

Affirmative Action Profile & Goals

Student Affairs Division Totals

May 1, 2007

| | *Staff Headcount | % of Job Group | % Avail. in Labor Market | Relative Utilization | Goal (Added Staff) |
|---------------------------------|---------------------|-------------------|--------------------------------|-------------------------|--------------------------|
| Total | 144 | | | | |
| Female | 93 | 64.6% | 51.3% | 125.8% | MET |
| Total Minority | 41 | 28.5% | 28.2% | 101.1% | MET |
| Black | 14 | 9.7% | 9.3% | 104.9% | MET |
| Hispanic | 8 | 5.6% | 6.7% | 83.2% | 2 |
| Asian/PI | 16 | 11.1% | 9.4% | 118.7% | MET |
| Native American | 3 | 2.1% | 2.8% | 73.3% | 1 |
| People with Disabilities | 17 | 11.8% | 8.8% | 134.8% | MET |
| Vietnam Veteran | 11 | 7.6% | 6.5% | 117.2% | MET |
| Disabled Veteran | 4 | 2.8% | 1.1% | 250.9% | MET |
| Over 40 | 98 | 68.1% | | | |

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

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Student Affairs

May 1, 2007

Division - ST AFFAIRS

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

| | *Staff Headcount | % of Job Group | % Avail. in Labor Market | Relative Utilization | Goal (Added Staff) |
|--------------------------|---------------------|-------------------|--------------------------------|-------------------------|--------------------------|
| Total | 28 | | | | |
| Female | 16 | 57.1% | 46.4% | 123.2% | MET |
| Total Minority | 9 | 32.1% | 21.5% | 149.6% | MET |
| Black | 4 | 14.3% | 7.3% | 194.9% | MET |
| Hispanic | 1 | 3.6% | 5.2% | 69.2% | 0 |
| Asian/PI | 4 | 14.3% | 6.5% | 221.5% | MET |
| Native American | 0 | 0.0% | 2.5% | 0.0% | 1 |
| People with Disabilities | 4 | 14.3% | 7.9% | 181.3% | MET |
| Vietnam Veteran | 2 | 7.1% | 7.8% | 91.6% | 0 |
| Disabled Veteran | 2 | 7.1% | 1.1% | 646.8% | MET |
| Over 40 | 25 | 89.3% | | | |

Division - ST AFFAIRS

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

| | *Staff Headcount | % of Job Group | % Avail. in Labor Market | Relative Utilization | Goal (Added Staff) |
|--------------------------|---------------------|-------------------|--------------------------------|-------------------------|--------------------------|
| Total | 55 | | | | |
| Female | 33 | 60.0% | 52.4% | 114.5% | MET |
| Total Minority | 16 | 29.1% | 28.4% | 102.6% | MET |
| Black | 8 | 14.5% | 9.9% | 146.6% | MET |
| Hispanic | 4 | 7.3% | 5.9% | 122.9% | MET |
| Asian/PI | 4 | 7.3% | 10.5% | 69.0% | 2 |
| Native American | 0 | 0.0% | 2.0% | 0.0% | 1 |
| People with Disabilities | 6 | 10.9% | 7.8% | 139.9% | MET |
| Vietnam Veteran | 1 | 1.8% | 5.9% | 30.8% | 2 |
| Disabled Veteran | 1 | 1.8% | 1.1% | 165.3% | MET |
| Over 40 | 29 | 52.7% | | | |

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

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Student Affairs

May 1, 2007

Division - ST AFFAIRS

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

| | *Staff Headcount | % of Job Group | % Avail. in Labor Market | Relative Utilization | Goal (Added Staff) |
|--------------------------|---------------------|-------------------|--------------------------------|-------------------------|--------------------------|
| Total | 38 | | | | |
| Female | 33 | 86.8% | 67.3% | 129.0% | MET |
| Total Minority | 11 | 28.9% | 33.5% | 86.4% | 2 |
| Black | 1 | 2.6% | 11.6% | 22.7% | 3 |
| Hispanic | 2 | 5.3% | 9.3% | 56.4% | 2 |
| Asian/PI | 6 | 15.8% | 9.1% | 174.3% | MET |
| Native American | 2 | 5.3% | 3.5% | 149.9% | MET |
| People with Disabilities | 5 | 13.2% | 10.6% | 124.0% | MET |
| Vietnam Veteran | 6 | 15.8% | 3.9% | 404.9% | MET |
| Disabled Veteran | 1 | 2.6% | 1.1% | 239.2% | MET |
| Over 40 | 29 | 76.3% | | | |

Division - ST AFFAIRS

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

| | *Staff Headcount | % of Job Group | % Avail. in Labor Market | Relative Utilization | Goal (Added Staff) |
|--------------------------|---------------------|-------------------|--------------------------------|-------------------------|--------------------------|
| Total | 2 | | | | |
| Female | 0 | 0.0% | 30.6% | 0.0% | 1 |
| Total Minority | 0 | 0.0% | 23.8% | 0.0% | 0 |
| Black | 0 | 0.0% | 8.1% | 0.0% | 0 |
| Hispanic | 0 | 0.0% | 2.7% | 0.0% | 0 |
| Asian/PI | 0 | 0.0% | 11.3% | 0.0% | 0 |
| Native American | 0 | 0.0% | 1.7% | 0.0% | 0 |
| People with Disabilities | 1 | 50.0% | 6.5% | 769.2% | MET |
| Vietnam Veteran | 0 | 0.0% | 6.6% | 0.0% | 0 |
| Disabled Veteran | 0 | 0.0% | 1.1% | 0.0% | 0 |
| Over 40 | 2 | 100.0% | | | |

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

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Student Affairs

May 1, 2007

Division - ST AFFAIRS
Category - Skilled Crafts (Job Group 6 0)

| | *Staff Headcount | % of Job Group | % Avail. in Labor Market | Relative Utilization | Goal (Added Staff) |
|--------------------------|-----------------------------|---------------------------|---|---------------------------------|-----------------------------------|
| Total | 1 | | | | |
| Female | 0 | 0.0% | 20.0% | 0.0% | 0 |
| Total Minority | 1 | 100.0% | 19.6% | 509.2% | MET |
| Black | 0 | 0.0% | 1.0% | 0.0% | 0 |
| Hispanic | 1 | 100.0% | 6.1% | 1639.3% | MET |
| Asian/PI | 0 | 0.0% | 10.5% | 0.0% | 0 |
| Native American | 0 | 0.0% | 2.0% | 0.0% | 0 |
| People with Disabilities | 0 | 0.0% | 6.6% | 0.0% | 0 |
| Vietnam Veteran | 0 | 0.0% | 12.8% | 0.0% | 0 |
| Disabled Veteran | 0 | 0.0% | 2.0% | 0.0% | 0 |
| Over 40 | 0 | 0.0% | | | |

Division - ST AFFAIRS
Category - Campus Police, Service and Maintenance (Job Groups 7 1, 7 2)

| | *Staff Headcount | % of Job Group | % Avail. in Labor Market | Relative Utilization | Goal (Added Staff) |
|--------------------------|-----------------------------|---------------------------|---|---------------------------------|-----------------------------------|
| Total | 20 | | | | |
| Female | 11 | 55.0% | 28.7% | 191.9% | MET |
| Total Minority | 4 | 20.0% | 27.7% | 72.2% | 2 |
| Black | 1 | 5.0% | 6.3% | 78.8% | 0 |
| Hispanic | 0 | 0.0% | 6.3% | 0.0% | 1 |
| Asian/PI | 2 | 10.0% | 10.5% | 95.1% | 0 |
| Native American | 1 | 5.0% | 4.5% | 110.3% | MET |
| People with Disabilities | 1 | 5.0% | 9.4% | 53.0% | 1 |
| Vietnam Veteran | 2 | 10.0% | 11.1% | 90.4% | 0 |
| Disabled Veteran | 0 | 0.0% | 1.1% | 0.0% | 0 |
| Over 40 | 13 | 65.0% | | | |

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