

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**CALIFORNIA STATE UNIVERSITY, STANISLAUS
One University Circle
Turlock, CA 95382**

NOVEMBER 1, 2021 THROUGH OCTOBER 31, 2022

EIN (tax) #: 77-0207337

PART I: AAP FOR WOMEN AND MINORITIES

**PART II: AAP FOR COVERED VETERANS
AND PERSONS WITH DISABILITIES**

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CALIFORNIA STATE UNIVERSITY, STANISLAUS AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

CALIFORNIA STATE UNIVERSITY, STANISLAUS is a public four-year higher education institution. The University was founded in 1961 and is one of 23 institutions in the California State University System.

CALIFORNIA STATE UNIVERSITY, STANISLAUS is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974, Section 4212. Because CALIFORNIA STATE UNIVERSITY, STANISLAUS has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAP's) for minorities and women, for protected veterans, and individuals with disabilities for our organization. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in the University's debarment from future contracts and subcontracts.

Affirmative action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring. Affirmative action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to developing a satisfactory affirmative action plan is evaluating opportunities for protected group members and identifying and analyzing problem areas inherent in their employment. Also, where a statistical analysis reveals a numeric disparity between incumbency (or hiring rates for veterans) and availability, an adequate AAP details specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such measures include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. For protected veterans and individuals with disabilities, such steps will consist of a thorough review of the University's outreach efforts to determine the effectiveness of such efforts in closing the hiring or utilization gaps. It is toward this end that the following AAP of CALIFORNIA STATE UNIVERSITY, STANISLAUS, was developed.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

CALIFORNIA STATE UNIVERSITY, STANISLAUS' AAP for minorities and women (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

CALIFORNIA STATE UNIVERSITY, STANISLAUS has developed separately an affirmative action plan for protected veterans and individuals with disabilities (Part II) prepared under the Rehabilitation Act of 1973, Section 503, as amended and Title 41, Code of Federal Regulations, Part 60-741(Affirmative Action Program for Individuals with Disabilities), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 4212, as amended, and Title 41 Code of Federal Regulations, Part 60-300 (Affirmative Action Program for protected veterans).

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from \$25,000 to \$100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded under Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of “recently separated veteran” to include “any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty”; changes “Special Disabled Veterans” to “Disabled Veterans,” expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

Women and minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives;

Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability;

Recently separated veterans: any veteran currently within three-years of discharge or release from active duty;

Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded;

Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded under Executive Order 12985; and

An individual with a disability: 1) a person with a physical or mental impairment that substantially limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

PROGRAM TERMINOLOGY

The terms "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this AAP, are terms CALIFORNIA STATE UNIVERSITY, STANISLAUS is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although CALIFORNIA STATE UNIVERSITY, STANISLAUS will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the University agrees these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government regulations to be based on specific statistical comparisons. Geographic areas and sources of statistics used for these comparisons were used in compliance with Government regulations, as interpreted by Government representatives. The use of certain geographic areas and sources of statistics does not indicate CALIFORNIA STATE UNIVERSITY, STANISLAUS' agreement that the geographic areas are always appropriate or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this AAP. Such statistics and geographic areas will be used, however, in total good faith regarding this AAP.

The grouping of job titles into a given job group does not suggest that CALIFORNIA STATE UNIVERSITY, STANISLAUS believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

This AAP is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC'S GUIDELINES

Although CALIFORNIA STATE UNIVERSITY, STANISLAUS believes no violation of Title VII of the Civil Rights Act exists, it has developed this AAP under and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This AAP covers the following reporting period:

- Employee/Snapshot data: as of 11/1/2021
- Transaction data (hires, promotions/transfers, and terminations): 6/1/2020 – 10/31/21
- AAP implementation period: 11/1/2021 – 10/31/2022

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP is designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of CALIFORNIA STATE UNIVERSITY, STANISLAUS' workforce in proportion to their representation in the qualified, relevant labor market.

Therefore, the AAP is a detailed, results-oriented set of procedures that, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

How this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, CALIFORNIA STATE UNIVERSITY, STANISLAUS is subject to and must address various State and Federal laws and guidelines dealing with equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. In addition, relevant court decisions, which are often useful in interpreting, but sometimes conflicting with these requirements and guidelines, must be considered when developing and implementing the AAP. In determining CALIFORNIA STATE UNIVERSITY, STANISLAUS' current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the AAP, however, all have one common purpose—to allow us to identify three key concepts properly:

1. Where we stand now,
2. Where we must go,
3. How best to get there.

These three concepts are the Affirmative Action Plan.

CALIFORNIA STATE UNIVERSITY, STANISLAUS

PART I: AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES

FOR

NOVEMBER 1, 2021 THROUGH OCTOBER 31, 2022

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

CALIFORNIA STATE UNIVERSITY, STANISLAUS, conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated NOVEMBER 1, 2021.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest-paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, CALIFORNIA STATE UNIVERSITY, STANISLAUS identified the total number of employees, the number of male and female employees, the total number of minority employees, the male and female minority employees, the total number of employees who are White, Black, Hispanic, Asian, American Indian or Alaskan Native employees, Native Hawaiian or Pacific Islander, and Two or More races, and the male and female employees within each of these race/ethnic groups.

Lines of Progression

Developed in conjunction with the workforce analysis is information on CALIFORNIA STATE UNIVERSITY, STANISLAUS' lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments that employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis/Lines of Progression* for the results per organizational unit.

CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

Although the workforce analysis was conducted individually for every job title, after it was completed, job titles were grouped for the comparison of incumbency to availability and for setting goals. There were several reasons for grouping jobs.

Many job titles are so similar in content that handling them individually in the AAP is unnecessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the available data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. A meaningful comparison can be conducted by grouping several similar titles and increasing the number of employees involved; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. Ideally, if a job group is identified as containing a problem area, it should be large enough to establish a goal of a least one whole person. No minimum size has been established for this purpose since it is dependent not only on the size of the job group but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

It may not be possible for a smaller contractor's job groups to meet the guideline of not crossing EEO categories. While there are usually two or more job groups within each EEO-1 or EEO-6 category, some or all of their job groups may correspond to EEO categories for smaller contractors.

CALIFORNIA STATE UNIVERSITY, STANISLAUS did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups that combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS

41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of NOVEMBER 1, 2021.

See the ***Job Group Analysis*** for the listing of the job titles and the associated race and gender headcounts per job group.

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at CALIFORNIA STATE UNIVERSITY, STANISLAUS for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if CALIFORNIA STATE UNIVERSITY, STANISLAUS' employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas or areas of deficiency, and establish goals to correct the problems.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2010 Census of Population.
 - A. Local labor area: An employee Zip Code Analysis was used to identify the most precise local labor area. The final local labor area met the following two (2) conditions: 1) it includes all counties/county sets where 5% or more of the employees/applicants resided, and 2) when summed, those counties/county sets accounted for at least 78% of the total applicants/employees within the at-issue workforce. Smaller contributing counties/county sets are removed (i.e., trimmed) unless they are necessary to reach 78%. Once trimmed, the weights for the remaining counties/county sets were proportionately increased to reach 100%.
 - B. Reasonable labor area: National

See the **Zip Code Analysis** report for the counties in the local labor area.

Note: Zip code analysis results only apply to job groups where populated census data is available.

2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. See the **Internal Availability Analysis** for more detail.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights.

Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component were summed to produce a final availability estimate for each sex and race/ethnic group and for minorities in the aggregate.¹

See the *Availability Analysis* for the availability breakdown for each job group.

¹ In most cases, the final availability report (and most other technical reports in this AAP) only includes data/information for females and minorities in the aggregate.

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY
41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, CALIFORNIA STATE UNIVERSITY, STANISLAUS, compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of NOVEMBER 1, 2021, and that group's final availability.

See the *Comparison of Incumbency to Availability* for the results per job group.

CHAPTER 6: PLACEMENT GOALS

41 C.F.R. § 60-2.16

CALIFORNIA STATE UNIVERSITY, STANISLAUS has established an annual percentage placement goal whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women or minorities, as appropriate for that job group. These goals consider the availability of basically qualified persons in the relevant labor area. They also consider anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas that must be met but are instead targets reasonably attainable by applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through the implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that CALIFORNIA STATE UNIVERSITY, STANISLAUS, hire a specified number of minorities or women.

A goal is a guidepost against which CALIFORNIA STATE UNIVERSITY, STANISLAUS, a community group, or a compliance agency can measure progress in remedying identified deficiencies in CALIFORNIA STATE UNIVERSITY, STANISLAUS' workforce. By setting realistic goals, CALIFORNIA STATE UNIVERSITY, STANISLAUS should meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority or female applicants.

See the *Placement Goals* report for each job group.

CHAPTER 7: DESIGNATION OF RESPONSIBILITY

41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, CALIFORNIA STATE UNIVERSITY, STANISLAUS, has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, the Senior Associate Vice President of Human Resources, Equal Opportunity and Compliance, the Associate Vice President of Faculty Affairs, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The President of CALIFORNIA STATE UNIVERSITY, STANISLAUS, has full responsibility for implementing equal employment opportunity and affirmative action requirements, including developing and implementing the Affirmative Action Plan. It is the President's responsibility or his or her designee to inform all supervisors they will also be evaluated on their equal employment opportunity efforts and results.

While affirmative action efforts and monitoring for compliance are carried out in every department and unit of the University, the President has delegated the Senior Associate Vice President of Human Resources, Equal Opportunity and Compliance responsibility for developing the affirmative action plan and overall reviewing of the University's compliance. Under the President's supervision and in consultation with the University community, the Senior Associate Vice President is responsible for the following listed functions. Also listed are responsibilities delegated to Vice Presidents, Associate Vice Presidents, Deans, Directors, and other University officials having hiring authority.

Senior Associate Vice President of Human Resources, Equal Opportunity and Compliance

- Developing policy statements on equal employment opportunity and the affirmative action program;
- Disseminating information about the affirmative action program within and outside the University;
- Consulting with department chairs, deans, administrators, and supervisors about implementing the program for faculty and non-faculty appointments;
- Assisting in disseminating information about the affirmative action program within the University and in the community;
- Ensuring that copies of all job announcements are published as appropriate, including utilizing recruitment advertising tools and analytics designed to maximize our reach to diverse applicants;
- Receiving applications and referring applicants and applications to hiring units;

- Reviewing interview questions, assessing hiring determinations for compliance with collective bargaining, and serving as a resource to hiring units in finalist determination;
- In consultation with the Director of Talent Management and Associate Vice President of Faculty Affairs, reviewing for overall compliance employment decisions affecting affirmative action including recruitment, hiring, reappointment, promotion, compensation, termination, demotion, and disciplinary actions;
- Assisting University administrators and supervisors to handle problems that arise when carrying out affirmative action obligations; and
- Serving as a liaison between the University and minority and women's organizations concerned with employment opportunities for women and minorities.

Talent Management Director

- Preparing a detailed workforce analysis;
- Determining underutilization of women and minorities;
- Oversee data collection for affirmative action purposes, analyze the data, determine availability, and develop realistic affirmative action hiring goals;
- Designing and implementing audit and reporting systems;
- Serving as a liaison between the campus and enforcement agencies; and
- Informing the University administration of the latest developments in equal employment opportunity and affirmative action laws, regulations, and court decisions.

Vice Presidents, Associate Vice Presidents, Deans, Senior Directors, Directors, and Other University Officials Having Hiring Authority

- Determining that the job announcement has appropriate nondiscriminatory language as required in the University Affirmative Action Plan;
- Verifying that the job announcement is advertised appropriately; and
- Ensuring that the appropriate search committee is appointed and instructed to carry out the search process, including testing and interviewing in a nondiscriminatory manner.

Managers and Supervisors

- In their direct day-to-day contact with CALIFORNIA STATE UNIVERSITY, STANISLAUS' employees, managers, and supervisors have assumed certain responsibilities

to help the University ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to:

1. Aggressively adhere to CALIFORNIA STATE UNIVERSITY, STANISLAUS' equal employment opportunity, and affirmative action policy:
 - A. Support and assist the Senior Associate Vice President of Human Resources, Equal Opportunity, and Compliance in developing, maintaining, and successfully implementing the AAP;
 - B. Complete progress reports regarding the status of goal achievement; and
 - C. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them regarding what is needed for upward mobility within the employment structure;
3. Ensure that all interviews, offers of employment, and wage commitments are consistent with CALIFORNIA STATE UNIVERSITY, STANISLAUS' policy;
4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives; and
5. Assist in identifying problem areas and provide information to establish and meet department affirmative action goals and objectives.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS

41 C.F.R. § 60-2.17(b)

Terminology

The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms CALIFORNIA STATE UNIVERSITY, STANISLAUS is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although CALIFORNIA STATE UNIVERSITY, STANISLAUS will use the terms in good faith in connection with its AAP, such use does not necessarily signify the University agrees these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the word "goal" is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).

Besides comparing incumbency to availability within job groups, CALIFORNIA STATE UNIVERSITY, STANISLAUS, has conducted studies to identify problem areas in each selection procedure (i.e., hires, promotions, and terminations). CALIFORNIA STATE UNIVERSITY, STANISLAUS will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions will be taken consistent with the action-oriented programs described in Chapter 9 of this AAP.

Goals are established within each job group at no less than the current availability data for the job group.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of minority and female distribution within each organizational unit was accomplished by a thorough investigation of the *Workforce analysis*.

An analysis of minority and female utilization within each job group was accomplished by a thorough investigation of the *Comparison of Incumbency to Availability* reports.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Applicant flow, hires, promotions, and terminations were analyzed by job group. An analysis of selection disparities in personnel activity between men/women and whites/minorities was accomplished by examining transaction data. See the *Summary of Personnel Transactions Report* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the salaries for men v. women and whites v. minorities in each job group.

CHAPTER 9: ACTION-ORIENTED PROGRAMS

41 C.F.R. § 60-2.17(c)

CALIFORNIA STATE UNIVERSITY, STANISLAUS tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

Recruitment:

1. CALIFORNIA STATE UNIVERSITY, STANISLAUS will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrently with placing an on-line posting.
2. Due to the extensive technical education and experience required for some positions, CALIFORNIA STATE UNIVERSITY, STANISLAUS will also continue to place job opportunity announcements in the California State University system website and higher education publications when appropriate.
3. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. CALIFORNIA STATE UNIVERSITY, STANISLAUS, will participate in job fairs whenever there are sufficient numbers of openings to warrant participation.

Position Descriptions/Selection Process:

1. Develop position descriptions that accurately reflect position functions and are consistent for the same position from one location to another;
2. Develop position descriptions that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications free from bias regarding age, race, color, religion, national origin, disability, or veteran status;
3. We will make approved position descriptions available to all management members involved in the recruiting, screening, selection, and promotion process. Copies may also be provided to recruiting sources;
4. CALIFORNIA STATE UNIVERSITY, STANISLAUS will continue to use only position descriptions that include job-related criteria; and
5. CALIFORNIA STATE UNIVERSITY, STANISLAUS will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion,

disciplinary, and related processes to eliminate bias in all personnel actions.

Job Advancement:

1. Minority and female employees can be made available for participation in Career Days, Recruitment Programs, and related activities in the community, as desired.
2. CALIFORNIA STATE UNIVERSITY, STANISLAUS will continue to use the inventory of our current employee skills, when completed, to determine the academic, skill, and experience level of individual employees.
3. CALIFORNIA STATE UNIVERSITY, STANISLAUS, will ensure that contractual provisions related to seniority are enforced in a nondiscriminatory manner.
4. All employees are actively encouraged to participate in campus social and recreational activities.
5. CALIFORNIA STATE UNIVERSITY, STANISLAUS, will continue to use our formal employee evaluation program. The Performance Appraisal is used for annual reviews for all employees.
6. CALIFORNIA STATE UNIVERSITY, STANISLAUS anticipates the training needs of staff (personal and professional) and provides workshops throughout the year. Human Resources, the Faculty Center for Excellence in Teaching & Learning, and campus departments offer training workshops on a wide variety of professional development topics.
7. All employees are eligible for the California State University Fee Waiver Program, allowing faculty and staff to take college level courses related to their career goals. While the program is available to all employees, it has and continues to provide women and minorities opportunities to advance in their careers.

CHAPTER 10: INTERNAL AUDIT AND REPORTING

41 C.F.R. § 60-2.17(d)

Inherent in the AAP is the need for periodic self-assessment of problems encountered, corrective action taken, and progress. Self-evaluation requires complex record-keeping systems on applicants, employees, and components of the AAP itself. Periodic reports from supervisors, department managers, the Senior Associate Vice President for Human Resources, Equal Opportunity and Compliance, and other relevant persons are required.

The objective of record-keeping systems to be implemented is to assess the results of past actions, trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the Plan. A further objective is to identify the proper corrective actions to be made to all components.

To fully achieve the objectives of such a record-keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff, through reallocation of resources, through modifications to plans and the record-keeping system itself, through appropriate recognition of personal achievements and punitive actions for discriminatory acts. For any identified deficiencies, appropriate corrective action will be identified and implemented.

The records maintained are the basis for updating the affirmative action plan, including revising the availability data and establishing annual numerical goals. The internal audit and reporting system is used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

The CALIFORNIA STATE UNIVERSITY, STANISLAUS'S auditing, and reporting system periodically measure its total affirmative action program's effectiveness. The Senior Associate Vice President for Human Resources, Equal Opportunity and Compliance:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Reviews report results with all levels of management; and
4. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

CALIFORNIA STATE UNIVERSITY, STANISLAUS

**PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND
INDIVIDUALS WITH DISABILITIES**

FOR

NOVEMBER 1, 2021 THROUGH OCTOBER 31, 2022

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of CALIFORNIA STATE UNIVERSITY, STANISLAUS and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, status as a protected veteran or individual with a disability at all levels of employment, including the executive level. CALIFORNIA STATE UNIVERSITY, STANISLAUS does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, status as a protected veteran/or individual with a disability to any position for which the applicant or employee is qualified. In addition, CALIFORNIA STATE UNIVERSITY, STANISLAUS, is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made based on an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. CALIFORNIA STATE UNIVERSITY, STANISLAUS will make every effort to reasonably accommodate any physical and mental limitations of individuals with disabilities and disabled veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any activity protected by state, federal, or local anti-discrimination laws, including these activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state, or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations stem from not only adherence to various state and federal regulations but also

from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, status as a protected veteran or an individual with disability. CALIFORNIA STATE UNIVERSITY, STANISLAUS' EEO policy, and affirmative action obligations include the full support from President Dr. Ellen Junn.

CALIFORNIA STATE UNIVERSITY, STANISLAUS will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in University-sponsored activities were extended to all employees and applicants.

If you have questions regarding our equal employment opportunity, harassment policies, or the complaint procedure, you may contact Human Resources, Equal Opportunity and Compliance. Parts of the Affirmative Action Plan may be reviewed by making an appointment with the University's Division of Human Resources, Equal Opportunity & Compliance.

(Signature)

Dr. Ellen Junn, President

November 1, 2021

CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner that provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of the University's examination and selection methods to identify barriers to employment, training, and promotion.

- 1) CALIFORNIA STATE UNIVERSITY, STANISLAUS periodically reviews its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers and for all training opportunities available. To determine whether an individual is qualified for a particular job, a close examination of the job's content is made, and a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
- 2) The University ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner that limits their access to jobs for which they are qualified.
- 3) The University ensures that applicants and employees with disabilities have equal access to personnel processes, including those implemented through information and communication technologies.
- 4) The University provides reasonable accommodations unless such accommodations will cause undue hardship to the University, to applicants, and employees with disabilities to ensure that equal employment opportunity is extended in the operation of its personnel processes.
- 5) The University ensures that information and communications systems are accessible to all employees and applicants with disabilities, even absent a specific accommodation request.

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS
41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known protected veterans and employees and applicants with qualified disabilities, reviews are periodically made of the University's physical and mental qualifications and requirements related to employment, training, and promotion.

The University's physical and mental job requirements are reviewed to determine whether they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any reviewed classification will be reviewed again if a change in working conditions affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)

CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS

41 C.F.R. §§ 60-300.44(d); 60-741.44(d)

In its policy statement, California State University, Stanislaus will make every effort to reasonably accommodate any physical and mental limitations of applicants and employees with disabilities or disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business.

If an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem is related to a known disability, California State University, Stanislaus confidentially notifies the employee of the performance problem and inquires whether the problem is related to the known disability. If the response is "yes," California State University, Stanislaus confidentially asks if the employee needs a reasonable accommodation.

As part of the University's continuous review of physical and mental job requirements, once barriers to employment of disabled veterans, other veterans, and individuals with disabilities are identified, a plan with timetables is developed for making any reasonable accommodations to physical and mental limitations of employees and applicants. Such accommodations may include providing assistive devices, removing architectural barriers, or restructuring worksites and job content.

The list of possible accommodations that results from the job analyses and consulting with employees and applicants is provided to all persons involved in the recruitment, screening, selection, and promotion processes.

When accommodations are undertaken, which made it possible to hire, promote, or train a covered veteran or applicant, or employee with a disability, the ADA Coordinator maintains a description of the accommodation.

In any instance where accommodations were not undertaken but could have been, the ADA Coordinator must follow up to determine why accommodations were not made and to identify and implement any corrective action needed to prevent future omissions.

When medical examinations are conducted, California State University, Stanislaus ensures the physician understands the University's desire to eliminate unnecessary or non-job-related medical requirements. The physician is provided with a list of all identified accommodations to assist in making reasonable recommendations for accommodations where possible.

Employees may also contact the following to request an accommodation:

**California State University, Stanislaus
Human Resources, Equal Opportunity and Compliance
One University Circle
Turlock, CA 95382
209-667-3351**

CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

CALIFORNIA STATE UNIVERSITY, STANISLAUS has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the policy prohibiting discrimination, harassment, and retaliation, which includes a section prohibiting harassment of individuals with disabilities or protected veterans, is available for distribution to new and existing employees.

CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT

41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon CSU Stanislaus' review of its personnel policies described in Chapter B, the following activities will be implemented or continued to enhance our affirmative action efforts further. All activities are the responsibility of the Senior Associate Vice President of Human Resources, Equal Opportunity, and Compliance:

- 1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
- 2) Include workers with disabilities when employees are pictured in consumer, promotional, or help-wanted advertising.
- 3) Disseminate information about employment opportunities on internet job boards and to publications that primarily reach protected veterans and individuals with disabilities.
- 4) Provide information emphasizing job opportunities for protected veterans and individuals with disabilities to all local educational institutions, public and private.
- 5) Inform all recruiting sources, in writing and orally, of the University's affirmative action policy for protected veterans and individuals with disabilities.
- 6) List with the State Employment Development Department all suitable job openings.

The exemptions for posting jobs are when positions are,

- (1) executive and top management positions,
 - (2) positions that will be filled from within the contractor's organization,
 - (3) and positions lasting three days or less.
- 7) Send written notification of the University's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to file their EEO Reporting form and VETS-100 form annually and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
 - 8) Conduct formal briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the University's selection process, and recruiting literature. Arrange for referral of applicants, follow up with sources, and feedback on the disposition of applicants.
 - 9) Participate in veterans' "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or

educating protected veterans.

- 10) CALIFORNIA STATE UNIVERSITY, STANISLAUS, will grant leaves of absence to employees who participate in honor guards for veterans' funerals.

CHAPTER G: DISSEMINATION OF POLICY
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

CALIFORNIA STATE UNIVERSITY, STANISLAUS has developed the following internal procedures to communicate its obligation to engage in equal employment opportunities and affirmative action efforts to employ and advance employment-qualified individuals with disabilities and covered veterans. These procedures shall be designed to foster understanding, acceptance, and support among the University's executive, management, supervisory, and other employees and encourage such persons to take the necessary actions to aid the University in meeting this obligation.

- Employees with disabilities and other covered veterans shall be given equal consideration in terms of knowledge of opportunities for position openings. The Division of Human Resources, Equal Opportunity and Compliance will ensure that staff job announcements are posted on the University web page and distributed via campus mail to all departments with the request that the announcements be shared with employees in each department.
- The University will include its Affirmative Action/Equal Opportunity/Nondiscrimination Policies and Procedures in the University catalog, the Student Handbook, the Faculty Handbook, and the University website www.csustan.edu/hr. They may appear in other places such as the annual reports, print and electronic media, and the student newspaper.
- The University's commitment to nondiscrimination, equal employment opportunity, diversity, and affirmative action of protected classes, including covered veterans, will be an integral part of new employee orientation programs and management training programs.
- The times and locations of the availability for review of the Affirmative Action Plan and of the Affirmative Action Plan for Individuals with Disabilities, Disabled Veterans, Veteran, and Other covered veterans, will be posted on each of the official University bulletin boards.

CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

CALIFORNIA STATE UNIVERSITY, STANISLAUS has developed and currently implements an audit and reporting system that:

- 1) Measures the effectiveness of CALIFORNIA STATE UNIVERSITY, STANISLAUS' overall affirmative action program, and whether the University complies with specific obligations.
- 2) Indicates the need for remedial action.
- 3) Measures the degree to which CALIFORNIA STATE UNIVERSITY, STANISLAUS' objectives are being met.
- 4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding University-sponsored educational, training, recreational, and social activities, this will also include the review of the on-line application system to determine accessibility and ensuring that accommodation request procedures are prominently displayed and that individuals with disabilities can readily obtain a needed accommodation.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION

41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure equal employment opportunity to disabled veterans, other veterans, and individuals with disabilities, CALIFORNIA STATE UNIVERSITY, STANISLAUS has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. The President, Senior Associate Vice President of Human Resources, Equal Opportunity and Compliance, Faculty Affairs, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The President of CALIFORNIA STATE UNIVERSITY, STANISLAUS, provides top management support for the University's AAP. The President shall issue a memo annually to reaffirm the University's Equal Employment Opportunity Policy and make known to all employees and applicants the commitment of Senior Management to EEO and affirmative action. Additional responsibilities include, but are not limited to:

1. Designating appropriate personnel responsible for overseeing, administering, implementing, and monitoring the University's AAP are identified in writing by name and job title;
2. Ensuring that designated personnel responsible for all AAP components are given the authority and top management support and staffing to implement their assigned responsibilities successfully; and
3. Imparting the personal direction that assures total involvement and commitment to equal employment opportunity programs through the University's AAP.

Senior Associate Vice President of Human Resources, Equal Opportunity and Compliance

The Senior Associate Vice President is responsible for the overall administration of the AAP. Through the Senior Associate Vice President and department managers and supervisors, the President ensures that the University adheres to all relevant policies and procedures. Successful implementation of this program is a basis for evaluating the Senior Associate Vice President's effective work performance. The Senior Associate Vice President's responsibilities include, but are not limited to:

1. Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the University's compliance status;
2. Maintaining University-wide management support and cooperation for the University's AAP;
3. Collaborating with Senior Management on EEO and AAP issues;

4. Assisting line management in arriving at solutions to EEO/AA problems;
5. Reviewing audit and reporting systems' results to assess the effectiveness of the University's AAP programs and direct corrective actions where necessary;
6. Ensuring that the AAP is updated annually for all establishments;
7. In coordination with the Associate Vice President of Faculty Affairs, guiding managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action;
8. Reviewing their employees' qualifications to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions; and
9. Ensuring the University provides career counseling for employees.
10. Conducting periodic audits of:
 - a) Training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives; and
 - b) The University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on nondiscrimination.
11. Determine whether known disabled veterans, other veterans, and employees with disabilities have had the opportunity to participate in all California State University, Stanislaus-sponsored educational, training, recreation, and social activities;
12. In coordination with the Office of Faculty Affairs personnel, reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, realistic, and reflect the essential job duties' actual work requirements;
13. Ensuring the University's VETS100 form is filed annually with the Secretary of Labor;
14. Providing direction to the University's managers/supervisors and employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments; and
15. Designing and effectively implementing the AAP.

Vice Presidents, Associate Vice Presidents, Deans, Senior Directors, Directors, and Other University Officials Having Hiring Authority

1. Developing, implementing, and maintaining audit and reporting systems to measure the effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action;
2. Determine the degree to which goals and objectives have been attained;
3. Advising the Senior Associate Vice President of Human Resources, Equal Opportunity and Compliance in the modification and development of the University's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines;
4. Identifying problem areas and establishing procedures, goals, and objectives to solve these problems;
5. Providing guidelines in the development, preparation, and implementation of career counseling programs for known disabled veterans, other veterans, and employees with disabilities;
6. Assisting in conducting periodic audits to ensure all required posters and those advertising the University's equal employment opportunity policies and AAP, as well as the Invitation to self-identify for disabled veterans, other veterans, and individuals with disabilities, are displayed and that the University's equal employment opportunity and AAP policies are being thoroughly communicated;
7. Recommending revisions or enhancements to policy statements, affirmative action programs, internal and external communication techniques;
8. Assisting other management in arriving at solutions to problems;
9. Assisting the Senior Associate Vice President of Human Resources, Equal Opportunity, and Compliance in serving as the liaison between California State University, Stanislaus, and enforcement agencies;
10. Assisting the Senior Associate Vice President of Human Resources, Equal Opportunity and Compliance in serving as the liaison between California State University, Stanislaus, and organizations and community action groups for disabled veterans, other veterans, and persons with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for disabled veterans, other veterans, and persons with disabilities;
11. Assisting the Senior Associate Vice President of Human Resources, Equal Opportunity, and Compliance in keeping respective departments informed of the latest developments in the equal employment opportunity area;
12. At the departmental level, assisting the Senior Associate Vice President of Human Resources, Equal Opportunity, and Compliance in reviewing, reporting on, and updating

the AAP annually in accordance with stated policy and informing employees and applicants of significant changes;

13. Working closely with the Office of Faculty Affairs in coordinating the effective implementation of all identified affirmative actions;
14. Assisting the Senior Associate Vice President of Human Resources, Equal Opportunity, and Compliance in reviewing and revising all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations; and
15. Indirectly responsible for ensuring overall the University's compliance with the AAP.

Office of Human Resources, Equal Opportunity, and Compliance

In their direct day-to-day contact with the University's employees, the **Office of Human Resources, Equal Opportunity, and Compliance** has assumed certain responsibilities to help CALIFORNIA STATE UNIVERSITY, STANISLAUS ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

1. Aggressively adhering to the University's equal employment opportunity policy;
2. Completing progress reports regarding the status of affirmative action programs;
3. Taking action to prevent harassment of employees placed through affirmative action efforts;
4. Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them concerning what is needed for upward mobility within the employment structure;
5. Ensuring that all interviews, offers of employment, and wage commitments are consistent with the University's policy;
6. Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives;
7. Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives;

Seeking and sharing information on feasible accommodations that have been or could be made for known disabilities.

CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

CALIFORNIA STATE UNIVERSITY, STANISLAUS trains all employees involved in any way with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment to the University's stated affirmative action goals.

CHAPTER K: DATA COLLECTION ANALYSIS
41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

CALIFORNIA STATE UNIVERSITY, STANISLAUS has adopted the current national percentage of veterans in the civilian labor force of 5.6% as its hiring benchmark for protected veterans. CALIFORNIA STATE UNIVERSITY, STANISLAUS, will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.6% hiring benchmark is applied to each job group within CALIFORNIA STATE UNIVERSITY, STANISLAUS.

CALIFORNIA STATE UNIVERSITY, STANISLAUS, also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. CALIFORNIA STATE UNIVERSITY, STANISLAUS, will update its utilization goal as new data becomes available, edited, and published. The 7.0% utilization goal is applied *to each job group* within CALIFORNIA STATE UNIVERSITY, STANISLAUS.

Goals or benchmarks do not require that CALIFORNIA STATE UNIVERSITY, STANISLAUS hire, promote, train, or retain a specified number of individuals with disabilities or protected veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met but are instead targets reasonably by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which CALIFORNIA STATE UNIVERSITY, STANISLAUS, a community group, or a compliance agency can measure progress in remedying identified deficiencies in CALIFORNIA STATE UNIVERSITY, STANISLAUS's workforce.

CALIFORNIA STATE UNIVERSITY, STANISLAUS collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. CALIFORNIA STATE UNIVERSITY, STANISLAUS will continue to monitor and update these studies periodically during each AAP year. In each case where the hiring benchmark for protected veterans or the utilization goal for individuals with disabilities are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Chapter F (External Dissemination of Policy and Outreach and Positive Recruitment) and measures described in Chapter H (Internal Audit and Reporting) of this AAP.

See the *Data Collection Analyses and Utilization Goals Analysis*.

CHAPTER L: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of CALIFORNIA STATE UNIVERSITY, STANISLAUS that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefits the applicant or employee receives from another source.

California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Academic Affairs, AVP

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2351	Research Fellow	24	18	Male	4	1	0	3	0	0	0	0	
				Female	20	5	0	15	0	0	0	0	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		28	19	Male #	5	2	0	3	0	0	0	0	
Grand Total %			67.9	Male %	17.9	7.1	0.0	10.7	0.0	0.0	0.0	0.0	
				Female #	23	7	0	15	1	0	0	0	
				Female%	82.1	25.0	0.0	53.6	3.6	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Academic Affairs, Provost VPAA

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	3	Male #	1	1	0	0	0	0	0	0
Grand Total %			42.9	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	3	0	3	0	0	0	0
				Female%	85.7	42.9	0.0	42.9	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Academic Senate

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034	Admin Support Coord 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Academic Success Center

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3086	SSP IV	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		11	6	Male #	1	0	0	1	0	0	0	0
Grand Total %			54.5	Male %	9.1	0.0	0.0	9.1	0.0	0.0	0.0	0.0
				Female #	10	5	0	4	0	1	0	0
				Female%	90.9	45.5	0.0	36.4	0.0	9.1	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Accounting and Finance

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	11	3	Male	6	5	0	0	1	0	0	0	
				Female	5	3	0	0	1	0	0	1	
2360	Instr Fac AY	12	8	Male	7	3	0	0	4	0	0	0	
				Female	5	1	0	0	4	0	0	0	
Grand Total #		23	11	Male #	13	8	0	0	5	0	0	0	
Grand Total %			47.8	Male %	56.5	34.8	0.0	0.0	21.7	0.0	0.0	0.0	
				Female #	10	4	0	0	5	0	0	1	
				Female%	43.5	17.4	0.0	0.0	21.7	0.0	0.0	4.3	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Admissions

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3082	SSP II	6	6	Male	2	0	0	2	0	0	0	0
				Female	4	0	0	4	0	0	0	0
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	10	Male #	3	0	0	3	0	0	0	0
Grand Total %			90.9	Male %	27.3	0.0	0.0	27.3	0.0	0.0	0.0	0.0
				Female #	8	1	1	6	0	0	0	0
				Female%	72.7	9.1	9.1	54.5	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Advanced Studies in Education

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	21	9	Male	7	3	0	4	0	0	0	0	
				Female	14	9	2	1	2	0	0	0	
3082	SSP II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	7	1	Male	3	2	1	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	
Grand Total #		29	10	Male #	10	5	1	4	0	0	0	0	
Grand Total %			34.5	Male %	34.5	17.2	3.4	13.8	0.0	0.0	0.0	0.0	
				Female #	19	14	2	1	2	0	0	0	
				Female%	65.5	48.3	6.9	3.4	6.9	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Advancement Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1741	Accounting Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	2	0	0	0	0
				Female%	80.0	40.0	0.0	40.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Agriculture

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
745	Gardening Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
2360	Instr Fac AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2361	Instr Fac 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	2	1	1	0	0	0	0	0
Grand Total %			40.0	Male %	40.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	0	0	0	1
				Female%	60.0	40.0	0.0	0.0	0.0	0.0	0.0	20.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Alumni Relations

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Anthropology

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
2358	Lecturer AY	3	0	Male	2	2	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	6	1	Male	4	3	0	0	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	
5680	Research Technician III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		11	2	Male #	6	5	0	0	1	0	0	0	
Grand Total %			18.2	Male %	54.5	45.5	0.0	0.0	9.1	0.0	0.0	0.0	
				Female #	5	4	0	0	1	0	0	0	
				Female%	45.5	36.4	0.0	0.0	9.1	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Art

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1617	Instructional Support Tech II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1033	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
7014	Equip Tech II, Spclized Equip	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358	Lecturer AY	10	1	Male	4	4	0	0	0	0	0	0	
				Female	6	5	0	0	0	0	0	1	
2360	Instr Fac AY	8	0	Male	4	4	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	
Grand Total #		21	2	Male #	10	9	0	1	0	0	0	0	
Grand Total %			9.5	Male %	47.6	42.9	0.0	4.8	0.0	0.0	0.0	0.0	
				Female #	11	10	0	0	0	0	0	1	
				Female%	52.4	47.6	0.0	0.0	0.0	0.0	0.0	4.8	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Assessment

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Athletic Compliance

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #				Male #	0	0	0	0	0	0	0	0
Grand Total %				Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Athletic Game Mgmt/Facilities

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Athletic Training Room

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8185	Athletic Trainer II 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Athletics

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	0	0	0	0	1
				Female%	66.7	33.3	0.0	0.0	0.0	0.0	0.0	33.3

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Baseball

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2376	Coach 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Basic Needs

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034	Admin Support Coord 11/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Biological Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	7	3	Male	2	1	0	1	0	0	0	0
				Female	5	3	0	2	0	0	0	0
1615	Instructional Support Tech I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5681	Research Technician II	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
2358	Lecturer AY	9	2	Male	2	1	0	0	1	0	0	0
				Female	7	6	0	0	1	0	0	0
1619	Instructional Support Tech III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	11	4	Male	8	6	0	0	2	0	0	0
				Female	3	1	0	0	2	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		37	12	Male #	15	11	0	1	3	0	0	0
Grand Total %			32.4	Male %	40.5	29.7	0.0	2.7	8.1	0.0	0.0	0.0
				Female #	22	14	0	4	3	0	0	1
				Female%	59.5	37.8	0.0	10.8	8.1	0.0	0.0	2.7

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Building Maintenance

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6838	Cert Auto Equip Mech Appren	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6940	Facilities Maintenance Mech	5	4	Male	5	1	0	1	1	2	0	0
				Female	0	0	0	0	0	0	0	0
6852	Lead Auto/Equip Mechanic	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6533	Electrician	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6526	Painter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6643	Lead Locksmith	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
6265	Facilities Project Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		13	7	Male #	12	5	0	3	1	2	1	0
Grand Total %			53.8	Male %	92.3	38.5	0.0	23.1	7.7	15.4	7.7	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	7.7	7.7	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Business and Finance, VP

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Campus Recreation

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	3	Male #	2	0	0	2	0	0	0	0
Grand Total %			100.0	Male %	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Career Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3086	SSP IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	2	Male #	1	0	0	0	1	0	0	0
Grand Total %			50.0	Male %	25.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	75.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Chemistry

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1031	Admin Support Assistant 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	1	1	0	0	1
1619	Instructional Support Tech III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	9	3	Male	6	4	0	1	1	0	0	0
				Female	3	2	0	0	1	0	0	0
Grand Total #		15	6	Male #	6	4	0	1	1	0	0	0
Grand Total %			40.0	Male %	40.0	26.7	0.0	6.7	6.7	0.0	0.0	0.0
				Female #	9	5	0	1	2	0	0	1
				Female%	60.0	33.3	0.0	6.7	13.3	0.0	0.0	6.7

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Child Development

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1970	Early Childhood Master Teacher	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Col of Arts, Human & Soc Sci

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2358	Lecturer AY	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	2	Male #	1	1	0	0	0	0	0	0	
Grand Total %			33.3	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	3	0	1	1	0	0	0	
				Female%	83.3	50.0	0.0	16.7	16.7	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Col of Ed, Kines & Social Work

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: College of Business Admin

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	3	Male #	1	0	0	1	0	0	0	0
Grand Total %			60.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	2	0	0	0	0
				Female%	80.0	40.0	0.0	40.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: College of Science

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: College of Science STEM Grants

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	0	0	0	1	0	0	0
Grand Total %			33.3	Male %	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Communication Studies

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	10	4	Male	4	2	1	1	0	0	0	0
				Female	6	4	0	2	0	0	0	0
2360	Instr Fac AY	9	2	Male	3	3	0	0	0	0	0	0
				Female	6	4	0	0	2	0	0	0
2359	Lecturer 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		21	7	Male #	8	6	1	1	0	0	0	0
Grand Total %			33.3	Male %	38.1	28.6	4.8	4.8	0.0	0.0	0.0	0.0
				Female #	13	8	0	3	2	0	0	0
				Female%	61.9	38.1	0.0	14.3	9.5	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Communications & Public Affrs

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
810	Media Prod Spec 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
820	Graphic Designer 12 Mo	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		9	6	Male #	2	0	0	2	0	0	0	0
Grand Total %			66.7	Male %	22.2	0.0	0.0	22.2	0.0	0.0	0.0	0.0
				Female #	7	3	2	1	1	0	0	0
				Female%	77.8	33.3	22.2	11.1	11.1	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Computer Science

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	Lecturer AY	6	3	Male	5	2	0	1	2	0	0	0	
				Female	1	1	0	0	0	0	0	0	
420	Info Tech Consultant 12 Mo	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	6	3	Male	4	1	0	0	3	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		14	7	Male #	10	3	0	1	6	0	0	0	
Grand Total %			50.0	Male %	71.4	21.4	0.0	7.1	42.9	0.0	0.0	0.0	
				Female #	4	4	0	0	0	0	0	0	
				Female%	28.6	28.6	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Credentials Office

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2630	Credential Analyst II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Criminal Justice

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	Lecturer AY	10	3	Male	4	3	0	0	1	0	0	0	
				Female	6	4	1	0	0	0	1	0	
2360	Instr Fac AY	9	5	Male	7	4	1	1	1	0	0	0	
				Female	2	0	0	0	2	0	0	0	
2482	Dept Chair AY	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		21	8	Male #	11	7	1	1	2	0	0	0	
Grand Total %			38.1	Male %	52.4	33.3	4.8	4.8	9.5	0.0	0.0	0.0	
				Female #	10	6	1	0	2	0	1	0	
				Female%	47.6	28.6	4.8	0.0	9.5	0.0	4.8	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: CSUS Stockton

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	0	1	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Custodial Services

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2010	Custodian	15	12	Male	9	3	0	4	2	0	0	0	
				Female	6	0	0	4	1	1	0	0	
2015	Lead Custodian	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
Grand Total #		18	15	Male #	10	3	0	5	2	0	0	0	
Grand Total %			83.3	Male %	55.6	16.7	0.0	27.8	11.1	0.0	0.0	0.0	
				Female #	8	0	0	6	1	1	0	0	
				Female%	44.4	0.0	0.0	33.3	5.6	5.6	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Dean of Students Administratio

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	1	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Development

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Developmental Writing

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	0	1	0	0	0
				Female%	100.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Disability Resource Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
3312	Administrator II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	3	Male #	1	0	1	0	0	0	0	0
Grand Total %			60.0	Male %	20.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	1	1	0	0	0
				Female%	80.0	40.0	0.0	20.0	20.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Early Assessment Program

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Economics

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	6	3	Male	4	2	1	0	1	0	0	0	
				Female	2	1	1	0	0	0	0	0	
Grand Total #			8	3	Male #	6	4	1	0	1	0	0	
Grand Total %				37.5	Male %	75.0	50.0	12.5	0.0	12.5	0.0	0.0	
					Female #	2	1	1	0	0	0	0	
					Female%	25.0	12.5	12.5	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Ed D Program

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2358	Lecturer AY	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	3	2	Male	1	0	1	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
2361	Instr Fac 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		7	2	Male #	3	2	1	0	0	0	0	0	
Grand Total %			28.6	Male %	42.9	28.6	14.3	0.0	0.0	0.0	0.0	0.0	
				Female #	4	3	0	1	0	0	0	0	
				Female%	57.1	42.9	0.0	14.3	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Education Opportunity Program

				Total		Total							
Job Code	Job Title	EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
3084	SSP III	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
3086	SSP IV	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #			3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %				66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	3	1	0	2	0	0	0	0
					Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: English

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2354	Teaching Associate AY	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
1035	Admin Support Coord 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	Lecturer AY	19	5	Male	5	5	0	0	0	0	0	0
				Female	14	9	0	4	0	0	0	1
2360	Instr Fac AY	13	2	Male	8	8	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
2359	Lecturer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	Dept Chair AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		41	9	Male #	14	14	0	0	0	0	0	0
Grand Total %			22.0	Male %	34.1	34.1	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	27	18	0	7	1	0	0	1
				Female%	65.9	43.9	0.0	17.1	2.4	0.0	0.0	2.4

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Ethnic Studies

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	7	7	Male	5	0	1	2	1	1	0	0	
				Female	2	0	0	2	0	0	0	0	
2360	Instr Fac AY	5	5	Male	2	0	0	2	0	0	0	0	
				Female	3	0	1	0	1	1	0	0	
Grand Total #		12	12	Male #	7	0	1	4	1	1	0	0	
Grand Total %			100.0	Male %	58.3	0.0	8.3	33.3	8.3	8.3	0.0	0.0	
				Female #	5	0	1	2	1	1	0	0	
				Female%	41.7	0.0	8.3	16.7	8.3	8.3	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Extended Education Operations

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
1035	Admin Support Coord 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
5287	Budget Analyst	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
5182	Extended Ed Specialist II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		10	4	Male #	2	2	0	0	0	0	0	0	
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	8	4	0	3	1	0	0	0	
				Female%	80.0	40.0	0.0	30.0	10.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Facilities Admin Plan & Design

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3022	Drafting Aid	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0		
1741	Accounting Technician II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0		
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
Grand Total #		6	2	Male #	1	0	0	0	0	0	0	1	
Grand Total %			33.3	Male %	16.7	0.0	0.0	0.0	0.0	0.0	0.0	16.7	
				Female #	5	4	0	1	0	0	0	0	
				Female%	83.3	66.7	0.0	16.7	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Facilities Construction

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6940	Facilities Maintenance Mech	4	2	Male	4	2	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6265	Facilities Project Supv	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	3	Male #	7	4	0	3	0	0	0	0	
Grand Total %			42.9	Male %	100.0	57.1	0.0	42.9	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Facilities Logistical Services

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1508	Warehouse Worker	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	1	0	1	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Faculty Affairs

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
1176	Cnfdntl Admin Support 12 Mo	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
1173	Cnfdntl Tech Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		5	2	Male #	1	1	0	0	0	0	0	0	
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	1	1	0	0	0	
				Female%	80.0	40.0	0.0	20.0	20.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Faculty Development Center

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Field Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Financial Aid

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3082	SSP II	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		8	6	Male #	1	0	0	1	0	0	0	0
Grand Total %			75.0	Male %	12.5	0.0	0.0	12.5	0.0	0.0	0.0	0.0
				Female #	7	2	0	5	0	0	0	0
				Female%	87.5	25.0	0.0	62.5	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Financial Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1741	Accounting Technician II	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1740	Accounting Technician III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1762	Accountant I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4792	Buyer II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4555	Accountant II	6	4	Male	2	1	0	1	0	0	0	0
				Female	4	1	0	2	0	0	0	1
1759	Collections Rep II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4556	Accountant III	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4794	Buyer III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3318	Administrator I	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
3312	Administrator II	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	1	0	0	0	0	0
400	Analyst/Programmer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Financial Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	28	12	Male #	3	1	0	2	0	0	0	0
	Grand Total %		42.9	Male %	10.7	3.6	0.0	7.1	0.0	0.0	0.0	0.0
				Female #	25	15	2	7	0	0	0	1
				Female%	89.3	53.6	7.1	25.0	0.0	0.0	0.0	3.6

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Fundraising and Special Events

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Gender Studies

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	1	
2360	Instr Fac AY	2	1	Male	1	0	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	2	Male #	1	0	1	0	0	0	0	0	
Grand Total %			50.0	Male %	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	0	0	0	0	0	1	
				Female%	75.0	50.0	0.0	0.0	0.0	0.0	0.0	25.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Geography

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
2360	Instr Fac AY	5	3	Male	2	0	1	1	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
Grand Total #		7	3	Male #	3	1	1	1	0	0	0	0	
Grand Total %			42.9	Male %	42.9	14.3	14.3	14.3	0.0	0.0	0.0	0.0	
				Female #	4	3	0	1	0	0	0	0	
				Female%	57.1	42.9	0.0	14.3	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Geology

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
2358	Lecturer AY	4	1	Male	3	3	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360	Instr Fac AY	5	2	Male	3	2	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		9	3	Male #	6	5	0	1	0	0	0	0
Grand Total %			33.3	Male %	66.7	55.6	0.0	11.1	0.0	0.0	0.0	0.0
				Female #	3	1	0	2	0	0	0	0
				Female%	33.3	11.1	0.0	22.2	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Golf

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2376	Coach 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Graduate Studies

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2633	Evaluator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Health and Wellness

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1031	Admin Support Assistant 11/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1034	Admin Support Coord 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8148	Medical Assistant	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8147	Health Educator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
8154	Registered Nurse II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8157	Registered Nurse III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7926	Clinical Lab Scientist II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8161	Physician Assistant	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
7993	Pharmacist II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7737	Physician-Primary Care	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Health and Wellness

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	18	9	Male #	3	2	0	1	0	0	0	0
	Grand Total %		50.0	Male %	16.7	11.1	0.0	5.6	0.0	0.0	0.0	0.0
				Female #	15	7	0	5	3	0	0	0
				Female%	83.3	38.9	0.0	27.8	16.7	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: History

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2360	Instr Fac AY	7	2	Male	4	4	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
Grand Total #		11	2	Male #	6	6	0	0	0	0	0	0	
Grand Total %			18.2	Male %	54.5	54.5	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	3	0	1	1	0	0	0	
				Female%	45.5	27.3	0.0	9.1	9.1	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Honors

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034	Admin Support Coord 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	1	0	1	0	0	0
				Female%	100.0	33.3	33.3	0.0	33.3	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Housing & Residential Life

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2010	Custodian	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
6223	Laborer	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2015	Lead Custodian	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
6940	Facilities Maintenance Mech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6265	Facilities Project Supv	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		14	6	Male #	5	1	0	4	0	0	0	0
Grand Total %			42.9	Male %	35.7	7.1	0.0	28.6	0.0	0.0	0.0	0.0
				Female #	9	7	0	2	0	0	0	0
				Female%	64.3	50.0	0.0	14.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Human Resources

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
1176	Cnfdntl Admin Support 12 Mo	8	4	Male	0	0	0	0	0	0	0	0
				Female	8	4	0	3	1	0	0	0
1101	Payroll Technician II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1102	Payroll Technician III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	0	1	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1173	Cnfdntl Tech Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		19	8	Male #	2	2	0	0	0	0	0	0
Grand Total %			42.1	Male %	10.5	10.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	17	9	0	4	3	0	1	0
				Female%	89.5	47.4	0.0	21.1	15.8	0.0	5.3	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Information Technology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
400	Analyst/Programmer 12 Mo	8	0	Male	6	6	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo	12	6	Male	11	5	2	3	1	0	0	0
				Female	1	1	0	0	0	0	0	0
810	Media Prod Spec 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
430	Network Analyst 12 Mo	5	3	Male	5	2	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7003	Equip Tech I, Electronic	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
410	Operating Sys Analyst 12 Mo	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		37	10	Male #	32	22	2	7	1	0	0	0
Grand Total %			27.0	Male %	86.5	59.5	5.4	18.9	2.7	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	13.5	13.5	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Institutional Effecti & Analyt

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
5681	Research Technician II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
5680	Research Technician III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		4	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	0	0	2	2	0	0	0
				Female%	100.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: International Education

				Total		Total							
Job Code	Job Title	EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
3079	SSP I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
3318	Administrator I	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0	0
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: KECK Operating

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
420	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Kinesiology and Public Health

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	15	4	Male	7	6	0	0	1	0	0	0
				Female	8	5	0	2	1	0	0	0
1513	Athletic Equipment Attendant 2	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	9	2	Male	5	4	0	0	1	0	0	0
				Female	4	3	1	0	0	0	0	0
Grand Total #		26	6	Male #	13	11	0	0	2	0	0	0
Grand Total %			23.1	Male %	50.0	42.3	0.0	0.0	7.7	0.0	0.0	0.0
				Female #	13	9	1	2	1	0	0	0
				Female%	50.0	34.6	3.8	7.7	3.8	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Landscape & Laborer Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
731	Groundsworker	3	2	Male	2	0	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6223	Laborer	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6363	Light Auto Equipment Operator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
735	Irrigation Specialist	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
745	Gardening Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
726	Lead Groundsworker	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		13	9	Male #	12	3	0	9	0	0	0	0
Grand Total %			69.2	Male %	92.3	23.1	0.0	69.2	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	7.7	7.7	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Landscape Maintenace-Non State

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
745	Gardening Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**California State University Stanislaus
Workforce Analysis**

Snapshot Date: 11/01/2021

Organizational Unit: Learning Commons

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3079	SSP I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		4	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	0	0	0	0	0	0	
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Liberal Studies

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	9	4	Male	3	2	0	1	0	0	0	0	
				Female	6	3	0	3	0	0	0	0	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2360	Instr Fac AY	4	2	Male	2	0	0	1	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		14	7	Male #	5	2	0	2	1	0	0	0	
Grand Total %			50.0	Male %	35.7	14.3	0.0	14.3	7.1	0.0	0.0	0.0	
				Female #	9	5	0	4	0	0	0	0	
				Female%	64.3	35.7	0.0	28.6	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Library

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2887	Library Services Spec II	5	1	Male	3	2	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2888	Library Services Spec III	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2920	Librarian 12 Mo	7	3	Male	3	3	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
420	Info Tech Consultant 12 Mo	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		18	6	Male #	8	6	0	2	0	0	0	0
Grand Total %			33.3	Male %	44.4	33.3	0.0	11.1	0.0	0.0	0.0	0.0
				Female #	10	6	0	3	1	0	0	0
				Female%	55.6	33.3	0.0	16.7	5.6	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Mail Services

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1505	Mail Clerk	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1509	Stock Clerk	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1502	Shipping And Receivng Ast I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	4	Male #	5	2	0	3	0	0	0	0
Grand Total %			66.7	Male %	83.3	33.3	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	16.7	0.0	0.0	0.0	16.7	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Management Information Systems

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	9	1	Male	7	6	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
422	Info Tech Consultant 10/12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	Instr Fac AY	4	3	Male	4	1	0	1	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		14	4	Male #	12	8	0	2	2	0	0	0
Grand Total %			28.6	Male %	85.7	57.1	0.0	14.3	14.3	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Master of Business Admin

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2359	Lecturer 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Masters in Social Work

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2358	Lecturer AY	8	6	Male	1	0	0	1	0	0	0	0
				Female	7	2	2	2	1	0	0	0
2360	Instr Fac AY	9	6	Male	1	0	1	0	0	0	0	0
				Female	8	3	2	0	3	0	0	0
2359	Lecturer 12 Mo	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	1	1	0	0	0
2481	Dept Chair 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		25	17	Male #	3	0	1	2	0	0	0	0
Grand Total %			68.0	Male %	12.0	0.0	4.0	8.0	0.0	0.0	0.0	0.0
				Female #	22	8	5	4	5	0	0	0
				Female%	88.0	32.0	20.0	16.0	20.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Mathematics

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	14	5	Male	9	7	0	1	1	0	0	0
				Female	5	2	0	2	1	0	0	0
2360	Instr Fac AY	11	3	Male	6	4	0	0	2	0	0	0
				Female	5	4	0	0	1	0	0	0
Grand Total #		26	8	Male #	15	11	0	1	3	0	0	0
Grand Total %			30.8	Male %	57.7	42.3	0.0	3.8	11.5	0.0	0.0	0.0
				Female #	11	7	0	2	2	0	0	0
				Female%	42.3	26.9	0.0	7.7	7.7	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: McNair TRIO Grant

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Mechanical Trades

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6549	Plumber	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6702	Building Service Engineer	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6699	Air Cond/Refrig Mechanic	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	2	Male #	6	4	1	1	0	0	0	0	
Grand Total %			33.3	Male %	100.0	66.7	16.7	16.7	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Men's Basketball

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2382	Coaching Assistant 12 Mo	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
2373	Head Coach 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		2	1	Male #	2	1	0	0	1	0	0	0	
Grand Total %			50.0	Male %	100.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Men's Soccer

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2376	Coach 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Mgmt Operations and Marketing

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
2358	Lecturer AY	8	2	Male	6	5	1	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	0	1
2360	Instr Fac AY	15	9	Male	12	5	1	1	5	0	0	0	
				Female	3	1	0	0	2	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		25	12	Male #	19	11	2	1	5	0	0	0	
Grand Total %			48.0	Male %	76.0	44.0	8.0	4.0	20.0	0.0	0.0	0.0	
				Female #	6	2	0	1	2	0	0	1	
				Female%	24.0	8.0	0.0	4.0	8.0	0.0	0.0	4.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Modern Languages

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	5	4	Male	0	0	0	0	0	0	0	0	
				Female	5	1	0	3	1	0	0	0	
2360	Instr Fac AY	4	3	Male	3	0	0	3	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		9	7	Male #	3	0	0	3	0	0	0	0	
Grand Total %			77.8	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0	
				Female #	6	2	0	3	1	0	0	0	
				Female%	66.7	22.2	0.0	33.3	11.1	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Music

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
840	Performing Arts Tech 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	15	3	Male	10	9	0	0	1	0	0	0
				Female	5	3	0	1	0	0	0	1
2866	Accompanist II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
2360	Instr Fac AY	7	2	Male	4	3	0	1	0	0	0	0
				Female	3	2	0	0	1	0	0	0
2482	Dept Chair AY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		26	8	Male #	16	13	0	2	1	0	0	0
Grand Total %			30.8	Male %	61.5	50.0	0.0	7.7	3.8	0.0	0.0	0.0
				Female #	10	5	0	2	2	0	0	1
				Female%	38.5	19.2	0.0	7.7	7.7	0.0	0.0	3.8

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Nursing

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
3079	SSP I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	19	8	Male	4	2	0	0	1	0	0	1
				Female	15	9	1	1	1	0	1	2
1619	Instructional Support Tech III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2359	Lecturer 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	0	1	0
2360	Instr Fac AY	11	3	Male	0	0	0	0	0	0	0	0
				Female	11	8	1	2	0	0	0	0
2361	Instr Fac 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481	Dept Chair 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		41	17	Male #	7	3	0	1	2	0	0	1
Grand Total %			41.5	Male %	17.1	7.3	0.0	2.4	4.9	0.0	0.0	2.4
				Female #	34	21	2	5	2	0	2	2
				Female%	82.9	51.2	4.9	12.2	4.9	0.0	4.9	4.9

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Office of Academic Technology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
420	Info Tech Consultant 12 Mo	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	1	Male #	2	2	0	0	0	0	0	0
Grand Total %			33.3	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Office of Graduate Dean

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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**California State University Stanislaus
Workforce Analysis**

Snapshot Date: 11/01/2021

Organizational Unit: Philosophy

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034	Admin Support Coord 11/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	8	2	Male	7	6	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360	Instr Fac AY	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		14	2	Male #	10	9	0	1	0	0	0	0
Grand Total %			14.3	Male %	71.4	64.3	0.0	7.1	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0
				Female%	28.6	21.4	0.0	7.1	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Physics

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
1033	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1619	Instructional Support Tech III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2358	Lecturer AY	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	Instr Fac AY	4	3	Male	3	1	0	0	2	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		8	3	Male #	6	4	0	0	2	0	0	0	
Grand Total %			37.5	Male %	75.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0	
				Female #	2	1	0	0	1	0	0	0	
				Female%	25.0	12.5	0.0	0.0	12.5	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Politics & Public Admin

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	10	4	Male	8	5	1	1	1	0	0	0
				Female	2	1	0	0	0	0	0	1
2360	Instr Fac AY	7	1	Male	5	4	0	0	0	0	0	1
				Female	2	2	0	0	0	0	0	0
Grand Total #		18	5	Male #	13	9	1	1	1	0	0	1
Grand Total %			27.8	Male %	72.2	50.0	5.6	5.6	5.6	0.0	0.0	5.6
				Female #	5	4	0	0	0	0	0	1
				Female%	27.8	22.2	0.0	0.0	0.0	0.0	0.0	5.6

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: President's Office Admin

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1148	Presidential Aide	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
2977	President	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		5	5	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	0	1	3	1	0	0	0
				Female%	100.0	0.0	20.0	60.0	20.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Print Shop

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1480	Reprographics Specialist I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1481	Reprographics Specialist II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1483	Reprographics Specialist IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	3	3	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Psychological Counseling

		Total		Total								
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
3070	SSP Academic Related I 12 Mo	6	5	Male	1	0	0	1	0	0	0	
				Female	5	1	1	3	0	0	0	
3075	SSP Academic Related III AY	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		9	7	Male #	2	0	0	2	0	0	0	
Grand Total %			77.8	Male %	22.2	0.0	0.0	22.2	0.0	0.0	0.0	
				Female #	7	2	1	4	0	0	0	
				Female%	77.8	22.2	11.1	44.4	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Psychology

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1036	Admin Analyst/Spclst 10/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1035	Admin Support Coord 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2358	Lecturer AY	41	11	Male	11	8	0	1	1	0	0	1
				Female	30	22	1	5	0	0	0	2
2360	Instr Fac AY	21	8	Male	6	5	0	1	0	0	0	0
				Female	15	8	1	3	3	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2482	Dept Chair AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		67	21	Male #	18	14	0	2	1	0	0	1
Grand Total %			31.3	Male %	26.9	20.9	0.0	3.0	1.5	0.0	0.0	1.5
				Female #	49	32	2	10	3	0	0	2
				Female%	73.1	47.8	3.0	14.9	4.5	0.0	0.0	3.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Research & Sponsored Programs

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Retention Services

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Safety & Risk Management

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
1176	Cnfdntl Admin Support 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	4	0	0	1	0	0	1
				Female%	100.0	66.7	0.0	0.0	16.7	0.0	0.0	16.7

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: School of the Arts

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1034	Admin Support Coord 11/12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
832	Desktop Pub/Graph Spec 10/12	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Service Learning

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	75.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Social Sciences

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2358	Lecturer AY	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Sociology

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	13	2	Male	5	5	0	0	0	0	0	0
				Female	8	6	0	1	1	0	0	0
2360	Instr Fac AY	10	5	Male	5	3	0	0	2	0	0	0
				Female	5	2	0	2	0	1	0	0
Grand Total #		24	7	Male #	10	8	0	0	2	0	0	0
Grand Total %			29.2	Male %	41.7	33.3	0.0	0.0	8.3	0.0	0.0	0.0
				Female #	14	9	0	3	1	1	0	0
				Female%	58.3	37.5	0.0	12.5	4.2	4.2	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Strat Plng,Enroll Mgmt Innovat

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
3300	Administrator IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	0	1	1	0	0
				Female%	100.0	33.3	0.0	0.0	33.3	33.3	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Student Affairs, VP

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
800	Pub Affairs/Comm Spec 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
3079	SSP I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
820	Graphic Designer 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	SSP IV	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	5	Male #	2	0	0	2	0	0	0	0
Grand Total %			71.4	Male %	28.6	0.0	0.0	28.6	0.0	0.0	0.0	0.0
				Female #	5	2	0	3	0	0	0	0
				Female%	71.4	28.6	0.0	42.9	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Student Leadership & Developmnt

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3084	SSP III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Student Records

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	6	2	Male	0	0	0	0	0	0	0	0
				Female	6	4	0	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	1	1	1	0	0	0
2632	Evaluator I	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
2633	Evaluator II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3082	SSP II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
400	Analyst/Programmer 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		22	12	Male #	5	3	0	2	0	0	0	0
Grand Total %			54.5	Male %	22.7	13.6	0.0	9.1	0.0	0.0	0.0	0.0
				Female #	17	7	1	6	3	0	0	0
				Female%	77.3	31.8	4.5	27.3	13.6	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Student Success Center

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
3082	SSP II	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
3086	SSP IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	
Grand Total #		2	2	Male #	1	0	1	0	0	0	0	0	
Grand Total %			100.0	Male %	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	0	0	0	0	1	
				Female%	50.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Student Support Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3318	Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		4	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	0	1	2	0	0	0	1
				Female%	100.0	0.0	25.0	50.0	0.0	0.0	0.0	25.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Sustainability

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Teacher Diversity

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Teacher Education

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2358	Lecturer AY	51	8	Male	16	14	0	1	1	0	0	0
				Female	35	29	1	4	0	0	0	0
2360	Instr Fac AY	10	5	Male	4	2	0	1	1	0	0	0
				Female	6	3	0	2	1	0	0	0
2482	Dept Chair AY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		64	15	Male #	20	16	0	2	2	0	0	0
Grand Total %			23.4	Male %	31.3	25.0	0.0	3.1	3.1	0.0	0.0	0.0
				Female #	44	33	1	7	2	0	0	1
				Female%	68.8	51.6	1.6	10.9	3.1	0.0	0.0	1.6

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Theatre

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1033	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
842	Performing Arts Tech 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2358	Lecturer AY	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
2360	Instr Fac AY	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		11	1	Male #	5	5	0	0	0	0	0	0
Grand Total %			9.1	Male %	45.5	45.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	5	0	1	0	0	0	0
				Female%	54.5	45.5	0.0	9.1	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Univ Budget Services

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
5284	Sr Budget Analyst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: University Advancement, VP

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1170	Cnfdntl Office Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: University Police

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8820	Community Service Spec 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	1	1	0	0
8810	Parking Officer 12 Mo	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8800	Police Dispatcher 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8350	Police Officer	8	4	Male	5	3	0	1	1	0	0	0
				Female	3	1	0	2	0	0	0	0
8354	Sergeant	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		18	10	Male #	9	5	1	2	1	0	0	0
Grand Total %			55.6	Male %	50.0	27.8	5.6	11.1	5.6	0.0	0.0	0.0
				Female #	9	3	0	4	1	1	0	0
				Female%	50.0	16.7	0.0	22.2	5.6	5.6	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Utilities

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	0	0	1	0	0	0	
Grand Total %			100.0	Male %	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Volleyball

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2376	Coach 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Warrior Cross Cultural Center

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	SSP IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	4	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	3	0	0	0	0
				Female%	75.0	0.0	0.0	75.0	0.0	0.0	0.0	0.0

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**California State University Stanislaus
Workforce Analysis**

Snapshot Date: 11/01/2021

Organizational Unit: Women's Basketball

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
2373	Head Coach 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	0	0	0	1
				Female%	50.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Women's Cross Country

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2379	Coaching Specialist 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Women's Outdoor Track

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2376	Coach 12 Mo	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis

Snapshot Date: 11/01/2021

Organizational Unit: Women's Soccer

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
2382	Coaching Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2373	Head Coach 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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California State University Stanislaus
Workforce Analysis Summary

Snapshot Date: 11/01/2021

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Academic Affairs, AVP	28	5	23	19	2	0	3	0	0	0	0	7	0	15	1	0	0	0
Academic Affairs, Provost VPAA	7	1	6	3	1	0	0	0	0	0	0	3	0	3	0	0	0	0
Academic Senate	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Academic Success Center	11	1	10	6	0	0	1	0	0	0	0	5	0	4	0	1	0	0
Accounting and Finance	23	13	10	11	8	0	0	5	0	0	0	4	0	0	5	0	0	1
Admissions	11	3	8	10	0	0	3	0	0	0	0	1	1	6	0	0	0	0
Advanced Studies in Education	29	10	19	10	5	1	4	0	0	0	0	14	2	1	2	0	0	0
Advancement Services	5	1	4	2	1	0	0	0	0	0	0	2	0	2	0	0	0	0
Agriculture	5	2	3	2	1	1	0	0	0	0	0	2	0	0	0	0	0	1
Alumni Relations	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Anthropology	11	6	5	2	5	0	0	1	0	0	0	4	0	0	1	0	0	0
Art	21	10	11	2	9	0	1	0	0	0	0	10	0	0	0	0	0	1
Assessment	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Athletic Compliance	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Athletic Game Mgmt/Facilities	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletic Training Room	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletics	3	1	2	1	1	0	0	0	0	0	0	1	0	0	0	0	0	1
Baseball	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Basic Needs	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Biological Sciences	37	15	22	12	11	0	1	3	0	0	0	14	0	4	3	0	0	1
Building Maintenance	13	12	1	7	5	0	3	1	2	1	0	1	0	0	0	0	0	0
Business and Finance, VP	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Campus Recreation	3	2	1	3	0	0	2	0	0	0	0	0	0	1	0	0	0	0

California State University Stanislaus
Workforce Analysis Summary

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Career Services	4	1	3	2	0	0	0	1	0	0	0	2	0	0	1	0	0	0
Chemistry	15	6	9	6	4	0	1	1	0	0	0	5	0	1	2	0	0	1
Child Development	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Col of Arts, Human & Soc Sci	6	1	5	2	1	0	0	0	0	0	0	3	0	1	1	0	0	0
Col of Ed, Kines & Social Work	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
College of Business Admin	5	1	4	3	0	0	1	0	0	0	0	2	0	2	0	0	0	0
College of Science	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
College of Science STEM Grants	3	1	2	1	0	0	0	1	0	0	0	2	0	0	0	0	0	0
Communication Studies	21	8	13	7	6	1	1	0	0	0	0	8	0	3	2	0	0	0
Communications & Public Affrs	9	2	7	6	0	0	2	0	0	0	0	3	2	1	1	0	0	0
Computer Science	14	10	4	7	3	0	1	6	0	0	0	4	0	0	0	0	0	0
Credentials Office	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Criminal Justice	21	11	10	8	7	1	1	2	0	0	0	6	1	0	2	0	1	0
CSUS Stockton	3	1	2	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0
Custodial Services	18	10	8	15	3	0	5	2	0	0	0	0	0	6	1	1	0	0
Dean of Students Administratio	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Development	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Developmental Writing	2	0	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
Disability Resource Services	5	1	4	3	0	1	0	0	0	0	0	2	0	1	1	0	0	0
Early Assessment Program	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Economics	8	6	2	3	4	1	0	1	0	0	0	1	1	0	0	0	0	0
Ed D Program	7	3	4	2	2	1	0	0	0	0	0	3	0	1	0	0	0	0
Education Opportunity Program	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0

California State University Stanislaus
Workforce Analysis Summary

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
English	41	14	27	9	14	0	0	0	0	0	0	18	0	7	1	0	0	1
Ethnic Studies	12	7	5	12	0	1	4	1	1	0	0	0	1	2	1	1	0	0
Extended Education Operations	10	2	8	4	2	0	0	0	0	0	0	4	0	3	1	0	0	0
Facilities Admin Plan & Design	6	1	5	2	0	0	0	0	0	0	1	4	0	1	0	0	0	0
Facilities Construction	7	7	0	3	4	0	3	0	0	0	0	0	0	0	0	0	0	0
Facilities Logistical Services	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Faculty Affairs	5	1	4	2	1	0	0	0	0	0	0	2	0	1	1	0	0	0
Faculty Development Center	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Field Services	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Financial Aid	8	1	7	6	0	0	1	0	0	0	0	2	0	5	0	0	0	0
Financial Services	28	3	25	12	1	0	2	0	0	0	0	15	2	7	0	0	0	1
Fundraising and Special Events	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Gender Studies	4	1	3	2	0	1	0	0	0	0	0	2	0	0	0	0	0	1
Geography	7	3	4	3	1	1	1	0	0	0	0	3	0	1	0	0	0	0
Geology	9	6	3	3	5	0	1	0	0	0	0	1	0	2	0	0	0	0
Golf	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Graduate Studies	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Health and Wellness	18	3	15	9	2	0	1	0	0	0	0	7	0	5	3	0	0	0
History	11	6	5	2	6	0	0	0	0	0	0	3	0	1	1	0	0	0
Honors	3	0	3	2	0	0	0	0	0	0	0	1	1	0	1	0	0	0
Housing & Residential Life	14	5	9	6	1	0	4	0	0	0	0	7	0	2	0	0	0	0
Human Resources	19	2	17	8	2	0	0	0	0	0	0	9	0	4	3	0	1	0
Information Technology	37	32	5	10	22	2	7	1	0	0	0	5	0	0	0	0	0	0

California State University Stanislaus
Workforce Analysis Summary

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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Institutional Effecti & Analyt	4	0	4	4	0	0	0	0	0	0	0	0	0	2	2	0	0	0
International Education	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
KECK Operating	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Kinesiology and Public Health	26	13	13	6	11	0	0	2	0	0	0	9	1	2	1	0	0	0
Landscape & Laborer Services	13	12	1	9	3	0	9	0	0	0	0	1	0	0	0	0	0	0
Landscape Maintenace-Non State	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Learning Commons	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Liberal Studies	14	5	9	7	2	0	2	1	0	0	0	5	0	4	0	0	0	0
Library	18	8	10	6	6	0	2	0	0	0	0	6	0	3	1	0	0	0
Mail Services	6	5	1	4	2	0	3	0	0	0	0	0	0	0	1	0	0	0
Management Information Systems	14	12	2	4	8	0	2	2	0	0	0	2	0	0	0	0	0	0
Master of Business Admin	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Masters in Social Work	25	3	22	17	0	1	2	0	0	0	0	8	5	4	5	0	0	0
Mathematics	26	15	11	8	11	0	1	3	0	0	0	7	0	2	2	0	0	0
McNair TRIO Grant	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Mechanical Trades	6	6	0	2	4	1	1	0	0	0	0	0	0	0	0	0	0	0
Men's Basketball	2	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Men's Soccer	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Mgmt Operations and Marketing	25	19	6	12	11	2	1	5	0	0	0	2	0	1	2	0	0	1
Modern Languages	9	3	6	7	0	0	3	0	0	0	0	2	0	3	1	0	0	0
Music	26	16	10	8	13	0	2	1	0	0	0	5	0	2	2	0	0	1
Nursing	41	7	34	17	3	0	1	2	0	0	1	21	2	5	2	0	2	2
Office of Academic Technology	3	2	1	1	2	0	0	0	0	0	0	0	0	1	0	0	0	0

California State University Stanislaus
Workforce Analysis Summary

Snapshot Date: 11/01/2021

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Office of Graduate Dean	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Philosophy	14	10	4	2	9	0	1	0	0	0	0	3	0	1	0	0	0	0
Physics	8	6	2	3	4	0	0	2	0	0	0	1	0	0	1	0	0	0
Politics & Public Admin	18	13	5	5	9	1	1	1	0	0	1	4	0	0	0	0	0	1
President's Office Admin	5	0	5	5	0	0	0	0	0	0	0	0	1	3	1	0	0	0
Print Shop	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Psychological Counseling	9	2	7	7	0	0	2	0	0	0	0	2	1	4	0	0	0	0
Psychology	67	18	49	21	14	0	2	1	0	0	1	32	2	10	3	0	0	2
Research & Sponsored Programs	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Retention Services	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Safety & Risk Management	6	0	6	2	0	0	0	0	0	0	0	4	0	0	1	0	0	1
School of the Arts	3	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0
Service Learning	4	1	3	1	1	0	0	0	0	0	0	2	0	0	1	0	0	0
Social Sciences	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Sociology	24	10	14	7	8	0	0	2	0	0	0	9	0	3	1	1	0	0
Strat Png,Enroll Mgmt Innovat	3	0	3	2	0	0	0	0	0	0	0	1	0	0	1	1	0	0
Student Affairs, VP	7	2	5	5	0	0	2	0	0	0	0	2	0	3	0	0	0	0
Student Leadership & Developmnt	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Student Records	22	5	17	12	3	0	2	0	0	0	0	7	1	6	3	0	0	0
Student Success Center	2	1	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Student Support Services	4	0	4	4	0	0	0	0	0	0	0	0	1	2	0	0	0	1
Sustainability	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Teacher Diversity	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0

**California State University Stanislaus
Workforce Analysis Summary**

Snapshot Date: 11/01/2021

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Teacher Education	64	20	44	15	16	0	2	2	0	0	0	33	1	7	2	0	0	1
Theatre	11	5	6	1	5	0	0	0	0	0	0	5	0	1	0	0	0	0
Univ Budget Services	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
University Advancement, VP	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
University Police	18	9	9	10	5	1	2	1	0	0	0	3	0	4	1	1	0	0
Utilities	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Volleyball	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Warrior Cross Cultural Center	4	1	3	4	0	0	1	0	0	0	0	0	0	3	0	0	0	0
Women's Basketball	2	1	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Women's Cross Country	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Women's Outdoor Track	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Women's Soccer	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
Total (#)	1,227	496	731	502	312	22	101	53	3	1	4	413	26	190	71	6	4	21
Total (%)		40.4	59.6	40.9	25.4	1.8	8.2	4.3	0.2	0.1	0.3	33.7	2.1	15.5	5.8	0.5	0.3	1.7

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 1A - Executives

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3306	Administrator III	23	6	17	13	10
1	3300	Administrator IV	14	7	7	11	3
1	2977	President	1	0	1	0	1
Total (#)			38	13	25	24	14
Total (%)				34.2	65.8	63.2	36.8

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 1B - Management

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3318	Administrator I	26	8	18	14	12
1	3312	Administrator II	30	11	19	16	14
Total (#)			56	19	37	30	26
Total (%)				33.9	66.1	53.6	46.4

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 2A - Business and Financial Operations

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1762	Accountant I	1	0	1	0	1
2	4555	Accountant II	6	2	4	2	4
2	4556	Accountant III	3	0	3	2	1
2	1036	Admin Analyst/Spclst 10/12	1	0	1	0	1
2	1038	Admin Analyst/Spclst 12 Mo	54	9	45	37	17
2	5287	Budget Analyst	1	0	1	0	1
2	4792	Buyer II	1	0	1	1	0
2	4794	Buyer III	1	0	1	0	1
2	1176	Cnfdntl Admin Support 12 Mo	12	0	12	6	6
2	5284	Sr Budget Analyst	2	0	2	2	0
Total (#)			82	11	71	50	32
Total (%)				13.4	86.6	61.0	39.0

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 3A - Computer, Engineering, and Science

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	400	Analyst/Programmer 12 Mo	11	6	5	9	2
3	1173	Cnfdntl Tech Support 12 Mo	2	0	2	2	0
3	3022	Drafting Aid	1	1	0	0	1
3	422	Info Tech Consultant 10/12	1	1	0	1	0
3	420	Info Tech Consultant 12 Mo	18	17	1	10	8
3	430	Network Analyst 12 Mo	5	5	0	2	3
3	410	Operating Sys Analyst 12 Mo	3	3	0	3	0
3	5681	Research Technician II	5	0	5	2	3
3	5680	Research Technician III	2	0	2	1	1
Total (#)			48	33	15	30	18
Total (%)				68.8	31.3	62.5	37.5

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 4A - Healthcare Practitioners and Technical

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
9	8185	Athletic Trainer II 12 Mo	1	1	0	1	0
9	7926	Clinical Lab Scientist II	1	1	0	1	0
9	8148	Medical Assistant	2	0	2	0	2
9	7993	Pharmacist II	1	0	1	1	0
9	8161	Physician Assistant	2	0	2	0	2
9	7737	Physician-Primary Care	2	2	0	1	1
9	8154	Registered Nurse II	1	0	1	0	1
9	8157	Registered Nurse III	1	0	1	1	0
			Total (#)	11	4	7	5
			Total (%)		36.4	63.6	45.5

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 5A - Clerical

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1031	Admin Support Assistant 11/12	2	0	2	1	1
12	1032	Admin Support Assistant 12 Mo	16	3	13	8	8
12	1033	Admin Support Coord 10/12	3	0	3	3	0
12	1034	Admin Support Coord 11/12	6	0	6	4	2
12	1035	Admin Support Coord 12 Mo	53	2	51	31	22
12	1170	Cnfdntl Office Support 12 Mo	7	1	6	4	3
12	1759	Collections Rep II	1	0	1	0	1
12	1505	Mail Clerk	1	1	0	0	1
12	1148	Presidential Aide	1	0	1	0	1
12	1502	Shipping And Receivng Ast I	1	0	1	0	1
12	1509	Stock Clerk	1	1	0	0	1
			Total (#)	8	84	51	41
			Total (%)	8.7	91.3	55.4	44.6

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 5B - Technical Professionals

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	1741	Accounting Technician II	5	0	5	3	2
12	1740	Accounting Technician III	2	0	2	2	0
12	1101	Payroll Technician II	1	0	1	0	1
12	1102	Payroll Technician III	2	0	2	0	2
12	1480	Reprographics Specialist I	1	1	0	1	0
12	1481	Reprographics Specialist II	1	1	0	1	0
12	1483	Reprographics Specialist IV	1	1	0	1	0
Total (#)			13	3	10	8	5
Total (%)				23.1	76.9	61.5	38.5

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 6A - Natural Resources, Construction, and Maintenance

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	6699	Air Cond/Refrig Mechanic	1	1	0	0	1
13	6702	Building Service Engineer	3	3	0	2	1
13	6838	Cert Auto Equip Mech Appren	1	0	1	1	0
13	6533	Electrician	2	2	0	2	0
13	6940	Facilities Maintenance Mech	10	10	0	3	7
13	6265	Facilities Project Supv	3	3	0	1	2
13	6852	Lead Auto/Equip Mechanic	1	1	0	0	1
13	6643	Lead Locksmith	1	1	0	0	1
13	6363	Light Auto Equipment Operator	1	1	0	1	0
13	6526	Painter	1	1	0	1	0
13	6549	Plumber	1	1	0	1	0
			Total (#)	25	24	1	13
			Total (%)		96.0	4.0	52.0

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 7A - Community Service, Legal, Arts, and Media

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2866	Accompanist II	1	0	1	0	1
4	8820	Community Service Spec 12 Mo	1	1	0	0	1
4	832	Desktop Pub/Graph Spec 10/12	1	1	0	1	0
4	7003	Equip Tech I, Electronic	1	1	0	1	0
4	7014	Equip Tech II, Splized Equip	1	1	0	1	0
4	820	Graphic Designer 12 Mo	3	2	1	0	3
4	810	Media Prod Spec 12 Mo	3	3	0	2	1
4	842	Performing Arts Tech 10/12	1	0	1	1	0
4	840	Performing Arts Tech 12 Mo	1	1	0	1	0
4	800	Pub Affairs/Comm Spec 12 Mo	6	2	4	3	3
4	3070	SSP Academic Related I 12 Mo	6	1	5	1	5
4	3075	SSP Academic Related III AY	1	1	0	0	1
Total (#)			26	14	12	11	15
Total (%)				53.8	46.2	42.3	57.7

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 7B - Coaches

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2376	Coach 12 Mo	5	4	1	3	2
4	2382	Coaching Assistant 12 Mo	6	2	4	3	3
4	2379	Coaching Specialist 12 Mo	1	1	0	1	0
4	2373	Head Coach 12 Mo	3	3	0	2	1
			Total (#)	15	10	5	9
			Total (%)		66.7	33.3	60.0

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 8A - Librarians, Curators, and Archivists

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
7	2920	Librarian 12 Mo	7	3	4	4	3
7	2887	Library Services Spec II	5	3	2	4	1
7	2888	Library Services Spec III	3	0	3	2	1
Total (#)			15	6	9	10	5
Total (%)				40.0	60.0	66.7	33.3

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 9A - Service/Maintenance

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	1513	Athletic Equipment Attendant 2	1	1	0	1	0
10	2010	Custodian	16	10	6	3	13
10	745	Gardening Specialist	4	4	0	2	2
10	731	Groundswoker	3	2	1	1	2
10	735	Irrigation Specialist	2	2	0	0	2
10	6223	Laborer	3	3	0	1	2
10	2015	Lead Custodian	4	1	3	1	3
10	726	Lead Groundswoker	1	1	0	0	1
			Total (#)	34	24	10	9
			Total (%)		70.6	29.4	26.5

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 9B - Public Safety

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8810	Parking Officer 12 Mo	1	1	0	0	1
10	8800	Police Dispatcher 12 Mo	2	0	2	1	1
10	8350	Police Officer	8	5	3	4	4
10	8354	Sergeant	2	2	0	2	0
Total (#)			13	8	5	7	6
Total (%)				61.5	38.5	53.8	46.2

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 10A - Faculty - Tenure Track

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2361	Instr Fac 12 Mo	4	1	3	3	1
5	2360	Instr Fac AY	260	137	123	158	102
			Total (#)	264	138	126	161
			Total (%)		52.3	47.7	61.0

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 10B - Faculty - Lecturer

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2359	Lecturer 12 Mo	8	1	7	3	5
5	2358	Lecturer AY	366	152	214	254	112
Total (#)			374	153	221	257	117
Total (%)				40.9	59.1	68.7	31.3

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 10C - Department Chairs

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2481	Dept Chair 12 Mo	3	2	1	2	1
5	2482	Dept Chair AY	6	3	3	4	2
Total (#)			9	5	4	6	3
Total (%)				55.6	44.4	66.7	33.3

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 10D - Other Postsecondary Teachers

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	8147	Health Educator	2	0	2	1	1
5	2351	Research Fellow	24	4	20	6	18
5	2354	Teaching Associate AY	14	3	11	8	6
			Total (#)	7	33	15	25
			Total (%)	17.5	82.5	37.5	62.5

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 11A - Professional Student Support

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
8	5182	Extended Ed Specialist II	2	0	2	2	0
8	3079	SSP I	4	1	3	1	3
8	3082	SSP II	22	7	15	5	17
8	3084	SSP III	17	2	15	8	9
8	3086	SSP IV	9	2	7	3	6
Total (#)			54	12	42	19	35
Total (%)				22.2	77.8	35.2	64.8

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 11B - Other Teaching and Instructional Support

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	2630	Credential Analyst II	2	0	2	1	1
8	1970	Early Childhood Master Teacher	2	0	2	1	1
8	2632	Evaluator I	4	1	3	2	2
8	2633	Evaluator II	3	1	2	3	0
8	1615	Instructional Support Tech I	1	0	1	1	0
8	1617	Instructional Support Tech II	1	1	0	0	1
8	1619	Instructional Support Tech III	4	1	3	3	1
			Total (#)	17	4	13	11
			Total (%)		23.5	76.5	64.7
						35.3	

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis

Snapshot Date: 11/01/2021

Job Group: 13A - Production, Transport, & Material Movers

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	1508	Warehouse Worker	1	0	1	0	1
Total (#)			1	0	1	0	1
Total (%)				0.0	100.0	0.0	100.0

(+) indicates this job title contains employees who are included from another facility.

California State University Stanislaus
Job Group Analysis Summary

Snapshot Date: 11/01/2021

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1A - Executives	38	13	25	14	24	3	7	4	0	0	0
1B - Management	56	19	37	26	30	3	19	2	0	1	1
2A - Business and Financial Operations	82	11	71	32	50	2	20	7	1	0	2
3A - Computer, Engineering, and Science	48	33	15	18	30	2	10	5	0	0	1
4A - Healthcare Practitioners and Technical	11	4	7	6	5	0	4	2	0	0	0
5A - Clerical	92	8	84	41	51	0	34	5	1	0	1
5B - Technical Professionals	13	3	10	5	8	0	3	1	0	1	0
6A - Natural Resources, Construction, and Maintenance	25	24	1	13	12	1	9	1	2	0	0
7A - Community Service, Legal, Arts, and Media	26	14	12	15	11	3	10	2	0	0	0
7B - Coaches	15	10	5	6	9	2	2	1	0	0	1
8A - Librarians, Curators, and Archivists	15	6	9	5	10	0	4	1	0	0	0
9A - Service/Maintenance	34	24	10	25	9	0	21	3	1	0	0
9B - Public Safety	13	8	5	6	7	0	5	1	0	0	0
10A - Faculty - Tenure Track	264	138	126	103	161	16	30	54	2	0	1
10B - Faculty - Lecturer	374	153	221	117	257	14	55	28	1	3	16
10C - Department Chairs	9	5	4	3	6	0	2	1	0	0	0
10D - Other Postsecondary Teachers	40	7	33	25	15	0	22	3	0	0	0
11A - Professional Student Support	54	12	42	35	19	2	27	3	1	0	2
11B - Other Teaching and Instructional Support	17	4	13	6	11	0	6	0	0	0	0
13A - Production, Transport, & Material Movers	1	0	1	1	0	0	1	0	0	0	0
Total (#)	1,227	496	731	502	725	48	291	124	9	5	25
Total (%)		40.4	59.6	40.9	59.1	3.9	23.7	10.1	0.7	0.4	2.0

California State University Stanislaus
ZIP Code Analysis

Snapshot Date: 11/01/2021

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Stanislaus, California	827	67.40	78.76
Merced, California	127	10.35	12.10
San Joaquin, California	96	7.82	9.14
Total:	1,050	85.57	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Sacramento, California	22	1.79	0.00
Alameda, California	19	1.55	0.00
Contra Costa, California	18	1.47	0.00
Mariposa+Tuolumne, California	17	1.39	0.00
Fresno, California	13	1.06	0.00
Alpine and Nearby Counties, California	7	0.57	0.00
Orange, California	6	0.49	0.00
Madera, California	6	0.49	0.00
Santa Clara, California	6	0.49	0.00
Los Angeles, California	5	0.41	0.00
Kern, California	4	0.33	0.00
Sonoma, California	3	0.24	0.00
Duval, Florida	2	0.16	0.00
Lake, Illinois	2	0.16	0.00
San Diego, California	2	0.16	0.00
Tulare, California	2	0.16	0.00
Monterey, California	2	0.16	0.00
San Mateo, California	2	0.16	0.00
Solano, California	2	0.16	0.00
Nevada, California	2	0.16	0.00

California State University Stanislaus
ZIP Code Analysis

Snapshot Date: 11/01/2021

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Franklin+Oxford, Maine	1	0.08	0.00
New Haven, Connecticut	1	0.08	0.00
Morris, New Jersey	1	0.08	0.00
Greenbrier+Monroe+Summers, West Virginia	1	0.08	0.00
Orange, North Carolina	1	0.08	0.00
Alleghany+Ashe+Avery+Watauga, North Carolina	1	0.08	0.00
Haywood, North Carolina	1	0.08	0.00
DeKalb, Georgia	1	0.08	0.00
Miami-Dade, Florida	1	0.08	0.00
Pinellas, Florida	1	0.08	0.00
Lee, Florida	1	0.08	0.00
Rutherford, Tennessee	1	0.08	0.00
Hamilton, Tennessee	1	0.08	0.00
Washtenaw, Michigan	1	0.08	0.00
Boone, Missouri	1	0.08	0.00
Chase+Coffey+Lyon+Marion, Kansas	1	0.08	0.00
Pulaski, Arkansas	1	0.08	0.00
Cleveland, Oklahoma	1	0.08	0.00
Hays, Texas	1	0.08	0.00
Maricopa, Arizona	1	0.08	0.00
Rio Arriba+Taos, New Mexico	1	0.08	0.00
Riverside, California	1	0.08	0.00
Santa Barbara, California	1	0.08	0.00
Kings, California	1	0.08	0.00
San Luis Obispo, California	1	0.08	0.00
San Francisco, California	1	0.08	0.00

California State University Stanislaus
ZIP Code Analysis

Snapshot Date: 11/01/2021

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Marin, California	1	0.08	0.00
Santa Cruz, California	1	0.08	0.00
Del Norte+Humboldt+Trinity, California	1	0.08	0.00
Yolo, California	1	0.08	0.00
Lane, Oregon	1	0.08	0.00
Clallam+Jefferson, Washington	1	0.08	0.00
Cowlitz+Klickitat+Skamania+Wahkiakum, Washington	1	0.08	0.00
Clark, Washington	1	0.08	0.00
Washoe, Nevada	1	0.08	0.00
Total:	177	14.43	0.00
Included and Excluded Total:	1,227	100.00	100.00

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 1A - Executives

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	15.3	18.8	10.00	1.5	1.9	See Zip Code Analysis
Reasonable	34.5	22.5	80.00	27.6	18.0	National
<u>Internal Factors</u>						
Feeders	63.9	45.1	10.00	6.4	4.5	Feeders
Final Availability (%)			100.00	35.5	24.4	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 1B - Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	15.2	18.9	20.00	3.0	3.8	See Zip Code Analysis
Reasonable	34.8	22.7	60.00	20.9	13.6	National
<u>Internal Factors</u>						
Feeders	65.5	36.2	20.00	13.1	7.2	Feeders
Final Availability (%)			100.00	37.0	24.6	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 2A - Business and Financial Operations

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	28.8	26.1	40.00	11.5	10.4	See Zip Code Analysis
Reasonable	26.3	27.3	40.00	10.5	10.9	National
<u>Internal Factors</u>						
Feeders	79.8	39.7	20.00	16.0	7.9	Feeders
Final Availability (%)			100.00	38.0	29.3	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 3A - Computer, Engineering, and Science

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	22.8	54.0	30.00	6.8	16.2	See Zip Code Analysis
Reasonable	30.5	30.8	70.00	21.4	21.6	National
Final Availability (%)			100.00	28.2	37.8	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 4A - Healthcare Practitioners and Technical

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	54.2	29.7	30.00	16.3	8.9	See Zip Code Analysis
Reasonable	61.4	29.1	70.00	43.0	20.4	National
Final Availability (%)			100.00	59.3	29.3	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 5A - Clerical

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	94.4	35.9	70.00	66.1	25.1	See Zip Code Analysis
Reasonable	93.7	24.4	30.00	28.1	7.3	National
Final Availability (%)			100.00	94.2	32.4	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 5B - Technical Professionals

	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
FACTOR	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	78.0	39.7	80.00	62.4	31.8	See Zip Code Analysis
Reasonable	72.0	29.0	10.00	7.2	2.9	National
<u>Internal Factors</u>						
Feeders	91.3	44.6	10.00	9.1	4.5	Feeders
Final Availability (%)			100.00	78.7	39.1	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 6A - Natural Resources, Construction, and Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	6.1	41.1	90.00	5.5	37.0	See Zip Code Analysis
Reasonable	4.8	27.9	10.00	0.5	2.8	National
Final Availability (%)			100.00	6.0	39.8	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 7A - Community Service, Legal, Arts, and Media

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	39.2	38.8	20.00	7.8	7.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	76.5	35.3	80.00	61.2	28.2	Feeders
Final Availability (%)			100.00	69.0	36.0	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 7B - Coaches

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	38.2	17.5	20.00	7.6	3.5	See Zip Code Analysis
Reasonable	34.8	22.1	80.00	27.8	17.6	National
Final Availability (%)			100.00	35.5	21.1	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 8A - Librarians, Curators, and Archivists

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	87.0	7.7	10.00	8.7	0.8	See Zip Code Analysis
Reasonable	79.6	21.5	90.00	71.6	19.4	National
Final Availability (%)			100.00	80.3	20.1	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 9A - Service/Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	17.6	64.9	90.00	15.8	58.4	See Zip Code Analysis
Reasonable	20.2	45.2	10.00	2.0	4.5	National
Final Availability (%)			100.00	17.8	62.9	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 9B - Public Safety

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	24.3	26.5	90.00	21.9	23.9	See Zip Code Analysis
Reasonable	21.4	28.0	10.00	2.1	2.8	National
Final Availability (%)			100.00	24.0	26.7	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 10A - Faculty - Tenure Track

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	47.1	25.6	10.00	4.7	2.6	See Zip Code Analysis
Reasonable	58.7	20.0	80.00	46.9	16.0	National
<u>Internal Factors</u>						
Feeders	59.1	31.3	10.00	5.9	3.1	Feeders
Final Availability (%)			100.00	57.5	21.7	

**California State University Stanislaus
Availability Analysis**

Snapshot Date: 11/01/2021

Job Group: 10B - Faculty - Lecturer

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	47.1	25.6	70.00	33.0	17.9	See Zip Code Analysis
Reasonable	58.7	20.0	30.00	17.6	6.0	National
Final Availability (%)			100.00	50.6	23.9	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 10C - Department Chairs

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	62.4	31.5	10.00	6.2	3.2	National
<u>Internal Factors</u>						
Feeders	47.7	39.0	90.00	43.0	35.1	Feeders
Final Availability (%)			100.00	49.2	38.3	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 10D - Other Postsecondary Teachers

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	67.4	27.4	40.00	27.0	11.0	See Zip Code Analysis
Reasonable	55.1	28.3	60.00	33.0	17.0	National
Final Availability (%)			100.00	60.0	27.9	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 11A - Professional Student Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	66.8	23.1	30.00	20.0	6.9	See Zip Code Analysis
Reasonable	62.5	31.4	70.00	43.7	22.0	National
Final Availability (%)			100.00	63.8	28.9	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 11B - Other Teaching and Instructional Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	83.7	57.1	40.00	33.5	22.9	See Zip Code Analysis
Reasonable	71.0	30.6	60.00	42.6	18.3	National
Final Availability (%)			100.00	76.1	41.2	

California State University Stanislaus
Availability Analysis

Snapshot Date: 11/01/2021

Job Group: 13A - Production, Transport, & Material Movers

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	33.2	59.6	100.00	33.2	59.6	See Zip Code Analysis
Final Availability (%)			100.00	33.2	59.6	

**California State University Stanislaus
Internal Availability**

Snapshot Date: 11/01/2021

AAP: California State University Stanislaus

Job Group: 1A - Executives

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	10C - Department Chairs	10.00	44.4	33.3	66.7	0.0	22.2	11.1	0.0	0.0	0.0	4.4	3.3	6.7	0.0	2.2	1.1	0.0	0.0	0.0
California State University	1B - Management	90.00	66.1	46.4	53.6	5.4	33.9	3.6	0.0	1.8	1.8	59.5	41.8	48.2	4.8	30.5	3.2	0.0	1.6	1.6
Total:		100.00										63.9	45.1	54.9	4.8	32.8	4.3	0.0	1.6	1.6

**California State University Stanislaus
Internal Availability**

Snapshot Date: 11/01/2021

AAP: California State University Stanislaus

Job Group: 1B - Management

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
California State University	10C - Department Chairs	50.00	44.4	33.3	66.7	0.0	22.2	11.1	0.0	0.0	0.0	22.2	16.7	33.3	0.0	11.1	5.6	0.0	0.0	0.0		
California State University	2A - Business and Finan	50.00	86.6	39.0	61.0	2.4	24.4	8.5	1.2	0.0	2.4	43.3	19.5	30.5	1.2	12.2	4.3	0.6	0.0	1.2		
Total:		100.00	65.5										36.2	63.8	1.2	23.3	9.8	0.6	0.0	1.2		

**California State University Stanislaus
Internal Availability**

Snapshot Date: 11/01/2021

AAP: California State University Stanislaus
Job Group: 2A - Business and Financial Operations

		Wght	Raw (%)									Weighted (%)																						
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+														
California State University	5A - Clerical	20.00	91.3	44.6	55.4	0.0	37.0	5.4	1.1	0.0	1.1	18.3	8.9	11.1	0.0	7.4	1.1	0.2	0.0	0.2														
California State University	5B - Technical Professio	80.00	76.9	38.5	61.5	0.0	23.1	7.7	0.0	7.7	0.0	61.5	30.8	49.2	0.0	18.5	6.2	0.0	6.2	0.0														
Total:		100.00	79.8									39.7									60.3		0.0		25.9		7.2		0.2		6.2		0.2	

**California State University Stanislaus
Internal Availability**

Snapshot Date: 11/01/2021

AAP: California State University Stanislaus

Job Group: 5B - Technical Professionals

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	5A - Clerical	100.00	91.3	44.6	55.4	0.0	37.0	5.4	1.1	0.0	1.1	91.3	44.6	55.4	0.0	37.0	5.4	1.1	0.0	1.1
Total:		100.00										91.3	44.6	55.4	0.0	37.0	5.4	1.1	0.0	1.1

**California State University Stanislaus
Internal Availability**

Snapshot Date: 11/01/2021

AAP: California State University Stanislaus
Job Group: 7A - Community Service, Legal, Arts, and Media

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	11B - Other Teaching and	100.00	76.5	35.3	64.7	0.0	35.3	0.0	0.0	0.0	0.0	76.5	35.3	64.7	0.0	35.3	0.0	0.0	0.0	0.0
Total:		100.00										76.5	35.3	64.7	0.0	35.3	0.0	0.0	0.0	0.0

**California State University Stanislaus
Internal Availability**

Snapshot Date: 11/01/2021

AAP: California State University Stanislaus

Job Group: 10A - Faculty - Tenure Track

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	10B - Faculty - Lecturer	100.00	59.1	31.3	68.7	3.7	14.7	7.5	0.3	0.8	4.3	59.1	31.3	68.7	3.7	14.7	7.5	0.3	0.8	4.3
Total:		100.00										59.1	31.3	68.7	3.7	14.7	7.5	0.3	0.8	4.3

**California State University Stanislaus
Internal Availability**

Snapshot Date: 11/01/2021

AAP: California State University Stanislaus

Job Group: 10C - Department Chairs

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
California State University	10A - Faculty - Tenure Tra	100.00	47.7	39.0	61.0	6.1	11.4	20.5	0.8	0.0	0.4	47.7	39.0	61.0	6.1	11.4	20.5	0.8	0.0	0.4
Total:		100.00										47.7	39.0	61.0	6.1	11.4	20.5	0.8	0.0	0.4

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 1A - Executives
Test: Whole Person
Total Employees: 38

	Total	
	FEMALE	MINORITY
Employees (#)	25	14
Employees (%)	65.8	36.8
Availability (%) Goal	35.5	24.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 1B - Management
Test: Whole Person
Total Employees: 56

	Total	
	FEMALE	MINORITY
Employees (#)	37	26
Employees (%)	66.1	46.4
Availability (%) Goal	37.0	24.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 2A - Business and Financial Operations
Test: Whole Person
Total Employees: 82

	Total	
	FEMALE	MINORITY
Employees (#)	71	32
Employees (%)	86.6	39.0
Availability (%) Goal	38.0	29.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 3A - Computer, Engineering, and Science
Test: Whole Person
Total Employees: 48

	Total	
	FEMALE	MINORITY
Employees (#)	15	18
Employees (%)	31.3	37.5
Availability (%) Goal	28.2	37.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 4A - Healthcare Practitioners and Technical
Test: Whole Person
Total Employees: 11

	Total	
	FEMALE	MINORITY
Employees (#)	7	6
Employees (%)	63.6	54.5
Availability (%) Goal	59.3	29.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 5A - Clerical
Test: Whole Person
Total Employees: 92

Total		
	FEMALE	MINORITY
Employees (#)	84	41
Employees (%)	91.3	44.6
Availability (%) Goal	94.2	32.4
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 5B - Technical Professionals
Test: Whole Person
Total Employees: 13

	Total	
	FEMALE	MINORITY
Employees (#)	10	5
Employees (%)	76.9	38.5
Availability (%) Goal	78.7	39.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 6A - Natural Resources, Construction, and Maintenance
Test: Whole Person
Total Employees: 25

	Total	
	FEMALE	MINORITY
Employees (#)	1	13
Employees (%)	4.0	52.0
Availability (%) Goal	6.0	39.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 7A - Community Service, Legal, Arts, and Media
Test: Whole Person
Total Employees: 26

	Total	
	FEMALE	MINORITY
Employees (#)	12	15
Employees (%)	46.2	57.7
Availability (%) Goal	69.0	36.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	5	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 7B - Coaches
Test: Whole Person
Total Employees: 15

	Total	
	FEMALE	MINORITY
Employees (#)	5	6
Employees (%)	33.3	40.0
Availability (%) Goal	35.5	21.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 8A - Librarians, Curators, and Archivists
Test: Whole Person
Total Employees: 15

	Total	
	FEMALE	MINORITY
Employees (#)	9	5
Employees (%)	60.0	33.3
Availability (%) Goal	80.3	20.1
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 9A - Service/Maintenance
Test: Whole Person
Total Employees: 34

	Total	
	FEMALE	MINORITY
Employees (#)	10	25
Employees (%)	29.4	73.5
Availability (%) Goal	17.8	62.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 9B - Public Safety
Test: Whole Person
Total Employees: 13

	Total	
	FEMALE	MINORITY
Employees (#)	5	6
Employees (%)	38.5	46.2
Availability (%) Goal	24.0	26.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 10A - Faculty - Tenure Track
Test: Whole Person
Total Employees: 264

	Total	
	FEMALE	MINORITY
Employees (#)	126	103
Employees (%)	47.7	39.0
Availability (%) Goal	57.5	21.7
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	25	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 10B - Faculty - Lecturer
Test: Whole Person
Total Employees: 374

	Total	
	FEMALE	MINORITY
Employees (#)	221	117
Employees (%)	59.1	31.3
Availability (%) Goal	50.6	23.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 10C - Department Chairs
Test: Whole Person
Total Employees: 9

Total		
	FEMALE	MINORITY
Employees (#)	4	3
Employees (%)	44.4	33.3
Availability (%) Goal	49.2	38.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 10D - Other Postsecondary Teachers
Test: Whole Person
Total Employees: 40

	Total	
	FEMALE	MINORITY
Employees (#)	33	25
Employees (%)	82.5	62.5
Availability (%) Goal	60.0	27.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 11A - Professional Student Support
Test: Whole Person
Total Employees: 54

	Total	
	FEMALE	MINORITY
Employees (#)	42	35
Employees (%)	77.8	64.8
Availability (%) Goal	63.8	28.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 11B - Other Teaching and Instructional Support
Test: Whole Person
Total Employees: 17

	Total	
	FEMALE	MINORITY
Employees (#)	13	6
Employees (%)	76.5	35.3
Availability (%) Goal	76.1	41.2
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

California State University Stanislaus
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 11/01/2021

Job Group: 13A - Production, Transport, & Material Movers
Test: Whole Person
Total Employees: 1

	Total	
	FEMALE	MINORITY
Employees (#)	1	1
Employees (%)	100.0	100.0
Availability (%) Goal	33.2	59.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University Stanislaus
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
5A - Clerical	93	Females Minority	86 39	92.5% 41.9%	94.1%	41	32 27	78.0% 65.9%	NO
7A - Community Service, Legal, Arts, and Media	22	Females Minority	9 13	40.9% 59.1%	69.2%	16	11 12	68.8% 75.0%	NO
7B - Coaches	17	Females Minority	5 6	29.4% 35.3%	35.5%	26	15 12	57.7% 46.2%	YES
8A - Librarians, Curators, and Archivists	13	Females Minority	8 2	61.5% 15.4%	79.8%	3	3 2	100.0% 66.7%	YES
10A - Faculty - Tenure Track	253	Females Minority	117 91	46.2% 36.0%	57.2%	34	20 17	58.8% 50.0%	YES
10C - Department Chairs	24	Females Minority	9 6	37.5% 25.0%	47.9% 35.5%	0	0 0	0.0% 0.0%	NO NO

* Placements consist of hires and promotions into the target job group from 06/01/2020 to 10/31/2021

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 1A - Executives

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	75	34	0	109	8	4	12	1	3	4	0	2	2
Afr. Amer.	20	14	0	34	0	0	0	0	0	0	0	1	1
Hispanic	24	14	1	39	0	0	0	0	0	0	0	0	0
Asian	24	14	0	38	0	2	2	0	0	0	0	0	0
Nat. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	4	0	6	0	0	0	0	0	0	0	0	0
Unknown (Race)	11	4	9	24									
Total	157	85	10	252	8	6	14	1	3	4	0	3	3
Total Minority	71	47	1	119	0	2	2	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	3	3	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	4	4	0	0	0
Total Minority	0	0	0	0	1	1	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 1B - Management

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	37	42	0	79	5	7	12	0	3	3	0	3	3
Afr. Amer.	8	9	0	17	0	2	2	0	0	0	0	0	0
Hispanic	23	41	0	64	0	6	6	0	0	0	0	0	0
Asian	6	18	0	24	2	0	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	5	0	7	0	0	0	0	0	0	1	0	1
Unknown (Race)	6	12	11	29									
Total	82	127	11	220	7	15	22	0	3	3	2	3	5
Total Minority	39	73	0	112	2	8	10	0	0	0	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	3	3	1	1	2	0	1	1
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	1	1	2	2	4	0	2	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	1	0	1
Two or More	0	0	0	0	0	0	1	0	1
Total	0	4	4	3	3	6	3	3	6
Total Minority	0	1	1	2	2	4	3	2	5

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 2A - Business and Financial Operations

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	36	95	0	131	1	7	8	0	5	5	0	2	2
Afr. Amer.	3	12	0	15	0	0	0	0	0	0	0	0	0
Hispanic	36	116	0	152	0	2	2	0	1	1	2	0	2
Asian	20	33	0	53	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	6	0	8	0	1	1	0	0	0	0	0	0
Unknown (Race)	8	13	21	42									
Total	105	275	21	401	1	10	11	0	6	6	2	2	4
Total Minority	61	167	0	228	0	3	3	0	1	1	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	4	4	0	4	4
Afr. Amer.	0	0	0	0	1	1	0	0	0
Hispanic	2	1	3	0	2	2	1	2	3
Asian	0	0	0	0	2	2	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	3	5	0	9	9	1	6	7
Total Minority	2	1	3	0	5	5	1	2	3

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 3A - Computer, Engineering, and Science

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	37	6	0	43	4	0	4	0	1	1	0	1	1
Afr. Amer.	5	1	0	6	0	0	0	0	0	0	0	0	0
Hispanic	21	7	0	28	2	0	2	0	0	0	0	2	2
Asian	19	6	0	25	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	1	1
Two or More	1	1	0	2	1	0	1	0	0	0	0	1	1
Unknown (Race)	3	2	1	6									
Total	87	23	1	111	7	0	7	0	1	1	0	5	5
Total Minority	47	15	0	62	3	0	3	0	0	0	0	4	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	2	0	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	0	0	0	3	0	3
Total Minority	0	0	0	0	0	0	2	0	2

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 4A - Healthcare Practitioners and Technical

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	1	0	5	1	0	1	1	2	3	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	0	1	1	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	2	0	6									
Total	9	4	0	13	1	1	2	1	2	3	0	1	1
Total Minority	1	1	0	2	0	1	1	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 5A - Clerical

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	90	404	3	497	3	11	14	0	4	4	0	1	1
Afr. Amer.	12	52	0	64	0	0	0	0	1	1	0	0	0
Hispanic	174	543	2	719	5	17	22	1	1	2	1	4	5
Asian	32	102	0	134	1	1	2	0	0	0	0	0	0
Nat. Amer.	0	7	0	7	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	1	1
Two or More	3	29	0	32	0	2	2	0	0	0	0	0	0
Unknown (Race)	23	54	29	106									
Total	334	1191	34	1559	9	32	41	1	6	7	1	6	7
Total Minority	221	733	2	956	6	21	27	1	2	3	1	5	6

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	3	3	0	0	0	1	6	7
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	1	4	5	0	0	0	0	5	5
Asian	0	2	2	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	10	11	0	0	0	1	11	12
Total Minority	1	7	8	0	0	0	0	5	5

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 5B - Technical Professionals

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	8	19	0	27	2	2	4	0	0	0	0	0	0
Afr. Amer.	0	4	0	4	0	0	0	0	0	0	0	0	0
Hispanic	12	29	0	41	0	0	0	0	0	0	0	1	1
Asian	3	2	0	5	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	5	1	9									
Total	26	59	1	86	2	2	4	0	0	0	0	1	1
Total Minority	15	35	0	50	0	0	0	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	1	1	2
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 6A - Natural Resources, Construction, and Maintenance

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	30	1	0	31	1	0	1	1	0	1	1	0	1
Afr. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
Hispanic	37	0	0	37	2	0	2	1	0	1	1	0	1
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	0	2	5									
Total	76	1	2	79	4	0	4	2	0	2	2	0	2
Total Minority	43	0	0	43	3	0	3	1	0	1	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 7A - Community Service, Legal, Arts, and Media

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	54	43	0	97	1	2	3	1	0	1	0	0	0
Afr. Amer.	7	7	0	14	1	4	5	0	0	0	0	0	0
Hispanic	52	52	0	104	3	4	7	2	0	2	1	0	1
Asian	16	9	0	25	0	0	0	0	0	0	1	0	1
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	6	9	0	15	0	0	0	0	0	0	0	1	1
Unknown (Race)	13	7	6	26									
Total	149	127	6	282	5	10	15	3	0	3	2	1	3
Total Minority	82	77	0	159	4	8	12	2	0	2	2	1	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 7B - Coaches

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	9	10	0	19	6	8	14	1	0	1	2	5	7
Afr. Amer.	2	1	0	3	2	1	3	0	0	0	0	1	1
Hispanic	9	3	0	12	2	5	7	0	0	0	0	2	2
Asian	1	2	0	3	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	1	1	0	0	0	0	0	0
Unknown (Race)	2	0	0	2									
Total	23	18	0	41	11	15	26	1	0	1	2	8	10
Total Minority	12	8	0	20	5	7	12	0	0	0	0	3	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 8A - Librarians, Curators, and Archivists

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	53	102	1	156	0	1	1	0	1	1	0	0	0
Afr. Amer.	10	12	0	22	0	0	0	0	0	0	0	0	0
Hispanic	21	38	0	59	0	2	2	0	0	0	0	1	1
Asian	8	15	0	23	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	7	0	8	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	10	10	23									
Total	96	184	11	291	0	3	3	0	1	1	0	1	1
Total Minority	40	72	0	112	0	2	2	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 9A - Service/Maintenance

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	42	6	0	48	1	0	1	1	0	1	0	0	0
Afr. Amer.	5	0	0	5	0	0	0	0	0	0	0	0	0
Hispanic	86	9	0	95	6	0	6	1	0	1	1	0	1
Asian	2	0	0	2	0	0	0	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	3	1	0	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	0	1	3									
Total	140	16	1	157	7	0	7	2	1	3	1	0	1
Total Minority	96	10	0	106	6	0	6	1	1	2	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 9B - Public Safety

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	8	41	0	49	0	0	0	0	0	0	0	0	0
Afr. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
Hispanic	11	34	0	45	0	1	1	0	0	0	0	0	0
Asian	4	3	0	7	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	1	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	3	22	25									
Total	26	83	22	131	1	1	2	0	0	0	0	0	0
Total Minority	18	39	0	57	1	1	2	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 10A - Faculty - Tenure Track

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	219	148	1	368	8	9	17	11	2	13	4	9	13
Afr. Amer.	33	15	0	48	2	1	3	1	0	1	1	0	1
Hispanic	94	56	2	152	3	4	7	0	0	0	1	1	2
Asian	176	168	0	344	1	6	7	0	1	1	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	7	13	0	20	0	0	0	0	0	0	0	0	0
Unknown (Race)	16	20	44	80									
Total	545	420	47	1012	14	20	34	12	3	15	6	12	18
Total Minority	310	252	2	564	6	11	17	1	1	2	2	3	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	16	12	28
Afr. Amer.	0	0	0	0	0	0	2	1	3
Hispanic	0	0	0	0	0	0	4	3	7
Asian	0	0	0	0	0	0	6	2	8
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	28	18	46
Total Minority	0	0	0	0	0	0	12	6	18

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 10B - Faculty - Lecturer

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	67	56	0	123	237	302	539	2	1	3	85	86	171
Afr. Amer.	15	13	0	28	12	24	36	0	0	0	4	9	13
Hispanic	19	27	0	46	34	92	126	0	0	0	13	32	45
Asian	21	40	0	61	28	27	55	0	1	1	5	8	13
Nat. Amer.	4	1	0	5	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	6	6	0	0	0	0	0	0
Two or More	8	6	0	14	3	28	31	0	0	0	1	6	7
Unknown (Race)	11	13	5	29									
Total	145	156	5	306	315	479	794	2	2	4	108	141	249
Total Minority	67	87	0	154	78	177	255	0	1	1	23	55	78

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 10C - Department Chairs

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	1	1	1	0	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	1	1	2	1	3
Total Minority	0	0	0	0	0	0	0	0	1	1	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 10D - Other Postsecondary Teachers

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	15	22	37
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	7	30	37
Asian	0	0	0	0	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	1	1
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	23	53	76
Total Minority	0	0	0	0	0	0	0	0	0	0	8	31	39

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 11A - Professional Student Support

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	33	110	0	143	4	1	5	0	0	0	0	0	0
Afr. Amer.	11	23	0	34	0	0	0	0	0	0	0	0	0
Hispanic	93	283	1	377	3	8	11	0	0	0	1	1	2
Asian	11	30	0	41	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	11	0	13	0	0	0	0	0	0	0	0	0
Unknown (Race)	14	23	12	49									
Total	164	481	13	658	7	9	16	0	0	0	1	1	2
Total Minority	117	348	1	466	3	8	11	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	2	3	1	2	3
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	2	3	2	3	5
Total Minority	0	0	0	1	2	3	1	2	3

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 11B - Other Teaching and Instructional Support

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	7	14	1	22	0	2	2	1	0	1	1	0	1
Afr. Amer.	0	0	1	1	0	0	0	0	0	0	0	0	0
Hispanic	3	9	0	12	1	1	2	0	0	0	0	1	1
Asian	0	0	0	0	0	2	2	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	1	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	1	4									
Total	11	25	4	40	1	5	6	1	0	1	1	2	3
Total Minority	3	9	2	14	1	3	4	0	0	0	0	2	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	1	2	1	0	1	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	1	2	1	1	2	0	1	1
Total Minority	1	1	2	1	0	1	0	1	1

California State University Stanislaus
Personnel Transactions Summary

Snapshot Date: 11/01/2021

Job Group: 13A - Production, Transport, & Material Movers

Transaction Dates: 06/01/2020 To 10/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University Stanislaus
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 11/01/2021

Category	6/1/19	6/1/20	11/1/21
Job Openings	356	332	1,119
Jobs Filled	344	323	1,119
Applicants for all jobs	2,614	2,594	6,675
Applicants who self-identified as Protected Veterans	38	58	103
Applicants Hired	278	245	1,034
Protected Veterans Hired	4	5	16
Hiring Benchmark**	5.9	5.7	5.6
Overall protected veterans hired (%)	1.4	2.0	1.5

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

California State University Stanislaus
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2021

Category	6/1/19			6/1/20			11/1/21		
Job Openings	356			332			1,119		
Jobs Filled	344			323			1,119		
Applicants for all jobs	2,614			2,594			6,675		
Applicants who self-identified as individual(s) with Disability	110			110			381		
Applicants Hired	278			245			1,034		
Individual(s) with Disability Hired	9			8			56		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.2			2.7			4.4		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
1A - Executives	35	2	5.7	36	4	11.1	38	3	7.9
1B - Management	53	4	7.5	52	2	3.8	56	3	5.4
2A - Business and Financial Operations	78	3	3.8	72	1	1.4	82	3	3.7
3A - Computer, Engineering, and Science	53	0	0.0	51	0	0.0	48	1	2.1
4A - Healthcare Practitioners and Technical	12	0	0.0	12	0	0.0	11	0	0.0
5A - Clerical	103	4	3.9	93	5	5.4	92	7	7.6
5B - Technical Professionals	12	0	0.0	13	0	0.0	13	0	0.0
6A - Natural Resources, Construction, and Maintenance	22	0	0.0	25	0	0.0	25	0	0.0
7A - Community Service, Legal, Arts, and Media	25	0	0.0	22	0	0.0	26	1	3.8
7B - Coaches	15	0	0.0	17	0	0.0	15	0	0.0
8A - Librarians, Curators, and Archivists	13	0	0.0	13	0	0.0	15	1	6.7
9A - Service/Maintenance	34	0	0.0	33	0	0.0	34	0	0.0

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

California State University Stanislaus
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 11/01/2021

Category	6/1/19			6/1/20			11/1/21		
Job Openings	356			332			1,119		
Jobs Filled	344			323			1,119		
Applicants for all jobs	2,614			2,594			6,675		
Applicants who self-identified as individual(s) with Disability	110			110			381		
Applicants Hired	278			245			1,034		
Individual(s) with Disability Hired	9			8			56		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.2			2.7			4.4		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
9B - Public Safety	11	0	0.0	10	0	0.0	13	0	0.0
10A - Faculty - Tenure Track	246	5	2.0	253	6	2.4	264	7	2.7
10B - Faculty - Lecturer	367	8	2.2	347	12	3.5	374	22	5.9
10C - Department Chairs	23	0	0.0	24	1	4.2	9	N/A	N/A
10D - Other Postsecondary Teachers	2	N/A	N/A	2	N/A	N/A	40	1	2.5
11A - Professional Student Support	38	0	0.0	46	0	0.0	54	4	7.4
11B - Other Teaching and Instructional Support	14	0	0.0	17	0	0.0	17	1	5.9
13A - Production, Transport, & Material Movers	0	N/A	N/A	1	N/A	N/A	1	N/A	N/A

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.