

# Affirmative Action Profile & Goals

## Finance and Admin. Division Totals

May 1, 2008

	*Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
<b>Total</b>	<b>179</b>				
<b>Female</b>	65	36.3%	43.0%	84.5%	12
<b>Total Minority</b>	51	28.5%	28.6%	99.6%	0
<b>Black</b>	5	2.8%	7.9%	35.6%	9
<b>Hispanic</b>	16	8.9%	6.8%	131.0%	MET
<b>Asian/PI</b>	24	13.4%	10.6%	126.8%	MET
<b>Native American</b>	6	3.4%	3.3%	100.2%	MET
<b>People with Disabilities</b>	19	10.6%	8.7%	122.4%	MET
<b>Vietnam Veteran</b>	17	9.5%	6.7%	141.1%	MET
<b>Disabled Veteran</b>	3	1.7%	1.2%	138.9%	MET
<b>Over 40</b>	137	76.5%			

\*Staff headcount includes permanent staff, continuing and visiting faculty.

Thursday, June 19, 2008

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# Affirmative Action Profile & Goals

## Finance and Administration

May 1, 2008

**Division - FAD**

**Category - Executives and Administrators (Job Groups 1 1, 1 2, 1 3)**

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>18</b>				
<b>Female</b>	4	22.2%	46.4%	47.9%	4
<b>Total Minority</b>	6	33.3%	21.5%	155.2%	MET
<b>Black</b>	2	11.1%	7.3%	151.6%	MET
<b>Hispanic</b>	2	11.1%	5.2%	215.3%	MET
<b>Asian/PI</b>	1	5.6%	6.5%	86.1%	0
<b>Native American</b>	1	5.6%	2.5%	222.2%	MET
<b>People with Disabilities</b>	2	11.1%	7.9%	141.0%	MET
<b>Vietnam Veteran</b>	3	16.7%	7.8%	213.7%	MET
<b>Disabled Veteran</b>	1	5.6%	1.1%	504.5%	MET
<b>Over 40</b>	16	88.9%			

**Division - FAD**

**Category - Non-Faculty Professionals (Job Groups 3 1, 3 2, 3 3)**

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>35</b>				
<b>Female</b>	20	57.1%	52.4%	109.0%	MET
<b>Total Minority</b>	5	14.3%	28.4%	50.4%	5
<b>Black</b>	1	2.9%	9.9%	28.8%	2
<b>Hispanic</b>	3	8.6%	5.9%	144.8%	MET
<b>Asian/PI</b>	1	2.9%	10.5%	27.1%	3
<b>Native American</b>	0	0.0%	2.0%	0.0%	1
<b>People with Disabilities</b>	4	11.4%	7.8%	146.5%	MET
<b>Vietnam Veteran</b>	3	8.6%	5.9%	145.3%	MET
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	30	85.7%			

\*Staff headcount includes permanent staff, continuing and visiting faculty.

# Affirmative Action Profile & Goals

## Finance and Administration

May 1, 2008

**Division - FAD**

**Category - Administrative Support and Library Staff (Job Groups 4 1, 4 2, 4 3)**

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>33</b>				
<b>Female</b>	22	66.7%	67.3%	99.1%	0
<b>Total Minority</b>	2	6.1%	33.5%	18.1%	9
<b>Black</b>	0	0.0%	11.6%	0.0%	4
<b>Hispanic</b>	1	3.0%	9.3%	32.5%	2
<b>Asian/PI</b>	1	3.0%	9.1%	33.4%	2
<b>Native American</b>	0	0.0%	3.5%	0.0%	1
<b>People with Disabilities</b>	4	12.1%	10.6%	114.2%	MET
<b>Vietnam Veteran</b>	2	6.1%	3.9%	155.4%	MET
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	19	57.6%			

**Division - FAD**

**Category - Technical and Para Professional (Job Group 5 0)**

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>20</b>				
<b>Female</b>	1	5.0%	30.6%	16.4%	5
<b>Total Minority</b>	4	20.0%	23.8%	84.1%	1
<b>Black</b>	0	0.0%	8.1%	0.0%	2
<b>Hispanic</b>	0	0.0%	2.7%	0.0%	1
<b>Asian/PI</b>	4	20.0%	11.3%	177.0%	MET
<b>Native American</b>	0	0.0%	1.7%	0.0%	0
<b>People with Disabilities</b>	1	5.0%	6.5%	76.9%	0
<b>Vietnam Veteran</b>	2	10.0%	6.6%	151.5%	MET
<b>Disabled Veteran</b>	1	5.0%	1.1%	454.5%	MET
<b>Over 40</b>	13	65.0%			

\*Staff headcount includes permanent staff, continuing and visiting faculty.

# Affirmative Action Profile & Goals

## Finance and Administration

May 1, 2008

**Division - FAD**

**Category - Skilled Crafts (Job Group 6 0)**

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>21</b>				
<b>Female</b>	1	4.8%	20.0%	23.8%	3
<b>Total Minority</b>	7	33.3%	19.6%	169.7%	MET
<b>Black</b>	0	0.0%	1.0%	0.0%	0
<b>Hispanic</b>	3	14.3%	6.1%	234.2%	MET
<b>Asian/PI</b>	3	14.3%	10.5%	136.1%	MET
<b>Native American</b>	1	4.8%	2.0%	238.1%	MET
<b>People with Disabilities</b>	2	9.5%	6.6%	145.2%	MET
<b>Vietnam Veteran</b>	4	19.0%	12.8%	148.9%	MET
<b>Disabled Veteran</b>	1	4.8%	2.0%	236.9%	MET
<b>Over 40</b>	21	100.0%			

**Division - FAD**

**Category - Campus Police, Service and Maintenance (Job Groups 7 1, 7 2)**

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>52</b>				
<b>Female</b>	17	32.7%	34.1%	95.9%	1
<b>Total Minority</b>	27	51.9%	33.6%	154.5%	MET
<b>Black</b>	2	3.8%	7.0%	55.2%	2
<b>Hispanic</b>	7	13.5%	8.3%	162.4%	MET
<b>Asian/PI</b>	14	26.9%	12.7%	211.5%	MET
<b>Native American</b>	4	7.7%	5.6%	136.9%	MET
<b>People with Disabilities</b>	6	11.5%	10.0%	115.4%	MET
<b>Vietnam Veteran</b>	3	5.8%	6.3%	91.3%	0
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	1
<b>Over 40</b>	38	73.1%			

\*Staff headcount includes permanent staff, continuing and visiting faculty.