

# Affirmative Action Profile & Goals

## Student Affairs Division Totals

May 1, 2008

	*Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
<b>Total</b>	<b>136</b>				
<b>Female</b>	89	65.4%	51.3%	127.6%	MET
<b>Total Minority</b>	37	27.2%	28.2%	96.5%	1
<b>Black</b>	12	8.8%	9.3%	95.3%	1
<b>Hispanic</b>	8	5.9%	6.7%	87.8%	1
<b>Asian/PI</b>	13	9.6%	9.4%	102.1%	MET
<b>Native American</b>	4	2.9%	2.9%	102.6%	MET
<b>People with Disabilities</b>	14	10.3%	8.8%	117.3%	MET
<b>Vietnam Veteran</b>	8	5.9%	6.5%	91.0%	1
<b>Disabled Veteran</b>	3	2.2%	1.1%	199.2%	MET
<b>Over 40</b>	89	65.4%			

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

Thursday, June 19, 2008

Page 1 of 1

# Affirmative Action Profile & Goals

## Student Affairs

May 1, 2008

**Division - ST AFFAIRS**

**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>27</b>				
<b>Female</b>	18	66.7%	46.4%	143.7%	MET
<b>Total Minority</b>	5	18.5%	21.5%	86.2%	1
<b>Black</b>	1	3.7%	7.3%	50.5%	1
<b>Hispanic</b>	2	7.4%	5.2%	143.6%	MET
<b>Asian/PI</b>	2	7.4%	6.5%	114.8%	MET
<b>Native American</b>	0	0.0%	2.5%	0.0%	1
<b>People with Disabilities</b>	3	11.1%	7.9%	141.0%	MET
<b>Vietnam Veteran</b>	1	3.7%	7.8%	47.5%	1
<b>Disabled Veteran</b>	1	3.7%	1.1%	336.0%	MET
<b>Over 40</b>	22	81.5%			

**Division - ST AFFAIRS**

**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>49</b>				
<b>Female</b>	25	51.0%	52.4%	97.3%	1
<b>Total Minority</b>	15	30.6%	28.4%	107.9%	MET
<b>Black</b>	8	16.3%	9.9%	164.6%	MET
<b>Hispanic</b>	3	6.1%	5.9%	103.4%	MET
<b>Asian/PI</b>	4	8.2%	10.5%	77.5%	1
<b>Native American</b>	0	0.0%	2.0%	0.0%	1
<b>People with Disabilities</b>	4	8.2%	7.8%	104.7%	MET
<b>Vietnam Veteran</b>	1	2.0%	5.9%	34.6%	2
<b>Disabled Veteran</b>	1	2.0%	1.1%	185.5%	MET
<b>Over 40</b>	27	55.1%			

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

# Affirmative Action Profile & Goals

## Student Affairs

May 1, 2008

**Division - ST AFFAIRS**

**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>37</b>				
<b>Female</b>	33	89.2%	67.3%	132.5%	MET
<b>Total Minority</b>	13	35.1%	33.5%	104.9%	MET
<b>Black</b>	3	8.1%	11.6%	70.0%	1
<b>Hispanic</b>	2	5.4%	9.3%	57.9%	1
<b>Asian/PI</b>	5	13.5%	9.1%	149.2%	MET
<b>Native American</b>	3	8.1%	3.5%	231.0%	MET
<b>People with Disabilities</b>	4	10.8%	10.6%	101.9%	MET
<b>Vietnam Veteran</b>	4	10.8%	3.9%	277.2%	MET
<b>Disabled Veteran</b>	1	2.7%	1.1%	245.7%	MET
<b>Over 40</b>	<b>27</b>	<b>73.0%</b>			

**Division - ST AFFAIRS**

**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>3</b>				
<b>Female</b>	1	33.3%	30.6%	109.0%	MET
<b>Total Minority</b>	0	0.0%	23.8%	0.0%	1
<b>Black</b>	0	0.0%	8.1%	0.0%	0
<b>Hispanic</b>	0	0.0%	2.7%	0.0%	0
<b>Asian/PI</b>	0	0.0%	11.3%	0.0%	0
<b>Native American</b>	0	0.0%	1.7%	0.0%	0
<b>People with Disabilities</b>	2	66.7%	6.5%	1025.6%	MET
<b>Vietnam Veteran</b>	0	0.0%	6.6%	0.0%	0
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	<b>3</b>	<b>100.0%</b>			

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

# Affirmative Action Profile & Goals

## Student Affairs

May 1, 2008

### Division - ST AFFAIRS

Category - Skilled Crafts (Job Group 6 0)

	*Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
<b>Total</b>	<b>1</b>				
<b>Female</b>	0	0.0%	20.0%	0.0%	0
<b>Total Minority</b>	1	100.0%	19.6%	509.2%	MET
<b>Black</b>	0	0.0%	1.0%	0.0%	0
<b>Hispanic</b>	1	100.0%	6.1%	1639.3%	MET
<b>Asian/PI</b>	0	0.0%	10.5%	0.0%	0
<b>Native American</b>	0	0.0%	2.0%	0.0%	0
<b>People with Disabilities</b>	0	0.0%	6.6%	0.0%	0
<b>Vietnam Veteran</b>	0	0.0%	12.8%	0.0%	0
<b>Disabled Veteran</b>	0	0.0%	2.0%	0.0%	0
<b>Over 40</b>	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)
<b>Total</b>	<b>19</b>				
<b>Female</b>	12	63.2%	29.1%	217.2%	MET
<b>Total Minority</b>	3	15.8%	28.2%	56.1%	2
<b>Black</b>	0	0.0%	6.4%	0.0%	1
<b>Hispanic</b>	0	0.0%	6.5%	0.0%	1
<b>Asian/PI</b>	2	10.5%	10.7%	98.4%	0
<b>Native American</b>	1	5.3%	4.6%	114.0%	MET
<b>People with Disabilities</b>	1	5.3%	9.5%	55.5%	1
<b>Vietnam Veteran</b>	2	10.5%	10.7%	98.5%	0
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	10	52.6%			

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

Thursday, June 19, 2008

Page 3 of 3