

# Affirmative Action Profile & Goals

## Student Affairs Division Totals

January, 2007

	<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>144</b>				
<b>Female</b>	93	64.6%	51.3%	125.8%	MET
<b>Total Minority</b>	41	28.5%	28.2%	101.1%	MET
<b>Black</b>	14	9.7%	9.3%	104.9%	MET
<b>Hispanic</b>	8	5.6%	6.7%	83.2%	2
<b>Asian/PI</b>	16	11.1%	9.4%	118.7%	MET
<b>Native American</b>	3	2.1%	2.8%	73.3%	1
<b>People with Disabilities</b>	17	11.8%	8.8%	134.8%	MET
<b>Vietnam Veteran</b>	11	7.6%	6.5%	117.2%	MET
<b>Disabled Veteran</b>	4	2.8%	1.1%	250.9%	MET
<b>Over 40</b>	98	68.1%			

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

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## Student Affairs

January, 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)
<b>Total</b>	<b>28</b>				
<b>Female</b>	16	57.1%	46.4%	123.2%	MET
<b>Total Minority</b>	9	32.1%	21.5%	149.6%	MET
<b>Black</b>	4	14.3%	7.3%	194.9%	MET
<b>Hispanic</b>	1	3.6%	5.2%	69.2%	0
<b>Asian/PI</b>	4	14.3%	6.5%	221.5%	MET
<b>Native American</b>	0	0.0%	2.5%	0.0%	1
<b>People with Disabilities</b>	4	14.3%	7.9%	181.3%	MET
<b>Vietnam Veteran</b>	2	7.1%	7.8%	91.6%	0
<b>Disabled Veteran</b>	2	7.1%	1.1%	646.8%	MET
<b>Over 40</b>	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)
<b>Total</b>	<b>55</b>				
<b>Female</b>	33	60.0%	52.4%	114.5%	MET
<b>Total Minority</b>	16	29.1%	28.4%	102.6%	MET
<b>Black</b>	8	14.5%	9.9%	146.6%	MET
<b>Hispanic</b>	4	7.3%	5.9%	122.9%	MET
<b>Asian/PI</b>	4	7.3%	10.5%	69.0%	2
<b>Native American</b>	0	0.0%	2.0%	0.0%	1
<b>People with Disabilities</b>	6	10.9%	7.8%	139.9%	MET
<b>Vietnam Veteran</b>	1	1.8%	5.9%	30.8%	2
<b>Disabled Veteran</b>	1	1.8%	1.1%	165.3%	MET
<b>Over 40</b>	29	52.7%			

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

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## Student Affairs

January, 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)
<b>Total</b>	<b>38</b>				
<b>Female</b>	33	86.8%	67.3%	129.0%	MET
<b>Total Minority</b>	11	28.9%	33.5%	86.4%	2
<b>Black</b>	1	2.6%	11.6%	22.7%	3
<b>Hispanic</b>	2	5.3%	9.3%	56.4%	2
<b>Asian/PI</b>	6	15.8%	9.1%	174.3%	MET
<b>Native American</b>	2	5.3%	3.5%	149.9%	MET
<b>People with Disabilities</b>	5	13.2%	10.6%	124.0%	MET
<b>Vietnam Veteran</b>	6	15.8%	3.9%	404.9%	MET
<b>Disabled Veteran</b>	1	2.6%	1.1%	239.2%	MET
<b>Over 40</b>	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)
<b>Total</b>	<b>2</b>				
<b>Female</b>	0	0.0%	30.6%	0.0%	1
<b>Total Minority</b>	0	0.0%	23.8%	0.0%	0
<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>	1	50.0%	6.5%	769.2%	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>	2	100.0%			

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

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January, 2007

**Division - ST AFFAIRS**  
**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>1</b>				
Female	0	0.0%	20.0%	0.0%	0
<b>Total Minority</b>	<b>1</b>	<b>100.0%</b>	<b>19.6%</b>	<b>509.2%</b>	<b>MET</b>
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
<b>People with Disabilities</b>	<b>0</b>	<b>0.0%</b>	<b>6.6%</b>	<b>0.0%</b>	<b>0</b>
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)**

	<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>				
Female	11	55.0%	28.7%	191.9%	MET
<b>Total Minority</b>	<b>4</b>	<b>20.0%</b>	<b>27.7%</b>	<b>72.2%</b>	<b>2</b>
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
<b>People with Disabilities</b>	<b>1</b>	<b>5.0%</b>	<b>9.4%</b>	<b>53.0%</b>	<b>1</b>
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.

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