OFFICE OF COMPLIANCE, ETHICS & EQUAL OPPORTUNITY

2021-2022

AFFIRMATIVE ACTION EXECUTIVE

SUMMARY AND GOALS

Contents

2021-2022 AFFIRMATIVE ACTION
EXECUTIVE SUMMARY AND GOALS

UNM is committed to equal employment opportunities (EEO) and affirmative action principles that ultimately create and foster a diverse and inclusive work environment. The Affirmative Action Plan (AAP) is one tool used to identify underutilization of certain underrepresented groups in certain job categories based on availability in those categories and availability in a specified recruitment area.

The UNM Office of Compliance, Ethics & Equal Opportunity (CEEO) is the campus entity designated to ensure compliance with all University policies which apply to civil rights, including investigation of alleges civil rights violations. CEEO is also responsible for overseeing the preparation of the AAP and for reporting progress on campus affirmative action efforts. CEEO partners with numerous groups across our campus community on educational outreach opportunities offering classes, group presentations, and strategy development as subject matter experts in EEO/AAP initiatives.

CEEO has completed the AAP for 2021-2022 pursuant to Executive Order 11246 (EO 11246). UNM has prepared a separate AAP for Main Campus, the Health Sciences Center, and for each branch campus. The data has been developed pursuant to the requirements of EO 11246, The Rehabilitation Act of 1974, and the Vietnam Era Veterans Readjustment Act of 1974. EO 11246 requires data to be analyzed in regard to the following minority groups: African Americans, Asians, Hispanics, Native Americans/Alaskan Natives, Native Hawaiians/Pacific Islanders, all as one minority group; females (as defined by EO 11246); veterans; and individuals with disabilities (IWDs) for the period of November 1, 2021 to October 31, 2022.

II.   AAP FREQUENTLY ASKED QUESTIONS

1. ***What is the AAP?***

   The AAP is legally mandated by the federal government 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 in UNM'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 31 of the AAP year. EO 11246 also requires that UNM engage in good faith efforts to correct any affirmative action deficiencies by demonstrating its recruitment and hiring of qualified women, minorities, veterans, and IWDs.

2. ***What does the AAP consist of?***

   The AAP contains the following reports:
   a. <u>Organizational Profile/Workforce Analysis</u>: an organizational profile which lists every UNM incumbent by department, along with their race and gender.
   b. <u>Job Group Analysis</u>: the first step in comparing representation of minorities, women, veterans, and IWDs in UNM's work force. 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 listed on page 6 of this Executive Summary.

c. <u>Availability Analysis</u>: an analysis that serves as a benchmark to determine if barriers to employment exist. 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. Internal feeder groups include all current UNM employees who may be promotable into another job group and reflect the opportunity for UNM to promote people from within the institution. 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 American Medical Association Survey data are also utilized.

d. <u>Incumbency vs. Estimated Availability</u>: a report which 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 what 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.

e. <u>Placement Goals</u>: a goal which is calculated by comparing the representation of women and minorities in UNM's workforce to the estimated availability for women and minorities in the external or internal feeder group. When the number of women 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.

f. <u>Adverse Impact Analysis Report</u>: an analysis which calculates the adverse impact to different groups by taking the percentage of hires, promotions, terminations, and transfers and comparing them by race and gender using a two standard deviation analysis.

g. Required EEO/AAP laws, regulations, and best practices

3. ***Is a goal a quota?***

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

4. ***What does a goal percentage mean?***

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

NOTE: nearly every job group has a placement goal for veterans and IWDs at UNM, and efforts should always be made to recruit, hire, and retain these individuals.

5. ***What should I do if a position in my department has a placement goal?***

If there is a placement goal in a particular job group, UNM should strive to recruit, hire, and create accessible means of application and retention to expand pools of candidates that include minorities, women, veterans, and IWDs. Departments should track and document their individual efforts in these areas.

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

UNM should strive to purposefully recruit qualified individuals from protected categories in every job posting.

7. *Is the AAP a diversity plan?*

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

UNM in particular has stated diversity as a value it holds close, and has identified this through Goal Three: Inclusive Excellence in its 2040 Strategic Plan. The following table illustrates where AAP, EEO, and diversity principles differ and how they all contribute to equity in the workplace:

AFFIRMATIVE ACTION	EQUAL EMPLOYMENT OPPORTUNITY	DIVERSITY PROMOTION
• Legally mandated for federal contractors • Targets outreach to underutilized groups • Helps prevent discrimination of certain groups • Measures an employer's good faith efforts in making affirmative action progress for minorities, women, veterans, and IWDs	• Legally mandated • Prohibits discrimination in human resource policies and practices • Provides equal access and opportunity – no one is excluded from participation	• Not legal mandated • Inclusive of all groups, not only those that are federally protected • Focuses on developing an environment which maximizes the potential of all employees by valuing diversity interpersonally and institutionally • A business necessity, given workforce trends • Broader than ethnicity, race, and gender
↓	↓	↓

EQUITY IN THE WORKPLACE
• A diverse and productive workforce • Level playing field for employee success and promotion • More equitable and accessible work environment • Inclusive environment where all employees are valued • A work environment free from discrimination and microaggressions

8. *What should I do if a job group in my area shows adverse impact?*

If a job group shows adverse impact, and you are in a role which oversees your department's recruitment efforts, hiring, promotion, or termination decisions, you will be contacted by CEEO to discuss the results of the AAP for your area. Generally speaking, any adverse impact should be examined to determine the reason for the impact and make corrections, if needed.

9. *What else can I do to support affirmative action principles at UNM?*
    • Ensure your department is actively recruiting and targeting its outreach for underutilized positions. Document your efforts.
    • Post all positions competitively. If you make an exception for a position, articulate and document the reasons.
    • Ensure you review all applicant materials and interview minorities, women, veterans, and IWDs who meet minimum qualifications.
    • Be cognizant of individual bias at all stages of the outreach and hiring process, including stereotypes about disability.
    • Use detailed application dispensation explanations for candidates who are not selected in UNM Jobs, being specific as to 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 embedded in them.
    • Ensure that search and interview committees are diverse, pursuant to University Administrative Policy 3210(4.1).
    • Ensure that applicants with disabilities are able to receive prompt and effective accommodations, pursuant to University Administrative Policy 3110.
    • Ensure accessibility during interviews, and consider following universal design principles to ensure a better and more accessible process for all applicants.
    • Allow applicants to self-identify ethnicity, race, gender, veteran, and disability status.
    • Ensure that all hiring officials in your department receive AAP and EEO training.

10. *Who can I contact if I have questions?*

    CEEO is the appropriate office to contact with your questions:
    • Francie Cordova, Chief Compliance Officer: fcordova3@unm.edu
    • Heather Jaramillo, Director of Equal Opportunity: hjaramillo@unm.edu
    • CEEO Phone: (505) 277-5251
    • CEEO Email: ceeo@unm.edu

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	PHYSICANS
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) - LECTURERSIII
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

2021-22 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	3163	7428	529	447	489
Female	1650	3863	305	259	272
Female %	52.91%	48.05%	27.38%	55.72%	53.92%
Minority	1569	4147	291	262	251
Minority %	47.94%	65.26%	50.86%	6.70%	47.72%
Black	63	272	10	5	17
Black %	2.11%	4.37%	3.67%	1.49%	3.10%
Hispanic	1178	3023	235	230	199
Hispanic %	36.04%	32.49	35.94%	55.22%	35.7%
Asian	138	498	15	16	15
Asian %	4.02%	5.51%	4.65%	1.00%	2.91%
American Indian or Alaskan Native	123	335	30	11	18
American Indian or Alaskan Native %	3.80%	4.20%	2.69%	2.49%	4.37%
Native Hawaiian/Other Pacific	4	19	1	0	2
Native Hawaiian/Other Pacific %	0.14%	0.35%	0.24%	0.00%	0.00%
Two or More Races	63	0	0	0	0
Two or More Races %	1.83%	0.00%	0.24%	0.50%	1.64%
Unknown Race	0	522	0	0	0
Unknown Race %	0.00%	18.36%	0.00%	0.00%	0.00%
Unknown Gender	0	272	0	0	0
Unknown Gender %	0.00%	4.49%	0.00%	0.00%	0.00%
Individual with Disability	66	728	0	0	0
Individual with Disability %	2.30%	8.51%	0.00%	0.00%	0.00%
Protected Veterans	43	156	8	5	11
Protected Veterans %	1.61%	2.09%	0.24%	0.50%	3.10%

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

Job Group Name (Code)	2022 Goals		
	Female Goal	Minority Goal	Goal for IWDs
EXECUTIVES (101)			
MANAGEMENT (102)	Yes	Yes	Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)		Yes	Yes
DEANS & SR. ASSOCIATE DEANS (105-2)	Yes		Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)	Yes	Yes	Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)	Yes	Yes	Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)			Yes
NURSING SPECIALTY (202A)		Yes	Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS I (203-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)	Yes	Yes	Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Yes		Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		Yes	Yes
HEALTH PROFESSIONALS III (205A3)		Yes	Yes
HEALTH PROFESSIONALS II (205A2)		Yes	Yes
HEALTH PROFESSIONALS I (205A1)	Yes		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		Yes
ATHLETICS PROFESSIONALS IV (207-4)		Yes	Yes
ATHLETICS PROFESSIONALS III (207-3)	Yes		Yes
ATHLETICS PROFESSIONALS II (207-2)			Yes
ATHLETICS PROFESSIONALS I (207-1)			Yes

	Female Goal	Minority Goal	Goal for IWDs
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		Yes	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)			
ACADEMICS PROFESSIONALS I (210-1)			Yes
ARTS AND SCIENCES (HUMANITIES) - PROFESSORS (250A)	Yes	Yes	Yes
ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS (250B)	Yes	Yes	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	Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS I (250G)			Yes
ARTS AND SCIENCES (HUMANITIES) - RESEARCH PROFESSORS (250H)	Yes		Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - PROFESSORS (251A)	Yes	Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSOCIATE PROFESSORS (251B)	Yes		Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSISTANT PROFESSORS (251C)		Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)	Yes	Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III (251E)		Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II (251F)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH PROFESSORS (251H)	Yes		Yes

	Female Goal	Minority Goal	Goal for IWDs
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSOCIATE PROFESSORS (251I)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS (251J)		Yes	Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - PROFESSORS (252A)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSOCIATE PROFESSORS (252B)	Yes	Yes	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	Yes	Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II (252F)			No
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		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		Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS (254B)	Yes		Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS (254C)			Yes

	Female Goal	Minority Goal	Goal for IWDs
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		Yes
EDUCATION - ASSISTANT PROFESSORS (255C)		Yes	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)	Yes		Yes
ENGINEERING - ASSOCIATE PROFESSORS (256B)			Yes
ENGINEERING - ASSISTANT PROFESSORS (256C)	Yes	Yes	Yes
ENGINEERING - TEMPORARY-PART-TIME PROFESSORS (256D)			Yes
ENGINEERING - LECTURERS III (256E)			Yes
ENGINEERING - LECTURERS II (256F)	Yes	Yes	Yes
ENGINEERING - RESEARCH PROFESSORS (256H)	Yes		Yes
ENGINEERING - RESEARCH ASSOCIATE PROFESSORS (256I)			Yes
ENGINEERING - RESEARCH ASSISTANT PROFESSORS (256J)	Yes		Yes
FINE ARTS - PROFESSORS (258A)			Yes
FINE ARTS - ASSOCIATE PROFESSORS (258B)		Yes	Yes
FINE ARTS - ASSISTANT PROFESSORS (258C)	Yes		Yes
FINE ARTS - TEMPORARY-PART-TIME PROFESSORS (258D)		Yes	Yes
FINE ARTS - LECTURERS III (258E)			Yes
FINE ARTS - LECTURERS II (258F)			Yes

	Female Goal	Minority Goal	Goal for IWDs
FINE ARTS - RESEARCH ASSISTANT PROFESSORS (258J)			Yes
LAW - PROFESSORS (259A)			Yes
LAW - ASSOCIATE PROFESSORS (259B)	Yes	Yes	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
8/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)			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)		Yes	Yes
MISCELLANEOUS MAIN CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
MISCELLANEOUS MAIN CAMPUS ASSISTANT PROFESSORS (280C)			Yes

	Female Goal	Minority Goal	Goal for IWDs
MISCELLANEOUS MAIN CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
MISCELLANEOUS MAIN CAMPUS RESEARCH FACULTY (280H)			Yes
IT TECH SUPPORT III (301-3)	Yes	Yes	Yes
IT TECH SUPPORT II (301-2)	Yes		Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)	Yes	Yes	Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302- 2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS I (302- 1)	Yes		Yes
NURSING TECHS III (303-3)			Yes
HEALTH SUPPORT TECHS III (304-3)	Yes	Yes	Yes
HEALTH SUPPORT TECHS II (304-2)			Yes
HEALTH SUPPORT TECHS I (304-1)			Yes
CLERICAL SUPPORT III (501-3)	Yes	Yes	Yes
CLERICAL SUPPORT II (501-2)			
CLERICAL SUPPORT I (501-1)	Yes		Yes
MATERIALS-CONSTRUCTION SUPPORT II (502-2)			Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)	Yes		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	Yes	Yes
ACADEMICS SUPPORT II (504-2)			No
ACADEMICS SUPPORT I (504-1)			Yes
TRADES-CRAFTS SUPPORT III (601-3)	Yes	Yes	Yes
TRADES-CRAFTS SUPPORT II (601-2)	Yes		Yes
TRADES-CRAFTS SUPPORT I (601-1)	Yes		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	Yes	Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes

2021-22 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	3021	7570	559	451	513
Female	2058	4615	358	326	351
Female %	68.85%	64.73%	73.24%	79.59 %	70.02%
Minority	1431	4318	309	273	235
Minority %	47.37%	57.04%	55.28%	60.53%	45.81%
Black	52	281	13	8	17
Black %	1.72%	3.71%	2.33%	1.77%	3.31%
Hispanic	1003	3208	231	227	166
Hispanic %	33.20%	42.38%	41.32%	50.33%	32.36%
Asian	210	539	30	8	26
Asian %	6.95%	7.12%	6.80%	5.54%	7.02%
American Indian or Alaskan Native	98	276	27	13	16
American Indian or Alaskan Native %	3.24%	3.65%	4.83%	2.88%	3.12%
Native Hawaiian/Other Pacific	1	14	0	0	0
Native Hawaiian/Other Pacific %	0.03%	0.18%	0.00%	0.00%	0.00%
Two or More Races	67	0	14	4	10
Two or More Races %	2.22%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	508	0	0	0
Unknown Race %	0.00%	6.71%	0.00%	0.00%	0.00%
Unknown Gender	2	310	0	0	0
Unknown Gender %	0.07%	4.10%	0.00%	0.00%	0.00%
Individual with Disability	57	730	0	0	0
Individual with Disability %	1.89%	9.64%	0.00%	0.00%	0.00%
Protected Veterans	47	191	7	15	12
Protected Veterans %	1.56%	2.52%	1.25%	3.33%	2.34%

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

2022 Goals			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
EXECUTIVES (101)			Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS (105)		Yes	Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)		Yes	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	Yes
NURSING PROFESSIONALS I (202-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)	Yes	Yes	Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Yes		Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
HEALTH PROFESSIONALS III (205A3)		Yes	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	Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS III (209-3)		Yes	
ADMINISTRATIVE PROFESSIONALS II (209-2)		Yes	Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes
ACADEMICS PROFESSIONALS I (210-1)			Yes

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

	Female Goal	Minority Goal	Goal for IWDs
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS II (264F)		Yes	Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH PROFESSORS (264H)		Yes	Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSOCIATE PROFESSORS (264I)	Yes		Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSISTANT PROFESSORS (264J)			Yes
IT TECH SUPPORT III (301-3)	Yes		No
IT TECH SUPPORT II (301-2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)			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)			Yes
CLERICAL SUPPORT I (501-1)			Yes
MATERIALS-CONSTRUCTION SUPPORT II (502-2)	Yes		Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)	Yes		Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)	Yes	Yes	Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes
TRADES-CRAFTS SUPPORT III (601-3)	Yes		
TRADES-CRAFTS SUPPORT II (601-2)	Yes		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

2021-22 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	106	165	18	13	19
Female	54	91	9	11	11
Female %	50.94%	55.15%	50.00%	84.62%	57.89%
Minority	75	117	14	8	12
Minority %	70.75%	70.91%	77.78%	61.54%	63.16%
Black	1	0	0	0	0
Black %	0.94%	0.00%	0.00%	0.00%	0.00%
Hispanic	20	30	5	2	2
Hispanic %	18.87%	18.18%	27.78%	15.38%	10.53%
Asian	9	13	1	0	1
Asian %	8.49%	7.88%	5.56%	0.00%	5.26%
American Indian or Alaskan Native	40	72	8	6	9
American Indian or Alaskan Native %	37.74%	43.64%	44.44%	46.15%	47.37%
Native Hawaiian/Other Pacific	0	2	0	0	0
Native Hawaiian/Other Pacific %	0.00%	1.21%	0.00%	0.00%	0.00%
Two or More Races	5	0	0	0	0
Two or More Races %	4.72%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	3	0	0	0
Unknown Race %	0.00%	1.82%	0.00%	0.00%	0.00%
Unknown Gender	1	6	0	0	0
Unknown Gender %	0.94%	3.64%	0.00%	0.00%	0.00%
Individual with Disability	1	18	0	0	0
Individual with Disability %	0.94%	10.91%	0.00%	0.00%	0.00%
Protected Veterans	3	9	1	0	1
Protected Veterans %	2.83%	5.45%	5.56%	0.00%	5.26%

*There are no goals for females or minorities for 2021 for Gallup.
**There are goals for Individuals with disabilities and veterans in virtually all job groups.

2022 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
MANAGEMENT (102)	Yes		
SUPERVISORY II (103)			
SUPERVISORY I (104)			
DEANS (105)	Yes	Yes	Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)	Yes		Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			
ADMINISTRATIVE PROFESSIONALS I (209-1)			
ACADEMICS PROFESSIONALS I (210-1)			
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS PROFESSORS (280A)	Yes		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
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

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

2021-22 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	31	87	8	2	12
Female	23	67	7	1	6
Female %	74.19%	77.01%	87.50%	50.00%	50.00%
Minority	10	42	4	0	0
Minority %	32.26%	48.28%	50.00%	0.00%	0.00%
Black	0	3	0	0	0
Black %	0.00%	3.45%	0.00%	0.00%	0.00%
Hispanic	9	31	4	0	0
Hispanic %	29.03%	35.63%	50.00%	0.00%	0.00%
Asian	1	7	0	0	0
Asian %	3.23%	8.05%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	0	1	0	0	0
American Indian or Alaskan Native %	0.00%	1.15%	0.00%	0.00%	0.00%
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	0	0	0	0	0
Two or More Races %	0.00%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	5	0	0	0
Unknown Race %	0.00%	5.75%	0.00%	0.00%	0.00%
Unknown Gender	0	1	0	0	0
Unknown Gender %	0.00%	1.15%	0.00%	0.00%	0.00%
Individual with Disability	1	18	0	0	0
Individual with Disability %	3.23%	20.69%	0.00%	0.00%	0.00%
Protected Veterans	3	9	1	0	1
Protected Veterans %	9.68%	10.34%	12.50%	0.00%	8.33%

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

2022 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
MANAGEMENT (102)			Yes
SUPERVISORY II (103)	Yes	Yes	Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)	Yes	Yes	Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)	Yes	Yes	Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Yes	Yes	Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)	Yes	Yes	Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		Yes	Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)		Yes	Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS I (210-1)	Yes	Yes	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	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	Yes

	Female Goal	Minority Goal	Goal for IWDs
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

2021-22 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	75	129	18	12	13
Female	50	89	14	6	8
Female %	66.67%	68.99%	77.78%	50.00%	61.54%
Minority	33	54	8	6	8
Minority %	44.00%	41.86%	44.44%	50.00%	61.54%
Black	2	4	2	0	2
Black %	2.67%	3.10%	11.11%	0.00%	15.38%
Hispanic	30	45	6	6	6
Hispanic %	40.00%	34.88%	33.33%	50.00%	46.15%
Asian	0	4	0	0	0
Asian %	0.00%	3.10%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	0	1	0	0	0
American Indian or Alaskan Native %	0.00%	0.78%	0.00%	0.00%	0.00%
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	1	0	0	0	0
Two or More Races %	1.33%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	6	0	0	0
Unknown Race %	0.00%	4.65%	0.00%	0.00%	0.00%
Unknown Gender	0	4	0	0	0
Unknown Gender %	0.00%	3.10%	0.00%	0.00%	0.00%
Individual with Disability	0	12	0	0	0
Individual with Disability %	0.00%	9.30%	0.00%	0.00%	0.00%
Protected Veterans	0	4	0	0	0
Protected Veterans %	0.00%	3.10%	0.00%	0.00%	0.00%

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

2022 GOALS*			
Job Group Name (Code)	**Female Goal**	**Minority Goal**	**Goal for IWDs**
EXECUTIVES (101)		Yes	Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)	Yes		Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)		Yes	Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		Yes	Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)	Yes		Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)		Yes	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	Yes
BRANCH CAMPUS LECTURERS III (280E)			Yes
BRANCH CAMPUS LECTURERS II (280F)		Yes	Yes
IT TECH SUPPORT III (301-3)	Yes		
CLERICAL SUPPORT III (501-3)		Yes	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		Yes

BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes

2021-22 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	100	141	17	20	22
Female	54	93	12	13	16
Female %	54.00%	65.96%	70.59%	65.00%	72.73%
Minority	60	97	13	13	12
Minority %	60.00%	68.79%	76.47%	65.00%	54.55%
Black	1	4	1	0	0
Black %	1.00%	2.84%	5.88%	0.00%	0.00%
Hispanic	55	79	11	13	11
Hispanic %	55.00%	56.03%	64.71%	65.00%	50.00%
Asian	1	6	1	0	0
Asian %	1.00%	4.26%	5.88%	0.00%	0.00%
American Indian or Alaskan Native	2	8	0	0	0
American Indian or Alaskan Native %	2.00%	5.67%	0.00%	0.00%	0.00%
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	1	0	0	0	0
Two or More Races %	1.00%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	2	0	0	0
Unknown Race %	0.00%	1.42%	0.00%	0.00%	0.00%
Unknown Gender	0	1	0	0	0
Unknown Gender %	0.00%	0.71%	0.00%	0.00%	0.00%
Individual with Disability	1	8	0	0	0
Individual with Disability %	1.00%	5.67%	0.00%	0.00%	0.00%
Protected Veterans	1	5	0	0	0
Protected Veterans %	1.00%	3.55%	0.00%	0.00%	0.00%

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

2022 GOALS*			
Job Group Name (Code)	**Female Goal**	**Minority Goal**	**Goal for IWDs**
EXECUTIVES (101)			Yes
MANAGEMENT (102)	Yes		Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)		Yes	Yes
DEANS & SR. ASSOCIATE DEANS (105-2)		Yes	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	Yes	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	Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)		Yes	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		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	Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes