	0	0	0	0	0
Engineer, Facilities Construction - Engineer	3	Tot Min	0	0	0	0	0	0	0	0
Total for 443101		Total	2	1	0	0	0	0	0	0
		Tot Min	1	0	1	0	0	0	0	0

Workforce Analysis

443301

Utilities & Engineering Svces

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
827X0017423		Total	1	1	0	0	0	0	0	0
Trades Helper - Facilities Maint Tech'n - Mech	7	Tot Min	0	0	0	0	0	0	0	0
800X0017421E		Total	1	1	0	0	0	0	0	0
Service / Maintenance Supervisor - Facilities	7	Tot Min	0	0	0	0	0	0	0	0
710X0017423		Total	7	6	1	0	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min	1	0	0	0	0	0	0	0
514X0010421		Total	1	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	1	1	0	0	0	0	0
614X0012247		Total	1	1	0	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	0	0	0	0	0	0	0
618X0016103		Total	1	1	0	0	0	0	0	0
Technical Design Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
612X0016103		Total	1	1	0	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
450X0016105		Total	1	0	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	1	1	0	0	0	0	0
450X1016106E		Total	1	1	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	0	0	0	0	0	0	0
Total for 443301		Total	15	13	1	0	0	0	0	0
		Tot Min	1	2	2	0	0	0	0	0

443401

Repair and Renovation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
827X0017422		Total	1	1	0	0	0	0	0	0
Trades Helper - Facil Maint Tech'n - Bldg Tech	7	Tot Min	0	0	0	0	0	0	0	0
810X0017421		Total	1	1	0	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	0	0	0	0	0	0	0	0
731X0017422		Total	9	7	1	0	1	0	0	0
Painter - Facil Maint Tech'n - Bldg Tech	6	Tot Min	2	0	0	0	0	0	0	0

Workforce Analysis

443401

Repair and Renovation

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
710X0217422		Total 2	Mal 2	1	1	0	0	0	0	0
Skilled Craft Worker, Plasterer - Facil Maint	6	Tot Min 1	Fem 0	0	0	0	0	0	0	0
710X0117422		Total 2	Mal 2	2	0	0	0	0	0	0
Skilled Craft Worker, Sign Painter - Facil Maint	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0
710X0017422		Total 7	Mal 7	4	3	0	0	0	0	0
Skilled Craft Worker - Facil Maint Tech'n - Bldg	6	Tot Min 3	Fem 0	0	0	0	0	0	0	0
715X0017422		Total 5	Mal 5	5	0	0	0	0	0	0
Carpenter / Cabinetmaker - Facil Maint Tech'n -	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0
721X0017422		Total 7	Mal 5	4	1	0	0	0	0	0
Locksmith - Facil Maint Tech'n - Bldg Tech	6	Tot Min 1	Fem 2	2	0	0	0	0	0	0
710X0017423		Total 1	Mal 1	0	0	0	1	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min 1	Fem 0	0	0	0	0	0	0	0
739X0017423		Total 2	Mal 2	2	0	0	0	0	0	0
Welder - Facilities Maint Tech'n - Mech	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X0017422		Total 1	Mal 1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead	6	Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X0017421		Total 3	Mal 3	3	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	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
520X0011900		Total 1	Mal 0	0	0	0	0	0	0	0
Clerk, Materials - Support Services Associate	5	Tot Min 1	Fem 1	0	1	0	0	0	0	0
450X0017421E		Total 1	Mal 1	1	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 443401		Total 44	Mal 41	33	6	0	2	0	0	0
		Tot Min 9	Fem 3	2	1	0	0	0	0	0

Workforce Analysis

443801

Bldg Main & Oper-Orig Campus

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
711X0017423		Total	4	1	2	0	1	0	0	0
Electrician - Facilities Maint Tech'n - Mech	6	Tot Min	3	0	0	0	0	0	0	0
717X0017423		Total	5	5	0	0	0	0	0	0
HVAC / System Control Specialist - Facilities	6	Tot Min	0	0	0	0	0	0	0	0
705X0017423		Total	5	5	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min	0	0	0	0	0	0	0	0
612X0016103		Total	2	2	0	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	0	0	0	0	0	0	0
Total for 443801		Total	30	27	2	0	1	0	0	0
		Tot Min	3	0	0	0	0	0	0	0

443901

Facilities Human Resources

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 - Administrative	5	Tot Min	1	0	0	0	1	0	0	0
602X0211804		Total	2	1	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	1	0	0	0	0	0	0
424X0013401		Total	1	0	0	0	0	0	0	0
Trainer / Organizational Development	3	Tot Min	1	0	1	0	0	0	0	0
301X0411806E		Total	1	0	0	0	0	0	0	0
Lead HR Officer, College/ Division	1	Tot Min	1	0	1	0	0	0	0	0
604X2011804		Total	1	0	0	0	0	0	0	0
	4	Tot Min	1	0	0	0	1	0	0	0
422X2111805		Total	1	0	0	0	0	0	0	0
Human Resources Professional, Employee	3	Tot Min	1	0	1	0	0	0	0	0
Total for 443901		Total	7	1	0	0	0	0	0	0
		Tot Min	5	6	3	0	2	0	0	0

Workforce Analysis

444001

Business Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0011901		Total	1	1	0	0	0	0	0	0
Service / Maintenance Foreman/Lead - Support 7		Tot Min	0	0	0	0	0	0	0	0
520X0011900		Total	3	1	2	0	0	0	0	0
Clerk, Materials - Support Services Associate 5		Tot Min	2	0	0	0	0	0	0	0
514X0010422		Total	3	1	0	0	0	0	0	0
Administrative Assistant - Administrative 5		Tot Min	0	2	0	0	0	0	0	0
530X0010300		Total	2	0	0	0	0	0	0	0
Department Assistant - University Program 5		Tot Min	0	2	0	0	0	0	0	0
426X0010740		Total	2	1	0	0	0	0	0	0
Business Systems Professional 3		Tot Min	0	1	0	0	0	0	0	0
465X1412203		Total	1	1	0	0	0	0	0	0
IT Systems Support Professional, Systems 3		Tot Min	0	0	0	0	0	0	0	0
500X0010422		Total	1	0	0	0	0	0	0	0
	5	Tot Min	0	1	0	0	0	0	0	0
Total for 444001		Total	13	7	5	2	0	0	0	0
		Tot Min	2	6	0	0	0	0	0	0

444101

Fleet Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
742X0017313		Total	5	4	0	0	1	0	0	0
Vehicle Mechanic - Vehicle/Equip Repair Tech'n6		Tot Min	1	0	0	0	0	0	0	0
705X0017318		Total	1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead - 6		Tot Min	0	0	0	0	0	0	0	0
Total for 444101		Total	6	6	5	0	1	0	0	0
		Tot Min	1	0	0	0	0	0	0	0

Workforce Analysis

444201

Motor Pool Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
822X0017123		Total	2	Mal	2	1	1	0	0	0	0
Motor Vehicle Operator - Vehicle/Equipment	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0017318N		Total	1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min	0	Fem	0	0	0	0	0	0	0
700X0017318E		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Supervisor -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
542X1010422		Total	2	Mal	1	1	0	0	0	0	0
Transportation Coordinator	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 444201		Total	6	Mal	5	4	1	0	0	0	0
		Tot Min	1	Fem	1	1	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	Mal	1	0	1	0	0	0	0
Service / Maintenance Supervisor - Facilities	7	Tot Min	1	Fem	0	0	0	0	0	0	0
729X0017902		Total	11	Mal	10	6	1	2	1	0	0
Boilermaker / Stationary Engineer / Power	6	Tot Min	4	Fem	1	1	0	0	0	0	0
710X0017423		Total	6	Mal	6	3	0	0	2	0	1
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min	3	Fem	0	0	0	0	0	0	0
711X0017423		Total	3	Mal	3	3	0	0	0	0	0
Electrician - Facilities Maint Tech'n - Mech	6	Tot Min	0	Fem	0	0	0	0	0	0	0
713X0017500		Total	2	Mal	2	2	0	0	0	0	0
Electronic Equipment Mechanic - Electronics	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0017903		Total	7	Mal	7	7	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead - Utilities	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0017501		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
612X0016103		Total	1	Mal	1	1	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	Fem	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
457X0017421E		Total	1	1	0	0	0	0	0	0
Facility Operation Professional - Facilities Maint 3		Tot Min	0	0	0	0	0	0	0	0
453X1116104		Total	1	1	0	0	0	0	0	0
Engineer, Mechanical Systems	3	Tot Min	0	0	0	0	0	0	0	0
450X0016105		Total	1	1	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	0	0	0	0	0	0	0
Total for 444401		Total	35	26	2	2	3	0	0	1
		Tot Min	8	1	0	0	0	0	0	0

444601

Housekeeping Student Housing

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
813X0016785		Total	68	22	16	1	5	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	59	46	28	0	9	0	0	0
811X0016785		Total	4	1	1	0	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	4	3	1	0	2	0	0	0
813X0116785		Total	3	3	3	0	0	0	0	0
Custodian / Housekeeper, Floor Maintenance -	7	Tot Min	3	0	0	0	0	0	0	0
810X0016786		Total	1	0	0	0	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min	1	1	1	0	0	0	0	0
810X0116786		Total	5	2	1	0	1	0	0	0
Houskeeping Foreman/Lead - Building	7	Tot Min	5	3	2	0	1	0	0	0
800X0016787		Total	1	1	1	0	0	0	0	0
Service / Maintenance Supervisor - Building	7	Tot Min	1	0	0	0	0	0	0	0
540X0010422		Total	1	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min	1	1	1	0	0	0	0	0
Total for 444601		Total	83	29	22	1	6	0	0	0
		Tot Min	74	54	33	0	12	0	0	0

Workforce Analysis

445001

Centennial Campus Housekeeping

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
810X0116786		Total	1	1	0	0	0	0	0	0
Houskeeping Foreman/Lead - Building	7	Tot Min	0	0	0	0	0	0	0	0
Total for 445001		Total	1	1	0	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	8	3	3	0	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	7	5	3	0	1	0	0	0
813X0116785		Total	1	1	1	0	0	0	0	0
Custodian / Housekeeper, Floor Maintenance - 7	7	Tot Min	1	0	0	0	0	0	0	0
810X0016786		Total	1	1	1	0	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min	1	0	0	0	0	0	0	0
810X0116786		Total	1	0	0	0	0	0	0	0
Houskeeping Foreman/Lead - Building	7	Tot Min	1	1	1	0	0	0	0	0
Total for 445101		Total	11	5	5	0	0	0	0	0
		Tot Min	10	6	4	0	1	0	0	0

445401

Sustainability

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
606X0013201		Total	1	0	0	0	0	0	0	0
External Affairs / Communications	4	Tot Min	1	1	0	0	0	0	1	0
609X0010301		Total	2	0	0	0	0	0	0	0
Functional Paraprofessional - University	4	Tot Min	1	2	1	0	0	0	0	0
495X1010302		Total	1	0	0	0	0	0	0	0
Environmental Sustainability / Energy	3	Tot Min	0	1	0	0	0	0	0	0
Total for 445401		Total	4	0	0	0	0	0	0	0
		Tot Min	2	4	2	1	0	0	1	0

Workforce Analysis

445801

CVM Housekeeping Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
813X0016785		Total	33	Mal	5	0	5	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	32	Fem	28	1	21	3	3	0	0
811X0016785		Total	5	Mal	3	0	3	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	5	Fem	2	0	2	0	0	0	0
813X0116785		Total	1	Mal	1	0	1	0	0	0	0
Custodian / Housekeeper, Floor Maintenance -	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0016786		Total	1	Mal	1	0	1	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0116786		Total	3	Mal	2	0	2	0	0	0	0
Houskeeping Foreman/Lead - Building	7	Tot Min	3	Fem	1	0	1	0	0	0	0
800X0016787		Total	1	Mal	1	0	0	0	0	0	1
Service / Maintenance Supervisor - Building	7	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 445801		Total	44	Mal	13	0	12	0	0	0	1
		Tot Min	43	Fem	31	1	24	3	3	0	0

446201

Construction Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
710X0017423		Total	8	Mal	8	5	2	0	1	0	0
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min	3	Fem	0	0	0	0	0	0	0
711X0017423		Total	2	Mal	2	2	0	0	0	0	0
Electrician - Facilities Maint Tech'n - Mech	6	Tot Min	0	Fem	0	0	0	0	0	0	0
717X0017423		Total	1	Mal	1	1	0	0	0	0	0
HVAC / System Control Specialist - Facilities	6	Tot Min	0	Fem	0	0	0	0	0	0	0
705X0017423		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 446201		Total	12	Mal	12	9	2	0	1	0	0
		Tot Min	3	Fem	0	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
822X0017123		Total 2	Mal	0	0	0	0	0	0	0
Motor Vehicle Operator - Vehicle/Equipment	7	Tot Min 0	Fem	2	2	0	0	0	0	0
814X0017123		Total 6	Mal	6	2	1	0	3	0	0
Equipment Operator - Vehicle/Equipment	7	Tot Min 4	Fem	0	0	0	0	0	0	0
810X0017421		Total 1	Mal	0	0	0	0	0	0	0
Service / Maintenance Foreman/Lead -	7	Tot Min 0	Fem	1	1	0	0	0	0	0
705X0017318		Total 2	Mal	2	0	1	0	1	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min 2	Fem	0	0	0	0	0	0	0
530X0010300		Total 1	Mal	1	1	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	0	0	0	0	0	0	0
495X0010301E		Total 1	Mal	0	0	0	0	0	0	0
Environmental Sustainability / Energy	3	Tot Min 0	Fem	1	1	0	0	0	0	0
450X0010301E		Total 1	Mal	1	1	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 446501		Total 14	Mal	10	4	2	0	4	0	0
		Tot Min 6	Fem	4	4	0	0	0	0	0

446701

Power Systems

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
713X0017500		Total 5	Mal	5	2	3	0	0	0	0
Electronic Equipment Mechanic - Electronics	6	Tot Min 3	Fem	0	0	0	0	0	0	0
729X0017900		Total 8	Mal	8	5	2	0	0	0	1
Boilermaker / Stationary Engineer / Power	6	Tot Min 3	Fem	0	0	0	0	0	0	0
612X0016103		Total 1	Mal	0	0	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min 1	Fem	1	0	1	0	0	0	0
457X0017901E		Total 1	Mal	1	1	0	0	0	0	0
Facility Operation Professional - High Voltage	3	Tot Min 0	Fem	0	0	0	0	0	0	0
457X0016105E		Total 1	Mal	1	1	0	0	0	0	0
Facility Operation Professional -	3	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 446701

Total 16

Tot Min 7

Mal	15	9	5	0	0	0	0	1
Fem	1	0	1	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 1	Mal	1	0	0	0	1	0	0	0
General Maintenance Worker	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
819X0012520		Total 64	Mal	57	28	6	0	22	1	0	0
Grounds / Landscape Worker	7	Tot Min 30	Fem	7	6	0	0	1	0	0	0
800X0016787		Total 4	Mal	3	2	0	0	1	0	0	0
Service / Maintenance Supervisor - Building	7	Tot Min 1	Fem	1	1	0	0	0	0	0	0
710X0017423		Total 1	Mal	1	1	0	0	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n -	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0
514X0010421		Total 2	Mal	0	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 2	Fem	2	0	0	0	2	0	0	0
530X0010300		Total 1	Mal	0	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0	0
530X0010301		Total 2	Mal	0	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min 1	Fem	2	1	1	0	0	0	0	0
454X0010301E		Total 1	Mal	0	0	0	0	0	0	0	0
Parking / Transportation Management	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
450X0010302E		Total 1	Mal	0	0	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
810X0012520		Total 1	Mal	1	1	0	0	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min 0	Fem	0	0	0	0	0	0	0	0
810X0212520		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
Total for 446801		Total 80	Mal	65	34	6	0	24	1	0	0
		Tot Min 35	Fem	15	11	1	0	3	0	0	0

Workforce Analysis

447201

Campus Mail Services

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
821X0011900		Total	6	Mal	3	1	2	0	0	0	0
Mail Carrier - Support Services Associate	7	Tot Min	4	Fem	3	1	1	0	1	0	0
514X0010421		Total	1	Mal	1	0	1	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	1	Fem	0	0	0	0	0	0	0
523X0011901N		Total	1	Mal	1	0	1	0	0	0	0
Mailing Coordinator	5	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 447201		Total	8	Mal	5	1	4	0	0	0	0
		Tot Min	6	Fem	3	1	1	0	1	0	0

447301

Chancellors Res Repair & Renov

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	1	Fem	1	0	0	0	1	0	0
819X0012520		Total	1	Mal	0	0	0	0	0	0	0
Grounds / Landscape Worker	7	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 447301		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	1	0	0

447401

Landscape Construction Service

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
819X0012520		Total	2	Mal	2	1	0	0	1	0	0
Grounds / Landscape Worker	7	Tot Min	1	Fem	0	0	0	0	0	0	0
827X0017422		Total	3	Mal	3	3	0	0	0	0	0
Trades Helper - Facil Maint Tech'n - Bldg Tech	7	Tot Min	0	Fem	0	0	0	0	0	0	0
819X0017422		Total	1	Mal	1	1	0	0	0	0	0
Grounds / Landscape Worker - Facil Maint	7	Tot Min	0	Fem	0	0	0	0	0	0	0
710X0017422		Total	2	Mal	2	1	0	0	1	0	0
Skilled Craft Worker - Facil Maint Tech'n - Bldg	6	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

447401

Landscape Construction Service

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
725X0017422		Total	4	2	2	0	0	0	0	0
Mason - Facil Maint Tech'n - Bldg Tech	6	Tot Min	2	0	0	0	0	0	0	0
705X0017421		Total	3	2	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	6	Tot Min	0	1	0	0	0	0	0	0
450X0017421E		Total	1	1	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	0	0	0	0	0	0	0
612X0010301		Total	1	0	0	0	0	0	0	0
	4	Tot Min	0	1	0	0	0	0	0	0
Total for 447401		Total	17	11	2	0	2	0	0	0
		Tot Min	4	2	0	0	0	0	0	0

447601

Energy Management

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
451X0016103		Total	1	1	0	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min	0	0	0	0	0	0	0	0
461X1212234		Total	1	0	0	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	1	0	0	0	0	0	0
453X1116104		Total	1	1	0	0	0	0	0	0
Engineer, Mechanical Systems	3	Tot Min	0	0	0	0	0	0	0	0
450X0016105		Total	1	1	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	0	0	0	0	0	0	0
451X0016104		Total	1	0	0	0	0	0	0	0
	3	Tot Min	0	1	0	0	0	0	0	0
Total for 447601		Total	5	3	0	0	0	0	0	0
		Tot Min	0	2	0	0	0	0	0	0

Workforce Analysis

447701

HK Region 2 Non-Res Halls

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2		
813X0016785		Total	30	Mal	12	0	11	0	1	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	29	Fem	18	1	10	0	7	0	0	0
811X0016785		Total	2	Mal	2	0	2	0	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
813X0116785		Total	1	Mal	1	0	1	0	0	0	0	0
Custodian / Housekeeper, Floor Maintenance -	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
810X0016786		Total	2	Mal	1	0	1	0	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
810X0116786		Total	2	Mal	1	0	1	0	0	0	0	0
Houskeeping Foreman/Lead - Building	7	Tot Min	2	Fem	1	0	1	0	0	0	0	0
Total for 447701		Total	37	Mal	17	0	16	0	1	0	0	0
		Tot Min	35	Fem	20	2	11	0	7	0	0	0

447801

HK Region 4

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2		
813X0016785		Total	35	Mal	8	0	7	0	1	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	32	Fem	27	3	21	0	2	0	0	1
811X0016785		Total	2	Mal	2	0	2	0	0	0	0	0
Service / Maintenance Worker, General -	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
813X0116785		Total	3	Mal	3	1	1	0	1	0	0	0
Custodian / Housekeeper, Floor Maintenance -	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
810X0016786		Total	1	Mal	1	0	1	0	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
826X0012517N		Total	3	Mal	3	3	0	0	0	0	0	0
Pest Control Worker - EHS Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
810X0116786		Total	3	Mal	2	0	2	0	0	0	0	0
Houskeeping Foreman/Lead - Building	7	Tot Min	3	Fem	1	0	0	0	1	0	0	0
Total for 447801		Total	47	Mal	19	4	13	0	2	0	0	0
		Tot Min	40	Fem	28	3	21	0	3	0	0	1

Workforce Analysis

448001

Bldg Maint & Oper-Centennial

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
827X0017423		Total 7	Mal 7	5	2	0	0	0	0	0
Trades Helper - Facilities Maint Tech'n - Mech 7		Tot Min 2	Fem 0	0	0	0	0	0	0	0
810X0017421		Total 2	Mal 2	2	0	0	0	0	0	0
Service / Maintenance Foreman/Lead - 7		Tot Min 0	Fem 0	0	0	0	0	0	0	0
710X0017423		Total 9	Mal 8	6	2	0	0	0	0	0
Skilled Craft Worker - Facilities Maint Tech'n - 6		Tot Min 2	Fem 1	1	0	0	0	0	0	0
733X0017423		Total 1	Mal 1	0	0	0	1	0	0	0
Plumber / Pipefitter - Facilities Maint Tech'n - M 6		Tot Min 1	Fem 0	0	0	0	0	0	0	0
711X0017423		Total 1	Mal 1	1	0	0	0	0	0	0
Electrician - Facilities Maint Tech'n - Mech 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
717X0017423		Total 9	Mal 9	6	3	0	0	0	0	0
HVAC / System Control Specialist - Facilities 6		Tot Min 3	Fem 0	0	0	0	0	0	0	0
705X0017423		Total 1	Mal 1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead - 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
718X0017423		Total 1	Mal 1	1	0	0	0	0	0	0
Building Control Systems Technician 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
705X0017421		Total 1	Mal 1	1	0	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead - 6		Tot Min 0	Fem 0	0	0	0	0	0	0	0
612X0016103		Total 2	Mal 2	2	0	0	0	0	0	0
Engineering Technical/Paraprofessional - 4		Tot Min 0	Fem 0	0	0	0	0	0	0	0
450X0016105		Total 1	Mal 1	1	0	0	0	0	0	0
Facilities Management / Maintenance 3		Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for 448001		Total 35	Mal 34	26	7	0	1	0	0	0
		Tot Min 8	Fem 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
713X0017500		Total 9	Mal 9	6	2	1	0	0	0	0
Electronic Equipment Mechanic - Electronics 6		Tot Min 3	Fem 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
717X0017423		Total	2	Mal	2	2	0	0	0	0	0
HVAC / System Control Specialist - Facilities	6	Tot Min	0	Fem	0	0	0	0	0	0	0
718X0017500N		Total	1	Mal	1	0	0	1	0	0	0
Building Control Systems Technician	6	Tot Min	1	Fem	0	0	0	0	0	0	0
705X0017501		Total	1	Mal	1	1	0	0	0	0	0
Skilled Craft / Trades Foreman / Lead -	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 - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
612X0016103		Total	2	Mal	2	2	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	Fem	0	0	0	0	0	0	0
451X0016103		Total	2	Mal	2	2	0	0	0	0	0
Facilities Design / Construction Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
453X1116104		Total	2	Mal	2	1	1	0	0	0	0
Engineer, Mechanical Systems	3	Tot Min	1	Fem	0	0	0	0	0	0	0
450X0016105		Total	2	Mal	2	2	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	Fem	0	0	0	0	0	0	0
450X0016106E		Total	1	Mal	0	0	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	Fem	1	1	0	0	0	0	0
435X1016104		Total	1	Mal	1	1	0	0	0	0	0
	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 448901		Total	26	Mal	22	17	3	1	1	0	0
		Tot Min	5	Fem	4	4	0	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

Workforce Analysis

Total for 460101	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

462001 Budget Office

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
432X1110850E		Total 1	Mal	0	0	0	0	0	0	0
Finance / Budget Professional, Budget Analyst	3	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, Programmer	3	Tot Min 0	Fem	0	0	0	0	0	0	0
461X1312259		Total 1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min 0	Fem	1	1	0	0	0	0	0
432X1010850		Total 3	Mal	1	1	0	0	0	0	0
Finance / Budget Professional, Budget Analyst	3	Tot Min 0	Fem	2	2	0	0	0	0	0
432X1210851		Total 1	Mal	0	0	0	0	0	0	0
	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 462001		Total 7	Mal	2	2	0	0	0	0	0
		Tot Min 0	Fem	5	5	0	0	0	0	0

466001 Office of Cost Analysis

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
430X0010751		Total 1	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min 1	Fem	1	0	0	1	0	0	0
430X1210751		Total 1	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min 1	Fem	1	0	0	1	0	0	0
Total for 466001		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 2	Fem	2	0	0	2	0	0	0

469001 F&A Indirect Cost Proposal

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
432X1110752E		Total 1	Mal	1	1	0	0	0	0	0
Finance / Budget Professional, Budget Analyst	3	Tot Min 0	Fem	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
443X1010302E		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional,	3	Tot Min	0	Fem	1	1	0	0	0	0	0
450X0016105		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	Fem	0	0	0	0	0	0	0
450X0010302E		Total	1	Mal	1	1	0	0	0	0	0
Facilities Management / Maintenance	3	Tot Min	0	Fem	0	0	0	0	0	0	0
422X2111805		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Employee	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 470101		Total	28	Mal	11	7	2	1	1	0	0
		Tot Min	7	Fem	17	14	2	0	1	0	0

470301

Golf Course Maintenance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
819X0012520		Total	2	Mal	2	1	0	0	1	0	0
Grounds / Landscape Worker	7	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 470301		Total	2	Mal	2	1	0	0	1	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

471001

Dining and Catering Operations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
828X0011900		Total	3	Mal	1	1	0	0	0	0	0
Sales Workers	7	Tot Min	2	Fem	2	0	2	0	0	0	0
810X0011900		Total	2	Mal	2	1	1	0	0	0	0
Service / Maintenance Foreman/Lead - Support 7		Tot Min	1	Fem	0	0	0	0	0	0	0
810X0011901		Total	4	Mal	0	0	0	0	0	0	0
Service / Maintenance Foreman/Lead - Support 7		Tot Min	2	Fem	4	2	2	0	0	0	0
800X0011901		Total	6	Mal	5	5	0	0	0	0	0
Service / Maintenance Supervisor - Support	7	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

471001

Dining and Catering Operations

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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
520X0011900		Total	1	Mal	1	1	0	0	0	0	0
Clerk, Materials - Support Services Associate	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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010300		Total	1	Mal	1	1	0	0	0	0	0
Administrative Assistant - University Program	5	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 - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0
434X1417101E		Total	1	Mal	0	0	0	0	0	0	0
Materials Management Professional, Print	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, Specialist -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212234		Total	1	Mal	1	0	0	1	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	0	0	0	0	0	0	0
735X0017100		Total	1	Mal	0	0	0	0	0	0	0
Printer / Bookbinder	6	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1210900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 471001		Total	25	Mal	14	12	1	1	0	0	0
		Tot Min	8	Fem	11	5	6	0	0	0	0

471501

All Campus Network Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
813X0016785		Total	1	Mal	1	0	1	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0016788		Total	2	Mal	2	1	1	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

471501

All Campus Network Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
811X0016788		Total	2	Mal	1	0	1	0	0	0	0
Service / Maintenance Worker, General - Food	7	Tot Min	1	Fem	1	1	0	0	0	0	0
818X0016788		Total	7	Mal	4	2	2	0	0	0	0
Food Server - Food Service Technician	7	Tot Min	5	Fem	3	0	3	0	0	0	0
817X0016788		Total	31	Mal	18	5	10	2	0	1	0
Food Prep Worker - Food Service Technician	7	Tot Min	23	Fem	13	3	7	1	1	0	1
822X0011900N		Total	1	Mal	1	0	1	0	0	0	0
Motor Vehicle Operator-Support Services	7	Tot Min	1	Fem	0	0	0	0	0	0	0
810X0316788		Total	6	Mal	3	0	3	0	0	0	0
Food Service Foreman/Lead-Food Service	7	Tot Min	5	Fem	3	1	2	0	0	0	0
818X0016789		Total	2	Mal	0	0	0	0	0	0	0
Food Server	7	Tot Min	2	Fem	2	0	2	0	0	0	0
810X0316789		Total	55	Mal	26	13	8	1	2	0	0
Food Service Foreman/Lead - Food Service	7	Tot Min	32	Fem	29	10	16	0	1	0	0
817X2016789D		Total	1	Mal	0	0	0	0	0	0	0
Line Cook	7	Tot Min	0	Fem	1	1	0	0	0	0	0
810X0316790		Total	4	Mal	4	4	0	0	0	0	0
Foodservice Lead/Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0
800X0016790		Total	16	Mal	12	11	1	0	0	0	0
Service / Maintenance Supervisor - Food	7	Tot Min	2	Fem	4	3	0	0	1	0	0
540X0011900N		Total	1	Mal	1	1	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min	0	Fem	0	0	0	0	0	0	0
520X0011900		Total	3	Mal	2	0	2	0	0	0	0
Clerk, Materials - Support Services Associate	5	Tot Min	2	Fem	1	1	0	0	0	0	0
540X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min	0	Fem	1	1	0	0	0	0	0
514X0010422		Total	6	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	4	Fem	6	2	4	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

Workforce Analysis

471501

All Campus Network Office

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
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
604X0010739		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
604X0110100		Total	1	Mal	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional, Purchasing -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
448X0010301		Total	1	Mal	0	0	0	0	0	0	0
Recreation / Tourism / Hospitality Professional - 3		Tot Min	0	Fem	1	1	0	0	0	0	0
434X1210100		Total	1	Mal	0	0	0	0	0	0	0
Materials Management Professional, Buyer Sr. 3		Tot Min	0	Fem	1	1	0	0	0	0	0
448X0010302E		Total	1	Mal	1	1	0	0	0	0	0
Recreation / Tourism / Hospitality Professional 3		Tot Min	0	Fem	0	0	0	0	0	0	0
817X3016788		Total	2	Mal	1	0	1	0	0	0	0
	7	Tot Min	1	Fem	1	1	0	0	0	0	0
817X2016788		Total	1	Mal	1	0	1	0	0	0	0
	7	Tot Min	1	Fem	0	0	0	0	0	0	0
500X0010421		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 471501		Total	151	Mal	79	39	32	3	2	1	0
		Tot Min	82	Fem	72	30	35	1	3	0	1

474101

Camp Enterprises Facilities Op

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
614X0012233		Total	1	Mal	1	1	0	0	0	0	0
IT Technical/Paraprofessional - Bus & Tech App4		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 474101	Total	2	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	1	Fem	1	0	1	0	0	0	0	0	0

477001

HR Administration

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
813X0016785		Total 11	Mal	6	0	6	0	0	0	0	0
Custodian / Housekeeper - Building	7	Tot Min 10	Fem	5	1	2	0	2	0	0	0
810X0016786		Total 1	Mal	0	0	0	0	0	0	0	0
General Maintenance Lead/Supervisor	7	Tot Min 1	Fem	1	0	1	0	0	0	0	0
810X0116786		Total 3	Mal	2	0	2	0	0	0	0	0
Houskeeping Foreman/Lead - Building	7	Tot Min 3	Fem	1	0	1	0	0	0	0	0
800X0011901		Total 1	Mal	1	0	1	0	0	0	0	0
Service / Maintenance Supervisor - Support	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
800X0016787		Total 1	Mal	0	0	0	0	0	0	0	0
Service / Maintenance Supervisor - Building	7	Tot Min 0	Fem	1	1	0	0	0	0	0	0
540X0010422		Total 1	Mal	1	0	1	0	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min 1	Fem	0	0	0	0	0	0	0	0
514X0010422		Total 4	Mal	1	0	1	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min 1	Fem	3	3	0	0	0	0	0	0
514X0010300		Total 1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min 0	Fem	1	1	0	0	0	0	0	0
610X0013300		Total 3	Mal	2	0	2	0	0	0	0	0
Audiovisual Technical/Paraprofessional - Multi-	4	Tot Min 2	Fem	1	1	0	0	0	0	0	0
449X0010301		Total 1	Mal	0	0	0	0	0	0	0	0
Event / Conference Management Professional -	3	Tot Min 0	Fem	1	1	0	0	0	0	0	0
813X0016786D		Total 1	Mal	0	0	0	0	0	0	0	0
Custodian / Housekeeper	7	Tot Min 1	Fem	1	0	1	0	0	0	0	0
800X0010301		Total 1	Mal	1	0	0	0	1	0	0	0
	7	Tot Min 1	Fem	0	0	0	0	0	0	0	0
717X0017421		Total 1	Mal	1	1	0	0	0	0	0	0
	6	Tot Min 0	Fem	0	0	0	0	0	0	0	0
541X0010300		Total 1	Mal	0	0	0	0	0	0	0	0
Event Planning Assistant	5	Tot Min 0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 477001	Total	31	Mal	15	1	13	0	1	0	0	0
	Tot Min	21	Fem	16	9	5	0	2	0	0	0

480101 HR Information Mgmt (HRIM)

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
435X1210900		Total 1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	Fem	1	1	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 480101		Total 3	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

480201 HR Employment

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
602X0211804		Total 1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min 0	Fem	1	1	0	0	0	0	0
614X0012233		Total 1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Bus & Tech App4		Tot Min 0	Fem	1	1	0	0	0	0	0
426X0010740		Total 3	Mal	0	0	0	0	0	0	0
Business Systems Professional	3	Tot Min 1	Fem	3	2	1	0	0	0	0
426X0010741E		Total 1	Mal	0	0	0	0	0	0	0
Business Systems Professional - Business	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 480201		Total 6	Mal	0	0	0	0	0	0	0
		Tot Min 1	Fem	6	5	1	0	0	0	0

480401 HR Background Check

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
602X0010301N		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

Workforce Analysis

480401

HR Background Check

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1311805		Total	1	Mal	1	1	0	0	0	0	0
Human Resources Professional, Class	3	Tot Min	0	Fem	0	0	0	0	0	0	0
422X1811805		Total	3	Mal	2	1	0	0	1	0	0
Human Resources Professional, Employment	3	Tot Min	2	Fem	1	0	1	0	0	0	0
422X2011806		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Employment	3	Tot Min	1	Fem	1	0	1	0	0	0	0
420X0011452		Total	1	Mal	0	0	0	0	0	0	0
Attorney / Legal Affairs Professional - Legal	3	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0210301		Total	2	Mal	0	0	0	0	0	0	0
HR Coordinator	4	Tot Min	1	Fem	2	1	0	1	0	0	0
Total for 480401		Total	10	Mal	4	3	0	0	1	0	0
		Tot Min	4	Fem	6	3	2	0	1	0	0

480402

University Temporary Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
514X0010300		Total	2	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	1	Fem	2	1	1	0	0	0	0
500X0010300		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 480402		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

480501

HR University Targeted Service

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

480501

HR University Targeted Service

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
422X0011804		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional - Human	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 480501		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

480502

Executive Search Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804		Total	2	Mal	1	1	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	Fem	1	0	0	1	0	0	0
422X1811805		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Employment	3	Tot Min	1	Fem	1	0	1	0	0	0	0
422X2011806		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Employment	3	Tot Min	0	Fem	1	1	0	0	0	0	0
500X0010300		Total	1	Mal	0	0	0	0	0	0	0
	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 480502		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	2	Fem	4	2	1	1	0	0	0

480503

HR Employee Relations

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	0	0	0	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	1	0	1	0	0	0	0
422X1811805		Total	2	Mal	1	1	0	0	0	0	0
Human Resources Professional, Employment	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

Workforce Analysis

480701

HR Class & Comp

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
422X2211805		Total	2	Mal	0	0	0	0	0	0	0
Human Resources Professional, Employee	3	Tot Min	1	Fem	2	1	1	0	0	0	0
Total for 480701		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

480901

HR Benefits

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
422X1311805		Total	2	Mal	0	0	0	0	0	0	0
Human Resources Professional, Class	3	Tot Min	1	Fem	2	1	1	0	0	0	0
422X1211805E		Total	5	Mal	0	0	0	0	0	0	0
Human Resources Professional, Class	3	Tot Min	1	Fem	5	4	1	0	0	0	0
Total for 480901		Total	7	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	7	5	2	0	0	0	0

481001

UHR-Marketing Comm & Tech Sup

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0011804N		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional - Human	4	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0211804		Total	3	Mal	1	0	0	0	0	0	1
Institutional Affairs Paraprofessional, HR -	4	Tot Min	2	Fem	2	1	0	1	0	0	0
422X0011804		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional - Human	3	Tot Min	1	Fem	1	0	0	1	0	0	0
422X1511805		Total	3	Mal	0	0	0	0	0	0	0
Human Resources Professional, Benefits	3	Tot Min	3	Fem	3	0	3	0	0	0	0

Workforce Analysis

481001

UHR-Marketing Comm & Tech Sup

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
422X1711805		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Benefits Unit	3	Tot Min	0	Fem	1	1	0	0	0	0	0
422X1611805		Total	1	Mal	0	0	0	0	0	0	0
Human Resources Professional, Benefits	3	Tot Min	1	Fem	1	0	1	0	0	0	0
426X0010741E		Total	1	Mal	0	0	0	0	0	0	0
Business Systems Professional - Business	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 481001		Total	12	Mal	1	0	0	0	0	0	1
		Tot Min	7	Fem	11	5	4	2	0	0	0

481101

UHR-Marketing Comm & Tech Sup

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 - Technology	4	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 481101		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

481201

HR Payroll

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
540X0010422		Total	4	Mal	2	1	1	0	0	0	0
Administrative / Office / Clerical Support Staff -	5	Tot Min	1	Fem	2	2	0	0	0	0	0
514X0010301		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - University Program	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 481201		Total	5	Mal	2	1	1	0	0	0	0
		Tot Min	1	Fem	3	3	0	0	0	0	0

Workforce Analysis

484001

HR Training & Org Dev

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
530X0010300		Total	1	Mal	1	0	1	0	0	0	0
Department Assistant - University Program	5	Tot Min	1	Fem	0	0	0	0	0	0	0
602X0210301		Total	3	Mal	1	1	0	0	0	0	0
HR Coordinator	4	Tot Min	0	Fem	2	2	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	2	1	1	0	0	0	0
		Tot Min	1	Fem	3	3	0	0	0	0	0

485401

Treasurer

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
424X0013401		Total	2	Mal	1	0	1	0	0	0	0
Trainer / Organizational Development	3	Tot Min	1	Fem	1	1	0	0	0	0	0
424X0011805		Total	1	Mal	0	0	0	0	0	0	0
Trainer / Organizational Development	3	Tot Min	0	Fem	1	1	0	0	0	0	0
602X0410301		Total	1	Mal	0	0	0	0	0	0	0
	4	Tot Min	1	Fem	1	0	0	0	0	0	1
424X1010302		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 485401		Total	5	Mal	1	0	1	0	0	0	0
		Tot Min	2	Fem	4	3	0	0	0	0	1

490101

University Cashier's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	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

Student Accounts-NDSL TLC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
516X0011900		Total	3	Mal	1	0	1	0	0	0	0
Cashier - Support Services Associate	5	Tot Min	1	Fem	2	2	0	0	0	0	0
512X0010750		Total	1	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	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 - Technology	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 - Technology	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X1210751		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
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
512X0010300		Total	7	Mal	0	0	0	0	0	0	0
Accounting Assistant	5	Tot Min	4	Fem	7	3	3	0	1	0	0
Total for 491501		Total	15	Mal	2	1	1	0	0	0	0
		Tot Min	5	Fem	13	9	3	0	1	0	0

492001

Materials Support

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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
512X0010750		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	1	Fem	3	2	1	0	0	0	0
430X0010751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	2	Fem	2	0	1	1	0	0	0
426X0010740		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
430X1210751		Total	3	Mal	2	1	1	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

492001

Materials Support

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
432X0010725		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
430X1310751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant Sr. -	3	Tot Min	0	Fem	2	2	0	0	0	0	0
545X0010301		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
433X1110751		Total	1	Mal	0	0	0	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min	0	Fem	1	1	0	0	0	0	0
430X0010752		Total	3	Mal	0	0	0	0	0	0	0
Accounting Professional - Accounting Manager	3	Tot Min	1	Fem	3	2	1	0	0	0	0
Total for 492001		Total	21	Mal	4	3	1	0	0	0	0
		Tot Min	7	Fem	17	11	5	1	0	0	0

493101

Wolfcopy

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 - Vehicle/Equipment	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 Lead/Supervisor	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 Tech'n -	6	Tot Min	0	Fem	0	0	0	0	0	0	0
514X0010422		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
505X0010301N		Total	1	Mal	1	1	0	0	0	0	0
Administrative / Office / Clerical Supervisor - Un 5		Tot Min	0	Fem	0	0	0	0	0	0	0
426X0010740		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

Workforce Analysis

493101

Wolfcopy

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
435X0010302E		Total	1	1	0	0	0	0	0	0
Business Operations Professional - University	3	Tot Min	0	0	0	0	0	0	0	0
520X0010300		Total	1	1	0	0	0	0	0	0
	5	Tot Min	0	0	0	0	0	0	0	0
512X0010739		Total	1	0	0	0	0	0	0	1
Accounting Assistant	5	Tot Min	1	0	0	0	0	0	0	0
520X0010301		Total	1	1	0	0	0	0	0	0
Clerk, Materials	5	Tot Min	0	0	0	0	0	0	0	0
Total for 493101		Total	10	5	1	0	1	0	0	1
		Tot Min	4	1	1	0	0	0	0	0

493301

Purchasing Department

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 - Technology	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

Real Estate Office

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 - Administrative	5	Tot Min	2	0	0	0	0	0	0	2
604X0110100		Total	2	0	0	0	0	0	0	0
Fiscal Affairs Paraprofessional, Purchasing -	4	Tot Min	0	2	0	0	0	0	0	0
463X1210740N		Total	1	1	0	0	0	0	0	0
IT Client Support Professional, Help Desk	3	Tot Min	0	0	0	0	0	0	0	0
434X1110100E		Total	6	0	1	0	0	0	0	0
Materials Management Professional, Buyer -	3	Tot Min	1	5	0	0	0	0	0	0

Workforce Analysis

493401

Real Estate Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
434X1213201E		Total	1	Mal	1	1	0	0	0	0	0
Materials Management Professional, Buyer Sr.	3	Tot Min	0	Fem	0	0	0	0	0	0	0
434X0010100		Total	1	Mal	0	0	0	0	0	0	0
Materials Management Professional	3	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1110900		Total	1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	0	Fem	0	0	0	0	0	0	0
434X1210100		Total	1	Mal	1	1	0	0	0	0	0
Materials Management Professional, Buyer Sr.	3	Tot Min	0	Fem	0	0	0	0	0	0	0
456X0013500E		Total	1	Mal	0	0	0	0	0	0	0
Interior Design Professional - Interior Designer	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 Administration	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 493401		Total	18	Mal	6	5	1	0	0	0	0
		Tot Min	5	Fem	12	8	1	0	1	0	2

496001

University Payroll

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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
512X0010750		Total	8	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	2	Fem	8	6	2	0	0	0	0
430X0010751		Total	10	Mal	2	2	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	2	Fem	8	6	2	0	0	0	0
430X1210751		Total	2	Mal	1	1	0	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1110900		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0

Workforce Analysis

496001

University Payroll

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
432X0010725		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
430X1310751		Total	2	Mal	1	1	0	0	0	0	0
Accounting Professional, Accountant Sr. -	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
430X0010302		Total	1	Mal	1	1	0	0	0	0	0
Accounting Professional - University Program	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010752		Total	1	Mal	1	1	0	0	0	0	0
Accounting Professional - Accounting Manager	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X1010752		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 496001		Total	30	Mal	7	7	0	0	0	0	0
		Tot Min	10	Fem	23	13	10	0	0	0	0

496101

Office of Contracts & Grants

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
602X0211804		Total	4	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	2	Fem	4	2	1	1	0	0	0
422X0011804		Total	1	Mal	1	0	0	0	1	0	0
Human Resources Professional - Human	3	Tot Min	1	Fem	0	0	0	0	0	0	0
430X0010751		Total	2	Mal	0	0	0	0	0	0	0
Accounting Professional - Accountant	3	Tot Min	1	Fem	2	1	0	0	0	0	1
430X1210751		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
430X0010302		Total	1	Mal	1	1	0	0	0	0	0
Accounting Professional - University Program	3	Tot Min	0	Fem	0	0	0	0	0	0	0
430X0010752		Total	1	Mal	0	0	0	0	0	0	0
Accounting Professional - Accounting Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 496101	Total	10	Mal	2	1	0	0	1	0	0	0
	Tot Min	4	Fem	8	5	1	1	0	0	0	1

498001 VC for Off of Info Technology

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
512X0010750		Total 2	Mal	1	0	0	1	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min 2	Fem	1	0	1	0	0	0	0
430X0010751		Total 3	Mal	3	2	0	1	0	0	0
Accounting Professional - Accountant	3	Tot Min 1	Fem	0	0	0	0	0	0	0
430X1210751		Total 2	Mal	0	0	0	0	0	0	0
Accounting Professional, Accountant -	3	Tot Min 2	Fem	2	0	1	0	0	0	1
433X1210751E		Total 15	Mal	4	3	1	0	0	0	0
Sponsored Contracts / Grants Administration	3	Tot Min 8	Fem	11	4	5	1	0	0	1
435X1110900		Total 1	Mal	1	1	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 498001		Total 23	Mal	9	6	1	2	0	0	0
		Tot Min 13	Fem	14	4	7	1	0	0	2

510101 Business 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 0	Fem	1	1	0	0	0	0	0
Total for 510101		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

510501 Security & Compliance

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
810X0011900		Total 1	Mal	1	1	0	0	0	0	0
Service / Maintenance Foreman/Lead - Support 7		Tot Min 0	Fem	0	0	0	0	0	0	0
520X0011900		Total 1	Mal	1	1	0	0	0	0	0
Clerk, Materials - Support Services Associate	5	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

510501

Security & Compliance

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
512X0010750		Total	3	Mal	0	0	0	0	0	0	0
Accounting Assistant - Accounting Technician	5	Tot Min	2	Fem	3	1	2	0	0	0	0
602X0211804		Total	1	Mal	0	0	0	0	0	0	0
Institutional Affairs Paraprofessional, HR -	4	Tot Min	1	Fem	1	0	1	0	0	0	0
435X1110301		Total	1	Mal	0	0	0	0	0	0	0
Business Operations Professional, Dept	3	Tot Min	1	Fem	1	0	1	0	0	0	0
430X1210751		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
301X0310752E		Total	1	Mal	0	0	0	0	0	0	0
Chief Business Affairs Officer, College/Division	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 510501		Total	11	Mal	4	4	0	0	0	0	0
		Tot Min	4	Fem	7	3	4	0	0	0	0

511001

Infrastructure, Systems & Opns

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
461X1712218		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Project Mgr - IT	3	Tot Min	0	Fem	0	0	0	0	0	0	0
466X1012236		Total	3	Mal	1	1	0	0	0	0	0
IT Security Professional, Analyst/Engineer - IT	3	Tot Min	0	Fem	2	2	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	5	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	3	3	0	0	0	0	0

Workforce Analysis

513001

Outreach, Comm & Consulting

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 - Administrative	5	Tot Min	0	Fem	1	1	0	0	0	0	0
614X0012247		Total	3	Mal	3	2	0	1	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	1	Fem	0	0	0	0	0	0	0
463X1212249		Total	1	Mal	1	1	0	0	0	0	0
IT Client Support Professional, Help Desk -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012249		Total	5	Mal	4	3	0	0	1	0	0
IT Client Support Professional - Technology	3	Tot Min	1	Fem	1	1	0	0	0	0	0
463X1112249		Total	3	Mal	3	3	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012264		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional - Technology	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 Desk	3	Tot Min	1	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
463X1112264		Total	4	Mal	4	2	2	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	2	Fem	0	0	0	0	0	0	0
465X1312203		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional, Systems	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, Systems	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) 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, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
460X0012204E		Total	1	Mal	1	1	0	0	0	0	0
IT (Information Technology) Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
460X0012201		Total	1	Mal	1	1	0	0	0	0	0
IT (Information Technology) Professional -	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 513001	Total	27	Mal	23	18	3	1	1	0	0	0
	Tot Min	5	Fem	4	4	0	0	0	0	0	0

514001 Enterprise Application Svcs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
443X1013201		Total	1	Mal	0	0	0	0	0	0	0
Communications / Marketing Professional,	3	Tot Min	1	Fem	1	0	1	0	0	0	0
465X1412206		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
463X0012201		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional - Information	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) Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
610X0013604		Total	1	Mal	1	1	0	0	0	0	0
	4	Tot Min	0	Fem	0	0	0	0	0	0	0
444X1310302		Total	1	Mal	1	1	0	0	0	0	0
	3	Tot Min	0	Fem	0	0	0	0	0	0	0
433X1013201		Total	1	Mal	0	0	0	0	0	0	0
	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 514001		Total	7	Mal	4	4	0	0	0	0	0
		Tot Min	1	Fem	3	2	1	0	0	0	0

515001 OIT EAS - Treasurer's Support

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 & Tech App	3	Tot Min	1	Fem	1	0	1	0	0	0	0
461X1212234		Total	3	Mal	0	0	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	3	Fem	3	0	1	2	0	0	0
461X0012259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional - Bus & Tech App	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1212259		Total	1	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

515001

OIT EAS - Treasurer's Support

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
465X1412206		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1312259		Total	18	Mal	11	9	0	1	0	0	1
IT Applications Professional, Programmer	3	Tot Min	5	Fem	7	4	1	2	0	0	0
461X1312235E		Total	3	Mal	2	2	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	1	0	0	0	1	0	0
461X1712213E		Total	2	Mal	2	2	0	0	0	0	0
IT Applications Professional, Project Mgr - IT	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X0012213E		Total	3	Mal	2	2	0	0	0	0	0
IT Applications Professional - IT Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
461X1412235		Total	4	Mal	2	2	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	2	1	0	1	0	0	0
461X1212204E		Total	1	Mal	0	0	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 515001		Total	38	Mal	22	20	0	1	0	0	1
		Tot Min	11	Fem	16	7	3	5	1	0	0

515002

eRA System 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
IT Applications Professional, Programmer	3	Tot Min	1	Fem	2	1	0	1	0	0	0
Total for 515002		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	1	0	0	0

516001

DC Operations & Infrastructure

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 - Administrative	5	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

516001

DC Operations & Infrastructure

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 - Administrative	5	Tot Min	1	Fem	1	0	1	0	0	0	0
614X0012247		Total	1	Mal	0	0	0	0	0	0	0
IT Technical/Paraprofessional - Technology	4	Tot Min	0	Fem	1	1	0	0	0	0	0
616X0012249N		Total	1	Mal	1	1	0	0	0	0	0
Telecommunications Technical/Professional	4	Tot Min	0	Fem	0	0	0	0	0	0	0
612X0016103		Total	1	Mal	0	0	0	0	0	0	0
Engineering Technical/Paraprofessional -	4	Tot Min	0	Fem	1	1	0	0	0	0	0
616X0012210		Total	2	Mal	2	2	0	0	0	0	0
Telecommunications Technical/Professional	4	Tot Min	0	Fem	0	0	0	0	0	0	0
614X0012210		Total	2	Mal	2	1	1	0	0	0	0
IT Technical/Paraprofessional - Networking	4	Tot Min	1	Fem	0	0	0	0	0	0	0
463X0012249		Total	1	Mal	0	0	0	0	0	0	0
IT Client Support Professional - Technology	3	Tot Min	0	Fem	1	1	0	0	0	0	0
463X1112249		Total	2	Mal	0	0	0	0	0	0	0
IT Client Support Professional, Specialist -	3	Tot Min	1	Fem	2	1	1	0	0	0	0
467X0012211		Total	1	Mal	0	0	0	0	0	0	0
Telecommunications Professional - Networking	3	Tot Min	1	Fem	1	0	1	0	0	0	0
461X1212234		Total	2	Mal	1	1	0	0	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	1	0	0	0	1	0	0
464X0012232		Total	1	Mal	1	1	0	0	0	0	0
IT Network Support Professional - Networking	3	Tot Min	0	Fem	0	0	0	0	0	0	0
464X1112211		Total	1	Mal	1	0	0	0	1	0	0
IT Network Support Professional, Network	3	Tot Min	1	Fem	0	0	0	0	0	0	0
460X0012250E		Total	1	Mal	0	0	0	0	0	0	0
IT (Information Technology) Professional	3	Tot Min	0	Fem	1	1	0	0	0	0	0
460X0016104E		Total	2	Mal	2	2	0	0	0	0	0
IT (Information Technology) Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
464X1012232		Total	1	Mal	1	1	0	0	0	0	0
IT Network Support Professional, Network	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

516001

DC Operations & Infrastructure

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
451X0016105E		Total	1	Mal	0	0	0	0	0	0	0
Facilities Design / Construction Professional -	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, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
461X1312259		Total	1	Mal	1	0	0	1	0	0	0
IT Applications Professional, Programmer	3	Tot Min	1	Fem	0	0	0	0	0	0	0
464X1012206		Total	1	Mal	1	1	0	0	0	0	0
IT Network Support Professional, Network	3	Tot Min	0	Fem	0	0	0	0	0	0	0
614X0016103N		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
460X0010301		Total	1	Mal	1	1	0	0	0	0	0
	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 516001		Total	29	Mal	17	14	1	1	1	0	0
		Tot Min	8	Fem	12	7	3	0	2	0	0

516201

Advanced Computing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
614X3012200D		Total	7	Mal	7	7	0	0	0	0	0
Computer Operations Technician	4	Tot Min	0	Fem	0	0	0	0	0	0	0
465X0012202		Total	3	Mal	2	2	0	0	0	0	0
IT Systems Support Professional - IT	3	Tot Min	1	Fem	1	0	1	0	0	0	0
465X1612202		Total	1	Mal	0	0	0	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	0	Fem	1	1	0	0	0	0	0
460X0016104E		Total	1	Mal	1	1	0	0	0	0	0
IT (Information Technology) Professional	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1812201		Total	1	Mal	1	1	0	0	0	0	0
IT Systems Support Professional, Computer	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 516201		Total	13	Mal	11	11	0	0	0	0	0
		Tot Min	1	Fem	2	1	1	0	0	0	0

Workforce Analysis

517101

Student Publications Office

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, Systems	3	Tot Min	0	Fem	0	0	0	0	0	0	0
465X1312206		Total	2	Mal	1	1	0	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	0	Fem	1	1	0	0	0	0	0
465X1712206		Total	1	Mal	1	0	0	1	0	0	0
IT Systems Support Professional, Computer	3	Tot Min	1	Fem	0	0	0	0	0	0	0
465X1412206		Total	17	Mal	16	13	3	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	4	Fem	1	0	0	1	0	0	0
465X1512201		Total	1	Mal	1	0	1	0	0	0	0
IT Systems Support Professional, Systems	3	Tot Min	1	Fem	0	0	0	0	0	0	0
460X1912201		Total	1	Mal	1	1	0	0	0	0	0
IT (Information Technology) Professional,	3	Tot Min	0	Fem	0	0	0	0	0	0	0
462X1212204E		Total	1	Mal	0	0	0	0	0	0	0
IT Database Professional, Principal Database	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 517101		Total	24	Mal	21	16	4	1	0	0	0
		Tot Min	6	Fem	3	2	0	1	0	0	0

975201

Human Resources-Staff Senate

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
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
Total for 975201		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	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, 2022 Annual Affirmative Action Plan

2022 SHRA AA 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							
	%	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	#	0	1							
1 Employee	%	0.00	100.00							
301X0411806E - Lead HR Officer, College/ Division	#	1	1							
1 Employee	%	100.00	100.00							
3 Employees	Totals	#	1	3						
		%	33.33	100.00						

Job Group Analysis

3B

Managers

EEO Code: 3

Job Code & Title		Min	Fem							
315X0810302	#	1	1							
1 Employee	%	100.00	100.00							
315X0610901E - Manager, Campus Custodial / Housekeeping -	#	1	1							
1 Employee	%	100.00	100.00							
2 Employees	Totals	#	2	2						
		%	100.00	100.00						

Job Group Analysis

3C

Administrative Professional Associates

EEO Code: 3

Job Code & Title		Min	Fem							
325X0010302 - Administrative Specialist / Coordinator - Universi	#	1	3							
4 Employees	%	25.00	75.00							
325X0010301 - Administrative Specialist / Coordinator - Universi	#	2	5							
7 Employees	%	28.57	71.43							
325X0010433 - Administrative Specialist / Coordinator -	#	4	7							
7 Employees	%	57.14	100.00							
18 Employees	Totals	#	7	15						
		%	38.89	83.33						

Job Group Analysis

4A

Academic Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
409X0010302 - Faculty Affairs / Faculty Development	#	0	0							
1 Employee	%	0.00	0.00							
406X1112249 - Instructional Design / Instructional Media	#	1	0							
3 Employees	%	33.33	0.00							
4 Employees	Totals	#	1	0						
		%	25.00	0.00						

Job Group Analysis

4B

Student Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
411X0012206 - Student Admissions / Recruitment Professional -	#	0	0							
1 Employee	%	0.00	0.00							
410X0010301E - Student Affairs / Student Services	#	1	3							
3 Employees	%	33.33	100.00							
410X0013150 - Student Affairs / Student Services Professional -	#	6	9							
10 Employees	%	60.00	90.00							
14 Employees	Totals	#	7	12						
		%	50.00	85.71						

Job Group Analysis

4C

Institutional Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
422X0010302E - Human Resources Professional	#	0	2							
2 Employees	%	0.00	100.00							
424X1010302	#	0	1							
1 Employee	%	0.00	100.00							
426X0010751E - Business Systems Professional	#	1	1							
1 Employee	%	100.00	100.00							
424x1013401 - Trainer / Organizational Development	#	0	2							
2 Employees	%	0.00	100.00							
422X2111805 - Human Resources Professional, Employee	#	1	2							
2 Employees	%	50.00	100.00							
420X0011452 - Attorney / Legal Affairs Professional - Legal	#	0	1							
1 Employee	%	0.00	100.00							
422X1111806 - Human Resources Professional, Generalist	#	0	1							
1 Employee	%	0.00	100.00							
426X0010741E - Business Systems Professional - Business	#	0	2							
2 Employees	%	0.00	100.00							
422X2011806 - Human Resources Professional, Employment	#	1	2							
2 Employees	%	50.00	100.00							
422X2211805 - Human Resources Professional, Employee	#	1	2							
2 Employees	%	50.00	100.00							
422X1611805 - Human Resources Professional, Benefits	#	1	1							
1 Employee	%	100.00	100.00							
422X1711805 - Human Resources Professional, Benefits Unit	#	0	1							
1 Employee	%	0.00	100.00							
422X1211805E - Human Resources Professional, Class	#	1	5							
5 Employees	%	20.00	100.00							
422X1011805 - Human Resources Professional, Generalist	#	1	2							
3 Employees	%	33.33	66.67							
426X0010740 - Business Systems Professional	#	2	7							
10 Employees	%	20.00	70.00							
422X1511805 - Human Resources Professional, Benefits	#	3	3							
4 Employees	%	75.00	75.00							

Job Group Analysis

4C

Institutional Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
424X0011805 - Trainer / Organizational Development	#	0	1							
1 Employee	%	0.00	100.00							
422X1811805 - Human Resources Professional, Employment	#	3	4							
7 Employees	%	42.86	57.14							
422X1011804E - Human Resources Professional, Generalist -	#	2	4							
6 Employees	%	33.33	66.67							
422X0011804 - Human Resources Professional - Human	#	5	5							
8 Employees	%	62.50	62.50							
424X0013401 - Trainer / Organizational Development	#	2	2							
4 Employees	%	50.00	50.00							
422X1311805 - Human Resources Professional, Class	#	1	3							
4 Employees	%	25.00	75.00							
70 Employees										
	Totals	#	25	54						
		%	35.71	77.14						

Job Group Analysis

4D

Fiscal Affairs Professionals

EEO Code: 3

Job Code & Title	#	Min	Fem							
431X1010801E - Audit Professional, Auditor	#	0	1							
1 Employee	%	0.00	100.00							
435X1110901E - Business Operations Professional, Dept	#	0	1							
1 Employee	%	0.00	100.00							
435X1210901 - Business Operations Professional, Dept	#	1	2							
5 Employees	%	20.00	40.00							
431X1010800 - Audit Professional, Auditor	#	1	1							
2 Employees	%	50.00	50.00							
434X1010101E - Materials Management Professional,	#	0	0							
1 Employee	%	0.00	0.00							
431X0010800 - Audit Professional	#	1	2							
2 Employees	%	50.00	100.00							
435X0010302E - Business Operations Professional - University	#	0	0							
2 Employees	%	0.00	0.00							
430X1310751 - Accounting Professional, Accountant Sr. -	#	2	5							
6 Employees	%	33.33	83.33							
432X0010725 - Finance / Budget Professional	#	0	2							
6 Employees	%	0.00	33.33							
430X1510302E - Accounting Professional, Collections	#	0	1							
1 Employee	%	0.00	100.00							
432X1110850E - Finance / Budget Professional, Budget Analyst	#	0	1							
1 Employee	%	0.00	100.00							
435X1110302E - Business Operations Professional, Dept	#	1	3							
3 Employees	%	33.33	100.00							
434X1210100 - Materials Management Professional, Buyer Sr. -	#	0	1							
2 Employees	%	0.00	50.00							
435X1110900 - Business Operations Professional, Dept	#	16	40							
51 Employees	%	31.37	78.43							
433X1210751E - Sponsored Contracts / Grants Administration	#	8	12							
16 Employees	%	50.00	75.00							
430X1210751 - Accounting Professional, Accountant -	#	11	23							
32 Employees	%	34.38	71.88							

Job Group Analysis

4D

Fiscal Affairs Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
435X1110301 - Business Operations Professional, Dept	#	1	1							
1 Employee	%	100.00	100.00							
433X0010302E - Sponsored Contracts / Grants Administration	#	1	1							
1 Employee	%	100.00	100.00							
434X0010100 - Materials Management Professional	#	1	1							
1 Employee	%	100.00	100.00							
430X0010751 - Accounting Professional - Accountant	#	18	40							
51 Employees	%	35.29	78.43							
434X1213201E - Materials Management Professional, Buyer Sr.	#	0	0							
1 Employee	%	0.00	0.00							
433X1110301 - Sponsored Contracts / Grants Administration	#	3	6							
10 Employees	%	30.00	60.00							
434X1110100E - Materials Management Professional, Buyer -	#	1	5							
6 Employees	%	16.67	83.33							
433X0010301 - Sponsored Contracts / Grants Administration	#	8	16							
20 Employees	%	40.00	80.00							
435X1110739 - Business Operations Professional, Dept	#	3	10							
10 Employees	%	30.00	100.00							
434X1417101E - Materials Management Professional, Print	#	0	1							
1 Employee	%	0.00	100.00							
280 Employees										
	Totals	#	94	211						
		%	33.57	75.36						

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							
445x0010302 - Technical / Creative Design Professional -	#	1	2							
3 Employees	%	33.33	66.67							
443X0010302	#	0	2							
2 Employees	%	0.00	100.00							
442X0010302	#	0	2							
3 Employees	%	0.00	66.67							
449X0010302E - Event / Conference Management Professional	#	0	1							
1 Employee	%	0.00	100.00							
444X1310302	#	0	0							
1 Employee	%	0.00	0.00							
437X0610301	#	0	1							
1 Employee	%	0.00	100.00							
437X0010301 - Development / Fundraising Professional	#	1	4							
4 Employees	%	25.00	100.00							
438X1110302 - Alumni Relations Professional, Officer Sr.	#	0	1							
1 Employee	%	0.00	100.00							
438X1010301	#	1	2							
2 Employees	%	50.00	100.00							
443X1313201E - Communications / Marketing Professional,	#	0	1							
1 Employee	%	0.00	100.00							
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							
443X1113201 - Communications / Marketing Professional, Editor	#	0	0							
1 Employee	%	0.00	0.00							
448X0010302E - Recreation / Tourism / Hospitality Professional	#	0	0							
1 Employee	%	0.00	0.00							
443X0013201 - Communications / Marketing Professional	#	0	6							
10 Employees	%	0.00	60.00							

Job Group Analysis

4E

External Affairs & Communications Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
449X1010301 - Event / Conference Management Professional, 4 Employees	#	0	3							
	%	0.00	75.00							
443X1013201 - Communications / Marketing Professional, 6 Employees	#	1	5							
	%	16.67	83.33							
449X0010301 - Event / Conference Management Professional - 9 Employees	#	1	9							
	%	11.11	100.00							
443X1010301N - Communications / Marketing Professional, 1 Employee	#	0	1							
	%	0.00	100.00							
442X0010301 - Advancement Services Professional 4 Employees	#	2	4							
	%	50.00	100.00							
443X0010301 - Communications / Marketing Professional 4 Employees	#	0	3							
	%	0.00	75.00							
448X0010301 - Recreation / Tourism / Hospitality Professional - 2 Employees	#	0	2							
	%	0.00	100.00							
64 Employees	Totals	#	7	50						
		%	10.94	78.13						

Job Group Analysis

4F

Facilities Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
455X1112519	#	0	0							
2 Employees	%	0.00	0.00							
454x0010302 - Parking / Transportation Management	#	0	1							
2 Employees	%	0.00	50.00							
450X1116105E - Facilities Management / Maintenance	#	0	0							
1 Employee	%	0.00	0.00							
451X0016104	#	0	1							
1 Employee	%	0.00	100.00							
455X0010302	#	0	2							
3 Employees	%	0.00	66.67							
450X0016104 - 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							
450X1112503 - Research Operation Manager-Exe	#	0	0							
1 Employee	%	0.00	0.00							
450X0016106E - Facilities Management / Maintenance	#	0	1							
1 Employee	%	0.00	100.00							
450X1016106E - Facilities Management / Maintenance	#	0	0							
2 Employees	%	0.00	0.00							
457X0016105E - Facility Operation Professional -	#	0	0							
1 Employee	%	0.00	0.00							
451X0016105E - Facilities Design / Construction Professional -	#	3	3							
9 Employees	%	33.33	33.33							
450X0010302E - Facilities Management / Maintenance	#	0	1							
2 Employees	%	0.00	50.00							
450X0016105 - Facilities Management / Maintenance	#	0	1							
8 Employees	%	0.00	12.50							
453X1016104 - Engineer, Facilities Construction - Engineer	#	2	5							
11 Employees	%	18.18	45.45							

Job Group Analysis

4F

Facilities Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
452X0016100 - Architect - Architect	#	1	2							
3 Employees	%	33.33	66.67							
453X1216104 - Engineer, Electrical/Electronic - Engineer	#	0	0							
1 Employee	%	0.00	0.00							
451X1016100E - Facilities Design / Construction Professional,	#	0	1							
1 Employee	%	0.00	100.00							
453X0016104 - Engineer - Engineer	#	2	1							
7 Employees	%	28.57	14.29							
453X1116104 - Engineer, Mechanical Systems	#	1	0							
6 Employees	%	16.67	0.00							
456X0013500E - Interior Design Professional - Interior Designer	#	0	1							
1 Employee	%	0.00	100.00							
459X0010301E - Real Estate Management Professional -	#	0	1							
1 Employee	%	0.00	100.00							
457X0017421E - Facility Operation Professional - Facilities	#	0	0							
1 Employee	%	0.00	0.00							
450X0017421E - Facilities Management / Maintenance	#	0	0							
2 Employees	%	0.00	0.00							
455X1012518 - Environmental Safety / Risk Management	#	2	0							
6 Employees	%	33.33	0.00							
451X0016108E - Facilities Design / Construction Professional -	#	0	1							
1 Employee	%	0.00	100.00							
451X1016108 - Facilities Design / Construction Professional,	#	1	3							
5 Employees	%	20.00	60.00							
455X1112518E - Environmental Safety / Risk Management	#	0	0							
1 Employee	%	0.00	0.00							
457X0017901E - Facility Operation Professional - High Voltage	#	0	0							
1 Employee	%	0.00	0.00							
451X0010302 - Facilities Design / Construction Professional -	#	1	1							
1 Employee	%	100.00	100.00							
454X0010200 - Parking / Transportation Management	#	0	0							
2 Employees	%	0.00	0.00							

Job Group Analysis

4F

Facilities Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
451X0016103 - Facilities Design / Construction Professional -	#	0	1							
7 Employees	%	0.00	14.29							
454X0010301E - Parking / Transportation Management	#	0	1							
2 Employees	%	0.00	50.00							
96 Employees	Totals	#	13	28						
		%	13.54	29.17						

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							
461X1412213	#	0	0							
1 Employee	%	0.00	0.00							
461X1412235 - IT Applications Professional, Programmer	#	1	2							
5 Employees	%	20.00	40.00							
460X0010301	#	0	0							
1 Employee	%	0.00	0.00							
466X0010301E - IT Security Professional	#	0	1							
1 Employee	%	0.00	100.00							
463X1113601	#	1	0							
2 Employees	%	50.00	0.00							
468X0013201	#	0	1							
1 Employee	%	0.00	100.00							
461X1613201N - IT Applications Professional, Web Developer	#	0	1							
1 Employee	%	0.00	100.00							
465X1410422	#	1	1							
1 Employee	%	100.00	100.00							
463X1213201	#	0	1							
1 Employee	%	0.00	100.00							
461X0012213E - IT Applications Professional - IT Director	#	0	1							
3 Employees	%	0.00	33.33							
461X1712213E - IT Applications Professional, Project Mgr - IT	#	0	0							
2 Employees	%	0.00	0.00							
460X1112213E - IT (Information Technology) Professional,	#	0	0							
1 Employee	%	0.00	0.00							
462X1212204E - IT Database Professional, Principal Database	#	0	1							
1 Employee	%	0.00	100.00							
460X0012201 - IT (Information Technology) Professional -	#	0	0							
1 Employee	%	0.00	0.00							
464X1012206 - IT Network Support Professional, Network	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
465X1512204E - IT Systems Support Professional, Systems	#	0	0							
1 Employee	%	0.00	0.00							
461X1312235E - IT Applications Professional, Programmer	#	1	2							
4 Employees	%	25.00	50.00							
461X1412201 - IT Applications Professional, Programmer	#	1	0							
1 Employee	%	100.00	0.00							
460X1912201 - IT (Information Technology) Professional,	#	0	0							
1 Employee	%	0.00	0.00							
465X1512201 - IT Systems Support Professional, Systems	#	1	0							
1 Employee	%	100.00	0.00							
465X1412204E - IT Systems Support Professional, Systems	#	0	0							
1 Employee	%	0.00	0.00							
460X0012204E - IT (Information Technology) Professional	#	0	0							
1 Employee	%	0.00	0.00							
466X1012236 - IT Security Professional, Analyst/Engineer - IT	#	0	2							
3 Employees	%	0.00	66.67							
461X1312259 - IT Applications Professional, Programmer	#	8	10							
31 Employees	%	25.81	32.26							
463X0012201 - IT Client Support Professional - Information	#	0	1							
1 Employee	%	0.00	100.00							
465X1412206 - IT Systems Support Professional, Systems	#	5	1							
32 Employees	%	15.63	3.13							
465X1712206 - IT Systems Support Professional, Computer	#	1	0							
1 Employee	%	100.00	0.00							
461X1212259 - IT Applications Professional, Programmer	#	0	1							
4 Employees	%	0.00	25.00							
465X1612206 - IT Systems Support Professional, Systems	#	0	0							
1 Employee	%	0.00	0.00							
461X0012259 - IT Applications Professional - Bus & Tech App	#	0	0							
1 Employee	%	0.00	0.00							
461X1712218 - IT Applications Professional, Project Mgr - IT	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
465X1812201 - IT Systems Support Professional, Computer	#	0	0							
1 Employee	%	0.00	0.00							
464X1012232 - IT Network Support Professional, Network	#	0	0							
1 Employee	%	0.00	0.00							
460X0016104E - IT (Information Technology) Professional	#	0	0							
3 Employees	%	0.00	0.00							
460X0012250E - IT (Information Technology) Professional	#	2	3							
6 Employees	%	33.33	50.00							
464X1112211 - IT Network Support Professional, Network	#	1	0							
2 Employees	%	50.00	0.00							
465X1312206 - IT Systems Support Professional, Systems	#	0	1							
2 Employees	%	0.00	50.00							
465X0012203 - IT Systems Support Professional - Systems	#	0	0							
2 Employees	%	0.00	0.00							
465X1612203 - IT Systems Support Professional, Systems	#	0	0							
2 Employees	%	0.00	0.00							
465X1312203 - IT Systems Support Professional, Systems	#	1	1							
4 Employees	%	25.00	25.00							
464X0012232 - IT Network Support Professional - Networking	#	0	0							
1 Employee	%	0.00	0.00							
465X1412203 - IT Systems Support Professional, Systems	#	0	0							
1 Employee	%	0.00	0.00							
461X1212234 - IT Applications Professional, Programmer	#	12	13							
32 Employees	%	37.50	40.63							
463X1112203 - IT Client Support Professional, Specialist	#	0	0							
1 Employee	%	0.00	0.00							
461X1612234 - IT Applications Professional, Web Developer -	#	0	1							
4 Employees	%	0.00	25.00							
461X0012234 - IT Applications Professional - Bus & Tech App	#	2	2							
4 Employees	%	50.00	50.00							
463X1112264 - IT Client Support Professional, Specialist -	#	3	5							
20 Employees	%	15.00	25.00							

Job Group Analysis

4G

Information Technology Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
463X0012203 - IT Client Support Professional	#	0	0							
1 Employee	%	0.00	0.00							
463X1212264 - IT Client Support Professional, Help Desk	#	1	0							
2 Employees	%	50.00	0.00							
467X0012211 - Telecommunications Professional - Networking	#	1	1							
1 Employee	%	100.00	100.00							
461X1612249 - IT Applications Professional, Web Developer -	#	0	0							
1 Employee	%	0.00	0.00							
463X0012264 - IT Client Support Professional - Technology	#	1	2							
5 Employees	%	20.00	40.00							
465X1612202 - IT Systems Support Professional, Systems	#	0	1							
1 Employee	%	0.00	100.00							
465X0012202 - IT Systems Support Professional - IT Operations	#	1	2							
5 Employees	%	20.00	40.00							
463X1112249 - IT Client Support Professional, Specialist -	#	11	10							
33 Employees	%	33.33	30.30							
463X0012249 - IT Client Support Professional - Technology	#	2	4							
15 Employees	%	13.33	26.67							
465X0012249 - IT Systems Support Professional	#	1	0							
1 Employee	%	100.00	0.00							
461X1212233 - IT Applications Professional, Programmer	#	2	0							
2 Employees	%	100.00	0.00							
463X1210740N - IT Client Support Professional, Help Desk	#	0	0							
1 Employee	%	0.00	0.00							
463X1212249 - IT Client Support Professional, Help Desk -	#	0	0							
1 Employee	%	0.00	0.00							
264 Employees	Totals	#	61	73						
		%	23.11	27.65						

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

4H

Research, Extension & Other Education Professional

EEO Code: 3

Job Code & Title		Min	Fem							
472X0113401	#	0	1							
1 Employee	%	0.00	100.00							
471X4812503 - Laboratory Professional, Textiles Research	#	0	2							
5 Employees	%	0.00	40.00							
471X0112503 - Laboratory Professional, Research Operations -	#	0	1							
5 Employees	%	0.00	20.00							
471x0512503 - Research Operation Manager-Exe	#	0	2							
10 Employees	%	0.00	20.00							
470X0212415	#	0	1							
1 Employee	%	0.00	100.00							
470X0212416	#	1	0							
1 Employee	%	100.00	0.00							
471X0412502	#	1	2							
3 Employees	%	33.33	66.67							
472X0013201	#	0	1							
1 Employee	%	0.00	100.00							
470X4012501N - Research Professional, Medical Sciences,	#	0	1							
1 Employee	%	0.00	100.00							
471X0612468E - Laboratory Professional, Social Sciences,	#	0	0							
2 Employees	%	0.00	0.00							
471X0312503 - Laboratory Professional, Vet Research	#	0	1							
1 Employee	%	0.00	100.00							
471X4817600N - Laboratory Professional, Textiles Research	#	0	0							
1 Employee	%	0.00	0.00							
471X0314602 - Laboratory Professional, Vet Research	#	0	2							
2 Employees	%	0.00	100.00							
471X5012503E - Laboratory Professional, Ag Research	#	0	0							
4 Employees	%	0.00	0.00							
472X0012468E - Extension / Engagement / Public Service	#	0	1							
1 Employee	%	0.00	100.00							
472X0013400 - Extension / Engagement / Public Service	#	2	9							
14 Employees	%	14.29	64.29							

Job Group Analysis

4H

Research, Extension & Other Education Professional

EEO Code: 3

Job Code & Title		Min	Fem							
470X1112416 - Research Professional, Social Sciences - 9 Employees	#	3	6							
	%	33.33	66.67							
470X0312502E - Research Professional, Conservation / 8 Employees	#	1	4							
	%	12.50	50.00							
475X1010302 - Research / Sponsored Projects Development 1 Employee	#	1	1							
	%	100.00	100.00							
470X0112502 - Research Professional, Agricultural / Food - 14 Employees	#	3	5							
	%	21.43	35.71							
472X0010301 - Extension / Engagement / Public Service 17 Employees	#	7	12							
	%	41.18	70.59							
471X0212503 - Laboratory Professional, Ag Research 4 Employees	#	0	0							
	%	0.00	0.00							
471X4512503 - Laboratory Professional, Lab Coordinator 1 Employee	#	0	1							
	%	0.00	100.00							
470X0612502E - Research Professional, Physical Sciences - 1 Employee	#	0	1							
	%	0.00	100.00							
470X4312416 - Research Professional, Research Asst 1 Employee	#	0	1							
	%	0.00	100.00							
470X0212501N - Research Professional, Biological Sciences 1 Employee	#	0	1							
	%	0.00	100.00							
110 Employees										
	Totals	#	19	56						
		%	17.27	50.91						

Job Group Analysis

4J

Health Science Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
492X0010302	#	0	1							
1 Employee	%	0.00	100.00							
492X1010302	#	0	1							
2 Employees	%	0.00	50.00							
492X0012503 - Veterinary / Animal Science Professional	#	0	3							
3 Employees	%	0.00	100.00							
484X1014152 - Pharmacist AD, Student Health	#	0	0							
1 Employee	%	0.00	0.00							
484X0014151E - Pharmacist AD - Pharmacist	#	1	4							
6 Employees	%	16.67	66.67							
481X0014105E - Nursing Professional - Nurse Director	#	0	1							
1 Employee	%	0.00	100.00							
484X1014151 - Pharmacist AD, Student Health - Pharmacist	#	0	2							
2 Employees	%	0.00	100.00							
481X1014103 - Nursing Professional, Nurse Practitioner - Nurse	#	0	5							
6 Employees	%	0.00	83.33							
481X0014103 - Nursing Professional	#	0	2							
2 Employees	%	0.00	100.00							
480X0014300 - Medical Professional - Physician's Assistant	#	0	1							
1 Employee	%	0.00	100.00							
492X0014251E - Veterinary / Animal Science Professional -	#	0	1							
1 Employee	%	0.00	100.00							
26 Employees										
	Totals	#	1	21						
		%	3.85	80.77						

Job Group Analysis

4K

Environment Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
495X1010302 - Environmental Sustainability / Energy	#	0	1							
1 Employee	%	0.00	100.00							
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							
3 Employees	Totals	#	0	2						
		%	0.00	66.67						

Job Group Analysis

5A

Administrative / Office Support Managers

EEO Code: 5

Job Code & Title		Min	Fem							
500X0010300	#	1	4							
4 Employees	%	25.00	100.00							
500X0010422	#	1	4							
4 Employees	%	25.00	100.00							
500X0010421	#	2	4							
5 Employees	%	40.00	80.00							
500X0010433E - Office / Admin Support / Clerical Manager	#	1	3							
4 Employees	%	25.00	75.00							
500X0014501 - Office / Admin Support / Clerical Manager -	#	0	2							
2 Employees	%	0.00	100.00							
19 Employees	Totals	#	5	17						
		%	26.32	89.47						

Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
505X0016108	#	0	0							
1 Employee	%	0.00	0.00							
530X0010302	#	1	1							
2 Employees	%	50.00	50.00							
541X0010301	#	1	3							
3 Employees	%	33.33	100.00							
543X0010301	#	1	4							
4 Employees	%	25.00	100.00							
512X1010751E - Accounting Unit Supervisor	#	0	1							
1 Employee	%	0.00	100.00							
512X0010301	#	0	1							
1 Employee	%	0.00	100.00							
514X0013201	#	1	0							
1 Employee	%	100.00	0.00							
520x0010301 - Clerk, Materials	#	0	0							
1 Employee	%	0.00	0.00							
544X0010750	#	1	1							
1 Employee	%	100.00	100.00							
505X0010434 - Administrative / Office / Clerical Lead/Supervisor	#	0	3							
3 Employees	%	0.00	100.00							
532X0013101N - Library Assistant	#	0	1							
1 Employee	%	0.00	100.00							
545x0010301 - Grant Proposal Coordinator	#	2	5							
5 Employees	%	40.00	100.00							
512x0010739 - Accounting Assistant	#	3	3							
4 Employees	%	75.00	75.00							
505X0011804	#	0	0							
1 Employee	%	0.00	0.00							
544X0010300	#	0	1							
1 Employee	%	0.00	100.00							
541X0010300 - Event Planning Assistant	#	0	2							
2 Employees	%	0.00	100.00							

Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
512x0010300 - Accounting Assistant	#	5	8							
8 Employees	%	62.50	100.00							
520X0010300	#	0	0							
1 Employee	%	0.00	0.00							
545X0010300	#	0	1							
1 Employee	%	0.00	100.00							
544X0010301N - Grant Proposal Coordinator	#	1	3							
3 Employees	%	33.33	100.00							
524X0015824 - Communications Operator - Public Safety	#	0	1							
1 Employee	%	0.00	100.00							
512X0010751E - Accounting Assistant	#	0	2							
2 Employees	%	0.00	100.00							
540X0010301 - Administrative / Office / Clerical Support Staff	#	0	1							
1 Employee	%	0.00	100.00							
511X0010433 - Executive Assistant	#	24	67							
71 Employees	%	33.80	94.37							
530X0010301 - Department Assistant - University Program	#	17	51							
62 Employees	%	27.42	82.26							
514X0010301 - Administrative Assistant - University Program	#	2	11							
13 Employees	%	15.38	84.62							
530X0010739 - Department Assistant - Business Services	#	0	3							
3 Employees	%	0.00	100.00							
514X0010739N - Administrative Assistant - Business Services	#	1	2							
2 Employees	%	50.00	100.00							
514X0010433 - Administrative Assistant	#	1	5							
5 Employees	%	20.00	100.00							
523X0011901N - Mailing Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
512X0010750 - Accounting Assistant - Accounting Technician	#	42	79							
96 Employees	%	43.75	82.29							
540X0010300 - Administrative / Office / Clerical Support Staff -	#	1	2							
2 Employees	%	50.00	100.00							

Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
505X0010301N - Administrative / Office / Clerical Supervisor - 1 Employee	#	0	0							
	%	0.00	0.00							
543X0010422 - Student Services Coordinator 1 Employee	#	1	1							
	%	100.00	100.00							
543X0013150 - Student Services Coordinator 33 Employees	#	11	27							
	%	33.33	81.82							
540X0013150 - Administrative / Office / Clerical Support Staff - 1 Employee	#	0	1							
	%	0.00	100.00							
524X0015826 - Communications Operator - Public Safety 10 Employees	#	2	6							
	%	20.00	60.00							
514X0010300 - Administrative Assistant - University Program 27 Employees	#	14	21							
	%	51.85	77.78							
530X0010300 - Department Assistant - University Program 93 Employees	#	28	74							
	%	30.11	79.57							
512X0010422 - Accounting Assistant 15 Employees	#	6	14							
	%	40.00	93.33							
505X0013150 - Administrative / Office / Clerical Lead/Supervisor 5 Employees	#	3	5							
	%	60.00	100.00							
532X0013100 - Library Assistant - University Library Technician 38 Employees	#	17	24							
	%	44.74	63.16							
528X0010422 - Customer Service Assistant 1 Employee	#	0	1							
	%	0.00	100.00							
514X0010422 - Administrative Assistant - Administrative Support 223 Employees	#	71	194							
	%	31.84	87.00							
505X0010422 - Administrative / Office / Clerical Lead/Supervisor 2 Employees	#	2	2							
	%	100.00	100.00							
514X0013150N - Administrative Assistant 2 Employees	#	2	2							
	%	100.00	100.00							
530X0010422 - Department Assistant - Administrative Support 2 Employees	#	0	1							
	%	0.00	50.00							
542X1010422 - Transportation Coordinator 2 Employees	#	0	1							
	%	0.00	50.00							

Job Group Analysis

5B

Admin/ Office Support Supervisors, Leads, Staff

EEO Code: 5

Job Code & Title		Min	Fem							
540X0010422 - Administrative / Office / Clerical Support Staff - 12 Employees	#	5	8							
	%	41.67	66.67							
516X0011900 - Cashier - Support Services Associate 3 Employees	#	1	2							
	%	33.33	66.67							
522X0010422 - Clerk, Records 1 Employee	#	1	1							
	%	100.00	100.00							
520X0011900 - Clerk, Materials - Support Services Associate 27 Employees	#	12	6							
	%	44.44	22.22							
514X0010421 - Administrative Assistant - Administrative Support 79 Employees	#	30	71							
	%	37.97	89.87							
528x0010300 - Customer Service Assistant 6 Employees	#	0	3							
	%	0.00	50.00							
540X0011900N - Administrative / Office / Clerical Support Staff - 1 Employee	#	0	0							
	%	0.00	0.00							
514X0010300N - Administrative Assistant - University Program 1 Employee	#	1	0							
	%	100.00	0.00							
890 Employees	Totals	#	312	727						
		%	35.06	81.69						

Job Group Analysis

6A

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
604X0010302	#	0	1							
1 Employee	%	0.00	100.00							
609X0212518 - Environment, Health & Safety Technician	#	2	2							
5 Employees	%	40.00	40.00							
602X0410301	#	2	2							
2 Employees	%	100.00	100.00							
604X2011804	#	1	2							
2 Employees	%	50.00	100.00							
602X0210301 - HR Coordinator	#	1	5							
6 Employees	%	16.67	83.33							
609X0110300 - Advancement Specialist	#	0	1							
2 Employees	%	0.00	50.00							
606X0010302E - Communications Specialist	#	1	1							
1 Employee	%	100.00	100.00							
604X0110100 - Fiscal Affairs Paraprofessional, Purchasing -	#	0	3							
4 Employees	%	0.00	75.00							
604X0010900E - Fiscal Affairs Paraprofessional	#	0	1							
1 Employee	%	0.00	100.00							
609X0010301 - Functional Paraprofessional - University	#	3	10							
13 Employees	%	23.08	76.92							
606X0013201 - External Affairs / Communications	#	21	90							
128 Employees	%	16.41	70.31							
602X0211804 - Institutional Affairs Paraprofessional, HR -	#	20	35							
42 Employees	%	47.62	83.33							
606X0010301 - External Affairs / Communications	#	1	3							
4 Employees	%	25.00	75.00							
608X0013101 - Library Paraprofessional - University Library	#	3	6							
15 Employees	%	20.00	40.00							
600X0011451 - Paralegal	#	1	1							
1 Employee	%	100.00	100.00							
604X0010739 - Fiscal Affairs Paraprofessional	#	8	20							
23 Employees	%	34.78	86.96							

Job Group Analysis

6A

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
602X0011804N - Institutional Affairs Paraprofessional - Human	#	1	2							
2 Employees	%	50.00	100.00							
609X0010300N - Functional Paraprofessional - University	#	0	2							
2 Employees	%	0.00	100.00							
609X0210301 - Functional Paraprofessional, Environment,	#	0	1							
1 Employee	%	0.00	100.00							
602X0010301N - Institutional Affairs Paraprofessional	#	0	0							
1 Employee	%	0.00	0.00							
256 Employees	Totals	#	65	188						
		%	25.39	73.44						

Job Group Analysis

6B

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
618x0013201 - Graphical Design Paraprofessional	#	0	1							
1 Employee	%	0.00	100.00							
610X0013604	#	0	0							
2 Employees	%	0.00	0.00							
614X0016103N - IT Technical/Paraprofessional	#	0	0							
1 Employee	%	0.00	0.00							
612X0010301	#	0	1							
1 Employee	%	0.00	100.00							
616X0012200	#	0	0							
2 Employees	%	0.00	0.00							
614X0013300	#	0	0							
1 Employee	%	0.00	0.00							
614X0012234 - IT Technical/Paraprofessional	#	0	2							
2 Employees	%	0.00	100.00							
614X0012264 - IT Technical/Paraprofessional	#	0	0							
1 Employee	%	0.00	0.00							
614X0012210 - IT Technical/Paraprofessional - Networking	#	1	1							
3 Employees	%	33.33	33.33							
614X1012233 - Computer Network Support	#	0	0							
1 Employee	%	0.00	0.00							
616X0012210 - Telecommunications Technical/Professional	#	2	0							
6 Employees	%	33.33	0.00							
614X0012249 - IT Technical/Paraprofessional - Technology	#	1	2							
6 Employees	%	16.67	33.33							
614X0012233 - IT Technical/Paraprofessional - Bus & Tech App	#	0	2							
12 Employees	%	0.00	16.67							
612X0016103 - Engineering Technical/Paraprofessional -	#	2	2							
19 Employees	%	10.53	10.53							
618X0013202 - Technical Design Paraprofessional - Visual Arts	#	6	15							
26 Employees	%	23.08	57.69							
614X3012200D - Computer Operations Technician	#	0	0							
7 Employees	%	0.00	0.00							

Job Group Analysis

6B

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
616X0012249N - Telecommunications Technical/Professional	#	0	0							
1 Employee	%	0.00	0.00							
618X0016103 - Technical Design Paraprofessional -	#	0	0							
1 Employee	%	0.00	0.00							
610X1013202N - Videographer	#	1	0							
4 Employees	%	25.00	0.00							
610X0011901D - Audiovisual Technical/Paraprofessional	#	1	0							
1 Employee	%	100.00	0.00							
614X0012247 - IT Technical/Paraprofessional - Technology	#	7	9							
38 Employees	%	18.42	23.68							
610X0013601 - Audiovisual Technical/Paraprofessional -	#	1	0							
9 Employees	%	11.11	0.00							
614X0010300N - IT Technical/Paraprofessional	#	1	1							
1 Employee	%	100.00	100.00							
618X0013551 - Technical Design Paraprofessional - Arts	#	0	1							
5 Employees	%	0.00	20.00							
610X0013300 - Audiovisual Technical/Paraprofessional - Multi-	#	3	2							
8 Employees	%	37.50	25.00							
619X0013700N - Museum Preparator	#	0	1							
3 Employees	%	0.00	33.33							
611X0013551N - Theater Arts Technician	#	1	0							
2 Employees	%	50.00	0.00							
164 Employees	Totals	#	27	40						
		%	16.46	24.39						

Job Group Analysis

6C

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
620X0514601	#	0	0							
1 Employee	%	0.00	0.00							
622X0514602	#	0	1							
1 Employee	%	0.00	100.00							
620X0712520N - Research Asst/Technician/Technologist	#	0	0							
1 Employee	%	0.00	0.00							
620X0714600	#	0	1							
1 Employee	%	0.00	100.00							
620X0814600	#	0	1							
1 Employee	%	0.00	100.00							
622X0514600 - Lab Asst/Tech, Health/Medicine	#	0	0							
1 Employee	%	0.00	0.00							
620X0514600	#	0	1							
1 Employee	%	0.00	100.00							
620X0712503E - Research Asst/Technician/Technologist	#	0	1							
1 Employee	%	0.00	100.00							
620X0412502N - Research Asst/Tech, Engineering - Research	#	1	1							
2 Employees	%	50.00	50.00							
620X0812503D - Research Assistants, Technicians,	#	0	1							
1 Employee	%	0.00	100.00							
622X0114600 - Lab Asst/Tech, Life Science	#	0	1							
1 Employee	%	0.00	100.00							
622X0112503 - Lab Asst/Tech, Life Science - Research	#	0	1							
2 Employees	%	0.00	50.00							
620X0814601N - Research Assistants, Technicians,	#	0	1							
2 Employees	%	0.00	50.00							
620X0812502 - Research Assistants, Technicians,	#	4	20							
22 Employees	%	18.18	90.91							
620X0312502N - Research Asst/Tech, Physical Science -	#	0	0							
3 Employees	%	0.00	0.00							
620X0212416N - Research Asst/Tech, Social Science	#	1	0							
1 Employee	%	100.00	0.00							

Job Group Analysis

6C

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
620X0712502 - Research Asst/Technician/Technologist - 66 Employees	#	7	23							
	%	10.61	34.85							
620X0312501 - Research Asst/Tech, Physical Science - 4 Employees	#	2	1							
	%	50.00	25.00							
620X0114600N - Research Asst/Tech, Life Science-Medical 1 Employee	#	0	1							
	%	0.00	100.00							
620X0112502 - Research Asst/Tech, Life Science - Research 11 Employees	#	4	5							
	%	36.36	45.45							
620X0212415N - Research Asst/Tech, Social Science - 3 Employees	#	2	3							
	%	66.67	100.00							
620X0512501N - Research Asst/Tech, Health/Medicine 5 Employees	#	0	3							
	%	0.00	60.00							
620X0412501N - Research Asst/Tech, Engineering 2 Employees	#	1	2							
	%	50.00	100.00							
620X0112501 - Research Asst/Tech, Life Science - Research 15 Employees	#	2	10							
	%	13.33	66.67							
620X0712501 - Research Asst/Technician/Technologist - 84 Employees	#	8	29							
	%	9.52	34.52							
622X0112501N - Lab Asst/Tech, Life Science - Research 1 Employee	#	0	1							
	%	0.00	100.00							
620X0812501 - Research Assistants, Technicians, 4 Employees	#	0	3							
	%	0.00	75.00							
622x0112522 - Lab Asst/Tech, Life Science- 2 Employees	#	1	2							
	%	50.00	100.00							
620X0812501N - Research Assistants, Technicians, 1 Employee	#	1	1							
	%	100.00	100.00							
241 Employees										
	Totals	#	34	114						
		%	14.11	47.30						

Job Group Analysis

6E

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
646X1014100 - Licensed Practical Nurse	#	1	3							
3 Employees	%	33.33	100.00							
644X1014106 - Medical Assistant	#	3	7							
7 Employees	%	42.86	100.00							
646X1014106	#	1	1							
1 Employee	%	100.00	100.00							
646X0014101 - Nursing Technical/Paraprofessional -	#	3	10							
11 Employees	%	27.27	90.91							
644X0014601 - Medical Technical/Paraprofessional	#	3	12							
17 Employees	%	17.65	70.59							
644X0014600 - Medical Technical/Paraprofessional - Medical	#	0	4							
4 Employees	%	0.00	100.00							
644X0014250 - Medical Technical/Paraprofessional - Medical	#	0	8							
10 Employees	%	0.00	80.00							
644X0012503N - Medical Technical/Paraprofessional -	#	0	1							
1 Employee	%	0.00	100.00							
646X0014100 - Nursing Technical/Paraprofessional	#	1	1							
1 Employee	%	100.00	100.00							
648X0014150 - Pharmacy Technical/Paraprofessional -	#	2	8							
8 Employees	%	25.00	100.00							
63 Employees	Totals	#	14	55						
		%	22.22	87.30						

Job Group Analysis

6F

Institutional Tech / Paraprofessional

EEO Code: 4

Job Code & Title		Min	Fem							
662X2013701	#	0	0							
1 Employee	%	0.00	0.00							
660X1014500 - Veterinary Technician	#	12	98							
106 Employees	%	11.32	92.45							
660X0012503 - Animal Care Technical/Paraprofessional -	#	0	6							
7 Employees	%	0.00	85.71							
660X0012502N - Animal Care Technical/Paraprofessional -	#	0	1							
1 Employee	%	0.00	100.00							
660X0014500 - Animal Care Technical/Paraprofessional -	#	6	33							
41 Employees	%	14.63	80.49							
660X0012501 - Animal Care Technical/Paraprofessional -	#	3	11							
18 Employees	%	16.67	61.11							
174 Employees	Totals #	21	149							
	%	12.07	85.63							

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							
723X0012503E - Machinist	#	0	0							
1 Employee	%	0.00	0.00							
705X0117421E - Painter Lead/Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
741X0017600 - Textile Skilled Worker - Specialty Trades	#	2	0							
4 Employees	%	50.00	0.00							
717X0017421	#	0	0							
1 Employee	%	0.00	0.00							
710X0417600	#	1	0							
1 Employee	%	100.00	0.00							
735X0017100 - Printer / Bookbinder	#	1	1							
2 Employees	%	50.00	50.00							
705X0417421 - Skilled Craft / Trades Foreman / Lead,	#	0	0							
1 Employee	%	0.00	0.00							
705X0017600 - 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							
705X6017421N - Locksmith Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
705X0017501 - Skilled Craft / Trades Foreman / Lead -	#	0	0							
3 Employees	%	0.00	0.00							
705X0017421 - Skilled Craft / Trades Foreman / Lead - Facilities	#	0	1							
8 Employees	%	0.00	12.50							
718X0017500N - Building Control Systems Technician	#	1	0							
1 Employee	%	100.00	0.00							
705X0017318 - Skilled Craft / Trades Foreman / Lead -	#	2	0							
3 Employees	%	66.67	0.00							
718X0017423 - Building Control Systems Technician	#	0	0							
1 Employee	%	0.00	0.00							

Job Group Analysis

7B

Skilled Craftsperson

EEO Code: 6

Job Code & Title		Min	Fem							
719X0017600 - Instrument Maker - Specialty Trades Technician	#	1	0							
14 Employees	%	7.14	0.00							
705X0017903 - Skilled Craft / Trades Foreman / Lead - Utilities	#	0	0							
7 Employees	%	0.00	0.00							
705X0017423 - Skilled Craft / Trades Foreman / Lead - Facilities	#	1	0							
8 Employees	%	12.50	0.00							
729X0017900 - Boilermaker / Stationary Engineer / Power Plant	#	3	0							
8 Employees	%	37.50	0.00							
717X0017423 - HVAC / System Control Specialist - Facilities	#	3	0							
25 Employees	%	12.00	0.00							
713X0017500 - Electronic Equipment Mechanic - Electronics	#	6	0							
18 Employees	%	33.33	0.00							
705X0017422 - Skilled Craft / Trades Foreman / Lead	#	1	0							
2 Employees	%	50.00	0.00							
710X0417500N - Skilled Craft Worker, Lab Mechanic -	#	0	0							
1 Employee	%	0.00	0.00							
710X0417423 - Skilled Craft Worker, Lab Mechanic - Facilities	#	0	0							
2 Employees	%	0.00	0.00							
739X0017423 - Welder - Facilities Maint Tech'n - Mech	#	0	0							
2 Employees	%	0.00	0.00							
711X0017423 - Electrician - Facilities Maint Tech'n - Mech	#	4	0							
14 Employees	%	28.57	0.00							
733X0017423 - Plumber / Pipefitter - Facilities Maint Tech'n - M	#	2	0							
4 Employees	%	50.00	0.00							
710X0017423 - Skilled Craft Worker - Facilities Maint Tech'n - M	#	17	1							
78 Employees	%	21.79	1.28							
710X0317422 - Skilled Craft Worker, Upholsterer - Facil Maint	#	1	1							
1 Employee	%	100.00	100.00							
729X0017902 - Boilermaker / Stationary Engineer / Power Plant	#	4	2							
12 Employees	%	33.33	16.67							
721X0017422 - Locksmith - Facil Maint Tech'n - Bldg Tech	#	1	2							
9 Employees	%	11.11	22.22							

Job Group Analysis

7B

Skilled Craftsperson

EEO Code: 6

Job Code & Title		Min	Fem							
725X0017422 - Mason - Facil Maint Tech'n - Bldg Tech	#	2	0							
4 Employees	%	50.00	0.00							
715X0017422 - Carpenter / Cabinetmaker - Facil Maint Tech'n -	#	2	0							
9 Employees	%	22.22	0.00							
710X0017422 - Skilled Craft Worker - Facil Maint Tech'n - Bldg T	#	4	0							
10 Employees	%	40.00	0.00							
742X0017313 - Vehicle Mechanic - Vehicle/Equip Repair Tech'n	#	1	0							
9 Employees	%	11.11	0.00							
710X0117422 - Skilled Craft Worker, Sign Painter - Facil Maint T	#	0	0							
2 Employees	%	0.00	0.00							
710X0217422 - Skilled Craft Worker, Plasterer - Facil Maint Tech	#	1	0							
2 Employees	%	50.00	0.00							
731X0017422 - Painter - Facil Maint Tech'n - Bldg Tech	#	3	0							
11 Employees	%	27.27	0.00							
283 Employees	Totals	#	64	8						
		%	22.61	2.83						

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							
800X0010301	#	1	0							
1 Employee	%	100.00	0.00							
801X0015839 - Police / Public Safety Supervisor - Public Safety	#	0	0							
2 Employees	%	0.00	0.00							
801X0015835 - Police / Public Safety Supervisor	#	0	0							
6 Employees	%	0.00	0.00							
805X0012519E - Fire Safety/Prevention Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
800X0017421E - Service / Maintenance Supervisor - Facilities	#	1	0							
3 Employees	%	33.33	0.00							
802X0010301 - Police / Public Safety Professional	#	1	2							
2 Employees	%	50.00	100.00							
800X0016790 - Service / Maintenance Supervisor - Food	#	2	4							
16 Employees	%	12.50	25.00							
800X0016787 - Service / Maintenance Supervisor - Building	#	4	2							
8 Employees	%	50.00	25.00							
800X0011901 - Service / Maintenance Supervisor - Support	#	1	1							
8 Employees	%	12.50	12.50							
48 Employees										
Totals	#	11	10							
	%	22.92	20.83							

Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
810X0010302	#	0	0							
1 Employee	%	0.00	0.00							
810X0212520 - Groundskeeping Lead/Supervisor	#	0	0							
2 Employees	%	0.00	0.00							
815X0017600 - Equipment Repairer / Inspector - Specialty	#	0	0							
2 Employees	%	0.00	0.00							
852X1011900N - Equipment Manager/Athletics	#	1	0							
3 Employees	%	33.33	0.00							
813X0016786D - Custodian / Housekeeper	#	1	1							
1 Employee	%	100.00	100.00							
810X0012520 - General Maintenance Lead/Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
817X2016788	#	1	0							
1 Employee	%	100.00	0.00							
817X3016788	#	1	1							
2 Employees	%	50.00	50.00							
840X0015835 - Police / Public Safety Lead	#	1	1							
8 Employees	%	12.50	12.50							
811X0017902N - Service / Maintenance Worker, General -	#	0	0							
1 Employee	%	0.00	0.00							
830X1012518N - Fire Inspector	#	1	1							
3 Employees	%	33.33	33.33							
810X0017421 - Service / Maintenance Foreman/Lead - Facilities	#	3	1							
24 Employees	%	12.50	4.17							
841X0015831 - Police Officer - Public Safety Officer	#	5	8							
34 Employees	%	14.71	23.53							
810X0017318N - Service / Maintenance Foreman/Lead -	#	0	0							
1 Employee	%	0.00	0.00							
810X0316790 - Foodservice Lead/Supervisor	#	0	0							
4 Employees	%	0.00	0.00							
810X0017423 - Service / Maintenance Foreman/Lead - Facilities	#	1	0							
2 Employees	%	50.00	0.00							

Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
819X0017422 - Grounds / Landscape Worker - Facil Maint	#	0	0							
1 Employee	%	0.00	0.00							
810X0116786 - Houskeeping Foreman/Lead - Building	#	20	11							
21 Employees	%	95.24	52.38							
810X0011901 - Service / Maintenance Foreman/Lead - Support	#	3	4							
7 Employees	%	42.86	57.14							
826X0012517N - Pest Control Worker - EHS Technician	#	0	0							
4 Employees	%	0.00	0.00							
810X0212525 - Groundskeeping Foreman/Lead - Turf Program	#	0	0							
2 Employees	%	0.00	0.00							
811X0017423 - Service / Maintenance Worker, General -	#	0	0							
3 Employees	%	0.00	0.00							
827X0017423 - Trades Helper - Facilities Maint Tech'n - Mech	#	5	1							
28 Employees	%	17.86	3.57							
810X0216786 - Groundskeeping Foreman/Lead - Building	#	0	0							
1 Employee	%	0.00	0.00							
810X0010301N - General Maintenance Lead/Supervisor	#	1	0							
1 Employee	%	100.00	0.00							
814X0017123 - Equipment Operator - Vehicle/Equipment	#	5	0							
7 Employees	%	71.43	0.00							
810X0016786 - General Maintenance Lead/Supervisor	#	8	4							
9 Employees	%	88.89	44.44							
811X0017422 - Service / Maintenance Worker, General - Facil	#	1	0							
2 Employees	%	50.00	0.00							
817X2016789D - Line Cook	#	0	1							
1 Employee	%	0.00	100.00							
810X0316789 - Food Service Foreman/Lead - Food Service	#	33	32							
58 Employees	%	56.90	55.17							
810X0011900 - Service / Maintenance Foreman/Lead - Support	#	2	1							
8 Employees	%	25.00	12.50							
827X0017422 - Trades Helper - Facil Maint Tech'n - Bldg Tech	#	6	0							
18 Employees	%	33.33	0.00							

Job Group Analysis

8B

Service / Maintenance Supervisor

EEO Code: 7

Job Code & Title		Min	Fem							
819X0012520 - Grounds / Landscape Worker	#	34	8							
73 Employees	%	46.58	10.96							
818X0016789 - Food Server	#	2	2							
2 Employees	%	100.00	100.00							
822X0017123 - Motor Vehicle Operator - Vehicle/Equipment	#	4	2							
8 Employees	%	50.00	25.00							
811X0012520N - General Maintenance Worker	#	1	0							
1 Employee	%	100.00	0.00							
810x0316788 - Food Service Foreman/Lead-Food Service	#	5	3							
6 Employees	%	83.33	50.00							
825X0015828 - Parking / Traffic Attendant - Property Security Of	#	4	0							
8 Employees	%	50.00	0.00							
822X0011900N - Motor Vehicle Operator-Support Services	#	1	0							
1 Employee	%	100.00	0.00							
819X0016785 - Grounds / Landscape Worker - Building	#	0	0							
3 Employees	%	0.00	0.00							
817X0016788 - Food Prep Worker - Food Service Technician	#	23	13							
31 Employees	%	74.19	41.94							
828X0011900 - Sales Workers	#	2	2							
3 Employees	%	66.67	66.67							
821X0011900 - Mail Carrier - Support Services Associate	#	6	3							
8 Employees	%	75.00	37.50							
818X0016788 - Food Server - Food Service Technician	#	6	4							
8 Employees	%	75.00	50.00							
813X0116785 - Custodian / Housekeeper, Floor Maintenance -	#	8	0							
9 Employees	%	88.89	0.00							
811X0016785 - Service / Maintenance Worker, General -	#	13	7							
18 Employees	%	72.22	38.89							
811X0016788 - Service / Maintenance Worker, General - Food	#	1	1							
2 Employees	%	50.00	50.00							
810X0016788 - 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							
813X0016785 - Custodian / Housekeeper - Building	#	230	178							
255 Employees	%	90.20	69.80							
699 Employees	Totals	#	440	290						
		%	62.95	41.49						

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 2014-2018 ACS Tabulation Data 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.

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:

North Carolina State University

October 1, 2022 Annual Affirmative Action Plan

2022 SHRA AA Plan

Incumbency vs. Estimated Availability

1E		Heads of Administrative Divisions, Depts & Centers	
Total Emp 1	Employment %	Min 0.00	Fem 100.00
	Availability %	29.91	70.77
	Statistical Value	1.000E	
3A		Administrative Unit Heads / Professionals	
Total Emp 3	Employment %	Min 33.33	Fem 100.00
	Availability %	25.32	55.77
	Statistical Value		
3B		Managers	
Total Emp 2	Employment %	Min 100.00	Fem 100.00
	Availability %	20.88	41.54
	Statistical Value		
3C		Administrative Professional Associates	
Total Emp 18	Employment %	Min 38.89	Fem 83.33
	Availability %	19.45	43.62
	Statistical Value		
4A		Academic Affairs Professionals	
Total Emp 4	Employment %	Min 25.00	Fem 0.00
	Availability %	27.65	55.27
	Statistical Value	1.000E	0.040E
4B		Student Affairs Professionals	
Total Emp 14	Employment %	Min 50.00	Fem 85.71
	Availability %	29.91	70.77
	Statistical Value		

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

4C		Institutional Affairs Professionals	
Total Emp 70	Employment %	Min	Fem
	Availability %	35.71	77.14
	Statistical Value	30.78	65.27
4D		Fiscal Affairs Professionals	
Total Emp 280	Employment %	Min	Fem
	Availability %	33.57	75.36
	Statistical Value	28.84	62.62
4E		External Affairs & Communications Professionals	
Total Emp 64	Employment %	Min	Fem
	Availability %	10.94	78.13
	Statistical Value	19.69	61.49
		1.761	
4F		Facilities Professionals	
Total Emp 96	Employment %	Min	Fem
	Availability %	13.54	29.17
	Statistical Value	16.26	34.61
		0.722	1.121
4G		Information Technology Professionals	
Total Emp 264	Employment %	Min	Fem
	Availability %	23.11	27.65
	Statistical Value	26.31	26.46
		1.182	
4L		Athletic Affairs Professionals	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	27.03	26.72
		1.000E	1.000E
4H		Research, Extension & Other Education Professional	
Total Emp 110	Employment %	Min	Fem
	Availability %	17.27	50.91
	Statistical Value	18.60	27.35
		0.358	

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

4J		Health Science Professionals	
Total Emp 26		Min	Fem
	Employment %	3.85	80.77
	Availability %	23.82	69.52
	Statistical Value	0.011E	
4K		Environment Professionals	
Total Emp 3		Min	Fem
	Employment %	0.00	66.67
	Availability %	4.32	51.23
	Statistical Value	1.000E	
5A		Administrative / Office Support Managers	
Total Emp 19		Min	Fem
	Employment %	26.32	89.47
	Availability %	21.56	60.80
	Statistical Value		
5B		Admin/ Office Support Supervisors, Leads, Staff	
Total Emp 890		Min	Fem
	Employment %	35.06	81.69
	Availability %	18.32	63.58
	Statistical Value		
6A		Institutional Tech / Paraprofessional	
Total Emp 256		Min	Fem
	Employment %	25.39	73.44
	Availability %	34.97	77.96
	Statistical Value	3.214	1.746
6B		Institutional Tech / Paraprofessional	
Total Emp 164		Min	Fem
	Employment %	16.46	24.39
	Availability %	27.80	17.96
	Statistical Value	3.241	
6C		Institutional Tech / Paraprofessional	
Total Emp 241		Min	Fem
	Employment %	14.11	47.30
	Availability %	36.46	77.60
	Statistical Value	7.209	11.281

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

6E		Institutional Tech / Paraprofessional	
Total Emp 63	Employment %	22.22	87.30
	Availability %	33.64	81.15
	Statistical Value	1.918	
6F		Institutional Tech / Paraprofessional	
Total Emp 174	Employment %	12.07	85.63
	Availability %	38.71	81.33
	Statistical Value	7.215	
7A		Skilled Craft Supervisor	
Total Emp 1	Employment %	0.00	0.00
	Availability %	15.54	6.15
	Statistical Value	1.000E	1.000E
7B		Skilled Craftsperson	
Total Emp 283	Employment %	22.61	2.83
	Availability %	33.37	8.96
	Statistical Value	3.837	3.612
8A		Service / Maintenance Supervisor	
Total Emp 48	Employment %	22.92	20.83
	Availability %	55.55	41.46
	Statistical Value	4.550	2.901
8B		Service / Maintenance Supervisor	
Total Emp 699	Employment %	62.95	41.49
	Availability %	60.97	40.69
	Statistical Value		

Total Employment: 3794

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

Job Group & Name	Min	Fem								
1E - Heads of Administrative Divisions, Depts & Centers	29.91									
4A - Academic Affairs Professionals		55.27								
4E - External Affairs & Communications Professionals	19.69									
4L - Athletic Affairs Professionals	27.03	26.72								
4J - Health Science Professionals	23.82									
4K - Environment Professionals	4.32									
6A - Institutional Tech / Paraprofessional	34.97									
6B - Institutional Tech / Paraprofessional	27.80									
6C - Institutional Tech / Paraprofessional	36.46	77.60								
6E - Institutional Tech / Paraprofessional	33.64									
6F - Institutional Tech / Paraprofessional	38.71									
7A - Skilled Craft Supervisor	15.54	6.15								
7B - Skilled Craftsperson	33.37	8.96								
8A - Service / Maintenance Supervisor	55.55	41.46								

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.

Workforce Utilization Analysis

Our analysis identified 8 of 26 SHRA job groups where underutilization of the current workforce compared to qualified individuals by race was identified, 1 of 26 groups of underutilization by sex was identified, and 5 of 26 groups of underutilization by both race and sex.

For the job groups where underutilization is identified, we will work with units to take affirmative steps to address the underutilization and monitor hiring and placement goals for the upcoming plan year.

- a. 8 job groups with Placement Goals **by race only**
 - i. 6 of 8 where underutilization by race was identified, the first 4 listed below at a level that is statistically significant.
 - 1. 4J - Health Science Professionals
 - 2. 6A - Institutional Tech/Paraprofessional
 - 3. 6B - Technology Paraprofessionals
 - 4. 6F - Institutional Tech/Paraprofessional (Animal/Veterinarian/Forestry)
 - 5. 4E - External Affairs & Communication Professionals (not statistically significant)
 - 6. 6E - Health Science Technicians (not statistically significant)
 - ii. The following 2 job groups were calculated to be underutilized, but goals will not be set because there are minimal positions in the total job group, with n's of 5 or less.
 - 1. 1E - Heads of Administrative Divisions, Depts & Centers (n = 1)
 - 2. 4K - Environment Professionals (n = 3)

- b. 1 job groups with Placement Goals **by sex only**
 - i. Underutilization found, but minimal positions in the job group (n=5 or less)
 - 1. 4A - Academic Affairs Professionals (n = 4)

- c. 5 job groups with Placement Goals by **both race and sex**
 - i. Underutilization is statistically significant
 - 1. 6C - Research Technicians
 - 2. 7B - Skilled Craftsperson
 - 3. 8A - Service/Maintenance Supervisor
 - ii. Underutilization found, but minimal positions in the job group (n=5 or less)

1. 4L - Athletic Affairs Professionals (n = 1)
2. 7A - Skilled Craft Supervisor (n = 1)

Veterans represent 1.89% of NC State's workforce and self-identified individuals with disabilities represent 6.09% of NC State's workforce.

Hiring Goal Attainment over the past Plan year

The following job groups are the ones in which the university met the identified hiring goals set in last year's Plan related to utilization related to race and gender:

- a. Goal Attainment related to Race
 - i. 4F - Facilities Professionals
 - ii. 7B - Skilled Craftsperson

- b. The following positions had limited or no opportunities for addressing hiring goals set in last year's Plan.
 - i. 1E - Heads of Administrative Divisions, Depts & Centers (n = 0)
 - ii. 4A - Academic Affairs Professionals (n = 0)
 - iii. 4J - Health Science Professionals (n = 2)
 - iv. 4L - Athletic Affairs Professionals (n = 0)
 - v. 4K - Environment Professionals (n = 0)
 - vi. 7A - Skilled Craft Supervisor (n = 0)

Analysis of Progress Towards Prior Years 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 the individual's 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 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 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 1, 2021 to September 30, 2022 reveals the following:

Goal Attainment

6E		Institutional Tech / Paraprofessional													
	Total	Min		Fem											
Prior Year Goal		40.13													
New Hire	19	4	21.05												
Total Opps	19	4	21.05												
Achieved? *		NO													

7A		Skilled Craft Supervisor													
	Total	Min		Fem											
Prior Year Goal		45.39		14.90											
New Hire	0	0	N/A	0	N/A										
Total Opps	0	0	N/A	0	N/A										
Achieved? *		NO OPPS		NO OPPS											

7B		Skilled Craftsperson													
	Total	Min		Fem											
Prior Year Goal		32.29													
New Hire	36	13	36.11												
Total Opps	36	13	36.11												
Achieved? *		YES													

8A		Service / Maintenance Supervisor													
	Total	Min		Fem											
Prior Year Goal		48.40		52.93											
New Hire	3	0	0.00	0	0.00										
Total Opps	3	0	0.00	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

Goal Attainment

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 decision 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 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, 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 nondiscriminatory 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 applicant's 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 an nondiscriminatory manner. There were 477 new employees hired during the period of October 1, 2021 to September 30, 2022 including 187 minorities at 39% and 284 women at 60%.

The following report summarizes hiring activity by job group:

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, 2021 to September 30, 2022, 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 are demonstrated by these statistics.

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 characteristics 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 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 or any other characteristic protected by law.

A report summarizing terminations by job group follows:

North Carolina State University

October 1, 2022 Annual Affirmative Action Plan

2022 SHRA AA Plan

Termination Summary

For Period: 10/1/2021 to 9/30/2022

	Total	Min	Fem								
3C - Administrative Professional Associates	2	1	2								
4A - Academic Affairs Professionals	1	1	1								
4B - Student Affairs Professionals	4	1	3								
4C - Institutional Affairs Professionals	9	4	7								
4D - Fiscal Affairs Professionals	28	11	20								
4E - External Affairs & Communications Professionals	13	2	9								
4F - Facilities Professionals	5	1	3								
4G - Information Technology Professionals	4	1	2								
4H - Research, Extension & Other Education Professional	14	2	7								
4J - Health Science Professionals	4	2	3								
4K - Environment Professionals	1	0	0								
6A - Institutional Tech / Paraprofessional	37	11	25								
6B - Institutional Tech / Paraprofessional	20	4	7								
6C - Institutional Tech / Paraprofessional	30	3	17								
6E - Institutional Tech / Paraprofessional	19	7	16								
6F - Institutional Tech / Paraprofessional	39	9	35								
5A - Administrative / Office Support Managers	2	0	1								
5B - Admin/ Office Support Supervisors, Leads, Staff	132	51	97								
7B - Skilled Craftsperson	22	9	2								
8A - Service / Maintenance Supervisor	2	0	0								
8B - Service / Maintenance Supervisor	76	41	21								
Totals	#	464	161	278							
	%		34.70	59.91							

2022 SHRA Performance Management Ratings

Overall Rating	WM	WF	BM	BF	OMM	OMF	Total
Does Not Meet	14 0.26%	12 0.22%	5 0.09%	4 0.07%	1 0.02%	1 0.02%	37 0.68%
Meets	756 13.87%	710 13.03%	207 3.80%	299 5.49%	173 3.17%	203 3.72%	2348 43.08%
Exceeds	1003 18.40%	1287 23.61%	120 2.20%	218 4.00%	166 3.05%	271 4.97%	3065 56.24%

Overall Rating	M	F
Does Not Meet	20 54%	17 46%
Meets	1136 48.38%	1212 51.62%
Exceeds	1289 42.06%	1776 57.94%

Overall Rating	W	B	OM
Does Not Meet	28 75.68%	9 24.32%	2 5.4%
Meets	1466 62.44%	506 21.55%	376 16.01%
Exceeds	2290 74.71%	338 11.03%	437 14.26%

Recruitment and Selection

	WM	WF	BM	BF	OMM	OMF	NI	Total
Representation	2723 14.82%	3741 20.36%	927 5.04%	1493 8.12%	511 2.78%	601 3.27%	8379 45.60%	18375 100%
Hired	115 24.11%	166 34.80%	40 8.39%	68 14.26%	33 6.92%	45 9.43%	10 2.10%	477 100%
Promoted	NA	NA	NA	NA	NA	NA	NA	NA

	M	F
Representation	4161 22.64%	5835 31.75%
Hired	188 39.41%	279 58.49%
Promoted	NA	NA

	W	B	OM
Representation	6464 35.18%	2420 13.17%	1112 6.05%
Hired	281 58.91%	108 22.64%	78 16.35%
Promoted	NA	NA	NA

Discipline and Dismissal

	WM	WF	BM	BF	OMM	OMF	Total
Written Warning	16 40%	12 30%	5 12%	3 7%	1 3%	3 8%	40 100%
Suspended	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 100%
Demoted	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 100%
Dismissed	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	1 100%

	M	F
Written Warning	22 55%	18 45%
Suspended	0 0%	0 0%
Demoted	0 0%	0 0%
Dismissed	0 0%	1 100%

	W	B	OM
Written Warning	28 70%	8 20%	4 10%
Suspended	0 0%	0 0%	0 0%
Demoted	0 0%	0 0%	0 0%
Dismissed	1 100%	0 0%	0 0%

* Dismissed does not include probationary (non career status), time limited, RIF, unavailability or anyone that resigned in lieu of dismissal/disciplinary action.

