

# Affirmative Action Profile & Goals

## Finance and Admin. Division Totals

May 1, 2007

	*Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
<b>Total</b>	<b>178</b>				
<b>Female</b>	67	37.6%	42.9%	87.7%	9
<b>Total Minority</b>	46	25.8%	28.4%	90.9%	5
<b>Black</b>	3	1.7%	7.9%	21.5%	11
<b>Hispanic</b>	14	7.9%	6.8%	116.2%	MET
<b>Asian/PI</b>	22	12.4%	10.5%	117.9%	MET
<b>Native American</b>	7	3.9%	3.3%	118.6%	MET
<b>People with Disabilities</b>	21	11.8%	8.7%	136.2%	MET
<b>Vietnam Veteran</b>	18	10.1%	6.7%	150.2%	MET
<b>Disabled Veteran</b>	4	2.2%	1.2%	186.0%	MET
<b>Over 40</b>	138	77.5%			

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

Thursday, August 30, 2007

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# Affirmative Action Profile & Goals

## Finance and Administration

May 1, 2007

**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>20</b>				
<b>Female</b>	6	30.0%	46.4%	64.7%	3
<b>Total Minority</b>	6	30.0%	21.5%	139.7%	MET
<b>Black</b>	1	5.0%	7.3%	68.2%	0
<b>Hispanic</b>	1	5.0%	5.2%	96.9%	0
<b>Asian/PI</b>	2	10.0%	6.5%	155.0%	MET
<b>Native American</b>	2	10.0%	2.5%	400.1%	MET
<b>People with Disabilities</b>	3	15.0%	7.9%	190.4%	MET
<b>Vietnam Veteran</b>	4	20.0%	7.8%	256.4%	MET
<b>Disabled Veteran</b>	1	5.0%	1.1%	452.5%	MET
<b>Over 40</b>	19	95.0%			

**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>28</b>				
<b>Female</b>	13	46.4%	52.4%	88.6%	2
<b>Total Minority</b>	4	14.3%	28.4%	50.4%	4
<b>Black</b>	1	3.6%	9.9%	36.0%	2
<b>Hispanic</b>	3	10.7%	5.9%	181.0%	MET
<b>Asian/PI</b>	0	0.0%	10.5%	0.0%	3
<b>Native American</b>	0	0.0%	2.0%	0.0%	1
<b>People with Disabilities</b>	6	21.4%	7.8%	274.7%	MET
<b>Vietnam Veteran</b>	1	3.6%	5.9%	60.5%	1
<b>Disabled Veteran</b>	1	3.6%	1.1%	324.7%	MET
<b>Over 40</b>	23	82.1%			

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

# Affirmative Action Profile & Goals

## Finance and Administration

May 1, 2007

**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>36</b>				
<b>Female</b>	25	69.4%	67.3%	103.2%	MET
<b>Total Minority</b>	2	5.6%	33.5%	16.6%	10
<b>Black</b>	0	0.0%	11.6%	0.0%	4
<b>Hispanic</b>	0	0.0%	9.3%	0.0%	3
<b>Asian/PI</b>	2	5.6%	9.1%	61.3%	1
<b>Native American</b>	0	0.0%	3.5%	0.0%	1
<b>People with Disabilities</b>	4	11.1%	10.6%	104.7%	MET
<b>Vietnam Veteran</b>	2	5.6%	3.9%	142.5%	MET
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	21	58.3%			

**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>24</b>				
<b>Female</b>	4	16.7%	30.6%	54.5%	3
<b>Total Minority</b>	4	16.7%	23.8%	70.1%	2
<b>Black</b>	0	0.0%	8.1%	0.0%	2
<b>Hispanic</b>	1	4.2%	2.7%	153.2%	MET
<b>Asian/PI</b>	3	12.5%	11.3%	110.6%	MET
<b>Native American</b>	0	0.0%	1.7%	0.0%	0
<b>People with Disabilities</b>	1	4.2%	6.5%	64.1%	1
<b>Vietnam Veteran</b>	2	8.3%	6.6%	126.3%	MET
<b>Disabled Veteran</b>	1	4.2%	1.1%	378.8%	MET
<b>Over 40</b>	18	75.0%			

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

# Affirmative Action Profile & Goals

## Finance and Administration

May 1, 2007

**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>	3	14.3%	6.6%	217.8%	MET
<b>Vietnam Veteran</b>	6	28.6%	12.8%	223.4%	MET
<b>Disabled Veteran</b>	1	4.8%	2.0%	236.9%	MET
<b>Over 40</b>	<b>21</b>	<b>100.0%</b>			

**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>49</b>				
<b>Female</b>	18	36.7%	34.1%	107.8%	MET
<b>Total Minority</b>	23	46.9%	33.6%	139.7%	MET
<b>Black</b>	1	2.0%	7.0%	29.3%	2
<b>Hispanic</b>	6	12.2%	8.3%	147.7%	MET
<b>Asian/PI</b>	12	24.5%	12.7%	192.4%	MET
<b>Native American</b>	4	8.2%	5.6%	145.3%	MET
<b>People with Disabilities</b>	4	8.2%	10.0%	81.6%	1
<b>Vietnam Veteran</b>	3	6.1%	6.3%	96.9%	0
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	1
<b>Over 40</b>	<b>36</b>	<b>73.5%</b>			

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