



OFFICE OF  
COMPLIANCE, ETHICS  
& EQUAL OPPORTUNITY

2019-2020 EXECUTIVE SUMMARY AND  
AFFIRMATIVE ACTION GOALS

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## 2019-2020 EXECUTIVE SUMMARY AND AFFIRMATIVE ACTION GOALS

### I. SUMMARY

UNM is committed to EEO and Affirmative Action principles that ultimately create and foster a diverse and inclusive environment. The Affirmative Action Plan (AAP) is one management and organizational tool used to identify underutilization in certain job categories based on availability in those categories and availability in a specified recruitment area. The Office of Compliance, Ethics, and Equal Opportunity (CEEEO) has completed the AAP for 2019-2020 pursuant to Executive Order 11246. UNM has prepared a separate AAP for Main Campus, the Health Sciences Center, and each branch campus. The data has been developed pursuant to the requirements of Executive Order 11246, The Rehabilitation Act of 1974, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, and requires data to be analyzed in regard to minorities (African Americans, Asians, Hispanics, Native Americans/Alaskan Natives, Native Hawaiians Pacific Islanders, females, veterans and individuals with disabilities (IWDs)) for the period of November 1, 2017 to October 31, 2018.

#### A. Affirmative Action Plan (AAP)

- **What is the AAP?**

The AAP is legally mandated by Executive Order 11246 and requires UNM to create a written report that measures whether women, minorities, veterans and IWDs are being employed at the expected rate given their composition of the contractor's workforce, compared to the relevant labor pool. UNM data is collected annually for the period of November 1 of the preceding year, to October 1 of the AAP year. The AAP also requires that UNM engage in good faith efforts to correct any deficiencies with regard to affirmative action by demonstrating that it is recruiting and hiring qualified women, minorities, veterans and IWDs.

- **What does the AAP consist of?**

The AAP contains the following reports:

- Organizational Profile (Workforce Analysis)
- Job Group Analysis
- Availability Analysis
- Incumbency v. Estimated Availability
- Placement Goals
- Adverse Impact Analysis Report
- Required EEO/AAP laws, regulations and best practice

- **What is the Organizational Profile/Workforce Analysis?**

The organizational profile lists every UNM incumbent by department, along with their race and gender.

- **What is a Job Group Analysis?**

A job group contains jobs or groups of jobs that are similar in content, compensation, and opportunity. UNM has developed extensive job groups that are described on page 6 of this document. A job group analysis is the first step in comparing the representation of minorities, women, veterans and IWD's in its workforce.

- **What is an Availability Analysis?**

Availability is an estimate expressed in a percentage of the number of qualified minorities and women available for employment from internal and external feeder groups. This analysis serves as a benchmark to determine if barriers to employment exist. Internal feeder groups include all current UNM employees that may be promotable into another job group and reflect the opportunity for UNM to promote people from within the organization. External feeder groups consist of UNM's ability to bring in people from regional and national feeder groups. Regional and national feeder groups are determined by U.S. Census data. For professional job groups, the Survey of Earned Doctorates and the American Medical Association Survey data are also utilized.

- **What is Incumbency versus Estimated Availability?**

The incumbency versus estimated availability report reflects the percentages of minorities, women, veterans and IWDs within UNM compared to the availability percentages determined in the Availability Analysis. When the percentage of individuals employed in a particular group is less than would be expected given their availability in the particular group, a Placement Goal is set and the position is determined to be underutilized. A goal is set when availability exceeds employment by two or more standard deviations.

## **B. 2019-20 Placement Goals**

- **What is a goal?**

Goals are calculated by comparing the representation of females and minorities in the University's workforce to the estimated availability for females and minorities in the external or internal feeder group. When the number of females and minorities is significantly lower than availability, a goal is created.

Goals are targets or objectives attained by good faith efforts in improving recruitment, hiring, and retention practices.

- **Is a goal a quota?**

No. All employment decisions must be made in a non-discriminatory manner. However, the University must make all efforts to expand pools of candidates by reaching out to areas that will increase the number of women, minority, veteran and IWD incumbents.

- **What does a goal percentage mean?**

If the goal line says "yes" next to the job group there is a goal in that job group. The goal indicates whether the underutilization is for women, minorities, veterans or IWDs.

**NOTE:** there is a placement goal in virtually every job group for veterans and IWDs at UNM and efforts should always be made in recruitment, hiring and retention of these individuals.

- **What do I have to do if a position has a placement goal?**

If there is a placement goal in a particular job group, the University should strive to outreach, recruit, hire and eliminate discrimination and barriers from the workplace in order to expand pools of candidates that include women, minorities, veterans and IWDs. Departments should track their efforts.

The new UNM Jobs (Cornerstone) requisitions will automatically indicate which positions have placement goals for women and/or minorities.

- **If there is no placement goal in a particular category, does that mean I do not have to recruit for minorities, women, veterans and individuals with disabilities?**

The University should strive to outreach and recruit qualified individuals from protected categories for every job posting.

- **Is the AAP a diversity plan?**

No. The AAP is a legally mandated document that determines underutilization based on estimations of availability in the workforce. Diversity refers to a comprehensive organizational culture that maximizes the potential of all employees by valuing the benefits of a diverse and inclusive workplace. Diversity is not legally mandated but instead is a commitment to an inclusive workforce.

### **C. Adverse Impact Analysis Report**

Adverse Impact Analysis Reports examine personnel activity that occurred last year and compares the personnel actions of the protected groups versus the non-protected groups, to determine if there is an adverse impact.

- **What do I do if a job group shows adverse impact?**

If a job group shows adverse impact, and you are in a leadership role that oversees recruitment, hiring or termination, you will be contacted by the OEO Director to discuss the findings. Generally speaking, any adverse impact should be examined to determine the reason for the impact.

- **What else can I do?**

- Ensure that you actively recruit and target outreach to underutilized positions. Document your efforts.
  - Post all positions competitively. If you make an exception, articulate and document the reasons.
  - Ensure that you review all applicants and interview women, minorities, veterans and IWDs that meet qualifications.
  - Be cognizant of individual bias at all stages of the outreach and hiring process, including stereotypes about disability.
  - Use detailed applicant dispensation explanations for candidates that are not selected in UNM Jobs (why someone was not interviewed or hired).
  - Maintain all applicant and employment records.
  - Ensure that all postings and recruitments have the approved EEO taglines and anti-discrimination policies.
  - Ensure that search and interview committees are diverse.
  - Ensure that applicants with disabilities are able to get prompt and effective accommodations.
  - Ensure accessibility during interviews.
  - Make sure to allow applicants to self-identify ethnicity, race, gender, veteran, and disability status.
  - Ensure that all hiring officials receive AAP and EEO training.
- Contact Francie Cordova, Office of Compliance, Ethics and Equal Opportunity at [fcordova3@unm.edu](mailto:fcordova3@unm.edu) if you have questions.

## II. UNIVERSITY OF NEW MEXICO JOB GROUPS

101	EXECUTIVES
102	MANAGEMENT
103	SUPERVISORY II
104	SUPERVISORY I
105-2	DEANS & SR. ASSOCIATE DEANS
105-1	ASSOCIATE DEANS & ASSISTANT DEANS
201-3	RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III
201-2	RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II
201-1	RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I
202-A	NURSING SPECIALTY
202-3	NURSING PROFESSIONALS III
202-2	NURSING PROFESSIONALS II
202-1	NURSING PROFESSIONALS I
203-2	MATERIALS-CONSTRUCTION PROFESSIONALS II
203-1	MATERIALS-CONSTRUCTION PROFESSIONALS I
204-3	INFORMATION TECHNOLOGY PROFESSIONALS III
204-2	INFORMATION TECHNOLOGY PROFESSIONALS II
204-1	INFORMATION TECHNOLOGY PROFESSIONALS I
205A3	HEALTH PROFESSIONALS III
205A2	HEALTH PROFESSIONALS II
205A1	HEALTH PROFESSIONALS I
205	PHYSICIANS
206-3	BUSINESS FUNCTIONS PROFESSIONALS III
206-2	BUSINESS FUNCTIONS PROFESSIONALS II
206-1	BUSINESS FUNCTIONS PROFESSIONALS I
207-4	ATHLETICS PROFESSIONALS IV
207-3	ATHLETICS PROFESSIONALS III
207-2	ATHLETICS PROFESSIONALS II
207-1	ATHLETICS PROFESSIONALS I
208-2	ART-COMMUNICATIONS PROFESSIONALS II
208-1	ART-COMMUNICATIONS PROFESSIONALS I
209-3	ADMINISTRATIVE PROFESSIONALS III
209-2	ADMINISTRATIVE PROFESSIONALS II
209-1	ADMINISTRATIVE PROFESSIONALS I
210-2	ACADEMICS PROFESSIONALS II
210-1	ACADEMICS PROFESSIONALS I
250A	ARTS AND SCIENCES (HUMANITIES) - PROFESSORS
250B	ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS
250C	ARTS AND SCIENCES (HUMANITIES) - ASSISTANT PROFESSORS
250D	ARTS AND SCIENCES (HUMANITIES) -TEMPORARY-PART-TIME PROFESSORS
250E	ARTS AND SCIENCES (HUMANITIES) – LECTURERS III
250F	ARTS AND SCIENCES (HUMANITIES) – LECTURERS II
250G	ARTS AND SCIENCES (HUMANITIES) – LECTURERS I
250H	ARTS AND SCIENCES (HUMANITIES) – RESEARCH PROFESSORS
251A	ARTS AND SCIENCES (NATURAL SCIENCES) - PROFESSORS
251B	ARTS AND SCIENCES (NATURAL SCIENCES) - ASSOCIATE PROFESSORS
251C	ARTS AND SCIENCES (NATURAL SCIENCES) - ASSISTANT PROFESSORS
251D	ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS
251E	ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III
251F	ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II
251G	ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS I
251H	ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH PROFESSORS
251I	ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSOCIATE PROFESSORS
251J	ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS
252A	ARTS AND SCIENCES (SOCIAL SCIENCES) - PROFESSORS
252B	ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSOCIATE PROFESSORS
252C	ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSISTANT PROFESSORS
252D	ARTS AND SCIENCES (SOCIAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS
252E	ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS III
252F	ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II
252G	ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS I

252H ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH PROFESSORS  
 252J ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS  
 253A ARCHITECTURE AND PLANNING – PROFESSORS  
 253B ARCHITECTURE AND PLANNING – ASSOCIATE PROFESSORS  
 253C ARCHITECTURE AND PLANNING – ASSISTANT PROFESSORS  
 253D ARCHITECTURE AND PLANNING - TEMPORARY- PART-TIME PROFESSORS  
 253E ARCHITECTURE AND PLANNING - LECTURERS III  
 253F ARCHITECTURE AND PLANNING - LECTURERS II  
 253I ARCHITECTURE AND PLANNING - RESEARCH ASSOCIATE PROFESSORS  
 254A ANDERSON SCHOOL OF MANAGEMENT - PROFESSORS  
 254B ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS  
 254C ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS  
 254D ANDERSON SCHOOL OF MANAGEMENT - TEMPORARY-PART-TIME PROFESSORS  
 254E ANDERSON SCHOOL OF MANAGEMENT - LECTURERS III  
 254G ANDERSON SCHOOL OF MANAGEMENT - LECTURERS I  
 255A EDUCATION - PROFESSORS  
 255B EDUCATION - ASSOCIATE PROFESSORS  
 255C EDUCATION - ASSISTANT PROFESSORS  
 255D EDUCATION - TEMPORARY-PART-TIME PROFESSORS  
 255E EDUCATION - LECTURERS III  
 255F EDUCATION - LECTURERS II  
 255G EDUCATION - LECTURERS I  
 255H EDUCATION - RESEARCH PROFESSORS  
 255I EDUCATION - RESEARCH ASSOCIATE PROFESSORS  
 255J EDUCATION - RESEARCH ASSISTANT PROFESSORS  
 256A ENGINEERING - PROFESSORS  
 256B ENGINEERING - ASSOCIATE PROFESSORS  
 256C ENGINEERING - ASSISTANT PROFESSORS  
 256D ENGINEERING - TEMPORARY-PART-TIME PROFESSORS  
 256E ENGINEERING - LECTURERS III  
 256F ENGINEERING - LECTURERS II  
 256G ENGINEERING - LECTURERS I  
 256H ENGINEERING - RESEARCH PROFESSORS  
 256I ENGINEERING - RESEARCH ASSOCIATE PROFESSORS  
 256J ENGINEERING - RESEARCH ASSISTANT PROFESSORS  
 258A FINE ARTS - PROFESSORS  
 258B FINE ARTS - ASSOCIATE PROFESSORS  
 258C FINE ARTS - ASSISTANT PROFESSORS  
 258D FINE ARTS - TEMPORARY-PART-TIME PROFESSORS  
 258E FINE ARTS - LECTURERS III  
 258F FINE ARTS - LECTURERS II  
 258J FINE ARTS - RESEARCH ASSISTANT PROFESSORS  
 259A LAW - PROFESSORS  
 259B LAW - ASSOCIATE PROFESSORS  
 259C LAW - ASSISTANT PROFESSORS  
 259D LAW - TEMPORARY-PART-TIME PROFESSORS  
 259E LAW - LECTURERS III  
 259H LAW - RESEARCH PROFESSORS  
 260A UNIVERSITY LIBRARY - PROFESSORS  
 260B UNIVERSITY LIBRARY - ASSOCIATE PROFESSORS  
 260C UNIVERSITY LIBRARY - ASSISTANT PROFESSORS  
 260D UNIVERSITY LIBRARY - TEMPORARY-PART-TIME PROFESSORS  
 260E UNIVERSITY LIBRARY - LECTURERS III  
 260G UNIVERSITY LIBRARY - LECTURERS I  
 262A HSC - SCHOOL OF MEDICINE (SOM) - PROFESSORS  
 262B HSC - SCHOOL OF MEDICINE (SOM) – ASSOCIATE PROFESSORS  
 262C HSC - SCHOOL OF MEDICINE (SOM) – ASSISTANT PROFESSORS  
 262D HSC - SCHOOL OF MEDICINE (SOM) - TEMPORARY-PART-TIME PROFESSORS  
 262E HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS III  
 262F HSC - SCHOOL OF MEDICINE (SOM) – LECTURERS II  
 262G HSC - SCHOOL OF MEDICINE (SOM) – LECTURERS I  
 262H HSC - SCHOOL OF MEDICINE (SOM) – RESEARCH PROFESSORS  
 262I HSC - SCHOOL OF MEDICINE (SOM) – RESEARCH ASSOCIATE PROFESSORS  
 262J HSC - SCHOOL OF MEDICINE (SOM) – RESEARCH ASSISTANT PROFESSORS

263A HSC - SCHOOL OF SCHOOL OF NURSING (SON) - PROFESSORS  
 263B HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSOCIATE PROFESSORS  
 263C HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSISTANT PROFESSORS  
 263D HSC - SCHOOL OF SCHOOL OF NURSING (SON) - TEMPORARY-PART-TIME PROFESSORS  
 263E HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS III  
 263G HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS I  
 264A HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS  
 264B HSC - SCHOOL OF PHARMACY (SOP) – ASSOCIATE PROFESSORS  
 264C HSC - SCHOOL OF PHARMACY (SOP) – ASSISTANT PROFESSORS  
 264D HSC - SCHOOL OF PHARMACY (SOP) - TEMPORARY-PART-TIME PROFESSORS  
 264E HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III  
 264H HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH PROFESSORS  
 264I HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSOCIATE PROFESSORS  
 264J HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSISTANT PROFESSORS  
 270 WORKING RETIREES  
 271 POST DOCTORAL FELLOWS  
 272 NON CREDIT TEACHERS  
 273 OTHER TEACHERS  
 274 TEMPORARY-PART-TIME PROFESSORS (NON- MEDICAL)  
 274A TEMPORARY-PART-TIME PROFESSORS (MEDICAL)  
 275 GRADUATE ASSISTANTS  
 280A MISCELLANEOUS MAIN CAMPUS PROFESSORS  
 280B MISCELLANEOUS MAIN CAMPUS ASSOCIATE PROFESSORS  
 280C MISCELLANEOUS MAIN CAMPUS ASSISTANT PROFESSORS  
 280D MAIN CAMPUS TEMPORARY-PART-TIME FACULTY  
 280E BRANCH CAMPUS LECTURERS III  
 280F BRANCH CAMPUS LECTURERS II  
 280G BRANCH CAMPUS LECTURERS I  
 280H MISCELLANEOUS MAIN CAMPUS RESEARCH FACULTY  
 301-3 IT TECH SUPPORT III  
 301-2 IT TECH SUPPORT II  
 302-3 RESEARCH-SCIENCE-ENGINEERING TECHS III  
 302-2 RESEARCH-SCIENCE-ENGINEERING TECHS II  
 302-1 RESEARCH-SCIENCE-ENGINEERING TECHS I  
 303-3 NURSING TECHS III  
 304-3 HEALTH SUPPORT TECHS III  
 304-2 HEALTH SUPPORT TECHS II  
 304-1 HEALTH SUPPORT TECHS I  
  
 501-3 CLERICAL SUPPORT III  
 501-2 CLERICAL SUPPORT II  
 501-1 CLERICAL SUPPORT I  
 502-2 MATERIALS-CONSTRUCTION SUPPORT II  
 502-1 MATERIALS-CONSTRUCTION SUPPORT I  
 503-3 BUSINESS FUNCTIONS SUPPORT III  
 503-2 BUSINESS FUNCTIONS SUPPORT II  
 503-1 BUSINESS FUNCTIONS SUPPORT I  
 504-3 ACADEMICS SUPPORT III  
 504-2 ACADEMICS SUPPORT II  
 504-1 ACADEMICS SUPPORT I  
 601-3 TRADES-CRAFTS SUPPORT III  
 601-2 TRADES-CRAFTS SUPPORT II  
 601-1 TRADES-CRAFTS SUPPORT I  
 901-3 SECURITY & SAFETY SERVICE SUPPORT III  
 901-2 SECURITY & SAFETY SERVICE SUPPORT II  
 901-1 SECURITY & SAFETY SERVICE SUPPORT I  
 902 CHILD CARE WORKERS  
 903-3 BUILDINGS AND GROUNDS SUPPORT III  
 903-2 BUILDINGS AND GROUNDS SUPPORT II  
 903-1 BUILDINGS AND GROUNDS SUPPORT I



**University of New Mexico  
Main Campus**

**2019 STATISTICS AT A GLANCE**

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	4023	15242	754	205	584
Female	2125	7306	349	115	288
Female %	52.82%	47.93%	46.29%	56.10%	49.32%
Minority	1913	7557	361	107	278
Minority %	47.55%	49.58%	47.88%	52.20%	47.60%
Black	90	616	18	6	25
Black %	2.24%	4.04%	2.39%	2.93%	4.28%
Hispanic	1425	4892	233	81	196
Hispanic %	35.42%	32.10%	30.90%	39.51%	33.56%
Asian	187	1473	51	13	31
Asian %	4.65%	9.66%	6.76%	6.34%	5.31%
American Indian or Alaskan Native	144	547	38	4	15
American Indian or Alaskan Native %	3.58%	3.59%	5.04%	1.95%	2.57%
Native Hawaiian/Other Pacific	9	29	1	0	2
Native Hawaiian/Other Pacific %	0.22%	0.19%	0.13%	0.00%	0.34%
Two or More Races	58	0	20	3	9
Two or More Races %	1.44%	0.00%	2.65%	1.46%	1.54%
Unknown Race	0	1501	0	0	0
Unknown Race %	0.00%	9.85%	0.00%	0.00%	0.00%
Unknown Gender	0	467	0	0	0
Unknown Gender %	0.00%	3.06%	0.00%	0.00%	0.00%
Individual with Disability	98	963	12	0	0
Individual with Disability %	2.44%	6.32%	1.59%	0.00%	0.00%
Protected Veterans	109	431	20	7	11
Protected Veterans %	2.71%	2.83%	2.65%	3.41%	1.88%

\*\*There are goals for Individuals with Disabilities and veterans in virtually all job groups.

<b>2019 Goals</b>			
<b>Job Group Name (Code)</b>	<b>Female Goal</b>	<b>Minority Goal</b>	<b>Goal for Individuals</b>
EXECUTIVES (101)			Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)		G	Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)	G		Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)		G	Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)			Yes
NURSING SPECIALTY (202A)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS I (203-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
HEALTH PROFESSIONALS III (205A3)			Yes
HEALTH PROFESSIONALS II (205A2)			Yes
HEALTH PROFESSIONALS I (205A1)			Yes
PHYSICIANS (205)			Yes
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)			Yes
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ATHLETICS PROFESSIONALS IV (207-4)			Yes
ATHLETICS PROFESSIONALS III (207-3)			Yes
ATHLETICS PROFESSIONALS II (207-2)			Yes
ATHLETICS PROFESSIONALS I (207-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS III (209-3)			Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes
ACADEMICS PROFESSIONALS I (210-1)			Yes

ARTS AND SCIENCES (HUMANITIES) - PROFESSORS (250A)			Yes
ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS (250B)		G	Yes
ARTS AND SCIENCES (HUMANITIES) - ASSISTANT PROFESSORS (250C)			Yes
ARTS AND SCIENCES (HUMANITIES) - TEMPORARY-PART-TIME PROFESSORS (250D)			Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS III (250E)			Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS II (250F)			Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS I (250G)			Yes
ARTS AND SCIENCES (HUMANITIES) - RESEARCH PROFESSORS (250H)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - PROFESSORS (251A)	G	G	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSOCIATE PROFESSORS (251B)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSISTANT PROFESSORS (251C)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III (251E)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II (251F)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH PROFESSORS (251H)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSOCIATE PROFESSORS (251I)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS (251J)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - PROFESSORS (252A)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSOCIATE PROFESSORS (252B)		G	Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSISTANT PROFESSORS (252C)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (252D)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS III (252E)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II (252F)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS I (252G)			Yes

ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH PROFESSORS (252H)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS (252J)			Yes
ARCHITECTURE AND PLANNING - PROFESSORS (253A)			Yes
ARCHITECTURE AND PLANNING - ASSOCIATE PROFESSORS (253B)			Yes
ARCHITECTURE AND PLANNING - ASSISTANT PROFESSORS (253C)			Yes
ARCHITECTURE AND PLANNING - TEMPORARY-PART-TIME PROFESSORS (253D)			Yes
ARCHITECTURE AND PLANNING - LECTURERS III (253E)			Yes
ANDERSON SCHOOL OF MANAGEMENT - PROFESSORS (254A)			Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS (254B)			Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS (254C)			Yes
ANDERSON SCHOOL OF MANAGEMENT - TEMPORARY-PART-TIME PROFESSORS (254D)			Yes
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS III (254E)			Yes
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS I (254G)			Yes
EDUCATION - PROFESSORS (255A)			Yes
EDUCATION - ASSOCIATE PROFESSORS (255B)			Yes
EDUCATION - ASSISTANT PROFESSORS (255C)			Yes
EDUCATION - TEMPORARY-PART-TIME PROFESSORS (255D)			Yes
EDUCATION - LECTURERS III (255E)			Yes
EDUCATION - LECTURERS II (255F)			Yes
EDUCATION - LECTURERS I (255G)			Yes
EDUCATION - RESEARCH PROFESSORS (255H)			Yes
EDUCATION - RESEARCH ASSOCIATE PROFESSORS (255I)			Yes
EDUCATION - RESEARCH ASSISTANT PROFESSORS (255J)			Yes
ENGINEERING - PROFESSORS (256A)	G		Yes
ENGINEERING - ASSOCIATE PROFESSORS (256B)			Yes
ENGINEERING - ASSISTANT PROFESSORS (256C)			Yes
ENGINEERING - TEMPORARY-PART-TIME PROFESSORS (256D)			Yes
ENGINEERING - LECTURERS III (256E)			Yes
ENGINEERING - LECTURERS II (256F)			Yes
ENGINEERING - RESEARCH PROFESSORS (256H)	G		Yes

ENGINEERING - RESEARCH ASSOCIATE PROFESSORS (256I)			Yes
ENGINEERING - RESEARCH ASSISTANT PROFESSORS (256J)			Yes
FINE ARTS - PROFESSORS (258A)			Yes
FINE ARTS - ASSOCIATE PROFESSORS (258B)			Yes
FINE ARTS - ASSISTANT PROFESSORS (258C)			Yes
FINE ARTS - TEMPORARY-PART-TIME PROFESSORS (258D)			Yes
FINE ARTS - LECTURERS III (258E)			Yes
FINE ARTS - LECTURERS II (258F)			Yes
FINE ARTS - RESEARCH ASSISTANT PROFESSORS (258J)			Yes
LAW - PROFESSORS (259A)			Yes
LAW - ASSOCIATE PROFESSORS (259B)			Yes
LAW - ASSISTANT PROFESSORS (259C)			Yes
LAW - TEMPORARY-PART-TIME PROFESSORS (259D)			Yes
LAW - LECTURERS III (259E)			Yes
LAW - RESEARCH PROFESSORS (259H)			Yes
UNIVERSITY LIBRARY - PROFESSORS (260A)			Yes
UNIVERSITY LIBRARY - ASSOCIATE PROFESSORS (260B)			Yes
UNIVERSITY LIBRARY - ASSISTANT PROFESSORS (260C)			Yes
UNIVERSITY LIBRARY - TEMPORARY-PART-TIME PROFESSORS (260D)			Yes
UNIVERSITY LIBRARY - LECTURERS III (260E)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS (264A)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - ASSOCIATE PROFESSORS (264B)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - TEMPORARY-PART-TIME PROFESSORS (264D)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III (264E)			Yes
WORKING RETIREES (270)	G		Yes
POST DOCTORAL FELLOWS (271)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
GRADUATE ASSISTANTS (275)			Yes
MISCELLANEOUS MAIN CAMPUS PROFESSORS (280A)	G		Yes
MISCELLANEOUS MAIN CAMPUS ASSOCIATE PROFESSORS (280B)			Yes

MISCELLANEOUS MAIN CAMPUS ASSISTANT PROFESSORS (280C)			Yes
MISCELLANEOUS MAIN CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
MISCELLANEOUS MAIN CAMPUS RESEARCH FACULTY (280H)			Yes
IT TECH SUPPORT III (301-3)			Yes
IT TECH SUPPORT II (301-2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)	G		Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)			
RESEARCH-SCIENCE-ENGINEERING TECHS I (302-1)			Yes
NURSING TECHS III (303-3)			Yes
HEALTH SUPPORT TECHS III (304-3)		G	Yes
HEALTH SUPPORT TECHS II (304-2)			Yes
HEALTH SUPPORT TECHS I (304-1)			Yes
CLERICAL SUPPORT III (501-3)	G		Yes
CLERICAL SUPPORT II (501-2)			
CLERICAL SUPPORT I (501-1)	G		Yes
MATERIALS-CONSTRUCTION SUPPORT II (502-2)			Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)	G		Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
BUSINESS FUNCTIONS SUPPORT I (503-1)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes
ACADEMICS SUPPORT I (504-1)			
TRADES-CRAFTS SUPPORT III (601-3)			Yes
TRADES-CRAFTS SUPPORT II (601-2)			Yes
TRADES-CRAFTS SUPPORT I (601-1)			Yes
SECURITY & SAFETY SERVICE SUPPORT III (901-3)			Yes
SECURITY & SAFETY SERVICE SUPPORT II (901-2)			Yes
SECURITY & SAFETY SERVICE SUPPORT I (901-1)			Yes
CHILD CARE WORKERS (902)			Yes
BUILDINGS AND GROUNDS SUPPORT III (903-3)			Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes

\*\*No placement opportunities mean no hiring in this job group.

G = Goal was identified	
	Goal Achieved or Substantially Achieved
	Goal Not Achieved
	No Placement Opportunities

SUMMARY OF 2019 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
EXECUTIVES (101)		
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)	G	
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)	G	
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)		
NURSING SPECIALTY (202A)		
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)		
MATERIALS-CONSTRUCTION PROFESSIONALS I (203-1)		
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)		
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
HEALTH PROFESSIONALS III (205A3)		
HEALTH PROFESSIONALS II (205A2)		
HEALTH PROFESSIONALS I (205A1)		
PHYSICANS (205)		
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)		
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ATHLETICS PROFESSIONALS IV (207-4)		
ATHLETICS PROFESSIONALS III (207-3)		
ATHLETICS PROFESSIONALS II (207-2)		
ATHLETICS PROFESSIONALS I (207-1)		
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS III (209-3)		
ADMINISTRATIVE PROFESSIONALS II (209-2)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS II (210-2)		
ACADEMICS PROFESSIONALS I (210-1)	G	
ARTS AND SCIENCES (HUMANITIES) - PROFESSORS (250A)		
ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS (250B)		G

ARTS AND SCIENCES (HUMANITIES) - ASSISTANT PROFESSORS (250C)		
ARTS AND SCIENCES (HUMANITIES) - TEMPORARY-PART-TIME PROFESSORS (250D)		
ARTS AND SCIENCES (HUMANITIES) - LECTURERS III (250E)		
ARTS AND SCIENCES (HUMANITIES) - LECTURERS II (250F)		
ARTS AND SCIENCES (HUMANITIES) - RESEARCH PROFESSORS (250H)		
ARTS AND SCIENCES (NATURAL SCIENCES) – PROFESSORS (251A)	G	G
ARTS AND SCIENCES (NATURAL SCIENCES) – ASSOCIATE PROFESSORS (251B)		
ARTS AND SCIENCES (NATURAL SCIENCES) – ASSISTANT PROFESSORS (251C)		
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)		
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III (251E)		
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II (251F)		
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS I (251G)		
ARTS AND SCIENCES (NATURAL SCIENCES) – RESEARCH PROFESSORS (251H)		
ARTS AND SCIENCES (NATURAL SCIENCES) – RESEARCH ASSOCIATE PROFESSORS (251I)		
ARTS AND SCIENCES (NATURAL SCIENCES) – RESEARCH ASSISTANT PROFESSORS (251J)		
ARTS AND SCIENCES (SOCIAL SCIENCES) – PROFESSORS (252A)		
ARTS AND SCIENCES (SOCIAL SCIENCES) – ASSOCIATE PROFESSORS (252B)		G
ARTS AND SCIENCES (SOCIAL SCIENCES) – ASSISTANT PROFESSORS (252C)		
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS III (252E)		
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II (252F)		
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS I (252G)		
ARTS AND SCIENCES (SOCIAL SCIENCES) – RESEARCH PROFESSORS (252H)		
ARTS AND SCIENCES (SOCIAL SCIENCES) – RESEARCH ASSISTANT PROFESSORS (252J)		
ARCHITECTURE AND PLANNING - PROFESSORS (253A)	G	
ARCHITECTURE AND PLANNING - ASSOCIATE PROFESSORS (253B)		
ARCHITECTURE AND PLANNING - ASSISTANT PROFESSORS (253C)		
ARCHITECTURE AND PLANNING – TEMPORARY-PART-TIME PROFESSORS (253D)		
ARCHITECTURE AND PLANNING - LECTURERS III (253E)		
ARCHITECTURE AND PLANNING - LECTURERS II (253F)		
ARCHITECTURE AND PLANNING - RESEARCH ASSOCIATE PROFESSORS (253I)		
ANDERSON SCHOOL OF MANAGEMENT – PROFESSORS (254A)		
ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS (254B)		



ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS (254C)		
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS III (254E)		
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS I (254G)		
EDUCATION - PROFESSORS (255A)		
EDUCATION - ASSOCIATE PROFESSORS (255B)		
EDUCATION - ASSISTANT PROFESSORS (255C)		
EDUCATION - LECTURERS III (255E)		
EDUCATION - LECTURERS II (255F)		
EDUCATION - LECTURERS I (255G)		
EDUCATION - RESEARCH PROFESSORS (255H)		
EDUCATION - RESEARCH ASSOCIATE PROFESSORS (255I)		
EDUCATION - RESEARCH ASSISTANT PROFESSORS (255J)		
ENGINEERING - PROFESSORS (256A)	G	
ENGINEERING - ASSOCIATE PROFESSORS (256B)		
ENGINEERING - ASSISTANT PROFESSORS (256C)		
ENGINEERING - LECTURERS III (256E)		
ENGINEERING - LECTURERS II (256F)		
ENGINEERING - LECTURERS I (256G)		
ENGINEERING - RESEARCH PROFESSORS (256H)		
ENGINEERING - RESEARCH ASSOCIATE PROFESSORS (256I)		
ENGINEERING - RESEARCH ASSISTANT PROFESSORS (256J)		
FINE ARTS - PROFESSORS (258A)		
FINE ARTS - ASSOCIATE PROFESSORS (258B)	G	
FINE ARTS - ASSISTANT PROFESSORS (258C)		
FINE ARTS - LECTURERS III (258E)		
FINE ARTS - LECTURERS II (258F)		
FINE ARTS - RESEARCH ASSISTANT PROFESSORS (258J)		
LAW - PROFESSORS (259A)		
LAW - ASSOCIATE PROFESSORS (259B)		
LAW - ASSISTANT PROFESSORS (259C)		
LAW - LECTURERS III (259E)		
LAW - RESEARCH PROFESSORS (259H)		
UNIVERSITY LIBRARY - PROFESSORS (260A)		
UNIVERSITY LIBRARY - ASSOCIATE PROFESSORS (260B)		
UNIVERSITY LIBRARY - ASSISTANT PROFESSORS (260C)		
UNIVERSITY LIBRARY - LECTURERS III (260E)		
UNIVERSITY LIBRARY - LECTURERS I (260G)		
WORKING RETIREES (270)	G	
POST DOCTORAL FELLOWS (271)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)		

TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)		
MISCELLANEOUS MAIN CAMPUS PROFESSORS (280A)		
MISCELLANEOUS MAIN CAMPUS ASSOCIATE PROFESSORS (280B)		
MISCELLANEOUS MAIN CAMPUS ASSISTANT PROFESSORS (280C)		
MISCELLANEOUS MAIN CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
IT TECH SUPPORT III (301-3)		
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)		
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)		
NURSING TECHS III (303-3)		
HEALTH SUPPORT TECHS III (304-3)		G
HEALTH SUPPORT TECHS II (304-2)		
HEALTH SUPPORT TECHS I (304-1)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)		
CLERICAL SUPPORT I (501-1)	G	
MATERIALS-CONSTRUCTION SUPPORT II (502-2)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)	G	
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		
ACADEMICS SUPPORT I (504-1)		
TRADES-CRAFTS SUPPORT III (601-3)		
TRADES-CRAFTS SUPPORT II (601-2)		
TRADES-CRAFTS SUPPORT I (601-1)		
SECURITY & SAFETY SERVICE SUPPORT III (901-3)		
SECURITY & SAFETY SERVICE SUPPORT II (901-2)		
SECURITY & SAFETY SERVICE SUPPORT I (901-1)		
CHILD CARE WORKERS (902)		
BUILDINGS AND GROUNDS SUPPORT III (903-3)		
BUILDINGS AND GROUNDS SUPPORT II (903-2)		
BUILDINGS AND GROUNDS SUPPORT I (903-1)		

**University of New Mexico  
Health Science Center**

**2019 STATISTICS AT A GLANCE**

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	3016	9150	469	264	458
Female	2043	5662	326	187	315
Female %	67.74%	61.88%	69.51%	70.83%	68.78%
Minority	1355	4950	237	147	192
Minority %	44.93%	54.10%	50.53%	55.68%	41.92%
Black	51	319	12	4	14
Black %	1.69%	3.49%	2.56%	1.52%	3.06%
Hispanic	946	3641	153	116	121
Hispanic %	31.37%	39.79%	32.62%	43.94%	26.42%
Asian	219	623	42	14	33
Asian %	7.26%	6.81%	8.96%	5.30%	7.21%
American Indian or Alaskan Native	80	348	11	4	10
American Indian or Alaskan Native %	2.65%	3.80%	2.35%	1.52%	2.18%
Native Hawaiian/Other Pacific	2	19	0	0	1
Native Hawaiian/Other Pacific %	0.07%	0.21%	0.00%	0.00%	0.22%
Two or More Races	57	0	19	9	13
Two or More Races %	1.89%	0.00%	4.05%	3.41%	2.84%
Unknown Race	0	877	0	0	0
Unknown Race %	0.00%	9.58%	0.00%	0.00%	0.00%
Unknown Gender	0	215	0	0	0
Unknown Gender %	0.00%	2.35%	0.00%	0.00%	0.00%
Individual with Disability	63	562	3	0	0
Individual with Disability %	2.09%	6.14%	0.64%	0.00%	0.00%
Protected Veterans	121	246	7	15	7
Protected Veterans %	4.01%	2.69%	1.49%	5.68%	1.53%

\*\*There are goals for Individuals with disabilities and veterans in virtually all job groups.

2019 Goals			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for Individuals with a Disability
EXECUTIVES (101)			Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)	G		
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)			Yes
NURSING SPECIALTY (202A)			Yes
NURSING PROFESSIONALS III (202-3)			Yes
NURSING PROFESSIONALS II (202-2)			Yes
NURSING PROFESSIONALS I (202-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
HEALTH PROFESSIONALS III (205A3)			Yes
HEALTH PROFESSIONALS II (205A2)			Yes
HEALTH PROFESSIONALS I (205A1)			Yes
PHYSICANS (205)			Yes
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)			Yes
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS III (209-3)			Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)	G		Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes
ACADEMICS PROFESSIONALS I (210-1)			Yes

HSC - SCHOOL OF MEDICINE (SOM) - PROFESSORS (262A)	G	G	Yes
HSC - SCHOOL OF MEDICINE (SOM) - ASSOCIATE PROFESSORS (262B)			
HSC - SCHOOL OF MEDICINE (SOM) - ASSISTANT PROFESSORS (262C)			
HSC - SCHOOL OF MEDICINE (SOM) - TEMPORARY-PART-TIME PROFESSORS (262D)			
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS III (262E)			
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS II (262F)			
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS I (262G)			
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH PROFESSORS (262H)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH ASSOCIATE PROFESSORS (262I)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH ASSISTANT PROFESSORS (262J)			
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - PROFESSORS (263A)			Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSOCIATE PROFESSORS (263B)			
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSISTANT PROFESSORS (263C)			
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - TEMPORARY-PART-TIME PROFESSORS (263D)			
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS III (263E)			
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS II (263F)			Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS I (263G)			
HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS (264A)			
HSC - SCHOOL OF PHARMACY (SOP) - ASSOCIATE PROFESSORS (264B)	G		Yes
HSC - SCHOOL OF PHARMACY (SOP) - ASSISTANT PROFESSORS (264C)			
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III (264E)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS II (264F)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - RESEARCH PROFESSORS (264H)			Yes

HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSOCIATE PROFESSORS (264I)			Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSISTANT PROFESSORS (264J)			
WORKING RETIREES (270)			Yes
POST DOCTORAL FELLOWS (271)			
NON CREDIT TEACHERS (272)			
OTHER TEACHERS (273)			
TEMPORARY-PART-TIME PROFESSORS (MEDICAL) (274A)			
GRADUATE ASSISTANTS (275)			
BRANCH CAMPUS RESEARCH FACULTY (280H)			
IT TECH SUPPORT III (301-3)			
IT TECH SUPPORT II (301-2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)	G		Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)			Yes
HEALTH SUPPORT TECHS III (304-3)			Yes
HEALTH SUPPORT TECHS II (304-2)			Yes
HEALTH SUPPORT TECHS I (304-1)			Yes
CLERICAL SUPPORT III (501-3)			Yes
CLERICAL SUPPORT II (501-2)	G		Yes
CLERICAL SUPPORT I (501-1)			Yes
MATERIALS-CONSTRUCTION SUPPORT II (502-2)			
MATERIALS-CONSTRUCTION SUPPORT I (502-1)			
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			
TRADES-CRAFTS SUPPORT III (601-3)			
TRADES-CRAFTS SUPPORT II (601-2)			Yes
SECURITY & SAFETY SERVICE SUPPORT III (901-3)			Yes
SECURITY & SAFETY SERVICE SUPPORT II (901-2)			Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes

\*\*No placement opportunities mean no hiring in this job group.

G = Goal was identified	
	Goal Achieved or Substantially Achieved
	Goal Not Achieved
	No Placement Opportunities

SUMMARY OF 2019 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
EXECUTIVES (101)		
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)	G	
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)		
NURSING SPECIALTY (202A)		
NURSING PROFESSIONALS II (202-2)		
NURSING PROFESSIONALS I (202-1)		
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)		
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
HEALTH PROFESSIONALS III (205A3)		
HEALTH PROFESSIONALS II (205A2)		
HEALTH PROFESSIONALS I (205A1)		
PHYSICIANS (205)		
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)		
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS III (209-3)		
ADMINISTRATIVE PROFESSIONALS II (209-2)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS II (210-2)		
ACADEMICS PROFESSIONALS I (210-1)		
HSC - SCHOOL OF MEDICINE (SOM) - PROFESSORS (262A)	G	G
HSC - SCHOOL OF MEDICINE (SOM) - ASSOCIATE PROFESSORS (262B)		
HSC - SCHOOL OF MEDICINE (SOM) - ASSISTANT PROFESSORS (262C)		
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS III (262E)		
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS II (262F)		
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS I (262G)		
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH PROFESSORS (262H)		
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH		

ASSOCIATE PROFESSORS (262I)		
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH ASSISTANT PROFESSORS (262J)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - PROFESSORS (263A)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSOCIATE PROFESSORS (263B)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSISTANT PROFESSORS (263C)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS III (263E)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS I (263G)		
HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS (264A)		
HSC - SCHOOL OF PHARMACY (SOP) - ASSOCIATE PROFESSORS (264B)	G	
HSC - SCHOOL OF PHARMACY (SOP) - ASSISTANT PROFESSORS (264C)		
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III (264E)		
HSC - SCHOOL OF PHARMACY (SOP) - RESEARCH PROFESSORS (264H)		
HSC - SCHOOL OF PHARMACY (SOP) - RESEARCH ASSOCIATE PROFESSORS (264I)		
HSC - SCHOOL OF PHARMACY (SOP) - RESEARCH ASSISTANT PROFESSORS (264J)		
WORKING RETIREES (270)		G
POST DOCTORAL FELLOWS (271)		
OTHER TEACHERS (273)		
TEMPORARY-PART-TIME PROFESSORS (MEDICAL) (274A)		
IT TECH SUPPORT III (301-3)		
IT TECH SUPPORT II (301-2)		
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)		
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)		
HEALTH SUPPORT TECHS III (304-3)		
HEALTH SUPPORT TECHS II (304-2)		
HEALTH SUPPORT TECHS I (304-1)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)		
CLERICAL SUPPORT I (501-1)		
MATERIALS-CONSTRUCTION SUPPORT II (502-2)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)		
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		
TRADES-CRAFTS SUPPORT III (601-3)		
TRADES-CRAFTS SUPPORT II (601-2)		
SECURITY & SAFETY SERVICE SUPPORT III (901-3)		
SECURITY & SAFETY SERVICE SUPPORT II (901-2)		
BUILDINGS AND GROUNDS SUPPORT II (903-2)		
BUILDINGS AND GROUNDS SUPPORT I (903-1)		



**University of New Mexico  
Gallup Branch**

**2019 STATISTICS AT A GLANCE**

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	275	309	62	4	14
Female	150	164	31	2	5
Female %	54.55%	53.07%	50.00%	50.00%	35.71%
Minority	176	207	36	0	9
Minority %	64.00%	66.99%	58.06%	0.00%	64.29%
Black	4	15	2	0	0
Black %	1.45%	4.85%	3.23%	0.00%	0.00%
Hispanic	40	42	2	0	1
Hispanic %	14.55%	13.59%	3.23%	0.00%	7.14%
Asian	31	15	7	0	0
Asian %	11.27%	4.85%	11.29%	0.00%	0.00%
American Indian or Alaskan Native	97	135	21	0	8
American Indian or Alaskan Native %	35.27%	43.69%	33.87%	0.00%	57.14%
Native Hawaiian/Other Pacific	0	0	2	0	0
Native Hawaiian/Other Pacific %	0.00%	0.00%	3.23%	0.00%	0.00%
Two or More Races	4	0	2	0	0
Two or More Races %	1.45%	0.00%	3.23%	0.00%	0.00%
Unknown Race	0	39	0	0	0
Unknown Race %	0.00%	12.62%	0.00%	0.00%	0.00%
Unknown Gender	0	11	0	0	0
Unknown Gender %	0.00%	3.56%	0.00%	0.00%	0.00%
Individual with Disability	5	16	1	0	0
Individual with Disability %	1.82%	5.18%	1.61%	0.00%	0.00%
Protected Veterans	5	7	3	0	0
Protected Veterans %	1.82%	2.27%	4.84%	0.00%	0.00%

\*There are no goals for females or minorities for 2018 for Gallup.

\*\*There are goals for Individuals with disabilities and veterans in virtually all job groups.

<b>2019 GOALS*</b>			
<b>Job Group Name (Code)</b>	<b>Female Goal</b>	<b>Minority Goal</b>	<b>Goal for Individuals with a Disability</b>
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			
ACADEMICS PROFESSIONALS I (210-1)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS PROFESSORS (280A)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
BRANCH CAMPUS LECTURERS I (280G)			Yes
IT TECH SUPPORT III (301-3)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)			Yes
CLERICAL SUPPORT III (501-3)			Yes
CLERICAL SUPPORT II (501-2)			Yes
CLERICAL SUPPORT I (501-1)			Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)			Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes
TRADES-CRAFTS SUPPORT II (601-2)			Yes

SECURITY & SAFETY SERVICE SUPPORT III (901-3)			Yes
SECURITY & SAFETY SERVICE SUPPORT II (901-2)			Yes
CHILD CARE WORKERS (902)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			

\*There were no goals for females or minorities for 2017 for Gallup.

G = Goal was identified	
	Goal Achieved or Substantially Achieved
	Goal Not Achieved
	No Placement Opportunities

SUMMARY OF 2019 GOAL ACHIEVEMENT*		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS I (210-1)		
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)		
BRANCH CAMPUS PROFESSORS (280A)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
BRANCH CAMPUS LECTURERS I (280G)		
IT TECH SUPPORT III (301-3)		
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)		
CLERICAL SUPPORT I (501-1)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)		
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		
ACADEMICS SUPPORT I (504-1)		
TRADES-CRAFTS SUPPORT II (601-2)		
SECURITY & SAFETY SERVICE SUPPORT III (901-3)		
SECURITY & SAFETY SERVICE SUPPORT II (901-2)		
BUILDINGS AND GROUNDS SUPPORT II (903-2)		
BUILDINGS AND GROUNDS SUPPORT I (903-1)		

**University of New Mexico  
Los Alamos Branch**

**2019 STATISTICS AT A GLANCE**

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	141	719	36	3	10
Female	80	362	17	2	6
Female %	56.74%	50.35%	47.22%	66.67%	60.00%
Minority	25	270	9	2	4
Minority %	17.73%	37.55%	25.00%	66.67%	40.00%
Black	2	75	0	0	0
Black %	1.42%	10.43%	0.00%	0.00%	0.00%
Hispanic	17	116	6	2	4
Hispanic %	12.06%	16.13%	16.67%	66.67%	40.00%
Asian	3	61	2	0	0
Asian %	2.13%	8.48%	5.56%	0.00%	0.00%
American Indian or Alaskan Native	3	15	1	0	0
American Indian or Alaskan Native %	2.13%	2.09%	2.78%	0.00%	0.00%
Native Hawaiian/Other Pacific	0	3	0	0	0
Native Hawaiian/Other Pacific %	0.00%	0.42%	0.00%	0.00%	0.00%
Two or More Races	0	0	0	0	0
Two or More Races %	0.00%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	104	0	0	0
Unknown Race %	0.00%	14.46%	0.00%	0.00%	0.00%
Unknown Gender	0	18	0	0	0
Unknown Gender %	0.00%	2.50%	0.00%	0.00%	0.00%
Individual with Disability	3	50	0	0	0
Individual with Disability %	2.13%	6.95%	0.00%	0.00%	0.00%
Protected Veterans	3	52	1	0	0
Protected Veterans %	2.13%	7.23%	2.78%	0.00%	0.00%

\*There are no goals for females or minorities for 2018 for Los Alamos.

\*\*There are goals for Individuals with disabilities and veterans in virtually all job groups.

<b>2019 GOALS*</b>			
<b>Job Group Name (Code)</b>	<b>Female Goal</b>	<b>Minority Goal</b>	<b>Goal for Individuals with a Disability</b>
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS I (210-1)			Yes
NON CREDIT TEACHERS (272)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS PROFESSORS (280A)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS III (280E)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
BRANCH CAMPUS LECTURERS I (280G)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)			Yes
CLERICAL SUPPORT III (501-3)			Yes
CLERICAL SUPPORT II (501-2)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes

\*There were no goals for females or minorities for 2017 for Los Alamos.

G = Goal was identified	
	Goal Achieved or Substantially Achieved
	Goal Not Achieved
	No Placement Opportunities

SUMMARY OF 2019 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS II (209-2)		
ACADEMICS PROFESSIONALS I (210-1)		
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
BRANCH CAMPUS PROFESSORS (280A)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
BRANCH CAMPUS LECTURERS I (280G)		
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		

**University of New Mexico  
Taos Branch**

**2019 STATISTICS AT A GLANCE**

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	207	435	55	1	14
Female	122	234	34	1	5
Female %	58.94%	53.79%	61.82%	100.00%	35.71%
Minority	97	190	21	1	8
Minority %	46.86%	43.68%	38.18%	100.00%	57.14%
Black	3	9	1	0	0
Black %	1.45%	2.07%	1.82%	0.00%	0.00%
Hispanic	87	159	18	1	7
Hispanic %	42.03%	36.55%	32.73%	100.00%	50.00%
Asian	0	6	0	0	0
Asian %	0.00%	1.38%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	3	16	0	0	1
American Indian or Alaskan Native %	1.45%	3.68%	0.00%	0.00%	7.14%
Native Hawaiian/Other Pacific	0	0	0	0	0
Native Hawaiian/Other Pacific %	0.00%	0.00%	0.00%	0.00%	0.00%
Two or More Races	4	0	2	0	0
Two or More Races %	1.93%	0.00%	3.64%	0.00%	0.00%
Unknown Race	0	75	0	0	0
Unknown Race %	0.00%	17.24%	0.00%	0.00%	0.00%
Unknown Gender	0	19	0	0	0
Unknown Gender %	0.00%	4.37%	0.00%	0.00%	0.00%
Individual with Disability	5	33	1	0	0
Individual with Disability %	2.42%	7.59%	1.82%	0.00%	0.00%
Protected Veterans	2	28	0	0	1
Protected Veterans %	0.97%	6.44%	0.00%	0.00%	7.14%

\*\*There are goals for individuals with disabilities and veterans in virtually all job groups.

<b>2019 GOALS*</b>			
<b>Job Group Name (Code)</b>	<b>Female Goal</b>	<b>Minority Goal</b>	<b>Goal for Individuals with a Disability</b>
EXECUTIVES (101)			Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS I (210-1)			
WORKING RETIREES (270)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS III (280E)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
IT TECH SUPPORT III (301-3)		G	
CLERICAL SUPPORT III (501-3)		G	Yes
CLERICAL SUPPORT II (501-2)			Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)			
ACADEMICS SUPPORT II (504-2)			Yes
BUILDINGS AND GROUNDS SUPPORT III (903-3)			Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes



\*\*No placement opportunities mean no hiring in this job group.

G = Goal was identified	Goal Achieved or Substantially Achieved
	Goal Not Achieved
	No Placement Opportunities

SUMMARY OF 2019 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS I (210-1)		
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)		
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
IT TECH SUPPORT III (301-3)		G
CLERICAL SUPPORT III (501-3)	G	
CLERICAL SUPPORT II (501-2)		
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		
BUILDINGS AND GROUNDS SUPPORT III (903-3)		
BUILDINGS AND GROUNDS SUPPORT II (903-2)		

**University of New Mexico  
Valencia Branch**

**2019 STATISTICS AT A GLANCE**

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	229	813	43	14	21
Female	152	423	26	12	12
Female %	66.38%	52.03%	60.47%	85.71%	57.14%
Minority	102	414	16	13	15
Minority %	44.54%	50.92%	37.21%	92.86%	71.43%
Black	3	34	0	0	1
Black %	1.31%	4.18%	0.00%	0.00%	4.76%
Hispanic	84	293	12	11	14
Hispanic %	36.68%	36.04%	27.91%	78.57%	66.67%
Asian	3	66	0	0	0
Asian %	1.31%	8.12%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	7	20	2	2	0
American Indian or Alaskan Native %	3.06%	2.46%	4.65%	14.29%	0.00%
Native Hawaiian/Other Pacific	0	1	0	0	0
Native Hawaiian/Other Pacific %	0.00%	0.12%	0.00%	0.00%	0.00%
Two or More Races	5	0	2	0	0
Two or More Races %	2.18%	0.00%	4.65%	0.00%	0.00%
Unknown Race	0	76	0	0	0
Unknown Race %	0.00%	9.35%	0.00%	0.00%	0.00%
Unknown Gender	0	21	0	0	0
Unknown Gender %	0.00%	2.58%	0.00%	0.00%	0.00%
Individual with Disability	3	42	3	0	0
Individual with Disability %	1.31%	5.17%	6.98%	0.00%	0.00%
Protected Veterans	2	33	4	1	0
Protected Veterans %	0.87%	4.06%	9.30%	7.14%	0.00%

\*There are no goals for females or minorities for 2018 for Valencia.

\*\*There are goals for individuals with disabilities and veterans in virtually all job groups.

<b>2019 GOALS</b>			
<b>Job Group Name (Code)</b>	<b>Female Goal</b>	<b>Minority Goal</b>	<b>Goal for Individuals with a Disability</b>
MANAGEMENT (102)	G		Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)			Yes
WORKING RETIREES (270)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS PROFESSORS (280A)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS III (280E)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
BRANCH CAMPUS LECTURERS I (280G)			Yes
IT TECH SUPPORT III (301-3)			Yes
CLERICAL SUPPORT III (501-3)			
CLERICAL SUPPORT II (501-2)			Yes
CLERICAL SUPPORT I (501-1)			Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)			Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			
ACADEMICS SUPPORT III (504-3)			Yes
TRADES-CRAFTS SUPPORT II (601-2)			Yes
SECURITY & SAFETY SERVICE SUPPORT III (901-3)			Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			

\*\*No placement opportunities mean no hiring in this job group.

G = Goal was identified	
	Goal Achieved or Substantially Achieved
	Goal Not Achieved
	No Placement Opportunities

SUMMARY OF 2019 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS II (210-2)		
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)		
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)		
BRANCH CAMPUS PROFESSORS (280A)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
BRANCH CAMPUS LECTURERS I (280G)		
IT TECH SUPPORT III (301-3)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)		
CLERICAL SUPPORT I (501-1)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)		
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		

### **Affirmative Action**

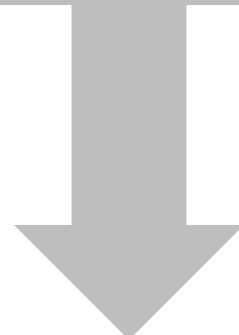
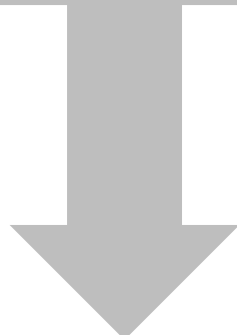
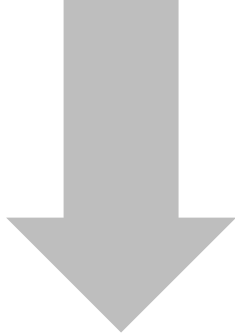
- Largely mandated
- Targets outreach to underutilized groups
- Helps prevent discrimination
- Measures good faith efforts in making affirmative action progress for minorities, women, protected veterans, and individuals with disabilities

### **Equal Employment Opportunity**

- Legally mandated
- Eliminates discrimination in human resource policies and practices
- Provides equal access and opportunity- no one excluded from participation

### **Embracing Diversity**

- Not legally mandated
- Inclusive of all groups
- Focuses on developing an environment that maximizes the potential of all employees by valuing diversity interpersonally and institutionally
- Business necessity given workforce trends
- Broader than ethnicity, race and gender



### **Equity in the Workplace**

- Diverse productive workforce
- More equitable and accessible work environment
- Level playing field for employee success
- Inclusive environment where all employees are valued
- Work environment free from discrimination and micro-aggression

## What is the CEEO's role in Affirmative Action?

CEEEO is the campus entity designated to ensure compliance with all University policies that apply to civil rights, including investigation of claims of civil rights violations. CEEEO is also responsible for overseeing the preparation of the AAP and reporting progress on campus affirmative action efforts. CEEEO partners with numerous groups across our campus community on educational outreach opportunities offering classes, group presentations, and strategy development meetings as subject matter experts in EEO/AAP initiatives.



**For more information, contact:**

**Heather Jaramillo, Director**  
**Office of Compliance,**  
**Ethics, and Equal**  
**Opportunity**

**Email:** [hjaramillo@unm.edu](mailto:hjaramillo@unm.edu)  
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**Francie Cordova, Chief**  
**Compliance Officer**  
**Office of Compliance,**  
**Ethics, and Equal**  
**Opportunity**

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